

February 29, 2024

Haozhe Jiang
Employee ID: 25163
Boston MA

In recognition of your performance and relative contribution in 2023, please see the below details of your performance rating, earned Annual Corporate Bonus and Merit.

Your 2023 Performance Rating: Meets Expectations

Bonus

Bonus Payment Summary

2023 Corporate Bonus \$17,204.76 USD

Bonus Details

Bonus Performance Summary

Company Performance Factor %		Individual Bonus Achievement %		Bonus Multiplier %
90.90%	X	105.00%	=	95.45%

Bonus Calculation

Eligible Earnings		Prorated Bonus Target %*		Bonus Multiplier %		2023 Corporate Bonus**
\$120,172.29	X	15.00%	X	95.45%	=	\$17,204.76

*Bonus Target % is adjusted to reflect bonus target changes during the plan year

**In order to earn any portion of the above bonus award, employees must be actively employed at the time of payout

Merit

1.50% **2024 Merit Increase % (effective 24-Mar-2024)**

Target Total Cash

Pay Component	Current Compensation	Percent Increase	New Compensation Effective 24-Mar-2024
Base Salary	\$132,000.00	1.50%	\$133,980.00
Bonus at Target (100%)	\$19,800.00	1.50%	\$20,097.00
Target Total Cash	\$151,800.00	1.50%	\$154,077.00

Amounts shown above are adjusted to reflect employee's full-time or part-time status

Actual earned bonus or commission is subject to company and/or employee performance

The above compensation details are subject to your continued employment with athenahealth, Inc. All other terms and conditions of your employment remain unchanged.

athenahealth, Inc.

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