



January 24, 2017

Melanie Chew Inn Inn  
melaniechew91@hotmail.com  
+60187906636

Dear Melanie,

We are pleased to extend an offer of employment to you to join LIH ChangHe Olivia's Place. Effective on the date specified below, you will become a full-time salaried employee of the Company to serve in the position of Physical Therapist reporting to Milind Sonawane, Therapy Director, and to perform other duties and responsibilities as may be assigned to you from time to time by the President or the Board of Directors of the Company.

In consideration for all services rendered by you during employment, you will be paid a pre-tax, monthly salary of RMB 12,000. Salary payments will be made monthly (on or before the 10<sup>th</sup> of each month).

You will be entitled (based on performance) to a yearly bonus of zero to three months of your base salary, given at Chinese New Year. This bonus will be determined by two scored bi-annual Critical Success Factor (CSF) metrics that are agreed upon between you and your manager. In addition to the 11 days Chinese public holidays (1 day Jan 1<sup>st</sup>, 3 days CNY, 1 day Tomb Sweeping, 1 day May Day, 1 day Dragon Boat, 1 day Mid-Autumn, 3 days Oct Holiday), you will be entitled to 10 days Paid Time Off (PTO) (with an additional day added for each year of service) each year in conformance with applicable Chinese national law and local rules. Your paid time off is calculated pro rata on a monthly basis when you official start with the Company.

During your employment, you shall be entitled to participate in the Company's work permit and visa sponsorship program, therapist referral program, and competitive health insurance coverage for yourself. To help with the relocation to China, the company will provide a RMB 4,000 relocation allowance and 5 days hotel accommodation. Relocation allowance can use for all travel related expenses (i.e. airfare, shipping and furniture purchase) and that will be reimbursed with corresponding receipts and our BJ team will book a hotel room for you based on your arrival date. This relocation allowance and hotel fee will have a vesting period of 1 year, meaning that a pro-rated amount will need to be returned to the company should you decide not to stay for a period of 1 year.

Aligned to our belief that we would like all employees to share in the growth of and dedication to the company, you will be granted stock options commensurate with your title in the



organization. The Company will grant you ownership in the company in the form of a stock option grant of 23,040 stock options. The stock options may be converted to Common Stock (non-voting shares) at a strike price based on a discounted Fair Market Value (as determined by the Board of Directors) at the time of the grant, which at this time is determined to be RMB 0.85 per share. The 23,040 stock option grant will have a designated 5-year vesting schedule where 40% of the grant (9,216 stock options) vests after 2 continuous years of service with the Company, and an additional 20% (4,608 stock options) vests each subsequent year. Thus, after a 5-year period, this results in 23,040 stock options that are fully vested.

Upon your acceptance of employment, you will be asked to sign the Company's Confidentiality and Proprietary Information Agreement.

This offer is contingent upon your ability to present valid documents establishing your right to work as a Physical Therapist. This offer is also contingent on providing a valid, up-to-date background check and references.

You hereby confirm that (i) you will not disclose or use any confidential or proprietary information of any prior employer or other person in connection with your employment by the company (ii) you are not subject to any agreement or restriction which would restrict your employment with the Company (iii) if you resign your position in the future you will give the Company at least 60 days written notice.

As part of your Employment Contract, you will be required to agree to a Non-Compete provision, where you may not work for another competing firm without written consent of the President.

Please confirm your acceptance of this offer by signing and returning to us this letter before January 31, 2017.

Yours sincerely,

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**Kristi Troutman**  
Beijing Health Services Director  
LIH Olivia's Place Co., Ltd

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I, MELANIE CHEW INN INN, (Passport/ID card number. A30440928), hereby acknowledge that I have read and understood the above-mentioned Offer of Employment. I hereby accept this Offer of Employment.

Signature: Melanie

Name: MELANIE CHEW INN INN

Date: January 26, 2017

Expected Start Date: March 1, 2017