



Learn Research
Innovate

UNITED INSTITUTE OF TECHNOLOGY

(Approved by AICTE, New Delhi and Affiliated to Anna University, Chennai)

(Accredited by NAAC)

Periyanaickenpalayam, Coimbatore – 641020

www.uit.ac.in

7.3 Institutional Distinctiveness

(2018-2019)

Dr. S. RAMKUMAR M.E., Ph.D.,
PRINCIPAL
United Institute of Technology
Periyanaickenpalayam, Coimbatore - 20

7.3 Institutional Distinctiveness

United Institute of Technology renders all the possible support to its students to achieve in their career. A good infrastructure and committed faculty takes care of the students in every possible way to achieve the vision of the institution. Following the regular syllabus prescribed, UIT has taken extra initiatives for every success of its students. An Academic Calendar is prepared with academic plans to be followed and is circulated to all the departments. Three Internal Assessments are conducted per semester and according to the results of the students special attention is given. For slow learners, extra coaching for each subject is conducted and advanced learners are motivated through project based learning and quiz programs to secure more marks.

Through IIPC, workshops and seminars that are useful for the students are conducted frequently. Trainers and learnt professors from various colleges and industries are brought and are made to train the students.

MOU

The IIPC of the institution takes the initiative to connect Mou's with industries and create a pathway for the growth of every student.

Value Added Courses

Value Added Courses are introduced to students to learn engineering techniques. During the year academic year 19-20 VAC like CAD Drafting, Application of MATLAB, Data Science and Big Data Analytics and REVIT Architecture were introduced to the third year and final year students.

Well trained faculty handled the sessions. Experts from various fields were invited to share their knowledge and experiences with the students to bridge the gap between the Academia and Industry. After every session feedback forms were collected and according to the feedback received changes were made for continual improvement, as these programs were conducted with an aim to place students in companies and industries.

Internships

The Institution also offers Internship Programs to facilitate experiential learning that equip students with various practicum opportunities and help them to fulfil the career objectives to determine the best workplace fit for the student individuals. Project works during their internship helps them to be placed in reputed companies. During the final year, students are sent for three months internship program where they gain practical knowledge and also learn the nature of work. Students are also placed in the same companies from which they have taken internship.



Our Ref: FFI/CO/HR/PL/25032019

25th March 2019

Mr. Akshay Raj. M
Coimbatore

To Whomsoever It May Concern

This is to certify that **Mr. Akshay Raj. M** , have successfully completed his internship in our Software Development Center, Chennai from 7th January 2019 to 10th March 2019.

We wish you all the best in your future endeavors.

For Future Focus Infotech Pvt. Ltd.

(Lalitha Giridhar)
Vice President - HR

Cc: HR

Dr. S. RAMKUMAR M.E., Ph.D.,
PRINCIPAL
United Institute of Technology
Periyanaickenpalayam, Coimbatore - 20

Future Focus Infotech Private Limited

Registered & Corporate Office : # 3, II Street, Haddows Road, Chennai - 600 006

Tel : +91 - 44 - 4393 1900 | 4393 1950

Location : Chennai: +91-44-4393 4400 | Bangalore: +91-80-2532 1672

| Hyderabad: +91-40-4020 4940 | New Delhi: +91-11-2854 7794

| Mumbai: +91-22-2820 7185 | Kolkata: +91-33-6626 7901



hakuna matata

THE HAPPINESS OF DIGITAL EXCELLENCE

#INT20015

14-03-2019

This is to certify that Mr. Aman Kumar Dubey pursued internship with us from 18.02.2019 to 14.03.2019 on Digital Marketing.

Mr. Dhinesh Babu completes assignment in a timely manner, performs quality work that is accurate and thorough and manages time effectively. He was responsible, punctual, with good attendance.

We wish him all the very best in future endeavors.

For Hakuna Matata Solutions Pvt Ltd,

S.Nji
Nageshwari S
HR Executive.



de
Dr. S. BAMKUNAR M.E., Ph.D.,
PRINCIPAL
United Institute of Technology
Periyanaickenpalayam, Coimbatore - 20



UNITED INSTITUTE OF TECHNOLOGY

Periyanaickenpalayam, Coimbatore-641-020

INDUSTRIAL VISIT

05th October 2018

DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING
UNITED INSTITUTE OF TECHNOLOGY
COIMBATORE.

