

## A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

### **EMAD RIZK, CHIEF EXECUTIVE OFFICER**

#### **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

Cotiviti, Inc. has been and will continue to be an equal opportunity employer. Cotiviti is committed to equal employment opportunity, and it is Cotiviti's policy to take affirmative action to employ and advance in employment protected veterans and individuals with disabilities. Cotiviti's affirmative action program contains an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities had had the opportunity to participate in company-sponsored activities, measure our compliance with the program's specific obligations, and document actions taken to comply with these obligations. To ensure full implementation of this non-discrimination and equal employment policy, we will take the following steps:

- a. Employment decisions are based on legitimate job-related criteria. Persons are recruited, hired, assigned, and promoted without regard to race, religion, color, creed, national origin, sex, sexual orientation, gender identity, pregnancy or pregnancy-related conditions, marital status, genetic carrier status, veteran status, military service, uniformed servicemember status, age, disability, or any other category protected by federal, state or local regulations. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, religion, color, creed, national origin, sex, sexual orientation, gender identity, pregnancy or pregnancy-related conditions, marital status, genetic carrier status, military service, veteran status, uniformed servicemember status, age or disability.
- b. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or 4) exercised any other right protected by equal employment opportunity regulations by section 503, VEVRAA or their implementing regulations.

I have appointed Kerri Eskin to take on the responsibilities of Equal Opportunity Officer. As Equal Opportunity Officer, she will be responsible for the day-to-day implementation and monitoring of our non-discrimination and equal opportunity program. If an employee or an applicant for employment has a question about this policy, they can speak with their Human Resources department during normal business hours. Employees and applicants may review the non-confidential portions of the affirmative action plans during regular business hours. You may also contact Kerri Eskin, EVP Human Resources at 10701 South River Front Parkway, Suite 200, South Jordan, UT, 84095; [kerri.eskin@cotiviti.com](mailto:kerri.eskin@cotiviti.com) or any other management representative.

I have reviewed and fully endorse our Non-Discrimination and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all the Company's personnel to attain our objective of equal employment opportunity for all.

Sincerely,



Emad Rizk  
CEO, Cotiviti, Inc.