



Dear Tyrell:

We are excited to welcome you to the Bamboo Health team through this formal employment offer. You are joining a growing, dynamic business whose mission is to deliver analytics, insights, and applications for care coordination supporting whole-person care. We are dedicated to improving patient care with our innovative SaaS solutions, and you will soon begin to play an important part in this mission.

We are careful about who we invite to join us on this journey, and this offer is evidence that we are excited about the talent and passion you will bring to the team.

**Position:** Software Engineer, you will report directly to Asit Patnaik

**Start Date:** November 22, 2021

**Salary:** \$110,000.00 annually, minus required withholdings, paid in accordance with our standard payroll practice, which is currently a bi-weekly direct deposit.

**Company's Incentive Compensation Program (ICP):** targeted at 4% of your base salary, paid out annually, prorated from your date of hire.

**Stock Options.** Subject to the approval of the Company's Board of Directors, you will be given the right to purchase 48,000 shares of the Company's common stock options ("Options"), subject to the Company's Stock Option Plan. These options vest 20% after 1 year and monthly over the next 4 years, as described in your forthcoming applicable Stock Option Agreement.

**Benefits:** We offer an outstanding array of benefits, and you are eligible to participate on the first day of month after your start date.

**401(k):** 100% vested and eligible to participate on start date.

This offer is conditional upon you electronically signing and acknowledging the Confidentiality and Non-Disclosure, and people policies; passing a pre-employment background check; and providing satisfactory proof of eligibility for employment in the United States. Background verifications are completed by Employment Background Investigations (EBI). Upon receipt of a signed offer letter, the People Team will generate an email requesting you to complete the background check forms online. You will have 72 hours from the time of email generation to complete this required form.

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Bamboo Health  
9901 Linn Station Road, Suite 500  
Louisville, KY 40223



You acknowledge that the employment relationship between the Company and you is “at-will”, meaning that the employment relationship may be terminated at any time by you or the Company for any reason or no reason.

Tyrell, we are thrilled to have you join our team and look forward to welcoming you on your first day. Please indicate your acceptance of this offer by your signature below.

Sincerely,

*Sarah Burnett*

Talent Acquisition Partner

*Tyrell Dwyane Cook*  
Tyrell Dwyane Cook (Nov 8, 2021 14:39 EST)

Tyrell Cook

Nov 8, 2021

11/5/2021