IV COORDINATOR

HOD

PRINCIPAL

Dr. S. RAMKUMAR M.E., Ph.D.,
PRINCIPAL

United Institute of Technology
Periyanaickenpalayam, Coimbatore - 20

Permission Letter

03.10.2018

From

Boopathi . M, SaiGokulakrishnan . M
IIIrd year IV - Co-ordinators,
Computer Science and Engineering,
United Institute of Technology,
Coimbatore.

To

The Principal,
United Institute of Technology,
Coimbatore

Report to be
submitted
by Advisor

Respected Sir,

Sub: Permission for one day Industrial visit - Reg

As we are planned to visit KIMN Software Solutions
as Industrial visit for one day (5.10.2018) Our
Students are keen visit. Monkey falls accompanied by
8 faculty members. Please permit our students of
9 members both IIIrd CSE A & B for one day
Industrial visit.

Thanking you,

Yours truly

- 1. Boopathi . M
- 2. SaiGokulakrishnan

food to HoD

~~NSB~~
2/10/18

Submitted to
Principal
NSB
3/10/18

(M. SARANODAYAN, AP/CSE)

P. Sindhuja - III - A

A-sub - III - B.

As Advisor

- 1. M. Sindhuja
- 2. NSB



klmnTM Software Solutions
we make the difference...

Date: 03/10/2018

To

M.Boopathi, (Student Coordinator),
Third Year,
Department of Computer Science and Engineering,
United Institute Of Technology,
Coimbatore-641020.

Sub: Industrial Visit permission for 90 students and 2 faculties.

Dear Sir,

We received email from your Department of Computer Science and Engineering requesting for permission for an Industrial Visit to our office at Pollachi, Coimbatore on Oct 5th 2018 – 10:00 A.M.

Regarding the same, we would like to invite your students to share our knowledge we attained in the IT industry.

Thanking you

Yours Sincerely

Yuvaraj


Dr. S. RAJAKUMAR M.E., Ph.D.,
PRINCIPAL
United Institute of Technology
Periyanaickenpalayam, Coimbatore - 20



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(Approved by AICTE, New Delhi and Accredited by NAAC, Affiliated to Anna University - Chennai)

G.Koundampalayam, Periyanaickenpalayam, Coimbatore - 641 020.

Ph : 0422 - 2692020 Fax : 0422 - 2697070, www.uit.ac.in Mail : info@uit.ac.in

Dr. K.S. Amirthagadeswaran M.E., Ph.D., MIE

Principal

The Manager,
M/s.KLMN Software solutions,
No.15/322 Police Station Road,
Pollachi,
Coimbatore-642 001

04.10.2018

Dear Sir,

Sub: Requisition for one-day visit for your esteemed concern – reg.

United Institute of Technology, established in the year 2009, has been approved by AICTE, New Delhi and affiliated to Anna University Chennai, and also is ISO certified. Our college, offering a range of UG and PG, seeks permissions for the third year Computer science and engineering students to visit your esteemed institution.

As a part of curriculum of third year students industrial visit is mandatory. So as to provide with them the real insight of working procedure of an esteemed organization such as yours and to fulfill the curriculum demand, we request you for the industrial visit. Kindly accord permission to visit your esteemed organization for a team of 94(92 students + 2 faculties) either in the forenoon or afternoon session as per your convenience on 05-10-2018. I assure you that they will abide by the rules and norms of your company during the visit. Awaiting a favorable reply, at the earliest.

Thanking you,

With regards,


Dr. S. RAMKUMAR M.E., Ph.D.,
PRINCIPAL
United Institute of Technology
Periyanaickenpalayam, Coimbatore - 20



UNITED INSTITUTE OF TECHNOLOGY
Periyanaickenpalayam, Coimbatore- 641 020.
Department of Computer Science and Engineering

