



Date 21.09.2023

Payslip

WIPRO LIMITED

MONTH/YEAR	: AUGUST 2023	ATTD	: 31/31
EMPCODE	: 20451145	PF NO.	: PYBOM00113940001736471
NAME	: ANURAG BHARDWAJ		
GENDER	: MALE		
DESIGNATION	: Project Engineer		
LOCATION	: NOIDA	UAN NO.:	101913792310
MODE	: BANK	A/c No.:	HDFC - xxxxxxxxxxxx0155
		NETPAY	: 26087

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11670.00	0.00	MEDPREM	350.00
BONUS	2334.00	0.00	PF	1800.00
GRPALLW	4849.00	0.00		
HRA	5835.00	0.00		
VARIABLE PAY	3549.00	0.00		
-----				
TOTAL:	28237.00	0.00	TOTAL	2150.00
-----				

Q1 VARIABLE PAY

MONTH(CAREER GROUP)	APR(T)	MAY(T)	JUN(T)	TOTAL
-----				
TARGET VARIABLE PAY	1459	1459	1459	4377
-----				

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%	96.23%	0.96	38.49%
-----				

Operating Margin	30.00%	-0.33%	0.92	27.60%
-----				
Total Contract value	30.00%	94.24%	0.80	24.00%
-----				
Company Performance Multiplier			.90	

Final Variable Pay Payout % : 81.08 %  
Total Variable Pay Payout : 3549 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.

\* 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  
thedot.wipro.com > My Policies > India > My Financials.

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

**For WIPRO LIMITED.**



Authorized Signatory