

# ಪಿಇಎಸ್ ಇನ್*ಸ್ಪಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್*ಡ್ ಮ್ಯಾನೇಜ್**ಮೆಂ**ಟ್ ಸ್ಟಡೀಸ್

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

(ಕುನೆಂಪು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ)

Phone 08182 - 640772

08182 - 640812

PES Institute of Advanced Management Studies

Website: www.pestrust.org

N H 206, Sagar Road, Shivamogga - 577 204 (Karnataka)

(Affiliated to Kuvempu University and Recognised by Govt. of Karnataka)

No

#### OFFER LETTER

Date 15/05/2018

Dr. KASAM SETTY SAILATHA # 3, 3 Cross, 12<sup>th</sup> Main, Chalukya Nagar, Gopala Shivamogga

Sub: Selection for the post of Principal – PES Institute of Advanced Management Studies (PESIAMS).

Dear Dr. KASAM SETTY SAILATHA

Pursuant to your interview dated 11/06/2018 and subsequent discussion, we are pleased to confirm that you have been selected for the post of Principal, PESIAMS

You are hereby requested to report to the duty on any convenient date between 02/07/2018 to 06/07/2018. The detailed appointment order will be issued on the date of reporting to the Institution.

We are confident that you are able to make significant contribution to the growth of our institute

With Best Regards,

Smt. Arunadevi S Y Trustee

#### ACCEPTANCE

Laccept the offer letter on the terms and conditions mentioned therein. Lundertake to retain the information on my compensation and benefits confidential.

Date:

ice Shirkmagge

Signature

15 6 16

PESIAMS

# ಪಿಇಎಸ್ ಇನ್ಸ್ಟ್ಟ್ಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ಮೆಂಟ್ ಸ್ಟ್ಡಡೀಸ್

ಎಸ್ ಹೆಚ್ ೨೧%, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

ಸುವೇಧು ಎಲ್ಲವನ್ನೂ ಎಲಗುವ ಸಂಗೋಜನೆಗೊಳಪಟ್ಟದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ)

Phone 08182 - 640772 08182 - 640812

PES Institute of Advanced Management Studies

Website www.pestrust.org

N H 206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Affiliated to Nuvempu University and Recognised by Govt. of Karnataka)

No

Date: 15/06/2018

Dear Dr. KASAMSETTY SAILATHA

#### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Principal, PES Institute of Advanced Management Studies (PESIAMS). You are informed to join on 05<sup>th</sup> July 2018.

The terms and conditions of your employment with us shall be as follows:-

- Probation— You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Trust. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 60 days' notice. The Institute reserves the right to pay or recover 60 days salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.
- 6. Work Schedule & Scope of Work -
- a)You will completely dedicate your expertise and experience towards the growth of our Institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by CCA and Management from time to time pertaining to the Institution.

X. Sailalla 18

Page 1 of 3

- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Trust. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- 9. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

#### Annexure on salary break-up

Particulars	Monthly Salary Break up
Basic	37,400 = 00
AGP	10,000=00
H.R.A	4,740=00
DA	4,740=00
Conveyance	1,600=00
Medical Allowance	1,250=00
Flexible Benefit Plan	20,270=00
Total Gross - (A)	80,000=00
Deduction	
PF .	1,800=00
Professional Tax	200=00
Total Deduction - (B)	2,000=00
Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)	78,000=00

P.S

 Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer.

Page 2 of 3

4. Sailata 18

2. Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

On joining duty, you may report to the Chief Coordinator - Administration PES Trust, Shivamogga. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES Institute of Advanced Management Studies (PESIAMS).

Sincerely yours,

SY ALUQN.

Smt. Arunadevi S Y Trustee & Governing Council Member

#### ACCEPTANCE

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Signature of the Employee



### ಎಇಎಸ್ ಇನ್ನ್ಟ್ರೆಬ್ಯೂಬ್ ಆಫ್ ಅಡ್ಡಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮೆಂಬ್ ಸ್ಟರೀಸ್

(ಕಾರೋ) ವಿಕ್ಷವಿಸ್ಥಾನಿಂದರ ಕಾರೋಚಿಸಲಾಗುವುದ ಮತ್ತು ಕರ್ನಾಟ ರಾಗಾರ ಮಾರ್ಚಿ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053085

### PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govf. of Kamalaka)

Website : pestrust edu in/pesiams

N H-205, Sagar Road, Shivamogga - 577 204 (Karnataka)

Date: 10/07/2020

Dr. KASAMSETTY SAILATHA

EMP Code 1167 Principal

PES Institute of Advanced and Management Studies

Shivamogga

Dear Dr. KASAMSETTY SAILATHA

#### CONFIRMATION LETTER

This has reference to your Appointment Order which placed you as a probationary employee at PES Institute of Advanced Management Studies effective from 05/07/2018.

We are happy to write to you that following a review of your performance; your probationary term stands closed with effect from 04/07/2020 making you a "REGULAR "employee of PES Institute of Advanced Management Studies, Shivamogga.

With this, we are sure you will assume more active and productive role in carrying out your assignments at PES Institute of Advanced Management Studies. Obviously, it now becomes imperative that you will involve in more committed role in accomplishing quality work at PES Institute of Advanced Management Studies

All other terms and conditions of your employment and Appointment Order remain unchanged.

Wishing you all the very best.

Dr. Nagaraja R

Chief Coordinator - Administration





# යහයාගේ සුකරුදියකුදුන් සතුර සසලකුදුක් **ස්තුන්සෝඨාරණ ල්ලකේ**

(Color) ವಿಗ್ರವಿರಾಧಿಸಲಾಗದ ಸಂಗೋಚನೆಗೊಳವನ್ನಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾವೃತೆ ಪಡೆದಿದೆ) ಎನ್ ಪೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 08:82 - 640772

05182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

Website: pestrust edu in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Date: 22/05/2020

No.

To:

Dr. DILEEP KUMAR S D s/o Dodde Gowda Shivanenahalli Doddakodihalli , Belur Hassan - 573125

Sub: Selection for the post of Assistant Professor.

Dear Dr. Dileep Kumar S D

Congratulations! We are pleased to confirm that you have been selected for the post of Assistant Professor in the Department of Commerce.

You are required to report to the duty 10 days before the start of the classes, which will be intimated to you in due course of time. The detailed appointment order along with the rules and regulations of the college will be issued on the date of reporting to the duty.

We hope by joining our institution you will dedicate yourself for the development of the institution which would result in your professional growth.

Wishing you all the best.

Dr. KASAMSETTY SAILATHA

Principal

Chief Coordinator - Administration

ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein.

Date: 22/05/2020

Place: Shivamagig

Signature

PESIAMS

**ಪಿಇಎಸ್ ಇನ್**ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಥಡೀಸ

(ಕುವಂತು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084

8147053085

PES Institute of Advanced Management Studies

email: principaliams@pestrust.edu.in : pesiams@pestrust.edu.in

Website: pestrust.edu.in/pesiams

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No.

Ret: PES/IAMS/P/HR/2020/14

Date: 12/09/2020

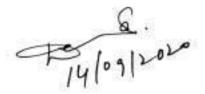
Dear Dr. DILEEP KUMAR S D

#### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Commerce and Management. You are informed to join on 24th September 2020.

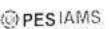
The terms and conditions of your employment with us shall be as follows:-

- 1. Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- 2. Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time:
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs. 1800/-. Gratuity will be applicable as per the Gratuity Act.
- Salary Review Your salary will be reviewed periodically as per the policy of the Institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- Service Agreement –Your employment is terminating by either party giving 60 days' notice. The Institute reserves the right to pay or recover a 60 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.
- 6. Work Schedule & Scope of Work -
- a) You will completely dedicate your expertise and experience towards the growth of our Institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.



Pane 1 of 3.

# **ಎಇಎಸ್ ಇನ್**ಸ್ಟಿಯ್ಬಾರ್ ಅಫ್ ಉರ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಬ್**ಮೆಂ**ರ್ ಸ್ಟರೀಸ್



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ರ್ಷ ಷಚ 206, ಮನಂ ರಸ್ತೆ ಕಿಡಮೊಗ್ಗೆ = 577 204 (ಕರ್ಮಾಟಕ)

## PES Institute of Advanced Management Studies

( Attituded to Kuvempu University, Recognized by Govt. of Kernaliska) N H-205, Sagar Road, Shivamogga - 577 204 (Karnataka)

Dr. Dileep Kumar 5 D – Assistant Prolessor – Dept. of Commerce and Management

- Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Trust. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice,
- 9. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

#### Annexure on salary break-up

Particulars	Monthly Salary Break up
D-100	18,600=00
Basic	7,000=00
AGP	5,120=00
DA	. 2,560=00
HRA	6,720=00
FBP Total Gross - (A)	40,000=00
Deduction	
PF	1,800=00
Professional Tax	200=00
Total Deduction - (B)	2,000=00
Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)	38,000=00

P.5

- 1. Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer.
- 2. Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

Page 2 of 3

#### **ಎಇಎಸ್ ಇನ್ಸ್ಟ್ರೆಯ್ಯಾಡ್ ಅಫ್ ಅಡ್ಡಾನ್ಫ್ ಮ್ಯಾವೇಜ್ ಮಂಡ್ ಸ್ಟರ್ತಿಸ್**



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### PES Institute of Advanced Management Studies

( Affiliated to Kuvern; a University, Recognized by Govt. of Kamataka) N H-205, Sagar Road, Shivamogga - 577 204 (Karnataka)

Dr. Dileop Kumar S D - Assistant Professor - Dept. of Commerce and Management

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES Institute of Advanced Management Studies.

Sincerely yours,

Principal

Chief Coordinator - Administration

#### ACCEPTANCE

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 14-09-2000 Place: Shive muffe

Signature of the Employee



#### ಪಿರವಿಸ್ ಇವ್ಫ್ರೇಬ್ಯಾಟ್ ಜಫ್ ಅಡ್ಡಾನ್ಫ್ರಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಫ್ರಡೀಸ್

(ಅರೆಯ ಕೈನಿಲ್ಯನಿಂದರ ಅರ್ಜೀನಿಗೊಳ್ಳಲ್ಲಿ ಮತ್ತ ಕರ್ನಟ ವಾಗರ ಮಧ್ಯಕ ಮಾರ.) ಎಸ್ ಪೆಟ್ 206, ಸಂಗರ ರಸ್ತೆ, ಶಿವಮಾಗ್ಯ – 577 204 (ಕರ್ನಾಟಕ)

Phone: \$147053085

#### PES Institute of Advanced Management Studies

( Affiliated to Kuvernou University, Recognized by Govt. of Kernataka)

Website : pestoust edu imposiams

N H-206, Sagar Road, Shivamogga - 577 204 (Kamataka)

Ref: PES/IAMS/P/HR/2021/

Date: 01/01/2021

To.

#### Dr. DILEEP KUMAR S D

Assistant Professor

Department of Commerce and Management
PES Institute of management Studies

#### Dr. DILEEP KUMAR 5 D

The Management and Principal are pleased to designate you as Coordinator, PG Department of Commerce – M. Com with effect from 01/01/2021 as an additional responsibility

Please accept our personal congratulations on this well-deserved recognition of your continuing contributions and commitment to our institute. We are confident that you will continue the good efforts and be diligent at your new position.

Please note that terms and conditions of your appointment order remain unchanged.

#### Duties and Responsibility:

- Teaching, research and administration work of the department in accordance with the Vision and Mission for the department.
- Planning and execution of admission plans pertaining to department as well as the institution.
- HOD in charge is required to be in regular communication with department staff and to be responsive to staff and to the interest of the Institution.
- Develop and promote the internal and external profile of the department.
- Ensure compliance with HR policies and procedures within the department.
- Have knowledge of and ensure compliance with academic regulations, quality standards and processes in relation to teaching, learning and assessment.
- Be responsible for dealing with student issues, including issues referred by other academic staff.
- Ensure appropriate interaction with stakeholders, such as professional bodies, funding agencies and potential employers, as appropriate to the department.
- Oversee, organize and develop the core activities of teaching, research, examining, advising and other service activities.

- Ensure that the quality and standards of programmes within the departments are maintained and enhanced.
- Manage all staff within the department; include performance management, staff development, appraisal, induction and succession planning.
- Take full financial responsibility and control of the department budget to maximize income and ensure effective expenditure.
- Facilitate and promote the development of intra and inter disciplinary academic activity.
   (in teaching and research)
- Ensure decisions and new policy directives implemented at the departmental level.
- Ensure that the laboratories in the department are well equipped and maintained according to the curriculum.
- Facilitate industry institute interaction and organize FDPs/MDPs for the benefits of industries.
- Assist the administration in smooth conduct of the examination/ admission/ internals / practical classes/ disciplinary matters.
- Preparation of calendar of events and academic timetable
- Monitoring of student mentoring
- Monitoring the scheduled timetable engagement and syllabus completion by the faculty from time to time
- Obtaining approvals of the Principal and management on all financial transaction.
- Responsible for Continual improvement in their area of activity.
- Responsible for taking corrective and Preventive action in their area of activity.
- Responsible for document and record control in their area of responsibility.
- Responsible for process Health Measure achievements in their area of activity.
- Safe guarding the institution properties, files, records etc, which are under the custody.
- Any other responsibility as assigned by Principal/ CCA / Management from time to time.

Congratulations and best wishes!

Dr. KASAMSETTY SALLATHA

Principal

DR NAGARAJA R

Chief Coordinator - Administration

#### ACCEPTANCE

I agree to accept the above letter of Duties and responsibilities. I will completely dedicate my expertise and experience towards the growth and development of the Department and Institution

Date: 0/-0/-2021 Place: PESI AND

Signature of the Employee

@ PES IAMS

ಎಇಎಸ್ ಇನ್ ಸ್ಟಿಬ್ಯೂಬ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ ಡ್ **ಮ್ಯಾನೇಜ್**ಮೆಂಡ್ ಸ್ಟಡೀಸ

(ಕುವೆಂದು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಹಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084

8147053085

PES Institute of Advanced Management Studies

email: principaliams@pestrust.edu.in : pesiams@pestrust.edu.in Website : pestrust.edu.in/pesiams

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka) N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Date: 30/03/2021

Ref. PES/IAMS/P/HR/2021/49

No

Dr. KRISHNA M M

Main Road

Jayanagara

Shivamogga

Sub: Selection for the post of Assistant Professor.

Dear Dr. KRISHNA M M

Congratulations! We are pleased to confirm that you have been selected for the post of Assistant Professor in the Department of Commerce & Management.

You are required to report to the duty on 21" April 2021. The detailed appointment order along with the rules and regulations, duties and responsibilities of the college will be issued on the date of reporting to the duty.

At the time joining you are required to furnish copies of proof of age, educational qualifications, previous work experience and relieving order.

We hope by joining our PESIAMS, you will dedicate yourself for the development of the Institute which would result in your professional growth.

Wishing you all the best

Principal

Dr. NAGARAJA R

hief Coordinator - Administration

#### ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein.

Date:

30-03-2021

Place: Shiramoggo

· PESIAMS

ಪಡವಿಸ್ ಇನ್ ಸ್ಟಿಬ್ಯೂಬ್ ಅಘ್ ಅಜ್ಜಾನ್ಸ್ ಮ್ಯಾನೇ**ಜ್ ಮೆಂ**ಬ್ ಸ್ಟಡೀಸ್

ಾರ್ಯ ವ್ಯವಸ್ಥಾನಲಯದ ಕಂಡುಗಾನಗೊಳಗುತ್ತದೆ ಮತ್ತ ಕರ್ನಾಟಕ ಸಕಾರದ ಮಾನ್ಯಕ ಪಡೆದಿದೆ, ಎಫ್ ವರ್ಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವನಗೊಗ್ಗೆ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084 8147053085

PES Institute of Advanced Management Studies

Website : postovel president education of the state of th

(Aftiliated to Kuvempu University, Recognized by Govt. of Kamataka) N H-206, Sagar Road, Shivamogga - 577 284 (Kamataka)

Ref PESTANS CONTRACTOR

Tate: 19/66/2021

Dan Dr. KRISHNA M M

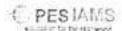
#### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Commerce and Management. You are informed to join on 21th April 2021.

the terms and conditions of your employment with us shall be as follows:-

- Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 60 days' notice. The Institute reserves the right to pay or recover a 60 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.
- 6. Work Schedule & Scope of Work -
- a)You will completely dedicate your expertise and experience towards the growth of our Institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

#### 4.ಇಎನ್ ಇನ್ಟ್ ಟ್ಯೂಟ್ ಟರ್ ಅಡ್ಡಾಪ್ಟ್ ಪ್ಯಾವೇಚ್ ಮೆಂಡ್ ಫೆಡೀನ್



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ಎನ್ ರೆಟ್ 206, ನಾಗರ ರಸ್ತೆ, ಶಿವನೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

#### PES Institute of Advanced Management Studies

#Affiliated to Klavierro Lithiagram, Resignated by Gout of Kernatakan N. H.-200, Solgar Road, Solverrooper - 577, 204 (Kernatakan)

Dr. Krishna M M - Assistant Professo: - Dest. of Commerce and Management

- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Trust. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tultions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

#### Annexure on salary break-up

Particulars	Monthly Salary Break up
Basic	18,600≃00
AGP	7,000=00
DA	5,120=00
HRA	2,560=00
FBP	8,720=00
Total Gross - (A)	42,000=00
Deduction	
PF	1,800=00
Professional Tax	200=00
Total Deduction - (B)	2,000=00
Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)	40,000=00

#### P.5

- Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer.
- Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

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### PES Institute of Advanced Management Studies

(Affaired to Revenue University, Recognized by Gov. & Kamalaka) N H-201, Segar Road, Shirkamagga - 577, 204 (Kamalaka)

Dr. Krishna M.M. – Assistant Professor – Dept. of Commerce and Management

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES Institute of Advanced Management Studies.

Sincerely yours,

PESIAMS

Dr. KASAMSETTY SAILATHA

Principal

DE NAGARAJA R

Chief Coordinator - Administration

ACCEPTANCE

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 09-04-2021

Place: Shivemage

Signature of the Employee

"Received Original



Pheno: 234785350

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W H/201, Sepre Rood, Shivemoptin - 577 204 (Kamataka).

Ref: PES/JAMS/P/HR/2021/60

Date: 05/07/2021

To. Dr. KRISHNA M M Assistant Professor Dept. of Commerce and Management PES Institute of Advanced Management Studies Shiyamogga

Dear Dr. KRISHNA M M

The Management and Principal are pleased to designate you as in-charge HOD, Dept. of Commerce and Management with effect from 05/07/2021as an additional responsibility.

Please accept our personal congratulations on this well-deserved recognition. We are confident that you will contribute the good efforts and be diligent at your position.

Please note that terms and conditions of your appointment order remain unchanged.

#### Duties and Responsibility:

- Teaching, research and administration work of the department in accordance with the Vision and Mission for the Institution.
- > Planning and execution of admission plans pertaining to department as well as the Institution.
- HOD in charge is required to be in regular communication with department staff and to be responsive to staff and to the interest of the Institution.
- Develop and promote the internal and external profile of the department.
- Ensure compliance with HR policies and procedures within the department.
- Have knowledge of and ensure compliance with academic regulations, quality standards and processes in relation to teaching, learning and assessment.
- Be responsible for dealing with student issues, including issues referred by other academic staff.
- Ensure appropriate interaction with stakeholders, such as professional bodies, funding agencies and potential employers, as appropriate to the department.
- > Oversee, organize and develop the core activities of teaching, research, examining, advising and other service activities.

Page 1 of 2

- Ensure that the quality and standards of programmes within the departments are maintained and enhanced.
- Manage all staff within the department, include performance management, staff development, appraisal, induction and succession planning.
- Take full financial responsibility and control of the department budget to maximize income and ensure effective expenditure.
- Facilitate and promote the development of intra and inter disciplinary academic activity (in teaching and research)
- Ensure decisions and new policy directives implemented at the departmental level.
- Facilitate industry institute interaction and organize FDPs/MDPs for the benefits of industries.
- Assist the administration in smooth conduct of the examination/admission/internals / practical classes/ disciplinary matters.
- Preparation of calendar of events and academic timetable
- Monitoring of student mentoring
- Monitoring the scheduled timetable engagement and syllabus completion by the faculty from time to time
- > Obtaining approvals of the Principal and management on all financial transaction.
- Responsible for Continual improvement in their area of activity.
- Responsible for taking corrective and Preventive action in their area of activity.
- Responsible for document and record control in their area of responsibility.
- Responsible for process Health Measure achievements in their area of activity.
- Safe guarding the institution properties, files, records etc, which are under the custody.
- Any other responsibility as assigned by Principal/ CCA / Management from time to time.

Congratulations and best wishes!

Dr. KASAMSETTY SAILATHA

Principal

DR NAGARAJA R

Chief Coordinator - Administration

#### ACCEPTANCE

I agree to accept the above letter of Duties and responsibilities. I will completely dedicate my expertise and experience towards the growth and development of the Department and Institution

Date: 8-7-21 Place: Stevamogga

Signature of the Employee

### PESIAMS ಪಿಇಎಸ್ ಇನ್ಫ್ಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ಡಾನ್ಫ್ಡ್ ಮ್ಯಾನೇಪ್ ಮೆಂಟ್ ಸ್ಟರೀಸ್

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Phone 06162 640772 06162 640612

PES Institute of Advanced Management Studies

N H 206, Sagar Road, Shivarnogga - 577 204 (Karnataka)

100

#### OFFER LETTER

Date: 30/07/2011

To.

Mr. MOHAN D

#### SHIVAMOGGA

Sub: Selection for the post of Lecturer

Dear Mr. MOHAN D

Pursuant to your interview dated 30/07/2011 and subsequent discussion, we are pleased to confirm that you have been selected for the post of Lecturer. in the Dept. of BBM/B Com.

You are hereby requested to report to the duty on 03/08/2011. The detailed appointment order will be issued on the date of reporting to the Institution.

At the time joining you are required to furnish copies of Educational qualifications, previous work experience, relieving order and PAN:

We are confident that you are able to make significant contribution to the growth of the department and institute.

with Best Regards,

Mr. Nagaraja S R 30 07

Principal

Smt. Arunadevi S Y

S. Y. ALas Dr.

Joint Secretary

#### **ACCEPTANCE**

I accept the offer letter on the terms and conditions mentioned therein. I undertake to retain the information on my compensation and benefits confidential.

Date: 30-07-2011

Signature



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ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ-577 204 (ಕರ್ನಾಟಕ)

(ಕುವಂಪು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನೃತೆ ಪಡೆದಿದೆ.)

Phone: 08182 640772 : 08182 233793 PES Institute of Advanced Management Studies

N H 206,Sagar Road, Shivamogga – 577 204 (Karnataka)

(Affiliated to Kuvempu University, Recognised by Govt. of Karnataka)

PES IAMS / BBM / BCA /

http://117.240.86.4/PESIAMS.html

Ref No: - PES/IAMS/HR/2011-12/8/3/3

Date: - 03/08/2011

Dear Mr. MOHAN D

#### Appointment Order

Thank you for your application and the personal interview you had with us.

We congratulate you on your selection to join us as Lecturer in Dept. of B.Com

The terms and conditions of your employment with us shall be as follows:-

Probation - You will be on probation for a period of 2 Years from the date of joining or for such period as may be extended by the Management. However if you are over 60 years of age at the time of joining, then this appointment shall be for a period of two years, extendable on mutual consideration by tenures of two years at a time, until you attain 70 years of age.

Effect of Appointment - Your appointment made through this letter shall be subject to the approval from AICTE, the affiliating University & the Govt of Karnataka as the case may be.

Compensation - You will be placed on a structured scale Rs 8000-275-13500 with an initial basic of Rs 8000/-P.M. Plus allowances as admissible under the institution's rules.

PF and Gratuity - You will be entitling for a matching contribution from the management to your PF account, subject to a maximum of Rs. 780.00., if you are less than 60 years of age. You will also be eligible for Gratuity on retirement, as per the prevailing rules of the Institute. However if you are over 60 years of age at the time of joining then you will not be eligible for either PF or Gratuity.

Salary Review - Your salary will be reviewed periodically as per the policy of the institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period. The appraisal of your performance will be done on completion of your probation and annually thereafter as per the policy of the institution in vogue.

Service Agreement - You will be required to enter into a service agreement not to leave the employment during the tenure of any semester. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment

Leaving the Employment, termination And Removal - You are entitled to leave employment by giving a notice of 30 days and in lieu of notice the Management is entitled to recover a one month salary from you, but it is made clear that it shall not be during the tenure of any semester. The Management is entitled to terminate your employment by giving a notice of 30days or paying a

month's salary in lieu of notice without assigning any reason. The Institute shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following.

- if you are, in the opinion of the Institute, guilty of dishonesty, misconduct or negligence in the performance of your duties
- ii) if you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;

Retirement - The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your health and physical fitness.

Medicalim Policy: - You will be covered under the mediclaim Insurance Policy subscribed to the Institute as may be in force from time to time.

Work Schedule - You will be required to observe the working hours that the role and responsibilities assigned to you may demand. You are required to perform the all duties assigned to you by your higher authorities/Management

Involvement - Your position with us is a full-time employment and you will work exclusively for the purpose of the institution. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.

Confidentiality – You will not at any time without the consent of the competent authority, disclose or divulge or make public. Except under legal obligations, any information about the Institution's affairs, administration, processes or research carried out which may be confided in you or become know to you in the course of your service or otherwise

E-Communication Facilities - You will not put to misuse abuse or illegal use of the e-facilities such as internet and e-mail made available or accessible to you by the Institute

Sexual Harassment - The institution absolutely disapproves of sexual harassment of any kind include unwelcome behavior whether directly or by implication. Including in such activity is misconduct chargeable and actionable under the service and conduct rules of PESIAMS

Past Record - If any of the declarations / testimonies produced by you to the Institution at the time joining or during your employment with us proves to be false your services will be liable for termination without any notice

Parting - On termination of service understanding you will be liable to give up to the Institute all the correspondence, specifications, book, literature, drawings, equipment, and other material belonging to the Institution and produce necessary no due certification before being relieved or settlement of dues done.

