



October 03, 2025

Dear Damodhar Radhesham Zanwar,

Congratulations! We are pleased to inform you that you have successfully cleared the interview process for the position of **Scholar Trainee - Work Integrated Learning Program**, which will be in Career Band **WASE/WIMS** of the organization. As we are excited about the prospect of you joining Wipro, we are happy to extend to you this Letter of Intent (LOI).

Please review the details outlined in the LOI. As part of our onboarding process, you will be required to undergo a Pre-Skilling Training program. Please note that only upon successful completion of this training will you receive a formal enrolment letter and your official date of onboarding.

Please find your detailed Stipend structure below. This will be updated in your formal enrolment letter. Please note that you will not be entitled to any compensation during Pre-Skilling Training. You will start receiving compensation only after you are onboarded and employed with Wipro.

Period	Scholarship	ESI	Consolidated Scholarship* (INR Per Month)
First Year	15,000	488	15,488/-(*)
Second Year	17,000	553	17,553/-(*)
Third Year	19,000	618	19,618/-(*)
Fourth Year	23,000	0	23,000/-(*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues, and levies as required under relevant laws, including contributions under the Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

You are entitled for a Joining Bonus of INR 75,000*.

Please note: (*) You are liable to payback joining bonus on pro-rata basis if you decide to leave the organization within 60 months period.

It's very important that you are aware of the following guidelines as you embark on this training:

- You need to have a **working laptop with proper internet connectivity**.
- **Overall attendance of 90% is mandatory** for this virtual training.
- Any absence of 2 or more days from scheduled training sessions without formal notification to your trainer and their acknowledgment will be considered as your abandonment of the program

Upon successful completion of the Pre-Skilling Training Program, you will receive a formal enrolment letter outlining the terms of your employment, including your base salary, benefits, and the official date of onboarding.

We are confident that this training will equip you with the essential skills and knowledge needed to excel in your role at Wipro. Should you have any questions or queries, please contact us at nga.coach.ext@wipro.com or manager.campus@wipro.com.

Best Regards,
For Wipro Limited,



Thirunavukkarasu Palaniappan
Group Head - NextGen Talent
Wipro Limited

Signed by : Damodhar Radhesham Zanwar
Date : 04.10.2025 23:50:57 IST