

WIPRO LIMITED

MONTH/YEAR : AUGUST 2024 ATTD : 31/31  
 EMPCODE : 20387976 PF NO. : PYBOM00113940001700367  
 NAME : MANOJ KUMAR  
 GENDER : MALE  
 DESIGNATION : Technical Lead  
 LOCATION : NOIDA UAN NO.: 100529396248  
 MODE : BANK A/C NO.: ICICI - xxxxxxxx8168  
 LOAN BALANCE: 40000 NETPAY : 156997

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
ADDLALLW	37856.00	0.00	IT	48339.00
BASIC	78750.00	0.00	MEDPREM	783.00
BONUS	3500.00	0.00	PF	9450.00
GRPALLW	28588.00	0.00	SALADV	40000.00
HRA	39375.00	0.00		
VARIABLE PAY	67500.00	0.00		
TOTAL:	255569.00	0.00	TOTAL	98572.00

#### LOAN DETAILS

TYPE	LOAN AMOUNT	RECOVERED AMOUNT	BALANCE EMIS
SALADV	120000	80000	1

#### Q1 VARIABLE PAY

MONTH (CAREER GROUP)	APR (B3)	MAY (B3)	JUN (B3)	TOTAL
TARGET VARIABLE PAY	22500	22500	22500	67500

Policy Applicable : B3 and Below Billable Roles

#### LINKAGES

MOST PROMINENT VARIABLE PAY UNIT : IT SERVICES

PARAMETER	LINKAGE (L)	YTD ACHV % (A)	PAYOUT % (P)	YTD UNIT ACHV % (L) * (P)
Revenue	40.00%	98.66%	98.66%	39.46%
Margin	30.00%	0.31%	110.00%	33.00%
Bookings	30.00%	99.76%	99.76%	29.93%
Company Performance Multiplier			1.00	

Q1 YTD UNIT ACHV % : 102.39 %

Total Variable Pay Payout (Q1) : 67500 INR (Capped at 100% as per policy)

\*The variable payout for Q1, Q2 & Q3 will be capped at 100% after application of company performance multiplier. Any achievement over 100% after application

of company performance multiplier in Q1, Q2 & Q3 will be paid cumulatively on Q1, Q2 & Q3 target variable pay respectively, along with Q4 variable payout, provided you are still employed with Wipro.

\*\*\*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:**

- \* Your Income Tax amount is computed based on OLDTAX Regime.  
For any queries in tax deduction, please refer the IT projection link available in [thedot.wipro.com](http://thedot.wipro.com) => Apps => My Financials => Financial Reports.  
For other queries, you may route your queries through [wiprocio.service-now.com](http://wiprocio.service-now.com).
- \* 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.