Immediately after serving notice of termination of service you shall hand over charge to your immediate superior or any other person designated for the purpose

Others - The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the institution as enforceable from time to time.

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We welcome you to the PES family to be a part of the resonant team envisioning excellence

Wishing you a rewarding career with PESIAMS

Smt. S. Y. Arunadevi Joint Secretary

Sri. Nagaraja S R Principal

Annexure on Salary Offered: Total cost to the Institution

Basic Salary	8000.00
FBP	4000.00
PF( Employer contribution )	780.00
MEDICLAIM ( Employer contribution )	60.00
₹ Grand Total	12840.00

Statutory Deductions under Profession Tax and Income Tax will be applicable on actual. Management will be contributing 50% of the Mediclaim Premium.

have read and understood the terms and conditions stated in the appointment letter and hereby confirm my acceptance of the offer of appointment as

Signature: - Row



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Phone: 08182 - 640772

08182 - 640812 08182 : 640806

Website : pestrust edu in pesiams

PES Institute of Advanced Management Studies

( Athliated to Kuvempu University, Recognized by Govt. of Karnalaka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Date: 26/08/2013

Mr. MOHAN D

EMP Code 379

Lecturer

PES Institute of Advanced Management Studies

Shivamogga

Dear Mr. MOHAN D

#### CONFIRMATION LETTER

This has reference to your Appointment Order which placed you as a probationary employee at PES Institute of Advanced Management Studies effective from 03/08/2011.

We are happy to write to you that following a review of your performance; your probationary term stands closed with effect from 03/08/2013 making you a "REGULAR "employee of PES Institute of Advanced Management Studies, Shivamogga.

With this, we are sure you will assume more active and productive role in carrying out your assignments at PES Institute of Advanced Management Studies. Obviously, it now becomes imperative that you will involve in more committed role in accomplishing quality work at PES Institute of Advanced Management Studies

All other terms and conditions of your employment and Appointment Order remain unchanged.

Wishing you all the very best

Pripripalcipal

PES Institute of Advanced Management Studies

NH 206, Sagar Road SHIVAMOGGA-S77 204

Joint Secretary



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PES Institute of Advanced Management Studies

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Website | petitust edu in pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Date: 08/12/2014

Mr. MOHAN D EMP Code 379 Lecturer PES Institute of Advanced Management Studies Shivamogga

Dear Mr. MOHAN D

We are pleased to inform you that you have been re-designated as Assistant Professor in the Dept. of Commerce and Management with effect from 01/12/2014.

With this, we are sure you will assume more active and productive role in carrying out your assignments at PES Institute of Advanced Management Studies. Obviously, it now becomes imperative that you will involve in more committed role in accomplishing quality work at PES Institute of Advanced Management Studies

All other terms and conditions of your employment and Appointment Order remain unchanged.

Wishing you all the very best.

T. Nagaraja S R

Prinnerpal

PES Institute of Advanced Management Studies

NH 206, Sagar Road

SHIVAMOGGA-577 204

Nagaraja R

Chief Coordinator - Administration



### **ಎಣವಿಸ್** ಣನ್ಫ್ರಾಮ್ಫ್ರಾಪ್ **ಜಫ್ ಉದ್ಯಾನ್ಫ್ ಮ್ಯಾ**ನೇಜ್ ಮೆಂದ್ **ಸ್ಥರ್ವನ್**

(Below Digitary) ಕಾರ್ಯಕರ್ಗಳಲ್ಲಿ ನಮ್ಮ ಕರ್ನಟ್ ನಾಗು ಮಾರ್ಯ ಮಾರ್ಯ ಎಸ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 06182 - 640772

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PES Institute of Advanced Management Studies

08182 - 640806 (Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

Website : pestrust edu in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

#### OFFER LETTER

Date: 02/02/2015

To.

Mr. VINAY KUMAR K S

SHIVAMOGGA

Sub: Selection for the post of Assistant Professor

Dear Mr. VINAY KUMAR K S

Pursuant to your interview dated 02/02/2015 and subsequent discussion, we are pleased to confirm that you have been selected for the post of Assistant Professor in the Dept. of BBM / B Com.

You are hereby requested to report to the duty on 06/02/2015. The detailed appointment order will be issued on the date of reporting to the Institution.

At the time joining you are required to furnish copies of Educational qualifications, previous work experience, relieving order and PAN.

We are confident that you are able to make significant contribution to the growth of the department and institute.

With Best Regards,

M. Nagaraja S R

Principal 02/02/2015

#### ACCEPTANCE

accept the offer letter on the terms and conditions mentioned therein. I undertake to retain the information on my compensation and benefits confidential.

Date: 02-02-2015

AJKS Signature



### ಪಿಇವಿಸ್ ಇನ್ಫ್ಟ್ರೀಟ್ಯಾಟ್ ಆಫ್ ಅಡ್ತಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್

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Phone: 08182 - 640772

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

Website: pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No.

Date: 05/02/2015

Dear Mr. VINAY KUMAR K.S.

#### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Commerce and Management. You are informed to join on 06/02/2015.

The terms and conditions of your employment with us shall be as follows:-

- Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the college norms. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institute. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 30 days' notice. The Institute reserves the right to pay or recover a 30 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment. The Institute shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following.
- If you are, in the opinion of the institute, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;

#### 6. Work Schedule & Scope of Work

 a) You will completely dedicate your expertise and experience towards the growth of our Institution. b) You will carry out, in addition to tile above, any other responsibility assigned to you by the Principal CCA and Management from time to time pertaining to the Institution.

- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Institute. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to Turnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- 9. Retirement The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your health and physical fitness.
- 10. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

#### P.S

- 1 Non ESIC Cases: Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer. (ESIC benefits as per Govt norms)
- Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES IAMS.

Sincerely yours,

NAGARAJA S.R Principal 1741 of Advanced Management Studies

NH 206. Savar Road

DR NAGARAJA R Chief Coordinator - Administration

ACCEPTANGE Sagar Road

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 05-02-2015 Place: Shivamogga Signature of the employee



### ಎಇಎಸ್ ಇನ್**ಸ್ಟಿಟ್ಯೂಲ್ ಆಫ್ ಅರ್ಡ್ವ**ನ್ಫ್ರಡ್ ಮ್ಯಾನೇಜ್**ಮೆಂಡ್ ಸ್ಥ**ಡೀಪ್

(ಕುವೆಂದು ವಿಶ್ವದಿಲ್ಯಾನಿಲಯದ ಸಂವರ್ಣನಗಳಾಗುತ್ತಿದೆ ಮತ್ತು ಕಂತ್ರಾಕ ಸರ್ಕಾರ ಮಾನ್ಯಕ ವರದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812

PES Institute of Advanced Management Studies

08182 - 640806

( Affiliated to Kuvempu University, Recognized by Govt. of Kamataka)

Website: pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Date: 15/02/2017

#### Mr. VINAY KUMAR K S

EMP Code 779 Assistant Professor PES Institute of Advanced Management Studies Shivamogga

Dear Mr. VINAY KUMAR K S

#### CONFIRMATION LETTER

This has reference to your Appointment Order which placed you as a probationary employee at PES Institute of Advanced Management Studies effective from 06/02/2015.

We are happy to write to you that following a review of your performance; your probationary term stands closed with effect from 06/02/2017 making you a "REGULAR "employee of PES Institute of Advanced Management Studies, Shivamogga.

With this, we are sure you will assume more active and productive role in carrying out your assignments at PES Institute of Advanced Management Studies. Obviously, it now becomes imperative that you will involve in more committed role in accomplishing quality work at PES Institute of Advanced Management Studies 0.00

All other terms and conditions of your employment and Appointment Order remain unchanged.

Wishing you all the very best.

Srr. Nagaraja S R

Primerpal

From institute of Advanced Management Studies

NH 206, Sagar Road SHIVAMOGGA-577 204

Chief Coordinator - Administration



# ಹಿದ್ದವರ್ ಭನ್ನುಲ್ಯೂಲ್ ಅಫ್ ಅರ್ರ್ಯಾಗ್ಡೆರ್ ಮ್ಯಾನೇಜ್ ಮೆಂಲ್ **ಸ್ವರೀಸ್**

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Phone 08185 - 840772

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PES Institute of Advanced Management Studies

( Affiliated to Kynempy (Iniversity, Recognized by Govf. of Kamataka)

Website : postruet ado in pesiame

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

#### OFFER LETTER

Date 12/02/2015

To

Mr. PRAVEEN B

SHIVAMOGGA

Sub: Selection for the post of Assistant Professor

Dear Mr. PRAVEEN B.

Pursuant to your interview dated 12/02/2015 and subsequent discussion, we are pleased to confirm that you have been selected for the post of Assistant Professor in the Dept. of BBM / B Com.

You are hereby requested to report to the duty on 18/02/2015. The detailed appointment order will be issued on the date of reporting to the Institution.

At the time joining you are required to furnish copies of Educational qualifications, previous work experience, relieving order and PAN.

We are confident that you are able to make significant contribution to the growth of the department. and institute

With Best Regards,

W. Nagaraja S R /2/02/2015 Principal

Smt. Arunadevi S Y Joint Secretary

#### ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein. I undertake to retain the information on my compensation and benefits confidential.

Date: 12 02 2015

SIAMS

ಹಿಇಎಸ್ ಇನ್ಸ್ಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ಮಂಟ್ ಸ್ಟ್ಡರ್ಡಿಸ್

(ಕುವೆಂತು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

e: 8147053084 8147053085

# PES Institute of Advanced Management Studies

mail: principallams@pestrust.edu.in : pesiams@pestrust.edu.in

Website: pestrust edu in/pesiams

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No

Date: 16/02/2015

DearMr. PRAVEEN R

#### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. ofCommerce and Management. You are informed to join on 18/02/2015.

The terms and conditions of your employment with us shall be as follows:-

- 1. Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- 2. Compensation You will be paid a monthly salary as per the college norms. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institute. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement -Your employment is terminating by either party giving 30 days' notice. The Institute reserves the right to pay or recover a 30 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment. The Institute shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following.
- 1. If you are, in the opinion of the Institute, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- 2. If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;

### 6. Work Schedule & Scope of Work -

a) You will completely dedicate your expertise and experience towards the growth of our Institution.

- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.
- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Institute. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- 9. Retirement The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your health and physical fitness
- 10. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

#### P.5

- Non ESIC Cases; Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer. (ESIC benefits as per Govt. norms)
- Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES IAMS.

Sincerely yours,

Mr. NAGARAJA S R

Principal

### DR NAGARAJA R Chief Coordinator - Administration

#### **ACCEPTANCE**

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 16 02 2015 Place: Shimoga Signature of the employee



### **ಎ**ಇಎಸ್ ಇನ್ಫ್ರ್ಯೂಡ್ ಆಫ್ ಅಡ್ಡಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮಂಡ್ ಸ್ವರ್ಡಿಸ್

(ಕುರುದು ವಿಶ್ವವಿರುವದ ಕುರ್ಮಾರ್ಚಿಕಾದಲ್ಲಿನ ಮತ್ತ ಕರ್ನಲ ಸರ್ಕಾರ ಮಾಧಕ ವಸದನ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812

PES Institute of Advanced Management Studies

08182 - 640806

( Affikated to Kuvempu University, Recognized by Govt. of Karnataka)

Websito : pestrust edu in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Kamataka)

Date: 02/03/2017

Mr. PRAVEEN B
EMP Code 783
Assistant Professor
PES Institute of Advanced Management Studies
Shivamogga

Dear Mr. PRAVEEN B

#### CONFIRMATION LETTER

This has reference to your Appointment Order which placed you as a probationary employee at PES Institute of Advanced Management Studies effective from 18/02/2015.

We are happy to write to you that following a review of your performance; your probationary term stands closed with effect from 18/02/2017making you a "REGULAR "employee of PES Institute of Advanced Management Studies, Shivamogga.

With this, we are sure you will assume more active and productive role in carrying out your assignments at PES Institute of Advanced Management Studies. Obviously, it now becomes imperative that you will involve in more committed role in accomplishing quality work at PES Institute of Advanced Management Studies

All other terms and conditions of your employment and Appointment Order remain unchanged.

Wishing you all the very best.

Nagaraja S R

Principal 02/83/247

Dr. Nagaraja R

Chief Coordinator - Administration



# ಎಣವಿಸ್ ಇನ್**ಸ್ಟಿಯ್ಯಾರ್ ಅಫ್ ಉಡ್ಡಾನ್ಸ್**ಡ್ ಮ್ಯಾನೇಜ್ಮವಿಂದ್ **ಸ್ವಡೀಸ್**

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Phone: 08:82 - 640772 08182 - 640812

PES Institute of Advanced Management Studies

08182 - 640806

( Affiliated to Kuvempu University, Recognized by Govt. of Kernataka)

Website : postrust edu in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

#### OFFER LETTER

Date: 11/12/2016

To:

Mr. SATHISH V

Gandhi Bazar

SHIVAMOGGA

Sub: Selection for the post of Assistant Professor

Dear Mr. SATHISH V

Pursuant to your interview dated 11/12/2016 and subsequent discussion, we are pleased to confirm that you have been selected for the post of Assistant Professor in the Dept. of BBM / B Com.

You are hereby requested to report to the duty on 15/12/2016. The detailed appointment order will be issued on the date of reporting to the Institution.

At the time joining you are required to furnish copies of Educational qualifications, previous work experience, relieving order and PAN.

We are confident that you are able to make significant contribution to the growth of the department and institute.

With Best Regards,

Mr. Nagaraja S R 12 2016

Principal

Smt. Arunadevi S Y Joint Secretary

S-T. ALEIBAN

#### ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein. I undertake to retain the information on my compensation and benefits confidential.

Date: 11/12/2016



### **ಎಇಎಸ್ ಇನ್**ಸ್ಟಿಬ್ಯಾಡ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಕುವೆಂದು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಸಬ್ಬಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯಕ ಪಡದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Website : pestrust.edu.in/pesiams

No.

Date: 13/12/2016

Dear Mr. SATHISH V

#### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Cept. of Commerce and Management. You are informed to join on 15/12/2016.

The terms and conditions of your employment with us shall be as follows:-

- Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the college norms. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institute. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 30 days' notice. The Institute reserves the right to pay or recover a 30 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment. The Institute shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following.
- If you are, in the opinion of the institute, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
- 6. Work Schedule & Scope of Work
- a) You will completely dedicate your expertise and experience towards the growth of our Institution.

- b) You will carry out in addition to the above, any other responsibility assigned to you by the frincipal. CCA and Management from time to time pertaining to the Institution.
- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Institute. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- 9. Retirement The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your health and physical fitness
- 10. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

#### P.S

- Non ESIC Cases; Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer. (ESIC benefits as per Govt norms)
- Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES IAMS.

Sincerely yours,

Tir: NABAWALIA ST:
ESS Institute di Navinded Management Studies

NH 206, Sagar Road

ACCEPTAMOROGGA-577 204

DR NAGARAJA R Chief Coordinator - Administration

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 13/12/2016 Place Shivernoge Signature of the employee



### **ಎಣಎಸ್ ಇನ್ಸ್ಟ್ರ್ಯೂಸ್ ಅಫ್ ಅರ್ಡ್ವನ್ಸ್ಡ್ ಮ್ಯಾನೇಟ್**ಮೆಂಡ್ ಸ್ಟರೀಸ್

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्र कीरा 206, जानव वर्ड, केवर्वजन् - 577 204 (डासस्प्रस)

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### PES Institute of Advanced Management Studies

Aftiliated to Kuverngu University, Recognized by Govf. of Karnataka)

N H-206, Sagar Road, Shivarnogga - 577 204 (Karnataka)

Date: 31/12/2018

Mr. SATHISH V

EMP Code 1010
Assistant Professor
PES Institute of Advanced Management Studies
Shivamogga

Dear Mr. SATHISH V

#### CONFIRMATION LETTER

This has reference to your **Appointment Order** which placed you as a probationary employee at PES institute of Advanced Management Studies effective from 15/12/2016.

We are happy to write to you that following a review of your performance; your probationary term stands closed with effect from 15/12/2018 making you a "REGULAR "employee of PES Institute of Advanced Management Studies, Shivamogga.

With this, we are sure you will assume more active and productive role in carrying out your assignments at PES Institute of Advanced Management Studies. Obviously, it now becomes imperative that you will involve in more committed role in accomplishing quality work at PES institute of Advanced Management Studies

All other terms and conditions of your employment and Appointment Order remain unchanged.

Wishing you all the very best.

Dr. Kasamsetty Sailatha

Prindipal

PES Institute of Advanced Management Studies NH 206, Sagar Road

SHIVAMOGGA 577 704

Dr. Nagaraja R

Chief Coordinator - Administration

PESIAMS

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one- 9147053084 8147053085

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

PES Institute of Advanced Management Studies

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

H 1206, Sagar Road, Shivamogga - 577 204 (Karnataka)

- - THE 121 C O HE 2020 20

Date: 21/09/2020

Mr. ABHISHEK S

s o Suresh Shetty

Behind Patel Saw Mill, Auto Complex, Sagar Road Sharavathi Nagara, Shivamogga - 577201

Sub: Selection for the post of Assistant Professor.

Dear Mr. Abhishek S

and pleased to confirm that you have been selected for the post of Assistant Professor in the Department of Commerce and Management.

to use required to report to the duty on 05th October 2020. The detailed appointment order along with the rules and regulations of the college will be issued on the date of reporting to the

the hope by joining our institution you will dedicate yourself for the development of the institution which would result in your professional growth.

Wishing you all the best

Dr. KASAMSETTY SAILATHA

Principal

Chief Coordinator - Administration

ACCEPTANCE

accept the offer letter on the terms and conditions mentioned therein.

Date: 21-09-2020

Place shivamo agai



# ಪಿಡವಿಸ್ ಇನ್ಸ್ಟ್ರೆಯ್ಯಾಟ್ ಅಫ್ ಅಡ್ವಾನ್ಸ್ ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಅನಂತು ರಕ್ಷದದ್ಯಾಲಯದ ಬುನಂಜನಗೊಳಪಟ್ಟರ ಮತ್ತ ಕರ್ನಲು ಸರ್ಕಾರರ ಮಾಧ್ಯ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 106, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone 8147053084 8147053085

# PES Institute of Advanced Management Studies

email onnopalants@pesh.st.co.iii
pesiants@pesh.st.co.iii
Website pesin.st.edu.co.esidnis

Affiliated to Kuvempu University, Recognized by Gnvt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No

Ept PES JAME # HR 2020/29

Date: 05/10/2020

Mr. ABHISHEK S

#### Letter of Appointment

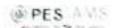
A thireterence to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Commerce and Management. You are informed to join on 6" October 2020.

The terms and conditions of your employment with us shall be as follows:-

- Probation— you will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs. 1800/-. Gratuity will be applicable as per the Gratuity Acr.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement -Your employment is terminating by either party giving 60 days' notice. The institute reserves the right to pay or recover a 60 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.
- 6. Work Schedule & Scope of Work -
- a) You will completely dedicate your expertise and experience towards the growth of our Institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

Mu 06/10/2020

### ಪಿಣವನ್ ಇನ್ನೊಬ್ಲೂರ್ ಅಫ್ ಜರ್ಯಾನ್ಡ್ ಮ್ಯಾನೇಚ್ ಮೆಂದ್ ಸ್ಥಡೀಸ್



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### PES Institute of Advanced Management Studies

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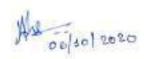
- 7 Involvement in a construction of a final construction of any other work for remuneration or in advances capacity in any other trade business, turtions or any such activity during your employment with a except in accordance with the laid down guidelines.
- 8 Certificates are or powered to furnish copies of groof of age, educational qualifications are previous work experience. If any of the details furnished proves to be false or falsified, you will be table to be removed from the services without any notice.
- 9. Others The terms and conditions of employment including those mentioned above are subject to and was be governed by the rules and regulations of the Institution as enforceable from time to time.

### Annexure on salary break-up

	Particulars	Monthly Salary Break up	
tians.		15,600=00	
	Total Gross - (A)	15,600=00	
	Deduction		
PF	110000000000000000000000000000000000000	1.800=00	
Professional Tal	200=00		
ESIC Employee Contribution		117=00	
220 2007	Total Deduction - (B)	2,117=00	
Net Salary (A-B) : Mediciam)	oubject to 11 deduction / Transportation/	13,483=00	

#### PS

- Mediciam facility will be provided for Rs. 7, 00,0007, sum assured, 50% of the employee contribution on premium will be borne by the employer.
- 2. Employees, contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.



### ಕಿಣವನ್ ಣನ್ನ್ಯಬ್ಯಾರ್ ಅನ್ ತರಕ್ಕನ್ನೆಗ್ ಮ್ಯಾನೇಚ್ಕೆಯಿಂಗ್ ಫೋಸ್

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### PES Institute of Advanced Management Studies

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"s in 206 Sagar Road Shivamogga | 577/204 (Kamataka)

to Alberton 1. According Professor: Begg of Commerce and Management

On joining duty, you may recent to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of the appointment.

We will also a second in call or with PCs institute of Advanced Management Studies.

Sincerely yours.

TH KASAMSETTY SAILATHA

Principal

DR NAGARAJA R

Chief Coordinator - Administration

ACCEPTANCE

appointment and entake to keep the information on my compensation and benefits confidential.

Date 04 30-30 20

Place 5-1-A-1-MODS

Signature of the Employee

· PESIAMS

ಎಇಎಸ್ ಇನ್ ಸ್ಟಿಬ್ಯೂಬ್ ಅಫ್ ಅಡ್ಟಾನ್ಸ್**ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಡ್** ಸ್ಟಡೀಣ್

(ಕುಪೆಂದು ವಿಕ್ಷವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಸುತ್ತದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯಕ ಪಡೆದಿದೆ). ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084

8147053085

PES Institute of Advanced Management Studies

email: principal ams@pastrust.edu.in

: pesiams@pestrust.edu.in Website : pestrust.edu.in/pesiams (Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No.

Date: 26/05/2020

To. Mr. RUDRAMUNI P B S/o. Basavarajappa P C Basavana Shivanakere Chitradurga - 577541

Sub: Selection for the post of Assistant Professor.

Dear Mr. Rudramuni P B

Congratulations! We are pleased to confirm that you have been selected for the post of Assistant Professor in the Department of Commerce & Management.

You are required to report to the duty 10 days before the start of the classes, which will be intimated to you in due course of time. The detailed appointment order along with the rules and regulations of the college will be issued on the date of reporting to the duty.

We hope by joining our institution you will dedicate yourself for the development of the institution which would result in your professional growth.

-Wishing you all the best.

Dr. Kasamsetty Sailatha

Principal Principal

PES Institute of Advanced Management Studies

NH 206, Sagar Road SHIVAMOGGA-577 204.

ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein.

Date: 26 05 2020

Place: Shiuamogga

Rudramuri P.B.

Chief Coordinator - Administration

CPESIAMS

ಪಿಷವಿಸ್ ಇನ್ಟ್ ಟ್ಯೂಡ್ ಅಫ್ ಅಡ್ಡಾನ್ಸ್ ಡ್ ಮ್ಯಾನೆಂಚ್ ಮೆಂಡ್ ಸ್ಟ್ರಡಿನಾ

(ಬರಂಜು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯನ ಪನವಿತ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084

8147053085

PES Institute of Advanced Management Studies

email: principaliams@pestrust.edu.in

; pesiams@pestrust.edu.in Website : pestrust.edu.in/pesiams (Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No. Ref: PES/IAMS/P/HB/2020/31

Date: 07/10/2020

Dear Mr. RUDRAMUNI P B

### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Commerce and Management. You are informed to join on 8th October 2020.

The terms and conditions of your employment with us shall be as follows:-

- Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 60 days' notice. The Institute reserves the right to pay or recover a 60 day's salary in lieu of such notice period but it is made clear that it shall not be during the cenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.
- Work Schedule & Scope of Work –
- a) You will completely dedicate your expertise and experience towards the growth of our Institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

Pur P.B.

# ಪಿರವರ್ ರವ್ಯಕ್ಷಿಲ್ಕಾರ್ ಅಫ್ ಅರ್ಥಾಪ್ತರ್ ಮ್ಯವೇಲ್**ಮೆಂರ್ ಸ್ಟೆಂ**ಚ್

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# PES Institute of Advanced Management Studies

1 Annual to Ruseings (molecular Recognized by Gorz of Kamataka) N/H 200 Segri Rood Shivamogga - 577 204 (Kamataka)

NO. BLORANCH P.S. Associant Professor Direct of Commerce and Management

7 Involvement - Your position with us is a full time employment and you will work exclusively for the purpose of the Trust. You will not take up any other work for remuneration or in advisory supports in any other trade, business, fuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.

- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be lable to be removed from the services without any notice.
  - Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the institution as enforceable from time to time.

### Annexure on salary break-up

Particulars	Monthly Salary Break up
	15,600=00
Basso Total Gross - (A)	15,600=00
Deduction	1,800=00
25	200=00
Professional Tax	117=00
ESIC Employer Contribution  Total Deduction - (B)	2,117=00
Net Salary(A-B)/Subject to IT deduction / Transportation/ Mediclaim)	13,483=00

#### P.5

- Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer.
- Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

Rui P.B.

