

Private and confidential

27 Apr 2016

Name : Richa Bhadouria  
ID No. : 79010

Dear Richa,

This is a very exciting time for us as we move into the new fiscal year and begin the journey of outperforming our competitors as VirtusaPolaris. Our two companies share a very similar heritage in core software engineering and bring complementary industry capabilities. The combination creates a unique, differentiated, nimble and strong firm that is singularly focused on becoming the preferred partner to our clients in their endeavor to grow their business.

As we continue to execute against our combined vision we are also progressing on our internal integration journey. Aligning our team members to a common title framework is a critical component of going to market and functioning as One Global Team. This will ensure consistent titles across roles, both internally and externally to our clients, and will allow team members to capitalize on growth opportunities across a larger career spectrum.

As part of our efforts to develop a common title framework, the current titles used in both organizations were reviewed and benchmarked in consultation with our management consulting partner, McKinsey & Co who used exhaustive global IT services benchmarking data as part of the normalization process. Virtusa had already undertaken a review of titles over a year ago to benchmark and realign Virtusa titles within the IT services industry. However, during the integration phase, we conducted another review of titles to validate the title framework and strengthen industry alignment. Based on these comprehensive efforts, we now have a new Common Title Framework which will be implemented in the combined VirtusaPolaris organization with effect from 1<sup>st</sup> April 2016.

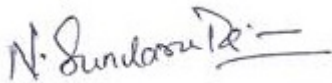
Your title effective **1<sup>st</sup> April 2016** is **Associate Engineer** and Tier is **Tier 4**. In the VirtusaPolaris organization, we have Tier 0 (highest) to Tier 5 (trainees).

This is normalization of job titles and will not have any change effect on current employment terms and conditions, current role and position in the company. Hence any given point this change should not be construed either as a promotion or as a demotion. Your compensation remains unchanged and shall not have any impact because of title normalization.

We understand that you may have questions regarding the new Common Title Framework. Please reach out to your BU/ Practice HR partner and/or your reporting manager for any questions you may have to familiarize yourself with your new title and tier.

We sincerely appreciate all of your efforts in supporting the VirtusaPolaris integration and look forward to your continued support as we build a next generation firm dedicated to delivering client success and enhanced career opportunities to its team members.

Thanks and Regards,  
For **Polaris Consulting & Services Limited**



**Sundararajan Narayanan**  
**Chief People Officer & Global Head of Human Resource**

**Polaris Consulting & Services Limited**

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