



Ref. No. *GSMCOE/office/477/2021-2022*

Date *12/10/2021*

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is made at Pune on this 12th October, 2021 (“Execution Date”) by and between:

Genba Sopanrao Moze College of Engineering, Private B.E college affiliated to Savitribai Phule Pune University, having its campus at **Balewadi, Pune**, through its Principal, Dr. Jambhi Ratna Raja Kumar (herein referred to as “GSMozeCollege”, which expression shall, unless repugnant to the context or meaning thereof, be deemed to mean and include its successors, executors, administrators and permitted assigns) of the **First Part**;

AND

Parivartan-Foundation, a not for profit trust registered at F23, Naraina Vihar, New Delhi - 23 and (hereinafter referred to as “PF” which expression shall where the context so admits include its trustees and executors, and assigns represented by **Shri Puneet Jhingan**, of the **Second Part**;

AND

EduNeev Solutions Private Limited, a company registered under the Companies Act, 2013 at C702, Arvind Apartments, Sector 19B, Dwarka, Delhi - 75 and (hereinafter referred to as “ESPL” which expression shall where the context so admits include its successors, executors, and assigns) represented by **Shri Puneet Jhingan**, of the **Third Part**;

PF, ESPL and College are hereinafter collectively referred to as “Parties” and each individually as a “Party”.

RECITALS:

- A. ESPL is a registered company engaged in the business of providing education related services. ESPL has developed a unique set of systems, processes and content offerings for Engineering and Applied Science colleges including their students, under its brands namely 2Learn, Vdo2Learn, Act2Learn, etc.
- B. PF is a not for profit organization engaged in promotion, expansion, and support of education among children across India.
- C. PF and ESPL have entered into an understanding inter se, to constitute **Parivartan-EduNeev Collaboration (“PEC”)** to enable ESPL offer its Vdo2Learn (“V2L”) video content library to Colleges, on a No-Charge basis subject to certain terms to support students whose studies have been substantially affected during the Pandemic, and PF and ESPL hereinafter are collectively referred to as “PEC”. ESPL shall be the primary interfacing and provisioning entity for the College.

- D. The College has expressed its interest for its students to access the Vdo2Learn video library resource for the upcoming academic semester(s) on the broad terms and conditions stated herein and ESPL, at the request of the College, has agreed to provide the Services (as defined hereinafter).
- E. The Parties are thus desirous of entering into this MOU for recording their understanding with respect to accessing the Services on the binding terms and conditions set forth in this MOU.

NOW, THEREFORE, in consideration of the mutual covenants and conditions herein contained and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties hereto agree to the following broad and binding terms and conditions:

BROAD TERMS AND CONDITIONS

1. The College shall appoint a Single Point of Contact (“SPOC”) person for liaison between the Parties, Faculties and students for the day-to-day operations and coordination, and that sufficient authority should be vested with the SPOC for effective and prompt discharge of its role.
2. The College through its SPOC shall promptly furnish all information requested by PEC to provision the Service including but not limited to the requested particulars of students and faculty of various courses for each semester, handling of escalations, routing of feedback and circulars, orientation for students, campus visits etc.
3. To provision the Service, in each Semester, ESPL will provide **one V500 coupon** for each selected Paper Code (“**Access Plan Coupons**”) to respective College Faculty, enabling them to avail 100% discount towards the **500-hours VPT Access Plan of Shared Video Play Time**. This Plan can be accessed and used by the College Faculty and/or their students on shared basis. In addition, ESPL will provide **one V1 coupon** for that Paper Code to the College Faculty which can be used multiple times, enabling each of their enrolled students to avail 100% discount towards **1-hour VPT Access Plan and join the Shared VPT group of the College**.
4. PEC may offer Access Plan Coupons for subsequent Semesters at its discretion and subject to **minimum usage of 400 out of the 500 allocated hours of each allocated Coupon**, as well as the observance of **Acceptable Usage Practices (AUP)** by the College and its students, where **AUP means** a) **ensuring reasonable confidentiality**, b) **no unauthorized copying and/or nonauthorized/public distribution of 2Learn content or material etc.**

