

**Email to be sent On Behalf of [Redacted] – Monday, August 16<sup>th</sup>**

We've referred numerous times to the "transformation of our organization." Cotiviti's transformation is not just a conceptual idea. It's a real and ongoing series of actions that have been underway, and that action has been accelerating over the last year. We've been hard at work to make progress on all our strategic priorities, in particular, how we Reinvent how we execute and Deliver new solutions to expand sources of value.

Some of the specific work underway is designed to:

- Reduce or eliminate silos – enabling us to share best practices and the experience and skills of our team members;
- Create a truly Digital company that shares and utilizes data faster and more effectively to drive business results;
- Place the right talent in the right places at the right time, for maximum results – that means placing people where they can contribute their best, and also gain the most from their experience.

Our efforts to achieve all of these are now in full-swing. I am encouraged to observe and hear from other leaders how many you are embracing this transformation - whether it be your approach to something we do; a new technology you're utilizing; a new team configuration or another element. Thank you for being a part of this important work.

With this much transformation going on, we recognize the need to balance the volume of communication so that it doesn't distract or overwhelm you. Over the next days and weeks, we will be sharing several announcements that will include new organizational structures and the redeployment of our talent. All of them tie back to our goals and our strategic priorities.

- [Redacted] will share details about the Digital Transformation team and how that's quickly coming together.
- [Redacted] will describe changes within our Operations functions, which will work very closely with the Digital team.
- [Redacted] will share the progress of the integration of the RowdMap team members, and some new functionality added to the Solutions team.

There will be other announcements, some of which will go to All Cotiviti, and others to specific, affected groups.

It will seem like a lot of change, because it is. We are doing the strategic work to position Cotiviti for the future. And it's the culmination of many months of thoughtful planning.

We should never lose sight that the adjustments and realignments we make are for the ultimate goal of better serving our clients. When we function more effectively, we become even more valuable business partners to our clients, and higher-level professionals ourselves.

So, please watch for the upcoming announcements, and feel free to submit questions to our Leadership Team either directly, or through the Q&A submission process on the SharePoint homepage.

Thank you for all that you do.

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