

Wipro

Performance Highlights

(` cr)	1QFY18	4QFY17	% chg (qoq)	1QFY17	% chg (yoy)
Net revenue	13,626	13,988	(2.6)	13,599	0.2
EBITDA	2,992	2,818	6.2	2,616	14.4
EBITDA margin (%)	22.0	20.1	181bps	19.2	272bps
PAT	2,083	2,267	(8.1)	2,059	1.1

Source: Company, Angel Research

For 1QFY2018 Wipro announced a good set of numbers. The IT services sales came in at US\$1,971.7mn v/s. US\$1,950mn expected, a qoq growth of 0.9%, while in Constant Currency (CC) terms qoq growth of 0.3%.On operating front, the EBIT margins came in at 16.2% v/s. 14.3% in 4QFY2017. This was against the expectations of 13.0%. The net profit during the quarter was `2,083cr v/s. `1,659cr expected, a qoq dip of 8.1%. For 2QFY2018, the company expects revenues from its IT Services business to US\$1,962-2,001mn, growth in the range of (0.5)-1.5% qoq. The Board of Directors approved a buyback proposal for purchase by the company of up to 343.75mn equity shares of ₹2 each (representing 7.1% of total equity capital). The buyback price will be ₹320/share payable in cash for an aggregate amount not exceeding ₹11,000cr. We maintain our neutral rating.

Quarterly highlights: The IT services sales came in at US\$1,971.7mn v/s. US\$1,950mn expected, a qoq growth of 0.9% qoq, while in Constant Currency (CC) terms qoq growth of 0.3% was registered. In Rupee terms, revenues came in at `13,626cr v/s. `12,610cr expected, a qoq dip of 2.6%. On operating front, the EBIT margins came in at 16.2% v/s. 14.3% in 4QFY2017, mainly driven by the better than expected growth and internal efficiencies. This was against the expectations of 13.0%. The net profit during the quarter was `2,082cr v/s. `1,659cr expected, a qoq dip of 8.1%. For 2QFY2018, the company expects revenues from its IT Services business to be in the range of \$1,962mn to \$2,001mn.

Outlook and valuation: The management has set a target of US\$15bn of revenue and an EBIT margin of 23% by 2020. However, the near term guidance target appears to be disappointing. Nevertheless, we project a moderate top-line and net profit growth for FY2017-19E. **However, given the valuations, we maintain our neutral rating.**

Key financials (Consolidated, IFRS)

Y/E March (` cr)	FY2016	FY2017	FY2018E	FY2019E
Net sales	51,631	55,421	58,536	61,858
% chg	10.0	7.3	5.6	5.7
Net profit	8,975	8,517	8,863	9,276
% chg	3.7	(5.1)	4.1	4.7
EBITDA margin (%)	21.7	20.4	20.3	20.3
EPS (`)	18.4	17.5	18.2	19.1
P/E (x)	15.5	16.4	15.7	15.0
P/BV (x)	3.0	2.9	2.4	2.1
RoE (%)	19.2	19.2	14.6	13.4
RoCE (%)	13.4	13.4	10.6	10.2
EV/Sales (x)	2.3	2.1	1.7	1.5
EV/EBITDA (x)	10.5	10.4	8.3	7.2

Source: Company, Angel Research; Note: CMP as of July 21, 2017 Please refer to important disclosures at the end of this report

NEUTRAL	
CMP	₹286
Target Price	-
Investment Period	12 Months
Stock Info	
Sector	IT
Market Cap (₹ cr)	1,39,374
Net Debt (₹ cr)	(32,513)
Beta	0.5
52 Week High / Low	291/205
Avg. Daily Volume	1,81,148
Face Value (₹)	2
BSE Sensex	32,029
Nifty	9,915
Reuters Code	WIPR.BO
Bloomberg Code	WPRO@IN

Shareholding Pattern (%)	
Promoters	73.2
MF / Banks / Indian Fls	7.1
FII / NRIs / OCBs	13.4
Indian Public / Others	6.4

Abs.(%)	3m	1yr	3yr
Sensex	9.1	15.6	24.6
Wipro	16.1	5.7	5.1

3-year price chart



Source: Company, Angel Research

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Exhibit 1: 1QFY2018 performance (Consolidated, IFRS)