Degree/
Branch: BE - CSE
Semester: 5
Class: III-A

III year Industrial visit

S.No	Reg.No	Name	Parent number	Student number	Student signature
1	714516104002	AKILESH.C	8508131800	739759261	Akilesh.C
2	714516104003	ANBURAJ.M	9566580461	9566580461	Anburaj.M
3	714516104004	ANGEL.B	7825040186	8248451806	Angel.B
4	714516104005	ARAVIND.N.S	9788386865	7873882321	N.S.A
5	714516104006	ASWATHAMAN.M	9843124062	9442127898	M.Aswathan
6	714516104007	BALASUBRAMANIAN.S	9894563716	9677606174	S.B.A
7	714516104008	BASIL.K.P	9597807313	9597807313	Basil.K.P
8	714516104009	BOOPATHI.M	9976536177	9788023667	M.Boopathi
9	714516104010	DEEPSHIKA.D	9585900729	9655890500	Deepshika.D
10	714516104011	DHANUSH SSIYAAMP	9443937630	9626729617	Dhanush.S
11	714516104012	DINESH BHARATH.N	9080644056	9524091602	Dinesh.Bharath.N
12	714516104013	DIVYA BHARATHI.M	9786284071	9600336302	M.Divya
13	714516104014	GOKUL PRIYA.D	-	7339267456	D.GokulPriya
14	714516104015	GOWRI.D	9487566628	9843366628	D.Gowri
15	714516104016	GOWRIPRIYA.S	9790425582	8200119183	S.GowriPriya
16	714516104017	GOWTHAM.L	99945544212	9629371421	L.Gowtham
17	714516104018	GUNA SEKARAN.T	9965066339	9789400928	T.Gunasekaran
18	714516104019	HARI PRIYA.J	8825708140	9813805371	J.HariPriya
19	714516104021	INDHUMATHLA	9025097342	8248568060	Indhumathla
20	714516104022	JAYA SATHYA SREE	9600454687	9894102437	S.Jayasree
21	714516104023	KARTHIGA.M	8883243838	8778662524	M.Karthiga
22	714516104024	KEERTHANA.D	9842852612	960075612	D.Keerthana
23	714516104025	KEERTHANA.K	9786916834	898545017	K.Keerthana
24	714516104026	KEERTHANA.V	9514310800	7094989880	V.Keerthana
25	714516104027	KIRUTHIGAPRIYA.M	9363266680	7010955209	M.KiruthigaPriya
26	714516104028	KOUSIKA.R	8098265635	9514320919	R.Kousika
27	714516104029	KOWSALYA.R	9894864047	7395867637	R.Kowsalya
28	714516104030	LAKSHMI.N	944991595627	10949345	N.Lakshmi
29	714516104031	LALITHA.A.M	8056645498	9087410305	A.M.Lalitha

Principal
United Institute of Technology
Periyanaickenpalayam, Coimbatore - 20

30	714516104034	MAHESWARLR	9488800545	9790359140	<i>[Signature]</i>
31	714516104035	MAMATHA..M	7598018310	782505450	<i>[Signature]</i>
32	714516104036	MANI MEKALAI P	9500931533	9965748311	<i>[Signature]</i>
33	714516104037	MANUJA.P	9626424289	9786320739	<i>[Signature]</i>
34	714516104038	MEENALOCHINLB	9789606234	9585050190	B.meera
35	714516104039	MEERA.P	9944132160	9629242029	P.meera
36	714516104040	MOHAN.A	9443168158	9791592978	A-Nohy
37	714516104042	NAVEEN KUMAR V	9442832492	9531954619	<i>[Signature]</i>
38	714516104043	NINGARAJU.M	7825054077	9751957503	<i>[Signature]</i>
39	714516104703	ANBU SELVI T	9843078730	8531817352	T.Ambesidi
40	714516104706	GOWTHAM J	7708320026	9600419195	<i>[Signature]</i>
41	714516104707	KEERTHANA S	9159965133	978645730	S.let
42	714516104710	JANANI P	8675339855	9994370328	p-Jci
43	714516104711	KANMANI P	8948569849	7826907218	P.kanmani
44	714516104713	BHARATHIRANI P	7339305100	9597417978	P.Bharathi
45	714516104714	MAHALAKSHMI N	9486806408	9445996408	<i>[Signature]</i>
46	714516104717	KOWSALYA R	9843659424	9655026085	<i>[Signature]</i>
47	714516104719	EVANGELINE AISHWARYA S	848937215	63790589	<i>[Signature]</i>
48	714516104723	JEYANTHI S	9751618546	874047056	S.jeyanthi
49	714516104724	MONISHA V	8344142805	7339391190	<i>[Signature]</i>
50	714516104725	KEERTHANA N	9787516838	9600426686	N. kugly
51	714516104729	JAYAPRAKASH P	9487546130	8754613983	<i>[Signature]</i>

