

SAP Labs India Pvt. Ltd.
138, Export promotion
Industrial Park, Whitefield,
Bangalore 560066
Tel: + 91-80-4139 5139
Fax: +91-80-4139 6939
<http://www.sap.com>



22.03.2010

Mr Anand Nidamanuru
01038020

Dear Mr Anand Nidamanuru,

2010 Salary Review

We are pleased to inform that you have been promoted to Associate Architect with effect 1 April 2010 and your designation and compensation will be revised as follows:

Salary elements	Amount (Rs)
Basic	296,469.60 INR
Flexible Compensation	550,586.40 INR
Allowances	
Benefits Allowance	35,411.64 INR
Superannuation Allowance	44,470.44 INR
Retirement Benefits	
Provident Fund	35,576.40 INR
Gratuity – As per Payment of Gratuity Act 1972	14,260.20 INR
Variable Pay	127,058.00 INR
Gross Salary (sum of above)	1,103,832.68 INR

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

