



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 Tel: +91.20.6699 1000 | Fax: +91.20.6699 5050
www.in.capgemini.com

April 14, 2020

Name : Venkatesh Krishnan R
Employee ID : 133671

Dear **Venkatesh Krishnan,**

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.

Your revised compensation for 2020 effective April 1, 2020 is as below:

Fixed Compensation	Variable Compensation	Total Cash Compensation
INR 375,541	INR 0	INR 375,541

A break-up of your revised compensation is detailed in the Salary Annexure 1.

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

With Best wishes,
For Capgemini Technology Services India Limited

Parag Rede
Head, North America Business Unit India



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 leaves, 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 through frequent promotion cycles in a year.

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.

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Employee ID : 133671

ANNEXURE 1

Components	Amount in INR (per annum)
Basic	131,439
House Rent Allowance	65,720
Other Allowance & Reimbursements	65,138
Personal Allowance	48,561
Advanced Statutory Bonus	36,761
Company contribution of Provident Fund	21,600
Gratuity	6,322
Total Fixed Compensation	375,541
Total Cash Compensation (sum of the above)	375,541
Medical, Accident & Life Insurance Premium	7,802
Total Cost To Company	383,343

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](#)

Parag Rede
Head, North America Business Unit India