



PRESENTATION

Why work @ Virtusa

Virtusa[™]
Conceive. Transform. Optimize.

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Company Profile

Company Profile

- Virtusa Corporation is a leading provider of enterprise class Products and Solutions for Global 1000 companies and leading Independent Software Vendors (ISVs). Based in Westborough, MA, Virtusa employs the finest technology talent in the US, UK, India, and Sri Lanka.
- Virtusa's client list includes industry leaders across several domains, such as Vignette, Pegasystems, Oracle, IBM, Aetna, BT, Convergys, Xerox and Siemens. Product development imperatives are deeply embedded in Virtusa's process framework and institutionalized as best practices.
- Our process includes a focus on modularity of design, component technology, re-usability, scalability, portability, extensibility, maintainability, and supportability. Virtusa is currently a 3500+ strong organization with offices in US, UK, Sri Lanka and India (Hyderabad and Chennai).



Our People

Our People

- Virtusa's most valuable asset is its people.
- Our deep experience with leading software companies, our platforming mind set, and our focus on state-of-the-art technologies all enable us to attract and retain world-class technology professionals who thrive on helping our clients succeed.
- Our people are acknowledged for their exceptional talent, innovation and creativity. We take great pride in providing thought leadership, building sophisticated cutting edge solutions, and creating client delight.



Who We Are and What We Do

Who We Are and What We Do

Virtusa provides information consulting, technology and outsourcing services focused on Transforming IT

*Our Proposition: We create IT efficiency
by applying platforming principles
using a unique industry approach
with a tightly-integrated global delivery model*

Conceive. Transform. Optimize.

Our Approach

We help clients **conceive** strategic IT solutions.

We **transform** their IT assets by rationalizing and consolidating them into enterprise-class application platforms.

We **optimize** their applications by investing in them as appreciating assets.



Benefits to our Clients

- Time-to-market
- Maximize total operational productivity
- Enhance their customers' experience





Our Culture and Values

Our Culture

Team and performance based culture

- Team impact is greater than the simple aggregation of individual members
- Performance is the top driver for growth and rewards

Spirit of enterprise and growth

- Virtusans are empowered to take on challenges
- Clear growth path for Virtusans

Leadership philosophy

- Assign success to team members
- Take personal responsibility if things go wrong

We Live Our Values!



PURSUIT OF EXCELLENCE
Expand the contours of what is possible



INTEGRITY
Be forthright and honest in all interaction



RESPECT
Respect clients and fellow global team members



LEADERSHIP
Inspire others through empowerment

Pursuit of Excellence. Integrity. Respect. Leadership.



Virtusa - Press & Awards

Virtusa in the Press...

WATCH

SHAIKAT H. MOHAMMED

OPD biz alive and thriving in India: Expert

resting read. A bachelor's degree in IIT Madras, followed by fourteen s Design Engineer and Corporate been appointed VP and Global Head ration.

nd developing products provides a at to the engineer, being a part of a DNA of an organization is equally new HR head. In fact, he adds that his further honed his skills as an HR non-traditional outlook to this field. outlook that has given rise to his cry- ty. Strongly criticizing the consultant 'any change in the company should company cannot afford to outsource the foundation of the industry," he

ell documented in the book that he ga Mahany. *Back to Basics: In figure of The Fabled Management* "what not to do" and eloquized the for 'lawless execution' in an organ-

ent industry trends from an HR per- notes the lack of analytical skills in gers need to question the current par- re-invent itself as a domain."

Hari is contemplating his second uld be about 'what to do' in manage- Both parties sign enforceable contracts, and once the ink is dry, Indian eager buyers will, however away to come up with the product to the client's specifications. There are believed to be more than 200 com- panies in India specializing in OPD.

I spoke to Marc Hebert, chief marketing officer of Virtusa Corporation, a Massachusetts-based technology firm with its principal development centres in Hyderabad and Chennai and in Colombo, Sri Lanka. "I don't think that the fuss in OPD was all about, And Mr. Hebert assured me that OPD, or what Virtusa calls "production", is alive and well, and thriving.

