

accenture

STRICTLY PRIVATE & CONFIDENTIAL

18th Mar 2011  
Pallavi Alekar  
B-301, Eternia, Hiranandani Gardens,  
Powai, Mumbai-400076

Dear Pallavi

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture at Level F sublevel 2 in our India BPO Delivery Centre, Mumbai. This letter will officially confirm the gross annual earning potential and terms of your employment.

Your gross annual earning potential will be Rs. [REDACTED] and will be structured as per the attached Annexure 1 – Compensation Details. This will continue to be applicable until further communication on the same. Your gross annual earning potential includes:

- Gross annual fixed compensation of Rs. [REDACTED]; this includes allowances and statutory benefits and will be structured in accordance with the Accenture policies.
- Variable Pay: You will be eligible to participate in the FY10 Individual Performance Bonus (IPB) programme. The payout that you receive will depend on your individual performance rating and company performance. At your career level, the payout is expected to range from 0% to 25% of your gross annual fixed compensation. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of this payout and will be prorated based on your tenure in the Company during the year. Details of the programme will be communicated to you separately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Your employment with Accenture will be governed by the attached Annexure 2 – Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter, Annexure 1 – Compensation Details, Annexure 2 – Terms of Employment and Annexure 3 – Declaration, with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 – Documentation.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above items from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing.

Pallavi, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call Manoranjan Pradhan at 080-41384764 should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.

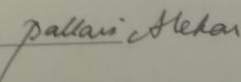
Yours sincerely,

  
Manish Sharma  
Asia Pacific BPO Lead  
Accenture  
ACKNOWLEDGED AND AGREED:

[Insert full legal name]  
Date:

Accenture Services Pvt. Ltd.  
RMZ, Futura II, 148/1  
Bannerghatta Road • Bangalore 560 076  
Tel : 080 4138 6000 • Fax : 080 4138 6001  
accenture.com

Candidate's signature



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