



TCS Confidential
Ref: TCS/2019-20/CC-C3A/234542

April 12, 2019

Ms. Gunjan Bhatia
New Delhi

Dear Gunjan Bhatia,

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 India Annual Compensation for 2019-20 is **Rs. 10,52,738/-**. The details of your compensation and related benefits are enclosed in the Annexure to this letter. Please note, that the above details are specific to India and are subject to change in case of long term deputation on international assignments, if any.

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', is placed above the name.

Ajoyendra Mukherjee

Executive Vice President & Head Global Human Resources

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The details of your India compensation and benefits are given below. The CTC and its components are subject to review and change, based on the prevailing regulatory framework. Taxation will be governed by the Income Tax rules and the Company will be deducting tax at source as applicable.

COMPONENT CATEGORY	ANNUAL
BASIC SALARY	2,83,200
BOUQUET OF BENEFITS*	4,99,232
CITY ALLOWANCE#	32,400
RETIRALS	
Provident Fund	33,984
Gratuity	13,622
PERFORMANCE PAY**	
Monthly Performance Pay	1,05,600
Performance Bonus	76,800
TOTAL SALARY	10,44,838
INSURANCE	
Health Insurance@	7,900
CTC	10,52,738
Life Insurance\$	3,032

* 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. Refer to Table 2 for TCS Defined Structure.

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. Based on unit's and employee's performance.

** Performance Bonus will be paid at the closure of each quarter based on the performance of the company, unit and allocation. Payment is subject to being active on the company rolls on the date of announcement.

@ 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 Rs. 20 Lakhs. For details, please refer to the policy on Group Life Insurance (GLI) on Knowmax.



Table 2: TCS defined structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	1,41,600
Leave Travel Allowance	23,600
Food Card	30,000
Vehicle Maintenance Allowance	18,000
Personal Allowance	2,86,032
BOUQUET OF BENEFITS	4,99,232

To design your Bouquet of Benefits access the Link to BoB in the Global Employee Self Service Link in Ultimatix.