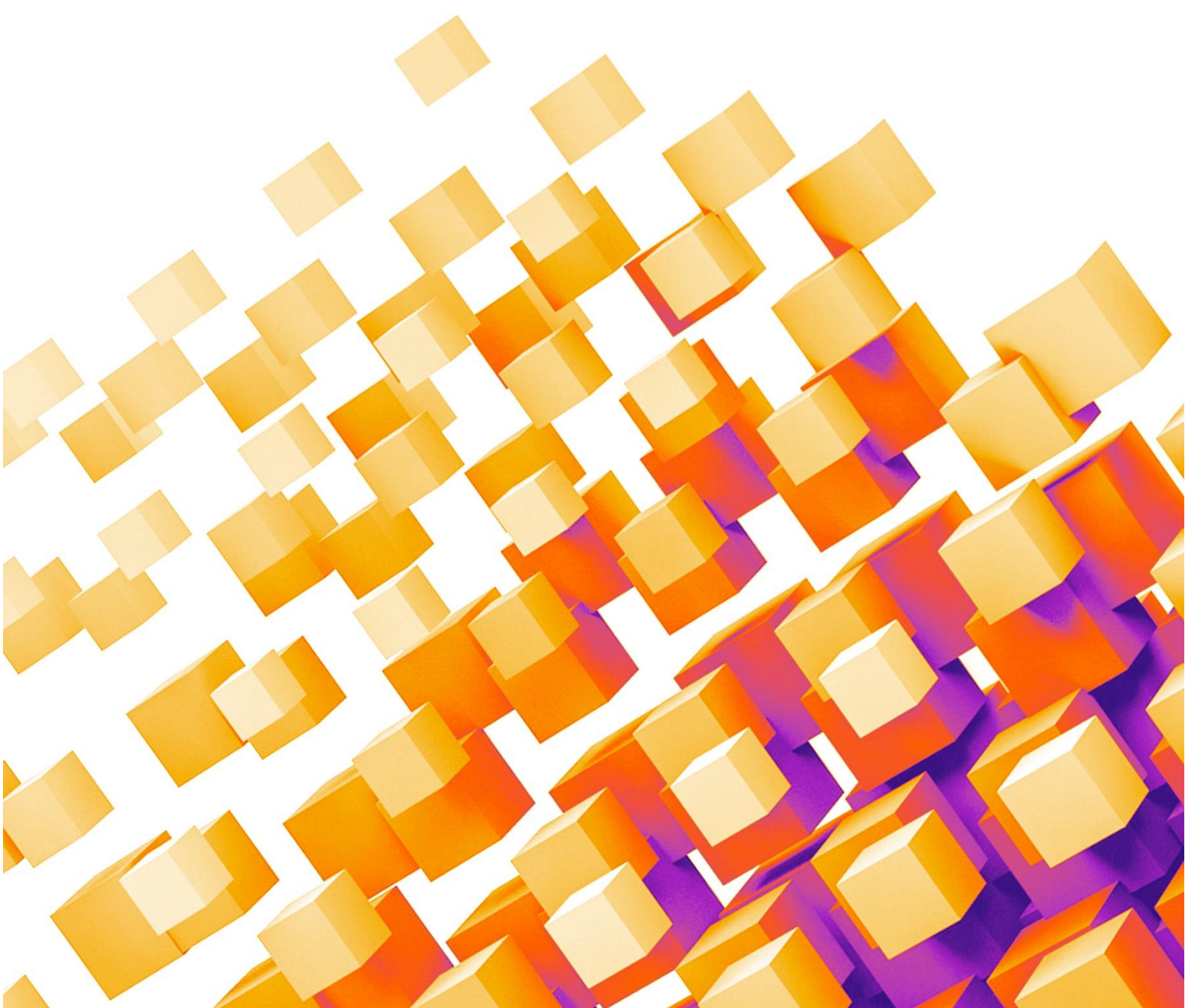


**bounteous** ×  **Accolite**

# Offer of Internship





Leela Kaza  
Co-CEO, Bounteous x Accolite

Dear **Vadla Mounika**,

Congratulations on your selection at Bounteous x Accolite, a global leader in end-to-end digital transformation services. I am delighted to extend this internship offer to you.

With services spanning Strategy, Analytics, Digital Engineering, Cloud, Data & AI, Experience Design, and Marketing, we collaborate and co-innovate with the world's most ambitious brands.

Our diverse team comprises experts and the brightest minds across the globe. We create exceptional and efficient business impact and help our clients win through our advanced digital engineering, technology solutions, and data-driven digital experiences.

We take pride in building an empowering workplace with diversity and inclusivity at the heart of it, and this approach has been critical to our success. Our numerous accolades and recognitions for workplace culture, diversity, and inclusion are a testament to our commitment to creating a fair and equitable workplace where all our associates can bring their authentic selves and thrive.

We count on your abilities and are confident that you will be a valuable addition to our team. I look forward to having you onboard soon and together we aspire to achieve our vision of scaling to a \$1B+ organization.

Wishing you a long and rewarding career at Bounteous x Accolite!

Best regards,

Leela Kaza  
Co-CEO



## WHERE FEARLESS IDEAS DELIVER EXCEPTIONAL VALUE

Bounteous x Accolite makes the future faster for the world's most ambitious brands. Our services span Strategy, Analytics, Digital Engineering, Cloud, Data & AI, Experience Design, and Marketing. We are guided by Co-Innovation, our proven methodology of collaborative partnership. Bounteous x Accolite brings together 5,000+ employees spanning North America, APAC, and EMEA, and partnerships with leading technology providers. Through advanced digital engineering, technology solutions, and data-driven digital experiences, we create exceptional and efficient business impact and help our clients win.

