

Capgemini Technology Services India Limited
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February 23, 2017

Name: Kolluri, Lsnvisweswararao
Emp ID: 066520

Dear Lsnvisweswararao,

We are pleased to inform you, that your compensation is being revised effective January 1, 2017 as below:

Fixed Compensation	Variable Compensation	Annual Total Compensation
Rs. 592,690	Rs. 44,506	Rs. 658,928

A break-up of your revised compensation is detailed in the salary annexure. Applicable arrears will be paid to you (if any).

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



Girish Wardadkar
CEO, Sogeti India

February 23, 2017

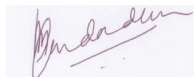
Kolluri, Lsnvisweswararao
066520
SALARY ANNEXURE

Components	Pre-revision	Effective Jan 1, 2017	Effective Apr 1, 2017
Basic	221,827	221,827	221,827
House Rent Allowance	110,914	110,914	110,914
Conveyance Allowance	19,200	19,200	19,200
Other Allowance & Reimbursements #	171,600	171,600	174,600
Personal Allowance	1,942	31,860	28,860
Company contribution of Provident Fund	26,616	26,619	26,619
Gratuity	10,665	10,670	10,670
Total Fixed Compensation	562,764	592,690	592,690
Annual Variable Compensation*	40,764	44,506	44,506
Advanced Statutory Bonus	19,572	21,732	21,732
Annual Total Compensation	623,100	658,928	658,928

In addition you continue to be covered under Group Medclaim Insurance (for yourself, your spouse and dependent children), Personal Accident Insurance and Group Term Life Insurance as per company policy.

*The actual pay out of Variable Compensation/ Sales Incentive component will be based on the plan communicated to you. Please note that to be eligible for payment for a given evaluation period, you need to be on the rolls of the Company as on the payout date.

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:
<\\ntbomfs001\\DATAPUB\\HR\\Policies\\Compensation & benefits>


Girish Wardadkar
CEO, Sogeti India