

February 12, 2018

Kumar Naidu Pendyala,  
36661 Grand River Ave, APT 103,  
Farmington, MI 48335,

Dear Mr. Kumar,

On behalf of Virtusa Corporation (the "Company" or "Virtusa"), I am pleased to offer you the position of Lead Consultant reporting to Saivenkata Vidyasagar Elchuri, Associate Director. We believe that Virtusa offers a dynamic work environment that encourages excellent performance. Virtusa is prepared to offer you the following compensation and benefits package:

- Your base salary will be \$3,875 semi-monthly (i.e., equivalent of \$93,000 on an annual basis). This is an exempt position which means you will not be eligible for any overtime compensation. Such salary shall be paid semi-monthly on the 15th and last day of the month with the standard payment procedures of the Company. All payments are subject to applicable taxes, withholdings and deductions.
- You will be eligible to earn an annualized performance-based bonus for the Company's 2018 fiscal year (April 1, 2017 - March 31, 2018) of up to \$3,500 in the fiscal year (pro-rated based on your start date), subject to Company performance of certain objectives and your achieving certain objectives as agreed upon in writing by you and the Company, all in accordance with the Company's bonus policy.
- The Company will reimburse you up to \$4,000 for the following expenses: a) Moving household goods and personal effects, b) storing or insuring household goods and personal effects within any period of 30 days after the day things are moved from your former home, or c) travel expenses, which include transportation and lodging for you and members of your household while traveling from your former home to new home. This reimbursement is contingent upon your relocation from current location to new location and presentation of receipts. If your employment with Virtusa terminates within one year of your hire date for any reason, all relocation expenses must be repaid to the Company in full prior to your date of separation. You hereby expressly provide your consent and agree that Virtusa shall have the right to withhold and offset said amount against any and all amounts deemed due to you or which may be due or owing to you (including any compensation of any kind or reimbursable expenses) but not yet paid to you by Virtusa or any related entity as the case may be, except as prohibited by applicable law.
- You will be eligible to participate in the benefits Virtusa may offer from time to time. Currently, Virtusa offers medical and dental insurance and a 401(k) plan. A list of the Company's benefits is attached for your review. You will also be entitled to 12 days paid vacation per calendar year (pro-rated for partial calendar years of employment), in accordance with the Company's vacation pay practices. Your vacation time will be earned over the course of the calendar year.
- Please note that this letter does not constitute an employment contract and your employment with the Company will be "at-will", meaning you retain the right to terminate your employment at any time, for any reason, without notice and the Company retains the same right to terminate you at any time, for any reason and without notice.
- This offer is subject to the filing and approval of an H1B visa. Virtusa will notify you if any material visa issues arise which may affect your start date. As you know, Virtusa would be unable to hire you should Virtusa not gain acceptance of the H1B Visa petition.
- If you accept this offer and remain in good standing, the Company will begin your Green Card process on completion of six months in accordance with the Company's Green Card policy which includes employee cost sharing.
- Federal Legislation regarding hiring practices requires the Company to certify that each of its employees is lawfully authorized to work in the United States. Accordingly, this offer is contingent upon receipt of satisfactory proof of identification and work authorization as required by the Immigration Reform and Control Act of 1986. Also, a condition of your employment will be your execution on or prior to your first day of employment of the
- Company's standard employee agreement(s) regarding confidentiality, non-disclosure, and non-competition.

Please see attached agreement(s).

- This offer of employment and your continued employment is contingent and conditional upon the Company's successful and satisfactory completion of reference and background checks, upon your representation that you are not bound by the terms of any agreement with any previous employer or other party which restricts in any way you use or disclosure of information or your performance of your duties and responsibilities of employment with the Company or your engagement in any business, and your representation that your employment with the Company and the performance of your duties for the Company will not violate any obligations you may have to any such previous employer or other party. If any of the above conditions are not fulfilled or the Company is not satisfied with any results of any reference checks, in its sole discretion, the Company may revoke this offer on written notice to you.
- You understand that to be placed at certain client sites, you may be required to undergo and pass a drug screen and/or submit to a background check in accordance with client requirements. Adhering to proper client requirements in these areas is a condition of employment.
- By your signature below, you acknowledge that this is written in English and know that you may request this letter in your native language if so desired.

Virtusa estimates that your start date will be determined upon receipt and approval of the H1B transfer. Formal acceptance of this offer will be confirmed by the return of this offer letter, and the Non-Disclosure Agreement (NDA) to the Company and my attention signed and dated by you on or before February 13, 2018. If you do not accept this offer by February 13, 2018 this offer will be deemed lapsed. You may sign these documents, and scan them into an email or fax the signed letter to my attention. Please send Scanned documents via email to [velmurugang@virtusa.com](mailto:velmurugang@virtusa.com) or via fax number 860 688 2890.

I am confident that you will make a key contribution to the Company's success and look forward to welcoming you onto our team.

Sincerely,



Sundararajan Narayanan  
Chief People Officer & Global Head of HR  
Virtusa Corporation

Accepted by:

Name



02/12/18  
Date

(KUMAR NAIDU PENDYALA)