# ಕಿಲ್ಲವರ್ ಅರ್ಪಕ್ಷಿಯ್ಯಾರ್ ಆಫ್ ಅರ್ಥಾಪ್ರವ್ ಮ್ಯಾವೇಚ್ ಮೆಂಡ್ ಫೋರ್

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# PES institute of Advanced Management Studies

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N 44 200 Sagai Rosit Stivamogga - 577 204 (Kamataka)

on Action No. 2 & Account Profession Dept. of Commerces and Management

Therefore the trace may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of the appointment

We wish you a rewarding career with PES Institute of Advanced Management Studies.

Sincerely yours

Principal

Chief Coordinator - Administration

ACCEPTANCE

agree to accept employment on the terms and conditions mentioned in the above letter of appointment I undertake to keep the information on my compensation and benefits confidential

Date 08/10/2020 Place Shimogo

PESTAMS ಪ್ರವಾಪ್ ಇವ್ಸ್ಟ್ರಾಟ್ಯಾಟ್ ಅಫ್ ಅಪ್ಪಾನ್ಸ್ ಮ್ಯಾನೇಜ್**ಮೆಂದ್ ಸ್ವಡೀ**ಸ್

ಾರ್ಟನ ವ್ಯವಿಶಾಸಿಕವಾಗ ಗಂತಿಕಾಣಿಗಳಲ್ಲಿದೆ ಬಸ್ಕ ಕರ್ನಾಚ ಕರ್ನಾಚ ಪನ್ನತ ಪರವಿದೆ) ಎಸ್. ಪರ್ವ 200, ಸಂಗರ ದಿನೆ, ಹಿರುದೊನ್ನ – 577 204 (ಕರ್ನಾಟಕ)

Phung: \$14701.004

# DES Institute of Advanced Management Studies

we produce the production of Cambridge College (Additional to Engage Bridge College Co

No

Ref: PES/IAMS/P/HR/2021/07

Date: 08/01/2021

To.

Ms. SUMARANI S D/O Simon Agasavalli Haihole, Shimoga - 577202

Sub: Selection for the post of Assistant Professor.

Dear Ms. SUMARANI S

Congratulations! We are pleased to confirm that you have been selected for the post of Assistant Professor in the Department of Commerce and Management.

You are required to report to the duty on 11<sup>th</sup> January 2021. The detailed appointment order along with the rules and regulations of the college will be issued on the date of reporting to the duty.

We hope by joining our institution you will dedicate yourself for the development of the institution which would result in your professional growth.

Wishing you all the best.

Dr. KASAMSETTY SAILATHA

Principal

Dr. NAGARAJA R

Chief Coordinator - Administration

ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein.

Date: 08 01 2021

Place: Shimoga

Sunavani. Signature

Received original

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PES Instrute of Advanced Management Studies

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Ref- PES/IAMS/P/HR/2021/08

Date: 08/01/2021

### Dear Ms. SUMARANI S

#### Letter of Appointment

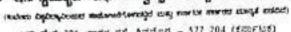
With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Commerce and Management. You are informed to join 11" January 2021.

The terms and conditions of your employment with us shall be as follows:-

- Probation
   — You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- Salary Review Your salary will be reviewed periodically as per the policy of the Institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- Service Agreement –Your employment is terminating by either party giving 60 days' notice. The Institute searces the right to pay or recover a 60 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.
- 6. Work Schedule & Scope of Work -
- a)You will completely dedicate your expertise and experience towards the growth of our Institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

Sumarani S

# ಎಣಎಸ್ ಇನ್ನೂಯ್ಯಾರ್ ಆಫ್ ಜರ್ಡ್ಡಾನ್ಫ್ಡ್ ಮ್ಯಾನೇಚ್,ಮಂಡ್ ಸ್ವರ್ಡಿಸ್



ಎನ್ ಮೆಚ್ 20%, ಬಾಗರ ರಕ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

### PES Institute of Advanced Management Studies

i Affiliated to Kuvempu University, Recognized by Govt. of Kamataka) N.H.-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

### MS. SUMARANI S- Assistant Professor - Dept. of Commerce and Management

- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Trust. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

### Annexure on salary break-up

PES AMS

Particulars	Monthly Salary Break up	
	8,000=00	
Basic	800=00	
HRA	3,200=00	
FBP Total Gross - (A)	12,000=00	
Deduction		
DE.	960=00	
PF	90=00	
ESIC Employee Contribution  Total Deduction - (B)	1,050=00	
Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)	10,950=00	

### P.S

 Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.



### ಎಇಎಸ್ ಇನ್ಸ್ಟ್ರಾಂಡ್ ಆಫ್ ಜಡ್ವಾನ್ಡ್ ಮ್ಯಾನೇಜ್ಮವಿಂಡ್ ಸ್ಟರ್ಡನ್



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### PES Institute of Advanced Management Studies

( Attiliated to Kissempu University, Recognized by Gost, of Kamataka)

N H-206, Sagar Road, Shivernogge - 577 204 (Karnataka)

MS. SUMARANI S- Assistant Professor - Dept. of Commerce and Management

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES Institute of Advanced Management Studies.

Sincerely yours,

Dr. KASAMSETTY SAILATHA Principal

Chief Coordinator - Administration

#### ACCEPTANCE

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 11 01 2021 Place: Shimoga

Sumarani S Signature of the Employee PESIAMS

ಒಣ್ಣದಿನ್ ಇನ್ನು ಹಿಟ್ಯಾಟ್ ಅಥ್ ಅಹ್ಮಾನ್ಟ್ ಮ್ಯಾನೇಜ್ ಮೆಂಚ್ ಸ್ಟರ್ಡಿನ

(ಜನಂದ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪತೆದಿದೆ) ಎನ್ ಪಂಚ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗೆ – 577 264 (ಕರ್ನಾಟಕ)

Phone: 8147053084

8147053055

PES Institute of Advanced Management Studies

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We

Nr. RAJESH R J s lo Ramesh Rao Venkatesh Nagara Shivamogga

Sub: Selection for the post of Assistant Professor.

Dear Mr. Rajesh R J

Congratulations! We are pleased to confirm that you have been selected for the post of Assistant Professor in the Department of Commerce & Management.

You are required to report to the duty on 19<sup>th</sup> July 2021. The detailed appointment order along with the rules and regulations, duties and responsibilities of the college will be issued on the date of reporting to the duty.

At the time joining you are required to furnish copies of proof of age, educational qualifications, previous work experience and relieving order.

We hope by joining our PESIAMS, you will dedicate yourself for the development of the Institute which would result in your professional growth.

Wishing you all the best

Dr. KASAMPETTY SAILATHA

Principal rincipal

Dr. NAGARAJA R

Chief Coordinator - Administration

PES Institute of Advanced Management Studio

ACCEPTANOE: 205, Segar Road

I accept the offer letter on the terms and conditions mentioned therein.

Date: 09 07 3031

Place. Shiranogga.

ajella . R . Jadhow Signature

Phone P147053084 ESASTESSAIS.

FES I/I/IE ವಿಜವರ್ ಇನ್ ಕ್ಷಿಟ್ಯೂಟ್ ಅಫ್ ಅಚ್ಚಾನ್ಸ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟರ್ವಿನ ಾರ್ಡ್ ವಿಕ್ಷವಿಸ್ಥಾನಿಕಾರ್ಟ್ ಸಂಭೋಷಣೆಗೊಳಿಸಲ್ಲದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾಧ್ಯಕ ಹಡೆದಿದೆ.

ರ್ ಹೆಚ್ 106. ಸಾಗರ ರಕ್ಷ ಶಿವಮೇಗ್ - 577 204 (ಕರ್ನಾಟಕ)

# PES Institute of Advanced Management Studies

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N H-200, Sagar Road, Shivamoggs - 577 204 (Karnataka)

Date 17/07/2011

#### Letter of Appointment

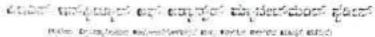
With revenue to your approach on and subsequent interview with us, we are pleased to appoint you as Arristant Professor in the Dect of Commerce and Management. You are informed to join on 22" New 2021

The terms and conditions of your employment with us shall be as follows:-

- 1 Probation- You will be on probation for a period of two years from the date of joining or for period as may be extended by the Management.
- 2. Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from Time to time
- 3 PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratudy Act
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institution. All salary increases will be subject to and on the basis of your effective performance and results ouring the review period:
- 5. Service Agreement -Your employment is terminating by either party giving 60 days' notice. The institute reserves the right to pay or recover a 60 day's salary in lieu of such notice period but a is made clear that it shall not be during the tenure of Academic year. However this service shall not some in the way of management to exercise its power of termination in terms of this appointment.
- 6. Work Schedule & Scope of Work -
- a) You will completely dedicate your expertise and experience towards the growth of our institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

Page 1 of 3

Received Rejoh R Jadhar



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### PES Institute of Advanced Management Studies

(Affairs to Navy Library), Recognized by Box, of Remaloid (CHICL), Super-Front Solventopes - 577,200 (Affairs)

No. 14 at a L.T. Are start Emission - Dept. of Commerce and Management.

- Involvement Your position with us is a full-time employment and you will work exclusively
  to the purpose of the Trust. You will not take up any other work for remuneration or in
  activity capacity in any other trade, business, tuitions or any such activity during your
  employment with us, except in accordance with the laid down guidelines.
- S. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

#### Annexure on salary break-up

Particulars	Monthly Salary Break up	
Basic	18,310=00	
DA	1,831=00	
HRA	1,831=00	
Total Gross - (A)	21,972=00	
Deduction	70000000000	
PF	1,800=00	
Professional Tax	200=00	
Total Deduction - (B)	2,000=00	
Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)	19,972=00	

#### P.S

- Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer.
- Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

ಎಇಎನ್ ಇನ್≬ಬ್ಯೂನ್ ಆರ್ ಅಥ್ಯನ್ಫ್ರ್ ಮೈನೇಬ್ಮಂದ್ ಘ್ಯಂಡ್

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### PES Institute of Advanced Management Studies

(African de Kaverno Brevers), Recognized by Gold of Kerneland N. H. Zur, Sapar Rosel, Shivemone - 577 204 (Kerneland)

No Basis N. E. L. Basistam Frederico - Dept. of Commerce and Management

On joining outy, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of the appointment.

We wish you a rewarding career with PES Institute of Advanced Management Studies.

Sincerely yours,

DE KASAMSETTY SAILATHA

Principal

DR NAGARAJA R 22 7

Chief Coordinator - Administration

### ACCEPTANCE

agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 22 07 202

Place: Shiramagas

Kajuh . R. Tadhav Signature of the Employee

Precind Tadlow

FES I/J/S

ಎರವರ್ ಕರ್ಮ್ಫ್ರಿಟ್ಫ್ರರ್ ಆರ್ಫ್ ಅರ್ಫ್ಬ್ಫ್ರೆಡ್ ಮ್ಯಾನೆಂಚ್ ಮೆಂಡ್ ಸ್ಪರ್ನಿಗ certa and the manufacture of the period for the state of the contract of the c

PRESENTATION OF

PES Institute of Advanced Management Studies

(Attended to Revenue University, Recognized by Gord, of Kainstaka) MARTIN, Engar Road, Shivemonips - 577 204 (Kernelske)

Tel 121 - 12 7 47 2021 22

Date 15/08/2021

NOTE ASHWIT SE Vivelatance Exte Shivamaggi

Sub-Selection for the post of Assistant Professor.

Dear Mrs Ashwini S E

Comprain at onal We are pleased to confirm that you have been selected for the post of Assistant Professor in the Department of Commerce and Management.

You are required to report to the duty on 20th September 2021. The detailed appointment order along with the rules and regulations, duties and responsibilities of the institution will be issued on the same of reporting to the duty.

At the time joining you are required to furnish copies of proof of age, educational qualifications previously one experience and relieving order.

We nope a Johning our PESIAIVS, you will dedicate yourself for the development of the Institution which well is result in your professional growth.

Wighing your all the best

Chief Coordinator - Administration

ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein.

Place Shimoga signature ...

PES IAMS

ಪಿಇಎಸ್ ಇಸ್ಸ್ಟ್ರಾಟ್ ಅಫ್ ಅಡ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟರ್ಡಿಸ್

(ಕುವೆಂದು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084 8147053085

PES Institute of Advanced Management Studies

email ; principaliams@pestrust.edu.in : pesiams@pestrust.edu.in Website : pestrust.edu.in/pesiams (Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Ref: PES/IAMS/P/HR/2021/92

Date: 18/09/2021

No.

Dear Ms. ASHWINI S E

### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor of in the Dept. of Commerce and Management. You are informed to join on 20th September 2021.

The terms and conditions of your employment with us shall be as follows:-

- Probation
   — You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs. 1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 60 days' notice. The Institute reserves the right to pay or recover a 60 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.
- 6. Work Schedule & Scope of Work -
- a) You will completely dedicate your expertise and experience towards the growth of our Institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

A-

## ಎಇವಿಸ್ ಇನ್ಸ್ಟ್ರಾಡ್ ಆಫ್ ಆಡ್ವಾಸ್ಟ್ರೌಡ್ ಮ್ಯಾನೇಜ್ ಮಂಡ್ ಸ್ಟರಿಂಪ್



(ಜನಂದ ವಿಧ್ವರವಾರುವಾರ ಕಾರೋಚನೇರಾವಾದ ಜತ್ತು ಕರ್ನಾಟ ಹಾಗಾದ ಮಾರ್ಥ ಮತ್ತುಕೆ) ಎನ್ ಪೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ ಶಿವಮೊಗ್ಗೆ - 577 204 (ಕರ್ನಾಟಕೆ)

### PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govt. of Kernetaka) N H-206, Segar Road, Shivarnogga - 577 204 (Kernetaka)

Mrs. ASHWINI S E – Assistant Professor in the Dept. of Commerce and Management

- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Trust. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

### Annexure on salary break-up

Particulars	Monthly Salary Break up	
	8,000=00	
Basic	800=00	
HRA	3,200=00	
FBP Total Gross - (A)	13,000=00	
Deduction		
	960=00	
PF	98=00	
ESIC Total Deduction - (B)	1,058=00	
Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)	11,942=00	

### P.5

- Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer.
- Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.



### **ಎಇಎನ್ ಇನ್ಫ್ಲೆಯ್ಬಾರ್ ಅಫ್ ಅರ್ಡ್ಡನ್ಫ್ರರ್ ಮ್ಯಾನೇಬ್**ಮೆಂಡ್ ಫ್ರಕೀಪ್



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ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗೆ – 577 204 (ಕರ್ನಾಟಕ)

### PES Institute of Advanced Management Studies

(Although to Kuvernou University, Recognized by Govt. of Kamelaka) N H-206, Segar Road, Shivernogga - 577 204 (Kamelaka)

Mrs. ASHWINI S E - Assistant Professor in the Dept. of Commerce and Management

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES Institute of Advanced Management Studies.

Sincerely yours,

Dr. KASAMSETTY SAILATHA

Principal

2019 200

Chief Coordinator - Administration

ACCEPTANCE

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date

20 91 2021

Place:

Shi maga

Signature of the Employee



# STRUST

Prerana Chambers, 2nd Floor, # 26 Main Road, Neharu Nagar, Ward No. 27, Akkamahadevi Samaja Road, BANGALORE - 560 020 (Kamataka)

Telephone: 080 - 23

Fax: 080 - 23465566

### OFFER LETTER

Ref. PES/Trust/HR/2015

Date: 14/07/2015

To

Ms. Roopa D S W/O Kanthesh K B Jayanagar

Shivamogga

Sub: Selection for the post of Lecturer-Reg.

Dear Ms. Roopa D S

Congratulations! We are pleased to inform you that you have been selected for the post of Lecturer at PES Institute of Advanced Management Studies, Shivamogga.

You are hereby requested to report for duty on or before 16th July,2015. The detailed appointment order along with the terms of the institute will be issued on the date of reporting to the duty.

We hope by joining our institution, you will dedicate yourself for the development of the institution, which would result in your professional growth, Wish you all the best.

Smt. Arunadevi S Y

Joint Secretary

### ACCEPTANCE

accept the offer letter on the terms and conditions mentioned therein. I undertake to retain the Date:

Place;

Signature: --Name:

PES Institutions



### <u> ಎಇಎಸ್ ಇನ್ಫ್ರ್ಯೋಫ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ವರ್ಡಿಸ್</u>

(ಕೇಲೇಯ ವಿಶ್ವವಿಜ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಲಾಗಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾರ್ವ್ಯಕ ಪಡೆದಿದೆ)

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812 08182 - 640806

# PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

Website: pestrust edu in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No

Date: 14/07/2015

Dear Mrs. ROOPA D S

### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as:
Assistant Professor in the Dept. of Computer Science. You are informed to join on 15/07/2015.

The terms and conditions of your employment with us shall be as follows:-

- Probation-You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the college norms. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Acti
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institute. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement -Your employment is terminating by either party giving 30 days' notice. The Institute reserves the right to pay or recover a 30 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment. The Institute shall be matitled to terminate your employment without notice, indemnities and compensation in any of the following.
- If you are, in the opinion of the institute, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations.

### 6. Work Schedule & Scope of Work

 a) You will completely dedicate your expertise and experience towards the growth of our Institution.

- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.
- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Institute You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to Turnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- 9. Retirement The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your health and physical fitness
- 10. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

### P.S

- Non ESIC Cases; Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer. (ESIC benefits as per Govt. norms)
- Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES IAMS.

Sincerely yours,

PES Institute of Advanced Management Studies

NAGARAJASR

ACCEPTANCE, Sagar Road
SHIVAMOGGA-577 204

DR NAGARAJA R
Chief Coordinator - Administration

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 14/1/2015 Place: Shireary Signature of the employee



### ಎಣವನ್ ಇನ್**ಸ್ಟಿಬ್ಯೂರ್ ಆಫ್ ಅರ್ಡ್ವನ್ಫ್**ರ್ ಮ್ಯಾನೇಜ್ಮವಿಂದ್ ಸ್ಟವೀಸ್

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Phone : 08182 - 640772

08182 - 640912

08182 - 840806

### PES Institute of Advanced Management Studies

Attituted to Kovernou University, Recognized by Good, of Karnataka;

Website : pestrust oilu in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Date: 31/07/2017

Mrs. ROOPA D S

IMP Code 841

recturer

**PLS Institute of Advanced Management Studies** 

Shivamogga

Dear Mrs. ROOPA D S

### CONFIRMATION LETTER

This has reference to your **Appointment Order** which placed you as a probationary employee at PES institute of Advanced Management Studies effective from 15/07/2015.

We are happy to write to you that following a review of your performance; your probationary term stands closed with effect from 15/07/2017 making you a "REGULAR "employee of PES Institute of Advanced Management Studies, Shivamogga.

With this, we are sure you will assume more active and productive role in carrying out your assignments at PES Institute of Advanced Management Studies. Obviously, it now becomes imperative that you will involve in more committed role in accomplishing quality work at PES Institute of Advanced Management Studies

All other terms and conditions of your employment and Appointment Order remain unchanged.

Wishing you all the very best.

Sri. Nagaraja S R3/ /67

Pymerpal

PES Institute of Advanced Management Studies NH 206, Sagar-Road

SHIVAMOGGA-577 204

Dr. Nagaraja R

Chief Coordinator - Administration



May 10, 2007

Dear Ms. Astrovini,

#### Letter of Appointment

Thank you for your application and the personal interview you had with us.

We congratulate you on your selection to join us as Instructor in the department of Computer Science & Engineering. Your appointment will be effective from the date of joining shall be not later than 01.08.2007.

The terms and conditions of your employment with us shall be as follows -

Probation - You will be on probation for a period of two years from the date of joining.

Effect of Appointment - Your appointment made through this letter will be subject to the necessary approvals from AICTE, University and Government.

Compensation - You will be placed on a structured scale of Rs.3000-75-3450-100-4450-125-5450 with an initial basic of Rs 3,000r- p.m. plus allowances as admissible under the institution's rules.

PF - You will be entitled for a matching contribution from the management to your PF account, subject to a maximum of Rs 780,00.

Salary Review - Your salary will be reviewed periodically as per the policy of the institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period. The appraisal of your performance will be done on completion of your probation and annually thereafter as per the policy of the institution in vogue.

Service Agreement – You will be required to serve the institution one full semester and cannot quit during an on-going semester. Your employment is terminable by either party giving 30 days notice. The institution reserves the right to pay or recover a month's salary in lieu of such notice period.

Retirement - The retirement age currently is 58 years.

Work schedule - You will be required to observe the working hours that the role and responsibilities assigned to you may demand.

involvement – Your position with us is a full-time employment and you will work exclusively for the purpose of the institution. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.

Others - The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the institution as enforceable from time to time.

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

Wishing you a rewarding career with PESIT&M.

Sincerely yours,

Chairman, PESIT&M

10/2

Ms.E.M.Ashwini Mahalaxmi Nilaya 6th Cross, 7th Main Hosamane Shivamogga 577 201



# PES TRUS

Prerant Chambers, 2nd Floor, # 26 Main Road, Neharu Nagar, Ward No. 27 Akkamahadevi Samaja Road, BANGALORE - 560 020 (Kamataka)

Telephone: 080 - 23466600

Fax: 080 - 23465566

### TRANSFER LETTER

Ref: PES/trust/HR/2016

Date: 28/11/2016

Mrs. ASHWINI E M Lab Instructor Dept. of Computer Science & Engineering PES Institute of Technology & Management Shivamogga.

Dear Mrs. Ashwini E M

### Transfer from PES ITM to PESIAMS

We would like to bring to your notice that your service is required at PES IAMS on a full time basis and hence, you have been transferred from PESITM to PESIAMS w.e.f 01st December 2016.

At PESIAMS, you have to take the academic, laboratory and co-curricular responsibilities and dedicate yourself for the development of the institution, which would also result in your professional growth. You are hereby informed to report to the Principal, PESIAMS.

All other terms and conditions of your employment remain unchanged.

Dr. Nagaraja R

Chief Coordinator - Administration

3/12/16

Joint Secretary

Cc to:

1. The Principal, PES ITM

2. The Principal, PES IANAS

3. HOD , CSE - PESITM

4. Mrs. Ashwini E M

5. HR Department - Personal File

PESITM, PESIAMS, PES PU, PES Public School, PES Polytechnic NH-206, Sagar Road, Shivamogga - 577 204 (Kernataka)

Ph: 08182 - 640 733



PESIAMS ಪಿಇಎಸ್ ಇನ್ಫ್ಟ್ಟ್ಯೂಟ್ ಅಫ್ ಅಡ್ಡಾನ್ಡ್ಡಡ್ ಮ್ಯಾನೇಪ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್

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Phone 08182 - 640772

08182 - 640812

PES Institute of Advanced Management Studies

Website www.pestrust.org N H 206, Sagar Road, Shivamogga - 577 204 (Karnataka)

(Affinated to Kovernou (Inversity and flexogresod by Gov) of Kamataka)

No

### OFFER LETTER

Date: 31/01/2012

To.

Mr. ANMOL KIRAN UTTARKAR Vidya Nagara SHIVAMOGGA

Sub: Selection for the post of Lab Instructor

Dear Mr. ANMOL KIRAN UTTARKAR

Pursuant to your interview dated 31/01/2012 and subsequent discussion, we are pleased to confirm that you have been selected for the post of Lab Instructor in the Dept. of BCA.

You are hereby requested to report to the duty on 02/02/2012. The detailed appointment order will be issued on the date of reporting to the Institution.

At the time joining you are required to furnish copies of Educational qualifications, previous work experience, relieving order and PAN.

We are confident that you are able to make significant contribution to the growth of the department and institute.

With Best Regards,

Mr. Nagaraja S R

31/01/2012 Principal

Smt. Arunadevi 5 Y

Joint Secretary

### ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein. I undertake to retain the information on my compensation and benefits confidential.

Date: 31/01/2012



# PESTRUST

Prerana Chambers, 2nd Floor, # 26 Main Road, Neharu Nagar, Ward No. 27, Akkamahadevi Samaja Road, BANGALORE - 560 020 (Kamataka).

Telephone: 080 - 23466600

Fax:080-23465566

Date: - 31/01/2012

Dear Mr. ANMOL KIRAN UTTARKAR

#### **Appointment Order**

Thank you for your application and the personal interview you had with us.

We congratulate you on your selection to join us as Programmer. You are informed to join on or before 02/02/2012

The terms and conditions of your employment with us shall be as follows:-

Probation - You will be on probation for a period of Two Years from the date of joining or for such period as may be extended by the Management. However if you are over 60 years of age at the time of joining, then this appointment shall be for a period of two years, extendable on mutual consideration by tenure of one academic year at a time, until you attain 65 years of age.

Effect of Appointment - Your appointment made through this letter shall be subject to the approval from the affiliating University & the Govt of Karnataka as the case may be.

Compensation - You will be placed on a structured scale Rs 4800-100-6000-125-6500-150-7100-175-7275 with an initial basic of 4,800 /- P.M. Plus allowances as admissible under the institution's rules.

PF and Gratuity - You will be entitling for a matching contribution from the management to your PF account, subject to a maximum of Rs. 1800/- if you are less than 60 years of age. You will also be eligible for Gratuity on retirement, as per the prevailing rules of the Institute. However if you are over 60 years of age at the time of joining then you will not be eligible for either PF or Gratuity.

Salary Review - Your salary will be reviewed periodically as per the policy of the institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period. The appraisal of your performance will be done on completion of your probation and annually thereafter as per the policy of the institution in vogue.

Service Agreement - You will be required to enter into a service agreement not to leave the employment during the tenure of any academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.

Leaving the Employment, termination And Removal - You are entitled to leave employment by giving a notice of 30 days and in lieu of notice the Management is entitled to recover a one month

Page 1 of 3

### **PES Institutions**

Ph: 08182 - 640 733

salary from you, but it is made clear that it shall not be during the tenure of any academic year. The Management is entitled to terminate your employment by giving a notice of 30days or paying a month's salary in her of notice without assigning any reason. The Institute shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following.

