



Sankara Sarma Akella
USA

Jun 02, 2023
Emp. No: 00310276

Dear **Sankara Sarma**,

Please find below changes in your overseas compensation for the present assignment in **MasterCard International Inc., O Fallon, Missouri, USA** effect from **June 02, 2023** post your visa extension.

Career Group and Allowances while abroad

Career Group

You will be placed in Onsite Career **GROUP B3** while on assignment in **USA**.

Base Salary

Your annual base salary while on assignment in **USA** will be **USD 70200.00**.

Variable Pay

Structure of Variable Pay program applicable to you will depend on whether your fixed salary is lower or higher than minimum LCA wages (Labour Condition Application) rules of US Department of Labor. If your fixed salary is lower than LCA wage norms, Variable Pay will be structured as Variable Pay allowance to the extent of difference of sum of all salary components other than Variable Pay and the prevailing wage applicable as per LCA, any remaining amount of Variable Pay payable will be structured as Target Variable Pay. If your fixed salary is equal or higher than LCA wage norms, your entire Variable Pay component will be structured as Target Variable Pay and you will not be eligible for Variable Pay allowance.

For purpose of calculation of Variable Pay structure, your fixed salary is sum of Base, CCA and Special Allowance.

Target Variable Pay:

Target Variable Pay, if applicable, will be paid out as per Wipro Variable Pay policy. Please refer to The Dot > Information > My Policies > Common Policies Across Countries , for details of Variable Pay policy.

Your targeted Variable Pay amount **USD 5779.08** will be paid subject to the Company's sole discretion, and assuming that you meet your goals and objectives as identified from time to time.



You will be eligible for Target Variable Pay payout only if you are on the payroll on the last day of the fiscal quarter.

Variable Pay Allowance:

Your Variable Pay Allowance will be **USD 2020.92** .

Variable Pay Allowance, if applicable, is 100% guaranteed and payable biweekly subject to the following terms and conditions:

1. Variable Pay allowance is guaranteed to comply with the provisions of LCA (Labor Condition Application) rules of US Department of Labor. This plan will be withdrawn or amended -

(a) If there is any change in LCA rules of US Department of Labor

(b) If there is any change in Terms and Conditions of Employment

(c) If there is any change in Location/Role of your Employment

2. Withdrawal/amendment of this allowance could be done without any prior notice.

Please note that the management reserves the right to advance payments of Variable Pay to meet legal requirements of minimum wages as applicable and pay the balance as and when due.

The other terms and conditions of your overseas assignment remain unchanged.

Yours sincerely,
For Wipro Limited

A handwritten signature in blue ink, appearing to read "Tanmay Agarwal", is located below the typed name.

Tanmay Agarwal
VP & Head Global HR Shared Services