

Dear Mark Rowliber Cruz,

Congratulations and Welcome to the House of Accenture Software for HCM!

Further to our offer letter dated April 21, 2018 we have pleasure in appointing you as “Analyst” in the Company's Grade in C&T Cloud division, w.e.f. March 1, 2016. Your Personnel UID will be cruzm. Your appointment is on the terms and conditions stipulated herein:

1. Salary & Benefits

Your basic salary has been fixed at 50,000. The details of your entitlements with regard to other allowances/benefits are provided in enclosed Annexure I and Annexure II.

2. Work Place

You are initially appointed to work in our Business Unit area ASWHCM_PERSONNEL.

Frequency	Amount	Pay Component
ANN	50,000.00	EXP-GBR
MON	2,000.00	Meal Allowance

3. Service Conditions

You shall serve the company diligently, faithfully and to the best of your skill and ability. You shall perform the duties entrusted to you with high standard of initiative, efficiency and economy. You shall at no time refuse to do any work/activities as allotted to you by your supervisors. You shall endeavor to increase your knowledge and skill through execution of jobs assigned to you from time to time.

You will be governed by rules, regulations and service conditions (as mentioned in the Annexure III, IV & V attached), applicable to the employees of your grade working in the establishment of the company in which you will be working. The Company, however, reserves the right to add, alter and amend the said service conditions as may be considered necessary from time to time.