- if you are, in the opinion of the Institute, guilty of dishonesty, misconduct or negligence in the performance of your duties.
- If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;

Retirement - The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your health and physical fitness.

Medicalim Policy: - You will be covered under the mediclaim Insurance Policy subscribed to the Institute as may be in force from time to time.

Work Schedule - You will be required to observe the working hours that the role and responsibilities assigned to you may demand. You are required to perform the all duties assigned to you by your higher authorities/Management

Involvement - Your position with us is a full-time employment and you will work exclusively for the purpose of the institution. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.

Confidentiality – You will not at any time without the consent of the competent authority, disclose or divulge or make public. Except under legal obligations, any information about the Institution's affairs, administration, processes or research carried out which may be confided in you or become know to you in the course of your service or otherwise

E-Communication Facilities – You will not put to misuse abuse or illegal use of the e-facilities such as internet and e-mail made available or accessible to you by the Institute

Sexual Harassment - The institution absolutely disapproves of sexual harassment of any kind include unwelcome behavior whether directly or by implication, including in such activity is misconduct chargeable and actionable under the service and conduct rules of PES IAMS.

Past Record - If any of the declarations / testimonies produced by you to the Institution at the time joining or during your employment with us proves to be false your services will be liable for termination without any notice

Parting – On termination of service understanding you will be liable to give up to the Institute all the correspondence, specifications, book, literature, drawings, equipment, and other material belonging to the Institution and produce necessary no due certification before being relieved or settlement of dues done.

Immediately after serving notice of termination of service you shall hand over charge to your immediate superior or any other person designated for the purpose

Others - The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the institution as enforceable from time to time.

On joining duty, you may report to the Principal PESIAMS. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

Annexuse on Salary Offered: Total cost to the Institution

We welcome you to the PES family to be a part of the resonant team envisioning excellence

Wishing you a rewarding career with PES

S.T. ALMBON.

Smt. S. Y. Arunadevi Joint Secretary

I have read and understood the terms and conditions stated in the appointment letter and hereby confirm my acceptance of the offer of appointment as \_\_\_\_\_\_

Signature: -



PESIAMS ಹಿಇಎಸ್ ಇನ್ ಸ್ಟೆಟ್ಯೂಟ್ ಅಫ್ ಅಡ್ಡಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್

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Phone 08182 640772 08182 - 640812

PES Institute of Advanced Management Studies

Website | www.pestrust.org

N H 206, Sagar Road, Shivamogga - 577 204 (Karnataka) (Affiliated to Kovempu University and Recognised by Gov) of Karnetake)

No

Date: 24/02/2014

### Mr. ANMOL KIRAN UTTARKAR

EMP Code 431 Lab Instructor PES IMAS Shivamogga

Dear Mr. ANMOL KIRAN UTTARKAR

#### CONFIRMATION LETTER

This has reference to your Appointment Order which placed you as a probationary employee at PES IAMS from 02/02/2012.

We are happy to write to you that following a review of your performance; your probationary term stands closed with effect from 02/02/2014 making you a "REGULAR "employee of PES IAMS, Shivamogga.

With this, we are sure you will assume more active and productive role in carrying out your assignments at PES IMAS. Obviously, it now becomes imperative that you will involve in more committed role in accomplishing quality work at PES IAMS.

All other terms and conditions of your employment and Appointment Order remain unchanged.

Wishing you all the very best.

Principal

Smt. ARUNADEVI S Y

Joint Secretary



### **ಎಇಎಸ್ ಇನ್ಸ್ಟ್ರಮ್ಮರ್ ಆಫ್ ಅರ್ಡ್ಯವ್ಸ್ಟ್ ಮ್ಯಾ**ನೇಚ್ ಮಂಡ್ ಸ್ವರ್ಡಿಸ್

ಂದರು ಪ್ರವಾಧಿಕಾರದ ಹುಗೊಂಡುಗಳುತ್ತಾರ ಬತ್ತು ಕರ್ನಾಟ ಸಾಕಾರ ಮಾಧ್ಯಕ ಮಾರ್ಯ ಎನ್ ಜೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone 08182 - 640772

08182 - 640812

08182 - 640806

PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govt. of Kametaka)

Website pestrust edu in/pesiams N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Date: 10/04/2017

#### Mr. ANMOL KIRAN UTTARKAR

EMP Code 431
PROGRAMMER
PES Institute of Advanced Management Studies
Shivamogga

#### Dear ANMOL KIRAN UTTARKAR

We are pleased to inform you that you have been re-designated as Assistant Professor with effect from 01/04/2017

With this, we are sure you will assume more active and productive role in carrying out your assignments at PES Institute of Advanced Management Studies. Obviously, it now becomes imperative that you will involve in more committed role in accomplishing quality work at PES Institute of Advanced Management Studies

All other terms and conditions of your employment and Appointment Order remain unchanged.

Wishing you all the very best.

Sri. Nagaraja S R 10 04/2017

Principal

Dr. Nagaraja R

Chief Coordinator - Administration

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PES Institute of Advanced Management Studies

www.pestrust.org

N H 206, Sagar Road, Shivamogga, 577 254 (Kamataka (Affiliated to Kovernor or viewing and Presignment by Error of Karragonia

### OFFER LETTER

Dans: 17/06/2004

To.

Mr. DARSHAN P.R.

SHIVAMOGGA

Sub-Selection for the post of Lecturer

DES Mr. DARSHAN P.R.

Pursuant to your interview dated 17/06/2014 and subsequent discussion, we are pleased to comme that you have been selected for the post of Lecturer in the Dept. of BCAL

You are hereby requested to report to the duty on 23/06/2014. The detailed appointment prograw. se issued on the date of reporting to the Institution.

At the time joining you are required to furnish copies of Educational qualifications, previous work experience, relieving order and PAN.

We are confident that you are able to make significant contribution to the growth of the becartment and institute

With Best Regards,

Magaraja S R

Principal 19/0/ 2014

Joint Secretary

#### ACCEPTANCE

ensert the offer letter on the terms and conditions mentioned there is I undertake to retain the information on my compensation and benefits confidential.

Date 13/6/2014

Dowshaw Fr

Signature

PES

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(ಅವರಿಯ ವಿಶ್ವವಿರಾಜ್ಯವಿಲಯದ ಸೋರ್ಗೋಪರ್ನೆಗಳಾಗಿದ್ದಾರೆ. ಮತ್ತು ಶನಾಯನ ಸರಾಕರದ ಮಾಸ್ಕನ ಪಡೆದಿಸು)

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08182 - 640772 08182 - 640812

PES Institute of Advanced Management Studies

Website: www.pestrust.org

N H 206, Sagar Road, Shivamogga - 577 204 (Karnataka)

(Affiliated to Kuvempu University and Recognised by Govt. of Karnataka)

No

Date: - 13/05/2014

Dear Mr. DARSHAN P.R.

#### Appointment Order

Thank you for your application and the personal interview you had with us-

We congratulate you on your selection to join us as lecturer. You are informed to join on or before 23/06/2014.

The terms and conditions of your employment with us shall be as follows:-

Probation - You will be on probation for a period of Two Years from the date of joining or for such period as may be extended by the Management. However if you are over 60 years of age at the time of joining, then this appointment shall be for a period of two years, extendable on mutual consideration by tenure of one academic year at a time, until you attain 65 years of age.

Effect of Appointment - Your appointment made through this letter shall be subject to the approval from the affiliating University & the Govt of Karnataka as the case may be.

Compensation - You will be placed on a structured scale Rs 8000-275-13500 with an initial basic of 8000/- P.M. Plus allowances as admissible under the institution's rules.

**PF** and Gratuity - You will be entitling for a matching contribution from the management to your PF account, subject to a maximum of Rs. 780.00., if you are less than 60 years of age. You will also be eligible for Gratuity on retirement, as per the prevailing rules of the Institute. However if you are over 60 years of age at the time of joining then you will not be eligible for either PF or Gratuity.

Salary Review - Your salary will be reviewed periodically as per the policy of the institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period. The appraisal of your performance will be done on completion of your probation and annually thereafter as per the policy of the institution in vogue.

Service Agreement - You will be required to enter into a service agreement not to leave the employment during the tenure of any academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.

Leaving the Employment, termination And Removal - You are entitled to leave employment by giving a notice of 30 days and in lieu of notice the Management is entitled to recover a one month salary from you, but it is made clear that it shall not be during the tenure of any s academic year. The

Management is entitled to terminate your employment by giving a notice of 30days or paying a month's salary in lieu of notice without assigning any reason. The Institute shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following.

- if you are, in the opinion of the Institute, guilty of dishonesty, misconduct or negligence in the performance of your duties
- if you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;

Retirement - The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your health and physical fitness.

Medicalim Policy: - You will be covered under the mediclaim Insurance Policy subscribed to the Institute as may be in force from time to time.

Work Schedule - You will be required to observe the working hours that the role and responsibilities assigned to you may demand. You are required to perform the all duties assigned to you by your higher authorities/Management

Involvement - Your position with us is a full-time employment and you will work exclusively for the purpose of the institution. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down quidelines.

Confidentiality – You will not at any time without the consent of the competent authority, disclose or divulge or make public. Except under legal obligations, any information about the Institution's affairs, administration, processes or research carried out which may be confided in you or become know to you in the course of your service or otherwise

E-Communication Facilities - You will not put to misuse abuse or illegal use of the e-facilities such as internet and e-mail made available or accessible to you by the Institute

Sexual Harassment - The institution absolutely disapproves of sexual harassment of any kind include unwelcome behavior whether directly or by implication. Including in such activity is misconduct chargeable and actionable under the service and conduct rules of PES IAMS.

Past Record - If any of the declarations / testimonies produced by you to the Institution at the time joining or during your employment with us proves to be false your services will be liable for termination without any notice

Parting - On termination of service understanding you will be liable to give up to the Institute all the correspondence, specifications, book, literature, drawings, equipment, and other material belonging to the Institution and produce necessary no due certification before being relieved or settlement of dues done.

Immediately after serving notice of termination of service you shall hand over charge to your immediate superior or any other person designated for the purpose

Others - The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the institution as enforceable from time to time.

On joining duty, you may report to the Principal PESIAMS. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

Annexure on Salary Offered: Fotal cost to the Institution

Monthly Salary Breakup Deduction			
Basic Salary	8000=00	EPF( Employee contribution )	780=00
Allow	2000=00	EPF( Employer contribution )	780=00
PF ( Employer contribution)	780=00	ESIC ( Employer contribution )	475=00
ESIC (Employer contribution)	475=00	ESIC (Employee contribution)	175=00
		Professional Tax	150=00
Total Cost to the Institution	11255=00	Total Deduction	2360=00
₹ Take Home Salary subj	ect to IT dedu	ction / Transportation	8895=00

We welcome you to the PES family to be a part of the resonant team envisioning excellence

Wishing you a rewarding career with PES IAMS

S. Y. Alex Bo. . Smt. S. Y. Arunadevi Joint Secretary

r-Nagaraja S R Principal

I have read and understood the terms and conditions stated in the appointment letter and hereby confirm my acceptance of the offer of appointment as \_\_\_\_\_\_

Signature: - Revishan PR



# **ಎಐಎಸ್** ಇನ್ಫ್ಟ್ರೀಟ್ಯಾರ್ ಆಫ್ ಅಡ್ಡಾನ್ಡ್ಡ್ ಮ್ಯಾನೇಬ್ಮಂರ್ ಸ್ಟ್ರಡೀಸ್

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Phone: 08182 - 640772

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govt. of Kamataka)

Website : pestrust edu in/pesiams N H-206, Sagar Road, Shívamogga - 577 204 (Karnataka)

Date:08/12/2014

### Mr. DARSHAN P R

EMP Code 679
Lecturer
PES Institute of Advanced Management Studies
Shivamogga

### Dear Mr. DARSHAN P R

We are pleased to inform you that you have been re-designated as Assistant Professorin the Dept. of Commerce and Management with effect from 01/12/2014.

With this, we are sure you will assume more active and productive role in carrying out your assignments at PES Institute of Advanced Management Studies. Obviously, it now becomes imperative that you will involve in more committed role in accomplishing quality work at PES Institute of Advanced Management Studies

All other terms and conditions of your employment and Appointment Order remain unchanged.

Wishing you all the very best.

Dr. NAGARAJA R

Chief Coordinator - Administration



## ಎಇಎಸ್ ಇನ್ಸ್ಟ್ರ್ಯೂಟ್ ಆಫ್ ಜಡ್ವಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮಂದ್ ಫ್ರಡೀಪ್

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Phone 08182 640772 08182 640812 08182 640804

Website pestrust edu niposiams

# PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govf. of Karnataka)

N H-206, Sagar Road, Shivarnogga - 577 204 (Karnataka)

Date: 01/07/2016

Mr. DARSHAN P.R.

EMP Code 679
Assistant professor
PES Institute of Advanced Management Studies
Shivamogea

Dear Mr. DARSHAN P.R.

### CONFIRMATION LETTER

This has reference to your **Appointment Order** which placed you as a probationary employee at PES Institute of Advanced Management Studies effective from 23/06/2014.

We are happy to write to you that following a review of your performance; your probationary term stands closed with effect from 23/06/2016 making you a "REGULAR "employee of PES Institute of Advanced Management Studies, Shivamogga.

With this, we are sure you will assume more active and productive role in carrying out your assignments at PES institute of Advanced Management Studies. Obviously, it now becomes imperative that you will involve in more committed role in accomplishing quality work at PES institute of Advanced Management Studies.

All other terms and conditions of your employment and Appointment Order remain unchanged.

Wishing you all the very best.

sri! Nagaraja S R

Principal

PES Institute of Advanced Management Studies NH 206, Sagar Road SHIVAMOGGA-577 204 Di Magaraja K

Chief Coordinator - Administration



# **ಎಇಎಸ್ ಇನ್ಸ್ಕೆಬ್ಯೂರ್ ಆಫ್ ಉಡ್ಡಾನ್ಫ್**ಡ್ ಮ್ಯಾನೇಜ್ ಮಂಡ್ **ಸ್ವಂ**ಸ್

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Phone: 08182 - 640772

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PES Institute of Advanced Management Studies

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Website : pestrust edu inipesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

### OFFER LETTER

Date: 21/06/2017

To.

Mr. PRASHANTH KUMAR R

New Mandly

SHIVAMOGGA

Sub: Selection for the post of Assistant Professor

Dear Mr. PRASHANTH KUMAR R

Pursuant to your interview dated 21/06/2017 and subsequent discussion, we are pleased to confirm that you have been selected for the post of Assistant Professor in the Dept. of BCA.

You are hereby requested to report to the duty on 23/06/2017. The detailed appointment order will be issued on the date of reporting to the Institution.

At the time joining you are required to furnish copies of Educational qualifications, previous work experience, relieving order and PAN.

We are confident that you are able to make significant contribution to the growth of the department and institute.

With Best Regards,

Wr. Nagaraja S R21 0 6 ( 2017 Principal

Smt. Arunadevi S Y Joint Secretary

ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein. I undertake to retain the information on my compensation and benefits confidential.

Date: 21-6-1017

Prachantkemena Signature

SIAMS

**ಹಿಇಎಸ್ ಇನ್**ಸ್ಟಿಟ್ಯೂಬ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ಮೆಂಚ್ ಸ್ಟಡೀಸ್

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ne: 8147053084 8147053085

# PES Institute of Advanced Management Studies

email: principaliams@pestrust.edu.in

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

; pesiams@pestrust.edu.in Website ; pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No.

Date: 22/06/2017

Dear Mr. PRASHANTH KUMAR R

## Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Computer Science. You are informed to join on 23/06/2017.

The terms and conditions of your employment with us shall be as follows:-

- Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the college norms. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Raview Your salary will be reviewed periodically as per the policy of the Institute. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement -Your employment is terminating by either party giving 30 days' notice. The Institute reserves the right to pay or recover a 30 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment. The Institute shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following.
- 1. If you are, in the opinion of the Institute, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- 2. If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
- 6. Work Schedule & Scope of Work -
- a) You will completely dedicate your expertise and experience towards the growth of our Institution.

- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.
- 7.Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Institute. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- 9. Retirement The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your health and physical fitness
- 10. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

## <u>P.S</u>

- Non ESIC Cases; Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer. (ESIC benefits as per Govt. norms)
- Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES IAMS.

Sincerely yours,

Mr. NAGARAJA S R

Principal

DR NAGARAJA R Chief Coordinator - Administration

## **ACCEPTANCE**

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 22-6-2017 Place: Shimage Signature of the employee Preshants kumor R



## **ಎ**ಇಎಸ್ ಇನ್ಫ್ರಾಡ್ **ಆಫ್ ಜಡ್ಡಾನ್ಸ್**ಡ್ ಮ್ಯಾನೇಜ್ ಮಂಡ್ ಹೃಡೀಪ್

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Phone: 08182 - 640772

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govt. of Kamataka) Website : postrust edu.in/posiams

N H-206, Sagar Road, Shivemogga - 577 204 (Karnataka)

Date: 10/07/2019

Mr. PRASHANTH KUMAR R

EMP Code 1070 Assistant Professor PES Institute of Advanced Management Studies Shivamogga

Dear Mr. PRASHANTH KUMAR R

## CONFIRMATION LETTER

This has reference to your Appointment Order which placed you as a probationary employee at PES Institute of Advanced Management Studies effective from 23/06/2017.

We are happy to write to you that following a review of your performance; your probationary term stands closed with effect from 23/06/2019making you a "REGULAR "employee of PES Institute of Advanced Management Studies, Shivamogga.

With this, we are sure you will assume more active and productive role in carrying out your assignments at PES Institute of Advanced Management Studies. Obviously, it now becomes imperative that you will involve in more committed role in accomplishing quality work at PES Institute of Advanced Management Studies

All other terms and conditions of your employment and Appointment Order remain unchanged.

Wishing you all the very best.

Dr. Kasamsetty Sailatha

Principal

Dr. Nagaraja R

Chief Coordinator - Administration



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Phone: 08182 - 840772

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## PES Institute of Advanced Management Studies

( Affiliated to Kuvernou University, Recognized by Govf. of Kamalaka)

Website: pestrust edu in/pesiams

N H-206, Sagar Road, Shivarnogga - 577 204 (Karnataka)

### OFFER LETTER

Date: 07/06/2018

To.

Mr. MITHUN D SOUZA Gopala Shimoga

Sub: Selection for the post of Assistant Professor

### Dear Mr. MITHUN D SOUZA

Pursuant to your interview dated 07/06/2018 and subsequent discussion, we are pleased to confirm that you have been selected for the post of Assistant Professor in the Dept. of BCA.

You are hereby requested to report to the duty on 11/06/2018. The detailed appointment order will be issued on the date of reporting to the Institution.

At the time joining you are required to furnish copies of Educational qualifications, previous work experience, relieving order and PAN.

We are confident that you are able to make significant contribution to the growth of the department and institute.

With Best Regards,

Principal

DR NAGARAJA R

Chief Coordinator - Administration

### **ACCEPTANCE**

I accept the offer letter on the terms and conditions mentioned therein. I undertake to retain the information on my compensation and benefits confidential.

Date: 07/06/2018



# <u>ಎಇಎಸ್ ಇನ್ಫ್ಟ್ರ್ಯೂಟ್ ಆಫ್ ಅಡ್ಡಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮಂದ್ ಸ್ಥಡೀಸ್</u>

(ಕುಮೆಂದು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಖೋಜಗಿಗೊಳಸಲ್ಲಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾದ್ರತೆ ಪಡೆದಿದೆ)

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies

Website: pestrust edu in/pesiams

( Affiliated to Kuvempu University, Recognized by Govt. of Karnataka) N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No

Date: 09/06/2018

## Dear Mr. MITHUN D SOUZA

## Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Computer Science. You are informed to join on 11/06/2018.

The terms and conditions of your employment with us shall be as follows:-

- Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the college norms. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- Salary Review Your salary will be reviewed periodically as per the policy of the Institute. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 30 days' notice. The Institute reserves the right to pay or recover a 30 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment. The Institute shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following.
- If you are, in the opinion of the Institute, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
- Work Schedule & Scope of Work –

1400 ---

 a) You will completely dedicate your expertise and experience towards the growth of our Institution. It is will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

- 2 Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Institute. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- 9. Retirement The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your health and physical fitness.
- 10. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

## P.5

- 1 Non ESIC Cases: Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer. (ESIC benefits as per Govt. norms)
- 2 Employees contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES IAMS.

Sincerely yours,

PES Institute of Advanced Management Studies

ACCEPTANCE, Sagar Road

Mr. NAGARAJA S R

DR NAGARAJA R Chief Coordinator - Administration

Lagree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 09/06/2018 Place: Shirmogo Signature of the employee

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## **ಎಇಎಸ್ ಇನ್ಸ್ಕೆಲ್ಯೂರ್ ಅಫ್ ಅರ್ಡ್ವನ್ಸ್**ರ್ ಮ್ಯಾನೇಜ್**ಮೆಂ**ರ್ ಸ್ಥಡೀಸ್

(ಕಾರಿಕಾ ಕ್ರಿಕ್ರಾನಿಕಾದ ಕಾರುಗಾರ್ಚಿಗಳನ್ನು ಮತ್ತು ಕರ್ಕರ ಸಕ್ಕರ ಮಾನ್ಯಕ ಸರಾರ: ಎಸ್ ಸೆಟ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗೆ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govf. of Kamatiika)

Website: pestrust edu in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Date: 26/06/2020

Mr. MITHUN D SOUZA

EMP Code 1158
Assistant Professor
PES Institute of Advanced Management Studies
Shiyamogga

Dear Mr. MITHUN D SOUZA

### CONFIRMATION LETTER

This has reference to your **Appointment Order** which placed you as a probationary employee at PES Institute of Advanced Management Studies effective from 11/06/2018.

We are happy to write to you that following a review of your performance; your probationary term stands closed with effect from 11/06/2020 making you a "REGULAR "employee of PLS Institute of Advanced Management Studies, Shivamogga.

With this, we are sure you will assume more active and productive role in carrying out your assignments at PES Institute of Advanced Management Studies. Obviously, it now becomes imperative that you will involve in more committed role in accomplishing quality work at PES Institute of Advanced Management Studies

All other terms and conditions of your employment and Appointment Order remain unchanged.

Wishing you all the very best.

Dr. Kasamsetty Sailatha

Principal

PES Institute of Advanced Management Stuurs

NH 206, Sagar Road SHIVAMOGGA-577 204 Dr. Nagaraja R

Chief Coordinator - Administration



## ಎಣಎಸ್ ಇನ್ಫ್ರ್ಯಾಟ್ ಆಫ್ ಅಡ್ಡಾನ್ಡ್ ಮ್ಯಾನೇಚ್ ಮೆಂಟ್ ಸ್ವಂಪ್

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್ ಹೆಚ್ 206, ಸಾಗರ ರಕ್ಕೆ ಹಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone : 08182 - 640112 08182 - 640812

# PES Institute of Advanced Management Studies

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08182 640806 Website pestrual edu in pesiams

N H-206, Sagar Road, Shivemogga - 577 204 (Karnataka)

### OFFER LETTER

Date: 08/07/2019

To.

Mr. RANGASWAMY H S/O Hanumanthappa C Tanigere Channagiri

Sub: Selection for the post of Assistant Professor

Dear Mr. RANGASWAMY H

Pursuant to your interview dated 11/07/2019 and subsequent discussion, we are pleased to confirm that you have been selected for the post of Assistant Professor in the Department of BCA / B Sc

You are hereby requested to report to the duty on 11/07/2019. The detailed appointment order will be issued on the date of reporting to the Institution.

At the time joining you are required to furnish copies of Educational qualifications, previous work experience, relieving order, PAN and Aadhar.

We are confident that you are able to make significant contribution to the growth of the department and institute.

With Best Regards,

Dr. KASAMSETTY SAILATHA

Principal

Dr. NAGARAJA R

Chief Coordinator - Administration

### ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein. I undertake to retain the information on my compensation and benefits confidential.

Date: 08/07/2019



# **ಎಇಎಸ್ ಇನ್ಫ್ಆಟ್ಫಾಟ್ ಆಫ್ ಅಡ್ಡಾನ್ಫ್ ಮ್ಯಾನೇಜ್**ಮೆಂಟ್ ಸ್ವಡೀಸ್

(ಕುಟೆಂದು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳವನ್ನದ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯಕ ಪಡೆದಿದೆ)

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812 08182 - 640806

# PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

Website: pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No.

Date: 10/07/2019

Dear Mr. RANGASWAMY H

## Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Computer Science. You are informed to join on 11/07/2019.

The terms and conditions of your employment with us shall be as follows:-

- Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the college norms. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institute. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 30 days' notice. The Institute reserves the right to pay or recover a 30 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment. The Institute shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following.
- 1. If you are, in the opinion of the Institute, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- 2. If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
- 6. Work Schedule & Scope of Work -
- a) You will completely dedicate your expertise and experience towards the growth of our Institution.

b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Institute. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- 9. Retirement The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your health and physical fitness
- 10. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

## P.S

- Non ESIC Cases; Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer. (ESIC benefits as per Govt. norms)
- Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES IAMS.

Sincerely yours,

Dr. KASAMSETTY, SAILATHA

PES Institute of Athanced Management Studies

NH 206, Sagar Road

ACCEPTANGAMOGGA-577 204

DR NAGARAJA R
Chief Coordinator - Administration

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 10/07/2019 Place: Showing Signature of the employee

ree HLP-A

ವಿಧಾನ್ ಧನ್ನಾರ್ ಆನ್ ಅಪ್ರಾನ್ಫ್ **ಮ್ಯಾನೀಚ್ ಮಿಂಚ್ ಸ್ಟರೀಸ್** earner Expension and the contract the contra 15 10 100 to 20 24 25 27 204 (\$100 to 2) PES

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Sub. Selection for the post of Assistant Procession

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TOUR'S required to report to the dutable during the second of the detailed appointment order. Assistant Professor in the Department of Professor a one with the rules and regulations.

duty.

