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15.10.2012

Mr Anand Nidamanuru (01038020)
SAP LABS INDIA PVT. LTD.

Dear Anand,

As introduced to you by your manager, on January 1 2013 a career and compensation framework will be adopted globally for the first time across SAP. This framework makes it easier for you to manage your career and for managers to make informed compensation decisions. Here is what's changing:

- You have been assigned to one of three grades within your current career level that is reflective of your role's value.
- Your role will have an internal "global title" that is standard worldwide, but you can continue to use a more specific business facing title agreed to by you and your manager.
- There will be no changes to your compensation, benefits or other pay related elements.

Your specific role has been assigned as follows:

Current Global Job Title:	Associate Development Architect
Current Career Level Name/Code:	Senior (T3)
Assigned Grade Level, active as of Jan 1 2013:	3

You may find additional information here [/go/compensation@sap](http://go/compensation@sap) and in this 3 minutes video ["What's in a Global Job Title?"](#). If you have any questions about the new framework, please contact your manager.

Please be reminded that salary and compensation matters are strictly private and confidential and hence this information should not be disclosed or discussed.

Yours sincerely,

SAP HR Service Centre APJ