



Cotiviti India Private Limited

Registered Office:

4th & 5th Floor, Western Pearl Building, Survey No. 13,
Kondapur, Hyderabad - 500084.

Tel : +91 40 6712 2222, Fax: +91 40 6712 2224

CIN : U72200TG2007FTC053815, Web : www.cotiviti.com

Warm Welcome

1st June 2021

Chekkera Chaitanya Reddy

H.No: 10-172,Venkatapuram (Village),

Krishnamsetty Palli(Post),Giddaluru (Mandal),

Prakasam (Dist), Andhrapradesh-523357

Dear Chaitanya Reddy,

Welcome to the Cotiviti family.

*We are very happy to inform you that you have been appointed as **Database Engineer** at our India office based at 4th & 5th Floors, Western Pearl, Survey Number 13, Kondapur, Hyderabad - 500084, Telangana, India.*

We owe much of our success to the dedicated work of all our people, and therefore we strive to make our policies employee friendly. We hope your association with us will be challenging and rewarding.

The day you join us, please come to the corporate office at 9.30 A.M. One of our members will be very happy to walk you through our facility, familiarizing you with our work culture, guide you through our work environment and introduce you to your team.

We also hope that our association will be a long, fruitful and mutually beneficial one. We welcome you Cotiviti Family...

Yours sincerely,

Cotiviti India Private Limited

DocuSigned by:
Milan Mahapatra
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Milan Mahapatra

Senior Vice President – Human Resources

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Employment Agreement

Purpose:

This Employment Agreement ("Agreement") dated as of the **1st (Tuesday) of June and 2021**, by and between **Chekkera Chaitanya Reddy** (Employee) and **Cotiviti India Private Limited**, 4th & 5th Floors, Western Pearl, Survey Number 13, Kondapur, Hyderabad - 500084, Telangana, India, and its subsidiaries, affiliates, successors or assigns ("Company") (both parties are collectively referred to as the "Parties" and individually as a "Party"). The parties to this Agreement desire to engage in discussions regarding present and/or potential future employee relationships.

1. Employment:

The Employee agrees that he/she will at all times faithfully, industriously, and to the best of his/her skill, ability, experience and talents, perform all of the duties required of his/her position. In carrying out these duties and responsibilities, the Employee shall comply with all the Company policies, procedures, rules and regulations, both written and oral, as are announced by the Company from time to time. It is also understood and agreed to by the Employee that his assignment, duties and responsibilities and reporting arrangements may be changed by the Company in its sole discretion without causing termination of this agreement.

2. Position offered:

The Company hereby employs the Employee as its Associate, and the Employee hereby agrees to serve in such capacity, from 1st June 2021.

3. Emoluments & Perquisites:

Employee cost to company will be **Rs. 8,90,000/-** per annum. The salary structure is described in the Salary Stack up, attached as Annexure-1.

Employee salary is personal and confidential information. Employee should discuss it only with his/her Reporting manager or with Human Resource in case of any clarifications.

4. Hours of work:

The official timings are between 9.30 a.m. and 6.30 p.m. However, Employee will be required to work in timings/shifts as needed. Employee will also be required to be available during weekends or holidays as per business requirements.

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5. Leaves:

Employees will be entitled for 15 Privileged leaves (1.25 Privileged leaves for each completed month), 12 Casual leaves (1 Casual leave for each completed month) and 12 Sick leaves (1 sick leave for each completed month), during the calendar year January- December.

The Leave policy is governed by applicable norms and eligibility. You are required to go through the policy for specific details on the same.

6. Place of work and Transfer:

Employee initial place of work will be at Hyderabad, India. However, Employee services are transferable and may be assigned to any location in India or abroad where the Company or any of its associates or customers conducts business. While on transfer Employee will be governed by the rules, regulations and conditions of service of that location.

7. Hospitalization & Medclaim Benefits:

Employee is eligible for medical insurance, which covers self & immediate family members (spouse, children & dependent parents up to maximum of four members including self). The company will pay the premium charges. Employee has the option of adding maximum 2 more family members with the Medclaim policy (GMC) subjective premium to be paid by employee. Employee also covered under the Personal accident policy and Group Life Insurance Policy of the company (Self only).

8. Employees Obligation:

- a) Employee shall devote his/her full time and attention in carrying out work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. Employee shall not engage in or do any other business or render any professional service either on full time or part time basis.
- b) Employee shall work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which Employee became aware of during his/her employment with the Company. Employee shall not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company
- c) As part of Employee duties and as may be required, Employee shall travel outside of the Company's premises on terms prescribed by the Company only. Pursuant to any business arrangement, including but not limited to, a sale of assets, merger, takeover, acquisition, or hive-off, the Company may also transfer Employee onto the rolls of another entity and Employee shall agree for such transfer.

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d) Employee shall keep a valid passport ready with a minimum validity of six months period.

e) Employee shall to apply and maintain the highest standards of integrity and conduct.

9. Adherence to Company Policies:

During the course of employment with the Company, Employee will adhere to the company policies in general and information security policies in particular that are issued from time to time. Employee shall be accountable for any disciplinary action in case of non-compliance with the company policies that were made for good governance of the Company.

