



TCS Confidential  
Ref: TCS/2015-16/CC-C2/234542

April 16, 2015

**Ms. Gunjan Bhatia**  
New Delhi

Dear Gunjan Bhatia,

We have completed a decade since our listing as a public company. We achieved a number of significant milestones and have completed another excellent year. I take this opportunity to thank you for your efforts that have helped the organization attain a leadership position.

I am pleased to share with you your Annual Compensation of **Rs. 7,40,881/-** for the year 2015-16.

The details of your compensation and related benefits are enclosed in the Annexure to this letter. Kindly note that the above details are specific to India and may be 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,

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



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	2,01,600
Bouquet Of Benefits*	2,75,292
Provident Fund	24,192
Gratuity	9,697
Health Insurance@	4,500
<b>PERFORMANCE PAY**</b>	
Monthly Performance Pay	1,65,600
Quarterly Variable Allowance	38,400
<b>CITY ALLOWANCE#</b>	21,600
<b>TOTAL SALARY</b>	<b>7,40,881</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.

\*\* Quarterly Variable Allowance(QVA) 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 of QVA. Performance Pay will be treated as productivity bonus in lieu of statutory profit bonus.

# Specific to India, is linked to base branch and is subject to review. It will be discontinued while on international assignment.

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