



TCS Confidential  
Ref: TCS/2019-20/CC-C2/1401643

April 13, 2019

**Amir Ghaderi**  
TCCI

Dear Amir,

We have completed another eventful year of sustained growth and transformation. I take this opportunity to thank you for your contribution to position TCS as a thought leader and be recognized as the Growth and Transformation partner to our customers.

Your new annual base salary is \$84,800, effective April 01, 2019 and your Bonus potential for FY20 is \$5,790.

This income is subject to all applicable taxes and deductions. Variable income is at the discretion of TCS. Other than as specified above, the terms of your employment remain the same.

Please refer to the Annexure to view your Total Rewards Statement for FY20.

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

Warm regards and best wishes,

A handwritten signature in blue ink that reads 'S. Narasimhan.'.

Narasimhan Srinivasan  
Vice President, Head-Human Resources, North America

*Note: Signature on the document is in the nature of electronic signature of authorized representative of Tata Consultancy Services Canada Inc., which signature is deemed to be an original thereof.*

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Canada Inc.  
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Summary of your personalized compensation and benefits for fiscal year 2019-20 are given below. The Total Rewards statement is based on records available with us as on April 1, 2019 and company cost is annualized in CAD. TCS reserves the right to change Benefit plan design and associated employer cost.

Earnings	Annual Company Cost (CAD)
Base Salary	84,800
Bonus Potential 2019-20	5,790
<b>Total Potential Earnings</b>	<b>90,590</b>
<b>Employer Provided Benefits (estimated)</b>	
Extended Health, Dental & Employee and Family Assistance Program (Employee)	720
Long Term Disability	315
Short Term Disability	94
RRSP Company Contribution*	3,392
<b>Total Employer Provided Benefits</b>	<b>4,521</b>
<b>Total Estimated Cost to Company</b>	<b>95,111</b>

#### 100% Employee paid Group Benefits

Accidental Death & Dismemberment
Life Insurance

#### Paid Time Off \*\*

Vacation Days	10 days
Sick Days	5 days

**Insurance:** To help take care of you and those who depend on you, TCS provides or shares in the cost for following insurance benefits

- Extended Health, Dental & Employee and Family Assistance Program
- Long Term Disability
- Short Term Disability
- Worker's Compensation

**Bonus:** The actual Incentive or bonus amount may vary. This variable income component is made at the discretion of TCS management and is determined by many factors. Sales Incentive is subject to applicable Sales plan.

**Statutory Benefits:** Both employers and employees are required to contribute to Canada Pension Plan and Employment Insurance. In addition, TCS pays 100% of the cost of Employer Health Tax.

**Retirement:** TCS will contribute up to 4% of your base salary or maximum of \$8,000 in matching contributions to your RRSP.

**Paid Time Off:** TCS recognizes the value of taking time away from the work environment. Vacation and sick days are earned and accumulated on a prorated monthly basis. The value of Paid time off is included in annual base salary.

**100% Employee paid Group Benefits:** Such insurance plans may be available through payroll deductions. Please consult the plan document for the details and eligibility requirements of each plan.

\*Estimated value based on your current income and selected contribution

\*\* Time off values represents the maximum possible annual new accruals for the year and does not represents the current balance in GESS. Please refer to TCS Canada Leave Policy for details.

**About your statement:** The actual determination of your benefits is solely on the plan documents provided by carriers of each plan. In case of a discrepancy between this statement and the plan documents, the plan documents will prevail. Please refer to My HR page in Knowmax for details of your plan

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