

Date: 1st March 2022

Employee Name: Gowreddygari, Sai Vignan

Employee Number: 158433

Dear Sai Vignan,

Hope you and your loved ones are staying safe and healthy.

We are pleased to inform that we are in the process of completing our Annual Performance review process for 2021-2022. We thank everyone for their participation in the process.

Year 2021 witnessed positive momentum & business growth @ Cotiviti India and we welcomed around 800 new team members during the year. Our new office location @ Coimbatore commenced operations in December 2021 along with a brand new facility @ Hyderabad and additional capacity @ Pune. 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 2022 with several new projects in India and business growth opportunities. 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 Successful Performance.** We hope you had an interactive discussion regarding your performance, goals, role expectations, and development opportunities.

We are also pleased to inform that in view of your consistent performance, current role, and demonstrated potential, you are being promoted as **Software Engineer** effective **1st March 2022**. Congratulations!

Based on your performance rating, your salary has been revised effective **1st March 2022** as per details in the annexure.

Please note, 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. : 158433
Employee Name : Sai Vignan Gowreddygari
Designation : Software Engineer
Department : Intl Ops-Data Ing & Arch

Salary Structure		
	Current CTC (INR-p.a)	Revised CTC (INR-p.a.) effective March 2022
	420,000	500,000
Salary Components/Benefits		
Basic Salary	210,000	250,000
Employer Contribution to PF	21,600	21,600
House Rent Allowance	147,000	175,000
Leave Travel Allowance	41,400	53,400
Total Fixed CTC (A)	420,000	500,000
Other Benefits		
Gratuity	10,101	12,025
Group Mediciam Policy Premium	37,021	37,021
Group Personal Accident Policy	160	190
Life Insurance Premium	1,386	1,650
Total Other Benefits (B)	48,668	50,886
Potential Cost to Company (A+B)	468,668	550,886

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