

PES Institute of Advanced Management Studies

Placement Report-2015-16

PESIAMS Placement cell has made a remarkable achievement in placing the students in this academic year. 6 pool campus drives were conducted by the college during this academic year. Total 6 companies visited for recruiting exclusively BCA students. Major IT giants like **Wipro, Tech Mahindra, Accenture, INFOSYS, VEE Technologies and QSpiders** recruited BCA students for technical requirements. 34 out of 54 BCA students were placed by different companies.



RECRUITMENT STATUS 2016 – BCA

SL NO	COMPANY NAME	BCA
1	Accenture	05
2	Infosys	01
3	QSpiders	04
4	Tech Mahindra	02
5	Wipro Technologies	17
6	VEE Technologies	05
Total Offers		34

Accenture

Sl. No	Student Names
1.	YAMUNA R
2.	SHWETHA DIWANJI
3.	TEJASWINI B.G
4.	DEEPALI N.R
5.	RASHMI M A



Principal

PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204



Strictly Private and Confidential

21-Jun-2016

Shwetha Ranganath Diwanji

R.B Divanaji, Mathrushree Nilaya, K.C.Road, Jannapura, Bhadravati- 577301

8105833687

Dear Shwetha,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Services Pvt. Ltd. ("Company") in our Delivery Centres for Technology, India as per the below terms and conditions:

Role - Software Engineering New Associate

Career level - 13

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture 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 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.

Please note: for your career level i.e., level 13, following clauses from the Terms of Employment that are applicable to level 12 will be applicable to you:

- Clause 1.2 under Probation; and
- Clauses 10.1(b)(ii) and 10.3(b) under Termination.

Other clauses remain unchanged and will be applicable to you as is.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process and applicable cut-offs communicated to you. You are required to score minimum 60% marks in each test to qualify the Accenture specific training program. If you are not able to score 60% in the first attempt, you are required to score 65% in the next 2 subsequent attempts of the same test to qualify the Accenture specific training program. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per the Terms Of Employment Clause 10.

Additionally, on the date of joining the Company, you would be required to sign and agree to the terms and conditions of a Service Agreement. As per the terms of the Service Agreement, in the event you choose to leave the Company, before the completion of 24 months from the date of joining the Company, the Service Agreement amount of Rs. 75,000/- will be construed as debt due and payable by you to the Company. The clauses of this Service Agreement will not be applicable in cases where the Company may, in its sole discretion, elect to terminate your employment.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year, with an aggregate of 60% or more. This offer is also contingent upon us working together to determine an appropriate start date for your employment which will be communicated to you at a later date.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

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.

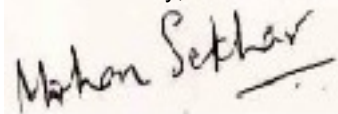
To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 60 days (sixty days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 60 days (sixty days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to Accenture (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career with the Company. It will also provide an interesting overview of company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mohan Sekhar
Senior Managing Director - Delivery Centers for Technology in India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	180,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	15,300
Maximum Annual Total earning potential (A+B)	195,300

Annual Fixed Compensation

- Your annual fixed compensation is INR 180,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.

Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 15,300. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of Delivery Centers for Technology, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity as per law
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed.

Details pertaining to relocation allowance will be provided to you at the time of joining the company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

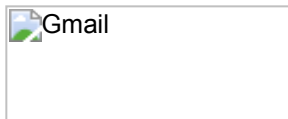
The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Life Insurance and Personal Accident Insurance guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

ANNEXURE – II

Required documentation at the time of on boarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)



PESIAMS COLLEGE <pesiams@gmail.com>

Fwd: Onboarding Venue Details

1 message

tejaswini gururaj <tejeswinigururaj@gmail.com>
To: pesiams@gmail.com

14 February 2017 at 22:06

----- Forwarded message -----

From: <deena.t.belliappa@accenture.com>

Date: Jun 29, 2016 4:12 PM

Subject: Onboarding Venue Details

To:

Cc:



Hi,

It gives me great pleasure in inviting you to the Accenture Onboarding **5-jul-16** this program is aimed at helping you to understand Accenture better.

For completing the **joining formalities**, please report to the below mentioned address at 9:00 AM on 5-jul-16

Onboarding Venue (Pune)	
Address	Accenture Services Pvt.(PDC-2) Audi
	Building B1 - SEZ Magarpatta
	,Hadapsar
	-Mundhwa Road,Pune-411013.
Onboarding HR	Nandhini MV
Reporting Time-	9 am

We will require the following documents **MANDATORILY** from you on the **5-jul-16**

1. **Offer Letter**
2. **3 Photocopies of consolidated mark sheet and all semester mark sheets (Diploma Mark sheet if applicable)**
3. **3 Photocopies of highest degree certificate and provisional degree certificate**
4. **Passport size photographs. (7 Nos.)**
5. **3 Photocopies of PAN Card / Pan Acknowledgement if no PAN (high quality Xerox)**
6. **3 Photocopies of Passport or 10th standard mark sheet (for proof of date of birth).**

Please note that we will be able to Onboard you only in the event of you being able to produce all of the above said documents. Ensure to carry the copy of PAN acknowledgment if no PAN card.