Y/E March (` cr)	1QFY18	4QFY17	% chg (qoq)	1QFY17	% chg (yoy)	FY2017	FY2016	% chg (yoy)
Net revenue	13,626	13,988	(2.6)	13,599	0.2	55,040	51,244	7.4
Cost of revenue	8,893	9,259	(4.0)	9,209	(3.4)	36,844	34,175	7.8
Gross profit	4,733	4,728	0.1	4,390	7.8	18,196	17,069	6.6
SGA expense	1,741	1,910	(8.9)	1,774	(1.9)	7,284	6,272	16.1
EBITDA	2,992	2,818	6.2	2,616	14.4	10,913	10,796	1.1
Dep. and amortisation	818	818	-	430	90.2	2,311	1,497	54.3
EBIT	2,174	2,000	8.7	2,186	(0.6)	8,602	9,299	(7.5)
Other income	508	941	(46.0)	485	4.8	2,434	2,194	10.9
PBT	2,682	2,941	(8.8)	2,671	0.4	11,036	11,493	(4.0)
Income tax	599	674	(11.1)	612	(2.1)	2,521	2,537	(0.6)
PAT	2,083	2,267	(8.1)	2,059	1.1	8,490	8,908	(4.7)
Minority interest	-	-		-		25	49	
Adj. PAT	2,083	2,267	(8.1)	2,059	1.1	8,514	8,957	(4.9)
Diluted EPS	4.3	4.7	(8.1)	4.2	1.1	17.5	18.4	(4.9)
Gross margin (%)	34.7	33.8	93bps	32.3	245bps	33.1	33.3	(25)bps
EBITDA margin (%)	22.0	20.1	181bps	19.2	272bps	19.8	21.1	(124)bps
EBIT margin (%)	16.0	14.3	166bps	16.1	(12)bps	15.6	18.1	(252)bps
PAT margin(%)	15.3	16.2	(92)bps	15.1	14bps	15.5	17.5	(201)bps

Source: Company, Angel Research

Exhibit 2: 1QFY2018 - Actual vs Angel estimates

(₹ cr)	Actual	Estimate	Variation (%)
Net revenue	13,626	12,610	8.1
EBIT margin (%)	16.0	13.0	298bps
PAT	2,083	1,659	25.5

Source: Company, Angel Research

Revenues higher than expected in \$ terms

For 1QFY2018 Wipro announced a good set of numbers. The IT services sales came in at US\$1,971.7mn v/s. US\$1,950mn expected, a qoq growth of 0.9% qoq, while in Constant Currency (CC) terms qoq growth of 0.3% was registered. In Rupee terms, revenues came in at `13,626cr v/s. `12,610cr expected, a qoq dip of 2.6%.

In terms of geography, the CC growth was – USA (0.2% qoq), Europe (-2.6% qoq), India & Middle East (5.1% qoq), while APAC & Other Emerging markets de-grew (2.6% qoq). In terms of verticals, the CC growth was Manufacturing and Technology (-0.9% qoq), Finance Solutions (3.2% qoq), Consumer Business Unit (0.1% qoq), Energy, Natural Resources & Utilities (2.2% qoq). The verticals which dipped were – Communications (-2.6% qoq) and Healthcare, Life Sciences & Services (-3.1% qoq).

Going into FY2018, the company is very cautious and expects a decline in the verticals like Healthcare and Retail. Also, the ongoing restructuring in its India and Middle East business is expected to pose pressure in FY2018.

2,000 1,931 1955 1971.7 1,916 2.6 1,950 1903 1,900 1,850 Ē 1,800 OS 1,750 0.9 1,700 C 1,650 1,600 (0.7)1.550 3QFY17 1QFY17 2QFY17 4QFY17 1QFY18 IT services – qoq growth (%)

Exhibit 3: Trend in IT Services revenue

Source: Company, Angel Research

Exhibit 4: Revenue growth (Industry wise – CC basis)

	% to revenue	% growth (QoQ)	% growth (yoy)
Global media and telecom	6.8	(2.6)	(7.8)
Financial solutions	26.7	3.2	7.0
Manufacturing and hi-tech	22.5	(0.9)	2.6
Healthcare, life sciences and services	14.8	(3.1)	(0.6)
Consumer	15.8	0.1	2.9
Energy and utilities	13.4	2.2	7.0

Source: Company, Angel Research

Services wise, Wipro's anchor service lines ADM (contributed 45.8% to revenue) and Technology Infrastructure Services (contributed 28.1% to revenue) registering a growth of 0.6% qoq and a growth of 0.6% qoq respectively. Analytics and Information Management, which contributed 7.0% of sales, grew by 3.6% qoq, while, Product Engineering and Mobility contributed 7.0% of sales and de-grew by 1.8% qoq.

