



TCS Confidential
Ref: TCS/2017-18/CC-C1/875328

July 25, 2017

Mr. Vignesh Babu
Bangalore

Dear Vignesh Babu,

This is to inform you of your compensation structure revision effective **July 17, 2017** on account of a change in your base branch.

Your revised Annual Compensation for the year 2017-18 is **Rs. 4,37,708/-**. This includes a City Allowance of **Rs. 1,200/-** per month. This is specific to India and is linked to your base branch. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

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 black ink, appearing to read 'Ajoyendra Mukherjee'.

Ajoyendra Mukherjee

Executive Vice President & Head Global Human Resources

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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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



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ANNEXURE

The details of your 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
FIXED COMPENSATION	
Basic Salary	1,28,400
Bouquet Of Benefits*	2,05,424
RETIRALS	
Provident Fund	15,408
Gratuity	6,176
CITY ALLOWANCE#	14,400
PERFORMANCE PAY**	
Monthly Performance Pay	37,200
Quarterly Variable Allowance	22,800
TOTAL SALARY	4,29,808
INSURANCE	
Health Insurance@	7,900
CTC	4,37,708
LIFE INSURANCE\$	1,187

* 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.

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.

** Quarterly Variable Allowance (QVA) will be paid at the closure of each quarter based on the performance of the company, unit and allocation. Payment subject to being active on the company rolls on the date of announcement of QVA.

@ 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 INR 10 Lakhs. For details, please refer to the policy on Group Life Insurance (GLI) on Knowmax.

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