

27th July 2019

COMPENSATION REVIEW LETTER

Employee Name : Yenduri Sai Venkata Satish
Employee Code : 8041435
Designation : Associate Engineer
Tier : Tier 4

Dear Yenduri Sai Venkata Satish,

Building on our 2018 progress, we further strengthened our position and helped our clients across industries deliver digital-first interfaces and delivery models. As we continue to deepen and broaden our Digital Engineering leadership position and capabilities in response to growing market demand, it is abundantly evident that we have an incredible opportunity to realize even greater market share and impact.

Thank you for your commitment to the journey and for helping to make Virtusa what it is today - a rapidly emerging leader in the Digital Engineering Services space. 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

In recognition of your performance, we are pleased to confirm your revised Cost to Company to be ₹ 367,289/- per annum (Rupees Three Lakh Sixty Seven Thousand Two Hundred Eighty Nine Only) which shall come to effect from May 01, 2019 as per Annexure I.

Once again, we would like to thank you for your contribution 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

ANNEXURE – I

COMPENSATION AND BENEFITS STRUCTURE EFFECTIVE May 01, 2019				
Employee Name	Yenduri Sai Venkata Satish			
Employee Code	8041435			
Designation	Associate Engineer			
Tier	Tier 4			
	CURRENT COMPENSATION		REVISED COMPENSATION	
	Per Month (₹)	Per Annum (₹)	Per Month (₹)	Per Annum (₹)
Base Components (A)	13,301	159,612	13,966	167,592
Basic	8,867	106,408	9,311	111,728
HRA	4,434	53,204	4,655	55,864
Basket of Allowances (B)	8,623	103,471	9,144	109,725
Leave Travel Assistance (LTA)	0	0	0	0
Special Allowance	6,923	83,071	7,444	89,325
Food Reimbursements	0	0	0	0
Advance Statutory Bonus	1,500	18,000	1,500	18,000
Phone & Internet Reimbursements	0	0	0	0
Children Education Fee	200	2,400	200	2,400
Retirement Benefits (C)	2,226	26,716	2,248	26,972
PF - Company's Contribution	1,800	21,600	1,800	21,600
Gratuity	426	5,116	448	5,372
Fixed Compensation (A+B+C)	24,150	289,799	25,358	304,289
Variable Compensation (at 100%)	5,000	60,000	5,250	63,000
Cost to Company (Fixed Compensation + Variable Compensation at 100%)	29,150	349,799	30,608	367,289
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 Life Insurance: Coverage of up to 1 X CTC with a Minimum Cover of INR 10 Lakhs {Per Annum CTC for GPA & GTL coverage = Base Components (A) + Basket of Allowances (B)}				

❖ 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.

❖ Any statutory revision with regard to Employees' Provident Fund (EPF) / Employees' State Insurance (ESI) contribution or any other statutory benefits will have an impact on the net salary but the annual compensation will remain the same.

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

T: +91 404 452 8000 | F: +91 402 341 2310 | www.virtusa.com

CIN - U93000TG2008FTC057988