

# 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.

Iam pleased toshare with you, your Annual Compensation of **Rs. 5,91,814/-** 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

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 taxat source asapplicable.

|  |  |
| --- | --- |
| **COMPONENTCATEGORY** | **ANNUAL** |
| **BASICSALARY** | 1,80,000 |
| **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** | **5,83,914** |
| **INSURANCE** |  |
| Health Insurance@ | 7,900 |
| **CTC** | **5,91,814** |
| Life Insurance$ | 1,704 |

\* IncludesPersonal Allowance which is not grade linked and does not accrue automatically.Personal Allowance issubject to review and may change or beadjusted against other emolumentsat a later date.Refer to Table 2 for TCSDefined 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 InsuranceScheme for self and dependants borne by TCS.

$Premium for Group Life Insurance (GLI) borne by TCS.The sum assured issix times theannual 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**

|  |  |
| --- | --- |
| **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.