



13-Jan-2021

Ganesh Anil Kumar Burla
Emp Code:5046105
Hyderabad

Dear Ganesh Anil Kumar,

Welcome to Thryve Digital Health LLP

Thryve Digital Health LLP (hereinafter referred to as "Thryve" or "the **Company**") is in the business of enabling Healthcare through technology and business process with core objectives of Innovative Solutions, Service Excellence, Client Value Realization, Scalability and Insourcing of Key activities. As you step into Thryve, you will help create an Organization where your ideas matter, where you lead and drive Change, and where you are free to innovate and create value for our Customers every day. You will step into a team which celebrates diversity across people, nationalities, cultures and ideas.

We confirm our verbal offer of employment to you subject to the terms and conditions of this Letter. This offer will be contingent upon completion of pre-employment activities (if not completed already) to include necessary paperwork, background verification and drug screen.

Position : Senior Analyst
Annual Compensation : INR 10,23,285

1. Date of Appointment: Your appointment will be effective **12-Jan-2021**. Please contact us immediately if you require an alternative joining date. In the event you fail to join within 7 days from Date of Joining, this offer for appointment will stand null and void without any further obligation from our side.

2. Annual Compensation: Your per annum Cost To Company is **INR 10,23,285**, the breakup of which is shown in Annexure - I. Your individual remuneration is purely between yourself and the Company and has been arrived at on the basis of your job, skill, specific education background, and professional merit. We expect you to treat this information and any changes made therein from time to time as Personal and Confidential. Unless otherwise provided by the Company, your salary shall be paid on a monthly basis. The total amount paid will be your salary less any statutory, standard, permissible or elected deductions or set-offs applicable to your employment. In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar Policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or Policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date. In case you have any queries in this regard, you may discuss the matter with your immediate reporting manager or your designated HR business partner.

3. Posting and Period of Employment: Your location of position is **Hyderabad**. Your services are transferable to any other place or office of the Company or Subsidiary or Associate Company, whether now existing or still to be formed whether in India or abroad.

4. Leave without Approval: If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.

5. Employee Benefits Program: You will be covered by the Company sponsored Employee Benefit Program as applicable to your Position from time to time.

6. Salary Review: Your compensation will be reviewed as per the Company's Performance Appraisal Policy and your salary may be adjusted depending upon various factors, including your performance during the preceding performance period.

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7. Leave: You are eligible for 12 days of Casual leave and 15 days of Privilege leave per annum. Company's leave policy shall apply to your employment and may be modified by the Company at any time, in its sole discretion, upon notice to you.

8. Working Hours: You will be governed by the normal working hours as existing in the Company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Non-Disclosure agreement (NDA): You will be required to sign necessary agreements with the Company or any other client as required and you are bound to complete various formalities as per the agreements at the time of joining and during the tenure with the Company.

You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

10. Notice Period/Separation:

Your employment with the Company can be terminated either by the Company or by you by giving the other party **90 days advance notice**. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the 'Basic' component of the salary for the balance of the notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the 'Basic' component of the salary for the balance of the notice period. However, accepting any such early relieving request would be entirely at the discretion of the Company.

Upon termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all the Company properties. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

Full & Final Settlement dues (if any) shall be settled upon due receipt of clearance from concerned departments

Retirement: You will retire from the services of the Company on your attaining the age of 60 (sixty) years.

11. Notice

Any notice required to be given to you shall be deemed to be duly and properly given if delivered to you personally or sent by registered post or by courier to you at your address in India or by e-mail to your last personal e-mail address as recorded with the Company

12. General

These terms of employment and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. The Company may assign these terms of employment, in whole or in part, upon notice to you. No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of employment will operate as a waiver of such powers, rights or remedies. If any provision of these terms of employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these terms of employment shall not be affected. You shall not make any announcement concerning the Company and its affiliates and their employees, contractors or clients without the Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other Intellectual Property of the Company and its affiliates and their employees, contractors or clients. These terms of employment will be construed in Accordance with and governed by the laws of India. Upon your acceptance, these terms of employment, together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the Company and you relating to this subject matter, and supersedes all prior and contemporaneous discussions, agreements negotiations, representations, and proposals relating to the subject matter hereof

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13. Rules, Policies, Procedures:

You must comply at all times with the Company's rules, policies and procedures relating to equal opportunities, prevention of harassment, health and safety, e-mail and internet use, and all other rules, policies and procedures introduced by the Company from time to time. For the avoidance of doubt, such rules, policies and procedures are not incorporated by reference into this letter and they may be changed, replaced or withdrawn at any time at the discretion of the Company.

Further, during the period of your employment with the Company, you will be required to comply with the Company's Code of Business Ethics & Conduct, Anti-Bribery & Anti-Corruption, Business Gift and Entertainment policy and failure to do so shall entitle the Company to take appropriate disciplinary action which may lead & include up to termination of your employment.

14. Miscellaneous:

(a) You will notify the Company immediately of every incapacitation from work and its probable duration. Upon request by the Company, reasons for the incapacitation must be given to the Company by you.

(b) You represent and warrant that you have not entered into any previous or contemporaneous agreement which would preclude you from performing your job responsibilities for the Company.

(c) All of the rights, duties and obligations between the Company and you as set forth in this letter are in addition to those provided by applicable law and none of the remedies specifically provided for in this letter will preclude either you or the Company from pursuing additional remedies available to either party.

