



Your Total Rewards

INTEGRITY • RESPECT • PERFORMANCE EXCELLENCE • ACCOUNTABILITY

This annual compensation summary highlights your 2013 STI award and your estimated 2014 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 Polineni

2013 Year End Performance Rating
Current Supervisor

Performing
Logaraj, Eswaramoorthy K

2013 STI

2013 Short-Term Incentive Award

2013 Year End Salary	449,419
2013 STI Target	22,471

2013 Total STI Award	24,718
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2014 Total Rewards Summary

Base Pay Increase (CTC)

Base Pay Increase Effective Date	Apr 01, 2014
Base Pay (Annualized) as of Feb 21, 2014	449,419
Base Pay Increase	44,942
Base Pay Increase %	10.00%
New Base Pay	494,361

Short-Term Incentive Opportunity

2014 STI Target Award	29,662
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2014 TARGETED TOTAL REWARDS OPPORTUNITY

Your 2014 Opportunity	524,023
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Notes:

- Information represented in Local Currency 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 2014, 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".