



Harness emerging tech,  
ignite your career

Accenture Technology Internship Program



Hi **Michael Josil Maria Antony Varghese**,

At Accenture, we take pride in helping talented students like you by offering a dynamic learning and project experience. Our goal is to help you build and refine essential skills, preparing you to thrive in the careers of the future.

We realize everyone does their best when they can collaborate effectively and feel connected, both virtually and physically. With this in mind, we are thrilled to welcome you to offices for an enriching internship experience.

Your 4-month internship will kick off with an engaging and intensive virtual learning program (inclusive of Accenture's Learning Program as mentioned below). Following this, you will transition to one of our office facilities, where you'll have the opportunity to immerse yourself in an in-person working environment.

We are pleased to confirm and offer you an internship with **Accenture** as per below terms.

1. Full name of the intern: **Michael Josil Maria Antony Varghese**
2. Start of Internship: **21 - Feb - 2025**
3. Base location\*: **Chennai**
4. Internship Duration: **4 Months**

**Feb - April - Learning Phase (Virtual)**

**April - June - Project Phase (In-person)**

5. Stipend (including tax): **INR 16,100 per month for the two months during the project phase will be paid to you on a monthly basis** (Stipend will be calculated on pro-rata based on internship duration)

Please note that Accenture at its sole discretion may suspend the above internship duration. Accenture may after discussion with the Intern may also consider extending the internship duration.

\*Base location implies the Accenture office location that an intern will be assigned for the project phase.



Please review the Terms & Conditions below:

1. **Non-Disclosure Agreement (NDA)** is required to be signed by all the Interns to ensure compliance of Accenture's data security and privacy policies. The condition of the NDA applies even while you are in a remote location (of your choice) and not in the base location. (Please keep us informed of your remote location at all times)
2. No code snippet or technical details would be provided for project, presentation, or documentation.
3. No Accenture in-house floor visit could be allowed to any college guide or external person for the purpose of Intern's/student's project preparation or analysis.
4. Other than the stipend for internship mentioned above, no further stipend for additional allowance(s), transportation or accommodation would be provided.
5. Commute to office and back should be managed by the intern.
6. Interns are expected to be punctual, disciplined, and professional in their approach to all their activities while dealing with Accenture work.
7. Ethical usage of Accenture resources is expected at all times and a breach may result in actions including but not limited to termination of internship.
8. This internship offer is subject to satisfactory completion of your verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your internship. If, at any time, Accenture believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents or certificates provided as a proof of your qualifications and experience, or if you fail to cooperate with Accenture and/or its agents in conducting such verification and/or background and/or reference checks, Accenture may, in its sole discretion shall, without prejudice to its other rights, shall have the right to forthwith terminate this internship and also initiate appropriate legal proceedings against you.
9. This internship opportunity is not an offer of employment and does not create any employee- employer relation as such between yourself and Accenture. Your employment will be subject to the offer letter issued to you, clearing our verifications and assessments as well as those mentioned in the Accenture Learning Program mentioned below.
10. You are only entitled to receive the amounts mentioned above as your monthly stipend and monthly allowance only and are not covered under any statutory contributions.

#### **Internship Learning Program**

**General:** As a unique learning experience, Accenture will provide an integrated learning program as part of your internship. The training modules are enabled across the internship duration with a reasonable time to learn and complete these trainings. For the completion of the internship and clearing the training assessments as mentioned below, you are required to complete the training provided during the internship and undergo a review and assessment as mentioned more in details below.

You are required to complete the training provided during the internship and clear the training assessments. The details of the training and assessment will be shared with you

Closer to your program completion, you will be assessed and reviewed based on your collective performance in our training and internship program.



**Accenture Learning Program** - As mentioned in our previous Letter of Intent & related communications, we are delighted to let you know that during this internship you will be provided trainings under the Accenture Learning Program. The key terms of the program are being reiterated as under, which have been provided in detail in our other communications to you.

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 and essential requirements of this program in advance to help you understand its conditions and requirements.

- A. **Assessments:** Assessments will be conducted at various points throughout the program and prior to onboarding.
- B. **Scoring and Attempts:** Assessment scores will contribute to the final score at the end of the training and qualifying score and other assessment criteria shall be shared closer to the assessment.
- C. **Learning & Assessments:** It is mandatory to complete the learning program and successfully pass the assessments, in order to be eligible for onboarding into Accenture as an employee. You will receive four attempts to pass the assessments prior to onboarding date. If you do not complete the learning program and pass the assessments prior to onboarding, the letter of intent shall be considered as revoked, any offers made to you shall be withdrawn, offers not yet made would not be issued. We will not be able to onboard you in such circumstances. The criteria to pass the assessments is subject to changes and shall be communicated prior to your assessments.
- D. **Learning bonus:** only on 100% completion of learning modules prior to onboarding and successful completion of the learning program assessments, (prior to onboarding 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.

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.

We will encourage you to take the training and assessments as above, which are condition precedent for your onboarding (subject to clearing assessments).

#### **Leave Policy**

For the purpose of this effective learning and understanding the concepts that will be provided to you in this internship, your continuous presence (through remote or otherwise as provided for by Accenture) is essential for the internship program.

However, we do understand that in certain circumstance you may require a leave and accordingly the following leaves can be availed by you during the internship program.

- 1. **Exigency/Unplanned Leave:** Any emergency situation/unforeseen event that compels you to miss work where you are incapable of working due to unavoidable reasons. This can be availed post due approval by supervisor and necessary substantiation. Issues like accidents, bereavement, critical illness, or emergency medical reasons may fall in this category. However, these cannot be more than the period of Internship.
- 2. **Casual leaves:** Any other absence/leave should not exceed more than **06 days** across your internship duration, taken with prior approval from your reporting manager. In case this absence/leave extends to more than approved casual leaves, discontinuation of internship can occur at the discretion of the company. We expect these leaves to be taken only when essentially needed so as not to interrupt the internship program.



Before embarking on either of these leaves, you are expected to inform your supervisor/ reporting manager and seek their approval. Do keep your Internship Program team informed as well. Please reach out to program owners to seek any clarification on the above.

**Stipend Process:**

- In order to receive your stipend, you are requested to open an account with any one of these banks: HDFC, Axis, Deutsche, RBS, IndusInd, SBI & Kotak.
- During your induction, we will take you through MyTE (My Time and Expenses) which is to be submitted on a fortnightly basis for a timely stipend payout.
- Any delay or incorrect information provided will lead to a delay in the stipend payment which will then be carried forward for payment in the subsequent month.

Please review these details and confirm acceptance of the same within the next two days.

Looking forward to having you onboard.

Regards  
Recruitment Team  
Accenture in India

Full Name: MICHAEL JOSIL MARIA ANTONY VARGHESE

Date: 07 / 02 / 2025

Signature:

M. 