GENPACT
Global Business Impact™

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Sept 30th, 2007

**Naveen Solanki**
703031232
Process Associate
Genpact India - Finance & Accounting COE

Dear Naveen,

Congratulations!

You have been identified to be a recipient for a – Special Deferred Income Plan ("DIP") - sponsored by GE Commercial Finance.

We have seen the business grow substantially in the last few years and their confidence has increased manifold in our ability to go above and beyond our performance parameters and deliver consistently. People like you, who not only perform but also strive to imbibe and display the Genpact values, have made this possible.

You will be eligible for a **One Off Special Payout** of **US$ 2500/-**. The amount would be paid to you as mentioned below. The installments will be paid in lump sum, less applicable payroll taxes.

| Installment | Payout Date | Payout Amount |
|---|---|---|
| 1st Installment | 31st Mar, 08 | US$ 1000/- |
| 2nd Installment | 30th June, 09 | US$ 1500/- |
| **Total** | | **US$ 2500/-** |

**Terms and Condition:**

- The payouts are subject to your continued employment with Genpact. Should you cease to be an employee of Genpact for any reason whatsoever, including transfer to any non-Genpact group of Companies, resignation, termination etc., or if you are serving notice period of resignation at the time of payout you will not be eligible for any payment due under this plan.
- The payouts are subject to your continuity with any of the GE Commercial Finance related processes within Finance & Accounting COE.
- The payouts are contingent to your continued satisfactory performance of assigned duties.
- You should not be on probation to be able to receive this payout. The payout would be deferred until you get confirmed employment with Genpact.
- Genpact reserves the right to withdraw/alter this plan anytime without assigning any reasons.

We look forward to your continued contribution and association with the organization.

Best regards,

**Balkrishan Kalra**
Vice President
Commercial Finance

**Rajeev Sharma**
Vice President
Human Resources