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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218266695/Hyderabad**  
**Date: 15/11/2021**

Mr. Suraj Sadashiv Padmannavar  
117Nidasoshi,  
Nidasoshi,  
Belgaum-591236,  
Karnataka.  
Tel# 91-9901980742

Dear Suraj Sadashiv Padmannavar,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential  
TCSL/DT20218266695

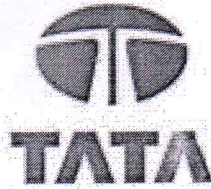
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**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





## GROSS SALARY SHEET

Annexure 1

|                |                                   |
|----------------|-----------------------------------|
| Name           | Suraj Sadashiv Padmannavar        |
| Designation    | Assistant System Engineer-Trainee |
| Institute Name | Others                            |

Table 1: Compensation Details (All Components in INR)

| Component Category                    | Monthly       | Annual          |
|---------------------------------------|---------------|-----------------|
| <b>1) Fixed Compensation</b>          |               |                 |
| Basic Salary                          | 14,784        | 1,77,408        |
| Bouquet Of Benefits #                 | 7,646         | 91,752          |
| <b>2) Performance Pay**</b>           |               |                 |
| Monthly Performance Pay               | 1,700         | 20,400          |
| Quarterly Variable Allowance*         | 600           | 7,200           |
| <b>3) City Allowance</b>              | 200           | 2,400           |
| <b>4) Annual Components/Retirals</b>  |               |                 |
| Health Insurance***                   | NA            | 7,900           |
| Provident Fund                        | 1,774         | 21,289          |
| Gratuity                              | 711           | 8,533           |
| Total of Annual Components & Retirals | 2,485         | 37,722          |
| <b>TOTAL GROSS</b>                    | <b>27,415</b> | <b>3,36,877</b> |

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category               | Monthly      | Annual        |
|----------------------------------|--------------|---------------|
| House Rent Allowance             | 5,914        | 70,968        |
| Leave Travel Assistance          | 1,232        | 14,784        |
| Food Card                        | 500          | 6,000         |
| <b>GROSS BOUQUET OF BENEFITS</b> | <b>7,646</b> | <b>91,752</b> |