

December 6, 2017,

Arjun Selvam,
21 - E/111,
8th Padithurai,
Solaiyappan Street,
Kumbakonam - 612 001.

Dear **Arjun Selvam,**

We thank you for exploring career opportunities with athenahealth Technology Private Limited. We are very impressed by your intelligence, personality and motivation level. You offer a rich mixture of qualities and work experiences that we feel would be of tremendous benefit to the company. In turn, we sincerely believe that athenahealth is the perfect place for you. This is a company full of energetic, devoted, motivation driven people who value each other. The importance of that cannot be overstated.

It is with tremendous enthusiasm that, we extend to you this offer of employment to join athenahealth Technology Private Limited as **Senior Member of Technical Staff**. Your Date of Joining will be **13th Dec' 2017**.

Your Compensation package would be as in **Annexure I. However the structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the company**. Your compensation is private and confidential. Hence please refrain from discussing your compensation with other employees of the Company.

This offer and your employment with athenahealth are contingent on your satisfactory completion of all verification and or background checks, which may occur at any time prior to / after your effective joining date. Any falsification of information you provide in your job application, or concealment of material parts, directly or indirectly shall result in immediate termination of services.

This offer is valid subject to your **acceptance within 3 days** from the date of issuance along with you **submitting the attached letter of consent** for pre-employment verification.

At the time of joining, photocopy of the following documents should be submitted.

- Photocopy of all Educational Proof
- Service/Relieving letters from your previous employers
- Photocopy of Birth Certificate / Proof of age / passport
- Three Passport size photographs
- Pay slip of last three months from the previous employer
- A photocopy of your Permanent Account Number (PAN)
- Photocopy of Address proof



athenahealth Technology Private Limited
#40, Module No. 3&4, 9th Floor, A-Block,
SP Infocity, M.G.R Road,
Kandanchavadi, Perungudi,
Chennai – 600 096, Tamil Nadu, India
Phone: 044-4227 8600
CIN Number: U72200TN2005PTC057276
www.athenahealth.com

athenahealth Technology private Limited is a fast paced growing organization and we seek to attract and retain the most talented professionals whose contributions will make a significant difference in our success. We look forward to working with you. So please join us! Indicate your acceptance of this offer by signing in the space on the attached offer letter.

Termination: Like all employees of athenahealth, your employment is "at will" meaning that Offeree or athenahealth may terminate employment at any time for any reason. The employee as well as the employer may terminate this contract of employment by giving 30 days of notice period or by paying one month's basic salary in lieu thereof.

For and on behalf of athenahealth technology Private Limited

Sd/-

John Marshall
Sr.Manager Recruiting

Acceptance of Offer

I hereby accept the terms and conditions of this offer letter at athenahealth Technology private Limited

Date

Signature of Employee



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Benefits

Gratuity

As part of total rewards package, every employee who serves our organization for a minimum period of 5 years would be eligible for a gratuity claim.

Insurance: Our comprehensive Insurance policy covers our employees through various eventualities. Our programs are tailor made, inclusive and progressive in nature. Below are the brief details (please refer the employee portal for a detailed listing of the benefit):

Group Medi-claim Insurance athenahealth strives to ensure employee safety through various work place safety measures. To take care of medical related expenses, we provide a comprehensive Medical Insurance to you, your spouse, children & your parents. Currently, the maximum sum insured is 3 lakh rupees per annum. To ensure adequate coverage and employee well-being, our tailor made Medi-claim policy has a wider scope of coverage including all pre-existing diseases, maternity coverage from day one, and new born coverage from day one and so on.

Group Personal Accident: You are covered under GPA for a sum Insured of Rs. 20 lakhs PA.

Group Term Life Insurance: You are covered under Life insurance for a sum Insured of Rs. 20 lakhs PA.

Leave Program

We believe in work life balance. Our leave policy is structured in a way that it enables you to balance your personal commitments as well as relax and rejuvenate. Our Leave program is as below and as amended from time to time:

Leave	Days P.a.
Privilege Leave	12 days
Casual Leave	12 days
Sick Leave	12 days
Bereavement Leave	5 days
Paternity Leave	5 days
Maternity Leave	As per the Maternity Benefit Act
Adoption Leave (Incase the child is below 3 months of age)	12 Weeks

Employee Referral program

Our employee referral program enables you to earn cash reward of up to Rs.80000.

Other Benefits:

- Life Insurance
- Provident Fund
- Annual Appraisal Equity as per Appraisal Equity Guidelines
- Optional participation in athena's Employee Stock Purchase Plan (ESPP)
- Wellness program
- Home internet reimbursement