



2023 Compensation Statement

Venkatesh R

Our Total Rewards Philosophy is designed to attract, grow, and retain the best talent to drive the company's success and foster our great culture. Total compensation goes beyond an employee's base salary. It includes our better-than-market suite of benefits, time off and leave programs and a dynamic fully remote work environment. Thank you for your contributions this year; your work is truly valued and appreciated. This personalized statement reflects your 2023 performance rating and associated compensation changes.

Congratulations on your promotion! You owned the opportunity this past year and made a major impact—and we noticed. Thank you for your tremendous work and dedication. We couldn't be the company we are without the dedication of talented team members like you.

Performance & Rewards Summary

Employee ID:	908574
Performance Rating:	4 - Exceeds Expectations
New Base Pay:	₹ 1,309,500.00
Annual Bonus Award:	₹ 51,707.18

Rewards Details

Base Pay:

Base pay forms the foundation of compensation, and we consider your skills, experience, and contributions when determining your base pay. Below you will find your new base pay rate that includes your merit increase effective March 1, 2024. Your first paycheck in March will reflect this new rate.

	Current	New
Job Title	Analyst, Release Management	DevOps Engineer
Base Pay	₹ 1,045,200.00	₹ 1,309,500.00

Annual Bonus:

At Evolent, we work as a team, and our collective efforts not only benefit the company overall, but each person who is a part of that effort. We're all accountable for our part, and our work together gives us a shared success story. As an organization, we pay for performance, meaning we reward employees based on their individual and/or team accomplishments. Bonuses, incentives, and merit-based pay increases are all a part of our compensation package. The bonus pool is funded based on Evolent's overall performance against its primary operating objectives. For 2023, Evolent delivered a strong year and met its financial and strategic objectives, so bonuses will be fully funded. Your performance bonus will be paid on February 29, 2024.

Total Bonus Payment: ₹ 51,707.18

	Base Pay Rate	Bonus Plan	Bonus Award
1 January, 2023 - 28 February, 2023	₹ 976,800.00	Evolent Health International Bonus	₹ 7,894.68
1 March, 2023 - 31 December, 2023	₹ 1,045,200.00	Evolent Health International Bonus	₹ 43,812.49

Salary Components	Percentage / Monthly limit	Notes	Compensation Per Annum
Basic Salary	40%	of Fixed Compensation	₹523800
House Rent Allowance (HRA)	40%	of Basic Salary. Monthly option to select 50% HRA available in case of Metro city residents	₹209520
Statutory Bonus	1250	Fixed amount @ ₹ 1250 per month	₹15000
Provident Fund (Employers Contribution)	12%	One time option to select between 12% of Basic Salary with a minimum of ₹ 1800 OR of Fixed PF @ ₹ 1800 per month (for Indian Citizens))	₹21600
Personal Pay Flexi-basket *		Balance amount for fixed compensation. Tax benefits can be availed based on the flexi-basket declaration. The amount will vary based on the PF and HRA selection as applicable	₹539580
FIXED COMPENSATION (A)			₹1309500
Performance Linked Discretionary Bonus at rating 4	5%	Payout are calculated in accordance with the Company Bonus Plan and contingent on company performance goals.	₹65475
FIXED + VARIABLE COMPENSATION (B)			₹1374975
Education Assistance Plan	8.33%	of Fixed Compensation as reimbursements against allowed education expenses as per policy.	₹109081
Gratuity	4.81%	of basic salary, eligibility for payment is as per Payment of Gratuity Act of 1972 wherein the employee must complete 4 years and 240 days of continuous service with the Company.	₹25195
Group Mediclaim Insurance, Personal Accident Insurance and Term Life Insurance	Varies year to year depending on policy performance	"Group Mediclaim Insurance: Sum Insured ₹3,00,000 provided for self + spouse + 2 dependent children on a family floater basis. Additional Corporate buffer available, in case needed and justified Group Personal Accident - Twice the annual Fixed Compensation Group Term Life - Thrice the annual Fixed Compensation"	₹18050
BENEFITS (C)			₹152326
TOTAL COMPENSATION (A+B+C)			₹1527301