

Date: 13th March 2023

**Employee Name: Govindarajulu.kannan**

**Employee Number: 162502**

Dear Govindarajulu,

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 Inconsistent 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 May 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. 162502  
Employee Name : Govindarajulu,kannan  
Designation : Jr Systems Administrator  
Department : Intl Ops-IT SvcDel + Tran

Salary Structure		
	Current CTC (INR-p.a)	Revised CTC (INR-p.a.) effective March 2023
	360,000	420,000
<b>Salary Components/Benefits</b>		
Basic Salary	180,000	210,000
Employer Contribution to PF	21,600	21,600
House Rent Allowance	126,000	147,000
Leave Travel Allowance	32,400	32,400
LTA Taxable		9,000
<b>Total Fixed CTC (A)</b>	<b>360,000</b>	<b>420,000</b>
<b>Other Benefits</b>		
Gratuity	8,658	10,101
Group Mediciam Policy Premium	31,924	31,924
Group Personal Accident Policy Premium	130	151
Life Insurance Premium	576	672
<b>Total Other Benefits (B)</b>	<b>41,288</b>	<b>42,848</b>
<b>Potential Cost to Company (A+B)</b>	<b>401,288</b>	<b>462,848</b>

1. 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) 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**