Points to be noted prior to your onboarding

- 1- **You will not be on boarded if you don't have Pan Card or Pan acknowledgement with Id Proof (Voters ID card or Driving License or Passport.)**
- 2- **You will not be on boarded if you have a backlog or Awaiting for Backlog results in any semester. You can write back to us for DOJ extension**
- 3- **If You have all semester mark sheet internet copy but no PDC or no Degree you will not be onboarded**
- 4- **If Viva or project is not completed before onboarding -Please write us for DOJ extension**
- 5- **If you have a work experience. Please carry your reliving letter.**
- 6- **We will not be able to onboard you if you have any result awaited for any of the semester including viva.**

Relocating candidates who confirmed on accommodation will be receiving the details shortly

National Skills Registry – NSR - <https://nationalskillsregistry.com>

Have you completed your online registration with NSR and received an acknowledgement Number? **If No please log in to the above link and complete necessary formalities.**

Embedded above is a word doc which gives you an in-depth picture of the following:

1. What is NSR?
2. The need, benefits and process steps to NSR registration.

Get Ready for Your Journey - [Countdown to Accenture](#)



Have trouble viewing this invitation or clicking the link above?

Click here to go to the Countdown to Accenture website - an online guide to help you know what to expect on your Accenture career journey.

Note 1:- “Please note that the Joining formalities would happen between 9AM TO 6PM. In case you are accompanied by Parents / Guardian they would not be allowed into the Venue.

Request them to make alternative arrangements for this duration.”

Note 2:- “Request you not to carry any external storage device such as Pen drive, Camera, Laptop, CD’s etc to the onboarding venue”

Note 3:- DRESS CODE: - Business Casual

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NOTE- 4: “Accenture strives to create an inclusive working environment that values persons with disabilities. Accenture provides the ability to make a voluntary declaration of disability. Persons with Disability are entitled to certain statutory benefits. To be eligible to claim these benefits, one should submit a Disability Certificate, issued by a Government hospital, to Accenture. Kindly carry a copy of this Disability Certificate on the day of onboarding, if you wish to avail of these benefits”

Regards

Deena

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy.

www.accenture.com



High performance. Delivered.

Strictly Private and Confidential

20-Jun-2016

Yamuna R R Ranganath

R.Ranganath, Opp. Kere kodamma temple, Nrupatunga nagar, Hosmane, Old town, Bhadravathi- 577301

9663781969

Dear Yamuna,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Services Pvt. Ltd. ("Company") in our Delivery Centres for Technology, India as per the below terms and conditions:

Role - Software Engineering New Associate

Career level - 13

Talent Segment - Software Engineering

Please refer to:

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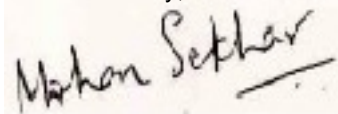
To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 60 days (sixty days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 60 days (sixty days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to Accenture (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career with the Company. It will also provide an interesting overview of company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mohan Sekhar
Senior Managing Director - Delivery Centers for Technology in India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	180,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	15,300
Maximum Annual Total earning potential (A+B)	195,300

Annual Fixed Compensation

- Your annual fixed compensation is INR 180,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.

Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 15,300. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of Delivery Centers for Technology, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity as per law
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed.

Details pertaining to relocation allowance will be provided to you at the time of joining the company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Life Insurance and Personal Accident Insurance guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

ANNEXURE – II

Required documentation at the time of on boarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)



PESIAMS COLLEGE <pesiams@gmail.com>

Fwd: Congrats! Offer From Accenture

1 message

Yamuna Iyengar <iyengaryamuna@gmail.com>
To: Pesiams@gmail.com

11 February 2017 at 12:57

----- Forwarded message -----

From: <campus.offerletter@accenture.com>
Date: Monday, June 20, 2016
Subject: Congrats! Offer From Accenture
To: iyengaryamuna@gmail.com

20-Jun-2016

Yamuna R R Ranganath
Candidate Id: C5733313
Unique Reference Number/Unique Id: 2c5f7643-d535-4013-9c57-9eab8848c3c1_1

Dear **Yamuna R R Ranganath**,

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 in India.


Please find attached the offer letter. Request you to verify the details in the offer letter and confirm acceptance/ rejection of the offer by clicking on the below link within 60 days (sixty days) from the receipt of the offer, post which the link will be disabled:

Kindly use the Unique reference Number, CID and mobile number for logging on to the portal <https://india.jobs.accenture.com/CheckOfferLetter.aspx>

You will not need to send a signed physical copy of the offer letter to Accenture at this point, once you have accepted it online. You will need to bring the signed offer letter along with your documents only on the date of joining.

Please write to campus.queries@accenture.com for further clarifications.

Regards,
Campus Recruitment Team - Accenture India.

2 attachments **Terms_Of_Employment.pdf**
226K **C5733313_Signed_OfferLetter.pdf**
49K