

Name: Fayas Shaji

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Fayas Shaji,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

• **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

- Information on Accenture's Fundamental Skill Primers Learning Module As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - o After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

 After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

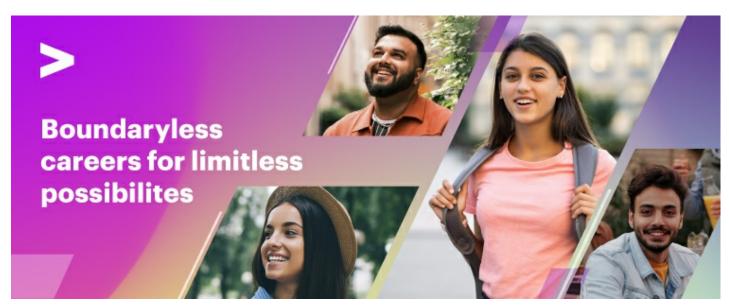
We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level 12
- Proposed role Packaged App Development Associate
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- Individual Performance Bonus (IPB) At your career level, the maximum annual variable pay-out is estimated as INR 25,500/- subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- Maximum Annual Total earning potential INR 3,25,500/-
- Additional Notional Benefits: Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) INR 5,000 /Notional Insurance Premium paid by Company INR 13,700 /-
- Annual Total earning potential + Additional Notional Benefits INR 3,44,200/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

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Name: Musafar Hyder Sharaf

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Musafar Hyder Sharaf,

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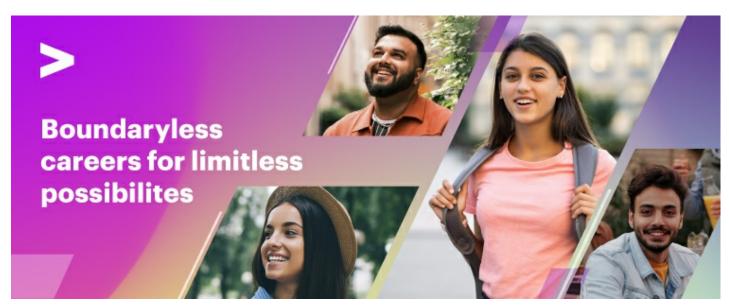
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Name: Nandhakishor Rajendran

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nandhakishor Rajendran,

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Name: Akash E S

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Akash E S,

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Provisional Offer: BUSINESS PROCESS SERVICES Ref: TCSL/DT20234475034/Bangalore/BPS/BTN

Date:02/01/2024

Dear Ms. Atheena S Mavely,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.



Yours Sincerely,

For Tata Consultancy Services Limited.

Lordin.

Girish V. Nandimath
Global Head Talent Acquisition & AIP



<u>Click Here</u> or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

This is to confirm that I have received & hereby accept the Provisional L No TCSL/DT20234475034/Bangalore/BPS/BTN on	•
Signature:	
Name:	
Date:	



Provisional Offer: BUSINESS PROCESS SERVICES Ref: TCSL/DT20234468105/Bangalore/BPS/BTN

Date:03/01/2024

Dear Ms. Lakshmi Vijay,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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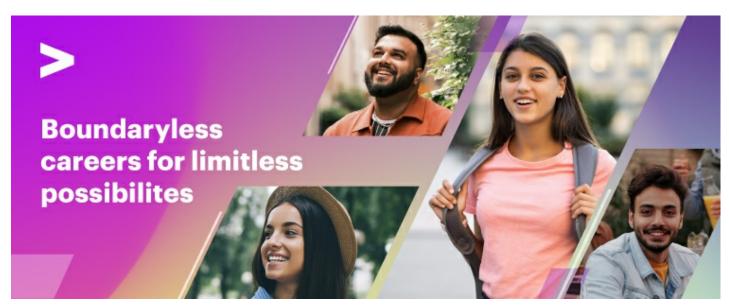
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This is to confirm that I have received & hereby accept the Pi No TCSL/DT20234468105/Bangalore/BPS/BTN on	•
Signature:	
Name:	
Date:	



Name: Shamar Shah

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Shamar Shah,

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Annexure A

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Provisional Offer: BUSINESS PROCESS SERVICES Ref: TCSL/DT20234468521/Bangalore/BPS/BTN

Date:03/01/2024

Dear Ms. Vismaya K,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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Girish V. Nandimath
Global Head Talent Acquisition & AIP



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Name:	
Date:	



Provisional Offer: BUSINESS PROCESS SERVICES Ref: TCSL/DT20234468521/Bangalore/BPS/BTN

Date:03/01/2024

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