

No.

**OFFER LETTER**

Date: 15/06/2018

To

Dr. KASAM SETTY SAILATHA  
# 3, 3<sup>rd</sup> 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,

S.Y. Arunadevi  
Smt. Arunadevi S Y  
Trustee

**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: 15/6/18  
Place: Shivamogga

K. Sailatha  
Signature 15/6/18

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:-

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.
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.

*K. Sailatha*  
12/7/18



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
<b>Total Gross - (A)</b>	<b>80,000=00</b>
<b>Deduction</b>	
PF	1,800=00
Professional Tax	200=00
<b>Total Deduction - (B)</b>	<b>2,000=00</b>
<b>Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)</b>	<b>78,000=00</b>

**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.

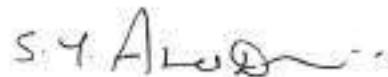
*K. Sailatha*  
12/8/18

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,



**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.

Date: 12/7/18

Place: Shivamogga.



**Signature of the Employee**

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 Coördinator - Administration





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.

  
22/5/2020  
Dr. KASAMSETTY SAILATHA  
Principal


  
22/5/2020  
Dr. NAGARAJA  
Chief Coordinator - Administration

**ACCEPTANCE**

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

Date: 22/05/2020

Place: Shivamogga

  
Signature

Phone: 8147053084  
8147053085

## PES Institute of Advanced Management Studies

email : principalliams@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/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 24<sup>th</sup> 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 statutes 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.

  
14/09/2020

Page 1 of 3

RO  
14/9/2020

Dr. Dilip Kumar S D - 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.

**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	18,600=00
AGP	7,000=00
DA	5,120=00
HRA	2,560=00
FBP	6,720=00
<b>Total Gross - (A)</b>	<b>40,000=00</b>
<b>Deduction</b>	
PF	1,800=00
Professional Tax	200=00
<b>Total Deduction - (B)</b>	<b>2,000=00</b>
<b>Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)</b>	<b>38,000=00</b>

**P.S**

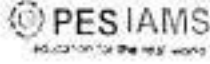
1. Mediclaim facility will be provided for Rs. 2, 00,000/- sum assured. 50% of the employee contribution on premium will be borne by the employer.

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.

  
14/09/2020

  
14/9/2020





ಪಿಇಎಸ್ ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್‌ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಕರ್ನಾಟಕ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಅಂಗವಿದ್ಯಾನಿಲಯವಾಗಿ ಪ್ರಶಸ್ತಿ ಪಡೆದಿದೆ)

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

**PES Institute of Advanced Management Studies**

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

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

Dr. Dileep 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,

  
Dr. KASAMSETTY SAILATHA  
Principal


  
DR NAGARAJA R  
Chief Coordinator - Administration

  
14/9/2020

#### 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: 14-09-2020  
Place: Shivamogga

  
Signature of the Employee

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 S 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 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: 01-01-2021 Place: PESIAMS

  
Signature of the Employee



PESIAMS

ಪ್ರವೀಣ್ ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್‌ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಉಪವಿಧಾನ ವಿಸ್ತರಣೆಯಿಂದ ಸಂಯೋಜಿಸಲ್ಪಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ)

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

Phone: 8147053084  
8147053085

PES Institute of Advanced Management Studies

email : principalams@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/2021/49

Date: 30/03/2021

No.

To,

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<sup>st</sup> 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.

  
Dr. KASAMSETTY SAILATHA  
Principal

  
Dr. NAGARAJA R  
Chief Coordinator - Administration

**ACCEPTANCE**

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

Date: 30-03-2021

Place: Shivamogga

  
Signature

Ref: PES-IAMS/POH/2021/56

Date: 19/06/2021

Dear 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 21<sup>st</sup> April 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.
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.

Page 2 of 3





ಪೀಠದ ಅಧ್ಯಕ್ಷರು ಮತ್ತು ಅಧ್ಯಾಪಕರುಗಳಿಗೆ ಮಾನ್ಯತೆ ನೀಡುವ ಉದ್ದೇಶದಿಂದ

(Kannada: ಶಿವಮೊಗ್ಗದ ಪೀಠದ ಅಧ್ಯಕ್ಷರು ಮತ್ತು ಅಧ್ಯಾಪಕರುಗಳಿಗೆ ಮಾನ್ಯತೆ ನೀಡುವ ಉದ್ದೇಶದಿಂದ)

ಎಸ್.ಎಂ. 201, ಸರ್ಕಾರಿ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

**PES Institute of Advanced Management Studies**

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

N.H-201, Sagar Road, Shivamogga - 577 204 (Karnataka)

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,

  
Dr. KASAMSETTY SAILATHA  
Principal

  
DR NAGARAJA R  
Chief Coordinator - Administration

  
Dr. Krishna M.M.

