



APPOINTMENT LETTER

January 17, 2017

Mr. Ponvannangandhi A
B-175,
Shenbaga Thottam Colony,
Madurai- 625020
Tamilnadu

Dear **Ponvannangandhi A,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

- a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Quarterly Performance Linked Compensation (QPLC) - The details of this component are listed in Annexure V. The QPLC program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.
- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.



20-May-2020

Ponvannan Gandhi A
B-175 , SHENBAGA THOTTAM -
COLONY, ANNANAGAR, MADURAI
-625020.

Ph # 9489221541 Email –
ponvannan57@gmail.com

Dear Ponvannan Gandhi A,

On behalf of CenturyLink Technologies India Pvt. Ltd., it is my pleasure to confirm our offer of employment to you as **“Software Engineer - Testing”**, in our **Bangalore, India** operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favourable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Designation : **Software Engineer - Testing**
Total Cost to Company : **Rs. 550,000.00/- per annum**
(Rupees Five Lakhs Fifty Thousand Only)
Proposed Compensation: **As Detailed in Annexure I**

You will be eligible to participate in the Company's Annual Performance Bonus Plan. The payout as per this plan would depend on your Individual contribution and the Company's overall performance in the financial year. The Par value of this Performance Bonus is 10% of your Annual Gross Compensation (Part A + Part B). Based on your performance for the period January to December you will be paid performance bonus which can vary from 0 % to 150 % of your par value. However, for the first year the bonus payout will be on pro-rated basis from your date of joining. Details of this plan are with your manager and will be conveyed to you at the time of joining.

Apart from the above mentioned CTC, you will be eligible for a sum of **Rs. 30000.00/- (Rupees Thirty Thousand Only)** as sign on bonus which will be paid after you complete three months in the organization. However sign on bonus will be recovered if you leave the organization within 12 months from the date of joining.

The above benefits will be subject to applicable law or the rules of the Company in force from time to time, and as may be modified by the Company in its sole discretion from time to time. The company will make such deductions as may be necessary for compliance with State / Central tax laws.

Your appointment will be effective from the **Date of Joining** which shall be on or before **Monday, 01 June 2020**, failing which this appointment will stand automatically withdrawn.

Your Initial Posting will be at **Bangalore, India**. However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

A handwritten signature in black ink, appearing to be "P. Anand", written over a horizontal line.



Deloitte Consulting India Private Limited

Building No.5, Tower 1, Block C1, 77
Degree Town Centre,
Survey No.123, 132/2, 133/2, 133/3
and 136/1,
Amani Bellandur Khane Village,
Varthur Hobli,
Bengaluru Rural, Karnataka – 560037

Tel: +91 080 6755 5000/ +91 080
6755 4000
www.deloitte.com

02/15/2021

Mr. A Ponvannan Gandhi
B-175, Shenbaga Thottam Colony
Annanagar,
Madurai - 625020

Subject: Offer of Employment

Dear A Ponvannan Gandhi:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Bengaluru**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **March 15, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.8,00,004/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.50,000/-** subject to your reporting for full-time employment on **March 15, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.



Deloitte Consulting India Private Limited
FLOOR 4, DELOITTE TOWER 1, SURVEY NO. 41, GACHIBOWLI VILLAGE,
RANGA REDDY DISTRICT, HYDERABAD
PAYSPLIT FOR THE MONTH OF JANUARY 2022

EMP NO	: 616279	PF. NO	: AP/HY/37885/071145
NAME	: A Ponvannan Gandhi	DATE OF JOINING	: 15/03/2021
DESIGNATION	: XIN-DC Analyst	LOCATION	: Bangalore
UAN	: 101299762346	Regime Type	: Old Regime

EARNINGS	Rs.	DEDUCTIONS	Rs.	COST CENTRE	:	GPS USI CBO AMI
BASIC PAY	23350.00	PROVIDENT FUND	2802.00	STANDARD DAYS	:	31
HOUSE RENT ALLOWANCE	11675.00	PROFESSION TAX	200.00	DAYS WORKED	:	31
SPECIAL ALLOWANCE	16528.00	VOLUNTARY PROVIDENT FUND	2335.00	PAN	:	COHPP9475F
LEAVE TRAVEL ALLOWANCE	2335.00	Productivity Ded	5698.00	GENDER	:	Male
Differential Allowance	7777.00	INCOME TAX	3225.00	BANK	:	HDFC BANK
Productivity Reimb	5698.00			A/C No.	:	50100353714373
Total Earnings Rs. 67363.00		Total Deductions Rs. 14260.00		Net Salary Rs. 53103.00		