5. Each Access Plan Coupon has a 'use-by-date' and 'Video Play Time' limit. Expired Access Plan Coupons cannot be refreshed. However, users are free to purchase fresh or Top-up VPT Access Plan coupons from ESPL through its 2Learn website.
6. Users will access the V2L content only on the 2Learn Android or Windows app available on the 2Learn website or respective Playstore. Faculty will access system reports on Chrome browser.
7. As a Best-Practice, the College will encourage and adopt use of V2L content as a Pre-Learn and a Post-Learn (revisionary) facility to complement its online or face-to-face teaching sessions.
8. The College agrees to promote prominent visibility of this MOU on their website, newsletters, and other forums, including promotion of ESPL and PF for the benefit of its students, faculty, affiliates and visitors.
9. College shall extend active cooperation for conduct and participation for virtual or physical tours, visits, meets, events and such other activities of PEC and its promoters as and when requested.
10. Terms of Service may change from time to time subject to prior intimation to the College.
11. ESPL may Terminate this MOU by giving a notice in writing to the College at least one month before the end of an ongoing Semester.

GOVERNING LAW

This MOU shall be governed and construed in accordance with the laws of the Republic of India and, the courts at Delhi shall have the jurisdiction to adjudicate all disputes and differences between the Parties.

CONFIDENTIALITY

1. The contents of this MOU, and the contents of Vdo2Learn video library shall be kept confidential and not be disclosed (all or any part) by except as otherwise required by applicable law or other relevant laws or regulations with the force of law or to enforce the other Parties rights so mentioned.
2. The obligation in this clause shall survive the expiry or termination of this MOU.

INDEMNITY

1. The College shall indemnify PEC and their respective officers, shareholders, directors, members, partners, and agents, against all losses, damages, claims, liabilities and expenses arising out of the misuse of the Access Plan Coupon and or the failure of the College to comply with its obligations under this MOU including the Acceptable Usage Practices or

EMPOWERMENT THROUGH TECHNOLOGY
GENBA SOPANRAO MOZE COLLEGE OF ENGINEERING

No. 25/1/3, Balewadi, Pune - 411 045

and Govt. of Maharashtra, Affiliated to Savitribai Phule
ITE Code - ENG144 University Affiliation ID - PU/PN/2004

with applicable law.

- 2. Neither Party shall be liable to the other Parties or to any other person or entity for special, indirect, incidental, or consequential damages or loss arising out of this MOU, whether in an action arising out of breach of contract, breach of warranty, delay, negligence, patent matters, or any other theory whether or not it had any knowledge, actual or constructive, that such damages might be incurred.

Ref. No. *GxSM*

MEMORANDUM OF UNDERSTANDING

In Witness Whereof, the Parties hereto have executed this MOU as of the day and the year first set forth above.

For College

For Parivartan Foundation

Name: **Dr. Jambi Ratna Raja Kumar**
Designation: **Principal**
PRINCIPAL
Genba Sopanrao Moze College of Engg
25/1/3, Balewadi, PUNE-411 045.

Name:
Designation:

For EduNeev Solutions Private Limited

Name:
Designation:



ESPL is a registered company... providing education related services. ESPL has developed a unique... process and content strategy for Engineering and Applied Science colleges... VideoLearn, Act2Learn, etc.

PF is a not for profit organization engaged in promotion, expansion, and support of education among children across India.

PF and ESPL have entered into an understanding... to continue Parivartan EduNeev Collaboration ("PEC") to enable ESPL offer its VideoLearn ("VIL") video content library to Colleges, on a No-Charge basis subject to certain terms to support... whose results have been substantially affected during the Pandemic, and PF will... collectively referred to as "PEC". ESPL shall be the primary... to the College.