Exhibit 5: Revenue growth (Service wise)

Service verticals	% to revenue	% growth (qoq)
Technology infrastructure services	28.1	0.2
Analytics and information management	7.0	3.6
BPO	12.0	(1.6)
Product engineering and mobility	7.0	(1.8)
ADM	45.8	0.6

Source: Company, Angel Research

Geography wise, the developed economies such as America and Europe grew by 0.2% qoq and -2.6% qoq in CC terms respectively. India posted a 5.1% qoq CC growth during the period. However, APAC and other emerging markets posted a 2.6% qoq de-growth for the quarter.



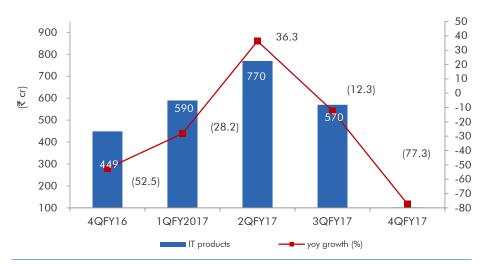
Exhibit 6: Revenue growth (Geography wise, CC basis)

	% to revenue	% growth (QoQ)	% growth (yoy)
America	54.5	0.2	4.2
Europe	24.2	(2.6)	3.1
India and Middle East	10.9	5.1	(0.1)
APAC and other emerging markets	10.4	2.6	3.2

Source: Company, Angel Research

The IT Products segment reported a 77.3% yoy de-growth in revenue to `102cr during the quarter.

Exhibit 7: IT Products – Revenue growth (yoy)



Source: Company, Angel Research

Hiring and utilization

Wipro reported a net addition of 1,309 employees in its IT Services employee base, which now stands at 1,66,790 employees. Though voluntary attritions (annualized) in the global IT business have increased considerably, it remained stagnant on a net basis at 15.9%. The utilization rate of the global IT business moved down by 100bps sequentially to 72.0%. Going ahead, an improvement in utilization level will be an important margin lever.

Exhibit 8: Employee pyramid

Employee pyramid	1QFY17	2QFY17	3QFY17	4QFY17	1QFY18
Utilization – Global IT (%)	69.9	71.2	71.6	73.1	72.0
Attrition (%)					
Global IT	16.5	16.6	16.3	16.3	15.9
BPO	11.7	12.2	10.7	11.2	12.8
Net additions	951	375	4,891	2,353	1,309

Source: Company, Angel Research



Margins higher than expected

On EBIT front, the company posted EBIT of 16.0% (13.0% expected) v/s 14.3% in 4QFY2017, expansion of 166bps qoq, mainly aided by improved profitability in the product business. The company expects to contain margins in a narrow band of 17.5-18%, which it achieved in FY2017.

20 18.3 18.0 17.8 17.8 16.8 18 (%) 16 16.1 16.0 15.9 15.8 14 14.3 12 1QFY2017 2QFY17 3QFY17 4QFY17 1QFY18 ■ IT services ---- Consolidated

Exhibit 9: Segment-wise EBIT margin trend

Source: Company, Angel Research

Client pyramid

Wipro added 45 new clients during the quarter with its active client base now standing at 1,244. Amongst these, 2 have been in the US\$75mn+ bracket and 9 in the US\$5mn+ bracket.

Exhibit 10: Client metrics

Particulars	1QFY17	2QFY17	3QFY17	4QFY17	1QFY18
US\$100mn plus	9	8	9	9	9
US\$75mn-\$100mn	10	11	8	9	9
U\$\$50mn-\$75mn	14	14	16	16	18
US\$20mn-\$50mn	58	58	57	57	54
US\$10mn-\$20mn	79	80	80	72	73
US\$5mn-\$10mn	82	87	94	100	99
US\$3mn-\$5mn	84	83	85	86	95
US\$1mn-\$3mn	229	230	227	248	267
New client addition	50	47	108	51	45
Active customers	1,208	1,180	1,259	1,323	1,244

Source: Company, Angel Research



Investment highlights

Grim outlook on growth: For 2QFY2018, the company has given a revenue guidance of US\$1,962-2,001mn implying a US\$ qoq growth in the range of -0.5-1.5% in CC terms. The outlook factors in the decline in performance of the verticals like Healthcare and Retail. With this, the ongoing restructuring in company's India and Middle East business would be an additional deterrent to the growth in FY2018. We expect US\$ and INR revenue CAGR to be at 5.6% over FY2017-19E.

