



TCS Confidential
Ref: TCS/2019-2020/CC-C3A/234542

April 16, 2019

Ms Gunjan Bhatia
Vancouver, British Columbia, V6E 4E6

Dear Gunjan Bhatia,

This is to inform you about revision to your Gross Consolidated Salary effective April 01, 2019

While on long-term deputation to Canada, your India salary is processed in India (as per TCS' India salary structure) and remitted to your designated bank account in Canada in Canadian Dollars. This payment is made at the prevailing exchange rate and post deductions required by law (including applicable Canada withholding taxes and social security) or otherwise voluntarily authorized by you.

The details of your revised compensation are provided in the annexure. Kindly note that the aforementioned is applicable while you are on long term deputation to Canada in Vancouver, British Columbia, V6E 4E6 and is subject to change in case of a further change in your location, grade or India salary.

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.
400 University Avenue 25th Floor, Toronto, Ontario, M5G 1S5
Tel 647-790-7200 Fax: 647-790-7201 www.tcs.com



Employee Name	Ms Gunjan Bhatia
Employee Number	234542
Grade	C3A
Employee work location	Vancouver, British Columbia, V6E 4E6

Minimum Consolidated Salary Annual in CAD	82,200
Minimum Living Allowance Annual in CAD	45,000

Gross Consolidated Salary in Canada Annual in CAD (a + b) ¹	82,200
(a) Canadian Pay/Other Allowances	63,713
(b) Gross India Salary in CAD	18,487

Please see break up of your India Salary.

India Salary Details	
Gross India Salary ²	Annualized in INR
Basic Salary	283,200
Performance Pay ³	182,400
Bouquet of Benefits	499,232
Gross India Salary in INR	964,832

Exchange Rate CAD to INR	52.18919
Effective date of exchange rate	April 01, 2019

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1. All Salary components are Taxable. Total Salary is extrapolated for the year based on current exchange rate and India salary. The amount mentioned here is for representational purpose & actual pay out may vary with fluctuation in currency exchange rate, taxes, deduction etc
 2. The Gross India Salary specified does not include Provident Fund, HIS, Gratuity & Superannuation (if applicable and if it is being availed as a retiral contribution).
 3. Performance Pay includes performance bonus and will be paid on monthly basis.
- TCS reserves the right and has the express authority to modify income levels.

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