



2024 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 includes more than just an employee’s base salary. It includes bonuses, incentives, and merit-based pay increases. Additionally, our benefits, time off and leave programs, and a fully remote work environment contribute to our overall compensation offering.

Thank you for your contributions this year. This personalized statement reflects your 2024 performance rating and associated compensation adjustments.

Performance & Rewards Summary

Employee ID:	908574
Performance Rating:	On Target
New Base Pay:	₹ 1,420,810.00
Annual Bonus Award:	₹ 50,646.89

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, 2025. Your first paycheck in March will reflect this new rate.

	Current	New
Base Pay	₹ 1,309,500.00	₹ 1,420,810.00

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. Your individual efforts are crucial to our success, directly impacting your bonus payout and helping us achieve our collective mission and vision. This year’s bonus award reflects your individual and/or team contributions in 2024. As in prior years, this year’s bonus pool funding is based on Evolent’s overall performance and company growth. Based on 2024 performance, the annual bonus pool will not be fully funded, and the percentage of your bonus payout will be based on your level within the company (see below).

Your 2024 performance bonus will be paid on February 28, 2025.

	Base Pay Rate	Incentive Target	Performance Multiplier	Proration	Bonus Funding Based on Your Job Level	Bonus Award
1 January, 2024 - 29 February, 2024	₹ 1,045,200.00	5.00%	100.00%	16.393442623%	80.00%	₹6,853.77
1 March, 2024 - 31 December, 2024	₹ 1,309,500.00	5.00%	100.00%	83.606557377%	80.00%	₹43,793.11

Salary Components	Percentage / Monthly limit	Notes	Compensation Per Annum
Basic Salary	40%	of Fixed Compensation	₹568324
House Rent Allowance (HRA)	40%	of Basic Salary. Monthly option to select 50% HRA available in case of Metro city residents	₹227330
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	₹588556
FIXED COMPENSATION ( A )			₹1420810
Performance Linked Discretionary Bonus at rating On Target	5%	Payout are calculated in accordance with the Company Bonus Plan and contingent on company performance goals.	₹71040
FIXED + VARIABLE COMPENSATION ( B )			₹1491850
Education Assistance Plan	8.33%	of Fixed Compensation as reimbursements against allowed education expenses as per policy.	₹118353
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.	₹27336
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 )			₹163740
TOTAL COMPENSATION (A+B+C)			₹1655590