



Work at the heart of **change**



Important information following your successful completion of our recruitment process

Dear Janhvi Sanjay Badwaik,

Congratulations! We are pleased to inform you that you have successfully completed our recruitment process. Your journey towards receiving an offer of employment from Accenture has now begun.

Please review the following information and take required steps before Accenture issues an offer of employment.

Document Verification Process –

- **Letter of Intent (LOI):** After accepting this Letter of Intent, you are required to submit certain required documents. The issuance of your offer will depend on the successful verification of these documents.
- **Offer Acceptance:** Once you receive the formal offer letter, please ensure that you accept it within 7 days of receiving it.

At all the stages, you are expected to declare all facts/information honestly and act with utmost integrity.

Accenture Learning Program

Accenture offers an extensive pre-onboarding online learning program designed to help you with essential skills and tools for job readiness. Please note important points below.

A. Assessments

- Assessment Schedule: Assessments will be conducted at various points throughout the program and prior to onboarding.

B. Scoring and Attempts

- Scoring Criteria: Assessment scores will contribute to the final score at the end of the learning program. The qualifying score and other assessment criteria will be shared closer to the assessment.

C. Learning and Assessments

- Mandatory Completion: It is mandatory to complete the learning program and successfully pass the assessments to be eligible for onboarding into Accenture.
- Assessment Attempts: You will receive reasonable opportunity as fixed attempts (frequency will

be informed to you in detail) to pass the assessments prior to the onboarding date. Accenture expects you to be ethical while submitting yourself to assessment and verifications. Please note any unethical conduct, misrepresentation, unlawful activity or illegal conduct, shall be sufficient for Accenture to revoke this LOI or offers, any offers yet to be issued can be withheld by Accenture as well.

- **Consequences of Non-Completion:** If you do not complete the learning program and pass the assessments prior to onboarding, this Letter of Intent shall be considered revoked, and any offers made to you will be withdrawn. Offers not yet made will not be issued. The criteria to pass the assessments is subject to changes and will be communicated prior to your assessments.
- We would also like to let you know that considering the sensitivity, contents and internal requirements some of our employees may be required to clear certain training and assessments even after onboarding and hence, may be onboarded while such training and assessments are pending. For such candidates, clearing such training and assessments is also important for continued employment and deployment.

Note - To enable your participation in the learning program and assessments, you may be required to provide your personal details, including your name and personal email address. These details will be collected and processed through Accenture's global and secure systems or through authorized third-party platforms, solely for the purpose of enabling access to the learning and assessment modules. Your personal information will be handled in accordance with applicable data protection laws and Accenture's Data Privacy Policies available at:

<https://www.accenture.com/in-en/support/privacy-policy>

<https://www.accenture.com/in-en/careers/support/privacy-statement>

We encourage you to carefully read these policies and understand your rights regarding access, correction, and withdrawal of your personal information. Please note that withdrawal of your information may affect your eligibility to continue in the learning program, which is mandatory for onboarding.

Learning Bonus

- **Eligibility:** Only upon 100% completion of learning modules prior to onboarding and successful completion of the learning program assessments, you will be eligible for a learning bonus of INR 30,000.
- **Payment:** This bonus will be paid post onboarding in addition to your salary, according to the Company's pay cycle.
- **Taxation:** The learning bonus amount will be considered taxable income, and applicable taxes will be deducted via payroll at the time of payment.
- **Company Rights:** The Company reserves the right to amend, suspend, modify, or withdraw the learning program and its associated benefits.

Deployment

- **Base Location:** You will be assigned a base location that will be used for all official and administrative purposes, including leaves.
- **Relocation and Shifts:** Considering the nature of our operations and business needs, you may need to relocate anywhere in India for project deployment and work in 24/7 shifts based on business requirements.

Compensation

- **Proposed Compensation:** For your reference, your proposed compensation is as mentioned in Annexure A. Specific details will be outlined in your formal offer letter.

We wish you the best on this journey and congratulate you on clearing our recruitment process. We are excited to welcome you to the Accenture family!

Yours sincerely,



Lakshmi C

Managing Director and Lead, Human Resources, Accenture in India

Annexure A

- Career Level – 12
- Proposed role – **Packaged App Engineering Associate**

TOTAL CASH COMPENSATION ELEMENTS		
Total Cash Compensation:	Annual Range (INR)	
(A) Annual Fixed Compensation*	INR 4,90,000 - 5,41,500	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 4,90,000 - 5,41,500	INR 5,68,400 - 6,28,140
(C) #Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 8,200 - 9,100	
Notional Insurance Premium paid by Company	INR 14,100	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)	
(E) Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 7,400 - 8,100 [Discount opportunity with an optional investment of 10% of gross pay and no change in share price]	

JOINING BONUS

You would receive a discretionary joining bonus of **INR 50,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of 12 months of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

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”