

PROVIDENT FUND & EMPLOYEE STATE INSURANCE

MONTHLY CHALLAN & DEPOSITION SUMMARY

Submitted by: Tata Consultancy Services Limited

Registration Details: EPFO Code: UP/TCS/001 | ESIC Code: 22B0000009

Reporting Period: October 2024

Document Date: 15th November 2024

PART A: ORGANIZATION DETAILS

Field	Details
Organization Name	Tata Consultancy Services Limited
Registered Office	9th Floor, Nirmal Building, Nariman Point, Mumbai - 400 021
CIN	L22210MH1995PLC084781
GSTIN	27AABCT0808Q1ZE
PAN	AAACT0808Q
EPFO Establishment Code	UP/TCS/001
ESIC Employer Code	22B0000009
Total Employees Covered	1,247 (PF), 856 (ESI)
Wage Month	October 2024
Contribution Month	October 2024
Return Filing Date	05th November 2024
Challan Payment Date	15th November 2024
Financial Year	2024-25

PART B: EMPLOYEE PROVIDENT FUND (EPF) - MONTHLY CHALLAN

B.1 Contribution Summary - October 2024

Particulars	Amount (₹)	Employee Share	Employer Share
Gross Wages	84,560,000	-	-
EPF Wages	82,340,000	-	-
EPS Wages	82,340,000	-	-
EDLI Wages	82,340,000	-	-

B.2 Contribution Breakdown (October 2024)

Contribution Head	Rate	Employee Share (₹)	Employer Share (₹)	Total Contribution (₹)
EPF (Provident Fund)	12% (Emp) + 3.67% (ER)	9,880,800	3,023,922	12,904,722
EPS (Pension Scheme)	-	-	6,858,922	6,858,922
EDLI (Deposit Linked Insurance)	-	-	411,700	411,700
PF Admin Charges	-	-	411,700	411,700
EPF Service Tax	-	-	82,334	82,334
TOTAL PF CONTRIBUTION	-	9,880,800	10,788,578	20,669,378

Total PF payable for October 2024: ₹ 20,669,378/-

B.3 Employee & Member Details (Sample)

- UAN: **100123456701** – Rajesh Kumar Singh – Gross: ₹ 65,000 – EPF Contribution: ₹ 7,800
- UAN: **100123456702** – Priya Sharma – Gross: ₹ 78,500 – EPF Contribution: ₹ 9,420
- UAN: **100123456703** – Amit Patel – Gross: ₹ 72,000 – EPF Contribution: ₹ 8,640
- UAN: **100123456704** – Deepak Mishra – Gross: ₹ 68,300 – EPF Contribution: ₹ 8,196
- UAN: **100123456705** – Neha Gupta – Gross: ₹ 71,200 – EPF Contribution: ₹ 8,544

1,242 more employees...

Total Employee Members in October 2024: 1,247

B.4 Electronic Challan Cum Return (ECR) Details

ECR File Details:

Parameter	Details
ECR Upload Date	05th November 2024 at 11:45 AM
ECR File Name	TCS_UP001_October2024_ECR.txt
ECR Reference Number	TRRN/2024/1247/20669378
Establishment ID	0202010000123456
Total Employees Reported	1,247
Total NCP Days Reported	8
EPF Wages Total	₹ 82,340,000
EPS Wages Total	₹ 82,340,000
EDLI Wages Total	₹ 82,340,000
Employee Contribution Total	₹ 9,880,800
Employer Contribution Total	₹ 10,788,578

ECR Upload Status: ✓ Accepted and Finalized

B.5 EPFO Challan Details

Particulars	Details
Challan Generated Date	05th November 2024
Challan Due Date	15th November 2024
Challan Reference Number (TRRN)	TRRN-2024-1247-20669378
Total Challan Amount	₹ 20,669,378
Payment Mode	Online (NEFT via Net Banking)
Paying Bank	HDFC Bank Limited, Mumbai
Challan Status	Finalized for Payment

B.6 EPFO Challan Breakdown

Component	Amount (₹)
Employee Contribution (EPF - 12%)	9,880,800
Employer Contribution (EPF - 3.67%)	3,023,922
Employer Contribution (EPS - 8.33%)	6,858,922
Employer Contribution (EDLI - 0.5%)	411,700
Admin Charges (0.5%)	411,700
Service Tax on Charges (18% on charges)	82,334
TOTAL EPFO CHALLAN	₹ 20,669,378

PART C: EMPLOYEE STATE INSURANCE (ESI) - MONTHLY CHALLAN

C.1 ESI Coverage Details - October 2024

Particulars	Details
ESIC Employer Code	22B0000009
ESI Registration Date	15th March 2020
Total Insured Persons (IPs)	856 (as on 31st October 2024)
Wage Threshold for ESI	₹ 21,000 per month
Employees Covered Under ESI	856
Non-covered Employees (Above ₹21,000)	391

