



# Cash Compensation

01 April 2018

Anand Nidamanuru (I038020)

SAP LABS INDIA PVT. LTD.

Dear Anand,

Congratulations! I am pleased to inform you that you are being progressed to the next grade level. This is an important step in your career. Find your new total target cash (TTC) below. On behalf of SAP's Executive Board and your management team, I would like to thank YOU for your hard work. SAP's great achievements in 2017 were only possible thanks to your constant dedication.

## What is your new compensation?



Below you will find your 2018 total target cash compensation, as determined by your manager. This package represents a 9.45 % increase over your 2017 total target cash compensation.

Job Title:	Development Architect
Career Level:	T4PF
New Grade Level:	2
Annual Base Salary:	3,221,237.28 INR
Annual Target Bonus:	720,251.00 INR
Annual Total Target Cash:	3,941,488.28 INR

The Total Target Cash break-up will be as follows:

Basic:	984,753.00 INR
Flexible Benefits Plan (FBP):	1,828,827.00 INR
Benefits Allowance:	94,407.36 INR
Provident Fund:	118,170.36 INR
Superannuation Allowance:	147,712.92 INR
Gratuity:	47,366.64 INR
Total Fixed Pay:	3,221,237.28 INR
Annual Target Bonus:	720,251.00 INR
Annual Total Target Cash:	3,941,488.28 INR



## How can you find more information about your new compensation?

Changes to your base salary and target bonus are effective April 1, 2018 and will be reflected in the April 2018 payroll, based on your country payroll schedule. You can review additional compensation information, and find a comparison between the previous year and your new compensation statement in [Success Map](#) under People Profile → Compensation as of mid-April.

If you have any questions about your compensation package, please contact your manager. Thanks again for your great achievements and constant effort. We look forward to your ongoing support and a successful 2018.

Sincerely,  
SAP HR Service Centre APJ