



Genpact Limited




G NYSE

Business Support / Supplies

Market Capitalization USD:

\$3,190.18 mm

CONCERN LEVEL: AVERAGE

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less. 
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group. 
- 7 The company's dilution from equity incentives is 10 percent or less.
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

CEO: NV Tyagarajan

Age: 51

CEO Since: 2011

	2009	2010	2011
Base Salary	\$750,000	\$750,000	\$515,371
Discretionary Bonus	\$2,000,000	\$2,750,000	\$1,300,000
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$232,349	\$229,909	\$110,592
TOTAL ANNUAL COMPENSATION	\$2,982,349	\$3,729,909	\$1,925,963
Increase in Post-Retirement Benefits	\$266,022	\$212,375	\$30,404
Stock Option Awards	\$0	\$0	\$1,552,967
Stock Awards	\$0	\$2,764,767	\$5,269,745
TOTAL COMPENSATION	\$3,248,371	\$6,707,051	\$8,779,079
Median of Other Named Executive Officers Total Compensation	\$2,037,511	\$1,319,736	\$1,990,830
Value Realized on Exercise of Stock Option	\$3,268,753	\$179,091	\$132,548
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$3,268,753	\$179,091	\$132,548

Proxy Date: 13 Apr 2012

Annual Meeting Date: 16 May 2012

Equity Reserves:

Stock Option Run Rate: ?

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Performance Comparison

■ S&P500 ■ Industry ■ G



Peer Comparisons (TRBC) =Business Support / Supplies

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
G	Genpact Limited	\$3,248,371	\$6,707,051	\$8,779,079	\$3,190,183,049
PAYX	Paychex, Inc.	\$3,445,104	\$4,657,403		\$9,564,022,462
MCO	Moody's Corporation	\$5,424,636	\$9,146,844	\$11,917,042	\$6,942,633,647
IRM	Iron Mountain Incorporated	\$1,676,456	\$1,420,217		\$6,350,440,960
IHS	IHS Inc.	\$8,032,534	\$4,412,383	\$4,691,526	\$4,850,602,597
TW	Towers Watson & Company		\$3,222,143		\$4,459,106,890
EFX	Equifax Inc.	\$8,809,878	\$9,642,127	\$11,013,238	\$3,762,889,148

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

Pay Peer Group

Alliance Data Systems, Broadridge Financial Solutions, CGI Group, Ciber, Cognizant Tech Solutions, Convergys, DST Systems, ExlService Holdings, Global Payments, Towers Watson, WebMD Health, Teletech Holdings.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Denis J. Navden	Chairman	58	Male	7	Outside Related
A. Michael Spence	Member	68	Male	7	Outside
Garv M. Reiner	Member	57	Male	1	Outside Related
Mark F. Dzialqa	Member	47	Male	7	Outside Related