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01.10.2013

Mr Anand Nidamanuru (01038020)  
SAP LABS INDIA PVT. LTD.

Dear Anand,

We are pleased to congratulate you on your career promotion with effect from 01.10.2013 and present you with your revised compensation package as follows.

New Job Title: Development Architect

New Career Level: T4PF

New Grade Level: 1

Salary Elements	Amount (INR)
Basic	551,174.40 INR
Flexible Compensation	1,023,609.60 INR
<b>Allowances</b>	
Benefits Allowance	57,243.48 INR
Superannuation Allowance	82,676.16 INR
<b>Retirement Benefits</b>	
Provident Fund	66,140.88 INR
Gratuity (As per Payment of Gratuity Act 1972)	26,511.48 INR
<b>Annual Base Salary (Total Fixed Pay)</b>	<b>1,807,356.00 INR</b>
<b>Variable Pay (%age of TTC)</b>	<b>396,738.00 INR</b>
<b>Total Target Cash (Sum of Total Fixed Pay and Variable Pay)</b>	<b>2,204,094.00 INR</b>

Please be reminded that salary and compensation matters are strictly private and confidential and hence this information should not be disclosed or discussed.

Once again, we thank you for your contribution and commitment to SAP.

Yours sincerely,

SAP HR Service Centre APJ