SECUREPOINT

TECHNOLOGIES PRIVATE LIMITED

MEMORANDUM OF UNDERSTANDING BETWEEN

SECUREPOINT TECHNOLOGIES PVT. LTD.

AND

GENBA SOPANRAO MOZE COLLEGE OF ENGINEERING, BALEWADI

THIS MEMORANDUM OF UNDERSTAND (THE "Agreement") is made the [2nd] day of [December], 2021 by and between **SECUREPOINT TECHNOLOGIES PVT. LTD.** A company incorporated in India and having its corporate office at 2nd floor, Ritika, NisargPooja, Mankar Chowk, Aundh-Hinjewadi Road, Wakad, Pune, India 411057 (hereafter referred to as "**SECUREPOINT**") AND **GENBA SOPANRAO MOZE COLLEGE OF ENGINEERING, BALEWADI** an educational institute set u in India and having its registered office at 25/1/3, Balewadi, Pune 411045. (Hereinafter referred to as "**INSTITUTE**").

PURPOSE

The SECUREPOINT intends to assist Universities and colleges deliver high quality and impactful online and blended learning in the scope of Cyber security, Cloud Computing, Artificial Intelligence & Machine Learning technologies.

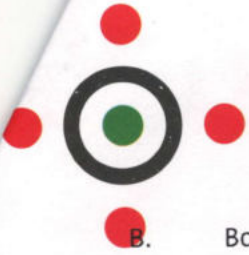
The INSTITUTE intends to utilize above mentioned technologies for students and faculty via online and blended learning methodologies.

NOW, THEREFORE, In consideration of the premises and of the mutual covenants and conditions set forth in this agreement, SECUREPOINT and INSTITUTE (individually, the "PARTY" and collectively, the "Parties") agree as follows

I. OBLIGATION

A. SECUREPOINT will

- Provide internship opportunities in domain of Cybersecurity, Cloud Computing, Machine Learning, & Artificial Intelligence to student on mutual agreement
- Conduct online 3 months internship program
- Offer opportunities to students to work on Live project based on requirement
- Provide access to **EngineerConnect's** portal on free of cost to all registered students which will help students to get educational knowledge about technologies and placement opportunities
- Provide support to students to prepare for participating in campus interviews round.
- Conduct guest lecturers for student at campus on separate commercial proposal with mutual agreement



B. Both the parties will

- Appoint one person as a point of contact for smooth execution of the activities proposed under MOU
- This collaboration shall not be exclusive to both parties and shall not disallow each party from having similar collaboration with others. Except as expressly stated in this MOU, there shall no obligation on any party to compensate the other in any manner or to make any claim
- Each party shall respect the other's intellectual property and shall not use any trade name, trademark, logo, symbol or designation belonging to the other party, without the prior written consent of the other party
- Both parties shall take all reasonable steps to ensure the successful completion of the collaboration and shall cooperate with each other in performance of their respective obligations.

C. Duration

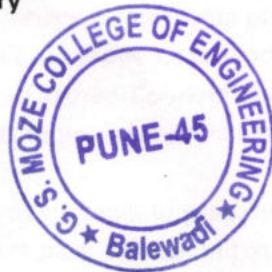
This MOU agreement shall be valid for THREE (3) years from the effective date of signed MOU agreement.

IN WITNESS WHEREOF, to show their asset, the duly authorized representative of the parties hereto have signed the Agreement and set their seals as below:-

Signed for and on the behalf of

For Securepoint Technologies Pvt Ltd.