#### 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: Shivamogga

  
Signature of the Employee  
(Received) Original Copy)

Ref: PES/IAMS/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  
Shivamogga

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 05/07/2021 as 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.

- 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!

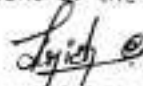
  
 Dr. KASAMSETTY SAILATHA  
 Principal

  
 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: Stucamogga

  
 Signature of the Employee



No.

## 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  
Principal

30/07/2011

  
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: 30-07-2011

  
Signature

PES IAMS / BBM / BCA /

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.

- 1) if you are, in the opinion of the Institute, guilty of dishonesty, misconduct or negligence in the performance of your duties
- 2) 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 PESLAMS

**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

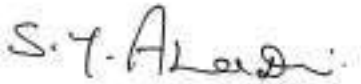


**Others** - The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the institution as enforceable from time to time.

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 Mediciclaim Premium.

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: - .....



Phone : 08182 - 640772  
08182 - 640812  
08182 - 640806

ಪಿ.ಇ.ಎಸ್. ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಟಾಕ್ನಾನ್ಸಿಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಕೂಲಿನ

೦೨ ನೇ 206, ಸಾಗರ ರಸ್ತೆ, ವಿಮಲೇಶ್ವರ - 577 204 (ಕರ್ನಾಟಕ)

**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/pestrust](http://pestrust.edu.in/pestrust)

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.

Sri Nagaraja S R

Principal

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

S. T. Arunadevi  
Smt. ARUNADEVI S Y  
Joint Secretary

Chief Coordinator - Administration



## 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,

  
**Mr. Nagaraja S R**  
Principal 02/02/2015

  
**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: 02-02-2015

  
Signature

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:-

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.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,

  
MR. NAGARAJA S.R.  
Principal  
Principal, Institute of Advanced Management Studies  
NH 206, Sagar Road  
SHIVAMOGGA-577 204  
**ACCEPTANCE**

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



Phone : 08182 - 640772

08182 - 640812

08182 - 640806

Website : [pestrust.edu.in/peiams](http://pestrust.edu.in/peiams)

**PES Institute of Advanced Management Studies**

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

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

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

Wishing you all the very best.

Qm 2k

Dr. Nagaraja R

Chief Coordinator - Administration

Srl. Nagaraja S R

Sri. Nagaraja S R

Principal

For Institute of Advanced Management Studies

NH 206, Sagar Road

SHIVAMOGGA-577 204

## 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,

  
**Mr. Nagaraja S R**  
Principal

12/02/2015

  
**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

  
Signature

Date: 16/02/2015

Dear **Mr. PRAVEEN 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 **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.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,

  
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 

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 18/02/2017 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 R  
Principal 02/03/2017

  
Dr. Nagaraja R  
Chief Coordinator - Administration



## 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** 11/12/2016  
**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: 11/12/2016

  
Signature



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 Dept. 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:-

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 statutes 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**

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,

  
Mr. NABIN K. P. S. R.  
Principal  
FES Institute of Advanced Management Studies  
NH 206, Sagar Road  
ACCEPTANCE DGA-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: Shivamogga Signature of the employee Subash 13/12/2016



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  
Principal

PES Institute of Advanced Management Studies  
NH 206, Sagar Road  
SHIVAMOGGA 577 204

  
Dr. Nagaraja R  
Chief Coordinator - Administration



PES INSTITUTE

ಎಸ್.ಎಸ್.ಇನ್.ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಅಧಿಕೃತ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಯಲ್ಲಿರುವ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ)

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

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PES Institute of Advanced Management Studies

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

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

Ref: PES/AS/0/HF/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

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 05<sup>th</sup> 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 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: 21-09-2020

Place: Shivamogga

  
Signature

No. Ref-PES-IAMS/HR/2020/29

Date: 05/10/2020

Dear Mr. ABHISHEK 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 6<sup>th</sup> October 2020.

