



TCS Confidential
Ref: TCS/2020-21/CC-C2/1309466

November 10, 2020

Mr. Pramod Sitaram Gawali
Pune

Dear Pramod Sitaram Gawali,

As we continue to navigate the COVID-19 pandemic, I hope you and your family are safe and healthy.

I want to thank you for your continued hard work, dedication and resilience during these challenging times.

I am pleased to share with you the revised Annual Compensation, effective 1st October, 2020. Your India Annual Compensation is **Rs. 7,54,147/-**. 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 encourage you to speak to your Manager / Business Unit Head or your HR Business Partner in case you need any clarification or discussion.

I look forward to your continued commitment in the journey ahead.

Season's greetings and best wishes to you and your family. Stay safe and Stay vigilant.

Warm regards ,

Milind Lakkad
Chief Human Resources Officer

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



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	2,02,800
BOUQUET OF BENEFITS*	3,76,156
CITY ALLOWANCE#	21,600
RETIRALS	
Provident Fund	24,336
Gratuity	9,755
PERFORMANCE PAY**	
Monthly Performance Pay	56,400
Performance Bonus***	55,200
TOTAL SALARY	7,46,247
INSURANCE	
Health Insurance@	7,900
CTC	7,54,147
Life Insurance\$	2,661

* 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 the performance of the company, unit, employee and allocation.

*** Performance Bonus will be paid quarterly and 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. 23 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	1,01,400
Leave Travel Allowance	16,900
Food Card	24,000
Personal Allowance	2,33,856
BOUQUET OF BENEFITS	3,76,156

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