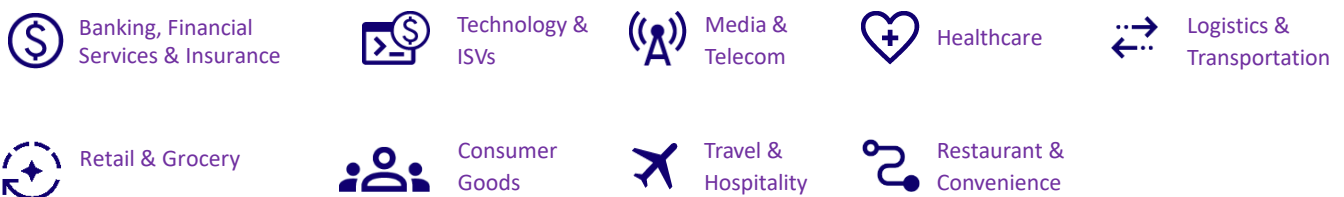
## COMPANY OVERVIEW

Headquarters	Chicago, Illinois, USA
Locations	United States   United Kingdom   India   France   Hungary   Canada   Mexico
Strategic Investor	New Mountain Capital, \$ 40B+

## DIGITAL CAPABILITIES



## DEEP DOMAIN EXPERTISE



## VALUES



CONFIDENTIAL

06/03/2024

Vadla Mounika

Subject: Offer of Internship

Dear Vadla Mounika,

Based on our recent discussions, we are pleased to offer you an Internship with Accolite Digital India Pvt. Ltd. This internship will give you a significant experience and exposure and develop you into a qualified professional. Therefore, we do hope you will use this opportunity to add value mutually to and from the organization.

The details of your internship extension with us are as follows: -

1. Date of Joining: **14/03/2024**
2. Internship Duration: **14/03/2024 - 12/09/2024**
3. Location: **Chennai**
4. Stipend: **20,000 per month**

During your internship, you will be initially assigned to abovementioned location. However, Accolite, at its discretion, may transfer you to any of its subsidiary or affiliate companies or client offices in India.

**Probation:**

You shall initially be under probation for a 30-day period from the date of joining our service. The Company reserves the right to terminate your internship at any time during your probation. You will be required to give 15 days' notice in writing to Accolite in case you wish to resign / leave the services. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you. On satisfactory completion of your probation, your Internship will be deemed confirmed. Accolite reserves the right to confirm your appointment and terminate this even before the expiry of the said 30-day period.

**Separation at the instance of the employee:**

You agree that if you resign from Accolite before completion of your internship program or decline the full-time offer from Accolite, in the event that Accolite extends the same to you; or resign from full-time position within one (1) year of joining Accolite thereafter, you are liable to pay as below:

- a) You agree that you shall return the stipend amount paid to you during the internship period duration.
- b) The expenditure incurred by Accolite on account of your Accolite University program, training, and development, capped at **INR 2,50,000**. Although the said investment in terms of your training, leadership time and the emotional and professional investment from senior employees and peers is unquantifiable, it has been capped to your advantage for the purposes of this agreement.

V. Mounika

Signature: \_\_\_\_\_



**General:**

During your internship, you will be required to comply with the Company's rules, regulations and such other practices, systems, procedures, and policies that the Company communicates to you, all of which may, from time to time, be added, amended and/or terminated by the Company at its discretion. You will be paid the specified Compensation (less required deductions and withholdings) at the end of each month.

This letter of offer shall not be constructed as creating or evidencing any separate or independent obligation of the Company or any other person or entity to hire or to retain you as its employee, consultant or otherwise for any specified period of time or to assign to you any particular duties or responsibilities. Your performance will be reviewed from time to time during your internship. The Company reserves the right to terminate your internship at any time, if it is not satisfied with the quality of services rendered by you. In case you wish to resign / leave the services, you will be required to give 15 days' notice in writing to Accolite. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you.

You shall maintain total secrecy with regard to any confidential information pertaining to the Company and its customers and you shall not divulge it either during the internship or at any point following the internship unless you are authorized to do so in writing by the Company. In exchange for this internship, you agree that all work and Intellectual Property produced during your internship belongs to the Company. Additionally, as a prerequisite for your internship, you will be required to sign the Company's Non-Disclosure Agreement ("Agreement") on the start date of your Internship, and in the event of any conflict between this letter and the Agreement, the Agreement shall apply.

This offer is contingent on your eligibility to work under the provisions of all applicable laws and regulations, and you providing the necessary documents to establish required eligibility before your anticipated start date and maintaining your valid work authorization throughout your tenure with us.

Upon termination of this Agreement, you shall promptly return to the Company all property of the Company, its affiliates and/or subsidiaries in your possession.

**On joining, you are requested to please provide copies of the following documents, as and where applicable:**

1. Certificates of educational qualifications
2. 2 passport size photographs in colour
3. PAN Card copy
4. ID Proof (DL or Aadhaar Card or Voter ID Card)

We welcome you once again to Accolite Digital India Pvt. Ltd. and sincerely wish you a rich and rewarding career.

Warm regards,

**Anindita Chanda**  
**HR Head- India**  
**Accolite Digital India Pvt. Ltd**

Kindly return a copy of this letter duly countersigned by you on each page in acceptance of the terms and conditions set out herein.

V. Mounika

Signature: \_\_\_\_\_