C.2 ESI Contribution Summary - October 2024

Contribution Head	Rate	Amount (₹)
Total ESI Wages	-	15,024,000
Employee Contribution (ESI)	0.75%	112,680
Employer Contribution (ESI)	3.25%	488,280
TOTAL ESI CONTRIBUTION	-	600,960

Total ESI payable for October 2024: ₹ 600,960/-

C.3 Insured Persons Summary

Insured Persons (IPs) registered: 856

IP Status Breakdown:

- **Active IPs:** 847
- **IPs on Leave (unpaid):** 6
- **IPs on Restricted Leave:** 3
- **IPs Exited During Month:** 0
- **New IPs Registered:** 5

Sample Insured Persons:

1. **IP: 2200000001** – Sharma, Rajesh Kumar – Monthly Wage: ₹18,500 – ESI Contribution: ₹ 139
2. **IP: 2200000002** – Gupta, Priya – Monthly Wage: ₹20,000 – ESI Contribution: ₹ 150
3. **IP: 2200000003** – Patel, Amit Kumar – Monthly Wage: ₹19,800 – ESI Contribution: ₹ 149
4. **IP: 2200000004** – Mishra, Deepak – Monthly Wage: ₹18,900 – ESI Contribution: ₹ 142
5. **IP: 2200000005** – Singh, Neha – Monthly Wage: ₹20,500 – ESI Contribution: ₹ 154

851 more insured persons...

C.4 ESIC Portal Filing & Challan Details

ESIC Filing Summary:

Particulars	Details
ESIC Filing Date	07th November 2024 at 02:30 PM
Filing Mode	Online (ESIC Portal: www.esic.in)
Total Insured Persons Reported	856
Total Wages Reported	₹ 15,024,000
Total Days Worked	20,568 (856 IPs × 24 days avg.)
Challan Generated Date	07th November 2024
Challan Due Date	15th November 2024

ESIC Challan Details:

Parameter	Value
Challan Reference Number	ESIC-22B0000009-OCT2024-001
Total Contribution Amount	₹ 600,960
Employee Share (0.75%)	₹ 112,680
Employer Share (3.25%)	₹ 488,280
Payment Mode	Online (Internet Banking)
Challan Status	Generated & Ready for Payment
Paying Bank	HDFC Bank Limited

PART D: COMPLIANCE & PAYMENT STATUS - OCTOBER 2024

D.1 Payment Status Summary

Contribution Type	Due Date	Challan Amount	Payment Status	Payment Date	Receipt Reference
EPFO (PF)	15-Nov-2024	₹ 20,669,378	✓ Paid	15-Nov-2024	TRRN-2024-1247-20669378
ESIC	15-Nov-2024	₹ 600,960	✓ Paid	15-Nov-2024	ESIC-22B0000009-OCT2024-001
TOTAL	15-Nov-2024	₹ 21,270,338	✓ Paid	15-Nov-2024	As above

D.2 Payment Confirmation Details

EPFO Payment Confirmation:

- Transaction ID:** HDB20241115TCS001247
- Payment Reference:** NEFT/20241115/123456789
- Bank Name:** HDFC Bank Limited, Mumbai Branch
- Payment Mode:** Net Banking (NEFT Transfer)
- Amount Credited:** ₹ 20,669,378
- Date & Time:** 15th November 2024 at 3:45 PM

- Status:** SUCCESSFULLY CREDITED

ESIC Payment Confirmation:

- Transaction ID:** ESIC/HDB/20241115/OCT2024
- Payment Reference:** NEFT/20241115/987654321
- Bank Name:** HDFC Bank Limited, Mumbai Branch
- Payment Mode:** Online (e-Challan Payment)
- Amount Credited:** ₹ 600,960
- Date & Time:** 15th November 2024 at 4:12 PM
- Status:** SUCCESSFULLY CREDITED

PART E: DEPOSITION & COMPLIANCE HISTORY

E.1 PF Deposition Status (Last 6 Months)

Month	Wage Month	Employees	Contribution (₹)	Due Date	Payment Status
May 2024	May 2024	1,234	20,234,567	15-Jun-2024	✓ Paid on 14-Jun-2024
June 2024	June 2024	1,240	20,456,789	15-Jul-2024	✓ Paid on 15-Jul-2024
July 2024	July 2024	1,243	20,567,234	15-Aug-2024	✓ Paid on 14-Aug-2024
August 2024	August 2024	1,245	20,678,901	15-Sep-2024	✓ Paid on 15-Sep-2024
September 2024	September 2024	1,246	20,654,321	15-Oct-2024	✓ Paid on 15-Oct-2024
October 2024	October 2024	1,247	20,669,378	15-Nov-2024	✓ Paid on 15-Nov-2024

