



Sachin Gadakh <sachin.gadakh@avcoe.org>

Fwd: Wipro Campus Update_LOI

2 messages

Shivam Bhagwat <shivam8999383056@gmail.com>
 To: "sachin.gadakh@avcoe.org" <sachin.gadakh@avcoe.org>

Mon, Dec 6, 2021 at 7:18 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2rvu7-634e11a21e@talent.icims.com>
 Date: Mon, 6 Dec 2021, 11:52 am
 Subject: Wipro Campus Update_LOI
 To: <shivam8999383056@gmail.com>

December 6, 2021

Dear Shivam Bhagwat ,
 Resume Number - 23263408

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

| COMPONENT | AMOUNT (INR) |
|---|-----------------|
| Basic | 11,670 |
| HRA | 5,835 |
| Bonus | 2,334 |
| Wipro Benefits Plan (WBP) | 4,849 |
| 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 | 1,459 |
| Target Cost to Company per month | 29,167 |
| Total Cost to Company per annum | 3,50,004 |

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

| Year | Bonus |
|------------------|--------------------|
| End of 6 months | 25000 |
| End of 18 months | 25,000 – 75,000 |
| End of Year 2 | 50,000 – 1,00,000 |
| End of Year 3 | 2,00,000- 2,50,000 |

Please note the terms and conditions:

1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

**Your's Sincerely,
For Wipro Limited**



**Aparna Shailen
General Manager - Human Resources**

This message was sent to shivam8999383056@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=58D523263408&contactId=15441513>

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Shivam Bhagwat <shivam8999383056@gmail.com>
To: sachin.gadakh@avcoe.org

Mon, Dec 6, 2021 at 7:21 PM

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