Authorized Signatory



Signed for and on the behalf of

For Genba Sopanrao Moze college of Engineering

Authorized Signatory

PRINCIPAL

Genba Sopanrao Moze College of Engg.
25/1/3, Balewadi, PUNE-411 045



STACKZEAL PRIVATE LIMITED

Regd Office: Sr. No. K/2/971,
Pragati Colony A, Vikas Nagar,
Nigdi-Kiwale, Pune – 412101.
CIN : U80901PN2018PTC180441
GSTIN: 27ABBCS1964Q1ZP
09762352469
info@stackzeal.com

Date: 21/09/2021

MEMORANDUM OF UNDERSTANDING
BETWEEN
Genba Sopanrao Moze College of Engineering
AND
Stackzeal Private Limited

This Memorandum of Understanding ("MoU") is made on 21st September 2021.

Between

Stackzeal Private Limited, a company registered under the Companies Act, 2013 and having its registered office at 'Sr. No. K/2/971, Pragati Colony A, Vikas Nagar, Nigdi-Kiwale, Pune – 412101, Maharashtra, India (hereinafter called "**Stackzeal Private Limited**") of the FIRST PART

And


Genba Sopanrao Moze College of Engineering (Hereinafter called as "**Genba Sopanrao Moze College of Engineering**") of the SECOND PART


(Stackzeal Pvt Ltd and **Genba Sopanrao Moze College of Engineering** are hereinafter individually referred to as "**Party**" and collectively referred to as "**Parties**")

Terms and Conditions:

1. Duration:

This MOU shall be valid for Three (3) years from the effective date in which the first year will be free of any charges. Commercialisation and continuation for the rest of 2 years is optional and is based on the





approval of the college. Thereafter it may be renewed for a further period with suitable changes as may be required.


2. Purpose:

This MOU is for collaboration between the parties for mutual benefit for the purpose of providing a high end portal for the T & P department and placement/internship opportunities to students in the College.

3. Stackzeal Pvt Ltd's Standards of Performance and Responsibilities:

- Stackzeal Pvt Ltd can conduct guest lectures for students at campus.
- Stackzeal Pvt Ltd will provide EngineersConnect's facilities free of cost to all registered students which will provide them placement opportunities.
- All placement opportunities will be routed through training and placement offices only.
- Stackzeal Pvt Ltd can offer students opportunities to work on live projects of Stackzeal Pvt Ltd based on requirement.
- Stackzeal Pvt Ltd will help in advancing the portal as per new requirements.
- Stackzeal Pvt Ltd will make sure that the student data and any other information is kept secure and private.
- Stackzeal Pvt Ltd will stand liable in case of any data loss or stealth of student data from the Placement Portal.
- In case of any discrepancies **Genba Sopanrao Moze College of Engineering** is free to withdraw its contract from Stackzeal Pvt Ltd at any time with immediate effect or by giving a 3-month notice.
- Stackzeal Pvt Ltd shall provide support to **Genba Sopanrao Moze College of Engineering** in case of any queries related to Portal. .
- Stackzeal Pvt Ltd shall provide Internship opportunities to students.

4. Mutual Obligations:

- Both the parties shall appoint one person as one point of contact for smooth execution of the activities proposed under the MOU.
 - This collaboration shall not be exclusive to both parties and shall not disallow each party from having similar collaboration with others. Except as expressly stated in this MOU, there shall be no obligation on any party to compensate the other in any manner or to make any claim.
 - Each party shall respect the other's intellectual property and shall not use any trade name, trade mark, logo, symbol or designation belonging to the other party, without the prior written consent of the other party.
- 

- Both parties shall take all reasonable steps to ensure the successful completion of the collaboration and shall cooperate with each other in performance of their respective obligations.

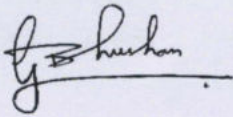
5. Commercial and Pre Orders:

- Stackzeal Pvt Ltd shall charge no fees to Genba Sopanrao Moze College of Engineering for the usage of this portal for the said period of 1 year.
- If Genba Sopanrao Moze College of Engineering and its students find the platform useful with all the services mentioned and fulfilled as per expectations, Genba Sopanrao Moze College of Engineering would like to preorder the paid services for students(Rs.100-500/per student) and college(Rs.10000-Rs.25000/year) as per further discussion which is totally optional and is based on mutual discussions after the said period of 1 year.

