GENPACT
Global business impact

DLF City Phase V, Sector 53
Gurgaon - 122002, Haryana, India
Tel: 91 124 2832000,
Fax: 95124 2575586

23-Nov-09

Naveen Solanki
703031232
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 **USD 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	31-Mar-10	USD 1000
2nd Installment	30-Jun-11	USD 1500
Total		USD 2500/-

Terms and Conditions:

- 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

Classification: Genpact Confidential
This e-mail is for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message.
Registered Office: Dale Carnegie & Associates (India) Private Limited, 6th Floor, Tower A, Global Technology Park, Marathahalli Outer Ring Road, Bangalore 560037, India