

## ANNEXURE

Employee Name	MR. SUDIPTA BISWAS
Employee No	1880063
Grade	C3B
Employee work location	NON LONDON

Consolidated Salary (GBP)	<b>50,000</b>
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<b>Gross Consolidated Salary in UK ** (a + b + c)</b>	
(a) Gross India Salary	17,764
(b) UK Allowances	28,200
(c) Overseas Deputation Allowances (ODA)***	4,036

***All amounts annualised in GBP***

(a) Gross India Salary *	17,764
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Exchange Rate (GBP to INR)	<b>107.71</b>
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Please see a breakdown of your India Compensation-

<b>India Compensation</b>	
<b>FIXED COMPENSATION</b>	
Basic Salary	494,400
Bouquet of Benefits	970,108
Provident Fund	59,328
Gratuity	23,781
Health Insurance	13,675
<b>PERFORMANCE PAY</b>	
Monthly Performance Pay	188,400
Performance Bonus ##	260,400
<b>CITY ALLOWANCE</b>	44,400
<b>TOTAL SALARY</b>	<b>2,054,492</b>

***All amounts annualised in INR***

\*Gross Indian Salary (a) specified here does not include PF, HIS, Gratuity, Retention Incentive (if applicable) and City Allowance

\*\*Gross Consolidated Salary is extrapolated for the year and is based on current exchange rate and India Salary. This amount mentioned here is for representational purpose & actual pay out may vary with fluctuation in currency exchange rate, taxes, deductions etc.

\*\*\* ODA will be an adjusting component which may or may not undergo a change based on conversion rate

## This is your Quarterly Performance Bonus paid monthly for the duration of your deputation in the UK.

TCS reserves the right and has the express authority to modify income levels.

\$ Retention Incentive will be subject to statutory deductions and would be borne by the employee