



Private & Confidential

Date: October 19, 2018

Name : Sreeram Mounika
Employee ID : 93499_FS

Dear Sreeram,

Congratulations on your promotion to **A5 - Senior Software Engineer** effective **October 1, 2018**.

This promotion is an acknowledgement of your exemplary performance in your current role, and your demonstrated potential to take up higher responsibilities. The performance bar will be raised in your new role and would require you to perform at even higher levels. We are confident of your ability to do so.

In recognition of the above, your salary (Total Cost to Company - CTC) has been revised to **INR 340000** per annum. Please go through Annexure 1 for a detailed break-up of your total compensation.

All other terms and conditions of your employment remain unchanged.

We thank you for your contribution, and are confident that you will continue to put forth your best towards the success of Capgemini & the FS SBU.

Wish you a successful and a rewarding career with Capgemini!

For Capgemini Technology Services India Limited

Ekta Singh
Vice President, HR Head – India
Financial Services SBU

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



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Annexure 1 (All figures in INR)

Name : Sreeram Mounika
Employee ID : 93499_FS

Compensation Structure Per Annum	
Fixed Salary	Salary Break-up
Basic Salary	116593
House Rent Allowance	58297
Other Allowance & Reimbursements	116158
Personal Allowance	0
Company's Contribution to PF	13991
Gratuity Accruals	5608
Statutory Bonus	22476
Total Fixed Compensation	333123
Total Cash Compensation	333123
Medical, Life & Accident Insurance	6877
Total Cost to Company (CTC)	340000

Note:

- Gratuity shall apply as per the 'Gratuity Act 1972'. Please refer to the Gratuity Policy on KM3.0.
- Medical, Life & Accident Insurance will be applicable as per the company policies. Please refer Group Personal Accident Policy, Hospitalization Insurance Policy and Life Insurance Policy on KM3.0. Insurance cost is subject to change as per Policy renewals, which normally happens in the month of January every year.
- Please note that all terms and conditions of employment as implemented effective April 2014 will continue to be applicable.

For Capgemini Technology Services India Limited

Ekta Singh
Vice President, HR Head – India
Financial Services SBU

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