

2014 Compensation Statement

Employee Name Anand Nidamanuru

Employee ID 1038020

Currency INR

Employee Information				
	Prior Year Data (Germany: Dec 31, 2012) (All Others: Jan 1, 2013)	Current Data 2014 (Before rewards cycle changes)	Adjustment	Approved Data 2014 (After rewards cycle changes)

General Info				
Job Title	Associate Development Architect	Development Architect		Development Architect
Career Level	T3	T4PF		T4PF
Grade Level		1		1

Performance Rating (2012 & 2013 performance periods)	Fully meets expectations	Outstanding Performance		
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Compensation Planning					
Annual Base (FTE=1.0)	1,374,055	1,807,356	32,356	1.79%	1,839,712
Annual Target Bonus (FTE=1.0)	239,027	396,738	7,102	1.79%	403,840
Total Target Cash (FTE=1.0)	1,613,082	2,204,094	39,458	1.79%	2,243,552
Variable Pay Mix %	14.80%	18.00%			18.00%

Payout for Variable Compensation and EPP				
	2012	2013		
Actual Bonus Payout (SAP Revenue Enabling only)	190,509	300,000		
Actual EPP Payout (SAP only)	82,125	49,046		

2013 Revenue Enabling Bonus Details

For further details, access your Bonus Payout letter [here](#). Managers: Access the Variable Pay Tool [here](#).

Bonus Plan Name	Bonus Pool Achievement	Prorated Target Bonus (incl real FTE, absences)	Bonus payout as % of pro-rated target bonus	Revenue Enabling Bonus Payout
Global RE plan: Global Pool	103.99%	291,411	102.95%	300,000

2013 EPP Payout Details

RSU Grant	RSU Target Achievement	RSUs Vested	EPP Share Price	EPP Payout Local Currency	EPP Payout EUROS
11	93.00%	10.0	57.48 €	49,046	575 €

For a glossary of the compensation terms used in this document, access this [link](#). If you have any queries relating to this statement, please contact HRdirect.

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