



Cambridge Health Alliance
A COMMUNITY OF CARING

Physicians Organization
1493 Cambridge Street, Cambridge, MA 02139
Phone 617.499.6626 Fax 617.499-6603

November 11, 2010

By Hand

Bharanidharan Padmanabhan, MD
30 Gardner Street
Apartment 6A
Brookline, MA 02445

Dear Dr. Padmanabhan:

This letter confirms your conversation today with Dr. Rachel Nardin, Division Chief of Neurology, and myself. As you have been advised, your medical staff privileges at the Cambridge Health Alliance have been suspended effective today, November 11, 2010.

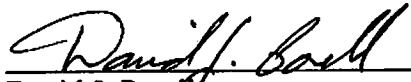
Pursuant to Section 10(c) of your Employment Agreement ("Agreement") with Cambridge Health Alliance Physicians Organization, Inc. ("CHAPO"), CHAPO has the contractual right to terminate your employment for cause. Please be advised that CHAPO is exercising this right, but is prepared to delay the last day of your employment until December 27, 2010, subject to strict adherence by you to the conditions set forth in this letter.

1. You will stop any and all contact with patients and will cease providing any clinical care, effective immediately. This includes all activities related to the prescribing (including refills) of pharmaceuticals.
2. CHAPO will place you on paid administrative leave beginning on November 12, 2010, during which time your duties will be confined to the completion of the medical records of your patients and such other administrative matters as may be assigned to you by Dr. Nardin. You are to report daily to Dr. Nardin of your progress in completing your records and other administrative matters and continue to demonstrate substantial progress throughout. All medical records must be completed to Dr. Nardin's satisfaction by November 29, 2010.
3. You will be provided with office space in the Macht building on the Cambridge hospital campus to carry out your medical record and other administrative activities. You should stay away from CHA locations other than the Macht building. You are to refrain from contact with patients or employees of CHA except to the extent required to complete the administrative activities described herein.

4. You are expected to conduct your administrative duties in a cooperative and professional manner.
5. You are instructed that for so long as you remain covered by professional liability insurance provided to you through CHAPO, you are not to engage in any medical or professional practice at CHA or elsewhere (other than the administrative activities described herein).
6. Any failure on your part to comply with these conditions will result in the termination of your administrative leave and will accelerate the end of your employment.

CHAPO Human Resources will be sending you a packet regarding your benefits including your health insurance as mandated by federal law (COBRA).

Regards,


David J. Porely
Chief Administrative Officer

cc: David Bor, MD, Chief of Medicine
Rachel Nardin, MD, Division Chief of Neurology
Kathy Murphy, Senior Director of Medicine
Nancy Lian, Senior Director of Medical Staff Services