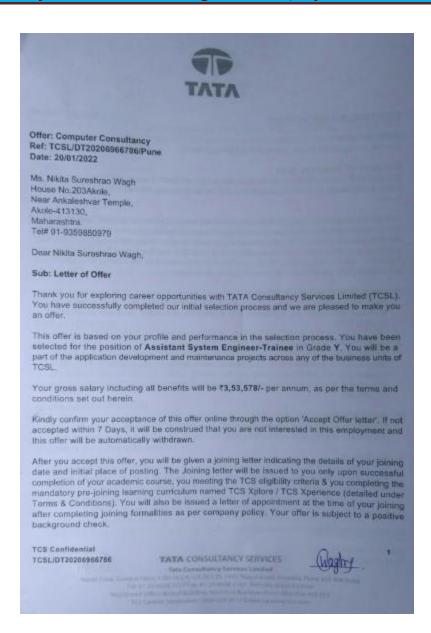
AES's Tuljaram Chaturchand College, Baramati (Empowered Autonomous)





Principal
Tuljaram Chaturchand College
Baramati

AES's Tuljaram Chaturchand College, Baramati (Empowered Autonomous)



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, Iwice in a financial year. All the components will be disbursed on a monthly

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be (6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of of \$1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card, it can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS careferras. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of \$500/being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL

PERFORMANCE PAY

TCS Confidential TCSL/DT20206996786

TATA CONSULTANCY SERVICES



Jagtap Principal Tuljaram Chaturchand College Baramati