



TCS Confidential
Ref: TCS/2020-21/CC-C1Y/1420507

June 01, 2020

Mr. Ram Sai Karthik Unnam
Hyderabad

Dear Ram Sai Karthik Unnam,

As we are navigating through this crisis created by the COVID-19 pandemic globally, I hope you and your family are safe and healthy.

I take this opportunity to thank you for your immense contribution and resilience to provide business continuity to our customers even during this tough time. I am proud of the way we have risen to this significant global challenge.

In the year ahead, we must continue to adapt to the new normal and seize opportunities for accelerating and reinforcing the Growth and Transformation story for TCS and our customers alike. I am certain that your continued effort and contribution will position TCS strongly in these challenging times.

As we prepare for the year ahead with this resolve, I would like to share your Annual Compensation details for the year 2020-21. Your India Annual Compensation is **Rs. 3,74,688/-**. 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 will encourage you to speak to your Manager / Business Unit Head or your HR in case you need any clarification or discussion. I look forward to your continued commitment and wish you a fulfilling year ahead.

Warm regards and best wishes,

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	1,56,000
BOUQUET OF BENEFITS*	1,28,164
CITY ALLOWANCE#	13,200
RETIRALS	
Provident Fund	18,720
Gratuity	7,504
PERFORMANCE PAY**	
Monthly Performance Pay	24,000
Performance Bonus***	19,200
TOTAL SALARY	3,66,788
INSURANCE	
Health Insurance@	7,900
CTC	3,74,688
Life Insurance\$	1,352

* 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	78,000
Leave Travel Allowance	13,000
Food Card	6,000
Personal Allowance	31,164
BOUQUET OF BENEFITS	1,28,164

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