TCS/PR/SE-85/2018-19

September 25, 2018

Manager, Listing Department
National Stock Exchange of India Limited
Exchange Plaza,
Bandra Kurla Complex
Mumbai
Symbol: TCS

The General Manager, Listing Department
BSE Limited
P.J. Towers, Dalal Street
Mumbai 400001
Scrip Code No. 532540 (BSE)

Dear Sirs,

We are sending herewith copy of the Press Release titled **"TCS Democratizes Recruitment to Provide an Equal Opportunity to Young Engineers across India"** which will be disseminated shortly.

The Press release is self-explanatory.

Thanking you,

Yours faithfully,
For **Tata Consultancy Services Limited**

Rajendra Moholkar
Company Secretary

For immediate use **PRESS RELEASE**

TCS Democratizes Recruitment to Provide an Equal Opportunity to Young Engineers across India

A National Agile Campus Hiring Initiative Administered on Tata Consultancy Services' iON Platform Witnessed over 2.8 Lakh Registrations

MUMBAI, September 25, 2018: Tata Consultancy Services (TCS), (BSE: 532540, NSE: TCS) a leading global IT services, consulting, and business solutions organization, conducted a National Qualifier Test (NQT) – an all-inclusive online campus hiring initiative – on its digital platform TCS iON.

Aiming to identify the brightest, most talented engineers for multi-skilled, multi-functional roles in Agile programs (called 'TCS Ninjas') the NQT was open to graduates and post graduates of the 2019 batch, across engineering colleges in India. This re-imagination of the campus hiring process, using sophisticated technology platforms, has transformed traditional recruitment models and reinforces TCS' philosophy of being an equal opportunity employer.

TCS has always been at the forefront of transforming business practices to create value for all stakeholders. Its energized workforce has played a catalytic role in the company's success as well as its customers' successes. Through its HR practices, TCS has set numerous benchmarks in the industry, winning global awards and recognition.

The NQT conducted on September 2 and 3, 2018, witnessed a massive response from students with over 2.8 lakh registrations across 100 cities in 24 states. This year, TCS saw a 175% increase in test applications compared to last year. Participation from premium institutions has risen by 150%, which is a testimony to TCS' strong academic relationships.

Ajoyendra Mukherjee, EVP and Head, Global Human Resources, TCS, said, *"As TCS celebrates 50 years this year, we are proud to bring about a transformation in the IT hiring space, and are looking forward to working with the next generation Ninjas. TCS, through its NQT, followed an unprecedented democratic process in IT recruitment – giving all students, regardless of their institute and location, an equal opportunity to prove their passion for technology. At the same time, we worked closely with premium institutions and were successful in selecting the best talent. Besides a career in next-generation technologies, top performers in the NQT also qualify for a differentiated, entry-level hiring process called TCS Digital, with an even more attractive compensation package."*

The TCS iON Digital Assessment platform provided the digital backbone for this transformation. With its investments in over 200 'Digital Zones' spread across more than 160 cities, including each of the North Eastern states which were leveraged as exam centers. This helped provide an equal opportunity to talented youngsters even in remote locations to achieve their aspiration to become TCSers.

The 90-minute NQT included questions on English language, Quantitative Aptitude, Programming Concepts, and Coding. In order to support the students taking the test, TCS offered a mock test ahead of the exam and deep analytics on their preparedness.

Venguswamy Ramaswamy, Global Head, TCS iON said, *"TCS iON's Digital Assessment platform has helped TCS to re-imagine the recruitment process to be more agile and efficient. The end-to-end Campus recruitment selection process used to take several weeks. Our digital platforms has helped us to shrink this to just 2 days. It has also helped us to spot young talent from every corner of the country."*

Till date, the TCS iON Digital Assessment platform has assessed more than 115 million candidates for over 2,490 unique examinations held for esteemed institutions across India.

India's employment landscape is witnessing significant change where skill enhancement is given top priority in order to stay relevant in the highly competitive and evolving business scenario. With the NQT, TCS is leveraging its technology platforms to offer students an opportunity to propel their careers with a global IT leader, right from the onset of their professional journeys. TCS iON will make these platforms available for leading corporates to spot the right talent in technology and other domains.

To know more you can visit us at www.careers.tcs.com

About TCS iON

TCS iON is a strategic business unit of Tata Consultancy Services focused on enabling institutions, government departments and organisations from multiple industry sectors to be efficient in their recruitment/admissions process, learning and skilling and overall business operations with the use of Phygital platforms. These are platforms that overlay digital technologies over physical assets. iON delivers this with a unique IT-as-a-Service model that provides easy-to-use, secured, integrated, and hosted solutions in a build-as-you-grow and pay-as-you-use business model. Serving clients with the help of best practices gained through TCS' global experience, deep domestic market exposure along with industry leading technology expertise.

About Tata Consultancy Services Ltd. (TCS)

Tata Consultancy Services is an IT services, consulting and business solutions organization that has been partnering with many of the world's largest businesses in their transformation journeys for the last fifty years. TCS offers a consulting-led, Cognitive powered, integrated portfolio of IT, Business & Technology Services, and engineering. This is delivered through its unique Location Independent Agile delivery model, recognized as a benchmark of excellence in software development.

A part of the Tata group, India's largest multinational business group, TCS has over 400,000 of the world's best-trained consultants in 46 countries. The company generated consolidated revenues of US $19.09 billion for year ended March 31, 2018 and is listed on the BSE (formerly Bombay Stock Exchange) and the NSE (National Stock Exchange) in India. TCS' proactive stance on climate change

and award winning work with communities across the world have earned it a place in leading sustainability indices such as the Dow Jones Sustainability Index (DJSI), MSCI Global Sustainability Index and the FTSE4Good Emerging Index. For more information, visit us at www.tcs.com.

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