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|                                      |                                    |                            |
|--------------------------------------|------------------------------------|----------------------------|
| Name : Mr Anand Nidamanuru           | Company : SAP Labs India Pvt. Ltd. | P Level : GENE             |
| Emp No. : 1038020                    | Department : CustDev Exec. BLR T   | PF A/C No. : KN/23423/2302 |
| Pay period : 01.07.2010 - 31.07.2010 | PAN Number : ACVPN7240A            |                            |

| Payroll Month | Name of Bank | Bank A/C No.  | Take Home Pay = | Earnings -   | Deductions + | Adjustment |
|---------------|--------------|---------------|-----------------|--------------|--------------|------------|
| July 2010     | HDFC         | 0771610027651 | 89,796.34 =     | 117,137.84 - | 27,341.50 +  | 0.00       |

| Earnings                 |            | Deductions               |           | Perks/Other income/Exemptions/Rebates |            |
|--------------------------|------------|--------------------------|-----------|---------------------------------------|------------|
| Basic Salary             | 24,705.80  | Ee PF contribution       | 2,965.00  | Annual Perk                           | 7,992.20   |
| House Rent Allowance     | 5,658.33   | Prof Tax - split period  | 200.00    | Exemption U/S 10                      | 54,353.04  |
| Leave Travel Allowance   | 5,000.00   | Income Tax               | 19,389.00 | Agg of Chapter VI                     | 102,000.00 |
| Medical Allowance        | 1,250.00   | Social Contribution- 50% | 1,000.00  |                                       |            |
| Special Allowance        | 33,973.87  | Health Insurance Premium | 662.50    |                                       |            |
| Benefits Allowance       | 2,950.97   | Personal Loan Recovery   | 3,125.00  |                                       |            |
| Other Bonus              | 39,893.00  |                          |           |                                       |            |
| Super Annuation Allowanc | 3,705.87   |                          |           |                                       |            |
| Total                    |            | Total                    |           |                                       |            |
|                          | 117,137.84 |                          | 27,341.50 |                                       |            |

| Perks Details          | Loans Taken & Deducted  | Sec 10 Exemptions       | Form 16 Summary                     |
|------------------------|-------------------------|-------------------------|-------------------------------------|
| Loan-Int. Rat 7,992.20 | Pers.Ln Taken 75,000.00 | HRA Annual Ex 54,353.04 | Gross Salary 974,823.28             |
|                        | Pers.Ln Deduc 21,875.00 |                         | Exemption U/S 10 54,353.04          |
|                        |                         |                         | Balance 920,470.24                  |
|                        |                         |                         | Empmnt tax (Prof Tax) 2,400.00      |
|                        |                         |                         | Aggrg Deduction 2,400.00            |
|                        |                         |                         | IncM under Hd Salary 918,070.24     |
|                        |                         |                         | Gross Tot Income 918,070.24         |
|                        |                         |                         | Agg of Chapter VI 102,000.00        |
|                        |                         |                         | Total Income 816,070.00             |
|                        |                         |                         | Tax on total Income 98,821.00       |
|                        |                         |                         | Tax payable and surcharg 101,785.00 |
|                        |                         |                         | Tax deducted so far 23,027.00       |
|                        |                         |                         | Income Tax 19,389.00                |

Leave Donation: 0.0 days/

|               |            |
|---------------|------------|
| Take Home Pay | Rs. 89,796 |
|---------------|------------|