



Capgemini Technology Services India Limited
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April 10, 2020

Name : Sudipto Saha
Global Group ID : 1428927

Dear Sudipto,

We are pleased to inform that your Pay Review for year 2020 has been concluded. We hope you continue to grow and contribute in the organization with the same vigor and passion.

Further, we take this opportunity to inform you that you have been promoted to grade **A5** as **Senior Software Engineer** effective **April 1, 2020**. We are confident that you will be able to take on and deliver greater responsibilities in your new role. The organization will support you through the learning needs required for you to succeed in your new role.

In recognition of the above, your salary (Total Cost to Company - CTC) has been revised to INR **440000** per annum effective **April 1, 2020**. This will include a total fixed compensation (TFC) of INR **432198** per annum.

A break-up of your revised compensation is detailed in the Salary Annexure.

Congratulations and wishing you a happy and rewarding career with Capgemini!

With Best wishes,
For Capgemini Technology Services India Limited

Aruna Anantha Padmanabhan
Executive Vice President, CHRO
Financial Services SBU



As an important part of our Capgemini Family, please find the following benefits and opportunities that you are eligible for.

FINANCIAL BENEFITS

Tax Saving Benefits: You can choose from the array of tax saving benefits through the Other Allowances & Reimbursements (OAAR) Component in the Compensation structure. Policy Link: [OAAR Document](#)

Employee Share Option Plans: ESOP scheme enables Capgemini share subscription at subsidized prices. The scheme ensures that the investments made are protected and gains are multiplied.

EMPLOYEE RECOGNITION

Rewards & Recognition (R&R): Capgemini has multiple reward initiatives like CLAP-Come Lets Appreciate, Pat on the Back and multiple individual and team awards to recognize your contribution and efforts. Policy Link: [Rewards and Recognition Policy](#)

HEALTH AND WELLNESS BENEFITS

Group Medical, Term and Accident Coverage: Capgemini provides medical coverage to ensure that you and your family are provided security in case of any medical exigency. Employees can further enhance the coverage via Voluntary Top-Up options. In addition, employees are protected via Term and Accident insurance. Policy Link: [Group Medical, Term and accident coverage document](#)

Voluntary Parental Medical Insurance: Capgemini is dedicated towards offering the most suitable plan for your parents and parents-in-law. The medical Insurance program covers wide range of ailments at a 25% Capgemini subsidized premium. Policy Link: [Parental Medical Insurance](#)

Employee Assistance Program: EAP provides personalized and confidential counselling and support to employees and their families to cope successfully with a variety of minor and major life events. You can reach EAP services on the toll-free number 1800 102 7293.

Leave: Employees are entitled to 10 days of public holidays, 22 days of Privilege leave, 5 days of bereavement leave, Sabbatical Leave for a 6 to 24 months' duration and other available leave options to support individual needs. Policy Link: [Leave Policy](#)

Inclusivity and Diversity

Flexi Work Options: Employees who require flexibility in work arrangements can opt for flexible work option or Part Time option. Employees now may even opt for a Half Day Leave at any official day to seek a right balance between work schedule and personal commitments. Capgemini also has provision for Sabbatical leave for those who want a long term break from work. Policy Link : [Flexi Work Policy](#); [Policy Link: Half Day Leave](#)

Parent Support: Capgemini offers array of program to support parents eg.- Supporting parents during maternity via FareWelcome- buddy system & Parents@CG network, Childcare support via in-house Creche facility and CAPtivate for supporting women to join back the organization post a break. Program Highlights : [Diversity and Inclusion](#)

CAREER GROWTH & DEVELOPMENT OPPORTUNITIES

Accelerated Career Progression: Employees have the opportunity to grow, take up new roles and provided access to various platforms to understand business better.

Internal Job Postings: In order to ensure that employees meet their career aspirations Capgemini has an IJP Policy which enables employees' transition to a new role in a shorter period of 45 days. To enable easy transition in case of an intercity transfer all the transfer benefits are also provided.

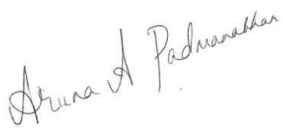
Sudipto Saha
1428927

SALARY ANNEXURE

Components	Amount in INR (per annum)
Basic	151270
House Rent Allowance	75635
Other Allowance & Reimbursements	110926
Personal Allowance	28730
Company Contribution of Provident Fund	21600
Gratuity	7276
Advance Statutory Bonus	36761
Total Fixed Compensation	432198
Total Cash Compensation <i>(sum of above)</i>	432198
Medical, Accident & Life Insurance Premium	7802
Total Cost to company	440000

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. For more clarity on your salary structure you can check the following link: [Compensation Policy](#).



Aruna Anantha Padmanabhan
Executive Vice President, CHRO
Financial Services SBU