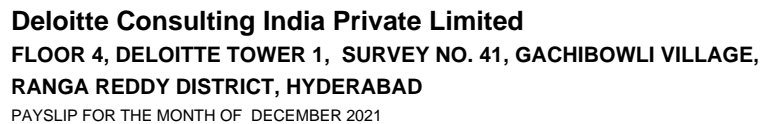
Income Tax Calculation					Investment Details	
Particulars	Cumulative Total	Add: Projected	Less: Exempted	Annual	Provident Fund	33624.00
Basic Pay	233500.00	46700.00	0.00	280200.00	Voluntary Provident Fund	28020.00
House Rent Allowance	116750.00	23350.00	67980.00	72120.00	Other Declarations	
Leave Travel Allowance	23350.00	4670.00	0.00	28020.00	HRA Rent Paid Details	96000.00
Differential Allowance	77770.00	15554.00	0.00	93324.00	CLA Rent Paid Details	0.00
Productivity Reimb	5698.00	0.00	0.00	5698.00	Number of Children for Edu. Rebate	0.00
Special Allowance Taxable	195826.00	0.00	0.00	195826.00		
Total Income				675188.00		
Add: Income received from Previous Employer				0.00		
Net Taxable Income				675188.00		
Less: Standard Deduction				50000.00		
Less: Prof. Tax recovered by Previous Employer				0.00		
Less: Prof. Tax recovered by Current Employer				2400.00		
Add: Other Taxable Income reported by the employee				0.00		
Gross Taxable Income				622788.00		
Less : SEC80C - Deduction U/s 80C (Limit Rs.150000/-)				61644.00		
Income Chargeable to Tax (Rounded Off)				561150.00		
Income Tax Deduction						
Income Tax Payable				24730.15		
Less : Relief under Section 87				0.00		
Net Income Tax Payable				24730.00		
Add : Surcharge on Income Tax				0.00		
Add : Cess				989.00		
Total Income Tax & S/C & Cess Payable				25719.00		
Less : I. Tax & S/C paid by Prev. Employer				0.00		
I.Tax & S/C & Cess to be recovered				25720.00		
I.Tax & S/C & Cess recovered till JANUARY 2022				21642.00		
Balance I. Tax & S/C & Cess to be recovered				4078.00		
Avg. Monthly I. Tax & S/C & Cess to be recovered				2039.00		

Note:

Mon Jan 31 18:33:09 IST 2022 Please Send Your Queries to info@ceridian.com

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If you received this in error please destroy it along with any copies and notify the sender immediately.

31/01/2022



PAYSLIP FOR THE MONTH OF DECEMBER 2021

EARNINGS		DEDUCTIONS		COST CENTRE	
	Rs.		Rs.		
BASIC PAY	23350.00	PROVIDENT FUND	2802.00	GPS USI CBO AMI	
HOUSE RENT ALLOWANCE	11675.00	PROFESSION TAX	200.00	STANDARD DAYS	31
SPECIAL ALLOWANCE	16528.00	VOLUNTARY PROVIDENT FUND	2335.00	DAYS WORKED	31
LEAVE TRAVEL ALLOWANCE	2335.00	LABOUR WELFARE FUND	20.00	PAN	COHPP9475F
Differential Allowance	7777.00	INCOME TAX	2039.00	GENDER	Male
				BANK	HDFC BANK
				A/C No.	50100353714373
Total Earnings Rs. 61665.00		Total Deductions Rs. 7396.00		Net Salary Rs. 54269.00	

Note:

Thu Jan 27 20:16:02 IST 2022 Please Send Your Queries to info@ceridian.com

27/01/2022



Deloitte Consulting India Private Limited
FLOOR 4, DELOITTE TOWER 1, SURVEY NO. 41, GACHIBOWLI VILLAGE,
RANGA REDDY DISTRICT, HYDERABAD
PAYSPLIT FOR THE MONTH OF NOVEMBER 2021

EMP NO	: 616279	PF. NO	: AP/HY/37885/071145
NAME	: A Ponvannan Gandhi	DATE OF JOINING	: 15/03/2021
DESIGNATION	: XIN-DC Analyst	LOCATION	: Bangalore
UAN	: 101299762346	Regime Type	: Old Regime

EARNINGS	Rs.	DEDUCTIONS	Rs.	COST CENTRE	:	GPS USI CBO AMI
BASIC PAY	23350.00	PROVIDENT FUND	2802.00	STANDARD DAYS	:	30
HOUSE RENT ALLOWANCE	11675.00	PROFESSION TAX	200.00	DAYS WORKED	:	30
SPECIAL ALLOWANCE	16528.00	VOLUNTARY PROVIDENT FUND	2335.00	PAN	:	COHPP9475F
LEAVE TRAVEL ALLOWANCE	2335.00	INCOME TAX	2039.00	GENDER	:	Male
Differential Allowance	7777.00			BANK	:	HDFC BANK
				A/C No.	:	50100353714373
Total Earnings Rs. 61665.00		Total Deductions Rs. 7376.00		Net Salary Rs. 54289.00		