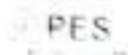
The terms and conditions of your employment with us shall be as follows:-

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.
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.


 06/10/2020







ಪಿಇಎಸ್ ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್‌ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್

PIES Institute of Advanced Management Studies

PIES Institute of Advanced Management Studies

PES Institute of Advanced Management Studies

Approved by K. J. Somaiya University, Gandhinagar, Mumbai

7th Floor, Sakar Road, Shivamogga - 577 204 (Karnataka)


To: Mr. S. 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 as 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

  
DR. NAGARAJA R  
Chief Coordinator - Administration

#### ACCEPTANCE

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

Date: 06/10/2020

Place: Shivamogga

  
Signature of the Employee

PESIAMS

ಎಸ್.ಎಸ್.ಎಸ್. ಇನ್ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜಿತವಾಗಿರುವ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ)

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

Phone: 8147053084

8147053085

PES Institute of Advanced Management Studies

email : principalams@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: 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. Kasimsetty Sailatha  
Principal  
Principal

PES Institute of Advanced Management Studies  
NH 206, Sagar Road  
SHIVAMOGGA-577 204.

  
Dr. R. Nagaraja  
Chief Coordinator - Administration

ACCEPTANCE

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

Date: 26/05/2020

Place: Shivamogga

Rudramuni P. B.  
Signature

Phone: 8147053084

8147053085

## PES Institute of Advanced Management Studies

email : principalams@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. Ref: PES/IAMS/P/HR/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 8<sup>th</sup> October 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.
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.

 P. B.





Rumi P.B.



ಪ್ರೌಢ ಶಿಕ್ಷಣದ ಮೇಲೆ ಕಾರ್ಯಕ್ರಮಗಳನ್ನು ಕೈಗೊಳ್ಳುವ  
ಪ್ರತಿ ಸಂಸ್ಥೆಯು ಅನುಮೋದನೆ ನೀಡುವುದು ಅಗತ್ಯವಿದೆ  
ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)  
**PES Institute of Advanced Management Studies**  
(Private Company Limited) Recognized by Govt. of Karnataka  
N.H. 206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Dr. K. S. SAILATHA, Associate 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

  
08/10/2020  
Dr. K. S. SAILATHA  
Principal

  
8/10/2020  
DR NAGARAJA R  
Chief Coordinator - Administration

  
8/10/2020

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: 08/10/2020

Place: Shimoga

  
P. B.  
Signature of the Employee

No.

Date: 08/01/2021

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

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.

  
8/1/2021  
Dr. KASAMSETTY SAILATHA  
Principal

  
8/1/2021  
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

Sumarani S  
Signature

Received original

8/1/21



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<sup>th</sup> January 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 statutes applicable from time to time.
- 3. PF and Gratuity -** You will be entitled 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.

Sumarani S

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.

**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	8,000=00
HRA	800=00
FBP	3,200=00
<b>Total Gross - (A)</b>	<b>12,000=00</b>
<b>Deduction</b>	
PF	960=00
ESIC Employee Contribution	90=00
<b>Total Deduction - (B)</b>	<b>1,050=00</b>
<b>Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)</b>	<b>10,950=00</b>

**P.S**

1. 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.

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



PESIAMS

ಪ್ರಗತಿಶೀಲತೆ, ಜ್ಞಾನೋತ್ಸಾಹ, ಅಭಿವೃದ್ಧಿ, ಮೌಲ್ಯಮಾಪನ, ಸ್ಪಷ್ಟತೆ

(ಬೆಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಯಲ್ಲಿರುವ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ)

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

Phone: 8147053084

8147053085

PES Institute of Advanced Management Studies

Website: [pesiadvanced.edu.in](http://pesiadvanced.edu.in)

[pesi@pesiadvanced.edu.in](mailto:pesi@pesiadvanced.edu.in)

Website: [pesiadvanced.edu.in](http://pesiadvanced.edu.in)

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

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

Date: 09/07/2021

ನಮಸ್ಕಾರ

Mr. RAJESH R J

S/o Ramesh Rao

Venkatesh Nagar

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. KASAMSETTY SAILATHA

Principal

PES Institute of Advanced Management Studies

ACCEPTANCE: 206, Sagar Road

SHIVAMOGGA-577 204

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

Date: 09/07/2021

Place: Shivamogga

Dr. NAGARAJA R

Chief Coordinator - Administration

Rajesh R. Tadhar  
Signature

Ref: PES/IMS/2021/04

Date: 17/07/2021

To: Mr. RAJESH 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 Commerce and Management. You are informed to join on 22<sup>nd</sup> July 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.
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.

