Accenture HR Services Limited
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Philip Bickerstaffe
National Officer
Prospect
30 St George's Road
Wimbledon
London
SW19 4BD

Monday, 02 August 2010

Dear Philip,

Further to our recent meetings, I am writing to confirm Accenture HR Services proposal for the September 2010 Salary Review. This offer is made following significant and constructive discussions and is the company's full and final offer. In our discussions you agreed to recommend this improved and final offer to the Prospect Industrial Relations Executive Committee. Assuming their full approval, this offer will go to a membership ballot during August.

In formulating this proposal we have listened to the union's concerns about higher inflation this year, and have taken into account a number of market factors. In addition, we want to acknowledge the contribution our employees have made in working towards the Accenture HR Services business objectives this year and at the same time adapting to further change. Accenture has proposed a 2.5% increase in the unit salary allocation available for distribution according to individual performance.

In our salary review proposal we have tried to achieve a number of objectives:

- Reward our people for their commitment and effort during FY10
- Reinforce the link between pay and performance
- Enhance the salary position for those employees who are low in their salary range
- Ensure our pay structure remains competitive within the external marketplace
- Progressively align compensation arrangements with other parts of Accenture UKI
- Prudently manage our costs in order to position the company for the challenges that lie ahead

The salary review proposal also incorporates an increase in the FY11 salary ranges of 2% for career Level E to ensure that salary ranges remain aligned with the Accenture services workforce reward strategy.

I trust the Executive Committee will agree to this proposal and recommend it in a forthcoming employee ballot.

Yours sincerely

Sara Humphreys
HR Lead for Accenture HR Services

Appendix 1

2010 Salary Review Matrix
Accenture HR Services

Performance Rating	Below Zone 1	Zone 1	Zone 2	Zone 3	Zone 4	Above Zone 4 Ringfenced Position	Above Zone 4
Very Top	**4.5%**	**4.0%**	**3.8%**	**3.5%**	**2.8%**	**2.8%**	**0.0%**
Significantly Above	**4.2%**	**3.7%**	**3.6%**	**3.3%**	**2.6%**	**2.6%**	**0.0%**
Above	**3.4%**	**3.0%**	**2.9%**	**2.6%**	**2.1%**	**2.1%**	**0.0%**
Consistent With	**3.2%**	**2.9%**	**2.8%**	**2.5%**	**2.0%**	**2.0%**	**0.0%**
Below	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**
Requires Improvement	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**

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Monday, 02 August 2010

Dear Philip,

Further to our recent meetings, I am writing to confirm Accenture Learning's proposal for the September 2010 Salary Review. This offer is made following significant and constructive discussions and is the company's full and final offer. In our discussions you agreed to recommend this improved and final offer to the Prospect Industrial Relations Executive Committee. Assuming their full approval, this offer will go to a membership ballot during August.

In formulating this proposal we have listened to the union's concerns about higher inflation this year, and have taken into account a number of market factors. In addition, we want to acknowledge the contribution our employees have made in working towards the Accenture Learning business objectives this year and at the same time adapting to further change. Accenture has proposed a 2.5% increase in the unit salary allocation available for distribution according to individual performance.

In our salary review proposal we have tried to achieve a number of objectives:

- Reward our people for their commitment and effort during FY10
- Reinforce the link between pay and performance
- Enhance the salary position for those employees who are low in their salary range
- Ensure our pay structure remains competitive within the external marketplace
- Progressively align compensation arrangements with other parts of Accenture UKI
- Prudently manage our costs in order to position the company for the challenges that lie ahead

The salary review proposal also incorporates an increase in the FY11 salary ranges of 2% for career Level E to ensure that salary ranges remain aligned with the Accenture services workforce reward strategy.

I trust the Executive Committee will agree to this proposal and recommend it in a forthcoming employee ballot.

Yours sincerely

Sara Humphreys
HR Lead for Accenture Learning

Appendix 1

2010 Salary Review Matrix
Accenture Learning

Performance Rating	Below Zone 1	Zone 1	Zone 2	Zone 3	Zone 4	Above Zone 4 Ringfenced Position	Above Zone 4
Very Top	**4.5%**	**4.0%**	**3.8%**	**3.5%**	**2.8%**	**2.8%**	**0.0%**
Significantly Above	**4.2%**	**3.7%**	**3.6%**	**3.3%**	**2.6%**	**2.6%**	**0.0%**
Above	**3.4%**	**3.0%**	**2.9%**	**2.6%**	**2.1%**	**2.1%**	**0.0%**
Consistent With	**3.2%**	**2.9%**	**2.8%**	**2.5%**	**2.0%**	**2.0%**	**0.0%**
Below	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**
Requires Improvement	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**

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Monday, 02 August 2010

Dear Philip,

Further to our recent meetings, I am writing to confirm Accenture Business Support Services proposal for the September 2010 Salary Review. This offer is made following significant and constructive discussions and is the company's full and final offer. In our discussions you agreed to recommend this improved and final offer to the Prospect Industrial Relations Executive Committee. Assuming their full approval, this offer will go to a membership ballot during August.

In formulating this proposal we have listened to the union's concerns about higher inflation this year, and have taken into account a number of market factors. In addition, we want to acknowledge the contribution our employees have made in working towards the Accenture Business Support Services business objectives this year and at the same time adapting to further change. Accenture has proposed a 2.5% increase in the unit salary allocation available for distribution according to individual performance.

In our salary review proposal we have tried to achieve a number of objectives:

- Reward our people for their commitment and effort during FY10
- Reinforce the link between pay and performance
- Enhance the salary position for those employees who are low in their salary range
- Ensure our pay structure remains competitive within the external marketplace
- Progressively align compensation arrangements with other parts of Accenture UKI
- Prudently manage our costs in order to position the company for the challenges that lie ahead

The salary review proposal also incorporates an increase in the FY11 salary ranges of 2% for career Level E to ensure that salary ranges remain aligned with the Accenture services workforce reward strategy.

I trust the Executive Committee will agree to this proposal and recommend it in a forthcoming employee ballot.

Yours sincerely

Sara Humphreys
HR Lead for Accenture Business Support Services

Appendix 1

2010 Salary Review Matrix
Accenture Business Support Services

Performance Rating	Below Zone 1	Zone 1	Zone 2	Zone 3	Zone 4	Above Zone 4 Ringfenced Position	Above Zone 4
Very Top	**4.5%**	**4.0%**	**3.8%**	**3.5%**	**2.8%**	**2.8%**	**0.0%**
Significantly Above	**4.2%**	**3.7%**	**3.6%**	**3.3%**	**2.6%**	**2.6%**	**0.0%**
Above	**3.4%**	**3.0%**	**2.9%**	**2.6%**	**2.1%**	**2.1%**	**0.0%**
Consistent With	**3.2%**	**2.9%**	**2.8%**	**2.5%**	**2.0%**	**2.0%**	**0.0%**
Below	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**
Requires Improvement	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**