IN WITNESS WHEREOF, to show their assent, the duly authorized representative of the parties hereto have signed the Agreement and set their seals as below:-

Signed for and on behalf of

For Stackzeal Pvt Ltd



Bhushan Gaikwad,
(Director, StackZeal Private Limited)

Authorized Signatory



Signed for and on behalf of

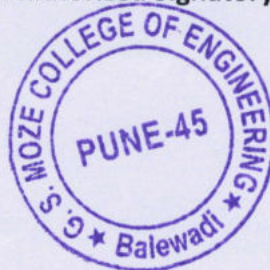
For Genba Sopanrao Moze College of Engineering



PRINCIPAL

Genba Sopanrao Moze College of Engg
25/1/3, Balewadi, PUNE-411 045.

Authorized Signatory





“ EMPOWERMENT THROUGH TECHNOLOGICAL EXCELLENCE ”
GENBA SOPANRAO MOZE COLLEGE OF ENGINEERING

S. No. 25/1/3, Balewadi, Pune – 411 045

(Approved by AICTE and Govt. of Maharashtra, Affiliated to Savitribai Phule Pune University)

DTE Code - EN6144 University Affiliation ID - PU/PN/ENGG/138/1999

Ph: 020-27390500 Website: www.gsmozecoe.org Email: gsmoze@yahoo.co.in

Founder President: Shri Rambhau Moze


Date: 10/06/2022

NOTICE


All the students of GSMCOE are hereby informed that, College is celebrating International Yoga Day on 21 June 2022. All Students are asked to be present at 10 am sharp in college premises.

NOTE:

- *STUDENTS MUST BE PRESENT IN COMFORTABLE CLOTHS FOR YOGA PRACTICE*
- *STUDENTS SHOULD CARRY WATER BOTTLE,CAP, SHOES etc*
- *ATTENDANCE IS COMPULSORY*


Ms. Nivedita Thorat
Faculty coordinator




Dr. Ratanraja Kumar Jambi
Principle GSMCOE
PRINCIPAL

Genba Sopanrao Moze College of Enge.
25/1/3, Balewadi, PUNE-411 045



**GENBA SOPANRAO MOZE COLLEGE OF ENGINEERING,
BALEWADI,PUNE- 411045
DEPARTMENT OF COMPUTER ENGINEERING**

NOTICE

Date: 15/10/2021

All students of TE and BE, Computer Engineering are hereby informed that there will be a Session on “Resume Writing , interview Techniques and Communication Skills” by Skillsgenix on 19th Oct. 2021. Guest Lecture details are as Follows:

Speaker: Neha Bhosale

Platform: Google Meet

Link to Join: <https://meet.google.com/prq-ckeq-ygm?authuser=0>

Date:19 Oct 2021

Time:10 am to 11 am

Topic Covered: Resume Writing, interview Techniques and Communication Skills.

It's mandatory to attend the session as it will help you to prepare yourself for Company Ready.

Prof. Prateeksha Chouksey

T&P Co-ordinator, Comp. Engg.

Prof. Bharti Kudale

H.O.D. Comp. Dept.