We hope by joining but invitation you are modicate yourself for the development of the Munis 12 1/2 /20 2

netitution which would result in your party in a prowth.

Washing you all the best

Dr. KASAMSETTY SAILATHA

Taccept the offer letter on the terror and conditions mentioned therein Albin Asilan Love.

Date

Dr. NAGARAJA R Chief Coordinator - Administration

· PESIAMS

ಪಡಿಎಸ್ ಇನ್ಫ್ಲ್ಯಾಟ್ ಅಫ್ ಅಡ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್

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Phone 8147053084 8147053085

# PES Institute of Advanced Management Studies

email: principalama@pestnet edu in pesiame@inestrust edu in Website pestrus edu nipesiams

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No. - net pestams in HR 2020/22

Date: 24/09/2020

Ms. ASHWINI A R

## Letter of Appointment

with the to the vour application and subsequent interview with us, we are pleased to appoint you as Assistant Professor of Physics in the Dept. of Computer Science. You are informed to join on 75" September 2020.

The serms and conditions of your employment with us shall be as follows:-

- 1 Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- 2 Compensation You will be paid a monthly salary as per the details given in the enclosed American Statutory dues shall be recovered from your salary as per the statues applicable from time to time
- 3. PF and Gratuity. You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs 1800/-. Gratuity will be applicable as per the Gratuity Act
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period
- 5. Service Agreement -Your employment is terminating by either party giving 60 days' notice. The institute reserves the right to pay or recover a 60 day's salary in lieu of such notice period but it a made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment
- 6. Work Schedule & Scope of Work -
- a) You will completely dedicate your expertise and experience towards the growth of our institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

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## ಎಣವನ್ ಇಸ್ಟ್ರಾಟ್ನೂಲ್ ಇಫ್ ಜಲ್ವಾನ್ಫ್ ಮ್ಯಾನೇಲ್ ಮಂದ್ ಸ್ವಂಪ್



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## PES institute of Advanced Management Studies

Ambiene o Koverno, Howelshir Recognized by Dovt of Kematiska). N H 206 Sagar Road Shiverlogge 577 204 (Karnetaka)

No. Ashwer: E.R. - Assistant Frahesium of Physics in the Dept. of Computer Science

- 7. Involvement Your position with us is a full time employment and you will work exclusively for the purpose of the Trust. You will not take up any other work for remuneration or in advisory capacity in any other trade, business tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be Rable to be removed from the services without any notice.
- 9. Others The terms and conditions of employment including those mentioned above are: subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

### Annexure on salary break-up

Particulars	Monthly Salary Break up	
Basic	15,600=00	
DA	3,120=00	
HRA	1,560=00	
FBP	4,720=00	
Total Gross - (A)	25,000=00	
Deduction	- 101-101-101	
PF	1,800=00	
Professional Tax	200=00	
Total Deduction - (B)	2,000=00	
Net Salary(A-B) Subject to IT deduction / Transportation/ Mediclaim:	23,000=00	

### P.5

- 1. Mediciaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer.
- 2. Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable. dahmin's de 12020 from time to time, will be recovered from Gross Salary referred above.

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## PES Institute of Advanced Management Studies

Affiliated to Kullempy University Decognized by Doyf of Kernelakel N H 206 Sagar Road Shivamogga 577 204 (Kamataka)

No. Bullian & R. Busident Professor of Physics in the Book of Computer Science

On coming buts, you may report to the Principal. You may please ugn and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you allow and his career with PES institute of Advanced Management Studies

Sincerely yours.

Principal

Chief Coordinator - Administration

ACCEPTANCE

lagree to accept employment on the terms and conditions mentioned in the above letter of appointment. Undertake to keep the information on my compensation and benefits Marine 11 1 100/00 / 10000

contidence:

PINCE SHUOMOGGO

Signature of the Employee



# ಪಿಇವಿಸ್ ಇನ್<u>ಡ</u>್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ಮರ್ಮಟ್ ಸ್ವಡೀಸ್

(ಕುವೆಂದು ವಿಶ್ವವಿರಾಭಕಿರಿಯದ ಕುರ್ಯಾಚಿಗೊಳದಲ್ಲಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯಕ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084

8147053085

# PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

Website: pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

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Date: 26/08/2020

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To.

Mr. RAJSHEKHAR HAMMIGI s/o VEERANNA HAMMIGI hasabhavi Circle Chamarai Pete Davangere - 577001

Sub: Selection for the post of lecturer.

Dear Mr. RAJSHEKHAR HAMMIGI

Congratulations! We are pleased to confirm that you have been selected for the post of Lecturer in the Department of Commerce and Management.

You are required to report to the duty 10 days before the start of the classes, which will be intimated to you in due course of time. The detailed appointment order along with the rules and regulations of the college will be issued on the date of reporting to the duty.

We hope by joining our institution you will dedicate yourself for the development of the institution which would result in your professional growth:

Wishing you all the best.

PES Institute of Advanced Management Studies NH 205, 5agar Road

ACCEPTANCE 577 204

I accept the offer letter on the terms and conditions mentioned therein.

Date:

Rajshothar, Harman

Dr. NAGARAJA R Chief Coordinator - Administration

Place:

Signature

## @ PES IAMS

# ಪಿಇಎಸ್ ಇನ್ಸ್ಟ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಚ್ ಸ್ಟಡೀಸ್

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Phone: 8147053084

8147053085

PES Institute of Advanced Management Studies

email: principaliams@pestrust.edu.in : pesiams@pestrust.edu.in

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

Website : pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No. Ref: PES/IAMS/P/HR/2020/51

Date: 28/10/2020

## Dear Mr. RAJSHEKHAR HAMMIGI

## Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor of Mathematics in the Dept. of Computer Science. You are informed to join 02<sup>nd</sup> November 2020.

The terms and conditions of your employment with us shall be as follows:-

- Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs 1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 30 days' notice. The Institute reserves the right to pay or recover a 30 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.
- 6. Work Schedule & Scope of Work -
- a) You will completely dedicate your expertise and experience towards the growth of our Institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

Rajshekhar Hammigi

# ಎಣಎನ್ ಣನ್ನೂಟ್ಕಾರ್ ಅನ್ ಅರ್ಡ್ಬಾರ್ಡ್ಡ್ ಮ್ಯಾನೇಜ್ ಮಂಡ್ **ಸ್ವಂ**ಡ್



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# PES Institute of Advanced Management Studies

affiliated to Kurvempy University, Recognized by Circl. of Kernalaka)

N H-206, Sagar Road, Shivemogga - 577 204 (Kernataka)

V. B.S. SHIS SHARLES - WHICH - Acceptant Profession of Mathematics in the Dept. of Computer Science

- Involvement Your position with us is a full time employment and you will work exclusively for the purpose of the Trust. You will not take up any other work for remuneration or in edvisory casualty in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- 9. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

## Annexure on salary break-up

Particulars	. Monthly Salary Break up
	8,000=00
Basic	800=00
DA	800=00
HRA	2,200=00
FBP Total Gross - (A)	12,000=00
Deduction	* 054-00
n.e.	1,056=00
PF	90=00
ESIC Total Deduction - (B)	1,146=00
Net Salary (A-B) Subject to IT deduction / Transportation/ Mediclaim)	10,854=00

### P.5

- 1 Mediciarm facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer.
- 2. Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.



## ಪಿಇವಿಸ್ ಇನ್ಫ್ರಾಮ್ಯಾಲ್ ಅಫ್ ಅಡ್ವಾಸ್ಟ್ ಮ್ಯಾನೇಜ್ ಮೆಂಡ್ ಸ್ಟರ್ಡಿಸ್



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## PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govt. of Karnalaka)

N H-206, Sagar Road, Shivamogge - 577 204 (Kernetaka)

Mr. RAISHUUHAA HAATANGI – Assistant Professor of Mathematics in the Dept. of Computer Science

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES Institute of Advanced Management Studies.

Sincerely yours,

Dr. KASAMSETTY SAILA

Principal cip al

FES Institute of Advanced Management Studies

Nin 205, Sagar Road

SHIVAMOGGA-577 264

DR NAGARAJA R

Chief Coordinator - Administration

ACCEPTANCE

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 02/11/2020

Place: Shiva mogga

Rajshelshar Hammigi-

Signature of the Employee

Rajsholyhar Hammigi



### **ಇನ್**ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್ ಡ್ ಮ್ಯಾನೇಪ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್ ಪಿಇಎಸ್

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

(ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪ್ಪುದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾಸ್ಯತೆ ಪಡೆದಿದೆ)

Phone :

08182 - 640772

08182 - 640812

PES Institute of Advanced Management Studies

Website: www.pestrust.org

N H 206, Sagar Road, Shivamogga - 577 204 (Karnataka)

(Affiliated to Kuvempu University and Recognised by Govt. of Karnataka)

No

## OFFER LETTER

Date: 08/05/2019

To:

Dr. N PRAVEEN CHANDRA

s/o Sri Narasimha Murthy Kashipura Main Road Shivamogga

Sub: Selection for the post of Assistant Professor

Dear Dr. N PRAVEEN CHANDRA

Pursuant to your interview dated 08/05/2019 and subsequent discussion, we are pleased to confirm that you have been selected for the post of Assistant Professor in the Department of Kannada.

You are hereby requested to report to the duty on 06/06/2019. The detailed appointment order will be issued on the date of reporting to the Institution.

At the time joining you are required to furnish copies of Educational qualifications, previous work experience, relieving order, PAN and Aadhar.

We are confident that you are able to make significant contribution to the growth of the department and institute.

With Best Regards,

Principal

Chief Coordinator - Administration

ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein. I undertake to

retain the information on my compensation and benefits confidential.

Date: 08 05 2019



# **ಹಿಇಎಸ್ ಇನ್**ಸ್ಟಿಬ್ಯೂಬ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ಮಂಚ್ ಸ್ಟಡೀಸ್

(ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084 8147053085

# PES Institute of Advanced Management Studies

email : principaliams@pestrust edu.in

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

; pesiams@pestrust.edu.in Website: pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No.

Date: 04/06/2019

## Dear Dr. PRAVEEN CHANDRA N

## Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Language. You are informed to join on06/06/2019.

The terms and conditions of your employment with us shall be as follows:-

- Probation
   – You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the college norms. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institute. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement —Your employment is terminating by either party giving 30 days' notice. The Institute reserves the right to pay or recover a 30 day's salary in lieu of such notice period that it is made clear to 1.3 shall not be during the tenure of Arademic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment. The Institute shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following.
  - If you are, in the opinion of the Institute, guilty of dishonesty, misconduct or negligence in the performance of your duties;
  - If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;

## 6. Work Schedule & Scope of Work -

 a) You will completely dedicate your expertise and experience towards the growth of our Institution. b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Institute. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- 9. Retirement The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your health and physical fitness
- 10. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

### P.S

- Non ESIC Cases; Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer. (ESIC benefits as per Govt. norms)
- Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES IAMS.

Sincerely yours,

Dr. KASAMSETTY SAILATHA

Principal

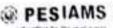
DR NAGARAJA R

Chief Coordinator - Administration

## ACCEPTANCE

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 04-6-2019 Place: Shivamogga Signature of the employee Policy State



PESIAMS ಪಿಇಎಸ್ ಇನ್ಸ್ಟೆಬ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಫ್ಡ್ ಮ್ಯಾನೇಪ್ ಮೆಂಟ್ ಸ್ಟರೀಸ್

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PES Institute of Advanced Management Studies

www.pestrust.org

N H 206, Sagar Road, Shivamogga - 577 204 (Karnataka)

(Affinated to Kevernija University and Perciprised by Govi. of Kernetake)

No

### OFFER LETTER

Date: 15/09/2016

To:

Mrs. ANITHA C B Vinobhanagara SHIVAMOGGA

Sub: Selection for the post of Assistant Professor

Dear Mrs. ANITHA CB

Pursuant to your interview dated 15/09/2016 and subsequent discussion, we are pleased to confirm that you have been selected for the post of Assistant Professor in the Dept. of Kannada.

You are hereby requested to report to the duty on 03/10/2016. The detailed appointment order will be issued on the date of reporting to the Institution.

At the time joining you are required to furnish copies of Educational qualifications, previous work experience, relieving order and PAN.

We are confident that you are able to make significant contribution to the growth of the department and institute.

With Best Regards,

Mr. Nagaraja S R |69 | 9216 Principal

Smt. Arunadevi S Y Joint Secretary

#### ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein. I undertake to retain the information on my compensation and benefits confidential.

Date: 15-9-2016



# ಎಇಎಸ್ ಇನ್**ಸ್ಟಿಬ್ಯೂಲ್ ಅಫ್ ಅಡ್ತಾನ್ಫ್**ಡ್ ಮ್ಯಾನೇಜ್ ಮಂಡ್ ಸ್ಟಡೀಸ್

(ಕುಟಿಂದು ವಿಶ್ವವಿರುವುದ ಕಂಡುಕಾಟಗೋಳುತ್ತಿದೆ ಮತ್ತು ಕರ್ಯಟಕ ಸರಕಾರದ ಮಾಧ್ಯಕ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812

Website : pestrust edu in/pesiams

PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No.

Date: 01/10/2016

Dear Mrs. ANITHA CB

## Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Language. You are informed to join on 03/10/2016.

The terms and conditions of your employment with us shall be as follows:-

- Probation—You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the college norms. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institute. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 30 days' notice. The Institute reserves the right to pay or recover a 30 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment. The Institute shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following.
- If you are, in the opinion of the institute, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- 2. If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
- 6. Work Schedule & Scope of Work -
- a) You will completely dedicate your expertise and experience towards the growth of our Institution.

the new woll carry out, in addition to the above, any other responsibility assigned to you by the framepal CCA and Management from time to time perfaming to the Institution.

- 7. Involvement—Your position with us is a full time employment and you will work exclusively for the purpose of the Institute. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- 9. Retirement The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your hearth and physical fitness.
- 10. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

### P.S

- Non ESIC Cases: Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer. (ESIC benefits as per Govt. norms)
- 2 Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

On soming duty you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES IAMS.

Sincerely yours,

Mr. NAGARAJA S R

PES Institute of Advanced Management Studies

ACCEPTANCE Sagar Road

Lagree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 1-10-2016 Place: 855000

Signature of the employee

Gr.

DR NAGARAJA R

Chief Coordinator - Administration



# ಎಇಎಸ್ ಇನ್**ಸ್ಟಿಲ್ಯೂಟ್ ಆಫ್ ಅರ್ಡ್ವಾಸ್ಟ್**ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟರೀಸ್

(ಕರ್ನ ಕ್ರೋಟ್ರಾನಿಯರ ಕಾರೋಚಿಸಲಾಗುತ್ತದೆ ಮತ್ತ ಕರ್ನಾಡ ಸರ್ಕಾರ ಮಾರ್ಥ ಪಡೆದರೆ. ಎರ್ ಪೆಟ್ 706, ಸಾಗರ ರಸ್ತೆ, ಶಿವರೊಗ್ಗೆ – 577 201 (ಕರ್ನಾಟಕೆ)

Phone .08:82 - 640772

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies

( Affiliated to Kuvempu University, Recognized by Govil of Karnataka)

Website : pestrust edu in/pesiams

N H-205, Sagar Road, Shivamogga - 577 204 (Kamataka)

Date: 16/10/2018

Mrs. ANITHA CB

ENTP Code 994
Assistant professor
PES Institute of Advanced Management Studies
Shivamogga

Dear Mrs. ANITHA CB

## CONFIRMATION LETTER

This has reference to your **Appointment Order** which placed you as a probationary employee at PES institute of Advanced Management Studies effective from 03/10/2016.

We are happy to write to you that following a review of your performance; your probationary term stands closed with effect from 03/10/2018 making you a "REGULAR "employee of PES institute of Advanced Management Studies, Shivamogga.

With this, we are sure you will assume more active and productive role in carrying out your assignments at PES Institute of Advanced Management Studies. Obviously, it now becomes imperative that you will involve in more committed role in accomplishing quality work at PES institute of Advanced Management Studies

All other terms and conditions of your employment and Appointment Order remain unchanged.

Wishing you all the very best.

Dr. Kasamsetty Sailatha

Principal

PES Institute of Advanced Management Studies

NH 206, Sagar Road SHIVAMOGGA-577 204 Dr. Nagaraja R

Chief Coordinator - Administration

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PES Institute of Advanced Management Studies

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NOR TES AMS P/HR/2012/85

Date: 05/09/2021

INVESTIGATION A. I. c o Karibasappa C F. E Block, Kovempu Kaga: Shivemogga

Sub: Selection for the post of Assistant Professor.

Dear Ms. Archana K.

Congretulations! We are pleased to confirm that you have been selected for the post of Assistant. Professor in the Department of Computer Science.

You are required to report to the duty on 13th September 2021. The detailed appointment order along with the rules and regulations, duties and responsibilities of the college will be issued on the date of reporting to the duty.

At the time joining you are required to furnish copies of proof of age, educational qualifications, previous work experience and relieving order.

We hope by joining our PESIAMS, you will dedicate yourself for the development of the Institute which would result in your professional growth.

Wishing you all the best.

Principal

Dr. NAGARAJA R

Chief Coordinator - Administration

ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein.

Date: 6/09/2021

Place: Shivambaga

Phone: \$147053084 8147053086

ေPESIAMS မရႀကံ ရက်မှုယာ္မက စစ္နာ စုထ္မွာက္ခ်က် တာမွက်စေးဆံဝမႈ ချွမရေ (ಕುಲಿಂದು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಿದಲ್ಲಿಗೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ನತೆ ಪಡೆದಿದೆ)

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

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(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka), N H-206, Sagar Road, Shivemogge - 577 204 (Karnataka)

Ref. (185 ) AMS P/MR/2021/92

Date: 18/09/2021

Dea Mis ASKWINI S E

## Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor of in the Dept. of Commerce and Management. You are informed to join on 20<sup>th</sup> September 2021.

The terms and conditions of your employment with us shall be as follows:-

- 1. Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- 2. Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- Salary Review Your salary will be reviewed periodically as per the policy of the Institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement -Your employment is terminating by either party giving 60 days' notice. The Institute reserves the right to pay or recover a 60 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.
- Work Schedule & Scope of Work –
- a) You will completely dedicate your expertise and experience towards the growth of our Institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

Received original

## **ಎ**ಇವಿತ್ ಇನ್ಫ್ಆಬ್ಫರ್ ಆಫ್ ಅಡ್ಡಾನ್ಫ್ಡ್ ಮ್ಯವೇಚ್**ಮೆಂ**ಡ್ ಫಡೀನ್



(ಕರ್ಮ ಕಿನ್ನಯ್ಯ/ಎಂದ ಕ್ರಮೂಲಿನಿನವುರ ಮತ್ತ ಕರ್ನಲ ಹಾಗರ ಮನ್ನಳ ಮಾಡಿ. ಎನ್ ಪೆಟ್ 206, ಸಾಗರ ರಸ್ತೆ, ಕಿರಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಿಕೆ)

## PES Institute of Advanced Management Studies

[Affiliated to Keverrou University, Recognized by God, of Kemataka] N H-200, Santa Road, Shivemopos - 577 204 (Kemataka)

Mrs. ASHWING S E - Assistant Professor in the Dept. of Commerce and Management

- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Trust. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

## Annexure on salary break-up

Particulars	Monthly Salary Break up
Basic	8,000=00
HRA	800=00
FBP	3,200=00
Total Gross - (A)	13,000=00
Deduction	-3 -3 AV -3 -3 -5 -5
PF	960=00
ESIC	98=00
Total Deduction - (B)	1,058=00
Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)	11,942=00

#### P.S

- Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer.
- Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

## **ಎ**ಇವಿನ್ ಇನ್ಫ್ಲಾಟ್ಫ್ ಆರ್ಫ್ ಅರ್ಥ್ಯಸ್ಟ್ರ್ ಮ್ಯಾವಂಜ್ ಮೆಂಡ್ ಫ್ರಹಿಂಡ್



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## PES Institute of Advanced Management Studies

(Affiliated to Kovempu University, Recognized by Gov. of Kemataka) N H-201, Sagar Road, Shivemagga - 577 204 (Kamataka)

Mrs. ASHWHUS E - Assistant Professor in the Dept. of Commerce and Management

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES Institute of Advanced Management Studies.

Sincerely yours,

Chief Coordinator - Administration

ACCEPTANCE

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 20/9/2021 Place: Shimoga

Signature of the Employee

PES IAMS

ಪಿಇಎಸ್ ಇನ್ ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084

8147053085

PES Institute of Advanced Management Studies

email : principaliams@pestrust.edu in

pesiams@pestrust edu in Website : pestrust edu in/pesiams (Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Ref PES/IAMS/P/HR/2021/

Date: 06/12/2021

To.

Ms. SINDHU S L Basavapatna Channagiri

Dear Ms. Sindhu S L

Congratulations! We are pleased to confirm that you have been selected for the post of Assistant Professor in the Dept. of Computer Science.

You are required to report to the duty on 09th December 2021. The detailed appointment order along with the rules and regulations, duties and responsibilities of the college will be issued on the date of reporting to the duty.

At the time joining you are required to furnish copies of proof of age, educational qualifications, previous work experience and relieving order.

We hope by joining our PESIAMS, you will dedicate yourself for the development of the Institute which would result in your professional growth.

Wishing you all the best.

Dr. KASAMSETTY SAILATHA

PES Institute of Advanced Management Studies

ACCEPTANCE Sagar Road

SHIVAMOGGA-577 204

Chief Coordinational and Social Freshien

N.H.206, Sagar Road, Shivamogga-577 204

I accept the offer letter on the terms and conditions mentioned therein.

Date 6/12/2021

Place Shivamogga.

06 12 2 Signature

original

copy recieved

06/12/27



ಪಿಇಎಸ್ ಇನ್<sub>ಗ್ಗಿ</sub>ಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೆಂಜ್**ಮೆಂಟ್** ಸ್ಟಡಿಂಸ್

(ಕುವೆಂತು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಸಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084 8147053085

# PES Institute of Advanced Management Studies

email: principaliams@pestrust.edu in

pesiams@pestrust.edu.in Website: pestrust edu in/pesiams (Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No. Ref: PES/IAMS/P/HR/2021/

Date: 08/12/2021

Dear Ms. SINDHUS L

## Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Computer Science. You are informed to join on 09th December 2021.

The terms and conditions of your employment with us shall be as follows:-

- 1. Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- 2. Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from: time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- Safary Review Your salary will be reviewed periodically as per the policy of the Institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- Service Agreement -Your employment is terminating by either party giving 60 days' notice. The Institute reserves the right to pay or recover a 60 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment
- 6. Work Schedule & Scope of Work -
- a) You will completely dedicate your expertise and experience towards the growth of our institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

# **ಎ**ಇವಿಜ್ ಇನ್<sub>ನೆ</sub>ಬ್ಬೂರ್ ಅಫ್ ಅಡ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್*ಮೆಂಡ್ ಸ್ಥ*ಡೀಸ್



(ಅರುದ ವ್ಯವಧಾನವಾದ ಕಾರ್ಮವರ್ಷವಾಗಿನ ಮತ್ತು ಕರ್ಮನ ಹಾಗಾರ ವ್ಯಾಕ್ತಿಕ ಮರಿತ) ಎಸ್ ಜಿಲ್ 206, ನಾಗರ ರಕ್ಷೆ, ಶಿವಮೊಗ್ಗೆ – 577 204 (ಕರ್ನಾಟಕ)

# PES Institute of Advanced Management Studies

(Affiliated to Kuvempu University, Recognized by Govt. of Kernataka) N H-206, Sagar Read, Shivarnogga - 577 204 (Karnataka)

Ms. Sindhu S.E. Assistant Professor - Dept. of Computer Science

- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Trust. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time

## Annexure on salary break-up

Particulars	Monthly Salary Break up
Basic	8,000=00
HRA	800=00
FBP	3,200=00
Total Gross - (A)	12,000=00
Deduction	
PE	960=00
ESIC Employee Contribution	90=00
Total Deduction - (B)	1,050=00
Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)	10,950=00

### P.S

- Non ESIC Case. Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer.
- 2 Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

## ಪಿರವರ್ ಕರ್ಷಕ್ಕಿಯ್ಯಾರ್ ಅಫ್ ಅಧ್ಯಾಪ್ತ್ರಡ್ ಮ್ಯಾನೇಚ್ ಮೆಂಡ್ ಫಡೀಪ್



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PES Institute of Advanced Management Studies ( Affiliation to Kovernou University, Recognized by Gost, of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka).

Mit. Sindhu S.L. Assistant Frolessor - Dept. of Computer Science

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES institute of Advanced Management Studies.

Sincerely yours,

Dr. KASAMSETT

Bringspal

PES Institute of Advanced Management Studies

NH 206, Sagar Road SHIVAMOGGA-577 204

Chief Coordinate of Administration Prerana Educational and Social Trust (R)

N.H.206, Sagar Road, Shivamogga-577 204

## ACCEPTANCE

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 08 | 12 | 2021

Place: Shivamogga.

Signature of the Employee

▲ PES IAMS

**ಹಿಇಎಸ್ ಇನ್**ಸ್ಪಿಟ್ಯೂಟ್ ಅಫ್ ಅಡ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್

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Phone: 8147053084

8147053085

PES Institute of Advanced Management Studies

email: principaliams@pestrust.edu.in

: pesiams@pestrust.edu.in Website: pestrust.edu.in/pesiams (Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No. Ref: PES/IAMS/P/HR/2021/

Date: 03/12/2021

To,

Mrs. POORNIMA B P 2<sup>nd</sup> Cross, Near SKN School Vinobhanagar, Shimoga

Sub: Selection for the post of Assistant Professor.

