

2017 Compensation Statement

Employee Name Anand Nidamanuru

Employee ID I038020

Currency INR

Employee Information				
	Prior Year Data (Germany: Dec 31, 2015) (All Others: Jan 1, 2016)	Current Data 2017 (Before rewards cycle changes)	Adjustment	Approved Data 2017 (After rewards cycle changes)

General Info				
Job Title	Development Architect (30001730)	Development Architect (30001730)		Development Architect (30001730)
Career Level	T4PF	T4PF		T4PF
Grade Level	1	1		1

Performance Rating (2015 & 2016 performance periods)	Outstanding Performance	Outstanding Performance		
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Compensation Planning					
Annual Base (FTE=1.0)	2,135,225	2,482,378	398,624	16.06%	2,881,002
Annual Target Bonus (FTE=1.0)	533,803	620,592	99,659	16.06%	720,251
Total Target Cash (FTE=1.0)	2,669,028	3,102,970	498,283	16.06%	3,601,253
Variable Pay Mix %	20.00%	20.00%			20.00%

Move SAP: Restricted Stock Units (RSUs)		
Grant Value	170,000	150,000
<i>Note: Grant Value includes all RSUs received under Move in 2016 (new-hire, retention, annual LTI). The receipt of awards under the SAP RSU Plan or Move SAP does not entitle you to receive future or annual grants. For Executives, the grant value(s) reported include RSUs and Performance Share Units (PSUs). For more information about your grant, please refer to your grant letter.</i>		

Payout for Variable Compensation		
	2015	2016
Actual Bonus Payout (Revenue Enabling only)	605,069	716,839

2016 Revenue Enabling Bonus Details				
For further details, access your Bonus Payout letter here . Managers: Access the Variable Pay Tool here .				
Bonus Plan Name	Bonus Pool Achievement	Prorated Target Bonus (incl real FTE, absences)	Bonus payout as % of pro-rated target bonus	Revenue Enabling Bonus Payout
REB: Global pool	107.39%	599,013	119.67%	716,839

For a glossary of the compensation terms used in this document, access this [link](#). If you have any queries relating to this statement, please contact HRdirect.

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