



PRIVATE & CONFIDENTIAL

May 31, 2017

Amit Anil Bhalerao  
Employee ID: 322542

Dear Amit,

As we head towards a new future with a clearly articulated vision, the key to success will be our ability to execute plans with discipline, collaborate and respond with agility. I truly believe in your potential and am certain that with your unflinching commitment, we are well on our path to Ambition 15X20. I look forward to your contributions towards DIDI - our key change initiative in moving the organization towards Digital, Innovation & IP, Domain & Consulting and Integrated Services.

In recognition of your performance and continued contribution, I am pleased to share your revised compensation.

Your Merit Salary Increase is effective from **Jun 01, 2017**.

Details of your revised compensation structure are as below:

Career Group : B2			(Figures in Rs/Month)
Element	Current	Revised	Difference
BASIC	23,450	25,150	1,700
HOUSE RENT ALLOWANCE	11,725	12,575	850
COMMUTATION ALLOWANCE	1,600	1,600	0
BONUS	900	2,600	1,700
WIPRO BENEFITS PLAN	14,763	15,188	425
ADDITIONAL ALLOWANCE	4,878	4,395	-483
<b>Total Fixed Cash</b>	<b>57,316</b>	<b>61,508</b>	<b>4,192</b>
PROVIDENT FUND	2,814	3,018	204
GRATUITY	1,245	1,335	90
<b>Total Fixed Compensation</b>	<b>61,375</b>	<b>65,861</b>	<b>4,486</b>
<b>Other Compensation &amp; Benefits</b>			
MEDICAL	600	600	0
<b>Variable Pay</b>			
TARGET VARIABLE PAY	5,025	5,389	364
<b>Total Cost to Company Per Month</b>	<b>67,000</b>	<b>71,850</b>	<b>4,850</b>
<b>Total Cost to Company Per Year</b>	<b>804,000</b>	<b>862,200</b>	<b>58,200</b>

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 upon your return to India. 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. Please refer the Annexure for details on your Benefits entitlements.

I take this opportunity to congratulate you and wish you all the best for the coming year. Let us work together to build a stronger Wipro.

Yours sincerely,  
for WIPRO LIMITED

Abidali Neemuchwala  
Chief Executive Officer - Wipro Limited



## Annexure 1:

### Medical & Insurance Benefits\*

<b>Medical Assistance Scheme (MAS)/ Medical Assistance Program (MAP)</b>	<p><b>Upto INR 15,000 per annum.</b> This can be used for the following:</p> <ul style="list-style-type: none"> <li>• <b>Medicine chest:</b> OTC medicines for common ailments without a prescription.</li> <li>• <b>Spectacle Lens/ Contact Lens / Bifocals</b></li> <li>• <b>Domiciliary expenses:</b> Reimbursement for doctor's consultation and prescribed medicines etc.</li> <li>• <b>Parental Insurance:</b> Reimbursement of premium paid towards Wipro parental insurance.</li> </ul> <p><i>For more details please refer to the policies on myWipro&gt;App Store&gt;Information&gt;My Policies&gt;Asia Pacific &gt;India&gt;My Financials &gt; Medical Assistance Scheme</i></p>
<b>Survivor Benefit Pension</b>	Monthly income to the surviving family (as nominated) in event of death of an employee in the form of pension
<b>Insurance Cover</b>	<p><b>Hospitalization Insurance:</b> INR <b>200,000</b> family floater with an option to enhance cover by opting for Top-up</p> <p><b>Personal Accident Insurance:</b> INR <b>1,200,000</b> + option to Top up.</p> <p><b>Life Insurance cover:</b> INR <b>1,400,000</b> + option to Top up.</p> <p><b>Voluntary Parent Medical Insurance:</b> Of sum assured of INR <b>200,000</b> to INR <b>600,000</b></p>

*\*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>Asia Pacific>India>My Financials.*

### Retirement Planning Benefits\*

	<b>Contribution</b>	<b>Benefit</b>
<b>New Pension System (NPS)</b>	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
<b>Voluntary Superannuation Scheme (VSS)</b>	15% of basic can be contributed towards VSS with an option to limit contribution to INR 1,50,000 per annum	
<b>Provident Fund &amp; Voluntary Provident Fund (PF &amp; VPF)</b>	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>App Store>Information>My Policies>Asia Pacific>India>My Financials.*

### Wipro Benefits Plan (WBP)\*

WBP is a bouquet of components that an employee can 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 Scheme or NPS, Telephone Allowance, Leave Travel Assistance, if applicable as per the policy.

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### Other Benefits:

