

Performance Review Results



For Mr Anand Nidamanuru
Status Completed
Substatus Employee Agreement Ind. Perf.
On 23 February 2012

TIP DNA Dev Sol India II

Manager Mr Sudipto Shankar Dasgupta

SAP Goals

Validity period 27/08/11 - 31/12/11

For information and details on the SAP corporate strategy, please view the information located on the SAP Strategy page.

Team Objectives

My Manager's Team Objectives

Individual Objectives

Validity period 27/08/11 - 31/12/11

Ensure successful release of PEM

1. To ensure that PEM is developed on quality, in time .
2. To drive technology innovations to supporting the business requirements.
3. Mentor new team members and make them up to speed for contributing to the project.

Employee Interim Assessment

15/01/12 7:02 PM

This text has not been submitted to the manager yet.

Employee Self-Assessment

Able to learn the new technologies and quickly apply them for the projects like Wilmar and PEM.

Wilmar:

The POC was very critical as Wilmar happens to be the biggest HANA deal in APJ
Though it started as a POC to model ABAP Reports into HANA, it posed a very high challenge due to immensely complex nature of the Reports and limited time
Just joined the team and was new to the HANA modeling, but was able to quickly learn and do the

required conversion of ABAP reports in very less time

PEM:

Many aspects of the PEM project was completely new, yet was able to understand and contribute in the development

New to technology and had to rampup myself very fast for the development

Manager Assessment

Performance rating Exceeds expectations

In a short time Anand picked up new technologies like HANA and contributed to the projects that he was assigned to.

In Wilmar , Anand did an exceedingly good job to ensure the success of the POC which involved conversion of complex ABAP logic to HANA. The efforts were greatly appreciated by the APJ leadership team and resulted in closure of one of the biggest HANA deals in APJ.

Anand also contributed significantly as a lead to the successful completion of deliverables assigned to India. The work was greatly appreciated by the Product Owner.

Operational Excellence

1. Executing administrative tasks in a timely manner, promoting positive team dynamics.
2. Team player and result oriented
3. To adhere with SAP standards and processes in all phase of development of the projects assigned

Employee Interim Assessment

15/01/12 7:02 PM

This text has not been submitted to the manager yet.

Manager Assessment

Performance rating Fully meets expectations

Anand is on time with respect to time booking and he is a good team player. Going forward he needs to further focus on guiding junior colleagues and providing architectural directions.

Provide support to any additional ad-hoc development tasks

Flexible to accommodate any ad-hoc development requests coming in.

Employee Interim Assessment

15/01/12 7:02 PM

This text has not been submitted to the manager yet.

Manager Assessment

Performance rating Exceeds expectations

Anand has always been proactive in taking up any new requests be it on new topic or technology .

Wilmar is a great example to that.

Adopt apphaus concepts for TIP DNA India

Embodying Design thinking methodology/approach in all projects

Employee Interim Assessment

15/01/12 7:02 PM

This text has not been submitted to the manager yet.

Manager Assessment

Performance rating Fully meets expectations

Anand embodied design thinking approach as part of his projects.

Additional Appraisals

Validity period 27/08/11 - 31/12/11

Development Plan

Validity period 27/08/11 - 31/12/11

Short Term Development Plan

As per the attached document

As per the attached document

Development Activities

Validity period 27/08/11 - 31/12/11

Method

Year-End Self-Assessment

Year-End Manager Assessment

Completed or in progress as per the development plan

Long Term Development Plan

As part of my long term professional goal, I am interested in pursuing

Managerial Position Not assessed

Functional Expertise Not assessed

Project Management Not assessed

Overall Assessment

Validity period 27/08/11 - 31/12/11

Interim Review

Manager Assessment

Manager Assessment

Performance rating Fully meets expectations

Manager's comments

Anand is technically good and a great learner. He is always keen on taking up new topics and technologies. Going forward he needs to further focus on guiding junior colleagues and providing architectural directions.

Mr Anand Nidamanuru

The full terms and conditions of this Bonus plan are described in the current version of the incentive framework and/or Bonus Plan for your subsidiary/board area.

Contact your HR Business Partner for details. Management reserves the right to change, adjust or discontinue this incentive plan at any time.

Wishing you every success.

Sincerely Yours,

SAP LABS INDIA PVT. LTD.

GLOB-RE-MAST---11-SAP Global Bonus Plan

Mr Anand Nidamanuru

26-Mar-12

Dear Anand,

This document is to confirm your targets for the 2011 fiscal year.

Time Period 27/08/11 - 31/12/11

The current bonus will be determined on the basis of your performance using the following performance measures and the payout method: 1 to 1 RE curve

For your target bonus please refer to your actual target salary

Target Description	Long Description	Weight	Method of Target Assessment	Target Value	Actual Value	Target Achievement	Weighted Target Achievement
Revenue enabling bonus plan objective		100.00 %	Management assessment	0	0	105.00 %	105.00 %
Total		100 %					105.00 %

Manager Signature & Date (if required)

Employee Signature & Date (if required)