



To,

Name : Tanmay Devendra Mohan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Tanmay Devendra Mohan,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** -Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive 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 as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

The training module of this program is typically made available to potential new joiners before onboarding to give them a reasonable time to learn at their pace and comfort.

Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

Post onboarding/joining Accenture, an Accenture specific training program will be conducted for a specific duration on Technology Fundamentals & specific skill set assigned to you. Periodic tests will be conducted throughout this training program

which the potential new joiners are required to clear as per the standard process outlined below. To clear the assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts to score the same to clear the assessment for the program.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per Terms of Employment.

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 - 11
- Proposed role - Advanced App Engineering Analyst
- **Annual fixed compensation** for the fiscal will be **INR 9,00,000**; 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 1,89,000** 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 – INR 10,89,000 /-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 1,00,000**; payable upon successful completion of initial training as per company process. The joining bonus is a one-time payment that will be paid with the first month's salary.
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 15,100 /-**
Notional Insurance Premium paid by Company – **INR 14,900/-**
- **Annual Total earning potential + Additional Notional Benefits – INR 12,19,000/-**

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

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"