



11-May-2016

Biraja Prasad Maharana  
ID 703152588  
Gurgaon

Dear Biraja Prasad,

Thank you for your continued commitment to Genpact and your valuable contribution towards the success of the organization.

Our transformation journey aimed at taking us from good to great has already kicked off with major enterprise-level initiatives. Earlier this year, we unleashed the power of Lean Digital – a unique approach that combines advanced technologies, Lean principles and design thinking to reimagine large enterprises' middle and back office. Our investments in client-facing teams and solutions that bring together domain depth with process, technology and analytics are resonating in the marketplace. With the employee strength of over 70,000 and key financial figures pointing northward, we are hopeful of several important landmarks in the coming year!

We continue to live up to our promise of **Learn.Grow.Succeed** together and we are delighted to have you as a critical part of our journey.

We at Genpact constantly benchmark ourselves against industry norms and guidelines to ensure fair and best-in-class people policies and practices. In line with this philosophy, we have revised our compensation structure.

With this change, we are doing a one-time adjustment to your salary. Your salary has been revised from INR 600,000 to **INR 663,000** with effect from 01-Feb-2016. Please refer to the annexure for the revised compensation structure.

Your next salary review will be due on 01-Feb-2017, and would be linked to your and the company's performance. A break up of your revised remuneration is enclosed. All the other terms and conditions of your appointment remain the same.

Thanks once again for all that you do towards making Genpact a successful and wonderful place to work.

Warm Regards,

Human Resources

Note: By accepting this revision letter, you hereby agree and acknowledge your acceptance to the revised compensation structure.

DLF City, Phase V, Sector 53  
Gurgaon – 122002, Haryana, India

T 91 124 402 2000  
F 91 124 402 2205  
[www.genpact.com](http://www.genpact.com)

Genpact India Pvt. Ltd.

CIN: U73100TG2005PTC097843

Registered Office  
14/45, Uppal, Opposite NGRI,  
Habsiguda, Hyderabad,  
Telangana-500039, India

OHR ID : 703152588  
NAME : Biraja Prasad Maharana  
Effective Date of Revision : 01-Feb-2016  
Location : Gurgaon

	<u>Current</u>	<u>Revised</u>
Designation	: Senior Associate	Senior Associate
Band	: 5B	5B

## COMPENSATION DETAILS

Components	Current Amount (INR p.a.)	Revised Amount (INR p.a.)
Basic	248,378	296,604
Housing Rent Allowance	149,027	296,604
Special Allowance-1	120,590	0
Location Specific Allowance	18,000	0
Conveyance	19,200	19,200
Medical	15,000	15,000
Provident Fund	29,805	35,592
<b>Cost To Company (CTC)</b>	<b>600,000</b>	<b>663,000</b>

"This is a System Generated Letter and does not require any signature".