



February 4, 2022

Dear Zeeshan,

Congratulations! We are pleased to offer you the position of Senior Software Development Engineer Test in GSD, Engineering at Afiniti Software Solutions (Private) Limited (“Afiniti”). The position is based in Lahore and reports to Mubashir Hassan. The offer details are shared below for your reference.

We are confident that your knowledge, skills, and experience will be among our most valuable assets. We look forward to welcoming you aboard!

Name	Zeeshan Abid
Job title	Senior Software Development Engineer Test (L3)
Reports to	Mubashir Hassan, Director
Location	Lahore
Work hours	9 hours a day, 5 days a week (3 PM-12 AM)
Probation	3 months
Notice period	45 days
Start Date	March 3, 2022
Gross monthly salary	PKR200,000.00 . (Taxable)
PF @ 6.5% of gross	Rs. 13,000/month – After probation - Optional - Equal contribution by Afiniti if opted-in
OPD @ 5% of gross	Rs. 10,000/month – After probation - Claimable, unclaimed amount is paid at year end
Internet Allowance	Rs. 3,200/month - Claim of up to 25 Mbps can be made (wired only)

Compensation and benefits details

- 1. Gross Salary is taxable as per current FBR income tax slab**
2. Health Insurance is provided to Self & Family from your date of joining as per policy
3. Life Insurance is provided to Self after 30 days from date of joining as per policy
4. Pay Continuation Plan is provided to Self after 30 days from date of joining as per policy
5. You can participate in Self Sponsored Insurance for your Parents from your date of joining as per policy
6. UPS Policy
7. OPD & PF is applicable from your date of confirmation
8. You will be entitled for Casual (10), Medical (08) & Annual (14) leaves from your date of confirmation as per policy
9. Pick & Drop service is provided in collaboration with Careem for Males & Company Transport P&D for Females.

This offer is contingent upon satisfactory completion of background verification, proof of your eligibility to work in the above mentioned location and proof you been vaccinated against Covid-19 (or approval of a reasonable accommodation based on applicable legal requirements).

Please confirm your acceptance of the above job offer



I accept the above job offer for Senior Software Development Engineer Test in GSD, Engineering.

A handwritten signature in black ink, appearing to read "Zeeshan", is written over a horizontal line.

Signature

02-04-2022

Date

Name Zeeshan Abid

This offer letter will expire on February 4, 2022