

## Employment Agreement

17th December, 2018  
Abhijit J Dharangutte  
101131  
Bangalore

Dear Abhijit,

Congratulations! Welcome to Legato Health Technologies LLP ("Legato").

The purpose of this employment agreement ("**Agreement**") is to confirm the terms and conditions of our offer of employment to you. Your employment will be subject to the terms and conditions contained herein and in addition, will be governed in accordance with key employment and related policies of Legato.

### 1. Date of Commencement/ Job Title

- (a) Your employment with Legato shall commence on **17th December, 2018** as **Senior Software Engineer**, based out of **Bangalore**.
- (b) Legato reserves the right to re-designate or revise your position or work description or work location at any time without stating any reason by a written notice to you.
- (c) Legato has the sole discretion to modify the nature of your duties and powers as it may deem appropriate without assigning any reason and you will be expected to undertake all responsibilities that may be assigned to you by Legato at any time.
- (d) The nature of your employment will be "at will" and no fixed period of employment in Legato is applicable to you. You or Legato may terminate your employment as per the provisions contained herein.
- (e) Your employment with Legato is conditioned on the satisfactory clearance of background check(s) conducted on you. In the event Legato is not satisfied with the results of the background check(s), Legato will be entitled to terminate your employment forthwith.
- (f) Legato may at any time transfer, second, depute or assign your services to any affiliated companies, successor in interest or other division/branch of Legato as it may deem necessary solely at the discretion of Legato and for such period of time that Legato deems appropriate.

### 2. Full Time Employment

- (a) You will be a full time employee of Legato and you shall devote yourself exclusively to the business of Legato. You will not engage yourself anywhere in any work, profession, trade, employment or commercial activity (other than normally acceptable personal investment activity), in any capacity either honorary or otherwise, whether part-time or full-time, directly or indirectly or whether during or outside office hours or within or outside the office premises, whilst in the services of Legato.

## Annexure – A

### Break-up of Salary

Component	Per month (INR)	Per annum (INR)
Basic salary	43333	520000
House Rent Allowance	17333	208000
Leave Travel Allowance	3611	43333
Special Allowance	38856	466267
Legato's contribution to PF	5200	62400
Incentive Pay @ Target	-	0
<b>Cost to Company</b>		<b>1300000</b>

**Note:**

Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.

As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment which will be over and above your CTC.

Shift Allowance payable based on the shift timing (except general shift)

Associates in general shift who avail transport will not be eligible for Conveyance allowance.

Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000/-

Coverage amount for Personal accident and Term Life Insurance would be 3 times of CTC each

Notice period will be 3 months

Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.

**Abhijit J Dharangutte**

**Signature**

**Date: 17th December, 2018**