



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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