GENPACT
Global Business Impact™

DLF City, Phase V, Sector 53,
Gurgaon - 122002, Haryana, India
Tel: 91 124 5832000
Fax: 0124 - 5075589

1st Jan 2010

Name : Naveen Solanki
OHR : 703031232
Finance COE, Genpact

Dear Naveen Solanki,

Congratulations!

We are happy to inform you that you have been nominated to be a member of the "Vintage Award Plan" commencing from 1st Jan 2010. You are being considered for the plan since you have been working as a Process Associate / Process Developer in Genpact as on 31st Dec 2009.

We have seen Finance CoE grow substantially in the last few years. Customer confidence has increased manifold in our ability to meet our CTQs and deliver consistently. People like you, who have been performing well with us over the years by imbibing and displaying the true Genpact values, have made this possible.

This special scheme is in recognition of your invaluable contribution to the organization. We are pleased to recognize and reward your continuous association and commitment to Genpact and look forward to a long-term relationship with you.

The details of the plan are given in the annexure.

Best regards,

Riju Vashisht
HR Leader Finance CoE
FCOE

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DLF City, Phase V, Sector 53
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ANNEXURE

1. Minimum Eligibility Criteria to qualify for the scheme:

   a. Band 5 employees, who have joined the Genpact on or before 31st Dec 2007
   b. A minimum current rating of Exceeds Expectations or Meets Expectations
   c. Not under a Corrective Action Policy

2. Vintage Reward will be paid out as per the following plan
   a. After completion of 12 months from the Commencement Date: Rs. 40,000
   b. After completion of 24 months from the Commencement Date: Rs. 60,000

3. Conditions for Pro Rated Payment:
   a. In the event of you moving out of the Finance CoE into any other Genpact Business the pro-rated payment would be calculated as on that date of movement.
   b. In the event of your selection to the GEM/DET program, the Pro–rated payment would be calculated as on the date of your movement into the program.

4. Adhering to the Genpact code of conduct and all Company rules as may be applicable from time to time.

5. All payments are subject to the Income Tax deduction under the applicable Tax rules.

6. All other terms and conditions of your employment remain unchanged.