

Capgemini Technology Services India Limited No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC - SEZ, Village Man, Taluka Mulshi, Pune- 411 057, Maharashtra, India

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www.in.capgemini.com

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.

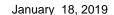
Please further note that you shall continue to be bound by all Capgemini Policies including but not limited to provisions of confidentiality, non-compete, non-solicitation, compliance to notice period requirement, protection of Intellectual property of company, Code of business ethics, ISMS policy manual 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 (sum of above)	352,785
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Medical, Accident & Life Insurance Premium	7215
	<del>                                     </del>
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: <a href="https://example.com/humanle

Sudharshan Shankavaram DCX Global CoE Leader