10. Background verification:

Employee's employment is subject to satisfactory verification of his/her credentials. Employee's Employment can be terminated without giving any notice or reasons, if at any time it is found that Employee have concealed any material information or have given false information that affects the Company and its business.

11. Discipline:

Employee will be required to apply and maintain the highest standards of personal conduct and integrity, comply with all company policies and procedures and the Code of Conduct. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation would warrant strong disciplinary action by the Company.

12. HIPAA Privacy Policy: Health Insurance Portability and Accountability (HIPAA) Privacy Policy:

Employee agrees at all times during the term of his/her employment with the Company, and thereafter, to follow HIPAA Privacy policy followed by the Company for data, information, systems and network security as applicable. Violation, if any could result in disciplinary action including termination of Services.

13. Abandonment:

In the event of Employee being absent from work for five consecutive working days without any notification to the concerned supervisor or manager or HR or to the Company, and the Company after making its reasonable efforts to contact the Employee, this agreement shall automatically terminate on the expiry of the fifth day without the need for notice of termination of employment. Absent from work, also includes absence without approval of his/her supervisor (including overstay of leave, training).

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14. Termination

Employee association may be terminated by either party by serving in writing two months' notice period. Notwithstanding any other provision in this agreement, the Company may terminate this agreement and without notice for serious misconduct on the part of the Employee. Serious misconduct includes, but is not limited to:

- a) theft;
- b) dishonesty;
- c) harassment of a work colleague;
- d) serious or repeated failure to follow a reasonable instruction;
- e) deliberate destruction of any property belonging to the Employer;

(actions which seriously damage the Company's reputation. Also in the event of willful neglect of Employee duties, breach of trust, gross indiscipline or any other serious dereliction of duties that may be prejudicial to the interests of the company the company has the discretion to terminate Employee services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

In case Employee leave the organization within one year of joining, all expenses incurred by the company on his/her joining and relocation if any, would have to be reimbursed by Employee. This would include travel, hotel accommodation.

15. Non-Assignment:

Interest of Employee under this Agreement is not subject to the claims of his/her creditors and may not be voluntarily or involuntarily assigned, alienated or encumbered.

16. Duty to return Company

Employee shall owe a duty to return all material records including papers, records, blue prints, sketches etc., that are used either for designing, business plans, financial statements, manuals, memoranda, lists and other property on his/her separation from the company. Employee shall deliver back all the property or data or information pertaining to business activities of the company, may be case of past, present and future plans that was collected by Employee during his/her tenure.

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17. Jurisdiction:

In case of any dispute arising out of or in conjunction with this employment agreement shall be referred to the Courts in Hyderabad and Secunderabad, Telangana, India.

18. Severability:

If any portion of this Agreement is held to be invalid, such invalidity shall not affect the other provisions hereof, and to this extent, the provisions of this Agreement are to be and shall be deemed severable. If any party hereto incurs any legal fees, whether or not action is instituted, to enforce the terms of this Agreement or to recover damages or injunctive relief for breach of this Agreement, it is agreed that the successful or prevailing parties shall be entitled to reasonable attorney fees and other costs in addition to any other relief to which it or they may be entitled.

Yours sincerely,

Cotiviti India Private Limited

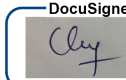
DocuSigned by:

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Milan Mahapatra

Senior Vice President – Human Resources

Employee Acknowledgment:

The Employee acknowledges that, he/she in executing this agreement, have had the opportunity to seek the advice of legal counsel, and have read and understood all the terms and provisions of this 1st June 2021, and that will be the joining date.

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Signature:

Date: 1st June 2021

Enclosures : Annexure -1 - Salary Stack Up Sheet;

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Annexure- 1

SALARY FITMENT SHEET

1st June 2021

Name of the candidate : Chekkera Chaitanya Reddy

Designation : Database Engineer

Department : H-VIN Data & Analytics

Date of Joining : 1st June 2021

| SALARY STRUCTURE | | |
|--|-----------------|---------------|
| Fixed Components | P.A (INR) | P.M (INR) |
| Basic | 4,45,000 | 37,083 |
| HRA | 3,11,500 | 25,958 |
| PF(Employer's Contribution) | 21,600 | 1,800 |
| Flexi Benefit Plan | 1,11,900 | 9,325 |
| LTA * | 93,700 | 7,808 |
| Monthly Food Coupons * | 13,200 | 1,100 |
| Annual Gift voucher * | 5,000 | 417 |
| Fixed CTC (A) | 8,90,000 | 74,167 |
| Other Benefits | | |
| Gratuity | 21,405 | |
| Group Mediciam & Personal Accident Policy Premium | 37,359 | |
| Life Insurance Premium | 1,976 | |
| Total Other Benefits (B) | 60,740 | |
| Total Cost to Company (A + B) | 9,50,740 | |
| Note: 1. *Denotes optional component. 2. You are covered under Mediciam 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 mediciam policy (GMC) subjective 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) 3. All the statutory insurance liabilities are as covered under the above policies. 4. Please note PF contribution of both Employee and Employer are considered as part of above Fixed CTC. 5. The above remuneration is subject to Income Tax and other statutory deductions. | | |

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