



Your Total Rewards

INTEGRITY • RESPECT • PERFORMANCE EXCELLENCE • ACCOUNTABILITY

This annual compensation summary highlights your 2014 STI award and your estimated 2015 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.

Venkata Kiran Polineni

2014 Year End Performance Rating
Current Supervisor

Performing
Rajendran,Siva X

2014 STI

2014 Short-Term Incentive Award

2014 Year End Salary	543,800
2014 STI Target	35,430

2014 Total STI Award	33,659
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2015 Total Rewards Summary

Base Pay Increase (CTC)

Base Pay Increase Effective Date	Apr 01, 2015
Base Pay (Annualized) as of Feb 17, 2015	543,800
Base Pay Increase	59,818
Base Pay Increase %	11.00%
New Base Pay	603,618

Short-Term Incentive Opportunity

2015 STI Target Award	48,289
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2015 TARGETED TOTAL REWARDS OPPORTUNITY

Your 2015 Opportunity	651,907
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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 2015, any increase to base pay incorporates this market movement. As previously communicated, any STI award will be paid in February. Employees need to take this into account when preparing their tax planning for the year.
- 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".

WE ARE VERIZON

WINNING OUR CUSTOMERS, EVERY DAY.