



Capgemini Technology Services India Limited  
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July 23, 2019

**Name** : Vishal Kandavalli  
**Emp ID** : 92596\_FS

Dear Vishal,

Overall 2018 has been a robust performance year for Capgemini. We appreciate your dedication and energy that helped the organization achieve its business objectives and look forward to your commitment and optimism in the coming years too.

We are pleased to inform you that you have been promoted to grade **B1** as **Associate Consultant** effective **July 1, 2019**. 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 **475000** per annum. This will include a total fixed compensation (TFC) of INR **467785** 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**

**Ashwin Yardi**  
**CEO – Capgemini India**



We would also like you to go through the benefits and opportunities that you are eligible for as a part of the Capgemini family.

## **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, thus improving overall return on investment.

## **EMPLOYEE RECOGNITION**

**Rewards & Recognition (R&R):** Capgemini values your contribution to the organization's growth and success. Employees are rewarded for challenging themselves, demonstrating winning behaviors, building capabilities and driving change. Policy Link: [Rewards and Recognition Policy](#)

## **HEALTH AND WELLNESS BENEFITS**

**Group Medical, Term and Accident Coverage:** Employee, spouse and Children are covered under the medical insurance. In addition, employees are protected via Term and Accident insurance. Policy Link: [Group Medical, Term and accident coverage document](#)

**Voluntary Parental Medical Insurance:** Capgemini offers a comprehensive Medical Insurance program under which you can enroll your parents and/or parents-in-law. 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.

## **WORK-LIFE INTEGRATION BENEFITS**

**Flexi Work Options:** Employees who require flexibility in work arrangements can opt for flexible work option or Part Time option. Policy Link: [Flexi Work Policy](#)

**Leaves:** Employees are entitled to 10 days of public holidays, 22 days of Privilege leaves, 5 days of bereavement leaves and other leave categories that are available to support individual needs. Policy Link: [Leave Policy](#)

## **CAREER GROWTH & DEVELOPMENT OPPORTUNITIES**

**Accelerated Career Progression:** Employees have the opportunity of an accelerated career progression through frequent promotion cycles in a year. As a result, employees will see enhancements in their roles or take up new roles helping them achieve their career aspirations.

**Internal Job Postings:** With the objective of providing internal growth opportunities & empowering employees to choose their career path, Capgemini has an IJP Policy which enables employees' transition to a new role in a shorter period of 45 days unlike the previous 90 days.

**Learning & Development Initiatives:** Digital Talent Academy, Automation Academy and Training Programs in emerging skills offer modules to equip employees for today's digital era. These are critical in upskilling employees in cutting-edge technologies to strengthen employee capability.

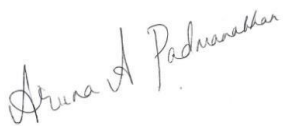
Vishal Kandavalli  
92596\_FS

### SALARY ANNEXURE

Components	Amount in INR (per annum)
Basic	163720
House Rent Allowance	81860
Other Allowance & Reimbursements	125400
Personal Allowance	31570
Company contribution of Provident Fund	21600
Gratuity	7875
Advance Statutory Bonus	35760
<b>Total Fixed Compensation</b>	467785
<b>Total Cash Compensation</b> (sum of above)	467785
Medical, Accident & Life Insurance Premium	7215
<b>Total Cost to company</b>	475000

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



**Ashwin Yardi**  
CEO – Capgemini India