



**APPOINTMENT LETTER**

June 22, 2020

Dear Anklesh Bhardwal,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **EPS Trainee**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

**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 your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a 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 Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer 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 the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Director Corporate Relations  
Invertis University  
Bareilly

*[Handwritten signature]*

Registered Office:  
Wipro Limited  
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Bengaluru 560 035  
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F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : LS2102KA1846PLC020800

Invertis University  
Bareilly



**Pre Joining Program (PJP):**

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,  
For Wipro Limited,

**Sunil Kalachar**  
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.  
I shall be reporting for duty on \_\_\_\_/\_\_\_\_/\_\_\_\_  
Name: \_\_\_\_\_  
Signature: \_\_\_\_\_  
Date: \_\_\_\_/\_\_\_\_/\_\_\_\_  
Place: \_\_\_\_\_

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Registrar  
 Invertis University  
 Bareilly

Director Corporate Relations  
 Invertis University  
 Bareilly

*[Handwritten Signature]*

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

You shall receive salary as detailed below.

Name : Anklesh Bhardwa  
 Position: EPS Trainee  
 Career Group: TRB - II

ANNEXURE III  
 SALARY OFFER SHEET

