



TCS Confidential  
Ref: TCS/2016-2017/CC-YG/875328

June 02, 2016

**Mr. Vignesh Babu**  
Mumbai

Dear Vignesh Babu,

This is to inform you of your compensation structure revision effective **April 26, 2016** on account of a change in your base location.

Your revised Annual Compensation for the year 2016-17 is **Rs. 2,47,054/-**. This includes a City Allowance of **Rs. 1,100/-** per month. This is specific to India and is linked to your base location. 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,

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](http://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
<b>FIXED COMPENSATION</b>	
Basic Salary	87,600
Bouquet Of Benefits*	1,02,028
Provident Fund	10,512
Gratuity	4,214
Health Insurance@	7,900
<b>PERFORMANCE PAY**</b>	
Monthly Performance Pay	21,600
<b>CITY ALLOWANCE</b>	13,200
<b>TOTAL SALARY</b>	<b>2,47,054</b>

\* 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.

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

\*\* Performance Pay will be treated as productivity bonus in lieu of statutory profit bonus.

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