

Annexure B

Compensation Package Summary	
Employee Name	Maran Sowthri Kalailingam
Title	Member of Technical Staff - MTS
Cohort Level	Associate
Date of Joining	May 26, 2020

	Monthly	Annually
Gross Base Salary	INR 75,000	INR 900,000
Basic	INR 37,500	INR 450,000
HRA	INR 18,750	INR 225,000
Special Allowance	INR 8,900	INR 106,800
Meal Voucher	INR 1,100	INR 13,200
Leave Travel Assistance	INR 3,750	INR 45,000
Mobile Allowance	INR 2,500	INR 30,000
Internet Allowance	INR 2,500	INR 30,000

Retirals		
Company Contribution to PF	INR 4,500	INR 54,000

Performance Cash Bonus	
Performance Bonus* - 8% of Gross Base Salary	INR 72,000

Total Cost to Company	INR 1,026,000
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*Target Bonus Amount is an annual variable incentive the precise value of which may vary depending upon the employee's performance rating in the company's Performance Feedback Process, the level of achievement of established business goals for the respective department, and the overall performance of the company. The amount shown is for illustrative indicative purposes only. The performance bonus is paid annually and is a percentage of eligible gross base salary earned during the applicable review period. This is an electronically generated document and does not require any signature. Should you have any questions about the information contained in this document: New hires contact the applicable athenahealth Recruiter; Existing employees contact your Manager or HR Business Partner.

Benefits

Gratuity: Every employee who serves our organization for a minimum period of 5 years would be eligible for a gratuity claim.

Group Medi-claim Insurance: athenahealth strives to ensure employee health and wellbeing 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 INR 5 Lakhs 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. We also provide top-up option to enhance your medical coverage up to 5 LPA at an additional cost borne by you.

Group Personal Accident cover: You are covered under GPA for a sum Insured of INR 20 Lakhs per annum.

Group Term Life Insurance cover: You are covered under Life insurance for a sum Insured of INR 20 Lakhs per annum.

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	Annually
Privilege Leave	12 Days
Casual Leave	12 Days
Sick Leave	12 Days
Bereavement Leave	5 Days
Paternity Leave	10 Days
Maternity Leave	As per the Maternity Benefit Act
Adoption Leave (In case 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 INR 80000.

Wellness Program covering up to INR 10,000 per annum as reimbursement towards specific wellness expenses.

Signature :

{{Sig_es_:signer1:signature}}

Name: Maran Sowthri Kalailingam

Date: May 13, 2020

Annexure C

List of Documents:

1. Photocopy of all Educational Proofs
2. Service or Experience letter & Relieving letters from your previous employers
3. Photocopy of Birth Certificate / Proof of age / passport
4. Three Passport size photographs
5. Pay slip of last three months from the previous employer
6. Photocopy of your Permanent Account Number (PAN)
7. Photocopy of Address proof (Aadhar card)
8. Provident Fund UAN

Signature :

{{Sig_es_:signer1:signature}}

Name: Maran Sowthri Kalailingam

Date: May 13, 2020