Received  
Rajesh R Tadhar



ಪ್ರೌಢಶಿಕ್ಷಣ, ಪದವಿಪೂರ್ವ, ಪದವಿ, ಪದ್ಧತಿಪೂರ್ವ ಮತ್ತು ಪದ್ಧತಿಪೂರ್ವ ಶಿಕ್ಷಣ

Postgraduate, Undergraduate, Degree, Diploma, Certificate and PGD

4th Floor, 2nd Stage, 2nd Cross, 2nd Stage - 577 204 (Karnataka)

**PES Institute of Advanced Management Studies**

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

K.H.201, 5th Cross, 2nd Stage, Shivamogga - 577 204 (Karnataka)

Mr. Rajesh T - 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.

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

#### 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.





ಪ್ರೌಢ ಶಿಕ್ಷಣ ಮತ್ತು ಅಭಿವೃದ್ಧಿ ಸಂಸ್ಥೆ

(Kannada: ಪ್ರೌಢ ಶಿಕ್ಷಣ ಮತ್ತು ಅಭಿವೃದ್ಧಿ ಸಂಸ್ಥೆ, ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಅಧೀನದಲ್ಲಿ)

ಎಂ.ಎಂ. 204, ಸಿಗ್ನಲ್ ರೋಡ್, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

**PES Institute of Advanced Management Studies**

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

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


Dr. Kasamsetty 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,

  
24/7/2021  
Dr. KASAMSETTY SAILATHA  
Principal

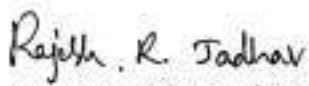
  
22/7/2021  
DR. NAGARAJA R  
Chief Coordinator - Administration

#### 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: 22/07/2021

Place: Shivamogga

  
Signature of the Employee

Received  
Rajith R. Tadhar

Ref: PES/IA/MS/2021/001

Date: 15/09/2021

Mrs ASHWINI S E

Vivekananda Extn

Shivamogga

Sub: Selection for the post of Assistant Professor.

Dear Mrs Ashwini S E

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 20<sup>th</sup> 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 PES/IA/MS, 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: 15/9/2021

Place

Shimoga

Signature

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 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.
- 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.



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

**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.

*Handwritten signature*



ಪ್ರತಿಷ್ಠಾಪನಾ ಪತ್ರದ ಮೂಲಕ ಸೇವೆಗೆ ಸೇರಿಸುವುದು

(ಇದರಲ್ಲಿ ವಿವರಿಸಲಾಗಿರುವ ಸಂಪನ್ಮೂಲಗಳನ್ನು ಮತ್ತು ಸರ್ಕಾರಿ ಸಂಸ್ಥೆಗಳನ್ನು ಸೇರಿಸುವುದು)

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

**PES Institute of Advanced Management Studies**

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

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

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

  
DR NAGARAJA R  
Chief Coordinator - Administration

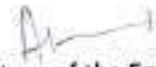
  
20/9/2021

#### 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: Shivamogga

  
Signature of the Employee

## 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.

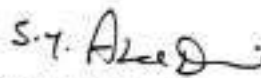
Dear Ms. Roopa D S

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 16<sup>th</sup> 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

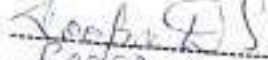
14.7.2015

### 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: \_\_\_\_\_

Place: \_\_\_\_\_

Signature:   
Name: ROOPA D. S.



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:-

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 statutes 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**

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,

  
Mr. NAGARAJA S R  
Principal  
PES Institute of Advanced Management Studies  
NH 206, Sagar Road  
SHIVAMOGGA-577 204  
**ACCEPTANCE**

  
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: 14/7/2015 Place: Shivamogga Signature of the employee 



Date: 31/07/2017

Mrs. ROOPA D S

EMP Code 841

Lecturer

PES 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 R 31/07/17

**Principal**

PES Institute of Advanced Management Studies

NH 206, Sagar Road

SHIVAMOGGA-577 204



Dr. Nagaraja R

Chief Coordinator - Administration





**PESITM**

education for the real world

May 10, 2007

Dear Ms. Ashwini,

**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 3,000/- 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, tuition 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

10/5)

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

## 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 01<sup>st</sup> 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.

