



26.03.2020

Anand Nidamanuru (I038020)
SAP LABS INDIA PVT. LTD.

Dear Anand

We are pleased to inform you that you are being progressed to the next Grade Level by your manager. Congratulations!

You are receiving a 8.50% increase to your current Total Target Cash compensation. The changes to your Grade Level and your Total Target Cash are **effective April 1, 2020** and will be **reflected in your paycheck from April 2020 onward**.

YOUR COMPENSATION OVERVIEW



Job Title	Development Architect
Career Level	T4PF
New Grade Level	3
New Annual Base Salary	3,773,263.00 INR
New Annual Target Bonus	720,251.00 INR
New Annual Total Target Cash	4,493,514.00 INR

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

Basic	1,154,038.20 INR
Flexible Benefits Plan (FBP)	2,143,213.80 INR
Benefits Allowance	108,917.52 INR
Provident Fund	138,484.56 INR
Superannuation Allowance	173,105.76 INR
Gratuity	55,509.24 INR
Total Fixed Pay	3,773,263.00 INR
Annual Target Bonus	720,251.00 INR
Annual Total Target Cash	4,493,514.00 INR

Additional compensation information will be available early April in your 2020 Compensation Statement ([Success Map](#) → People Profile → Compensation).

If you have any further questions about your compensation package, please contact your manager. For other questions, please contact [HRdirect](#).

Thanks again for your achievements and consistent effort. We look forward to your ongoing support and a successful 2020.

Best regards,

SAP HR Service Centre APJ

* There is no legal claim in case of unintentional errors regarding the stated values. Please be aware that recent changes (e.g. job changes or change in working time) might not yet be reflected in this letter.