



**FREECHARGE PAYMENT
TECHNOLOGIES PRIVATE LIMITED**

+91-124-4751361
care@freecharge.com
www.freecharge.com

26-Nov-19

Mr. Touheed Khan

718, Ashraf Ganj, Tees Phuta Road, Firozabad, U.P.

SUBJECT: - OFFER OF EMPLOYMENT WITH FREECHARGE PAYMENT TECHNOLOGIES PRIVATE LIMITED

Dear Touheed,

Congratulations!

We are super excited to extend you this offer for the position of **Software Development Engineer in Test** with **Freecharge Payment Technologies Private Limited** at **Gurugram**. If you accept the offer, your start date will be on or before **27-Nov-19**.

The terms and conditions governing this offer will be shared with you on your Date of Joining. Your compensation details are enlisted in **Annexure A**. This offer stands cancelled if you fail to qualify the necessary reference and background checks, as applicable.

To accept the offer, you are requested to reply to us acknowledging your acceptance within five (5) working days, failing which this offer stands cancelled.

We look forward to welcoming you to our #Playground!

Best wishes

(for) Freecharge Payment Technologies Pvt. Ltd,

Mayank Kapoor
Head - Human Resources

Principal Office: DLF Cyber Greens, 16th Floor, Tower- C, DLF Cyber City, DLF Phase III, Gurugram, Haryana- 122002, India.

Registered Office: 2nd Floor, Plot No. 25, Pusa Road, New Delhi-110005

Tel : +91-011-43556400, CIN: U74140DL2015PTC275419 (Subsidiary of Axis Bank Limited)



Annexure A

Candidate Id : 154321 **Name** : Touheed Khan
Designation : Software Development Engineer in Test **Grade** : A3
Business Segment : Technology **Department** : QA Engineering
Location : Gurugram

	Per Annum
Basic Salary	187500
HRA	93750
LTA	18000
Special Allowance	200031
Flexible Benefits	
Meal	36000
Fuel & vehicle Maintenance	28800
Chauffeur Salary	10800
Telephone	12000
Gross Compensation	586881
Statutory Bonus	15619
PF-Employer Contribution	22500
Total Fixed Compensation	625000

Please refer to Annexure B for any additional entitlements and details to above entitlements, if and as applicable.

(for) Freecharge Payment Technologies Pvt. Ltd,

Mayank Kapoor
Head - Human Resources



Annexure B

Details on entitlements in Annexure A:

- **Leave Travel Allowance:** Net monthly entitled amount of LTA will be payable every month and tax exemption will be applied when the relevant proofs are submitted. In case proofs are not submitted this amount will be taxed at the end of the financial year
- **Telephone:** This enables you to claim Telephone expenses incurred monthly, against bills produced. Landline with Broadband and Cell phone is permitted to be claimed under this section. Non-submission of bills, will make this amount taxable.
- **Meal:** This amount (disbursed through Sodexo Meal Pass every month) can be redeemed at partner restaurants and cafes for food and non-alcoholic beverages across India
- **Fuel & Vehicle Maintenance and Chauffeur Salary:** This enables you to reimburse expenses incurred against using 'own' vehicle (registered in your name) for official and personal purposes. Fuel bills and vehicle maintenance is covered under this section. The max limit defined is as per the below table:

Usage	Max Reimbursement Per Month	
Engine Capacity	Less than 1600cc	Greater than or equal to 1600cc
Official & personal (In INR)	INR 1,800	INR 2,400

Additionally, you can avail for reimbursement of Chauffeur salary upto Rs. 900 per month

- **Provident Fund:** This is the employer's contribution towards PF and is at 12% of your basic component in salary.

Employee Benefits:

Gratuity: Eligibility on completion of 5 years of employment with the company

Employee Insurance:

- Medical Insurance Coverage: Eligibility as per Company policy
- Personal Accident Coverage of 1.5 times of your fixed CTC or 10 Lacs whichever is higher
- Term Life Coverage of 2 times of your fixed CTC or 12 Lacs whichever is higher

Note:

Notice Period and Relocation Bonus: Any amount paid out towards Relocation Assistance or reimbursement of Short notice pay for your previous organization will be subject to recovery if the employment agreement with Freecharge is terminated on or before a year from your Date of joining.

(for) Freecharge Payment Technologies Pvt. Ltd,

Mayank Kapoor
Head - Human Resources

Touheed Khan