

Capgemini Technology Services India Limited
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www.in.capgemini.com

February 25, 2017

Name: Vaishali Srivastava
Emp ID:112081

Dear Vaishali,

We are pleased to inform you, that your compensation is being revised effective January 1, 2017 as below:

Fixed Compensation	Variable Compensation	Annual Total Compensation
Rs. 8,52,072	Rs. 84,516	Rs. 9,36,588

A break-up of your revised compensation is as detailed in the salary annexure 1 & salary annexure 2. Applicable arrears will be paid to you (if any).

We sincerely appreciate your contributions to the organization and look forward to the same in the future.

Please further note that you shall continue to be bound by all Capgemini Policies including but not limited to provisions of confidentiality, non-compete, non-solicitation, compliance to notice period requirement, protection of Intellectual property of company, Code of business ethics, ISMS policy manual etc.

Your compensation details are strictly personal and confidential and should not be disclosed to others.

Wishing you a happy and rewarding career with Capgemini!

With Best wishes,
For Capgemini Technology Services India Limited



Anil Jalali
Chief Human Resource Officer, Capgemini India

February 25, 2017

Vaishali Srivastava
112081
SALARY ANNEXURE 1 (Effective January 1, 2017 to March 31, 2017)

Monthly Component	Amount(Rs.)	Yearly Component	Amount(Rs.)
Basic	21,130	Leave Travel Allowance	21,132
House Rent Allowance	10,565	Co's contribution to Prov Fund	31,872
Dearness Allowance	1,000	Annual Variable Compensation**	84,516
Personal Allowance	28,307	Group Gratuity Scheme	12,768
Food Allowance	1,100	Insurance Premium	6,876
Conveyance Allowance	1,600		
Medical Allowance	1,250		
Monthly Gross	64,952	Annual CTC	9,36,588

You will continue to be covered under Group Medclaim Insurance (for yourself, your spouse and dependent children), Personal Accident Insurance and Group Term Life Insurance as per company policy.

** The actual pay out of Variable Compensation/ Sales Incentive component will be based on the plan communicated to you. Please note that to be eligible for payment for a given evaluation period, you need to be on the rolls of the Company as on the payout date.



Anil Jalali
Chief Human Resource Officer, Capgemini India

February 25, 2017

Vaishali Srivastava
112081
SALARY ANNEXURE 2 (Effective April 1, 2017)

Component	Annual Rs.
Basic	2,65,560
House Rent Allowance	1,26,780
Personal Allowance	2,14,416
Other Allowance & Reimbursements #	1,74,600
Conveyance Allowance	19,200
Co's contribution to Prov Fund	31,872
Group Gratuity Scheme	12,768
Total Fixed Compensation	8,45,196
Annual Variable Compensation**	84,516
Insurance Premium	6,876
Annual Total Compensation	9,36,588

You will continue to be covered under Group Mediciam Insurance (for yourself, your spouse and dependent children), Personal Accident Insurance and Group Term Life Insurance as per company policy.

** The actual pay out of Variable Compensation/ Sales Incentive component will be based on the plan communicated to you. Please note that to be eligible for payment for a given evaluation period, you need to be on the rolls of the Company as on the payout date.

Other allowances and reimbursements (OAAR) is a head under which tax saving elements are included. You may choose any of the optional components, subject to the limit of the OAAR amount mentioned in your salary breakup above. Please refer the details on OAAR components in the following link (except Business Services employees, will be communicated separately): <\\ntbomfs001\DATAPUB\HR\Policies\Compensation & benefits>



Anil Jalali
Chief Human Resource Officer, Capgemini India