"Well, what does 'production' entail? "Large companies around the world have been investing over the years in technology systems to make their businesses more productive. But they have different platforms and solutions and they have been around for a long time. It is to get the systems up to speed without the companies spending a lot more money to upgrade their technology. Production helps in bringing all the legacy system on to an organisation-specific platform, so that different technology components can make music together," seamlessly. Basically, we develop a new architecture that can stitch all the components work together," he said. Most of the company's "production" work is done in Hyderabad, Chennai and Colombo. Quite a few companies are also coming and are hurrying to get their systems' plumbing re-wired, says Mr. Hebert, encouraging the company to look beyond its IT services and towards financial services industries to healthcare and media.

and the event was traditionally signed with the distribution of bananas courtesy of all attendees. "There was a grand meal right at a 48th floor restaurant. The trick was to get the systems up to speed without the companies spending a lot more money to upgrade their technology. Production helps in bringing all the legacy system on to an organisation-specific platform, so that different technology components can make music together," seamlessly. Basically, we develop a new architecture that can stitch all the components work together," he said. Most of the company's "production" work is done in Hyderabad, Chennai and Colombo. Quite a few companies are also coming and are hurrying to get their systems' plumbing re-wired, says Mr. Hebert, encouraging the company to look beyond its IT services and towards financial services industries to healthcare and media.



T.N. Hari
VP and Global Head of HR
Virtusa Corporation

Analyze this

'It is the most exciting time to be back home'

Sridhar (Sri) Chandrasekar, Director of Marketing, Virtusa Corporation Ltd., a man with loads of IT experience gathered from his stints in countries like USA, UK, Japan, Germany, France, Italy, Spain, Switzerland, Australia, China, Korea, Malaysia and Singapore speaks to Nirmala Govindarajan about the current reverse brain drain syndrome in India

What is the percentage of Indian techies returning from the US today?
Based on the general IT industry experience (including my own), the rate of return which used to be in the region of 5-10 per cent till the late 90s, has now picked up momentum and is hovering in the range of 20-30 per cent.

The dominant role in this transformation is being played by the IT sector which is largely responsible for pulling back many of the brightest global Indians in this 'reverse brain drain'.

Are HR practices attractive here? Does the fit between the 'right man and the right job' actually happen?
Across the globe, in developed markets like the US and Europe, on an average, salaries increase by a mere 2-5 per cent annually to account salaries are growing in the 15-20 per cent range. In India, salaries are increasing by 25-30 per cent annually. Purely from an HR point of view, it is not exciting time to be back home because rises, including Virtusa, are at the forefront of races to attract and retain talent.

Are professional challenges, like the kind of assigned to in the US?
I am to that in the West, probably because most IT managers have been exposed to the work of they are comfortable 'importing' the best.

Identify and recruit techies of such calibre?
I note that anywhere between five and twelve per cent of the top and middle management lies. In one of the career factory events hosted by in Santa Clara, where 26 employers took part, 100 workers of Indian origin were checking out in India. I would be judged by the recent finding of a global I.T. that e-mail requests for top positions in India of 60-70 per cent per month.



IT & As in IT open up opportunities

The IT services industry is evolving, and as mergers and acquisitions happen in the industry, opportunities for IT services companies to manage and support the integration process are opening up, Virtusa's chairman and CEO Kris Canakerate tells Mamata Borthakur



Kris Canakerate
Chairman & CEO, Virtusa

Is the IT industry witnessing a top-sided growth?
There has been an overall change in the way IT firms function. There has been paradigm shift in the way IT Companies are operating. They are not just numbers, but also on the holistic growth of its employees. It's all about fitting into a global environment. It is today an environment where rationalisation and modernisation go together. Pointers like the emotional intelligence of employees, for instance, are very important for the overall growth of a company in any industry that is mature. That is global or wants to go global, emotional intelligence becomes a very vital point. We at Virtusa focus a lot on the holistic growth of our employees. Our biggest asset is our people. They are innovative, creative and committed to the providing our clients the output they desire.

