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31-Jan-2020

Bhavani Satish Shiralkar

C8511577

Bhavani Krupa, Pragati housing colony, Bellad Bagewadi 591305Tq-Hukkeri Dist-Belgaum

Subject: Offer of Employment ("Offer")

Dear **Bhavani**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Accenture Technology Business in India as per the below terms and conditions:

Role - Associate IT Operations

Career level – 12

Talent Segment – IT Operations

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.

Your employment with the Company will be governed by the attached 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 the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment. Further, at the time of joining you are required to provide all documentation identified in Annexure 2.

You are required to submit on the day of your joining, a signed copy of this letter along with copies of the following annexures:

- Annexure 1 (Compensation and Benefits)
- Annexure 3 (Declaration)
- Annexure 4 (Terms of Employment), with your original signature on each page of these documents.

Sep 2019

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Candidate's Signature _____