

Designation Change Letter

13th May 2016

Re-Designation Letter

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

Dear Javed Akumalla,

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.

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.

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 **1st April 2016**.

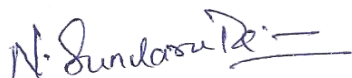
Your new title effective 1st April 2016 is "Lead Consultant" in "Tier 2".

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 at any given point this change should not be construed as promotion. Your compensation remains unchanged and shall not have any impact because of title normalization.

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 Virtusa Consulting Services Private Limited,



Sundararajan Narayanan
Sr. Vice President & Global Head of Human Resources