



April 3, 2019

Saurav Kumar
Emp No: 952975

Dear Saurav,

CONGRATULATIONS!

With reference to your appointment letter, we are pleased to confirm you in the services of the company with effect from **February 5, 2019**.

We wish to inform that you are positioned in **Career GROUP B1** of the **Project Stream**.

We are also pleased to revise the compensation & benefits program applicable to you effective **February 1, 2019**. The revised compensation structure is as below:

Career Group: B1		(Figures in Rs / Month)	
Element	Current	Revised	Difference
Basic	9625	12432	2807
HRA	4813	6216	1403
Commutation Allowance	1600	0	-1600
Wipro Benefits Plan (WBP)	5896	6937	1041
Bonus	1925	2490	565
Total Fixed Cash	23859	28075	4216
PF (12% of Basic)	1155	1492	337
Gratuity (5.31% of Basic)	511	660	149
Total Fixed Compensation	25525	30227	4702
Other Compensation Benefits			
Health benefit (Medical)	600	600	0
Variable Pay			
Target QPLC	1375	1623	248
Total Cost To Company per month	27500	32450	4950
Total Cost To Company per annum	330000	389400	59400

If you are currently on a long term assignment, the revised salary will be applicable to you on completion of your onsite assignment and returning to offshore. The management reserves the right to make any changes to compensation and benefits at any time due to market dynamics and/or statutory influences. All other terms and conditions of your service remain unchanged.

Please note that your compensation structure is confidential and personal to you and you are expected not to share with others.

We wish you the very best in your career with us !

Yours sincerely,
for WIPRO LIMITED

Saurabh Govil
President & CHRO, Human Resources