[Signature]

Dr. S. RAMKUMAR M.E., Ph.D.,
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Periyanaickenpalayam, Coimbatore - 20

30	714516104705	SATHYA R	7094990523	959746873
31	714516104708	SANTHOSH.S	9655824247	9384202015
32	714516104709	SARASWATHI S	9443606052	9158427172
33	714516104716	RAMYA R	7639307201	7502941925
34	714516104726	VISHNUPRIYA R	9655824217	7502941925
35	714516104727	VAISHNAVI A	9943191435	9384202015
36	714516104728	SANGEETHA A	9629943798	9789179763

37 714516104085 VA SANTHI.V 9894441919 994446656

38 714516104047 PARAMESHWARAN.A 9789179763 9629943798

39 714516104715 RAJAGURU 7094990523 959746873

40 714516104059 RAJESHWARI.G 7639307140 9787418093


 Dr. S. RAMKUMAR M.E., Ph.D.,
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UNITED INSTITUTE OF TECHNOLOGY
Periyanaickenpalayam, Coimbatore- 641 020.
Department of Computer Science and Engineering

Degree/
Branch: BE - CSE
Semester: 5
Class: III

III year industrial visit

S.No	Reg.No	Name	Parent number	Student number
1	714516103044	NITHYA PRABHA.K	9965680230	7558115185
2	714516103045	NIVETHA.K	9865784043	8610751316
3	714516103046	NIVETHA.M	9750589177	8667832513
4	714516103048	PAVITHRA.M	8075526392	63808496254
5	714516103049	PAVITHRA.M	9786590135	8946002873
6	714516103050	POORVIKA.T	9788055797	6367832513
7	714516103051	PRASANNA	9340487568	7581511855
8	714516103054	PRIYADHARSHINI.M	9486968855	6385278559
9	714516103055	PRIYADHARSHINI.S	9213523080	952708875
10	714516103056	RADHIKA.R	9080325312	9578807054
11	714516103057	RAGUWARAN.R	8673211092	9997653711
12	714516103058	RAHUL KUMAR HARIJAN	9123567717	8342512242
13	714516103060	RAJSHREE.V	9629011212	9597322139
14	714516103061	RAMESHA.M	9001998012	9677720881
15	714516103064	RANJITHA.B	9487242825	7094577682
16	714516103065	RENJITHA.B	904889980	6380887595
17	714516103067	SAI GOKULA KRISHNAN	7150822419	821846237
18	714516103069	SANGEETHA.A	7904675249	9677720387
19	714516103070	SANTHAKUMAR.R	9715082241	8111060010
20	714516103071	SANTHOSH.P	9142280571	8010060111
21	714516103074	SHOBICA.P	9952486008	8098913242
22	714516103075	SOWMYA.M	9677720697	9677720697
23	714516103077	SRI NITHI.P	9629038238	9787099957
24	714516103078	SRI SAKTHI HAMRISH.S	8965432161	9842083694
25	714516103080	STALIN.B	9842083694	9626732658
26	714516103082	SUNDARESAN.S	9626732658	9842083694
27	714516103083	THAMOTHARAN.K.R	9841812650	9788667002
28	714516103084	VARSITHA.K	9189562232	8524990529
29	714516103086	VINCES.B	8232269515	8295019425

Principal
United Institute of Technology
Periyanaickenpalayam, Coimbatore

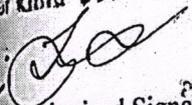
Date: 05/10/2018

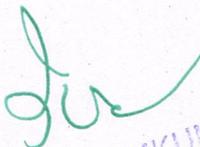
To whomsoever it may concern

This is to inform that Mr. BOOPATHI.M, 3rd year Department of Computer Science and Engineering, United Institute of Technology, Coimbatore has visited our organization as part of his Inplant training on October 5, 2018.