PF Compliance Status: ✓ 100% Compliant – All payments made on or before due date

E.2 ESI Deposition Status (Last 6 Months)

Month	Wage Month	Insured Persons	Contribution (₹)	Due Date	Payment Status
May 2024	May 2024	852	597,840	15-Jun-2024	✓ Paid on 14-Jun-2024
June 2024	June 2024	854	603,620	15-Jul-2024	✓ Paid on 15-Jul-2024
July 2024	July 2024	855	605,250	15-Aug-2024	✓ Paid on 14-Aug-2024
August 2024	August 2024	856	608,960	15-Sep-2024	✓ Paid on 15-Sep-2024
September 2024	September 2024	856	604,680	15-Oct-2024	✓ Paid on 15-Oct-2024
October 2024	October 2024	856	600,960	15-Nov-2024	✓ Paid on 15-Nov-2024

ESI Compliance Status: ✓ 100% Compliant – All payments made on or before due date

E.3 Penalty & Interest Status

Particulars	Status	Amount
Late Payment Penalties (Section 14B)	✓ NIL	0
Interest on Late Payment (Section 7Q)	✓ NIL	0
Enforcement Proceedings	✓ NIL	0
Show Cause Notices	✓ NIL	0
Outstanding Dues	✓ NIL	0
Total Compliance Cost	✓ CLEAR	0

PART F: ANNUAL SUMMARY (FY 2024-25: Apr-Oct 2024)

F.1 PF Annual Contribution Summary (7 Months)

Month	Employees	Contribution (₹)	Status
April 2024	1,230	20,123,456	✓ Paid
May 2024	1,234	20,234,567	✓ Paid
June 2024	1,240	20,456,789	✓ Paid
July 2024	1,243	20,567,234	✓ Paid
August 2024	1,245	20,678,901	✓ Paid
September 2024	1,246	20,654,321	✓ Paid
October 2024	1,247	20,669,378	✓ Paid
TOTAL (7 months)	8,675	143,384,646	✓ Paid

YTD PF Contribution: ₹ 143,384,646/-

F.2 ESI Annual Contribution Summary (7 Months)

Month	IPs	Contribution (₹)	Status
April 2024	848	593,200	✓ Paid
May 2024	852	597,840	✓ Paid
June 2024	854	603,620	✓ Paid
July 2024	855	605,250	✓ Paid
August 2024	856	608,960	✓ Paid
September 2024	856	604,680	✓ Paid
October 2024	856	600,960	✓ Paid
TOTAL (7 months)	5,977	4,214,510	✓ Paid

YTD ESI Contribution: ₹ 4,214,510/-

F.3 Total YTD Deposition

- **Total PF Deposited (Apr-Oct 2024):** ₹ 143,384,646
- **Total ESI Deposited (Apr-Oct 2024):** ₹ 4,214,510
- **GRAND TOTAL (7 months):** ₹ 147,599,156
- **Average Monthly Deposition:** ₹ 21,085,594

PART G: DOCUMENTS & CERTIFICATES SUBMITTED

G.1 Supporting Documents Attached

1. Electronic Challan cum Return (ECR) – October 2024 (Uploaded & Accepted)
2. EPFO Challan Copy (TRRN: TRRN-2024-1247-20669378)
3. EPFO Payment Confirmation Receipt & Transaction Details
4. ESIC Challan Copy (Reference: ESIC-22B0000009-OCT2024-001)
5. ESIC Payment Confirmation Receipt & Transaction Details
6. Bank Statement Extract (Payment dated 15-Nov-2024)
7. NEFT/Transfer Receipts from HDFC Bank
8. List of Active Employees (1,247) with UAN & Contributions
9. List of Insured Persons (856) with IP Numbers & ESI Contributions
10. NCP (Non-contribution Period) Declaration (8 days approved for October)
11. Proof of Employee Verification (PRAN Numbers)
12. Annual Return Summary (Form 12A/12B if applicable)

G.2 Certificate of Compliance

This is to certify that:

Tata Consultancy Services Limited, with EPFO Code: UP/TCS/001 and ESIC Employer Code: 22B0000009, has successfully completed the following for the month of October 2024:

- ✓ Filed Electronic Challan cum Return (ECR) to EPFO on 05th November 2024
- ✓ Submitted ESI Contribution Returns to ESIC on 07th November 2024
- ✓ Paid EPFO Contribution of ₹ 20,669,378 on 15th November 2024
- ✓ Paid ESIC Contribution of ₹ 600,960 on 15th November 2024
- ✓ Maintained compliance with all statutory requirements
- ✓ No outstanding dues or penalties as on 31st October 2024
- ✓ All supporting documentation available for verification

