



TCSConfidential
Ref:TCS/2018-19/CC-C2/731696

April 19, 2018

Ms. Vinothini Ramasamy
Chennai

Dear Vinothini Ramasamy,

As TCS completes 50 years of leading change and excellence, I thank you for your contribution that has helped us maintain the momentum of growth and transformation.

I am pleased to share with you, your Annual Compensation of **Rs. 6,10,814/-** for the year 2018-19.

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

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021



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.

COMPONENTCATEGORY	ANNUAL
BASICSALARY	1,99,000
BOUQUET OFBENEFITS*	2,70,456
CITY ALLOWANCE#	21,600
RETIRALS	
Provident Fund	21,600
Gratuity	8,658
PERFORMANCEPAY**	
Monthly Performance Pay	46,800
Performance Bonus	34,800
TOTALSALARY	6,02,914
INSURANCE	
Health Insurance@	7,900
CTC	6,10,814
Life Insurance\$	1,704

* 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 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.

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ANNEXURE

Table 2: TCS defined structure for Bouquet of Benefits

COMPONENTCATEGORY	ANNUAL
HouseRent Allowance	90,000
Leave Travel Allowance	15,000
Food Card	24,000
Personal Allowance	1,41,456
BOUQUETOFBENEFITS	2,70,456

To design your Bouquet of Benefitsaccess the Link to BoBin the Global EmployeeSelf Service Link in Ultimatix.

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