

**December 01, 2018**

**Puneet Kumar Mangal**

Employee ID **11084641**

Dear **Puneet**,

Let me congratulate you on your promotion to career level **10**. This is a major milestone in your career with **Accenture Solutions Private Limited** (hereafter referred to as 'Company') and reflects your contribution over the last year as well as your potential for continued growth.

Providing our people with recognition and rewards that are commensurate with individual performance and prevailing market conditions is a priority for the Company leadership. In line with Performance Achievement, our aim is to create a more flexible and personalized reward structure that leverages compensation, equity, benefits, a great working environment, training and on the job professional growth.

I am pleased to share with you the details of your new compensation effective **December 01, 2018** at career level **10**.

Effective **December 01, 2018**:

- Your annual fixed compensation will be INR. **559,999**; it will include allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines; and will be subject to applicable taxes.
- You will be eligible to participate in the FY19 Local Variable Bonus programme (LVB) The LVB is linked to your performance achieved and performance of the Delivery Centers for Technology in India. In addition to these two components, your LVB is also linked to your Individual Utilization. The payout that you may receive under this programme can range from **0%** to **15.65%** of the eligible earning you earn in FY19.
- The details of FY19 LVB can be viewed on the homepage when you log into <https://smartpay.allsectech.com/accenturelogin/>. We encourage you to read through these details and reinforce your understanding. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of this payout. This payout will be prorated based on your tenure in the

Company and excluding any period of leave without pay you may have availed during the said Financial Year. The LVB payout will be subject to applicable taxes.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the LVB Programme.

Benefits and equity are important components of the total rewards that we offer. I encourage you to understand and participate in the Employee Share Purchase Plan and benefit from it.

All other terms and conditions of your employment remain unchanged. If you have any questions, I would encourage you to discuss them with your People Advisor.

We look forward to your contribution in the coming year and we wish you all the best.

Yours sincerely,

**Mohan Sekhar**

**Senior Managing Director Lead, Advanced Technology Centers in India**

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Ref No:BP.P.NE.ATCI.FY 19-Accenture Technology