Performance Review Results

SAP ®

For	Mr Anand Nidamanuru	
Status	Completed	
Substatus	Employee Agreement Ind. Perf.	TIP DNA Dev Sol India II
On	23 February 2012	

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 immensly 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

<u>Manager Assessment</u>

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 excedingly good job to ensure the success of the POC which involved conversion of complex ABAP logic to HANA. The efforts were greatly apprciated 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

<u>Employee Interim Assessment</u>

15/01/12 7:02 PM

This text has not been submitted to the manager yet.

<u>Manager Assessment</u>

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.

<u>Employee Interim Assessment</u>

15/01/12 7:02 PM

This text has not been submitted to the manager yet.

<u>Manager Assessment</u>

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

<u>Employee Interim Assessment</u>

15/01/12 7:02 PM

This text has not been submitted to the manager yet.

<u>Manager Assessment</u>

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

<u>As per the attaached document</u>
As per the attaached document

Development Activities

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

   Method

Year-End Self-Assessment

Year-End Manager Assessment
Completed or in progrss 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 for Revenue Enabling roles_Global

Mr Anand Nidamanuru   14-Sep-13

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
Revenue enabling bonus plan objective		100.00 %	Management assessment	0	0	105.00 %
Total		100 %				

Manager Signature & Date (if required)

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Employee Signature & Date (if required)

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Mr Mr Anand Nidamanuru   Bangalore, 14/09/13

138, EPIP,WhiteField

560066 Bangalore

India

Bonus calculation 2011 - *SAP Global Bonus Plan for Revenue Enabling roles_Global*

Dear Anand,

Thank you for your commitment and contribution to SAP's success in 2011. I am pleased to confirm that you have been awarded a bonus of 0.00 .

Your bonus payout is calculated based on two factors: bonus pools based company performance and your individual performance rating, plus the adjustment factor that ensures we do not overspend the budget pool available.

Your bonus payout has been calculated using the formula below:

Target Bonus x Manager's Recommended Bonus % x Adjustment Factor

The data used to calculate your bonus is shown below. For more details on the bonus plan please refer to 2011 Global Bonus Plans.

Overall Performance Rating:	Fully meets expectations
Target bonus used in Calculation (a):	52,239.80 INR
Recommended Bonus Percentage (b):	105.00 %
Bonus Payout before Adjustment Factor(a*b):	54,851.79 INR
Adjustment Factor(c):	100.00 %
Bonus Payout after Adjustment Factor(a*b*c):	54,851.79 INR

The target bonus has been calculated as follows:

Start Date	End Date	Available Days	Annual Target Bonus	FTE%	Pro Rated Bonus*	Unpaid Working Days	Unpaid Calendar Days	Deduction Amount	Target Bonus used in Calculation
27/08/2011	31/12/2011	127	150,138.00 INR	100%	52,239.80 INR	0	0	0.00 INR	52,239.80 INR
Total		**127**			**52,239.80 INR**	**0**	**0**	**0.00 INR**	**52,239.80 INR**

This payment will be paid net of any deductions managed through your local payroll.

Should you have questions please let me know or you also contact HRdirect.

Thank you for your commitment in 2011 and I am looking forward to your continued support in 2012.

Best Regards,

Mr Sudipto Shankar Dasgupta

* Pro rated Bonus is the annual variable pay amount, adjusted by the relevant percentage of full time equivalent (FTE) and the number of available days, between the start and end dates shown.