



Capgemini Technology Services India Limited
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January 18, 2019

Name: Syed, Abdul Haseeb
Emp ID: 142449

Dear Abdul Haseeb,

Congratulations on your promotion to grade **A5** as **Sr Analyst / Software Engineer** effective January 1, 2019.

We are pleased to inform you, that your compensation is being revised effective January 1, 2019 as below.

| Fixed Compensation | Variable Compensation | Total Cash Compensation |
|--------------------|-----------------------|-------------------------|
| Rs. 352,785 | Rs. 0 | Rs. 352,785 |

A break-up of your revised compensation is detailed in the salary annexure.

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

Sudharshan Shankavaram
DCX Global CoE Leader

Syed, Abdul Haseeb
142449

SALARY ANNEXURE

| Components | Amount in INR (per annum) |
|--|------------------------------|
| Basic | 123,475 |
| House Rent Allowance | 60,678 |
| Other Allowance & Reimbursements # | 125,400 |
| Personal Allowance | 0 |
| Company contribution of Provident Fund | 14,817 |
| Gratuity | 5,939 |
| Advanced Statutory Bonus | 22,476 |
| Total Fixed Compensation | 352,785 |
| Total Cash Compensation <i>(sum of above)</i> | 352,785 |
| Medical, Accident & Life Insurance Premium | 7215 |
| Total Cost to company | 360,000 |

Payment of all salary components are as per the 'Handbook on Compensation and Benefits'. Please refer to this document under the HR Policies section in the Talent Page.

#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: [Human Resources Hub on Talent India](#)



Sudharshan Shankavaram
DCX Global CoE Leader