

## 2017 Siemens Industry Software (SISW) Services Incentive Plan

### Personal Compensation Terms (PCT)

<b>Name:</b>	<b>Srichandar Krishnan</b>	<b>Employee ID:</b>	<b>23211</b>
<b>Job Code:</b>	<b>46601</b>	<b>Job Title:</b>	<b>Implementation Consultant</b>

FY17 Measures		TI%	FY17 Quota (USD)	FY17 Target Incentive (INR)
Measure 1	Software, Services, Training, Hardware Revenue (Offshore_Services)	40%	10,993,235	22,200
Measure 2	Individual Utilization	60%	95.00%	33,300
Total TI		100%		55,500

<b>Other Terms, Exclusions, etc.</b>
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Your Target Incentive is based on 15% of your Annual Salary as of October 1, 2016.

By my signature below, I acknowledge I have received a copy of the 2017 Personal Compensation Terms Worksheet (PCT) and Siemens Industry Software Plan - Services Incentive Plan . I have read the Plan and this PCT in their entirety. I fully understand and agree to the terms and conditions as outlined therein.

The PCT must be signed and returned within sixty (60) days of the date printed on the PCT. If it is not signed and returned within that sixty (60) day period, the Participant shall not be an eligible Participant of the Plan and thus, will be ineligible to be paid during the Term of this Plan.

Participant's Printed Name	Participant's Signature	Date
Leader's Printed Name	Leader's Signature	Date