

EMPLOYMENT OFFER LETTER

Capgemini Ref: 1384751 /176444,

05/07/2018,

Phani DhanasriKesana

11-7-11/1, powerhouse street, ramarao pet,kakinada,kakinada ,  
India

Confidential

Dear Phani Dhanasri Kesana,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 05/16/2018 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/ A4

B) You will be required to work at the Company's offices in location Bangalore

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be INR 240,001.00 (Rupees Two Lakh Forty Thousand and One only). Please refer Annexure-A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 315001.0 (Rupees Three Lakhs Fifteen Thousand and One only). Please refer Annexure -B for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:



20/7/18  
PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
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Page 4 of 23

# Annexure - A

Phani Dhanasri Kesana

Analyst

Total Cost to Company (CTC).

Rs.240,001.00

Monthly Components	Per Month	Annualized
Basic	Rs 9,057.00	Rs 108,684.00
House Rent Allowance	Rs. 4,529.00	Rs 54,348.00
Other Reimbursements & Allowances#	Rs. 1,695.00	Rs.20,340.00
Personal Allowance	Rs. 0.00	Rs. 0.00
Advance Statutory Bonus	Rs. 1,811.00	Rs. 21,732.00
Gross monthly salary	Rs.17,092.00	Rs. 205,104.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,087.00	Rs.13,044.00
Gratuity (accrual only)		Rs.5,232.00
Total Fixed Compensation		Rs.223,380.00
Total Cash Compensation		Rs. 223,380.00
Benefits		
Medical, Accident & Life Insurance Premium	Rs.573.00	Rs. 6,877.00
Capgemini contribution to ESI	Rs.812.00	Rs.9,744.00
Total Cost to Company		Rs. 240,001.00

# Annexure - B



  
 Page 5 of 23  
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Phani Dhanasri Kesana

Analyst

Total Cost to Company (CTC).

Rs.315001.0

Monthly Components	Per Month	Annualized
Basic	Rs.9057.0	Rs.108684.0
House Rent Allowance	Rs.4529.0	Rs.54348.0
Other Reimbursements & Allowances#	Rs.8757.0	Rs.105084.0
Personal Allowance	Rs.0.0	Rs.0.0
Advanced Statutory Bonus	Rs.1811.0	Rs.21732.0
Gross monthly salary	Rs.24154.0	Rs.289848.0
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1087.0	Rs.13044.0
Gratuity (accrual only)	Rs.436.0	Rs.5232.0
Total Fixed Compensation		Rs.308124.0
Total Cash Compensation		Rs.308124.0
Benefits		
Medical, Accident & Life Insurance Premium		Rs.6877.0
Capgemini contribution to ESI		Rs.0.0
Total Cost to Company		Rs.315001.0

# You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes. For details on claiming these instruments please check the Other Allowance and Reimbursements FAQ and Claim Forms.



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SURAMPALEM - 533 437



personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Jaideep Chavan  
Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter ') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

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Name: Phani Dhanasri Kesana

Date: 05/07/2018

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

1.1 Capgemini Technology Services India Limited ("Capgemini" or "Company") may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you



20 Page 11 of 23  
PRINCIPAL  
ADITYA ENGINEERING COLLEGE  
SURAMPALAM - 533 437