How challenging is the market when it comes to IT services?
In the IT services industry, we have to figure-out what is the solution that is best suited to the client. Clients will have their unique requirements. So it requires a lot of insight into the future growth prospects that a company is aspiring to achieve and take them there. Solutions have to be customised. We, for instance, not just work on cost savings, but also leverage the number of platforms a compa-



Mamata Borthakur
Editor

ny acquisitions and mergers. More acquisitions mean more complexities. Identifying their plans for transforming and evolving, identifying where they want to go, the firm frame, giving them a road map for the same — all calls for a very sided perspective and no guesswork. For instance, we at Virtusa provide much more optimised costs. We conceive the growth for our clients, we transform their business through cost optimisation. We optimise clients' information systems to improve their business agility and efficiency.

Does the Indian IT industry have a holistic approach?
Clearly in the IT field, India has a leg up in terms of technical expertise. But it is not just that. Apart from the know-how, expertise, or the availability of people, it is also their emotional intelligence that gets business going here. There are all enablers, apart from technical knowledge that contributes to the growth of a company and that of a maturing market.

What makes an industry leader and how do you see the market transform over the next 3 years?
The IT services industry is fairly mature. There are a lot of companies in the industry today. Many companies are surviving by exploiting the arbitrage factor. But the next generation of market leaders have to have vision apart from the arbi-



Individual attention: (From right) Mr. N. Krishnakumar, CEO, IT Services, Mindtree Consulting; Mr. Sharad Sharma, Moderator; Dr. Santanu Paul, Vice-President & Head of Global Delivery Operations, Virtusa Corp; and Mr. Manoj Chugh, President-India, EMS Corporation, at a press conference in the Capital on Friday. — Ramesh Sharma

Nasscom mentoring may be rolled out nationally

Will offer guidance to cos in rising up value chain



SCOPE CREEP...

Or Why Software Projects Fail And How To Overcome It. A treatise by Santanu Paul



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Colours of peace

Enthusiastic young artists from Odavum Karanal expressed their views on world peace with a riot of colour.



The absolutely dismal weather proved as damp on spirits of the enthusiastic young artists of Odavum Karanal participated in the painting competition for 'World Peace' organised by Virtusa Corporation, recently.

For all those thinking that concepts of world peace mean serious ideas and serious drawings, this was not the case. Instead, it was a riot of colours, with children at play, and their parents at the helm.

Many of the scenes depicted children at play, their exciting balloons and their colorful kites. The trick was to get the systems up to speed without the companies spending a lot more money to upgrade their technology. Production helps in bringing all the legacy system on to an organisation-specific platform, so that different technology components can make music together," seamlessly. Basically, we develop a new architecture that can stitch all the components work together," he said. Most of the company's "production" work is done in Hyderabad, Chennai and Colombo. Quite a few companies are also coming and are hurrying to get their systems' plumbing re-wired, says Mr. Hebert, encouraging the company to look beyond its IT services and towards financial services industries to healthcare and media.

Some geeks have all the talent

TREND Who said IT professionals don't talk, eat and sleep technology? Many companies are now taking a keen interest in promoting leisure activities, writes PAROMITA PAI



There are no more geeks, there are no nerds, there are no IT professionals. It's all about the water polo match. The group had a lot of fun and they were all smiling.

There's a big thing to remember when you have a group of people who are all smiling. It's not just about the water polo match. It's about the people who are all smiling.

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At least once a week, I come to office on a cycle as it not only saves my time but also keeps me fit. I have a lightweight cycle and I fit it up and walk over the pavement.