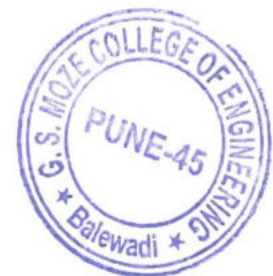
**Head of Department
COMPUTER ENGG.**

**Genba Sopanrao Moze College of Engg.
25/1/3, Balewadi, Pune-411 045**

Dr. Ratna Raja Jambi

**Principal, GSMCOE
PRINCIPAL**

**Genba Sopanrao Moze College of Engg.
25/1/3, Balewadi, PUNE-411 045**





CK Conserv Pvt Ltd

OFFICE ADDRESS: 712, PALM SPRING CENTRE, LINK ROAD, MALAD WEST, MUMBAI 400064

CIN: U72900MH2021PTC358360



<https://www.ckconserv.in>



ckconserv@gmail.com

Ms. Harshada Badgujar

Date: 11/05/2022

Mob: 7875235078/ 9209350039

Ref No: HR/018/2022

Email: harshada.badgujar125@gmail.com

Dear Ms. Harshada,

CK Conserv Pvt. Ltd. is pleased to confirm an offer of employment to you as "Trainee Software Engineer" in our Company. The details of our offer are as follows:

Compensation and Benefits:

- Trainee Period will be six months from the joining date. Then you will be on Probation Period for next six months. will be confirm after this period.
- During training period your monthly salary will be Rs. 17,000/-
- The Company observes holidays as per its own calendar which will be shared with you.

Working hours:

- You are expected to work 5 days a week, Monday to Friday, In view of the nature of our business, it may become necessary to sometimes require you to work at other times to support our clients. Acceptance of our offer of employment is acceptance of this obligation of flexibility on your part.
- You agree to work from any office of CK Conserv Pvt. Ltd or Customer of CK Conserv Pvt. Ltd. located on all India basis.
- You agree not to resign from the company for a period of 12 months.
- Your notice period will be 2 months.

Compliance with policies and procedures:

- As a condition of employment with CK Conserv Pvt. Ltd., you will be required to sign an employee Agreement and Confidentiality Agreement, which specify, amongst other things, your obligations with respect to confidential, secret or proprietary information and intellectual property you may have access to in the course of your employment.
- This offer is subject to a thorough employment and background verification conducted by the Company or an outside service bureau and contingent on a satisfactory check.
- Date of Joining is subject to all documents received and verified by CK Conserv Pvt. Ltd. before joining.



CK Conserv Pvt Ltd

OFFICE ADDRESS: 712, PALM SPRING CENTRE, LINK ROAD, MALAD WEST, MUMBAI 400064

CIN: U72900MH2021PTC358360



<https://www.ckconserv.in>



ckconserv@gmail.com

We are pleased to have you join us as early as possible, latest on or before 16th May, 2022

Regards,

For CK Conserv Pvt. Ltd.

B. D. Kaur.

Director.

I accept the offer of full-time employment with the Company on the terms and conditions stated above.

Signed: Harshada Shivaji Badgijar

Full Name: Harshada Shivaji Badgijar.

Date: 11.05.2022

Joining Date: 16th May, 2022



APPOINTMENT LETTER

April 20, 2022

Dear Shubham Neharkar,

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,

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 VI. 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.
- 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.
- 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:
 - i. 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.
 - ii. 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.
 - iii. 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.

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.
- 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.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall

withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

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 **at least** 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 up to 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.

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**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

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.

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.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Shubham Neharkar, 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;

- b. processing my job application including background verification checks;
- c. 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."

ANNEXURE III

SALARY OFFER SHEET

Name: Shubham Neharkar

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

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

*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.

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

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler

- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross 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.

ANNEXURE – IV

Bonus Details

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	25000 - 75000
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:

- I. The special bonus is subject to:
 - a. you being "active" in the services of the company through to retention date as applicable
 - b. your employment has not been terminated for poor performance or for cause prior to retention date
 - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. 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.
- III. 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
- IV. 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

- V. 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.
- VI. You shall keep the contents of this letter confidential

ANNEXURE – V

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.

ANNEXURE – VI

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:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is 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 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

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.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

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.

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
- b. 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.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

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 joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary 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. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

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 depending on your marital/family status towards the base sum insured premium, 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.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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 predefined 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.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

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. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: 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 under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). 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.

2. 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.

Accept

Decline

Signature [Shubham Neharkar](#) 20/4/2022 3:07 PM

(checking the checkbox above is equivalent to a handwritten signature)

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

24385419