



TCS Confidential
Ref: TCS/2018-19/CC-C2/847370

April 19, 2018

Mr. Soumya Masani
Kolkata

Dear Soumya Masani,

As TCS completes 50 years of leading change and excellence, I thank you for your contribution that has helped us maintain the momentum of growth and transformation.

I am pleased to share with you, your Annual Compensation of **Rs. 5,89,258/-** for the year 2018-19.

The details of your compensation and related benefits are enclosed in the Annexure to this letter. Kindly note that the above details are specific to India and may be subject to change in case of long term deputation on international assignments, if any.

I look forward to your continued commitment and a fulfilling career with TCS in the years to come.

Warm regards and best wishes,

Ajoyendra Mukherjee

Executive Vice President & Head Global Human Resources

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India

Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com

Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021



ANNEXURE

The details of your India compensation and benefits are given below. Taxation will be governed by the Income Tax rules and the Company will be deducting tax at source as applicable.

COMPONENT CATEGORY	ANNUAL
BASIC SALARY	1,80,000
BOUQUET OF BENEFITS*	2,69,100
CITY ALLOWANCE#	21,600
RETIRALS	
Provident Fund	21,600
Gratuity	8,658
PERFORMANCE PAY**	
Monthly Performance Pay	45,600
Performance Bonus	34,800
TOTAL SALARY	5,81,358
INSURANCE	
Health Insurance [@]	7,900
CTC	5,89,258
Life Insurance ^{\$}	1,697

* Includes Personal Allowance which is not grade linked and does not accrue automatically. Personal Allowance is subject to review and may change or be adjusted against other emoluments at a later date. Refer to Table 2 for TCS Defined Structure.

Specific to India and is linked to base location. Will be discontinued while on international assignment. Allowance is subject to review.

** In lieu of statutory profit bonus. Based on unit's and employee's performance.

** Performance Bonus will be paid at the closure of each quarter based on the performance of the company, unit and allocation. Payment is subject to being active on the company rolls on the date of announcement.

[@] Premium for Health Insurance Scheme for self and dependants borne by TCS.

^{\$} Premium for Group Life Insurance (GLI) borne by TCS. The sum assured is six times the annual compensation (CTC) with a minimum payout of Rs. 20 Lakhs. For details, please refer to the policy on Group Life Insurance (GLI) on Knowmax.



Table 2: TCS defined structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	90,000
Leave Travel Allowance	15,000
Food Card	24,000
Personal Allowance	1,40,100
BOUQUET OF BENEFITS	2,69,100

To design your Bouquet of Benefits access the Link to BoB in the Global Employee Self Service Link in Ultimatrix.

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