



Date 10.04.2025

Payslip

WIPRO HR SERVICES INDIA PRIVATE LIMITED

MONTH/YEAR : FEBRUARY 2025 LWP : 0
DESIGNATION : Senior Customer service represeLWP REV: 0
EMPCODE : 20478574 PF NO. : DLCPM15597860000038136
NAME : MD ADIL
LOCATION : NOIDA UAN NO.: 101979453161
A/c No.: HDFC - xxxxxxxxxxxx1356
NETPAY : 30084.00

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
Basic	12155.00	0.00	Provident Fund	1800.00
HRA	6078.00	0.00	MEDPREM	475.00
Variable pay	4742.00	0.00		
Group Allowance	6953.00	0.00		
Engagement Bonus	2431.00	0.00		

TOTAL:	32359.00	0.00	TOTAL	2275.00

Q3 VARIABLE PAY

MONTH(CAREER GROUP)	OCT(B1)	NOV(B1)	DEC(B1)	TOTAL
TARGET VARIABLE PAY	1583	1583	1583	4749

Policy Applicable : Operations-B3 & Below 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%
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Margin	30.00%	0.19%	105.00%	31.50%
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Bookings	30.00%	98.43%	98.43%	29.53%
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Company Performance Multiplier			1.00	

Q3 YTD UNIT ACHV % : 99.85 %

Total Variable Pay Payout (Q3) : 4742 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:

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

* Your Income Tax amount is computed based on NEWTAX 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