Target sales CAGR of 20% and EBIT Margin of 23%: Company, as part of its vision for 2020 is targeting to reach US\$15bn revenues with 23% EBIT margin, implying revenue CAGR of \sim 20% over the next four years. If the margins expand by 300bps, then it would imply an even higher CAGR for earnings. Going by the guidance, the company's organic growth outlook is not even closer to its peers. However, on the acquisition front, the company has been very aggressive in comparison to its peers. Also, given the Brexit in FY2016, and performance in FY2017, the company remains well short of the run-rate implied in achieving the aspiration, thereby making the goal difficult for the remainder period.

During 4QFY2017, company announced the acquisition of Appirio, a leading cloud services company in areas like Sales force and Workday implementation. Appirio's CY2015 revenue was US\$196mn and purchase consideration for the acquisition is US\$500mn. Its customers include Virgin America, Four Seasons Hotels & Resorts, Coca Cola, eBay, Home Depot, Honeywell, NYSE Euronext, Toyota and Facebook, among others.

Earlier, the company had acquired HealthPlan Services from Water Street Healthcare Partners. Since partnering with Water Street in 2008, HealthPlan Services has grown to become the leading independent technology and Business Process as a Service (BPaaS) provider in the US health insurance market. As part of the agreement, Wipro will acquire 100% of HealthPlan Services' shares for a purchase consideration of US\$460mn. Headquartered in Tampa, Florida, HealthPlan Services employs over 2,000 associates. It offers market-leading technology platforms and a fully integrated BPaaS solution to health insurance companies in the individual, group and ancillary markets. HealthPlan Services' BPaaS solutions are ideal for players who want to operate in the private and public exchanges and the off-exchange individual market in the US.

Outlook and valuation

The new CEO of the company has put in place an aggressive target of 20% revenue CAGR over the next four years, with much improved profitability (where the company has significant levers in the form of automation and improving utilization levels), which looks steep in the given circumstances. The Board of Directors approved a buyback proposal for purchase by the company of up to 343.75mn equity shares of ₹2 each (representing 7.1% of total equity capital). The buyback price will be ₹320 per equity share payable in cash for an aggregate amount not exceeding ₹11,000cr.



On the valuation front, the stock is currently trading at 15.7x its FY2018E and 15.0x its FY2019E EPS. We recommend our neutral rating on the stock.

Exhibit 11: Key assumptions

	FY2018E	FY2019E
Revenue growth – IT services (USD)	6.5	6.5
USD-INR rate (realized)	67.0	67.0
Revenue growth – Consolidated $(\overline{\epsilon})$	5.6	5.7
EBITDA margin (%)	20.3	20.3
Tax rate (%)	22.8	22.8
EPS growth (%)	4.1	4.7

Source: Company, Angel Research

Exhibit 12: One-year forward PE chart



Source: Company, Angel Research

Exhibit 13: Recommendation summary

Company	Reco	CMP	Tgt. price	Upside	FY2019E	FY2019E	FY2017-19E	FY2019E	FY2019E
		(₹)	(₹)	(%)	EBITDA (%)	P/E (x)	EPS CAGR (%)	EV/Sales (x)	RoE (%)
HCL Tech	Accumulate	905	1,014	12.1	20.9	13.4	6.2	1.8	20.6
Infosys	Buy	980	1,179	20.3	26.0	14.1	5.3	2.2	19.6
TCS	Accumulate	2,491	2,651	6.4	27.6	15.4	7.8	3.1	29.8
Tech Mahindra	Виу	395	533	34.9	15.0	10.4	8.6	1.1	16.3
Wipro	Neutral	286	-	-	20.3	15.0	4.4	1.5	13.4

Source: Company, Angel Research

Company background

Wipro is among the leading Indian companies, majorly offering IT services. The company is also engaged in the IT hardware (10% of sales) business. Wipro's IT arm is India's fourth largest IT firm, employing more than 181,482 professionals, offering a wide portfolio of services such as ADM, consulting and package implementation, and servicing more than 1,000 clients.



Profit & Loss account (Consolidated, IFRS)

Y/E March (₹ cr)	FY2015	FY2016	FY2017	FY2018E	FY2019E
Net revenue	46,955	51,631	55,421	58,536	61,858
Cost of revenues	30,846	34,325	36,844	38,927	41,135
Gross profit	16,108	17,306	18,577	19,610	20,722
% of net sales	34.3	33.5	33.5	33.5	33.5
Selling and mktg exp.	3,063	3,319	4,082	4,332	4,577
% of net sales	6.5	6.4	7.4	7.4	7.4
General and admin exp.	2,585	2,788	3,202	3,395	3,588
% of net sales	5.5	5.4	5.8	5.8	5.8
Depreciation and amortization	1,282	1,496	2,310	2,459	2,598
% of net sales	2.7	2.9	4.2	4.2	4.2
EBIT	9,179	9,703	8,983	9,424	9,959
% of net sales	19.5	18.8	16.2	16.1	16.1
Other income, net	1,990	1,770	2,056	2,056	2,056
Share in profits of eq. acc. ass.	0	0	0	0	0
Profit before tax	11,168	11,473	11,039	11,480	12,015
Provision for tax	2,462	2,498	2,521	2,618	2,739
% of PBT	22.0	21.8	21.8	22.8	22.8
PAT	8,706	8,975	8,51 <i>7</i>	8,863	9,276
Share in earnings of associate	-	-	-	-	-
Minority interest	53	-	-	-	-
Adj. PAT	8,653	8,975	8,517	8,863	9,276
Diluted EPS (₹)	17.8	18.4	17.5	18.2	19.1



Balance sheet (Consolidated, IFRS)

Balance sheet (Consolidate	ed, IFRS)				
Y/E March (` cr)	FY2015	FY2016	FY2017	FY2018E	FY2019E
Assets					
Goodwill	6,808	10,199	12,580	12,580	12,580
Intangible assets	793	1,584	1,592	1,584	1,584
Property, plant & equipment	5,421	6,495	6,979	7,279	7,579
Investment in equ. acc. investees	387	491	710	710	710
Derivative assets	74	26	11	26	11
Non-current tax assets	1,141	1,175	1,201	1,201	1,201
Deferred tax assets	295	380	310	310	310
Other non-current assets	1,437	1,583	2,079	2,079	2,079
Total non-current assets	16,354	21,933	25,462	25,769	26,054
Inventories	485	539	392	392	392
Trade receivables	9,153	10,238	9,485	9,951	10,516
Other current assets	7,336	10,407	3,075	3,075	3,075
Unbilled revenues	4,234	4,827	4,510	4,510	4,510
Available for sale investments	5,391	13,294	29,203	37,191	45,410
Current tax assets	649	781	980	980	980
Derivative assets	508	568	975	975	975
Cash and cash equivalents	15,894	9902	5271	5688	5889
Total current assets	43,649	50,556	53,890	62,762	71,745
Total assets	60,003	72,489	79,352	88,531	97,799
Equity	-	•		•	
Share capital	493	494	973	973	973
Share premium	1,403	1,462	47	47	47
Retained earnings	37,225	42,574	48,606	56,983	65,772
Share based payment reserve	131	223	356	356	356
Other components of equity	1,545	1,853	2,049	2,049	2,049
Shares held by controlled trust	-	, -		-	-
Eq. attrib. to shareholders of Co.	40,789	46,606	52,031	60,407	69,197
Minority interest	165	222	239	239	239
Total equity	40,954	46,828	52,270	60,646	69,436
Liabilities	,	,	,	55,515	0,7,.00
Long term loans and borrowings	1,271	1,736	1,961	1,961	1,961
Deferred tax liability	324	511	661	661	661
Derivative liabilities	16	12	0	_	0
Non-current tax liability	670	823	955	955	955
Other non-current liabilities	366	723	550	550	550
Provisions	1	. 20	_	-	-
Total non-current liabilities	2647	3804	4127	4127	4127
Loans and bank overdraft	6,621	10,786	12,280	12,280	12,280
Trade payables	5,875	6,819	6,549	6,890	7,281
Unearned revenues	1,655	1,808	1,615	1,878	1,879
Current tax liabilities	804	702	810	1,047	1,077
Derivative liabilities	75	234	271	234	271
Other current liabilities			1,303	1,303	
Provisions	1,222 152	1,382 126	1,303	1,303	1,303 127
Total current liabilities	16,403	21,856		23,758	
Total liabilities			22,954		24,236
	19,050	25,661	27,082	27,885	28,363
Total equity and liabilities	60,003	72,489	79,352	88,531	97,799



Cash flow statement (Consolidated, IFRS)

Y/E March (` cr)	FY2015	FY2016	FY2017	FY2018E	FY2019E
Pre tax profit from operations	11,168	11,473	11,473	11,480	12,015
Depreciation	1,282	1,496	1,496	2,459	2,598
Expenses (deferred)/written off	(13)	(13)	(13)	(13)	(13)
Pre tax cash from operations	12,438	12,956	12,956	13,926	14,600
Other income/prior period ad	1,990	1,770	2,056	2,056	2,056
Net cash from operations	14,428	14,726	15,012	15,982	16,656
Tax	(2,462)	(2,498)	(2,521)	(2,618)	(2,739)
Cash profits	11,965	12,228	12,491	13,365	13,917
(Inc)/dec in current assets	(8,181)	(6,906)	(3,334)	(8,872)	(8,983)
Inc/(dec) in current liab.	2,757	5,453	1,098	803	478
Net trade working capital	(5,423)	(1,453)	(2,236)	(8,069)	(8,505)
Cashflow from oper. actv.	6,542	10,775	10,255	5,296	5,412
(Inc)/dec in fixed assets	(276)	(1,075)	(484)	(300)	(300)
(Inc)/dec in intangibles	(600)	(791)	(8)	8	-
(Inc)/dec in investments	(119)	(104)	(220)	=	-
(Inc)/dec in net def. tax assets	-	-	-	-	-
(Inc)/dec in derivative assets	-	-	-	-	-
(Inc)/dec in non-current tax asset	7	146	496	-	-
(Inc)/dec in minority interest	9	(53)	-	-	-
Inc/(dec) in other non-current liab	273	510	(41)	-	-
(Inc)/dec in other non-current ast.	(122)	(34)	(26)	=	-
Cashflow from investing activities	(826)	(1,401)	(1,401)	(282)	(292)
Inc/(dec) in debt	180	465	-	225	-
Inc/(dec) in equity/premium	314	(14,052)	(12,999)	(4,335)	(4,434)
Dividends	(1,736)	(3,504)	(486)	(486)	(486)
Cashflow from financing activities	(1,242)	(17,090)	(13,485)	(4,596)	(4,920)
Cash generated/(utilized)	4,474	(7,716)	(4,631)	418	200
Cash at start of the year	11,420	15,894	9,902	5,271	5,688
Cash at end of the year	15,894	9,902	5,271	5,688	5,889



Key Ratios

Y/E March	FY2015	FY2016	FY2017	FY2018E	FY2019E
Valuation ratio (x)					
P/E (on FDEPS)	16.1	15.5	16.4	15.7	15.0
P/CEPS	7.1	13.3	13.3	12.3	11.7
P/BVPS	1.7	3.0	2.9	2.4	2.1
Dividend yield (%)	4.2	2.1	0.3	0.3	0.3
EV/Sales	2.5	2.3	2.1	1.7	1.5
EV/EBITDA	11.4	10.5	10.4	8.3	7.2
EV/Total assets	2.0	1.6	1.5	1.1	0.9
Per share data (`)					
EPS (Fully diluted)	17.8	18.4	18.4	18.2	19.1
Cash EPS	40.2	21.5	21.5	23.3	24.4
Dividend	12.0	6.0	1.0	1.0	1.0
Book value	165.7	96.2	99.9	117.1	135.2
Return ratios (%)					
RoCE (pre-tax)	15.3	13.4	13.4	10.6	10.2
Angel RoIC	28.8	24.8	24.8	28.5	29.4
RoE	21.1	19.2	19.2	14.6	13.4
Turnover ratios(x)					
Asset turnover (fixed assets)	8.9	8.7	7.9	8.5	8.5
Receivables days	69	69	70	71	72
Payable days	67	67	67	67	67



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2. Ownership of 1% or more of the stock by research analyst or Angel or associates or relatives	No
3. Served as an officer, director or employee of the company covered under Research	No
4. Broking relationship with company covered under Research	No

Ratings (Based on expected returns over 12 months investment period):

Buy (> 15%)

Accumulate (5% to 15%)

Reduce (-5% to -15%)

Neutral (-5 to 5%)

Sell (< -15)