

Benefits@Wipro - Career Level B1

Wipro Benefit Plan (WBP) provides enhanced flexibility through additional tax benefit options and makes the existing components more tax friendly. Employees can declare the components in **myWipro** on a monthly basis. The below mentioned table provides the synopsis of WBP components. Please refer to WBP Policy for further details.



Non Transferable Meal

Max Amount: An amount of Rs. 1100 / 2750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP



LT

Max Amount: INR 50,000/- p.a.

LTA is paid on the basis of claims and if not claimed, as a cash component in Group Allowance



Telephone/Mobile Rental

Max Amount: INR 30,000/- p.a.

The amount incurred by you towards phone rent related expenses is eligible for tax exemption.



Children's Education

Max Amount: INR 100/- per child per month & INR 400/- if the child is in hostel.



National Pension Scheme (NPS)

Max Amount: Employees can contribute within a range of 5% -10% of their Basic Salary.

NPS is a channel for long-term financial planning which gives employees an opportunity to make disciplined savings for a secured Financial standing post retirement



Group

Max Amount: Balancing figure

The payout will be in the form of Group Allowance in pay slip.

Performance & Behavior Linked



Variable Pay

- Variable Pay is a Variable component linked to performance on Individual and Organizational G&O's.
- Payout range from 0-300% of the eligible Variable Pay amount
- This is paid Quarterly basis achievement of set targets



Shift

- Paid monthly and is governed by adherence to daily roster & shift timing



Education Enhancement Scheme (SEED)

- Company facilitates self-paid learning opportunities through a range of educational programmes
- Affiliation with reputed institutes
- Cost of program reimbursed by company on successful completion
- Reward by way of percentage raise in compensation also

Work Life



Life

- Coverage for Self upto **INR 14.00 Lacs**. Option to Top-Up
- Policy covers death due to any cause



Personal Accident & Death

- Group Personal Accident Insurance Coverage for Self upto **INR 3.00 Lacs** p.a. Option to Top-Up
- Monetary compensation in the event of Death / Accident (Permanent Total & Partial disablement)
- Loss of Pay Protection on Temporary Total disablement



Mediclaim – Hospitalization

You are eligible for a floater coverage of **INR 2.00 Lacs** per annum for family (self, spouse & children) towards hospitalization (minimum 24 hours). There will be a deduction from your monthly payroll which will vary based on your marital/family status, the floater sum insured as per your job grade and any top-up plan opted by you. 10% of the claim amount has to be borne by you. If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section, accessible on joining



Voluntary Parental

Opportunity of opting for Medical Insurance for Parents and Parents-in-Law at a company negotiated rate



Provident

Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm



Gratuity

- Gratuity is payable upon completion of continuous 4 years & 190 working days of service in Wipro
- It would be paid:
 - On retirement or resignation
 - Death or disablement due to accident or disease
- Calculation methodology - (Last monthly basic drawn/26) *15* No of years of service



Voluntary Superannuation

- 15% of Basic or upto a maximum of INR 1,50,000/- Max
- Amount will be deducted from pre-tax salary and an employee gets tax benefit on that amount. Once the employee opts in, he/she cannot opt out of the scheme for his/her tenure in Wipro.

Note - The above is a Snapshot of the Benefits applicable at Band B1.

The above limits are as per the current employee policy and are subject to change from time to time. For more details please refer to the policies on [myWipro > App Store > Information > My Policies > India](#)