

Date: 1st March 2023

Employee Name: Chekkera, Chaitanya Reddy

Employee Number: 349046

Dear Chaitanya Reddy,

We are pleased to inform that we are in the process of completing our Annual Performance review process for 2022-2023. We thank everyone for their participation in the process.

Year 2022 again witnessed positive momentum & business growth @ Cotiviti, India and we welcomed around 1200 new team members during the year. Our India Headcount is about to reach the 3000 milestone. Our teams continue to execute our client projects & deliver effectively.

Thank you for your hard work, commitment, and contribution during the past year.

We look forward to an equally vibrant 2023 with several new projects in India and business growth opportunities including Global expansion. We count on your renewed commitment, energy, and active engagement.

Regarding your own performance, you would have had your discussion with your manager. **During this period, your performance has been rated as Successful Performance.** We hope you had an interactive discussion regarding your performance, goals, role expectations, and development opportunities.

Based on your performance rating, your salary has been revised effective **1st March 2023** as per details in the annexure.

Compensation is an individual matter and should be kept confidential. You are advised not to discuss your compensation with other employees, except your Manager or HR.

With best wishes,

For Cotiviti India Private Limited



Milan Mahapatra

Senior Vice President - Human Resources

Employee No. : 349046
Employee Name : Chaitanya Reddy Chekkera
Designation : Software Engineer
Department : Dev - Revenue

Salary Structure		
	Current CTC (INR-p.a)	Revised CTC (INR-p.a.) effective March 2023
	1,350,000	1,550,000
Salary Components/Benefits		
Basic Salary	675,000	775,000
Employer Contribution to PF	21,600	21,600
House Rent Allowance	472,500	542,500
Meal Vouchers	26,400	26,400
Gift Vouchers	5,000	5,000
LTA Taxable	149,500	179,500
Total Fixed CTC (A)	1,350,000	1,550,000
Other Benefits		
Gratuity	32,467	37,278
Group Medisclaim Policy Premium	31,924	31,924
Group Personal Accident Policy Premium	486	558
Life Insurance Premium	2,160	2,480
Total Other Benefits (B)	67,038	72,240
Potential Cost to Company (A+B)	1,417,038	1,622,240

1. You are covered under Medisclaim Insurance for self & immediate family (Family definition is Self, spouse, children & parents) subject to maximum four members including self. You have the option of adding maximum 2 more family members with the medisclaim policy (GMC) subject to premium to be paid by you. You are also covered under the personal accident policy and Group Life Insurance Policy of the company (Self only).

2. The above remuneration is subject to income-tax and other statutory deductions.

3. All the statutory insurance liabilities are as covered under the above policies.

4. Please note PF contribution of both Employee and Employer is considered as part of above Fixed CTC.

Cotiviti India Private Limited



Milan Mahapatra

Senior Vice President - Human Resources