

19th February 2018

COMPENSATION REVIEW LETTER

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

Dear Javed Akumalla,

During the last year, we strengthened our Go-To-Market strategy, scaled our operation and improved our CDI/NPS. We won many new clients and large transformational engagements. Almost all our teams contributed towards strengthening our platform and we received numerous awards and accolades. We resumed growth among the top – echelon of global IT service providers in our space.

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.

Compensation review continues to reflect our key compensation principles of:

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

Based on your potential and contribution in FY18, we are pleased to announce that you've been promoted to "Associate Architect" level w.e.f "October , 01 2017".

In recognition of your performance, we are pleased to confirm that your CTC will be revised as mentioned below:

- CTC of ₹ 1553676/- P.A. (Rupees Fifteen Lakh Fifty Three Thousand Six Hundred Seventy Six Only) w.e.f. February , 01 2018 (Refer Annexure I).
- CTC of ₹ 1634663/- P.A. (Rupees Fifteen Lakh Fifty Three Thousand Six Hundred Seventy Six Only) w.e.f. July , 01 2018 (Refer Annexure II).

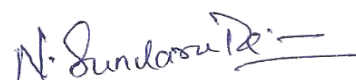
Once again, we would like to thank you for your contribution during FY18 and look forward to your continued commitment.

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

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

Yours sincerely

for Virtusa Consulting Services Private Limited,



Sundararajan Narayanan
Chief People Officer & Global Head of Human Resources

Virtusa Consulting Services Private Limited

Sy No. 115 / Part, Plot No. 10, TSIIIC Limited, SEZ, Nanakramguda Village, Serilingampalli Mandal, Ranga Reddy District, Hyderabad – 500 032

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CIN - U93000TG2008FTC057988

ANNEXURE – I

COMPENSATION AND BENEFITS STRUCTURE EFFECTIVE February , 01 2018				
Employee Name	Javed Akumalla			
Employee Code	6002951			
Designation	Associate Architect			
Tier	Tier 1			
	CURRENT COMPENSATION		REVISED COMPENSATION	
	Per Month (₹)	Per Annum (₹)	Per Month (₹)	Per Annum (₹)
Base Components (A)	39,403	472,836	43,857	526,284
Basic	26,269	315,228	29,238	350,856
HRA	13,134	157,608	14,619	175,428
Basket of Allowances (B)	62,950	755,400	62,944	755,328
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	4,167	50,004
Special Allowance	53,700	644,400	51,527	618,324
Food Reimbursements	2,200	26,400	2,200	26,400
Bonus	0	0	0	0
Phone & Internet Reimbursements	1,500	18,000	2,000	24,000
Children Education Fee	200	2,400	200	2,400
Retirement Benefits (C)	4,415	52,980	4,915	58,980
PF - Company's Contribution	3,152	37,824	3,509	42,108
Gratuity	1263	15,156	1406	16,872
Fixed Compensation (A+B+C)	106,768	1,281,216	111,716	1,340,592
Variable Compensation (at 100%)	15,954	191,448	17,757	213,084
Cost to Company (Fixed Compensation + Variable Compensation at 100%)	122,722	1,472,664	129,473	1,553,676
Insurance Coverage: <ul style="list-style-type: none"> • Medical Insurance: Floating Coverage up to ₹ 300000/- 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 ₹ 1000000/- 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 are indicative and the actual payment may vary based on individual achievement levels and overall Company performance. Variable Compensation & Bonus 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

Virtusa Consulting Services Private Limited

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ANNEXURE – II

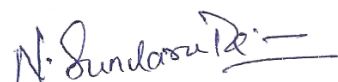
COMPENSATION AND BENEFITS STRUCTURE EFFECTIVE July , 01 2018

Employee Name	Javed Akumalla			
Employee Code	6002951			
Designation	Associate Architect			
Tier	Tier 1			
	CURRENT COMPENSATION		REVISED COMPENSATION	
	Per Month (₹)	Per Annum (₹)	Per Month (₹)	Per Annum (₹)
Base Components (A)	43,857	526,284	48,549	582,587
Basic	29,238	350,856	32,366	388,391
HRA	14,619	175,428	16,183	194,196
Basket of Allowances (B)	62,944	755,328	62,576	750,912
Transport Allowance	1600	19,200	1600	19,200
Medical	1,250	15,000	1,250	15,000
Leave Travel Assistance (LTA)	4,167	50,004	4,167	50,004
Special Allowance	51,527	618,324	51,159	613,908
Food Reimbursements	2,200	26,400	2,200	26,400
Bonus	0	0	0	0
Phone & Internet Reimbursements	2,000	24,000	2,000	24,000
Children Education Fee	200	2,400	200	2,400
Retirement Benefits (C)	4,915	58,980	5,440	65,280
PF - Company's Contribution	3,509	42,108	3,884	46,608
Gratuity	1406	16,872	1556	18,672
Fixed Compensation (A+B+C)	111,716	1,340,592	116,565	1,398,779
Variable Compensation (at 100%)	17,757	213,084	19,657	235,884
Cost to Company (Fixed Compensation + Variable Compensation at 100%)	129,473	1,553,676	136,222	1,634,663
Insurance Coverage:				
<ul style="list-style-type: none"> Medical Insurance: Floating Coverage up to ₹ 300000/- 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 ₹ 1000000/- per annum in the event of demise due to accident or natural cause. 				

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