



Date 28.02.2025

Payslip

WIPRO LIMITED

MONTH/YEAR	: FEBRUARY 2025	ATTD	: 28/28
EMPCODE	: 20470708	PF NO.	: PYBOM00113940001746871
NAME	: DARAVENI KIRAN		
GENDER	: MALE		
DESIGNATION	: Senior Analyst		
LOCATION	: HYDERABAD	UAN NO.:	101265366072
MODE	: BANK	A/C NO.:	IDFC - xxxxxxxx8987
INS PREM DUE:	9545	NETPAY	: 95136
		WALLET	: PLUXEE
		WALLET PAY#	: 2750

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
ADDLALLW	6675.00	0.00	IT	21235.00
BASIC	50528.00	0.00	MEDPREM	950.00
BONUS	3500.00	0.00	PARENTAL PR	9544.00
GRPALLW	18782.00	0.00	PF	6063.00
HRA	25264.00	0.00	PT	200.00
MEALPASS#	2750.00	0.00		
VARIABLE PAY	28379.00	0.00		

TOTAL:	135878.00	0.00	TOTAL	37992.00

Q3 VARIABLE PAY

MONTH(CAREER GROUP)	OCT(B2)	NOV(B2)	DEC(B2)	TOTAL

TARGET VARIABLE PAY	9474	9474	9474	28422

Policy Applicable : B3 and Below Billable Roles

LINKAGES

MOST PROMINENT VARIABLE PAY UNIT : IT SERVICES

PARAMETER	LINKAGE	YTD ACHV %	PAYOUT %	YTD UNIT ACHV %
	(L)	(A)	(P)	(L)*(P)

Revenue	40.00%	97.06%	97.06%	38.82%
Margin	30.00%	0.19%	105.00%	31.50%
Bookings	30.00%	98.43%	98.43%	29.53%
Company Performance Multiplier			1.00	

Q3 YTD UNIT ACHV % : 99.85 %

Total Variable Pay Payout (Q3) : 28379 INR (Capped at 100% as per policy)

The variable payout for Q1 to Q3 will be capped at 100% of your quarterly target variable pay. Uncapped amounts if any, will be paid along with Q4 variable pay, 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:

Amount declared towards MEALPASS is(are) loaded to PLUXEE Card

* MEDPREM - Monthly premium for Group Mediclaim Insurance that covers you and your family

* PARENTAL PREM - Annual Premium for Voluntary Parental Insurance coverage, based on the installment selected during enrollment.

If you are eligible for the Medical Assistance Scheme, up to 70% of the premium or INR 7000 (whichever is lower) will be reimbursed for Parental Insurance or Parental Super Top-up only.

This reimbursement, based on your balance, is automatically processed by the backend system the month following the premium deduction from Payroll

* Your Income Tax amount is computed based on OLDTAX Regime.

For details on Tax deduction or Variable Pay,

visit thedot > Apps > MyFinancials > Financial Reports > and select the relevant options.

For details on insurance premium recovery,

visit The Dot > Apps > Total Rewards > MyBenefits > Medical Insurance (under Healthcare).

This certificate is issued at the employee's request.

For WIPRO LIMITED.



Authorized Signatory