



TCS Confidential
Ref: TCS/2017-18/CC-C2/1081402

April 18, 2017

Mr. Pallab Sengupta
Bangalore

Dear Pallab Sengupta,

We have completed another year of growth and good performance. I take this opportunity to thank you for your efforts that have helped the organization maintain a leadership position.

I am pleased to share with you, your Annual Compensation of **Rs. 7,98,876/-** for the year 2017-18.

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



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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.

COMPONENT CATEGORY	ANNUAL
FIXED COMPENSATION	
Basic Salary	1,89,600
Bouquet Of Benefits*	3,81,104
RETIRALS	
Provident Fund	22,752
Gratuity	9,120
CITY ALLOWANCE#	21,600
PERFORMANCE PAY**	
Monthly Performance Pay	1,00,800
Quarterly Variable Allowance	66,000
TOTAL SALARY	7,90,976
INSURANCE	
Health Insurance@	7,900
CTC	7,98,876
LIFE INSURANCE\$	2,167

* 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.

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.

** Quarterly Variable Allowance (QVA) 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 of QVA.

@ 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 INR 10 Lakhs. For details, please refer to the policy on Group Life Insurance (GLI) on Knowmax.

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