

Date: 1st March 2024

Employee Name: Sanagavarapu, Rudra

Employee Number: 156044

Dear Rudra,

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 Highly Successful 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 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. : 156044
Employee Name : Rudra Sanagavarapu
Designation : Sr Software Engineer
Department : Intl Ops-R+D CCV

Salary Structure		
	Current CTC (INR-p.a)	Revised CTC (INR-p.a.) effective March 2024
	2,350,000	2,600,000
Salary Components/Benefits		
Basic Salary	1,175,000	1,300,000
Employer Contribution to PF	141,000	156,000
House Rent Allowance	822,500	910,000
Leave Travel Allowance	81,840	81,840
Fuel Reimbursement	36,000	36,000
Meal Vouchers	26,400	26,400
Gift Vouchers	5,000	5,000
LTA Taxable	62,260	84,760
Total Fixed CTC (A)	2,350,000	2,600,000
Other Benefits		
Gratuity	56,518	62,530
Group Mediciclaim Policy Premium	36,350	36,350
Group Personal Accident Policy Premium	752	832
Life Insurance Premium	3,384	3,744
Total Other Benefits (B)	97,004	103,456
Potential Cost to Company (A+B)	2,447,004	2,703,456

1. You are covered under Mediciclaim 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 mediciclaim 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