(d) It is agreed that any dispute of whatsoever nature between you and the Company will be subject to the jurisdiction of Chennai Courts only, whether they be in any other courts or tribunal or authority of whatsoever nature.

(e) If one or more provisions of this letter are held to be illegal or unenforceable under Indian law, such illegal or unenforceable portion(s) shall be limited or excluded from this letter to the minimum extent required so that this letter shall otherwise remain in full force and effect and enforceable in accordance with their terms. It gives me great pleasure to invite you to join the Thryve family. We will be delighted to have you as part of our growing family and be a key contributor to the success of Thryve

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Sincerely,

For Thryve Digital Health LLP

A handwritten signature in blue ink, appearing to read "Shrinivas", with a stylized flourish at the end.

Shrinivas Ayyagari
Head - Human Resources

Read and understood the contents of the letter including Annexures and accept the terms and conditions

Employee's signature:

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Annexure A

Name	Ganesh Anil Kumar Burla		
Band	T1		
Designation	Senior Analyst		
Components	Description	Annual (INR)	Monthly (INR)
Basic	30% of Base Pay	3,02,619	25,218
HRA	50% of Basic	1,51,310	12,609
Special Allowance*	Balancing Component	5,18,486	43,207
PF Employer Contribution#	As per PF calc below	36,314	3,026
Total Base Pay (A)		10,08,729	84,061
Gratuity	4.81% of Basic	14,556	
Total Salary (C = A+B)		10,23,285	
Insurance: (Health Insurance, Term Life Insurance, Personal Accident Insurance Premiums) are over and above the Total Salary, which is paid by the Organization currently.			
Gratuity included as part of total salary			

* Depending on your special allowance amount, the entire amount or part thereof is eligible for tax benefits as per company guidelines, which you need to declare as per the flexible benefit components listed below.

Children Education Allowance, Books & Periodicals, Telephone/Data Reimbursement, Professional Development Scheme, Non-Transferable Meal Voucher, Personal car reimbursements OR Car Lease & Provision for use of Leased Car, Leave Travel Allowance.

PF Calculation: 12% of Basic Salary or INR 1800 per Month

For Employees drawing Basic less than INR 15000 per month, all the components for contribution (excluding HRA, Bonus, and other variable allowances) shall be included for computation, however the wage ceiling shall be restricted to INR 15000 Per month for the contribution.

Note: All payments made are subject to applicable taxes



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ANNEXURE B

SALARY COMPONENT & BENEFIT EXPLANATION		
COMPONENT	%	EXPLANATION
Basic Salary	30% of Base pay	This is the fundamental component of your salary structure that is linked to several other components (For Eg: Retirals, PF, Gratuity)
House Rent Allowance (HRA)	50% of Basic Salary (Maximum)	Self-explanatory component
Statutory Bonus Advance	As per bonus act	Until your monthly wages are less than INR 21,000/- or such other amount prescribed by law, you will be covered under Payment of Bonus Act, 1965
Special Allowance	Balancing amount of Base Salary and Other components	Depending on your special allowance amount, the entire amount or part thereof is eligible for tax benefits as per company guidelines, which you need to declare as per the flexible benefit components listed below. <i>Children Education Allowance, Books & Periodicals, Telephone/Data Reimbursement, Professional Development Scheme, Non-Transferable Meal Voucher, Personal car reimbursements OR Car Lease & Provision for use of leased car, Leave Travel Allowance.</i>
Provident Fund	Statutory Requirement: 12% of Basic Salary or INR 1800 per Month Note: For Employees drawing Basic less than INR 15000 per month, all the components for contribution (excluding HRA, Bonus, and other variable allowances) shall be included for computation, however the wage ceiling shall be restricted to INR 15,000 Per month for the contribution.	Contributed to Provident Fund. Two options are available: 1. Option I: Limit employer and employee Provident Fund equal contribution to 12% of your Basic Salary. This option will give you consistent take home salary, decrease your tax liability and increase your ability to save for retirement 2. Option II: Limit employer and employee Provident Fund to INR 1800. This option will certainly give you a higher take home salary and conversely increase your tax liability and reduce your ability to save for retirement. If Option II is chosen, the difference is adjusted with Special Allowance keeping the Total salary constant. The offer letter will always provide the salary break-up as per the statutory requirement. Option II can be opted at the time of completing the joining formalities Voluntary Provident Fund (VPF) is also an option you can opt for at the time of completing the joining formalities
Gratuity	4.8% of Basic Salary is paid by the employer	Gratuity is payable as per the Payment of Gratuity Act, 1972 upon cessation of employment after at least 5 years of continuous service with the company. It considered for Total cost to company computation.
Employee State Insurance Act (ESIC)		Until your monthly wages are less than INR 21,000 or such other amount prescribed by law, you will be covered under Employees' State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same
Group Term Life Insurance Plan	Please refer to the Policy for details	Group Term Life Insurance is a coverage provided to the beneficiaries in the event of individual death during the covered period. Death due to any reason gets covered.
Group Personal Accident Insurance Plan	Please refer to the Policy for details	Group Personal Accident coverage provided for Disability due to accident. Disability may range from Partial, Temporary to Permanent Total. Payout will be 100% in case of Permanent Disability & in a range of 1% to 50% in case of Permanent Partial depending on the body part.
Group Mediclaim Insurance Plan	Please refer to the Policy for details	Group Mediclaim Insurance Plan is a benefit provided to employees for Hospitalization. The Sum Insured covers - Self + Spouse + 2 Children + Parents / Parents in Law + 2 Siblings (Below 25 Years of Age)

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