

WIPRO LIMITED

MONTH/YEAR : MAY 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: 80000 NETPAY : 190317

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
ADDLALLW	37856.00	0.00	IT	44692.00
BASIC	78750.00	0.00	MEDPREM	783.00
BONUS	3500.00	0.00	PF	9450.00
GRPALLW	28588.00	0.00		
HRA	39375.00	0.00		
VARIABLE PAY	57173.00	0.00		
TOTAL:	245242.00	0.00	TOTAL	54925.00

Q4 VARIABLE PAY

MONTH (CAREER GROUP)	JAN (B3)	FEB (B3)	MAR (B3)	TOTAL
TARGET VARIABLE PAY	22500	22500	22500	67500

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%	92.08%	0.8000	32.00%
Operating Margin	30.00%	-1.32%	0.7000	21.00%
Total Contract value	30.00%	90.74%	0.8000	24.00%
Company Performance Multiplier			1.10	

Final Variable Pay Payout % : 84.7 %

Total Variable Pay Payout : 57173 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.

HAPPY BIRTHDAY, MANOJ KUMAR!

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 => 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 Mediciclaim Insurance  
for Self and/or Spouse  
For details, please check the Group Mediciclaim Insurance policy by logging in to  
thedot.wipro.com > My Policies > India > My Financials.