



18.11.2015

Gaurang Pandey Emp ID: 00188945

Dear Gaurang Pandey,

We are pleased to inform you that you will work for a limited period of time for our branch office in Cologne, Germany.

Your employment contract under Indian Law with Wipro Limited is being suspended for the duration of your employment with the German branch. For the duration of the employment with the German branch you will be an employee of the German branch. You will conclude a fixed-term employment contract with the German branch. After completion of the assignment you will continue working under the terms and conditions of your Indian employment contract.

However, please note that your employment with the branch is subject to the suspensive condition of the successful completion of your visa application.

Please note the following terms and conditions:

1. Duration of Employment with German branch

The duration of the employment with the German branch will be for a limited period of **16 Months**. This will be subject to review and you may be required to curtail or extend your stay for a further period. At the end of the employment with the German branch you will return to India.

2. Income Taxes & Statutory deductions

a. All taxes on the remuneration will be paid by the Company. The Company undertakes to assist you in filing your income tax returns as per the laws prevailing at that time in Germany. You shall render all co-operation to the Company in finalizing and filing the said tax returns and complying with any law for the time being in force. Any documents, declarations, undertakings etc., as are required for complying with the tax filing requirement (including claiming tax refunds) shall be furnished by you as and when required by the Company, usually at the end of each year or at the end of your assignment in Germany, whichever is earlier.

b. Since you will be working for the German branch for only a limited period of time, we assume that you remain subject to the Indian and not to the German social security legislation. Therefore the German branch will contribute to the Indian Provident Fund even during your employment in Germany and not pay social security contributions for you in Germany unless otherwise instructed by the German authorities.

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Table of Contents Employee Deputation Letter Format

1. Understanding the eBook Employee Deputation Letter Format
 - The Rise of Digital Reading Employee Deputation Letter Format
 - Advantages of eBooks Over Traditional Books
2. Identifying Employee Deputation Letter Format
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Employee Deputation Letter Format
 - User-Friendly Interface
4. Exploring eBook Recommendations from Employee Deputation Letter Format
 - Personalized Recommendations
 - Employee Deputation Letter Format User Reviews and Ratings

- Employee Deputation Letter Format and Bestseller Lists
- 5. Accessing Employee Deputation Letter Format Free and Paid eBooks
 - Employee Deputation Letter Format Public Domain eBooks
 - Employee Deputation Letter Format eBook Subscription Services
 - Employee Deputation Letter Format Budget-Friendly Options
- 6. Navigating Employee Deputation Letter Format eBook Formats
 - ePub, PDF, MOBI, and More
 - Employee Deputation Letter Format Compatibility with Devices
 - Employee Deputation Letter Format Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Employee Deputation Letter Format
 - Highlighting and Note-Taking Employee Deputation Letter Format
 - Interactive Elements Employee Deputation Letter Format
- 8. Staying Engaged with Employee Deputation Letter Format
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Employee Deputation Letter Format
- 9. Balancing eBooks and Physical Books Employee Deputation Letter Format
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Employee Deputation Letter Format
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Employee Deputation Letter Format
 - Setting Reading Goals Employee Deputation Letter Format
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Employee Deputation Letter Format
 - Fact-Checking eBook Content of Employee Deputation Letter Format
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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