



PRIVATE & CONFIDENTIAL

June 01, 2019

Saurav Kumar
Employee ID: 952975

Dear Saurav,

With rapid changes across the business and technology landscape, it is imperative that we focus on being agile and future ready to win in this competitive market. The key to creating unique and differentiated solutions for our customers is by reskilling, upskilling and collaborating as one Wipro. I am certain that with your passion and steadfast commitment, we are well on our way to achieving our goals.

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

Your Merit Salary Increase is effective **June 01, 2019**.

Detail of your revised compensation is given below:

Career Group : B1			(Figures in Rs/Month)
Element	Current	Revised	Difference
Basic	12,432	13,427	995
House Rent Allowance	6,216	6,714	498
Bonus	2,490	2,689	199
Wipro Benefit Plan	6,937	7,667	730
Total Fixed Cash	28,075	30,497	2,422
Provident Fund	1,800	1,800	0
Gratuity	660	713	53
Total Fixed Compensation	30,535	33,010	2,475
Other Compensation & Benefits			
Medical	600	600	0
Variable Pay			
Target Variable Pay	1,623	1,769	146
Total Cost to Company Per Month	32,758	35,379	2,621
Total Cost to Company Per Year	393,096	424,548	31,452

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*

Medical Assistance Scheme (MAS) / Medical Assistance Program (MAP)	<p>Upto INR 15000 per annum, applicable to employees not falling under the purview of ESI This can be used for the following:</p> <ul style="list-style-type: none"> • Medicine chest: OTC medicines for common ailments without a prescription. • Spectacle Lens/ Contact Lens / Bifocals • Domiciliary expenses: Reimbursement for doctor's consultation and prescribed medicines etc. • Parental Insurance: Reimbursement of premium paid towards Wipro parental insurance. <p><i>For more details please refer to the policies on myWipro>App Store>Information>My Policies>Asia Pacific>India>My Financials > Medical Assistance Scheme</i></p>
Insurance Cover	<p>Hospitalization Insurance: INR 200000 family floater with an option to enhance cover by opting for Top-up</p> <p>Personal Accident Insurance: INR 1200000 + option to Top up.</p> <p>Life Insurance cover: INR 1400000 + option to Top up.</p> <p>Voluntary Parent Medical Insurance: Of sum assured of INR 200000 to INR 600000</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*

	Contribution	Benefit
National Pension System (NPS)	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
Voluntary Superannuation Scheme (VSS)	15% of basic can be contributed towards VSS with an option to limit contribution to INR 1,50,000 per annum	
Provident Fund & Voluntary Provident Fund (PF & VPF)	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 card, National Pension Scheme or NPS, Telephone Allowance, Leave Travel Assistance, if applicable as per the policy.

**Please refer myWipro>App Store>Information>My Policies>Asia Pacific>India>My Financials.*

Other Benefits:

