



Date 22.02.2023

Payslip

WIPRO LIMITED

MONTH/YEAR	: NOVEMBER 2022	ATTD	: 30/30
EMPCODE	: 20318519	PF NO.	: PYBOM00113940001674808
NAME	: SANJEEV KUMAR		
GENDER	: MALE		
DESIGNATION	: SOFTWARE ENGINEER		
LOCATION	: GURGAON	UAN NO.:	101515694198
MODE	: BANK	A/c No.:	HDFC - xxxxxxxxxxx3306
		NETPAY	: 26895

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11667.00	0.00	LWF	25.00
BONUS	2333.00	0.00	MEDPREM	350.00
GRPALLW	4856.00	0.00	PF	1800.00
HRA	5833.00	0.00		
VARIABLE PAY	4381.00	0.00		
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TOTAL:	29070.00	0.00	TOTAL	2175.00
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Q2 VARIABLE PAY

MONTH(CAREER GROUP)	JUL(A3)	AUG(A3)	SEP(A3)	TOTAL
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TARGET VARIABLE PAY	1458	1458	1458	4374
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Policy Applicable : B3 & Below Billable Roles

LINKAGES

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MOST PROMINENT VARIABLE PAY UNIT : IT SERVICES  
Utilization/CPM achievement : 100% \*\*\*

TYPE	LINKAGE	ACH	FACTOR	PAYOUT %
	(L)	(A)	(F)	(P)=(L)*(F)

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Revenue 40.00% 98.74% 0.99 39.60%

Operating Margin	30.00%	-2.61%	0.00	0.00%
Total Contract value	30.00%	115.57%	1.80	54.00%
Company Performance Multiplier			1.07	

Final Variable Pay Payout % :100.15 %

Total Variable Pay Payout : 4381 INR

\*\*\*Utilization/CPM is a threshold criteria for Billable/Operation Roles.

If Utilization/CPM achievement is less than 50% then the Variable Pay Payout will be 0.

Note:

\*\* Please do not respond to this mail.

For any queries in tax deduction, please refer the IT projection link available in Mywipro Appstore => My Financials => Financial Reports.

For other queries, you may route your queries through wiprocio.service-now.com.

\*\* LWF indicates your contribution towards Labour welfare fund as per the Government rules.

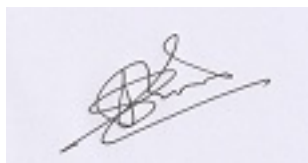
\* MEDPREM - indicates the monthly premium paid for Group Medclaim Insurance for Self and/or Spouse

For details, please check the Group Medclaim Insurance policy by logging in to myWipro > My Policies > India > My Financials.

\* If you have enrolled for any of the Voluntary Insurance Plans such as Top-up, Super Top-up, Parental/Parent-in-Law, Women & Child, Critical Illness etc, the corresponding premiums will be recovered from the next pay cycle, starting from December 2022.

**This certificate is issued at the employee's request.**

**For WIPRO LIMITED.**



**Authorized Signatory**