



To,

**Name :** Shruti Sah

**Re: Important information following your successful completion of the interview process during the campus visit**

Dear Shruti Sah,

This communication confirms that you have successfully completed the initial interview process. Congratulations! Your journey towards receiving an offer of employment from Accenture has now begun. Please review this information to familiarize yourself with the various steps and actions involved in your application process before Accenture issues an offer of employment.

- **Document Verification Process** - After accepting this Letter of Intent, you will need to submit certain required documents. The issuance of your offer will depend on the successful verification of these documents. Once you receive the offer, please ensure that you accept it within 7 days of receiving the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Accenture Learning Program** - Accenture offers an extensive pre-onboarding online learning program designed to provide new joiners with essential skills and tools for job readiness. We are sharing the details of this program in advance to help you understand its conditions and requirements. Please note that some parts of the learning program may continue post onboarding.
- **Assessments:** Assessments will be conducted at various points throughout the program.
- **Scoring and Attempts:** Assessment scores will contribute to the final score at the end of the training.
  - A minimum aggregate score of 60% is required to successfully complete the program
  - If you do not achieve a 60% score on your first attempt, you will have up to three additional attempts.

- While you will still be onboarded at Accenture as per the agreed schedule, please note that whilst assessment completion is not a precondition to onboard still you will need to complete the learnings/trainings within the attempts mentioned herein below, for a continued employment in Accenture.
- Do note that some of these attempts may occur after you have onboarded Accenture.
- **Learning completion:** You shall only get four attempts to complete the learning program (some attempts can be made pre-onboarding & balance post onboarding). If you do not successfully complete the learning program within the total four attempts (inclusive of pre onboarding & post onboarding attempts), your employment with the company will be terminated as per Clause 10 in the Terms of Employment.
- **Learning Bonus - 100%** completion of learning modules prior to onboarding and successful completion of the learning program assessments, as outlined above, will make you eligible for a learning bonus of INR 30,000, which will be paid post onboarding in addition to the salary as per Company pay cycle. The learning bonus as mentioned above is applicable only upon successful completion of assessments prior to onboarding.

Please note: Learning bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of learning bonus to you. The Company reserve the right to amend, suspend, modify & withdraw the learning program & its associated benefits.

**Deployment** - You will be assigned a base location that will be the basis & utilized for all official and administrative purposes including leaves etc. Considering the nature of our operations and basis business needs you may need to relocate anywhere in India for project deployment and work in 24/7 shifts based on business requirements.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

#### **Annexure A**

- Career Level - 12
- Proposed role - **SW/App/Cloud Tech Support Associate**
- **Annual fixed compensation** for the fiscal will be **INR 3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB)** - At your career level, the maximum annual variable pay-out is estimated as **INR 25,500**. subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential - 3,25,500**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) **INR 5,000** /-
- **Notional Insurance Premium** paid by Company – INR 13,600 /-
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,100/-**

**Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter**

"This is an electronically generated document does not require signatures"