Dear Mrs. POORNIMA B P

Congratulations! We are pleased to confirm that you have been selected for the post of Assistant Professor in the Department of Computer Science.

You are required to report to the duty on 06th December 2021. The detailed appointment order along with the rules and regulations, duties and responsibilities of the college will be issued on the date of reporting to the duty.

At the time joining you are required to furnish copies of proof of age, educational qualifications, previous work experience and relieving order.

We hope by joining our PESIAMS, you will dedicate yourself for the development of the Institute which would result in your professional growth.

Wishing you all the best.

PES Institute of Adiabated! Management Studies

NH 206, Sagar Road

ACCEPTANDEMOGGA-577 204

Chief Coordinatorarandministration H.M.206, Sagar Road, Shivamogga-577 204

I accept the offer letter on the terms and conditions mentioned therein

Shivamogga

Received Original



ಎಇಎಸ್ ಇನ್*ಕ್ಟಿಟ್ಯೂ*ಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ ಮಂಟ್ ಸ್ವಡೀಸ್

(ಕುವಂದು ವಿಶ್ವವಿದ್ಯಾಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟದ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತ ಪಡದಿದೆ) ಎನ್.ಹೆಚ್.–206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084

8147053085

PES Institute of Advanced Management Studies

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N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No. Ref: PES/IAMS/P/HR/2021/134

Date: 04/12/2021

Dear Mrs. POORNIMA B P

### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Computer Science. You are informed to join on 06th December 2021.

The terms and conditions of your employment with us shall be as follows:-

- Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institution.
  All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 60 days' notice. The Institute reserves the right to pay or recover a 60 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.
- 6. Work Schedule & Scope of Work -
- a) You will completely dedicate your expertise and experience towards the growth of our Institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

## ಪಿಣವರ್ ಣಸ್ಫ್ರಾಟ್ಯಾರ್ ಅಫ್ ಅಡ್ವಾನ್ಡ್ ಮ್ಯಾಸೇಚ್ ಮೆಂದ್ ಸ್ವಡೀಸ್



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## PES Institute of Advanced Management Studies

( Affiliated to Konempy University, Recognized by Doot of Kernetska) N H-205, Sagar Road, Shivemogga - 577 204 (Karnatoka).

Miss. Proposition & F. Assistant Professor in the Dept. of Computer Science

- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Trust. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- 9. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

### Annexure on salary break-up

Particulars	Monthly Salary Break up
Basic	15,600=00
Total Gross - (A)	15,600=00
Deduction	
PF	1,800=00
Professional Tax	200=00
ESIC Employee Contribution	117=00
Total Deduction - (B)	2,117=00
Net Salary(A-B)(Subject to FT deduction / Transportation/ Mediclaim)	13,483=00

#### P.S

- 1. Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer.
- 2. Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

### ಎಇವಿನ್ ಇನ್ಫ್ಬ್ಯೂಟ್ ಆಫ್ ಆಡ್ವಾನ್ಫ್ಫ್ ಮ್ಯಾನೇಚ್ ಮೆಂದ್ ಫೈಡೀಸ್



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### PES Institute of Advanced Management Studies

( Attisated to Kuvempu University, Recognized by Govt. of Karnataka) N H-208, Sagar Road, Shivamogga - 577 204 (Karnataka)

Mrs. POORNIMA B P. Assistant Professor In the Dept. of Computer Science

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES Institute of Advanced Management Studies.

Sincerely yours,

Propriestipal

PES Institute of Advanced Management Studies NH 206, Sagar Road

SHIVAMOGGA-577 204

Chief Coordinator - Administration

### ACCEPTANCE

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 6/12/2021

Place: Shimoga

Signature of the Employee

Received Oregenal

Poomina B.P

ം PESIAMS - ಎನ್ನವಿನ್ ನಸ್ಟ್ಯಾಬ್ ಅಫ್ ಅಡ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಬ್ ಸ್ಟರ್ಡಿನ್ ಾರ್ನಡ ವಿಸ್ತವಿದ್ಯಾನಿಯಿದ ಸಂಯೋಜನೆಗೊಳಿದಲ್ಲದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ)

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084 8147053085

PES Institute of Advanced Management Studies

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(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka). N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

NO Ref. PES/JAMS/P/HR/2021/88

Date: 15/09/2021

To.

Ms VIDYA S Javalaxmi Nilaya Barmappa Nagar Shivamogga

Sub: Selection for the post of Assistant Professor of English.

Dear Ms VIDYA S

Congratulations! We are pleased to confirm that you have been selected for the post of Assistant Professor of English.

You are required to report to the duty on 20th September 2021. The detailed appointment order along with the rules and regulations, duties and responsibilities of the Institution will be issued on the date of reporting to the duty.

At the time joining you are required to furnish copies of proof of age, educational qualifications, previous work experience and relieving order.

We hope by joining our PESIAMS, you will dedicate yourself for the development of the Institution which would result in your professional growth.

Wishing you all the best.

Principal

Chief Coordinator - Administration

### ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein.

Date: 15-09-2021

Place: Shiunmegga

PESTAMS

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Phone: 8147053084 8147053085

PES Institute of Advanced Management Studie:

email: principaliams@pestrust.edu.in

: pesiams@pestrust.edu.in Websitc : postrust.edu.in/pesiams (Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)
N H-200, Sagar Road, Shivamogga - 577 204 (Karnataka)

No. Ref: PES/IAMS/P/HR/2021/93

Date: 15/09/2021

Dearly's VIDYA S

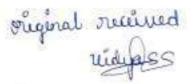
### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor - English. You are informed to join on 20th September 2021.

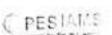
The terms and conditions of your employment with us shall be as follows:-

- Probation You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs. 1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institute. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 30 days' notice. The Institute reserves the right to pay or recover a 30 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment. The Institute shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following.
- If you are, in the opinion of the Institute, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
- 6. Work Schedule & Scope of Work -
- a) You will completely dedicate your expertise and experience towards the growth of our Institution.

Page 1 of 3



## ಎರಡಿನ್ ರವ್ಯಕ್ಷಿಯ್ಯಾರ್ ಅಫ್ ಅಡ್ಡವೈಡ್ ಮ್ಯಾವೇಜ್**ಮೆಂ**ಡ್ ಫೆಟೀಪ್



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## PES Institute of Advanced Management Studies

(Athanted to Covernou University, Recognized by Govt. of Karantskall N H-205, Sapai Read, Shivemagge - 577 204 (Kamesske)

AGE, VIDVA 5 - Assistant Professor - English

by to, the carry out in addition to the above, any other responsibility assigned to you by the Frincipal, CCA and Management from time to time pertaining to the Institution.

- Involvement Your position with us is a full-time employment and you will work exclusively. for the purpose of the Institute. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- Retirement The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your health and physical fitness
- 10. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

### Annexure on salary break-up

Particulars	Monthly Salary Break up
	15,600=00
Basic	1,560=00
H.R.A	1,560=00
DA	3.280=00
FBP Total Gross - (A)	22,000=00
Deduction	
PF	1,800=00
	200=00
Professional Tax  Total Deduction - (B)	2,000=00
Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)	20,000=00

### **∆ಇವಿವ್ ಕವ್ಯೇಟ್ಫಾರ್ ಆಫ್ ಆರ್ಥಾಸ್ಟ್ರರ್ ಮ್ಯಾನೇಲ್**ಯಿಂದ್ ಫ್ರಕ್ರೇಪ್



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### PES Institute of Advanced Management Studies

[ Affiliated to Kurumbu University, Recognized by Govf. of Kamataka] N H-200, Sagar Road, Shivamogga - 577 204 (Kamatalia)

Ms. VIDYAS - Assistant Professor - English

### P.S

- 1. Non ESIC Cases; Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer. (ESIC benefits as per Govt. norms)
- 2. Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

On Joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES IAMS.

Sincerely yours,

Principal

Chief Coordinator - Administration

#### ACCEPTANCE

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 20 - 9 - 2021

Place: Shivamagga

Signature of the Employee

Phone: 8147053084 8147053085

PESIAIVS ಹಿಇಏನ್ ಇನ್ಟ್ ಅಭ್ಯಾಥ್ ಅಥ್ಯಾನ್ಫ್ ಮ್ಟಾನೇಜ್ ಮೆಂಡ್ ಹೈಡಿಡ

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## PES Institute of Advanced Management Studie

email : principal ama @postrust edu in : pesians@pestvst.edu.in Website : pestrust edu in/pesiams

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Date: 13/11/2021

Mrs. ASWINI V w/c Rakush Ran Janath colony Bhadravathi

Sub: Selection for the post of Assistant Professor.

Dear Mrs. ASWINI V

Congratulations! We are pleased to confirm that you have been selected for the post of Assistant Professor in the Department of Commerce & Management.

You are required to report to the duty on 15th November. The detailed appointment order along with the rules and regulations, duties and responsibilities of the college will be issued on the date of reporting to the duty.

At the time joining you are required to furnish copies of proof of age, educational qualifications, previous work experience and relieving order.

We hope by joining our PESIAMS, you will dedicate yourself for the development of the Institute which would result in your professional growth.

Wishing you all the best.

Management Studie

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Chief Goodinator - Administration Prerana Educational and Social Trust (R)

K.H.206, Sagar Road, Shivamogga-577 204

I accept the offer letter on the terms and conditions mentioned therein.



Phone: 8147053084 8147053085

ಹಿಣವಿಸ್ ಇಸ್ಟ್ ಟ್ರಾಡ್ ಅಫ್ ಅಡ್ವಾಸ್ಟ್ ದ್ ಮ್ಯಾನೇಜ್ ಮೆಂಡ್ ಸ್ಟೆಟೀನ (ಕುರ್ನರ್ ವಿಶ್ವವಿಧ್ಯಾಲಯದ ಸಂಯೋಜನೆಗೊಳವುದ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯಕ ಪಡೆದಿದೆ)

ಎನ್.ಬೆಚ್.-206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

## PES Institute of Advanced Management Studie

emell : principallame@pestrust.edu.in

: pesisms@pestrust.edu.in

Website: pestrust.edu.in/pesiams.

(Affiliated to Kuvempu University, Recognized by Govt. of Karnstaka) N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

- FI SHAMS P/HO/2021/

Date 18/11/2071

Dear Mrs. ASHV/INLV w/o RAKESH RAO

### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Commerce & Management. You are informed to join on 15th November 2021.

The terms and conditions of your employment with us shall be as follows:-

- 1. Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- 2. Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- Salary Review Your salary will be reviewed periodically as per the policy of the Institute. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement -Your employment is terminating by either party giving 30 days' notice. The Institute reserves the right to pay or recover a 30 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment. The Institute shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following.
- 1. If you are, in the opinion of the Institute, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- 2. If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
- 6. Work Schedule & Scope of Work -Oxiginal Received

- a) You will completely dedicate your expertise and experience towards the growth of our Institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.
- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Institute. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your comployment with us, except in accordance with the laid down guidelines.
- E. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be fiable to be removed from the services without any notice.
- 9. Retirement The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your health and physical fitness
- Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

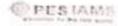
### Annexure on salary break-up

Particulars	Monthly Salary Break up
Basic	
H.R.A	8,000=00
FBP	800≃00
and the second second	3,200=00
Total Gross - (A)	12,000=00
Deduction	
PF	960=00
Professional Tax	210=00
Total Deduction - (B)	1,170=00
Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)	10,830=00

<u>P.S</u>

 Non ESIC Cases; Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer. (ESIC benefits as per Govt. norms)

Page 2 of 3



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#### PES Institute of Advanced Management Studies

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Mit Ashmiro V - Assistant Professor - dept. of Commerce & Management.

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On policy duty, you may report to the Principal You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment

We wish you a rewarding career with PES IMAS.

Sincerely yours,

Philippipal

PES include of Advanced Management Studies

NH 206, Sagar Road SHIVAMOGGA-577 204

ACCEPTANCE

Cichief Coordinator - Administration

Preranc Educational and Social Trust (R) N.H.205, Sagar Road, Shivamogga-577 204

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Osiginal Received

Signature of the Employee

Page 3 of 3

PESIAMS

ಪಿಇಎಸ್ ಇನ್ಸ್ಟ್ ಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ ಮ್ಯಾನೇಚ್ ಮೆಂಟ್ ಸ್ಟ್ ಡೀಸ್

(ಕುರಂತು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳವಲ್ಲದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084

8147053085

PES Institute of Advanced Management Studies

emall : precipalians@pestruct.edu m : pestams@pestrust.edu.in Website : pestrust.edu.in/pesiams

(Affiliated to Kuvempu University, Recognized by Govt. of Kamataka) N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No.

Ref: PES/IAMS/P/HR/2021/12

Date: 11/01/2021

To,

Ms. BHOOMIKA S U D/O VASANTHA H G 4<sup>TH</sup> Cross, Venkaesh Nagar A N K Road, Shivamogga

Sub: Selection for the post of Assistant Processor.

Dear Ms. Bhoomika S U

Congratulations! We are pleased to confirm that you have been selected for the post of Assistant Professor in the Department of Commerce and Management.

You are required to report to the duty on 12<sup>th</sup> January 2021. The detailed appointment order along with the rules and regulations of the college will be issued on the date of reporting to the duty.

We hope by joining our institution you will dedicate yourself for the development of the institution which would result in your professional growth.

Wishing you all the best.

Dr. KASAMSETTY SAILATHA

Principal

Dr. NAGARAJA R Chief Coordinator - Administration

ACCEPTANCE

I accept the offer letter on the terms and conditions mentioned therein.

Date: 11/01/2021

Place: Shimoga

Signature

· PESIAMS

Phone: 8147053084 8147053085 ಪಿದ್ರವಿನ್ ವನ್ನಾಟ್ಯಾಟ್ ಅಫ್ ಅಡ್ಜಾನ್ಸ್ಫ್ ಮ್ಯಾನೇಜ್ಯಾಮೆಂಟ್ ಸ್ಟ್ಡಡೀನ್ (ಅದಂದ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟಿದೆ ಮತ್ತು ಸರ್ವಾಟಕ ಸರ್ಕಾರದ ಮನ್ನಡೆ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

## PES Institute of Advanced Management Studies

email : principaliana@pestrust.edu.in

Website : pertruit eduin/periams

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No. Ret: PES/IAMS/P/HR/2021/14

Date: 11/01/2021

Dear Ms. BHOOMIKA S U

### Letter of Appointment

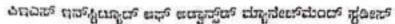
With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant. Professor in the Dept. of Commerce and Management. You are informed to join 12th January 2021.

The terms and conditions of your employment with us shall be as follows:-

- Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 30 days' notice. The Institute reserves the right to pay or recover a 30 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.
- 6. Work Schedule & Scope of Work -
- a)You will completely dedicate your expertise and experience towards the growth of our Institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.



Page 1 of 3





(ಜನೆಯ ಕ್ಕರಣ್ಯನಿಂದದ ಜನನಾನಕರಾಗವುರ ಬತ್ತ ಕರ್ಕರ್ ರಾಕರಾ ಮಾಧಕ ಪಡೆದ) ಎಸ್ ಜಿಚ್ 206, ಸಾಗರ ರಸ್ತೆ ಶಿವರೊಗ್ಗೆ – 577 204 (ಕರ್ನಾಟಕ)

### PES Institute of Advanced Management Studies

( Atthated to Kovernou University, Recognized by Govt. of Kamataka) N H-206, Sagar Road, Shivarnogga - 577 204 (Karnataka)

MS. BHOOMIKA S U- Assistant Professor - Dept. of Commerce and Management

- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Trust. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tultions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

### Annexure on salary break-up

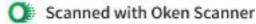
Particulars	Monthly Salary Break up
Basic	8,000=00
HRA -	800=00
FBP	3,200=00
Total Gross - (A)	12,000=00
Deduction	
PF	960=00
ESIC Employee Contribution	90=00
- Total Deduction - (B)	1,050=00
Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)	10,950=00

P.S

 Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.



Page 2 of 3



### **ಎಇಎಸ್ ಇನ್ಸ್ಟ್ಯೂಡ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್**ಮೆಂಡ್ ಫ್ರತೀಸ್



(ಜನೆಯ ವಿಧರಿಕ್ಕಾಸಿಕಾದರ ಸಾಮಾನಾರ್ಗಿಕಾರವು ಮತ್ತು ಕರ್ಯದ ಸರ್ಕಾರ ಮಾಧ್ಯತ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 286, ಸಾಗರ ರಸ್ತ, ಶಿವಮೋಗ್ರ – 577 204 (ಕರ್ನಾಟಕ)

### PES Institute of Advanced Management Studies

( Attituded to Kuvempu University, Recognized by Govt. of Kernalaks) N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

MS. BHOOMIKA S U- Assistant Professor - Dept. of Commerce and Management

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES Institute of Advanced Management Studies.

Sincerely yours,

Principal

DR NAGARAJA R

Chief Coordinator - Administration

### ACCEPTANCE

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 12/01/2021

Place: 5 Kimoga

Signature of the Employee



## ಎಇಎನ್ ಇನ್*ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಫ್*ಡ್ ಮ್ಯಾನೇಜ್**ಮೆ**ಎಟ್ ಸ್ಟಡೀಸ್

(ಕುವೆಂದು ವಿಶ್ವವಿದ್ಯಾಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್.ಹೆಚ್.-206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084 8147053085

## **PES Institute of Advanced Management Studies**

email: principaliams@pestrust.edu.in : pesiams@pestrust.edu.in

: pesiams@pestrust.edu.in Website : pestrust.edu.in/pesiams (Affiliated to Kuvempu University, Recognized by Govt. of Karnataka) N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No. Ref: PES/IAMS/P/HR/2021/133

Date: 04/12/2021

Dear Ms. ALEESHA JOSEPH

### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor of English in the Dept. of Language. You are informed to join on 06<sup>th</sup> December 2021.

The terms and conditions of your employment with us shall be as follows:-

- Probation You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs.1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed after completion of Probation period. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 60 days' notice. The Institute reserves the right to pay or recover a 60 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.
- 6. Work Schedule & Scope of Work -
- a) You will completely dedicate your expertise and experience towards the growth of our Institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.

Page 1 of 3

## ಎಇಎಸ್ ಇಸ್ಟ್ರಾಯ್ ಆಫ್ ಉಡ್ವಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮೆಂದ್ ಫೈಡೀಪ್



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## PES Institute of Advanced Management Studies

(Aftiliated to Kovernou University, Recognized by Good of Karnataka)

N H-206, Sagar Road, Shivemogga - 577 204 (Karnetaka)

### Ms. Aleesha Insoph - Assistant Professor of English in the Dept. of Language

- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Trust. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

### Annexure on salary break-up

Particulars	Monthly Salary Break up
Davis.	15,600=00
Basic	1,560=00
HRA	40=00
FBP Total Gross - (A)	17,200=00
Deduction 4	
PF	1,800=00
Professional Tax	200=00
ESIC Employee Contribution	120=00
Total Deduction - (B)	2,129=00
Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)	15,071=00

#### P.S

- Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer.
- Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

## ಎಣಎಸ್ ಇಸ್ಟ್ರಾಂಡ್ ಆಫ್ ಅರ್ಡ್ಯಾನ್ಫ್ ಮ್ಯಾನೇಚ್ ಮೆಂಡ್ ಸ್ಟರೀಚ್



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## PES Institute of Advanced Management Studies

| Attached to Nusempia University: Recognized by Govt. of Kamataka)

N H-206, Sagar Road, Shivarnogga - 577 204 (Karnataka)

Ms. Alcoche lesoph: Anistant Professor of English in the Dopt, of Lenguage

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in taken of your understanding and acceptance of the terms and conditions of this appointment

We wish you a rewarding career with PES Institute of Advanced Management Studies.

Sincerely yours,

Principal Principal

PES Institute of Advanced Management Studies

NH 206, Sagar Road SHIVAMOGGA-577 204

Chief Coordinator - Administration

ACCEPTANCE

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment, I undertake to keep the information on my compensation and benefits confidential.

Date: 6/12/2021

Place: Shivamogga

Signature of the Employee

Recieved Original Copy

Aleesha Joseph Aee
6/12/21

• PES IAMS

ಪಿಇವಿಸ್ ಇನ್<sub>ಲಿ</sub>ಬ್ಯೂಟ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಡ್ ಸ್ವಡೀಸ್

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Phone: 8147053084 8147053085

PES Institute of Advanced Management Studies

email: principaliams@pestrust.edu.in

: pesiams@pestrust.edu.in Website: pestrust.edu.in/pesiams

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka) N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No. Ref: PES/IAMS/P/HR/2021/

Date: 06/12/2021

To,

Ms. TARANUM SULTANA **RML Nagara** Shimoga

Dear Ms. Taranum Sultana

Congratulations! We are pleased to confirm that you have been selected for the post of Assistant Professor of English in the Dept. of Language.

You are required to report to the duty on 07th December 2021. The detailed appointment order along with the rules and regulations, duties and responsibilities of the college will be issued on the date of reporting to the duty.

At the time joining you are required to furnish copies of proof of age, educational qualifications, previous work experience and relieving order.

We hope by joining our PESIAMS, you will dedicate yourself for the development of the Institute which would result in your professional growth.

Wishing you all the best.

Management Studies

Chief Coordinator

Prerana Educational and Social Trust (R) N.H.206, Sagar Road, Shivamogga-577 204

I accept the offer letter on the terms and conditions mentioned therein.

Place Shivamogga

Received original Jaronuttin



Phone: 8147053084

**ಎಇಎಸ್ ಇನ್**ಸ್ಟಿಟ್ಯೂಬ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಕುವೆಂದು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟರೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

## PES Institute of Advanced Management Studies

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8147053085

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No. Ref. PES/IAMS/P/HR/2021/136

Date: 06/12/2021

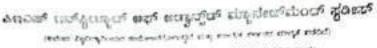
### Dear Ms. TARANUM SULTANA

### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor of English in the Dept. of Language. You are informed to join on 07<sup>th</sup> December 2021.

The terms and conditions of your employment with us shall be as follows:-

- Probation- You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs. 1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institution. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 60 days' notice. The Institute reserves the right to pay or recover a 60 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment.
- 6. Work Schedule & Scope of Work -
- a) You will completely dedicate your expertise and experience towards the growth of our Institution.
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.



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### PES Institute of Advanced Management Studies

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Unit Tarrenum Bulliana Accustant Paplaceur of English in the Dopt of Language

- 7. Involvement Your position with us is a full time employment and you will work exclusively for the purpose of the Trust. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, fuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- 8. Certificates You are required to furnish copies of proof of age, educational qualifications and previous work experience. If any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

#### Annexure on salary break-up

PESTAMS

•	Particulars	Monthly Salary Break up
Basic		15,600=00
HRA		1,560=00
FBP		840=00
	Total Gross - (A)	18,000=00
	Deduction	
PF		1,800=00
Protessional Tax		200=00
ESIC Employee Contri	bution	135=00
	Total Deduction - (B)	2,135=00
Net Salary{A-B}(Subje Mediclaim)	ct to 1T deduction / Transportation/	15,865=00

#### P.S

- 1 Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer.
- Employees' contribution under PF, PT, Income Tax or any other tax, which will be applicable from time to time, will be recovered from Gross Salary referred above.

# ಎಇಎಸ್ ಇನ್**ಸ್ಟಿಬ್ಯೂಲ್ ಅಫ್ ಅಡ್ವಾಸ್ಟ್**ರ್ ಮ್ಯಾನೇಚ್*ಮೆಂದ್ ಸ್ಥ*ಡೀಸ್

(Notice Enterproduct Andersoftworld day starter started straigh estad)

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಕ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)



## PES Institute of Advanced Management Studies

( Attributed to Kuvempu University, Recognized by Govt. of Kamataka) N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Ms. Taranum Sultana - Assistant Professor of English in the Dept. of Language

On joining duty, you may report to the Principal. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

We wish you a rewarding career with PES Institute of Advanced Management Studies.

Sincerely yours,

Principal pul

PES Institute of Advances Thankgoment Godies

 NH 206, Sagar Road SHIVAMOGEA 577 204.

Chief Coordinator - Administration

### ACCEPTANCE

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: Oalialaoal

Place: Shiramosija

Recieved original copy of Appointment celler

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Jaranum Sultance

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## @ PESIAMS

Phone: 8147053084 £147053085

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## PES Institute of Advanced Management Studie

email: principal ams@pestrust.edu.in

: posiems@postrvet.edu.in Website: pastrust.edu.in/pesiams (Affiliated to Kuvempu University, Recognized by Govt. of Kernataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

T = 15 A A 45 / P/H/17/2021/

Date: 13/11/2021

135 CHETHARA GR D/o Ramesh G Aklapura Thirthahalli

Sub: Selection for the post of Assistant Professor.

Dear Ms CHETHANA G R

Congratulations! We are pleased to confirm that you have been selected for the post of Assistant Professor in the Department of Commerce & Management,

You are required to report to the duty on 15th November. The detailed appointment order along with the rules and regulations, duties and responsibilities of the college will be issued on the date of reporting to the duty.

At the time joining you are required to furnish copies of proof of age, educational qualifications, previous work experience and relieving order.

We hope by joining our PESIAMS, you will dedicate yourself for the development of the Institute which would result in your professional growth.

Wishing you all the best.

ACCEPTANCES, Sagar Road SHIVAMOGGA-577 204

Chief Coordinator Administration

Frerana Educational and Social Trust (R) N.H.206, Sagar Road, Shivamogga-577 204

I accept the offer letter on the terms and conditions mentioned therein.

