



PRIVATE & CONFIDENTIAL

Durga N

Emp No: 239818

Jun 24, 2014

Dear Durga,

In recognition of your performance and contribution to the organization, we are pleased to revise your compensation as a part of **Annual Merit Salary Increase** cycle as well as elevate you to the next level through Progression to Band B3. This will be applicable to you with effect from Jun 01, 2014.

Details of your revised compensation structure are as below.

Career Group : B3			(Figures in Rs/Month)
Element	Current	Revised	Difference
BASIC	11,760	12,400	640
HOUSE RENT ALLOWANCE	4,704	4,960	256
COMMUTATION ALLOWANCE	800	800	0
WIPRO BENEFITS PLAN	16,780	19,661	2,881
ADDITIONAL ALLOWANCE	5,000	2,480	-2,520
Total Fixed Cash	39,044	40,301	1,257
PROVIDENT FUND	1,411	1,488	77
GRATUITY	624	658	34
Total Fixed Compensation	41,079	42,447	1,368
Other Compensation & Benefits			
MEDICAL	425	600	175
Variable Pay			
QPLC	5,650	6,700	1,050
Total Cost to Company Per Month	47,154	49,747	2,593
Total Cost to Company Per Year	565,848	596,964	31,116

All the above changes are subject to the Company policy. If you are currently on a long term onsite assignment, the above revised compensation will be applicable to you on completion of your long term onsite assignment.

Please refer the Annexure for details on your Benefits entitlements.

The other terms and conditions of your service continue to remain unchanged. Please note that the details in this communication are confidential and you are requested not to share the same with others.

We take this opportunity to congratulate you and look forward to your continued contribution.

Yours sincerely,
for WIPRO LIMITED

Balasubramanian N S

Chief Executive - Manufacturing & Hi-Tech



Annexure 1:

Medical & Insurance Benefits Program*

Medical Assistance Scheme (MAS)	Upto ₹ 20,000 per annum. This can be used for the following: <ul style="list-style-type: none"> Medicine chest : Limit of ₹ 5,000. Spectacles/Bifocals: ₹ 5,000 for spectacles & ₹ 7,000 for bifocal lenses for each member. Domiciliary: Reimbursement for domiciliary expenses including doctor's visit and prescribed medicines etc. Parental Insurance : Reimbursement of premium paid towards parental insurance upto ₹ 10,000.
Medical Benefit Scheme (MBS)	Reimbursement of upto ₹ 50,000: Expenses for specified illnesses like cancer, paralysis, diabetes etc, in case you have exhausted MAS benefit.
Catastrophic Medical Assistance Program (CMAP)	Reimbursement of upto ₹ 3,00,000 : Reasonable expenses of catastrophic illnesses like kidney transplant, complex coronary surgery etc.
Survivor Benefit Pension	Monthly income to the surviving family (as nominated) in event of death of an employee in the form of pension
Insurance Cover	Hospitalization Insurance: ₹ 200,000 family floater + option to Top up. Personal Accident Insurance: ₹ 1,200,000 + option to Top up. Life Insurance cover: ₹ 1,400,000 + option to Top up. Voluntary Parent Medical Insurance: Of sum assured of ₹ 100,000 to ₹ 300,000

*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>My Information Source>People Practices>India >My Financials.

Retirement Planning Benefits*

	Contribution	Benefit
New Pension System (NPS)	5% to 10% of basic can be declared towards NPS, within WBP	Systematic savings, opportunity to save tax over and above Sec 80C of IT Act
Voluntary Superannuation Scheme (VSS)	15% of basic can be contributed towards VSS with an option to limit contribution to 1,00,000 per annum	
Provident Fund & Voluntary Provident Fund (PF & VPF)	12% of basic contributed by both employer & employee towards PF. Optional employee contribution upto 88% of basic towards VPF.	Systematic savings, assured returns and opportunity to save tax within Sec 80C

*Please refer myWipro -> People Practices -> India-> My Financials -> Deferred/ Retirement Benefits.

Wipro Benefits Plan (WBP)*

WBP is a bouquet of components that an employee could choose from, based on personal needs and preferences. The amount declared towards the components, subject to limits, will be reduced from the pre-tax salary. This will help in managing tax effectively. Some of the components are meal vouchers, New Pension System or NPS, telephone allowance, leave travel assistance.

*Please refer myWipro -> People Practices -> India-> My Financials -> WBP for details.

Other Benefits : Read details on these benefits on Channel W>Wipro Web: Internal Links.

