

April 1, 2023

Vinay Kumar Dinesh Mishra
L1236321
Chennai

Dear Vinay Kumar,

Our past doesn't define us; it ignites in us the power to define our future. Four quarters ago, the world moved into FY2022-23 with mixed expectations. Some of the most challenging years we had ever seen were behind us, giving us immense confidence to take on any challenge that possibly lay ahead. We had learned valuable lessons about not taking the future for granted, which taught us to be prudent even as we celebrate our triumphs.

Today, Access Healthcare can look back at 2022-23 as a successful year for the business, powered by clear-cut strategy, decisive action, and the stellar reputation we have built in our operative domains over the past several years. As a member of a team of over 27,000 people involved in delivering transformative revenue cycle solutions for the US healthcare industry, your performance over the last year has been significant from delivery and business perspective. It will continue to be one of the critical pillars on which our organization will stand and grow in the coming years.

Our technology ecosystem, a manifestation of Access Healthcare's culture and values, enables a meritocratic, transparent, and performance-driven work culture. It also provides the tools to accurately evaluate performance by utilizing objective metrics and delivers continuous learning opportunities for professional development and suitable compensation.

During the past few weeks, you must have reflected on and analysed your performance along with your supervisor. You would have evaluated your contributions to the organization. After a thorough organization-wide performance management exercise, we have finalized this year's performance ratings and corresponding compensation revisions.

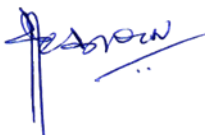
Based on a thorough evaluation of your performance in your current role and the potential you have demonstrated to take on higher responsibilities as a professional, we are delighted to inform you that you are hereby promoted to **Senior Client Specialist** with effect from **April 1, 2023**. Accordingly, your compensation has been recomputed based on your performance rating of **Outstanding** for the year as well as considering your new designation. Your compensation has been revised from ₹ 8,21,000 to ₹ 9,53,935, effective **April 1, 2023**.

Please refer to **Annexure -1** for the details of your revised compensation structure. All other terms and conditions of your employment shall remain the same.

Congratulations! We have complete faith in your abilities to execute your new responsibilities and wish you greater success in the following years with Access Healthcare.

Warm Regards,

For **Access Healthcare Services Pvt. Ltd.**,



Jacob Jesuroon
Senior Vice President – Human Resources

ANNEXURE

Employee ID : L1236321
 Employee Name : Vinay Kumar Dinesh Mishra
 Effective date of revision : April 1, 2023
 Location : Chennai

	<u>Current</u>	<u>Revised</u>
Designation :	Client Specialist	Senior Client Specialist
Band :	1	
Grade :	1D2	
CTC Increase % :	16%	
(Prorated as applicable)		

Your Revised Compensation details are provided below:

Salary Components	Amount in Indian Rupees	
	Monthly	Annually
Basic	31,798	3,81,574
DA		
House Rent Allowance	15,899	1,90,787
Conveyance Allowance	1,600	19,200
SDA	3,180	38,157
Statutory Bonus		
Special Allowance	21,043	2,52,516
Gross (A)	73,519	8,82,234

BENEFITS		
Provident Fund (Employer)	1,800	21,600
ESIC		
Gratuity	1,526	18,316
Retention Incentive	2,649	31,785
Total (B)	5,975	71,701

Cost to Company (A+B)	79,495	9,53,935
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