Place: 5himogga

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Phone: 8147053084 8147053085 ಪಿದ್ರವಿನ್ ದನ್ನು ದಿಡ್ಡುವ್ ಅಥ್ ಅರ್ಜ್ವಾನ್ಸ್ ಹೆಚ್ಚಾಗೇಜ್ ಮೆಂಟ್ ಸ್ಟೆಪಿತ್ ಅನಂದ ಕಿಕ್ಷರಿದ್ದಲಯದ ಸಂಯೋಜನೋಪಟ್ಟದ ಮತ್ತು ಕರ್ನಾಟ ಸರ್ಕಾರದ ಮನ್ನಸ ಪಡೆದಿದೆ) ಎನ್.ಹೆಚ್.–206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

## PES Institute of Advanced Management Studie

omail : prinopaliams@pestrust.edu.in : pasiams@pestrust.edu.in Website : pestrust.edu.in/pesiams

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka) N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

NUMBER RESTAUS/P/HR/20237

Date: 13/11/2021

Town Ide. CHETHANA G R d/o Ramesh G

### Letter of Appointment

With reference to your application and subsequent interview with us, we are pleased to appoint you as Assistant Professor in the Dept. of Commerce & Management. You are informed to join on 15th November 2021.

The terms and conditions of your employment with us shall be as follows:-

- Probation
   — You will be on probation for a period of two years from the date of joining or for such period as may be extended by the Management.
- Compensation You will be paid a monthly salary as per the details given in the enclosed Annexure. Statutory dues shall be recovered from your salary as per the statues applicable from time to time.
- 3. PF and Gratuity You will be entitling for a matching PF contribution from the management to your PF account, subject to a maximum of Rs. 1800/-. Gratuity will be applicable as per the Gratuity Act.
- 4. Salary Review Your salary will be reviewed periodically as per the policy of the Institute. All salary increases will be subject to and on the basis of your effective performance and results during the review period.
- 5. Service Agreement –Your employment is terminating by either party giving 30 days' notice. The Institute reserves the right to pay or recover a 30 day's salary in lieu of such notice period but it is made clear that it shall not be during the tenure of Academic year. However this service shall not come in the way of management to exercise its power of termination in terms of this appointment. The Institute shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following.
- If you are, in the opinion of the Institute, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
- Work Schedule & Scope of Work –

Page 1 of 3

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- a) You will completely dedicate your expertise and experience towards the growth of our
- b) You will carry out, in addition to the above, any other responsibility assigned to you by the Principal, CCA and Management from time to time pertaining to the Institution.
- 7. Involvement Your position with us is a full-time employment and you will work exclusively for the purpose of the Institute. You will not take up any other work for remuneration or in advisory capacity in any other trade, business, tuitions or any such activity during your employment with us, except in accordance with the laid down guidelines.
- Exceptificates You are contined to furnish copies of proof of age, countinual qualifications one previous work experience, if any of the details furnished proves to be false or falsified, you will be liable to be removed from the services without any notice.
- 9. Retirement The retirement age currently is 60 years and it may be changed and re fixed at the discretion of the management as a matter of the policy of the management or in the case of any individual or yourself based on your ability to discharge your duties having regard to your health and physical fitness
- 10. Others The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Institution as enforceable from time to time.

### Annexure on salary break-up

Particulars	Monthly Salary Break up
Basic	8,000=00
H.R.A	800=00
FBP	3,200=00
Total Gross - (A)	12,000=00
Deduction.	
PF .	960=00
Professional Tax	210=00
Total Deduction - (B)	1,170=00
Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)	10,830=00

P.5

 Non ESIC Cases; Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer. (ESIC benefits as per Govt. norms) PER IAME

or when the mann std. Residence of the pro-party street,

PES Institute of Advanced Management Studies

Also Charleson is R. - Assument Professor - dept. of Conserver & M. Maringoment

to prove that you may report to the Principal You may please sign and return the attached content fection in taken of your understanding and acceptance of the terms and conditions of this appointment

We wish you a rewarding career with PES IMAS.

Sincerely yours.

p-diametral

PLS training of Advanced Clarisonment Studies

NH 206, Sagar Road \$80vAM0GGA-522 234

Presans Educational and Social Trust (R) N.H.206, Sagar Road, Shivamogga-577 204

#### ACCEPTANCE

agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

Date: 15/11/2021

Place Shirmogga

Ohl-Hama, CR. Signature of the Employee

chethmarene



## ಕರ್ನಾಟಕ ಸರ್ಕಾರ ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆ

ಸಂಖ್ಯೆ: ಕಾಶಿಇ/ನೇವಿ–1/ಆಉಆ/19/2019–20

ಕಾಲೇಜು ಶಿಕ್ಷಣ ಆಯುಕ್ತರ ಕಛೇರಿ. ಬೆಂಗಳೂರು, ದಿನಾಂಕ:03.06.2019.

## ಸುತ್ತೋಲೆ

ವಿಷಯ: 2019–20ನೇ ಶೈಕ್ಷಣಿಕ ಸಾಲಿಗೆ ಸರ್ಕಾರಿ ಪ್ರಥಮ ದರ್ಜ್ನೆ ಕಾಲೇಜುಗಳಲ್ಲಿನ ಹೆಚ್ಚುವರಿ ಬೋಧನಾ ಕಾರ್ಯಧಾರಕ್ಕೆ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರುಗಳ ಆಯ್ಕೆ ಪ್ರಕ್ರಿಯೆ ಕುರಿತು.

ಉಲ್ಲೇಖ: ಇದೇ ಸಮಸಂಖ್ಯೆ ಕಡತದಲ್ಲಿ ಸರ್ಕಾರವು ನೀಡಿರುವ ಅನುಮೋದನೆ,

ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆಯ ವ್ಯಾಪ್ತಿಯಲ್ಲಿ ಬರುವ ಸರ್ಕಾರಿ ಪ್ರಥಮ ದರ್ಜಿ ಕಾಲೇಜುಗಳಲ್ಲಿ ಖಾಯಂ ಉಪನ್ಯಾಸಕರಿಗೆ ಕಾರ್ಯಭಾರ ಹಂಚಿಕೆ ಮಾಡಿದ ನಂತರ ಉಳಿಕೆಯಾಗುವ ಹೆಚ್ಚುವರಿ ದೋಧನಾ ಕಾರ್ಯಭಾರವನ್ನು ನಿರ್ವಹಿಸಲು ಪ್ರತಿ ವರ್ಷ ತಾತ್ಕಲಿಕವಾಗಿ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರ ಸೇವೆಯನ್ನು ಬಳಸಿಕೊಳ್ಳಲಾಗುತ್ತಿದ್ದು, ಪ್ರಸ್ತುತ 2019–20ನೇ ಶೈಕ್ಷಣಿಕ ಸಾಲಿನಲ್ಲಿಯೂ ಸಹ ವಿದ್ಯಾರ್ಥಿಗಳ ಹಿತದೃಷ್ಟಿಯಿಂದ ಆನ್ ಲೈನ್ (Online) ಮೂಲಕ ಅರ್ಜಿಗಳನ್ನು ಆಹ್ವಾನಿಸಿ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಪಾರದರ್ಶಕವಾಗಿ ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳುವುದು.

## ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಆಯ್ಕೆಮಾಡಿಕೊಳ್ಳುವ ಪೂರ್ವದಲ್ಲಿ (ಕಾರ್ಯಭಾರ ಲೆಕ್ಕಹಾಕುವಾಗ) ಪ್ರಾಂಶುಪಾಲರು ಅನುಸರಿಸಬೇಕಾದ ಮಾರ್ಗಸೂಚಿಗಳು;

- ದಿ.ಎ, ಬಿ.ಕಾಂ ಹಾಗೂ ಬಿ.ಬಿ.ಎಂ, ವಿಷಯಗಳನ್ನು ದೋಧಿಸುವ ಖಾಯಂ ಸಹ/ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರು ವಾರಕ್ಕೆ 16 ಗಂಟೆ ಮತ್ತು ಪ್ರಾಯೋಗಿಕ ಕರಗತಿಯನ್ನು ಹೊಂದಿರುವ ವಿಜ್ಞಾನ ವಿಷಯವನ್ನು ಬೋಧಿಸುವ ಪ್ರಾಧ್ಯಾಪಕರು ವಾರಕ್ಕೆ 20 ಗಂಟೆ ಬೋಧನಾ ಕಾರ್ಯವನ್ನು ನಿರ್ವಹಿಸಬೇಕಾಗುತ್ತದೆ.
- 2) ಆಯ್ಕೆಗೊಂಡ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರು ಬಿ.ಎ. ಬಿ.ಕಾಂ, ಹಾಗೂ ಬಿ.ಬಿ.ಎಂ, ವಿಷಯಗಳನ್ನು ವಾರಕ್ಕೆ ಕನಿಷ್ಟ 4 ಗಂಟೆಯಿಂದ ಗರಿಷ್ಟ 8 ಗಂಟೆ ಹಾಗೂ ವಿಜ್ಞಾನ ವಿಷಯವನ್ನು ವಾರಕ್ಕೆ ಕನಿಷ್ಠ 5 ಗಂಟೆಯಿಂದ ಗರಿಷ್ಟ 10 ಗಂಟೆ ಬೋಧನಾ ಕಾರ್ಯವನ್ನು ನಿರ್ವಹಿಸಬೇಕಾಗುತ್ತದೆ.
- 3) ಪ್ರತಿ ಕೋರ್ಸ್ ನಲ್ಲಿ ಹಾಗೂ ಐಚ್ಚಿಕ ಸಮೂಹ ವಿಷಯಗಳಲ್ಲಿ ಕನಿಪ್ಪ 15 ವಿದ್ಯಾರ್ಥಿಗಳಿಗಿಂತ ಕಡಿಮೆ ಪ್ರವೇಶಾತಿ ಆದಲ್ಲಿ ಅಂತಹ ಕೋರ್ಸ್ ಗಳಿಗೆ/ಐಚ್ಚಿಕ ಸಮೂಹಕ್ಕೆ ವಿದ್ಯಾರ್ಥಿಗಳ ಪ್ರವೇಶಾತಿ ಮಾಡಿಕೊಳ್ಳದಂತೆ ಹಾಗೂ ಅಂತಹ ಕೋರ್ಸ್/ಕಾಂಜಿನೇಷನ್ ಗಳನ್ನು ಪ್ರಾರಂಭಿಸದಿರುವಂತೆ/ ಮುಂದುವರೆಸದಿರುವಂತೆ ಸ್ರಾಂಶುಪಾಲರು ಕಟ್ಟು ನಿಲ್ಲನ ಕ್ರಮವಹಿಸುತಕ್ಕದ್ದು, ಈ ಬಗ್ಗೆ ಪ್ರವೇಶಾತಿ ಸಮಯದಲ್ಲೇ ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ತಿಳುವಳಿಕೆ ನೀಡಿ ಅವರಿಂದ ಮುಚ್ಚಳಿಕೆ ಪತ್ರ ಸಹೆಯತಕ್ಕದ್ದು,

Principal

PES Institute of Advanced Management Studies NH 206, Sagar Road SHIVAMOGGA-577 204 ಕಾಲೇಜು ಶಿಕ್ಷಣ ಪ್ರಾರೇಶಿಕ ಕಳೇರಿ ಶಿವಮೂಗ್ರ-577203

- 4) ಬಿ.ಎ, ಬಿಕಾಂ, ಹಾಗೂ ಬಿ.ಬಿ.ಎಂ, ಭಾಷಾ ಹಾಗೂ ಐಚ್ಚಿಕ ವಿಷಯಗಳ ತರಗತಿಗಳಲ್ಲಿ ವಿದ್ಯಾರ್ಥಿಗಳ ಸಂಖ್ಯೆ 99 ಕ್ಕಿಂತ ಆಧಿಕವಾದಾಗ ಹಾಗೂ ಬಿಎಸ್ಸಿ, ತರಗತಿಗಳಲ್ಲಿ ವಿದ್ಯಾರ್ಥಿಗಳ ಸಂಖ್ಯೆ 66 ಕ್ಕಿಂತ ಅಧಿಕವಾದಾಗ ಮತ್ತು Computer Fundamental, ಭಾರತ ಸಂವಿಧಾನ ಮತ್ತು ಪರಿಸರ ಅಧ್ಯಯನ ತರಗತಿಗಳಲ್ಲಿ 100ಕ್ಕಿಂತ ಹೆಚ್ಚಿನ ವಿದ್ಯಾರ್ಥಿಗಳು ಇದ್ದಲ್ಲಿ ಮಾತ್ರ ಹೆಚ್ಚುವರಿ 2 ನೇ ವಿಭಾಗಗಳನ್ನು ತೆರೆಯುವುದು ಹಾಗೂ ಅದರನ್ವಯ ಕಾರ್ಯಭಾರವನ್ನು ತೆಗೆದುಕೊಳ್ಳುವುದು,ಕೊಠಡಿಗಳ ಸಾಮರ್ಥ್ಯ ಗಣನೆಗೆ ಕಡಿಮೆ ಇದ್ದಲ್ಲಿ ದಾಖಲಾತಿಗಳೊಂದಿಗೆ, ಎರಡನೇ ವಿಭಾಗ ತೆರೆಯಲು ಪ್ರಾದೇಶಿಕ ಜಂಟಿ ನಿರ್ದೇಶಕರಿಂದ ಪೂರ್ವಾನುಮತಿ ಪಡೆದ ನಂತರ ಕ್ರಮವಹಿಸುವುದು.
- 5) ವಿಜ್ಞಾನ ವಿಷಯಗಳ ಪ್ರಾಯೋಗಿಕ ತರಗತಿಗಳ ಕಾರ್ಯಭಾರವನ್ನು ಲೆಕ್ಕ ಹಾಕುವಾಗ ಪ್ರತಿ ಬ್ಯಾಚಿಗೆ ಕನಿಷ್ಠ 19(15+4) ವಿದ್ಯಾರ್ಥಿಗಳು ಇರತಕ್ಕದ್ದು. ಮತ್ತು ಅಂತಹ ಒಂದು ಬ್ಯಾಚಿಗೆ ಒಬ್ಬ ಉಪನ್ಯಾಸಕರು ಮಾತ್ರ ಕಾರ್ಯ ನಿರ್ವಹಿಸತಕ್ಕದ್ದು, ವಿದ್ಯಾರ್ಥಿಗಳ ಸಂಖ್ಯೆ 19 ರಿಂದ 30ರ ವರೆಗೆ ಇದ್ದಲ್ಲಿ ಮಾತ್ರ ಆ ಬ್ಯಾಚಿಗೆ ಎರಡು ಉಪನ್ಯಾಸಕರು ಕಾರ್ಯ ನಿರ್ವಹಿಸತಕ್ಕದ್ದು. (ವಿಶ್ವ ವಿದ್ಯಾಲಯಗಳ ಅಧಿಸೂಚನೆಗಳನ್ವಯ ಬ್ಯಾಚ್ಗಳನ್ನು ರಚಿಸುವಾಗ ಹಾಗೂ ಅದಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ಉಪನ್ಯಾಸಕರಿಗಳಿಗೆ ಕಾರ್ಯಭಾರ ನಿಗಧಿ ಮಾಡುವಾಗಲೂ ಈ ಅಂಶವನ್ನೇ ಪರಿಗಣಿಸಬೇಕು.) ಕಾರಣಾಂತರಗಳಿಂದ 19 ವಿದ್ಯಾರ್ಥಿಗಳಿಗಿಂತಲೂ ಕಡಿಮೆ ಸಂಖ್ಯೆಯ ಬ್ಯಾಚ್ಗಳನ್ನು ರಚಿಸಬೇಕಾದ ಸಂದರ್ಭದಲ್ಲಿ ಸೂಕ್ತ ದಾಖಲೆಗಳನ್ನು ಒದಗಿಸಿ. ಪ್ರಾದೇಶಿಕ ಜಂಟಿ ನಿರ್ದೇಶಕರಿಂದ ಪೂರ್ವಾನುಮತಿ ಪಡೆದು ನಂತರ ಕ್ರಮವಹಿಸುವುದು.
- 6) ಖಾಯಂ ಉಪನ್ಯಾಸಕರುಗಳಿಗೆ ನಿಗದಿತ ಕಾರ್ಯಭಾರ ಹಂಚಿದ ನಂತರ ಉಳಿಕೆ ಇರುವ ಕಾರ್ಯಭಾರವು ಕನಿಷ್ಠ 04 ಗಂಟೆ ಇದ್ದಲ್ಲಿ ಮಾತ್ರ ಸದರಿ ಕಾರ್ಯಭಾರದ ಎದುರು ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳತಕ್ಕದ್ದು, ಖಾಯಂ ಉಪನ್ಯಾಸಕರು ಒಬ್ಬರೇ ಇದ್ದಾಗ ಅವರಿಗೆ ನಿಗಧಿಪಡಿಸಿರುವ ಕಾರ್ಯಭಾರದ ಜೊತೆಗೆ ಅವರೇ 03 ಗಂಟೆ ಹೆಚ್ಚುವರಿ ಕಾರ್ಯಭಾರವನ್ನು ನಿರ್ವಹಿಸತಕ್ಕದ್ದು. (ನಿರ್ವಹಿಸುವ 03 ಗಂಟೆಗಳ ಕಾರ್ಯಭಾರವನ್ನು ಸರಿದೂಗಿಸಲು ಅವರುಗಳಿಗೆ ಟ್ಯೂಟೀರಿಯಲ್ ಕಾರ್ಯಭಾರದಲ್ಲಿ 02 ಗಂಟೆಗಳು ಹಾಗೂ ಆಡಳಿತಾತ್ಮಕ ಕಾರ್ಯಭಾರದಲ್ಲಿ 01 ಗಂಟೆಗಳನ್ನು ವಿನಾಯಿತಿ ನೀಡಬಹುದು).
- 7) ಕಾಲೇಜಿನಲ್ಲಿ ಲಭ್ಯವಾಗುವ ಕಾರ್ಯಭಾರವನ್ನು ನಿಯಮಾನುಸಾರ ಲೆಕ್ಕ ಹಾಕಿದ ನಂತರ ಹಾಲಿ ಜಾರಿಯಲ್ಲಿರುವ ನಿಯಮಗಳನ್ವಯ ಖಾಯಂ ಉಪನ್ಯಾಸಕರುಗಳಿಗೆ ಜಿ.ಎ. ಜಿ.ಕಾಂ. ಹಾಗೂ ಬಿ.ಬಿ.ಎಂ./ಬಿ.ಬಿ.ಎ. ಕೋರ್ಸುಗಳಲ್ಲಿ ವಾರಕ್ಕೆ 16 ಗಂಟೆಗಳು ಹಾಗೂ ಪ್ರಾಯೋಗಿಕ ತರಗತಿಗಳ ವಿಜ್ಞಾನ ಕೋರ್ಸುಗಳಲ್ಲಿ ವಾರಕ್ಕೆ 20 ಗಂಟಿಗಳ ಬೋಧನಾ ಕಾರ್ಯಭಾರವನ್ನು ಕಡ್ಡಾಯವಾಗಿ ಹಂಚಿಕೆ ಮಾಡುವುದು. ಖಾಯಂ ಉಪನ್ಯಾಸಕರುಗಳಿಗೆ ನಿಯಮಾನುಸಾರ ಕಾರ್ಯಭಾರ ಹಂಚಿಕೆ ಮಾಡಿರುವ ಬಗ್ಗೆ ಪ್ರಾಂಬಪಾಲರು ಹಾಗೂ ಸಂಬಂಧಪಟ್ಟ ಜಂಟ ನಿರ್ದೇಶಕರು ಖಚಿತಪಡಿಸಿಕೊಳ್ಳತಕ್ಕದ್ದು, ಈ ರೀತಿ ಕಾರ್ಯಭಾರವನ್ನು ಹಂಚಿಕೆ ಮಾಡಿ, ಅನಂತರವೂ ಬೋಧನಾ ಕಾರ್ಯಾಭಾರ ಉಳಿಕೆ ಇದ್ದಲ್ಲಿ ಮಾತ್ರ ಅಗತ್ಯಕ್ಷನಾಗುಣವಾಗಿ ಅರ್ಹ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ತಾತ್ಮಾಲಿಕವಾಗಿ Online ಮೂಲಕ ಪಾರದರ್ಶಕವಾಗಿ ನಿಗಡಿತ ಮಾನದಂಡಗಳನ್ನಯ ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳಿತ್ತದು.

कार्य व्यवस्थाति ।

ರಾಧಿಕ ಕರ್ವದ್ಧಿದ್ದಾರ್ PEScinstitute of Advanced Management Studies . NH 206, Sagar Road SHIVAMOGGA-577 204

ಕಾಲೇಜು ತಿಕ್ಷಣ ಪ್ರಾದೇಶಿಕೆ ಕಲ್ಲಿ Bವನೊಗ್-577203ಅತಿಥಿ ಉಪನ್ಯಾಸಕರುಗಳ ಆಯ್ಕೆ ಪ್ರಕ್ರಿಯೆಯಲ್ಲಿ ಕಾಲೇಜಿನ ಪ್ರಾಂಶುಪಾಲರು/ಆಯ್ಕೆ ಸಮಿತಿಯು ಅನುಸರಿಸಬೇಕಾದ ಮಾನದಂಡಗಳು;

(1) ಆನ್-ಲೈನ್ ಮೂಲಕ ಪಡೆದ ಅರ್ಜಿಗಳಲ್ಲಿನ ವಿವರಗಳನ್ನು ಆಧರಿಸಿ, ವಿದ್ಯಾರ್ಹತೆ ಮತ್ತು ಸೇವಾ ಅನುಭವವನ್ನು ಪರಿಗಣಿಸಲು ಈ ಕೆಳಕಂಡ ಮಾರ್ಗಸೂಚಿಗಳನ್ನು ಅನುಸರಿಸಿ ಪ್ರತಿಭಾ ಪಟ್ಟಿಯನ್ನು (Merit List) ಸಿದ್ಧಪಡಿಸಿಕೊಂಡು ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳುವುದು.

ಕ್ರಮ ಸಂಖ್ಯೆ	ವಿದ್ಯಾರ್ಹತೆ	ಗರಿಷ್ಠ ಅಂಕಗಳು
1)	ಸಾಮಾನ್ಯ ವಿದ್ಯಾರ್ಹತೆ: ಆಭ್ಯರ್ಥಿಯು ಎರಡು ವರ್ಷ ಸ್ನಾತಕೋತ್ತರ ಪದವಿಯಲ್ಲಿ ಗಳಿಸಿರುವ ಒಟ್ಟು ಕೇಕಡಾವಾರು ಅಂಕಗಳ 35%ನ್ನು ಗಣನೆಗೆ ತೆಗೆದುಕೊಳ್ಳುವುದು. (ಉದಾ: ಅಭ್ಯರ್ಥಿಯು ಸ್ನಾತಕೋತ್ತರ ಪದವಿಯಲ್ಲಿ ಶೇಕಡ 60 ಅಂಕ ಪಡೆದಿದ್ದಲ್ಲಿ ಅದರ ಶೇಕಡ 35ರಷ್ಟು ಭಾಗವನ್ನು ಅಂದರೆ 21 ಅಂಕಗಳು ಎಂಬುದಾಗಿ ಗಣನೆಗೆ ತೆಗೆದುಕೊಳ್ಳುವುದು).	35
2)	(1) ಪಿಹೆಚ್.ಡಿ ವಿದ್ಯಾರ್ಹತೆ ಪಡೆದಿದ್ದಲ್ಲಿ (2) ಎನ್ಇಟಿ/ಕೆ–ಸೆಟ್/ಎಸ್ಎಲ್ಇಟಿ ವಿದ್ಯಾರ್ಹತೆ ಪಡೆದಿದ್ದಲ್ಲಿ (3) ಎಂ.ಫಿಲ್. ವಿದ್ಯಾರ್ಹತೆ ಪಡೆದಿದ್ದಲ್ಲಿ	15 12 08
3)	ಹಿಂದಿನ ವರ್ಷಗಳಲ್ಲಿ ಸರ್ಕಾರಿ ಕಾಲೇಜುಗಳಲ್ಲಿ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರಾಗಿ ಸೇವೆ ಸಲ್ಲಿಸಿದ ಅವಧಿಗೆ ಪ್ರತಿ ಶೈಕ್ಷಣಿಕ ವರ್ಷಕ್ಕೆ 3 ಅಂಕಗಳಂತೆ ಗರಿಷ್ಠ 10 ವರ್ಷಗಳಿಗೆ 30 ಅಂಕಗಳನ್ನು ಮಿತಿಗೊಳಿಸುವುದು. (ಪ್ರತಿ ಶೈಕ್ಷಣಿಕ ವರ್ಷದ ಪೂರ್ಣ ಅವಧಿ ಸೇವೆಗೆ 3 ಅಂಕಗಳು, ಶೈಕ್ಷಣಿಕ ವರ್ಷದಲ್ಲಿ 1 ಸೆಮಿಸ್ಟರ್ನಲ್ಲಿ ಮಾತ್ರ ಸೇವೆ ಸಲ್ಲಿಸಿದ್ದರೆ 1.5 ಅಂಕಗಳು)	- 30
15/5	. સ્ <u>રા</u>	100

- (2)ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಆಯ್ಕೆ ಮಾಡುವ ಸಂದರ್ಭದಲ್ಲಿ ಅಭ್ಯರ್ಥಿಗಳು M.Phil/Ph.D ಪದವಿಯನ್ನು ದೂರ ಶಿಕ್ಷಣದ (Distance Education) ಮೂಲಕ ಪಡೆದಿದ್ದಲ್ಲಿ ಆದನ್ನು ದಿನಾಂಕ: 31.05.2017ರ ಯುಜಿಸಿ ಪ್ರಕಟಣೆ ಸಂಖ್ಯೆ: ಎಫ್ ನಂ.4–1/2016(ಡಿಇಜಿ/III)ರ ಪ್ರಕಾರ ಪರಿಗಣಿಸತಕ್ಕದಲ್ಲ ಹಾಗೂ ನಕಲಿ ಅಂಕಪಟ್ಟಿ ಹಾಗೂ ಪ್ರಮಾಣ ಪತ್ರಗಳನ್ನು ಆಯ್ಕೆಗೆ ಪರಿಗಣಿಸುವಂತಿಲ್ಲ.
- (3) ಒಂದು ವೇಳೆ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರು ಪಡೆದಿರುವ ವಿದ್ಯಾರ್ಹತೆಯ ಅಂಕಪಟ್ಟಗಳು/ಪ್ರಮಾಣ ಪತ್ರಗಳು ನಕಲಿ ಎಂದು ಕಂಡುಬಂದಲ್ಲಿ ಅಂತಹವರ ವಿರುದ್ಧ ಸಂಬಂಧಪಟ್ಟ ಪ್ರಾಂಶುಪಾಲರು ಕ್ರಿಮಿನಲ್ ಕೇಸ್ ದಾಖಲಿಸುವಂತೆ ಹಾಗೂ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರ ಶೈಕ್ಷಣಿಕ ದಾಖಲಿಗಳು ನಕಲಿ ಎಂದು ಕಂಡಬಂದಲ್ಲಿ ಅವರ ವಿರುದ್ಧ ಶಿಸ್ತು ಕ್ರಮಕೈಗೊಳ್ಳಬಹುದೆಂದು ಅವರಿಂದ ಆಯ್ಕೆ ವೇಳೆ ರೂ.50/–ಗಳ ಭಾಸಾ ಕಾಗದದ ಮೇಲಿ ಮುಚ್ಚಳಿಕೆ ಪತ್ರ ಬರೆಸಿಕೊಳ್ಳವಂತೆಯೂ ಪ್ರಾಂಶುಪಾಲರಿಗೆ ಸೂಚಿಸಲಾಗಿದೆ.

