



## Financial Statement

**Employee Number** 20433372  
**Employee Name** Narayanan M  
**Career Group** GROUP B2  
**Cost Center** W001015972  
**Statement as on Date** 02-Oct-2023

Dear Narayanan M,

Financial Statement presents to you a summary of your Compensation and Benefits in the current role. This includes all types of benefits applicable to you at present or post separation /retirement subject to the policy conditions.

We value your association with Wipro and trust Financial Statement gives you a consolidated overview of your Compensation & Benefits. You may share certain details like Insurance Benefits & Survivor Benefits with your Spouse & Dependents.

The Compensation & Benefits policies are subject to revision so please timely refer to the below link to know about the latest changes in the policies:

myWipro > App Store > Information > My Policies

### Salary

Details	Taxable Earnings	Deductions	Net Pay	IncomeTax Paid
Cumulative April'2023 - September'2023	700754.00	129210.00	571544.00	87715.00

Salary Component	Amount
Basic Salary	66667.00
House Rent Allowance	33334.00
Variable Pay	12500.00
Bonus	3500.00
Wipro Benefits Plan	25567.00
Additional Allowance	12960.00
Gratuity	3540.00
Provident Fund	8000.00
Medical	600.00
MONTHLY GROSS	166668.00

### Wipro Benefit Plan (2023)

Eligibility	Utilization	Balance
296082.38	295258.00	824.38

LTA Details	Amount	Declared Date	Paid Date
LTA (ANNUAL)	30000.00	01.03.2023	01.03.2023

### Internal Loans

Category	Eligibility	Amount Paid	Amount Recovered	Balance
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Contingency Loan	0.00	0.00	0.00	0.00
Vehicle Loan	0.00	0.00	0.00	0.00

## Medical

Name	Relationship	Age
Geetha S	Spouse	27

Category	Eligibility	Utilization	Balance
Mediclaime Insurance	200000.00	0.00	200000.00
Medical Assistance Scheme (MAS)	8750.00	0.00	8750.00
Health Checkup	You are not eligible for Health Checkup.		

*Eligibility criteria for availing health checkup :*

- 1. You should be above 40 years of age or in Career Group E to be eligible every year.*
- 2. You should be in the age group of 30-40 years and in Career Group C1, C2, D1, D2 to be eligible once every two years.*

## LIFE/ACCIDENTAL INSURANCE

Benefits	Default Coverage	Additional TopUp Coverage	Total Coverage	TopUpStatus
Group Term Life Insurance (GTLI)	2500000.00	0.00	2500000.00	
Group Personal Accident Insurance (GPAI)	1200000.00	0.00	1200000.00	

- 1. The above GTL limit includes the EDLI benefit.*
- 2. New hires and employees returning from long term onsite assignments will have a window of 30 days from the date of joining / date of return to opt for top-up for GTL and GPAI. The premium payable calculated will be proportionate to the policy period remaining.*
- 3. Life and Accidental insurance coverage applicable for employees only.*

## Survivor Benefit

Benefit	Amount
Last drawn Base Salary	66667.00
Service Left in years	30.72
Applicable as per band	2.70 PER
PENSION PAYABLE PER MONTH	
Payable to Spouse	33175.30
Payable to each Child (2)	0.00

\* The computation formula for Survival Pension is: Last Basic Salary into Future Service Left into Percentage based on grade.

\* Survival pension benefit is paid to spouse and 2 children - 60PER to spouse and 10PER to each child.

\* The deceased employee should be confirmed in the company prior to his / her death. This is applicable to employees on probation as well.

\* The policy provides pension to the surviving spouse and children. Two of the children who are dependent, unmarried and under the age of 21 years can avail the benefit.

\* Survivor benefit payments to an eligible child ceases upon attaining the age of 21 years or marriage or upon taking up full time employment, whichever is earlier.

\* The surviving spouse gets this benefit till his or her death or remarriage.

## Leave Encashment

Components Eligible For Leave Encashment	Amount
No. of days available for Leave Encashment	2.20
Basic	66667.00
90% of WBP	23010.30
Cumulation Allowance	0.00
Gross Salary	89677.30
Total Leave Encashment	6576.34

\* Gross salary calculation for Band B3 and below: BASIC + COMMUTATION ALLOWANCE + 90% of WBP.

\* Gross salary calculation for Band C1 and above: BASIC + 40% of WBP.

\* Leave Encashment formula: (Gross Salary/30) X Number of Leaves.

## Gratuity

Gratuity Eligibility
NOT ELIGIBLE

\* Gratuity provides you a lumpsum benefit upon separation due to resignation or retirement after the employee has rendered continuous service for not less than 4 years and 190 calendar days (continuous service being working days excluding LOP).

\* Gratuity amount is computed as below:  $(15/26) * (\text{Last monthly basic salary}) * (\text{number of completed years of service})$ .

\* The gratuity amount reflecting above will get updated upon revision in your basis salary/ upon every service year completion.

\* If you are currently at onsite, your gratuity calculation is based on the last drawn basic while in India irrespective of the shadow hikes at onsite. Post your return to India/upon FTR closure, your gratuity amount will get updated as per the latest India basic salary.

\* If you are eligible for Gratuity, the same will be paid along with your Final settlement.