

WIPRO LIMITED

MONTH/YEAR : NOVEMBER 2023 ATTD : 30/30  
 EMPCODE : 20438456 PF NO. : PYBOM00113940001730243  
 NAME : POSA SUMATHI

GENDER : FEMALE  
 DESIGNATION : Senior System Administrator  
 LOCATION : BANGALORE UAN NO.: 101197311482  
 MODE : BANK A/c No.: HDFC - xxxxxxxxxxxx5303  
 NETPAY : 84974

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
ADDLALLW	1927.00	0.00	IT	6735.00
BASIC	38334.00	0.00	MEDPREM	783.00
BONUS	3500.00	0.00	PF	4600.00
GRPALLW	18484.00	0.00	PT	200.00
HRA	19167.00	0.00		
VARIABLE PAY	15880.00	0.00		
TOTAL:	97292.00	0.00	TOTAL	12318.00

Q2 VARIABLE PAY

MONTH (CAREER GROUP)	JUL (B2)	AUG (B2)	SEP (B2)	TOTAL
TARGET VARIABLE PAY	7188	7188	7188	21564

Policy Applicable : B3 and Below Billable Roles

LINKAGES

MOST PROMINENT VARIABLE PAY UNIT : IT SERVICES

TYPE	LINKAGE (L)	ACH (A)	FACTOR (F)	PAYOUT % (P) = (L) * (F)
Revenue	40.00%	94.78%	0.80	32.00%
Operating Margin	30.00%	-1.06%	0.70	21.00%
Total Contract value	30.00%	96.06%	0.96	28.82%
Company Performance Multiplier			.90	

Final Variable Pay Payout % : 73.64 %

Total Variable Pay Payout : 15880 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 thedot.wipro.com => Apps => My Financials => Financial Reports.  
 For other queries, you may route your queries through wiprocio.service-now.com.

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- \* MEDPREM - indicates the monthly premium paid for Group Mediciclaim Insurance for Self and/or Spouse  
For details, please check the Group Mediciclaim Insurance policy by logging in to [thedot.wipro.com](http://thedot.wipro.com) > My Policies > India > My Financials.
  
  - \* The annual premium recovery for all Medical Voluntary Plans and Parental Plans will take effect from the December 2023 payroll, depending on the selected installment schedule.