PES Institute of Advanced Management Studies

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- (4) ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಆಯ್ಕೆ ಮಾಡುವ ಸಂದರ್ಭದಲ್ಲಿ, ದಿನಾಂಕ:31.05.2017ರ ಯಾಜಿಸಿ ತ್ರಕಟಣಿ ಸಂಖ್ಯೆ:ಎಫ್ ನಂ.4–1/2016(ಡಇಬಿ/111)ರಲ್ಲಿ ತಿಳಿಸಿರುವಂತೆ ಪಿಹೆಚ್.ಡಿ ಪದವಿಯ ಬಗ್ಗೆ ಪರಿಶೀಲಿಸತಕ್ಕದ್ದು.
- (5) ಎನ್.ಇ.ಟಿ/ಎಸ್ಎಲ್ಇಟಿ/ಪಿಹೆಚ್ಡ್ ವಿದ್ಯಾರ್ಹತೆಯನ್ನು ಹೊಂದಿಲ್ಲದಿರುವ ಅಭ್ಯರ್ಥಿಗಳು ದಿನಾಂಕ:11.07.2009 ರ ಒಳಗೆ ಎಂ.ಫಿಲ್ ಪದವಿಯನ್ನು ಪಡೆದಿದ್ದಲ್ಲಿ ಮಾತ್ರ ಅದನ್ನು ಪರಿಗಣಿಸುವುದು.
- (6) ಅಭ್ಯರ್ಥಿಗಳು ಆನ್-ಲೈನ್ ಮೂಲಕ ಅರ್ಜಿ ಸಲ್ಲಿಸುವ ಸಂದರ್ಭದಲ್ಲಿ ನಮೂದಿಸಿರುವ ಶೈಕ್ಷಣಿಕ ವಿದ್ಯಾರ್ಹತೆಯನ್ನು ಮಾತ್ರ ಪರಿಗಣಿಸತಕ್ಕದ್ದು, ಅರ್ಜಿ ಸಲ್ಲಿಸಲು ನಿಗಧಿಪಡಿಸಿರುವ ಅವಧಿಯ ನಂತರ ಪಡೆದಿರುವ ಹೆಚ್ಚುವರಿ ವಿದ್ಯಾರ್ಹತೆಗಳಾದ ಪಿ.ಹೆಚ್.ಡಿ, ಎನ್.ಇ.ಟಿ., ಮತ್ತು ಎಸ್.ಎಲ್.ಇ.ಟಿ. ಪದವಿಗಳನ್ನು ಆ ಶೈಕ್ಷಣಿಕ ವರ್ಷದಲ್ಲಿ (ಸೇವಾವಧಿಯ ಮದ್ಯದಲ್ಲಿ) ಪರಿಗಣಿಸಿ, ಗೌರವಧನ ಪರಿಷ್ಕರಿಸಲು ಅವಕಾಶವಿರುವುದಿಲ್ಲ.
- (7) ಪ್ರಾಂಕುಪಾಲರುಗಳು ಸಂಬಂಧಪಟ್ಟ ವಿಷಯ ಹಾಗೂ ಸರ್ಕಾರ ಅಧಿಸೂಚಿಸಿರುವ ಸಮಾನಾಂತರ ವಿಷಯಗಳನ್ನು ಮಾತ್ರ ಪರಿಗಣಿಸಿ, ಅತಿಥಿ ಉಪನ್ಯಾಸಕರ ಆಯ್ಕೆಯನ್ನು ಮಾಡುವುದು.
- (8) ಸರ್ಕಾರಿ ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜುಗಳಲ್ಲಿ ಉಪನ್ಯಾಸಕರು/ಬೋಧಕರಿಗೆ ನಿಗಧಿತ ಬೋಧನಾ ಕಾರ್ಯಭಾರವಿಲ್ಲದೇ ವರ್ಗಾವಣೆ/ನಿಯೋಜನೆ ಕೋರಿ ಬಹಳಷ್ಟು ಮನವಿಗಳು ಸರ್ಕಾರ/ ಇಲಾಖೆಯಲ್ಲಿ ಸ್ವೀಕೃತವಾಗುತ್ತಿರುವ ಹಿನ್ನೆಲೆಯಲ್ಲಿ ಬಿ.ಎ. ಬಿ.ಕಾಂ. ಹಾಗೂ ಬಿ.ಬಿ.ಎಂ./ಬಿ.ಬಿ.ಎ. ಕೋರ್ಸುಗಳಲ್ಲಿ ವಾರಕ್ಕೆ 16 ಗಂಟೆಗಳು ಹಾಗೂ ವಿಜ್ಜಾನ ವಿಭಾಗದಲ್ಲಿ ವಾರಕ್ಕೆ 20 ಗಂಟೆಗಳ ಕಾರ್ಯಭಾರವಿಲ್ಲದ ಬೋಧಕರಿಗೆ ಹಾಲಿ ಕರ್ತವ್ಯ ನಿರ್ವಹಿಸುತ್ತಿರುವ ಕಾಲೇಜಿನೊಂದಿಗೆ ಕೊರತೆ ಕಾರ್ಯಭಾರವಿರುವ ಸಮೀಪದ ಕಾಲೇಜುಗಳಿಗೆ ನಿಯೋಜಿಸಲು ಪ್ರಾಂಶುಪಾಲರುಗಳು ಸಂಬಂಧಪಟ್ಟ ಪ್ರಾದೇಶಿಕ ಜಂಟಿ ನಿರ್ದೇಶಕರಿಗೆ ಪ್ರಸ್ತಾವನೆಯನ್ನು ಸಲ್ಲಿಸುವುದು. ಅಂತಹ ಪ್ರಸ್ತಾವನೆಗಳನ್ನು ಸಂಬಂಧಪಟ್ಟ ಪ್ರಾದೇಶಿಕ ಜಂಟಿ ನಿರ್ದೇಶಕರುಗಳು ಕಾಲೇಜುವಾರು ಕ್ರೋಢಿಕರಿಸಿ, ಸ್ಪಷ್ಟ ಅಭಿಪ್ರಾಯದೊಂದಿಗೆ ತಕ್ಷಣವೇ ಕೇಂದ್ರ ಕಛೇರಿಗೆ ವರದಿ ಸಲ್ಲಿಸುವುದು.
- (9) ಅತಿಥಿ ಉಪನ್ಯಾಸಕರುಗಳಿಗೆ ನಿಗಧಿಪಡಿಸಿರುವ ಬೋಧನಾ ಕಾರ್ಯಭಾರದ ವಿವರ ಮತ್ತು ಆದನ್ನು ನಿರ್ವಹಿಸಿರುವ ಬಗ್ಗೆ (ವೇಳಾ ಪಟ್ಟಿಯೊಂದಿಗೆ) ಸಂಬಂಧ ಪಟ್ಟ ವಿಭಾಗದ ಮುಖ್ಯಸ್ಥರು, ಪ್ರತಿ ತಿಂಗಳು ಪ್ರಾಂಕುಪಾಲರಿಗೆ ನೀಡತಕ್ಕದ್ದು. ವಿಧಾಗದಲ್ಲಿ/ವಿಷಯದಲ್ಲಿ ಖಾಯಂ ಉಪನ್ಯಾಸಕರು ಇಲ್ಲದಿದ್ದಲ್ಲಿ ಪ್ರಾಂಶುಪಾಲರೇ ವರದಿಯನ್ನು ಸಿದ್ಧಪಡಿಸುವುದು. ಸದರಿ ವರದಿ ಹಾಗೂ ಹಾಜರಾತಿಯನ್ನು ಪ್ರಾಂಶುಪಾಲರು ದೃಢಿಕರಿಸಿ ಪ್ರತಿ ತಿಂಗಳು ಅತಿಥಿ ಉಪನ್ಯಾಸಕರ ಅನುಮೋದನಾ ಪ್ರಾಧಿಕಾರವಾದ ಸಂಬಂಧಪಟ್ಟ ಪ್ರಾದೇಶಿಕ ಜಂಟೆ ನಿರ್ದೇಶಕರಿಗೆ ಕಡ್ಡಾಯವಾಗಿ ಸಲ್ಲಿಸತಕ್ಕದ್ದು,
- (:0) ಮೂರ್ಣಕಾಲಿಕ ಉಪನ್ಯಾಸಕರಿಗೆ ಪಂಚಿಕೆ ಮಾಡಿದೆ ನಂತರ ಉಳಿಯುವ ಕಾರ್ಯಭಾರವನ್ನು ನಿರ್ವಹಿಸಲು ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ತಾಪ್ಯಾಶಿಕವಾಗಿ ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳುವುದರಿಂದ ಸದರಿ ಸೇವೆಯನ್ನು ಖಾಯಂ ಉಪನ್ಯಾಸಕರ ಸುದ್ದೆಯ ನೇಮಕಾತಿಯಲ್ಲಿ ಆದ್ವತೆ ನೀಡಲು ಪರಿಗಣಿಸುವುದಿಲ್ಲ. ಗ <sub>ಸ್ಟ</sub>್ ಕ್ರಗಾಂಕ ಕೋರಲು ಯಾವುದೇ DECTS. ುವದ್ದ ವಿಧಿಯಾದು ಸೂಚಿತ್ರಕ್ಕೆ

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- (11) ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಆಯಾ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳ Calendar of Events ಪ್ರಕಾರ ಕಾಲೇಜುಗಳಲ್ಲಿ ತರಗತಿಗಳು ಪ್ರಾರಂಭವಾದ ನಂತರ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರುಗಳನ್ನು ಆಯ್ಕೆ ಮಾಡಿಕೊಂಡು, ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾದ ದಿನಾಂಕದಿಂದ ಅನ್ವಯಿಸುವಂತೆ ವರ್ಷಕ್ಕೆ ಗರಿಷ್ಟ 10 ತಿಂಗಳ ಅವಧಿಗೆ (ಬೇಸಿಗೆ ರಜಿ ಹೊರತುಪಡಿಸಿ) ಮಾತ್ರ ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳಲು ಸೂಚಿಸಲಾಗಿದೆ.
- (12)ಹೊಸ ನೇಮಕಾತಿ/ವರ್ಗಾವಣೆ/ನಿಯೋಜನೆ ಹಾಗೂ ಇನ್ನಿತರ ಕಾರಣದಿಂದಾಗಿ ಖಾಯಂ ಉಪನ್ಯಾಸಕರು ಕಾಲೇಜಿನಲ್ಲಿ ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾದಾಗ ಉಂಟಾಗುವ ಕೊರತೆ ಕಾರ್ಯಭಾರಕ್ಕೆ ಪ್ರಸ್ತುತ 2019–20ನೇ ಸಾಲಿನ ಪ್ರತಿಭಾ ಪಟ್ಟಿಯಲ್ಲಿ (Merit List) ಕಡಿಮೆ ಅಂಕ ಪಡೆದಿರುವ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಸೇವೆಯಿಂದ ಬಿಡುಗಡೆಗೊಳಿಸುವುದು.
- (13) ಅತಿಥಿ ಉಪನ್ಯಾಸಕರುಗಳು ತಾತ್ಕಾಲಿಕವಾಗಿ ಆಯ್ಕೆಗೊಂಡು ಕರ್ತವ್ಯ ನಿರ್ವಹಿಸುವುದರಿಂದ, ಅವರುಗಳಿಗೆ ಗೌರವಧನವನ್ನು ಹೊರತುಪಡಿಸಿ ಪೂರ್ಣಕಾಲಿಕ ಸಿಬ್ಬಂದಿಗಳಿಗೆ ಇರುವಂತೆ ಯಾವುದೇ ರಜಿ ಅಥವಾ ಇನ್ನಿತರೆ ಸೌಲಭ್ಯಗಳನ್ನು ನೀಡಲು ಅವಕಾಶವಿರುವುದಿಲ್ಲ.
- (14) ಮಹಿಳಾ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರು ಪ್ರಸೂತಿ ಸಂದರ್ಭದಲ್ಲಿ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರ ಕಾರ್ಯಕ್ಕೆ ಗೈರು ಹಾಜರಾದ ಸಂದರ್ಭದಲ್ಲಿ ಅವರ ಕಾರ್ಯವನ್ನು ನಿರ್ವಹಿಸಲು ಬೇರೊಬ್ಬ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳಲು ನಿಯಮಗಳಲ್ಲಿ ಅವಕಾಶವಿದೆ, ಆದರೆ ಮಹಿಳಾ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರು ಪ್ರಸೂತಿಯಿಂದ ಹಿಂದಿರುಗಿದಲ್ಲಿ ಅವರ ಸ್ಥಾನದಲ್ಲಿ ಕರ್ತವ್ಯ ನಿರ್ವಹಿಸುತ್ತಿರುವ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಸೇವೆಯಿಂದ ಕೈಬಿಟ್ಟು ಪುನಃ ಅದೇ ಮಹಿಳಾ ಅಭ್ಯರ್ಥಿಯನ್ನೇ ಮುಂದುವರೆಸಿ ಅವರ ಸೇವೆಯನ್ನು ಅದೇ ಶೈಕ್ಷಣಿಕ ವರ್ಷದ ಅಂತ್ಯದವರೆಗೆ ಬಳಸಿಕೊಳ್ಳಲು ಸೂಚಿಸಲಾಗಿದೆ.
- (15) ಶೈಕ್ಷಣಿಕ ವರ್ಷದ ಮಧ್ಯ ಭಾಗದಲ್ಲಿ ಖಾಯಂ ಅಧ್ಯಾಪಕರುಗಳು ವರ್ಗಾವಣೆ/ನಿಯೋಜನೆ/ ವಯೋನಿವೃತ್ತಿ/ಸ್ವಯಂ ನಿವೃತ್ತಿ/ಹೊಸ ನೇಮಕಾತಿ ಹಾಗೂ ಹಾಲಿ ಕರ್ತವ್ಯ ನಿರ್ವಹಿಸುತ್ತಿರುವ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರುಗಳು ವಿವಿಧ ಕಾರಣಗಳಿಂದ ಕರ್ತವ್ಯದಿಂದ ಬಿಡುಗಡೆ ಹೊಂದಿದಲ್ಲಿ ಸದರಿ ಕಾರ್ಯಭಾರವನ್ನು ನಿರ್ವಹಿಸಲು ಆನ್ ಲೈನ್ ನಲ್ಲಿ ಅರ್ಜಿ ಸಲ್ಲಿಸಿರುವವರನ್ನೇ ಪ್ರತಿಭಾ ಪಟ್ಟಿಯ ಆಧಾರದ ಮೇಲೆ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರಾಗಿ ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳತಕ್ಕದ್ದು.

ಮುಂದುವರೆದು, ಸಂಬಂಧಪಟ್ಟ ವಿಷಯದ ಪ್ರತಿಭಾ ಪಟ್ಟಿಯಲ್ಲಿ ಅರ್ಹ ಅಭ್ಯರ್ಥಿಗಳು ರಾಗಾರ- ಅಭ್ಯವಿಲ್ಲದಿದ್ದಲ್ಲಿ ಅಥವಾ ನಿರಾಕರಿಸಿದಲ್ಲಿ ಅನ್-ಲೈನ್ ಮೂಲಕ ಇತರೆ ಸರ್ಕಾರಿ ಕಾಲೇಜುಗಳಿಗೆ ಅರ್ಜಿಯನ್ನು ಸಲ್ಲಿಸಿರುವ ಅಭ್ಯರ್ಥಿಗಳನ್ನು (Application ID ಹೊಂದಿರುವ) ಆದ್ಯತೆ ಮೇರೆಗೆ ನಿಯಮಾನುಸಾರ ಅಯ್ಯೆ ಮಾಡಿಕೊಳ್ಳುವುದು. ಈ ರೀತಿ ಆಯ್ಕೆ ಮಾಡಿಕೊಂಡ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರ ಅನುಮೋದನೆಗಾಗಿ ಸಂಬಂಧಪಟ್ಟ ಪ್ರಾದೇಶಿಕ ಜಂಟ ನಿರ್ದೇಶಕರಿಗೆ ನಿಯಮಾನುಸಾರ ಪ್ರಸ್ತಾಪನೆ ಸಲ್ಲಿಸುವುದು.

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Principal
PES Institute of Advanced Management Studies

NH 206, Sagar Road SHIVAMOGGA-577 204 ಕಾಲೇಜು ಶಿಕ್ಷಣ ಪ್ರಾದೇಶಿಕ ಕಭೇರಿ ಶಿವನೊಗ್ಗ-577203 (16) ಒಂದು ವೇಳೆ ಯಾವುದೇ ಕಾಲೇಜಿಗೆ ಆನ್'ಲೈನ್ ಮೂಲಕ ಅರ್ಜಿ ಸಲ್ಲಿಸಿರುವ ಅರ್ಹ ಅಭ್ಯರ್ಥಿಗಳು ಲಭ್ಯವಿಲ್ಲದಿದ್ದಲ್ಲಿ ಆನ್'ಲೈನ್ ನಲ್ಲಿ ನಿಗದಿಪಡಿಸಿರುವ ನಮೂನೆಯಲ್ಲಿಯೇ ಅರ್ಹ ಅಭ್ಯರ್ಥಿಗಳಿಂದ ಆಫ್'ಲೈನ್ ಮೂಲಕ ಅರ್ಜಿಯನ್ನು ಪಡೆದು, ನಿಯಮಾನುಸಾರ ನಿಗದಿಪಡಿಸಿರುವ ಮಾನದಂಡಗಳನ್ವಯ ಪ್ರಾಂಶುಪಾಲರ ಹಂತದಲ್ಲಿ ಆಯ್ಕೆ ಮಾಡಿಕೊಂಡು, ಅನುಮೋದನೆಗಾಗಿ/ಐ.ಡಿ. ಕ್ರಿಯೇಟ್ ಗಾಗಿ ಸದರಿ ಅಭ್ಯರ್ಥಿಯ ವಿವರಗಳೊಂದಿಗೆ ಶೈಕ್ಷಣಿಕ ವರ್ಷದ ಮಧ್ಯ ಭಾಗದಲ್ಲಿ ಆಯ್ಕೆ ಮಾಡಿಕೊಂಡಿರುವ ಬಗ್ಗೆ ಸೂಕ್ತ ಕಾರಣ ಮತ್ತು ಅಗತ್ಯ ದಾಖಲೆಗಳ ಸಮೇತ ಪ್ರಸ್ತಾವನೆಯನ್ನು ವಿಳಂಬ ಮಾಡದೆ 01 ತಿಂಗಳೊಳಗಾಗಿ ಕಡ್ಡಾಯವಾಗಿ ಕೇಂದ್ರ ಕಛೇರಿಗೆ ಸಲ್ಲಿಸುವುದು.

ಕಾಲೇಜ್/ಶಕ್ಷಣ ಆಯುಕ್ತರು

### ಇವರಿಗೆ.

ಎಲ್ಲಾ ಪ್ರಾದೇಶಿಕ ಜಂಟಿ ನಿರ್ದೇಶಕರುಗಳಿಗೆ – ಮಾಹಿತಿ ಹಾಗೂ ಅಗತ್ಯ ಕ್ರಮಕ್ಕಾಗಿ.

 ಎಲ್ಲ ಸರ್ಕಾರಿ ಪ್ರಥಮ ದರ್ಜಿ ಕಾಲೇಜುಗಳ ಪ್ರಾಂಶುಪಾಲರುಗಳಿಗೆ – ಮಾಹಿತಿ ಹಾಗೂ ಆಗತ್ಯ ಕ್ರಮಕ್ಕಾಗಿ.

 ಮಾಹಿತಿ & ತಂತ್ರಜ್ಞಾನ ಅಧಿಕಾರಿಗಳು, ಕಾಲೇಜು ಶಿಕ್ಷಣ ಆಯುಕ್ತರ ಕಛೇರಿ, ಬೆಂಗಳೂರು – ಅಗತ್ಯ ಕ್ರಮಕ್ಕಾಗಿ ಮತ್ತು ಇಲಾಖಾ ವೆಬ್ಸ್ಟೆಟ್ ನಲ್ಲಿ ಪ್ರಕಟಿಸಲು.

ಪ್ರತಿಯನ್ನು;

- ಮಾನ್ಯ ಉನ್ನತ ಶಿಕ್ಷಣ ಸಚಿವರ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ, 3ನೇ ಮಹಡಿ, ವಿಧಾನಸೌಧ, ಬೆಂಗಳೂರು.
- ಮಾನ್ಯ ಸರ್ಕಾರದ ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಉನ್ನತೆ.
   ಶಿಕ್ಷಣ ಇಲಾಖೆ, ಬೆಂಗಳೂರು.
- ಜಂಟಿ ನಿರ್ದೇಶಕರು (ಶೈಕ್ಷಣಿಕ), ಕಾಲೇಜು ಶಿಕ್ಷಣ ಆಯುಕ್ತರ ಕಛೇರಿ, ಬೆಂಗಳೂರು.

4) ಕೇಂದ್ರ ಕಛೇರಿಯ ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳ ಆಪ್ತ ಶಾಖೆಗೆ.

- ಮ್ಯಾನೇಜರ್/ಅಧೀಕ್ಷಕರು, ವರ್ಗಾವಣೆ & ನಿಯೋಜನೆ ವಿಭಾಗ, ಯೋಜನೆ/ಆಯವ್ಯಯ ವಿಭಾಗ, ಶೈಕ್ಷಣಿಕ ವಿಭಾಗ, ಕಾಲೇಜು ಶಿಕ್ಷಣ ಆಯುಕ್ತರ ಕಛೇರಿ, ಬೆಂಗಳೂರು.
- 6) ಕಛೇರಿ ಪ್ರತಿ.

A Sailathar Principal

PES Institute of Advanced Management Studies NH 206, Sagar Road SHIVAMOGGA-577 204 ಕಾಲೇಜು ಶಿಕ್ಷಣ ಪ್ರಾವೇಶಿಕ ಕಭೇಠಿ ಶಿವನೊಗ್ನ-577203

ಒಂಚಿ ನಿರ್ದೇಶಕರು ಕಾಲೇಜು ಶಿಕ್ಷಣ ಪ್ರಾದೇಶಕ ಕರ್ಭರಿ ಶಿವಮೊಗ್ರ-577203

## PES IAMS

**ಎ**ಇಎಸ್ ಇನ್ಸ್ಟ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಕುವೆಂದು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084

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## PES Institute of Advanced Management Studies

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(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Date: 30-03-2020

No. To: The Management

PES Trust (R) Shivamogga

Through: Chief Coordinator Administration

Sub: Request for approval of sanctioned posts for the AY 2020-21 (Odd and Even semester) against to the total workload as per norms – Reg.

Respected Madam/Sir,

With reference to the above subject I would like to request you to sanction the following teaching faculty for the AY 2020-21 (Odd and Even semester) against to the workload as per the norms. The Workload of B.Com/BBA/M.Com is 400 hours; Workload of Computer Science is 457 hours; Physics workload is 38 hours; Mathematics workload is 42 hours; English workload 64 hours; Kannada workload 64 hours and Hindi workload 32 hours. Hence, the following teaching faculty members are required for AY 2020-21(Odd and Even semester):

Name of the Post	Number of Posts
Principal	01
Coordinator - M.Com	01
HOD – BBA/B.Com	01
Faculty – Commerce and Management	10
HOD - Computer Science	01
Faculty - Computer Science	09
Faculty - Physics	01
Faculty – Mathematics	01
Faculty – English	02
Faculty - Kannada	02
Faculty – Hindi	01
Total Teaching Faculty Required for the AY 2020-21 (Odd and Even semester)	30

I once again request you to sanction the above teaching faculty posts.

For Prerana Educational & Social Trust

Thanking you,

urs sincerely,

Principal

Authorised Signatories

PES Institute of Advanced Management Studies

NH 206, Sagar Road SHIVAMOGGA-577 204,