

Date: 1st March 2024

**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 2023-2024. We thank everyone for their participation in the process.

In 2023, we contributed to ongoing positive momentum & business growth at Cotiviti, India. We welcomed around 1000 new team members during the year, and Cotiviti India's headcount is now approximately 3500. Hyderabad, Pune & Coimbatore offices continue to expand, including additional office space and seating capacity, as well as our global expansion into two new locations, in the Philippines & Mexico.

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 2024 with several new projects in India and business growth opportunities. We count on your renewed commitment, energy, and active engagement that will lead to the company's ongoing success.

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.

We are also pleased to inform that in view of your consistent performance, current role, and demonstrated potential, you are being promoted as **Senior Software Engineer** effective **1st March 2024**. Congratulations!

Based on your performance rating, your salary has been revised effective **1st March 2024** 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 : Senior Software Engineer  
Department : Intl Ops-R+D CCV

Salary Structure		
	Current CTC (INR-p.a)	Revised CTC (INR-p.a.) effective March 2024
	1,550,000	2,000,000
<b>Salary Components/Benefits</b>		
Basic Salary	775,000	1,000,000
Employer Contribution to PF	21,600	21,600
House Rent Allowance	542,500	700,000
Meal Vouchers	26,400	26,400
Gift Vouchers	5,000	5,000
LTA Taxable	179,500	247,000
<b>Total Fixed CTC (A)</b>	<b>1,550,000</b>	<b>2,000,000</b>
<b>Other Benefits</b>		
Gratuity	37,278	48,100
Group Mediclaim Policy Premium	36,350	36,350
Group Personal Accident Policy Premium	496	640
Life Insurance Premium	2,232	2,880
<b>Total Other Benefits (B)</b>	<b>76,356</b>	<b>87,970</b>
<b>Potential Cost to Company (A+B)</b>	<b>1,626,356</b>	<b>2,087,970</b>

1. You are covered under Mediclaim 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 mediclaim 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**