

Ref No: GAVS/CRE/HR/US/FY 20-21/853

April 30, 2020

**Employee Name** : **Uday Kumar Chippada****Employee ID** : **103136****Dear Uday,**

We thank you for your service and for being a member of GAVS Technologies. We feel most privileged that our colleagues have provided direct support to Healthcare providers in NYC and this has been lauded by the leaders at BronxCare. We also want to thank the GAVS Admin, IT Support & Security and all the GAVS employees who have seamlessly set up the remote work environment with no interruption in our client engagements.

We have had a good FY 2019 – 20, and we are thankful for it, but we find ourselves in uncertain times and we must ensure that GAVS remains nimble and agile during these turbulent business conditions in FY 2020 -21. Our existing clients have continued to support GAVS, but all of us have to brace ourselves for a contracting economy.

We celebrated the formation of **Long 80, A GAVS & Premier Inc. JV**. GAVS will evolve as an AI focused company and promote our ZIF solutions & zDesk. We are committed to fulfilling our aspiration to evolve as a 'Company with a Purpose', by having an engaged and purpose driven workforce to deliver optimal customer experience.

Most of the IT companies in India and around the world, have either frozen any promotions and increments or have suggested a reduction in the overall compensation. We at GAVS wanted to ensure that all our employees get the Performance Appraisal letters on time and the promotion and increments are clearly delineated. We also plan to review the situation after H1 of FY 2020-21 and take some necessary actions in October 2020. We would like you to know that the GAVS Senior Leadership has decided to forgo any increments till October 2020 and some have decided to forgo %age of their salary for the first quarter.

Based on your performance, your rating for 2019-20 is "**Meets Expectation**". Your **Cost to Company (CTC)** per annum **\$ 110,000/-\*** (USD One Hundred Ten Thousand Only) which includes a variable pay of **USD 5,000/-** remains unaltered.

GAVS Technologies N.A., Inc

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All other Terms and Conditions of your employment will remain unaltered and will be governed by the published policies of the organization. Kindly note that the content of this letter is highly confidential, and we expect you to maintain the same with highest accordancce.

The year ahead will unfold many challenges, and we are sure, you will continue to perform with focus, commitment, and zeal to achieve the organizational goals. We look forward to having a mutually rewarding experience, and here's wishing you all the best for the upcoming assignments and responsibilities.

## Thanks

for GAVS Technologies N.A., Inc

Remember.

Saravanan Thinagarasamy

## **Global Head – Talent Management**

\*The amount is subject to tax deductions

