

WIPRO LIMITED

MONTH/YEAR : JANUARY 2024
EMPCODE : 20262116
NAME : RAMESH PAILA

ATTD : 31/31
PF NO. : PYBOM00113940001654788

GENDER : MALE
DESIGNATION : OPERATIONS MANAGER
LOCATION : BENGALURU
MODE : BANK

UAN NO.: 101435149379
A/c No.: ICICI - xxxxxxxx9674
NETPAY : 37731

EARNINGS	REGULAR	ARREARS	DEDUCTIONS
BASIC	18884.00	0.00	MEDPREM 783.00
BONUS	3500.00	0.00	PF 2266.00
GRPALLW	9154.00	0.00	PT 200.00
HRA	9442.00	0.00	
TOTAL:	40980.00	0.00	TOTAL 3249.00

Note:

- ** Please do not respond to this mail.
- * Your Income Tax amount is computed based on NEWTAX 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 Mediclaim Insurance for Self and/or Spouse
For details, please check the Group Mediclaim Insurance policy by logging in to thedot.wipro.com > My Policies > India > My Financials.

WIPRO LIMITED

MONTH/YEAR : FEBRUARY 2024 ATTD : 29/29
 EMPCODE : 20262116 PF NO. : PYBOM00113940001654788
 NAME : RAMESH PAILA

GENDER : MALE
 DESIGNATION : OPERATIONS MANAGER
 LOCATION : BENGALURU UAN NO.: 101435149379
 MODE : BANK A/c No.: ICICI - xxxxxxxx9674
 NETPAY : 43078

EARNINGS	REGULAR	ARREARS	DEDUCTIONS
BASIC	18884.00	0.00	MEDPREM 783.00
BONUS	3500.00	0.00	PF 2266.00
GRPALLW	9154.00	0.00	PT 200.00
HRA	9442.00	0.00	
VARIABLE PAY	5347.00	0.00	
TOTAL:	46327.00	0.00	TOTAL 3249.00

Q3 VARIABLE PAY

MONTH (CAREER GROUP)	OCT (B1)	NOV (B1)	DEC (B1)	TOTAL
TARGET VARIABLE PAY	2292	2292	2360	6944

Policy Applicable : B3 below Support Roles

LINKAGES

MOST PROMINENT VARIABLE PAY UNIT : IT SERVICES

TYPE	LINKAGE (L)	ACH (A)	FACTOR (F)	PAYOUT % (P) = (L) * (F)
Revenue	40.00%	93.26%	0.80	32.00%
Operating Margin	30.00%	-1.25%	0.70	21.00%
Total Contract value	30.00%	92.45%	0.80	24.00%
Company Performance Multiplier			1.00	

Final Variable Pay Payout % : 77 %

Total Variable Pay Payout : 5347 INR

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WIPRO LIMITED

MONTH/YEAR : MARCH 2024 ATTD : 31/31
EMPCODE : 20262116 PF NO. : PYBOM00113940001654788
NAME : RAMESH PAILA GENDER : MALE
DESIGNATION : OPERATIONS MANAGER
LOCATION : BENGALURU UAN NO.: 101435149379
MODE : BANK A/c No.: ICICI - xxxxxxxx9674
NETPAY : 37731

EARNINGS	REGULAR	ARREARS	DEDUCTIONS
BASIC	18884.00	0.00	MEDPREM 783.00
BONUS	3500.00	0.00	PF 2266.00
GRPALLW	9154.00	0.00	PT 200.00
HRA	9442.00	0.00	
TOTAL:	40980.00	0.00	TOTAL 3249.00

Note:

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