



WELCOME FROM COLLEAGUES

VIDEO TRANSCRIPT

Hello class of 2020, I am Julie Sweet. Thanks for taking the time to watch this video because I really wanted the opportunity to extend my personal congratulations to you on your graduation and to also be able to personally welcome you to Accenture. Now, you have a lot to be proud of and to celebrate, and I hope that as you're celebrating your graduation, you are also as excited as we are about your next chapter with Accenture. Now, I recognize that this is not the environment you would have expected joining the workforce, given all that's happened in the world these past few months. We really appreciate that you selected Accenture and that you've placed your trust in us. Now I remember what it was like to make that decision, because 10 years ago, I made the decision to come to Accenture. And I just want you to know at time when the world does seem so challenging – that every day I am grateful that I have the opportunity to come here. And it's not because of all the things we told you about – the really amazing companies you're going to serve and all the great work, and we're the leader in innovation – all of those things are true. But if anything, the last few months has taught me and reminded me, is that what is great about Accenture is not what we do, but who we are. And we are a company that truly cares about people, that truly cares about our clients, and that cares about our role in the world. And so, whether it is our recent, very clear statements that we will fight racism inside Accenture and outside. Or the way that our people came together to help each other, as we've had the difficulties of working from home and the stress of working with our clients and their stress. Or just the amazing human connections, as we all learned about each other – who had dogs and

who had a sick child – those are the things that really matter. And so, I just want you to know that it's a special place. And my commitment to you as the CEO, is that I will never forget that it's what and who we are, that matters. Now, when you think about Accenture and your career, one of the best things about our company is that we are always striving to be better. And that means that we are also always looking for new ways to make Accenture be the absolute best place to build a career. We are very committed to this being a place where you can be successful both personally and professionally. Now, it wouldn't be sort of, a welcome from a CEO to new graduates if I didn't give you at least a couple pieces of practical advice – and you'll soon learn that I'm very pragmatic. So I want to just share two things with you. We are a learning organization, so when I became CEO on my very first day officially, I sent out a video and I shared with our 500,000 people that I set a quarterly learning agenda every quarter. Because, you cannot be CEO unless you're constantly learning because the world is constantly changing, and our clients need us to do that. And so, I hate to tell you, but it's actually pretty exciting. You just left learning and you've come to a place where learning is really important. And so follow this one simple piece of learning advice. Always ask the question why. Why does the Managing Director, or the Senior Manager, or the Consultant ask you to do a certain thing? Why does the client ask for a certain thing? Understand what's happening around you, and you will learn much faster and you'll find ways to create value, which gets us all super excited. So my second piece of advice is to work on your communication skills. Because you can be the smartest person, you



can have the best knowledge, but if you can't communicate it well, you won't be able to make an impact. So those are my two pieces of very practical advice. And now, I just want to congratulate you again, thank you for joining, and I look forward to working with you hopefully on some of the many clients where I also work. So, take care!

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