

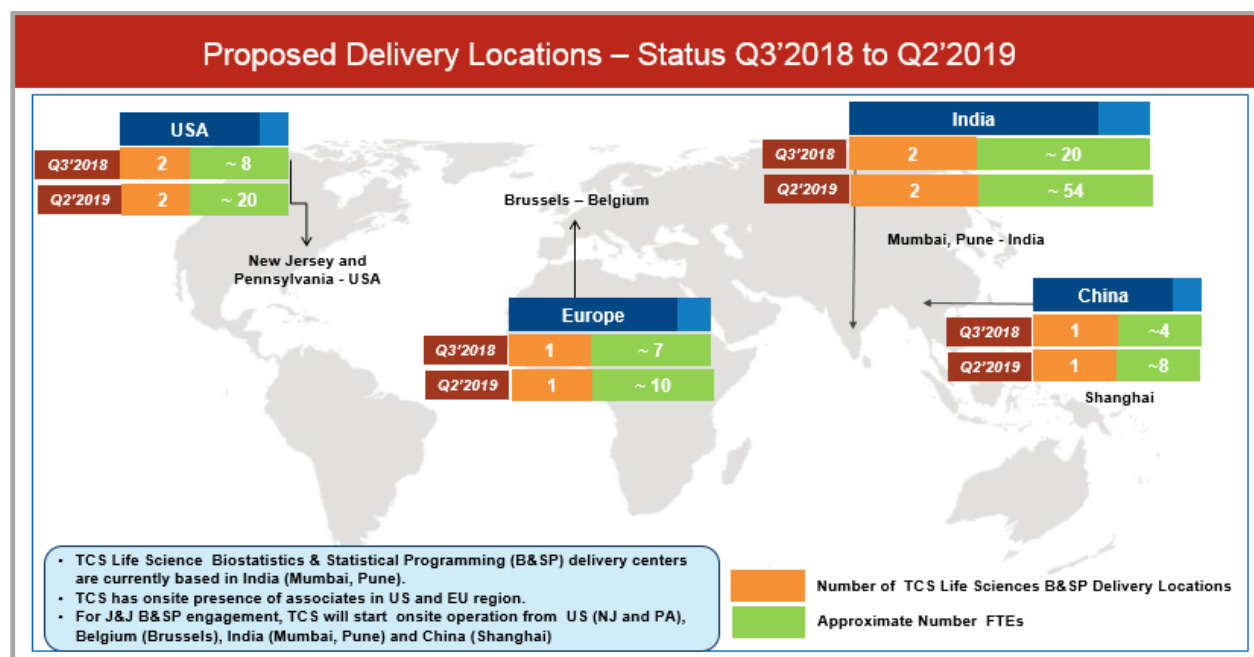
Provide an estimated timeline for growth of the managed biometrics services, ensuring acquisition of staff with relevant experience that balances growth with Quality.

Use table below to supplement in a summarized format.

Note: Target numbers are just illustrative estimates.

TCS has been involved in MBSM like models with other pharmaceutical companies and TCS will leverage its experience and expertise from these engagements and implement the same for J&J. TCS is supporting J&J for statistical programming work for their late phase delivery as well as managing core statistical and statistical programming work for J&J clinical pharmacology projects. TCS has 30 dedicated FTEs working on J&J late phase and clinical pharmacology projects. TCS will leverage its current expertise in J&J standards and systems while supporting the MBSM model requirements.

TCS is proposing an Onsite + Offshore model to cater to the current J&J MBSM requirement. TCS will have its delivery from US, EU, APAC and India region to support the requirement of near shore presence of key roles for face to face meetings and discussions. TCS will be deploying most of Biostatistics role from US and EU region. TCS will also deploy experienced Statistical Programmers (programming managers and senior programming analyst) from US, EU and APAC region. India region will primarily work in collaboration with US, EU and APAC to ensure model has good balance of onsite-offshore mix and the model is functionally and commercially viable and long term sustainable. The detailed plan for start-up and ramp-up is covered in subsequent sections.



This below section will cover details of the roles and resource ramp-up schedule

- 1) Planned roles to support MBSM implementation
- 2) Start-up and Ramp-Up schedule

Section 1: Planned Roles to Support MBSM Implementation

Based on the MBSM requirement, TCS is proposing following roles to be deployed for this engagement

Roles Planned for MBSM Implementation:

Category	Purpose	Role	US	EU	China	India
Management	Governance	B&SP – J&J Account Head	No	No	No	Yes
Management	Technical + Tactical	Functional Manager**	Yes	Yes	Yes	No
Biostatistics	Technical + Lead	Associate Director + Principal Statistician	Yes	Yes	Yes	No
Biostatistics	Technical	Senior Statistician	Yes	Yes	Yes	Yes
Statistical Programming	Technical + Lead	Programming Manager	Yes	Yes	No	Yes
Statistical Programming	Technical	Senior Programmer Analyst	Yes	Yes	Yes	Yes
Statistical Programming	Technical	Statistical Programmer Analyst	No	No	No	Yes

**** Functional Manager (FM)** - FM role will be taken up by senior associates who have sufficient experience and expertise in Biostatistics and Statistical Programming concepts and industry standards.

