

10th October 2016

COMPENSATION REVIEW LETTER

Employee Name : Javed Akumalla
Employee Code : 6002951
Designation : Lead Consultant
Tier : Tier 2

Dear Javed Akumalla,

We have made a tremendous progress in integrating VirtusaPolaris as a One Global Team. We have quickly established our new brand and rolled out our new organization structure. We are all set to demonstrate our ability to win new accounts and expand our existing client relationships.

All of this was made possible because of your commitment, dedication and hard work. You gained the trust and respect of our clients, demonstrated our unique differentiation and raised the bar for service excellence. It gives us immense pleasure for us to recognize your contributions towards our on- going journey of growth and strengthening our competitive position in the Industry.

This letter confirms details of your revised compensation effective from **01st October 2016**.

Compensation review continues to reflect our key compensation principles of:

- Competitiveness with the market
- Performance based recognition
- Internal Equity

In recognition of your performance for FY16 we are pleased to confirm your revised Cost to Company to be ₹ 1472664/- (Rupees Fourteen Lakh Seventy Two Thousand Six Hundred Sixty Four Only) which shall come to effect from October , 01 2016 as per Annexure I.

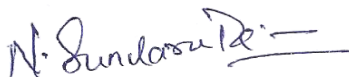
Please do reach out to your Manager/ HR Partner if you need any additional information.

Once again, we would like to thank you for your contribution in FY16 and look forward to your continued commitment.

Your compensation is confidential and should not be disclosed/ discussed with any other employee, doing this would constitute a breach of confidentiality.

Yours sincerely

for Virtusa Consulting Services Private Limited,



Sundararajan Narayanan
Chief People Officer & Global Head of Human Resources

ANNEXURE – I

COMPENSATION AND BENEFITS STRUCTURE EFFECTIVE October , 01 2016

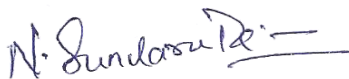
Employee Name	Javed Akumalla			
Employee Code	6002951			
Designation	Lead Consultant			
Tier	Tier 2			
	CURRENT COMPENSATION		REVISED COMPENSATION	
	Per Month (₹)	Per Annum (₹)	Per Month (₹)	Per Annum (₹)
Base Components (A)	34,500	414,000	39,403	472,836
Basic	23,000	276,000	26,269	315,228
HRA	11,500	138,000	13,134	157,608
Basket of Allowances (B)	61,539	738,468	62,950	755,400
Transport Allowance	1600	19,200	1600	19,200
Medical	1,250	15,000	1,250	15,000
Leave Travel Assistance (LTA)	2,500	30,000	2,500	30,000
Special Allowance	52,289	627,468	53,700	644,400
Food Reimbursements	2,200	26,400	2,200	26,400
Bonus	0	0	0	0
Phone & Internet Reimbursements	1,500	18,000	1,500	18,000
Children Education Fee	200	2,400	200	2,400
Retirement Benefits (C)	3,866	46,392	4,415	52,980
PF - Company's Contribution	2,760	33,120	3,152	37,824
Gratuity	1106	13,272	1263	15,156
Fixed Compensation (A+B+C)	99,905	1,198,860	106,768	1,281,216
Variable Compensation (at 100%)	14,928	179,136	15,954	191,448
Cost to Company (Fixed Compensation + Variable Compensation at 100%)	114,833	1,377,996	122,722	1,472,664
Insurance Coverage: <ul style="list-style-type: none"> Medical Insurance: Floating Coverage up to ₹ 200000/- per annum Accident Insurance: Coverage of up to 1 X CTC with a Minimum Cover of INR 10 Lakhs {Per Annum CTC for GPA coverage = Base Components (A) + Basket of Allowances (B)} Life Insurance: Coverage of ₹ 500000/- per annum in the event of demise due to accident or natural cause. 				

❖ Variable Compensation is payable as per the Variable Pay Policy and Company norms at your current level. Variable compensation amounts presented are indicative in nature and the actual payment may vary based on individual achievement levels and overall achievement level of the company. Variable Compensation & Bonus amounts include Statutory Bonus payable under the Payment of Bonus Act, 1965.

Please note that the payment of variable compensation is based at the sole discretion of the management. In case of disputes, management reserves the right to make a final decision

❖ Gratuity is payable as per Gratuity Act.

for Virtusa Consulting Services Private Limited,



Sundararajan Narayanan

Chief People Officer & Global Head of Human Resources