

**Congratulations, you are our preferred candidate!**

1 message

**Anjali Seth** <system@successfactors.eu>  
Reply-To: Anjali Seth <anjali.seth@sap.com>  
To: Imran Khan <imrankhan361637@gmail.com>  
Cc: Anjali Seth <anjali.seth@sap.com>

Fri, Dec 20, 2024 at 10:05 AM



December 20, 2024

Dear Imran,

Thank you for participating in our selection process for the role Developer Associate in the team of Susanne Schneider at SAP LABS INDIA PVT. LTD.. Congratulations, you are our preferred candidate!

Before we initiate the next steps to create your offer of employment, we would like to confirm your interest. This email summarizes the details we have already discussed:

**Details**

**Location:**

Bangalore

**Career Level:**

T1

**Grade Level:**

2

**Employment Type:**

Regular Full Time

**Compensation and Benefits**

The anticipated compensation outline is provided below for your reference.

Compensation Component	Amount (INR)
Annual Base Pay (ABP)	9,76,926

1) Basic Salary	341,924
2) Flexible Benefit Plan (FBP)	6,35,002
<b>Benefits Allowance</b>	39,308
<b>Retirals</b>	1,08,766
1) Superannuation (SA)	51,289
2) Provident Fund (PF)	41,031
3) Gratuity	16,447
<b>Annual Fixed Salary</b>	11,25,000
<b>On Target Bonus (OTB) (% of Total Target Compensation)</b>	1,25,000
<b>Total Target Compensation (TTC)</b>	12,50,000
<b>Benefits#</b>	<b>Proposed (INR p.a.)</b>
Free Meals provided on campus	13,200
Free Transport for office commute	42,000
Life Events (Birthday Gift)	2,000
OwnSAP*	67,080
Wellness Cover for Employee	5,000
Higher Education Policy**	5,00,000
FlexBen	30,000
<b>Cost of Benefits (Approximate)</b>	6,59,280
<b>Cost to Company (TTC + Cost of Benefits)</b>	19,09,280

#Available only during active employment with SAP. Benefits cannot be encashed or modified. SAP reserves the right to withdraw or alter the benefits at any time without prior notice to the employee. The values attributed to the benefits are arrived on an estimated value and are subject to change at sole discretion of SAP Management.

\*Company contribution is subject to employee participation and the amount varies based on Fixed Pay and employee contribution percentage

\*\*Higher Education Policy can be availed as per eligibility defined in the policy, once in three years of employment

\*\*\*Based on eligibility and reimbursed on actuals up to the defined limit. Relocation is applicable only at the time of joining SAP.

### Additional benefits

SAP also provides employees with additional (financial and other) benefits that are included in the country-specific benefits package associated with the role for which you are being considered as per SAP LABS INDIA PVT. LTD. policy such as a **FlexBen program**, which allows you to choose your benefits as per your needs. Please find more information about the offerings at SAP LABS INDIA PVT. LTD. in the attached Benefits infographic.

### Sign On Bonus

We will also be offering a Joining-Bonus of INR 1,00,000 (Onetime Payment) with your First /Second month salary with a lock-on period for 1 year.

### Please note

This letter is not an offer of employment. The purpose of this letter is to summarize the details we have discussed with you and what is likely to be included in an offer if one is made. All offers of employment with SAP LABS INDIA PVT. LTD. are contingent upon proper work authorization, completion of a successful background investigation if necessary, your signature on a confidentiality agreement, and any other required credentials which will be described later in the process. For clarity, you should not rely on this intent to offer as a formal offer and SAP does not accept any liability for actions you may take in reliance upon this intent to offer.

### Call to Action

Please let us know whether you would be interested in receiving an offer of employment by replying to this email before **22nd December 2024** and indicating your interest. Once we receive your confirmation of your intent to accept an offer, we will initiate the next steps to obtain all necessary approvals, and then we anticipate sending you an offer of employment.

Please feel free to contact me if you have any further questions. We look forward to hearing from you.

Best regards,

Anjali Seth

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