The above roles are defined to meet J&J expectations on managing both Biostatistics as well as Statistical Programming work from US, EU, APAC and India region. To begin with, TCS will have few key roles (Programming Manager, Senior Statistician and Principal Statistician) in China region and bulk of the work will be supported by India team. TCS will provide adequate overlap in terms of time zone support in the above defined model.

Section 4: Start-up and Ramp-up Schedule

TCS will implement a two stage process for managing this engagement. Stage1 where TCS will set-up the core team in various regions and stage2 where TCS will ramp-up over period of time to manage J&J expected volumes.

Cumulative Numbers	Q3'2018					Q4'2018 - Cumulative					Q1'2019 - Cumulative					Q2'2019 - Cumulative				
	US	EU	China	India	Total	US	EU	China	India	Total	US	EU	China	India	Total	US	EU	China	India	Total
Statistical Programmer Analyst	0	0	0	12	12	0	0	0	18	18	0	0	0	24	24	0	0	0	28	28
Senior Programmer Analyst	2	2	0	4	8	3	2	1	7	13	4	2	3	11	20	4	2	3	15	24
Programming Manager	2	2	1	2	7	3	2	1	4	10	4	2	1	5	12	4	2	1	6	13
Senior Statistician	1	1	1	2	5	2	1	1	2	6	3	3	1	4	11	4	3	2	4	13
Principal Statistician	1	1	1	0	3	2	1	1	0	4	3	1	1	1	6	4	2	1	1	8
Associate Director	1	0	0	0	1	1	0	0	0	1	1	0	0	0	1	1	0	0	0	1
Functional Manager	1	1	1	0	3	2	1	1	0	4	3	1	1	0	5	3	1	1	0	5
Total	8	7	4	20	39	13	7	5	31	56	18	9	7	45	79	20	10	8	54	92

Stage 1: TCS will set-up a core team of 39 associates in stage 1 in 4 different geographies. The plan is to have all key roles in place and form the core team. This team will then ensure the stage 2 ramp-up is smooth delivery is as per J&J expectation

USA Strategy (8 FTEs): In USA, TCS will place resources in the New Jersey and Pennsylvania area so that they can have face to face meetings with J&J team at their **Titusville, Raritan and Springhouse location**. TCS will have Associate Director Biostatistics who will oversee the US delivery. Apart from that other key and client facing roles will be placed in US including FM, PS, SS, PM and Sr. SPA. TCS will not have any SPA role from USA.

Belgium Strategy (7 FTEs): In Belgium, TCS will place resources in the Brussels area so that they can have face to face meetings with J&J team at their **Beerse office**. TCS will place one FM in Brussels who will oversee the Belgium delivery along with managing FM related activities. Apart from that other key and client facing roles will be placed in US including FM, PS, SS, PM and Sr. SPA. TCS will not have any SPA role from Belgium.

China Strategy (4 FTEs): In China, TCS will place resources in the Shanghai area. TCS will place one FM in Shanghai who will oversee the China delivery along with managing FM related

activities. Apart from that other key and client facing roles will be placed in US including FM, PS, SS and PM. TCS will not have any SPA role from China.

India Strategy (20 FTEs): In India, TCS will leverage the current team experts who are working on J&J deliverables. TCS will align two Programming Managers from the current team to ensure the knowledge gained from current TCS-Janssen engagement is retained and carried forward in MBSM. TCS will set-up team of 20 FTEs with a mix of senior and junior roles. The India team will not have FM, ADS and PS role as they will collaborate with the global team on studies to ensure quality and efficiency is in-built in the delivery model. They will leverage global expertise to manage deliverables.

Stage 2: Once the core team is set-up, TCS will gradually ramp-up from 39 FTE in Q3'2018 to 92 FTEs in Q2'2019.

Period/FTE	US	Belgium	China	India	Total
Q3-2018	8	7	4	20	39
Q2-2019	20	10	8	54	92

FM role will be primarily delivered from US, Belgium and China. SPA role will be delivered from India only and India team will work in collaboration with the US/Belgium/China team.