

**10/16/2013**

**Portal ID : 075056**

Dear **MANISH KUMAR**,

We are pleased to introduce the new Global Delivery India Consultant Plan (GDICP). This Plan entails a quarterly payout based on eligibility, utilization, and the grade of each employee. The program is specific to employees based and working in India.

We are happy to confirm your inclusion in this program and accordingly you will be eligible for an annual target bonus of **Rs. 31,250**. This is in addition to your gross salary of **Rs. 1,009,814**.

The Plan can be accessed through the following link:

[Global Delivery India Consultant Plan](#)

As a reminder, you will be required to sign a Confidentiality, Non-Solicitation and Assignment of Inventions Agreement to be eligible for any incentive compensation payout. You will receive a separate link to the agreement, in which you must review and sign, in order to be eligible to participate in this Global Delivery India Consultant Plan.

If you have any questions about either Global Delivery India Consultant Plan or this letter, we request you to please reach out to your Hard line manager or to your HR Business Partner.

Sincerely,



Megan Masoner

Vice President, Compensation

---