

Your Total Rewards

We are Verizon. Integrity • Respect • Performance Excellence • Accountability

This annual compensation summary highlights your 2015 STI award and your estimated 2016 compensation opportunity in your local currency. Your competitive total rewards package reflects our performance and values-based culture and reinforces the linkage between results, individual performance, and shareholder value creation.

Bharti Kukreja

2015 Year End Performance Rating
Current Supervisor

New/Not Rated
Sridharan,Prakash X

2015 STI

2015 Short-Term Incentive Award

2015 Year End Salary	435,000
2015 STI Target	15,225

2015 Total STI Award	15,225
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2016 Total Rewards Summary

Base Pay Increase (CTC)

Base Pay Increase Effective Date	Apr 01, 2016
Base Pay (Annualized) as of Feb 15, 2016	435,000
Base Pay Increase	41,325
Base Pay Increase %	9.50%
New Base Pay	476,325

Short-Term Incentive Opportunity

2016 STI Target Award	28,580
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2016 TARGETED TOTAL REWARDS OPPORTUNITY

Your 2016 Opportunity	504,905
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Notes:

- Information represented in Local Currency (INR) and Full Time Equivalents.
- Base pay is targeted to be competitive to the market and Verizon recognizes that some countries may experience increased market movement. For 2016, any increase to base pay incorporates this market movement.
- Please note that in the event of any conflict or difference between the information on this statement and the official records, plans or policies, the company records and the terms of the actual plans or policies will govern. For more information on the policies and plans, visit "About You".