

To: Sunny Balwani[sbalwani@theranos.com]
From: Mona Ramamurthy[/O=THERANOS ORGANIZATION/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=MONA RAMAMURTHYF7E]
Sent: Sun 10/20/2013 5:53:08 PM (UTC)
Subject: FW: Welcome to Theranos!

Hi Sunny,

Here are Mark's questions. I thought we had Adam do what he mentions in the first question. Do you want me to confirm with Brad/Scott?

Thanks,
Mona

From: Mark Pandori
Sent: 10/20/2013 9:59 AM
To: Mona Ramamurthy
Subject: RE: Welcome to Theranos!

Mona,

Maybe I can ask you most of my questions:

1. I am approved by the State of California (and Federal Gov) to be a Laboratory Director for a Public Health Laboratory, and I meet all of the Federal requirements to be a clinical laboratory director. The State of California, I believe, requires that I register as a clinical laboratory director with the State Department of Public Health. The regs are unclear, but the State of CA, may require an examination for me to accomplish that registration. I THINK that my Board Certification exam (which I passed, of course), counts as that exam, but am not 100%. Is Theranos comfortable with this stipulation? What I mean is, that the State (which is unclear about their requirements) MIGHT ask me to pass another exam to get the registration. Is this OK in the context of this offer?

2. I am most excited about the, science and intellectual challenge that is associated with this position. But because this is also a life decision, I wanted to ask whether new employees have any access to stock options, in case the company one day goes public?

Thank you again for this offer, and for your consideration of these questions.

This is very exciting.

Mark

Mark W. Pandori, PhD, HCLD(ABB)
Director
San Francisco Department of Public Health Laboratory
Population Health Division
San Francisco Department of Public Health

FAX: [REDACTED]

-----Mona Ramamurthy <mramamurthy@theranos.com> wrote: -----

To: Mark Pandori <[REDACTED]>
From: Mona Ramamurthy <mramamurthy@theranos.com>
Date: 10/19/2013 12:00PM
Subject: RE: Welcome to Theranos!

No need to apologize at all! We'll figure out a time that works. Will definitely keep you posted.

From: Mark Pandori
Sent: 10/19/2013 8:22 AM
To: Mona Ramamurthy
Subject: RE: Welcome to Theranos!

Mona,

I am on the road and meeting with a scientific collaborator on Saturday for much of the day. I am sorry to ask this, but would it be possible to speak with them on Sunday, or early Monday? It will not take long for me to sign and scan the offer, after a short conversation.

I am sorry for this inconvenience!

Mark

Mark W. Pandori, PhD, HCLD(ABB)
Director
San Francisco Department of Public Health Laboratory
Population Health Division
San Francisco Department of Public Health

FAX: [REDACTED]

-----Mona Ramamurthy <mramamurthy@theranos.com> wrote: -----
To: 'Mark Pandori' <[REDACTED]>
From: Mona Ramamurthy <mramamurthy@theranos.com>
Date: 10/18/2013 10:44PM
Subject: RE: Welcome to Theranos!

Hi Mark,

I might be able to set up some time tomorrow for you to speak to someone. Please let me know if you are available tomorrow and if so, when?

Thank you,

Mona

From: Mark Pandori [mailto:[REDACTED]]
Sent: Friday, October 18, 2013 4:45 PM
To: Mona Ramamurthy
Subject: Welcome to Theranos!

Ms. Ramamurthy,

Thank you for this exciting offer. I'm dizzy thinking about it.

(Happy, I mean!).

Is there any way for me to speak to someone

who might be my superior in the position before signing the Offer Letter?

Someone, perhaps, who could speak to me about the technicals of
the position, briefly

I had a question or two.

Thank you very much for this exciting, and once in a lifetime chance.

Sincerely,

Mark W. Pandori, PhD, HCLD(ABB)
Director
San Francisco Department of Public Health Laboratory
Population Health Division
San Francisco Department of Public Health

FAX: [REDACTED]

-----Mona Ramamurthy <mramamurthy@theranos.com> wrote: -----

To: "'Mark_Pandori@sfdph.org'" <[REDACTED]>
From: Mona Ramamurthy <mramamurthy@theranos.com>
Date: 10/18/2013 04:13PM
Subject: Welcome to Theranos!

Dear Mark,

It is with great pleasure that I write to present you this offer to join the Theranos team.

To accept the offer, please sign the Offer Letter and At Will Agreement and scan/email them back to me by Tuesday.

If you have any questions, please do not hesitate to contact me. We look forward to you joining!

Kind regards,

Mona

Mona Ramamurthy

Head of HR & Employment Counsel

Theranos, Inc.

=====

PRIVILEGED AND CONFIDENTIAL COMMUNICATION

IMPORTANT – This electronic transmission, and any files transmitted with it are confidential and/or legally privileged information. This information is intended solely for the use of the individual or entity to which they are addressed. Any disclosure, retransmission, reproduction, dissemination or other use of the contents of this information by persons or entities other than the intended recipient is strictly prohibited. If you have received this email in error, please contact us immediately and delete all copies. Please note that any views or opinions presented in this email are solely those of the author and do not necessarily represent those of Theranos, Inc. Finally, before opening or using attachments the recipient should check this email and any attachments for the presence of viruses. Theranos, Inc. accepts no liability for any damage caused by any virus transmitted by this email. Our sole responsibility is limited to resupplying any affected attachments.

Theranos, Inc., 1601 S. California Avenue, Palo Alto, CA, 94304 650-838-9292 www.theranos.com

=====

- [attachment "Theranos - At Will Employment Confidential Information and Invention Assignment Agreement_(PALIB2_2768193_3 d.pdf" removed by Mark Pandori/DPH/SFGOV]
- [attachment "Theranos Employee Benefit Booklet 2013.pdf" removed by Mark Pandori/DPH/SFGOV]
- [attachment "Pandori, Mark - 101813 - Offer Letter.pdf" removed by Mark Pandori/DPH/SFGOV]
- [attachment "Pandori, Mark - Letter from CEO.pdf" removed by Mark Pandori/DPH/SFGOV]