Thanking you

For klmn Software Solutions
For klmn Software Solutions


Authorized Signatory


Dr. S. RAMKUMAR M.E., Ph.D.,
PRINCIPAL
United Institute of Technology
Periyanaickenpalayam, Coimbatore - 20

UNITED INSTITUTE OF TECHNOLOGY

Periyanaickenpalayam, Coimbatore- 641 020.

Department of Computer Science and Engineering

IIIrd years INDUSTRIAL VISIT [2018-2019]

AGENDA

TIME	PLACES VISITED
05/10/2018 7.00 AM	DEPARTURE FROM UIT [CBE]
9.30 AM	REACHED MONKEY FALLS
9.30 AM – 10.00 AM	BREAKFAST
10.00AM-1.00 AM	VISIT MONKEY FALLS
1.00-2.00 PM	LUNCH
2.00 PM	DEPARTURE FROM MONKEY FALLS
3.00 PM	REACHED KLMN SOFTWARE SOLUTIONS
04.00 PM	DEPARTURE FROM SOFTWARE SOLUTIONS
06.30 PM	REACHED UIT [CBE]

MGR
3/10/2018
IV - COORDINATOR

1. *S. Senthil* 5/10/18
2. *A. Subap*
CLASS ADVISOR

L. Bahat
HOD/CSE

S. Ramkumar
PRINCIPAL

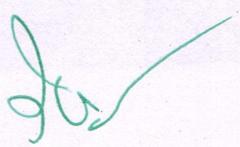
S. Ramkumar
Dr. S. RAMKUMAR M.E., Ph.D.,
PRINCIPAL

United Institute of Technology
Periyanaickenpalayam, Coimbatore - 20

PHOTOGRAPH:

CSE-B




Dr. S. RAMKUMAR M.E., Ph.D.,
PRINCIPAL
United Institute of Technology
Perivanaickenpalayam, Coimbatore - 20

PHOTOGRAPH:

CSE-A



S. Ram Kumar
Dr. S. RAMKUMAR M.E., Ph.D.,
PRINCIPAL
Institute of Technology



APPOINTMENT LETTER

May 7, 2019

Dear **Suriya Prakash,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. 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,


Dr. S. RAMKUMAR M.E., Ph.D.,
PRINCIPAL
United Institute of Technology
Periyanaickenpalayam, Coimbatore - 20

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



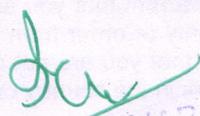
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
- Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.


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Principal
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Periyasikendrapalayam, Coimbatore - 20

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7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

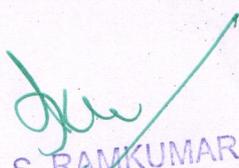
In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.


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d. Your appointment shall be treated as withdrawn in case:

- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
- iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
- iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
- v. You have any pending backlogs/ arrears on the date of appointment.

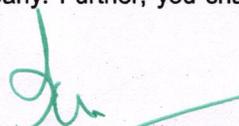
10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of upto Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.


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12. 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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ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name:

Date: ___/___/___

Signature:.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c) Unauthorized disclosure or communication of UPSI.

d) Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.


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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I -----, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- a. processing my job application including background verification checks;
- b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name: _____

Date: / /

Signature.....

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ANNEXURE III

SALARY OFFER SHEET

Name : Suriya Prakash

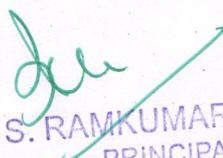
Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

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

*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.


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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Interest free loan of Rs.20,000/- towards housing deposits or towards purchase of two wheeler
- b. Contingency loan of Rs.50,000/- towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

Date: ___/___/___

Signature:.....

A handwritten signature in green ink, appearing to be "Dr. S. Ramkumar", is written over the printed name.

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ANNEXURE – IV

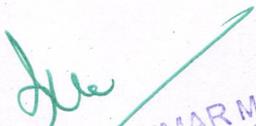
I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

Name:

Date: / /

Signature:.....


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ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

- a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)
- b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.
- c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay.


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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of appointment. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.


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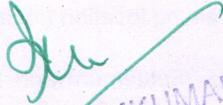


SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI)**. This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll which will vary based on your marital/family status, the floater sum insured as per your job grade and any top-up plan opted by you. 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.
3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.


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Gratuity Benefit: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

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1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of upto Rs. 5,000 per week. In case of Death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000 In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

1. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.


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