

February 28, 2023

Haozhe Jiang
Employee ID: 25163
Watertown MA

Thank you for your hard work and commitment in 2022 continuing on our journey to achieve our vision of creating a thriving ecosystem that delivers accessible, high-quality, and sustainable healthcare for all. In recognition of your performance and contribution in 2022, please see the below details of your performance rating, earned Annual Corporate Bonus and Merit.

Your 2022 Performance Rating: High Meets Expectations

BonusBonus Payment Summary2022 Corporate Bonus \$10,000.00 USD**Bonus Details**Bonus Performance Summary

Company Performance Factor %		Individual Bonus Achievement %		Bonus Multiplier %
55.60%	X	106.48%	=	59.20%

Bonus Calculation

Eligible Earnings		Prorated Bonus Target %*		Bonus Multiplier %		2022 Corporate Bonus**
\$112,605.76	X	15.00%	X	59.20%	=	\$10,000.00

*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

2.00% **2023 Merit Increase % (effective 26-Mar-2023)**

Target Total Cash

Pay Component	Current Compensation	Percent Increase	New Compensation Effective 26-Mar-2023
Base Salary	\$118,000.00	2.00%	\$120,360.00
Bonus at Target (100%)	\$17,700.00	2.00%	\$18,054.00
Target Total Cash	\$135,700.00	2.00%	\$138,414.00

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.

Thank you again for your valuable contributions in 2022. We are confident that your continued commitment, passion, and dedication will help athenahealth remain a rewarding place to work.

Best wishes,
athenahealth, Inc.
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