

07-Aug-2019

Sandeep Pernapati

Dear **Sandeep Pernapati**

We are pleased to inform you that you are entitled for a notice period buyout reimbursement subject to you joining Accenture Solutions Private Limited ("Company") on or before **19-Aug-2019**.

You are entitled to this amount being reimbursed on actuals, subject to submission of appropriate supporting documents-

- Attested copy of full and final settlement from previous employer with the company seal and signature of the authorized person

Or

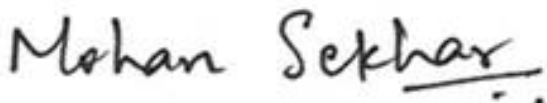
- Receipt of notice period buy out provided by your previous employer on their letterhead with the company seal and signature of the authorized person

All the expenses in relation to the notice period buyout would have to be claimed as a one-time reimbursement. You will require approval from your Talent Coach for the reimbursement.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the notice period buyout amount will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

Claim Procedure: The notice period buyout amount, duly supported by original supporting documents, approved by Talent Coach, needs to be submitted within the first six-time report submissions from date of joining. The expenses claimed after the first six-time report submissions (3 months) will require special approvals. Reach out to your Talent Coach for initiating the claim.

Yours sincerely,



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centres in India