Income Tax Calculation					Investment Details	
Particulars	Cumulative Total	Add: Projected	Less: Exempted	Annual	Provident Fund	33624.00
Basic Pay	186800.00	93400.00	0.00	280200.00	Voluntary Provident Fund	28020.00
House Rent Allowance	93400.00	46700.00	67980.00	72120.00	Other Declarations	
Leave Travel Allowance	18680.00	9340.00	0.00	28020.00	HRA Rent Paid Details	96000.00
Differential Allowance	62216.00	31108.00	0.00	93324.00	CLA Rent Paid Details	0.00
Special Allowance Taxable	195826.00	0.00	0.00	195826.00	Number of Children for Edu. Rebate	0.00
Total Income				669490.00		
Add: Income received from Previous Employer				0.00		
Net Taxable Income				669490.00		
Less: Standard Deduction				50000.00		
Less: Prof. Tax recovered by Previous Employer				0.00		
Less: Prof. Tax recovered by Current Employer				2400.00		
Add: Other Taxable Income reported by the employee				0.00		
Gross Taxable Income				617090.00		
Less: SEC80C - Deduction U/s 80C (Limit Rs.150000/-)				61644.00		
Income Chargeable to Tax (Rounded Off)				555450.00		
Income Tax Deduction						
Income Tax Payable				23590.15		
Less: Relief under Section 87				0.00		
Net Income Tax Payable				23590.00		
Add: Surcharge on Income Tax				0.00		
Add: Cess				944.00		
Total Income Tax & S/C & Cess Payable				24534.00		
Less: I. Tax & S/C paid by Prev. Employer				0.00		
I.Tax & S/C & Cess to be recovered				24534.00		
I.Tax & S/C & Cess recovered till NOVEMBER 2021				16378.00		
Balance I. Tax & S/C & Cess to be recovered				8156.00		
Avg. Monthly I. Tax & S/C & Cess to be recovered				2039.00		

Note:

Thu Jan 27 20:18:03 IST 2022 Please Send Your Queries to info@ceridian.com



29.05.2020

RELIEVING CUM SERVICE CERTIFICATE

Dear A Ponvannan Gandhi,

This is to certify that you were employed with Wipro Limited and hereby relieved from your services on 29.05.2020.

Your service record is as follows:

Emp. No.	:	953340
Name	:	A Ponvannan Gandhi
Designation	:	Test Engineer
Date of Joining	:	05.02.2018
Date of Relieving	:	29.05.2020

Your accounts, if any, will be settled by our Accounts Department in accordance with the policies of Wipro Limited.

Yours sincerely,

for Wipro Limited,

Putul Mathur
Vice President - Human Resources

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India

T : +91(80) 2844 0011
F : +90 (80) 2844 0256
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



Date: 22 March 2021

Personal & Confidential

Employee Name: Ponvannan Gandhi A

Employee ID: 325965

Ref: Relieving Letter and Experience Certificate

Dear **Ponvannan Gandhi A,**

Your resignation letter dated **31 December 2020** has been accepted.

We would like to inform you that you are relieved from your services with CenturyLink Technologies India Pvt. Ltd. a Lumen Company (collectively called "Lumen") at the close of business hours of **26 February 2021**.

While accepting your resignation, we wish to place on record our sincere appreciation of your contribution to our organisation during your period of association with us from **01 June 2020 to 26 February 2021** with your last designation as **SOFTWARE QA ENGINEER**.

Your exit clearance and full & final statement is subjected to completion of the requisite exit clearance process and settlement of all due's, if any.

We wish you all the very best for your future.

Yours Sincerely,



Dhanya Rajeswaran
Senior Director – Human Resources

CenturyLink Technologies India Pvt. Ltd.
CIN: U72200KA2003PTC032613

Regd. Office: Salarpuria Hallmark, Block B, Ground, I & II Floor, 002 B Wing, Survey No. 15/3 & 16, Kadubeesanahalli, Varthur Hobli Bangalore 560 103, India. Tel: + 91-80-6616 3301 Fax: + 91-80-6616 3300

Branch Office: Salarpuria Touchstone, II & IV Floor, Survey No. 15/1A & 14P7, Kadubeesanahalli, Varthur Hobli Bangalore 560 103, India. Tel: + 91-80-6618 4701 to 05

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