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Awards - Recognition by Clients and Industry

Industry Accolades



One of New England's
Fastest Growing
Technology
Companies (2006)



SiliconIndia 100
(2006)



Hyderabad
Software
Exporters
Award (2005)



Global
Services:
100 Most
Innovative
Service
Providers
(2006)

Client Delight



Bank One
Excellence
Award (2003)



Pega Partner
Excellence
Award
(2003, 2005)

**BT World
Quality Day**

Quality Award
for Open Reach
product (2006)



Fun @ Virtusa

Events - Virtusa Soccer Arena



VIRTUSA SOCCER ARENA

Kick Off: 12th Jun 06 – Hyderabad
13th Jun 06 - Chennai



SOCCERMANIA

Virtusa soccer arena
Virtusa goes an extra mile to bring in the soccer mania to work-space, with an exclusive facility to view World Cup Football 2006. Enter Virtusa Soccer Arena, a lounge with big screen projection, convenient seating, beverage and more in the cafeteria area in the office at My Home Tycoon Building. So post work all the Virtusans need to wear their jerseys and cheerlead their favourite team. Working in the software industry is not just moolah after all. Viva football!



Virtusa's virtual treat

Just when football lovers were wondering who'll represent their nation in the 2006 World Cup, Virtusa employees are getting ready to get off to the races in the new promotion for its employees going to watch the World Cup arena. As for their general work schedules that run to ten in the night, the World Cup arena promotion will be healthy distraction.

At the event, the company invited the President of the Tamil Nadu Football Association, C.K. Viswanathan, to inaugurate the Virtusa Soccer Arena and he did so with a terrific kick of the ball. We wish the best wishes to our Virtusa employees who will cheerlead their favourite national side from their office.

Mr. Viswanathan also, the secretary to sports activities companies to be launched by football development in the state.

He also offered to organize a tour of areas throughout the state.

He was accompanied by the president, Tamil Nadu Football Association, inaugurating the Virtusa Soccer Arena. Looking on are Sanku Bhatia, General Mgr, Virtusa India Football and company officials. PHOTO: K. SAIJAN RAO



Codes to goals

Virtusa employees can now work and watch football matches

It's not just the new lines of coding and debugging, when the goals that in 48 minutes look to score in the World Cup football 2006. However, the management of the 100-based IT sector, Virtusa India, is ready to give its employees a special treat. These days just the official match in Germany, the company has put up an exclusive football lounge. Football lovers can now cheerlead their favourite team in the office at My Home Tycoon Building, and the in-house TV screen will show the match in real time. The lounge is located at the 10th floor of the My Home Tycoon Building, and the in-house TV screen will show the match in real time. The lounge is located at the 10th floor of the My Home Tycoon Building, and the in-house TV screen will show the match in real time.

Cheer, Play Or Unwind In Office This World Cup As Soccer Fever Catches On

Corporates Don Football Gear

As the excitement of the World Cup 2006 spreads across the globe, many corporates are embracing the spirit of the game. Virtusa India, a leading IT services provider, has taken the initiative to create a virtual football arena for its employees. The company has set up a lounge where employees can watch live matches on a large screen while enjoying refreshments. This initiative not only allows employees to stay updated on their favorite teams but also provides a platform for them to interact and cheerlead together. Virtusa India's commitment to employee welfare and team spirit is evident in this gesture.



Work-Life Balance

Sports & Recreation

- Games
- GYM & Physical Fitness
- Yoga & Meditation

Activities

- Ice Cream Socials
- Movie Nights
- Fundoo Club
- Wheels Club
- Writer's Club
- Virtuoso Music Band
- Internal Events: Fun @ Virtusa



Virtusan+: Excelling On and Off Work

Dancing Partner

Vidya Lakshmi started dancing at the age of 3 years for the love of it and continues today. "Whether in school, University or in the professional world, dancing has helped her relax, unwind, rejuvenate and has always allowed her to maintain a balance in life."