PART H: KEY COMPLIANCE METRICS

H.1 Performance Indicators

Metric	October 2024	Status
On-time PF Payment	100%	✓ Compliant
On-time ESI Payment	100%	✓ Compliant
Employee Contribution Collection	100%	✓ Compliant
Employer Contribution Deposit	100%	✓ Compliant
Data Accuracy	99.8%	✓ Excellent
Penalty/Interest Liability	0%	✓ Clear
Late Payment Issues	0	✓ None

H.2 Statutory Deadlines Met

Obligation	Statutory Deadline	Actual Date	Status
ECR Upload (PF)	5th of following month	05-Nov-2024	✓ On Time
ESIC Return Filing	10th of following month	07-Nov-2024	✓ On Time
PF Payment	15th of following month	15-Nov-2024	✓ On Time
ESI Payment	15th of following month	15-Nov-2024	✓ On Time

PART I: GRIEVANCE & CONTACT INFORMATION

I.1 Grievance Redressal

For PF-related issues:

- EPFO Helpline: 1800-118-005 (Toll-free)
- Email: pfc@epfindia.gov.in
- EPFO Office: UP/TCS/001 Coverage
- Company Contact: HR.Compliance@tcs.com

For ESI-related issues:

- ESIC Helpline: 1800-110-555 (Toll-free)
- Email: grievance@esic.in
- ESIC Office: 22B0000009 Coverage
- Company Contact: HR.Compliance@tcs.com

I.2 Important Notices

Employee Welfare Benefits Available:

- **EPF Benefits:** Retirement corpus, maternity benefits, housing loan assistance
- **EPS Benefits:** Pension starting from age 58-60
- **EDLI Benefits:** Insurance coverage against death (₹ 7 lakhs)
- **ESI Benefits:** Medical, disability, dependent benefits, vocational training

Important Dates (FY 2024-25):

- November 2024 Payment: Due by 15th December 2024
- December 2024 Payment: Due by 15th January 2025
- Annual Return Filing (Form 5): Due by 30th June 2025
- Audit & Verification: Subject to EPFO/ESIC norms

PART J: CERTIFICATION & AUTHORIZATION

This document certifies that all Provident Fund and Employee State Insurance contributions for October 2024 have been accurately calculated, properly collected, and deposited to the respective authorities as per statutory requirements.

Authorization Signatures

Prepared By:

Name: Anita Verma
Designation: Payroll Manager
Tata Consultancy Services Limited
Date: 10th November 2024

Verified By:

Name: Rajesh Patel
Designation: HR Manager - Compliance
Tata Consultancy Services Limited
Date: 12th November 2024

Approved By:

Name: Pradeep Manohar Gaitonde
Designation: Company Secretary
Tata Consultancy Services Limited
Membership No. ACS 7016
Date: 15th November 2024

[COMPANY OFFICIAL SEAL]

PART K: APPENDICES

Appendix-1: EPFO Challan Details

Challan Particulars:

- Challan Reference: TRRN-2024-1247-20669378
- Establishment: UP/TCS/001
- Wage Month: October 2024
- Total Employees: 1,247
- Total Challan Amount: ₹ 20,669,378
- Payment Bank: HDFC Bank Limited
- Payment Mode: NEFT
- Transaction Reference: HDB20241115TCS001247

Appendix-2: ESIC Challan Details

Challan Particulars:

- Challan Reference: ESIC-22B0000009-OCT2024-001
- Employer Code: 22B0000009
- Wage Month: October 2024
- Total Insured Persons: 856
- Total Challan Amount: ₹ 600,960
- Payment Bank: HDFC Bank Limited
- Payment Mode: e-Challan (Online)
- Transaction Reference: ESIC/HDB/20241115/OCT2024

Appendix-3: Contact Details

Tata Consultancy Services Limited:

- Address: 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400 021
- Phone: +91-22-6778-9595
- Email: corporate.office@tcs.com
- HR Compliance: HR.Compliance@tcs.com

EPFO Information:

- Website: www.epfindia.gov.in
- Helpline: 1800-118-005
- Portal: <https://unifiedportal-emp.epfindia.gov.in/>

ESIC Information:

- Website: www.esic.in
 - Helpline: 1800-110-555
 - Portal: <https://www.esic.in/portal/>
-

DOCUMENT INFORMATION

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Document Reference: TCS-EPFO-ESIC-OCT2024-001

Version: 1.0

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Valid Till: 31st December 2024 (For regulatory reference)

Prepared by: TCS HR & Payroll Division

For Official Use: EPFO, ESIC, and Internal Compliance Records

NOTICE: This challan summary contains sensitive payroll and statutory information. Unauthorized reproduction or distribution is strictly prohibited. This document is prepared for compliance with EPFO and ESIC regulations and should be maintained securely for audit purposes.

END OF DOCUMENT

For further queries, contact:

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