



PRIVATE & CONFIDENTIAL

Dec 01, 2020

PARTH DWIVEDI

Employee ID: 394408

Dear PARTH DWIVEDI,

In recognition of your performance and valuable contribution, I am pleased to share your revised compensation and congratulate you on your promotion to **Group B2** with effect from **Dec 01, 2020**.

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.

Detail of your revised compensation is given below:

Career Group : B2			(Figures in Rs/Month)
Element	Current	Revised	Difference
Basic	13,035	15,688	2,653
House Rent Allowance	6,518	7,844	1,326
Bonus	2,603	3,134	531
Wipro Benefit Plan	7,399	8,560	1,161
<b>Total Fixed Cash</b>	<b>29,555</b>	<b>35,226</b>	<b>5,671</b>
Provident Fund	1,800	1,883	83
Gratuity	692	833	141
<b>Total Fixed Compensation</b>	<b>32,047</b>	<b>37,942</b>	<b>5,895</b>
<b>Other Compensation &amp; Benefits</b>			
Medical	600	600	0
<b>Variable Pay</b>			
Target Variable Pay	1,718	3,125	1,407
<b>Total Cost to Company Per Month</b>	<b>34,365</b>	<b>41,667</b>	<b>7,302</b>
<b>Total Cost to Company Per Year</b>	<b>4,12,380</b>	<b>5,00,004</b>	<b>87,624</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.

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

Thierry Delaporte  
CEO & Managing Director