It has also given her the opportunity to perform before customers. "I have been asked to perform at a number of occasions in the name of Virtusan+ and I have been performing at a professional level in Sri Lanka and South India."

Her husband on his part, after all, wanted to just "share" the love she has for dance and perform occasionally at a number of occasions, including at Virtusan+ events. "The business of Sri Lanka is independent and she for the same reasons of her independence."

Lakshmi joined the team as a HR manager in late August 2016, after completing her degree in the information science of technology. "As a leader in the way you work and 'share' in the US - pretty quickly learned all about it!"



Gifted Golfer

Major Awards Won:

- Winner - Sri Lanka Open, '91, '94, '95
- Runner-up - Sri Lanka Open, '93, '95, '96
- Winner - Sri Lanka Open, '94, '95



Gifted Golfer

Shayamika Fernando



SHARP SHOOTER

Virtusan, Kushan Yapa, Software Engineer, conquered the swimming pool as a toddler. Since, he has been involved in many water related sports, especially Water Polo, and even representing Sri Lanka at the Asian Games.

SOFTWARE ENGINEER-ITRU

Being from a family of swimmers, Kushan has represented Sri Lanka Water Polo at the National level since school and college years. He was awarded a scholarship to Water Polo at IITM and in 1996, and he captured the silver 15 and water polo 19 bronze in all the water polo tournaments. Kushan has won the Sri Lanka National Water Polo Championship and has been an active Sri Lanka Water Polo player since 2005. He is currently the captain of the Water Polo team at Dharmapala Club, Colombo 3. A testament that he attended in 2004, and recently represented Sri Lanka at the Asian Water Polo Games. A talented player, Kushan has over 18 years experience in Water Polo. The combination of his good shooting prowess and his deep understanding of a professional level that makes him a SHARP SHOOTER.



We are what we repeatedly do. Excellence is not an act but a habit.

- Aristotle

PM ON THE FAST TRACK

Sashika Dias

Project Manager, Amazon



Playing the Right Note

Balaji Rajamani - Virtusan+

Balaji Rajamani, Associate Technical Lead is a member of the ATL, CCT team at Virtusa, India. Balaji showed signs of musical brilliance right from his school days when he started playing the violin. However, he was later drawn towards plucked instruments like Guitar and Mandolin.

He met "Mandolin" Shrinivas, celebrated Mandolin player, during his college days. Inspired by his performance, he joined his school and started nurturing his innate flair for music. He attributes his exemplary talent in music to his Gurus - Shrinivas and his brother Rajesh, whose constant support and encouragement he enjoys.

Apart from being an ingenious software professional, Balaji admirably keeps up the tempo of his musical side as well. His weekends are largely devoted to music practices and concerts.

With a vision of identifying and nurturing fresh talents, Balaji conducts classes in his 'Shrinivas Institute of World Music' (SIOWM), attended by a wide range of budding musicians. "It gives me great satisfaction to teach students coming from different places and cultures" reckons the musical maven.

Balaji has delighted Virtusans with his splendid performances at the inauguration of the Virtusa Orchestra in May '06 and the Navaratri celebrations in September '06.

Balaji is surely one of those Virtusans who are perfectly tuned to play all their roles with utmost virtuosity!



Who will fit in?

- Smart & Motivated
- “Can Do” Attitude
- Strong Communicator
- Emotionally Intelligent
- Team Player
- Leader - cares about people

Why be a Virtusan

- Fast Track Growth
- High Energy Work Environment
- Open Non-Hierarchical Culture
- Work-Life Balance



Summary

- Global company
- Rapidly Growing
- Challenging work
- Marquee Clients
- Great Career Growth
- People Focused
- Fun @ Work





Virtusa™
Conceive. Transform. Optimize.

USA UK INDIA SRI LANKA

www.virtusa.com

"Virtusa" is a trademark of the company and a registered trademark in the EU and In India.
"Productization" is a service mark of the company and a registered service mark in the United States.
"vRule" is a service mark of the company.