



Reference Number: 104

31-Jul-2025

Yathisha S K

Dear Yathisha,

We take great pleasure in extending an offer to you for being a part of Kokken Robotics and Consulting Solutions Pvt Ltd.

Please find enclosed the job offer letter.

In case you have any queries please feel free to contact at the below mentioned details:E-Mail

Address : [reena@kokken.in](mailto:reena@kokken.in)

Telephone No. : 9743070764

Yours sincerely,

Reena N

Reference Number: 104

31-Jul-2025

Yathisha S K

Dear Yathisha,

We are pleased to make you an offer of appointment as AI Engineer at Kokken.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Company on or before 1st Aug 2025.
- b) You will be on probation for a period of 3 months or such extended period as may be decided by the company based on your performance during the probation period. During this period your remuneration would be INR 18,000/-
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Company in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Company. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) with any external agencies, press etc. outside the Company. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Company.
- **IT Security Practice & Procedures:** While you are in the services of the Company, you will adhere to the IT Security Practice & Procedures as prescribed by Kokken. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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- **Notice Period:** In case you decide to leave the Company's services during probation period, you will be required to give thirty days' notice. The Company in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Company the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Company's services after confirmation, you will be required to give ninety days' notice. The Company in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Company the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Company, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Company shall have the right to transfer you to any of its offices in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Company or your resignation from the services of the Company, you shall not join any Competitor IT Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Company or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Company/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Company/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Company.
- Please note that while joining the services of the Company and during the course of your services with the Company, you would be required to notify the Company immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet

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/Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Company.

- The Company expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Company would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Company, you will not take part in any demonstration/agitation against the Company and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Company leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Company are liable to be terminated:
  - Without assigning any reason and without giving any notice during probation period
  - At any time during your services with the Company in the event of
    - a) Any breach of the conditions mentioned in this letter on your part
    - b) Any incorrect information furnished by you like:
      - Mismatch in your previous employment data even for a day
      - Mismatch in your previous pay slip
      - Fake qualification certificates etc; and
    - c) Suppression of any material information by you.
    - d) Any breach of the Rules and Regulations of the Company as applicable/may be made applicable to you from time to time.

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- **GENERAL:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course- graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Company.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

DARSHAN NACHAPPA K S  
FOUNDER & CEO

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

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**ANNEXURE:**

Remuneration post confirmation (post the probationary period)

- Your CTC will be Rs. 3,00,000/- (Rupees Three Lakhs only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Company. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/oris serving notice period.

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### **JOINING FORMALITIES**

The process to join the Company is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of receiving confirmation about your medical fitness. Please note that completion of online joining formalities is a mandatory process.

Following documents (xerox copies) are required to be provided:

- 1) Self-attested copies of educational certificates and marksheet (X<sup>th</sup>/XII<sup>th</sup>/ Graduation/Post graduation)
- 2) Work Experience Document
  - a. Resignation accepted letter from current organisation
  - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) Aadhar Card
- 6) PAN Card

You are required to carry all original documents for verification on the day of joining.

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### Remuneration Details

Name : Yathisha S K

Position: AI Engineer

Date:- 31-Jul-2025

	AI Engineer	
	Monthly	Annual
Basic	11,250	135000
HRA	5,625	67500
Additional Allowance	7,384	88,607
<b>Total</b>	<b>24,259</b>	<b>291106.5</b>
<i>Retrials</i>		
Gratuity	541	6,494
Professional Tax	200	2,400
<b>Total CTC</b>	<b>25,000</b>	<b>300000</b>

**DARSHAN NACHAPPA K S**  
**FOUNDER & CEO**