  
3/12/16  
Dr. Nagaraja R  
Chief Coordinator - Administration

  
3.12.16  
Smt. Arunadevi S Y  
Joint Secretary

Cc to;

1. The Principal, PES ITM
2. The Principal, PES IAMS
3. HOD, CSE - PESITM
4. Mrs. Ashwini E M
5. HR Department - Personal File

**PES Institutions**

PESITM, PESIAMS, PES PU, PES Public School, PES Polytechnic  
NH-206, Sagar Road, Shivamogga - 577 204 (Karnataka)  
Ph : 08182 - 640 733

**PESIAMS**

Education for the real world

ಪಿಇಎಮ್‌ಎಸ್ ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್‌ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್

ಎಸ್. ಹೆಚ್. 206, ಸಾಗರ್ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

(ಕುಮಟಾ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಹಾಯಕವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ)

Phone 08182 - 640772

08182 - 640812

Website www.pesitrust.org

**PES Institute of Advanced Management Studies**

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

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

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

Principal

31/01/2012



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: 31/01/2012

  
Signature



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

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 30 days 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.

- 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;

**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.

**Medical 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 all the 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 known 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.

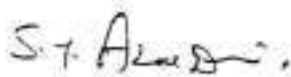
On joining duty, you may report to the Principal PESLAMS. You may please sign and return the attached consent letter in token of your understanding and acceptance of the terms and conditions of this appointment.

Annexure on Salary Offered:

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**



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: - 



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.

  
**Mr. NAGARAJA S R**  
Principal

24/02/2014

  
**Smt. ARUNADEVI S Y**  
Joint Secretary

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

No.

## OFFER LETTER

Date: 17/06/2014

To,

Mr. DARSHAN P R

SHIVAMOGGA

Sub: Selection for the post of Lecturer

Dear Mr. DARSHAN P R

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

You are hereby requested to report to the duty on 23/06/2014. 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

Principal

17/06/2014



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:

17/6/2014

Signature

Darshan P R



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 30 days 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.

- 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;

**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.

**Medical Insurance Policy:** - You will be covered under the medical 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 all the 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, vocation 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 known 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:

Total cost to the Institution

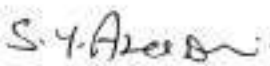
**Monthly Salary Breakup**

**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
<b>Total Cost to the Institution</b>	<b>11255=00</b>	<b>Total Deduction</b>	<b>2360=00</b>
<b>₹ Take Home Salary subject to IT deduction / Transportation</b>			<b>8895=00</b>

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

  
Smt. S. Y. Arunadevi  
Joint Secretary

  
Mr. 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: -  Devishan P R



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 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.

  
Dr. Nagaraja S R

Principal

08/12/2014



**Dr. NAGARAJA R**

Chief Coordinator - Administration



Date: 01/07/2016

Mr. DARSHAN P R

EMP Code 679

Assistant professor

PES Institute of Advanced Management Studies

Shivamogga

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.



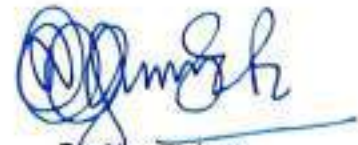
Sri. Nagaraja S R

**Principal**

PES Institute of Advanced Management Studies

NH 206, Sagar Road

SHIVAMOGGA-577 204



DK. Nagaraja R

Chief Coordinator - Administration

## 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,



**Mr. Nagaraja S R** 21/06/2017

**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: 21-6-2017

  
**Signature**



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:-

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 statutes 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**

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,

  
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: Shimoga Signature of the employee Prabhat Kumar R



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 23/06/2019 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

  
**Dr. Nagaraja R**  
Chief Coordinator - Administration





## 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,

  
**Mr. Nagaraja S R**  
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

  
Signature

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:-

**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.



11. 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

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,

  
Mr. NAGARAJA S R  
Principal  
PES Institute of Advanced Management Studies  
NH 27b, Sagar Road  
SHIVAMOGGA-577 204  
**ACCEPTANCE**

  
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: 09/06/2018 Place: Shimoga Signature of the employee 



Date: 26/06/2020

**Mr. MITHUN D SOUZA**

EMP Code:1158

Assistant Professor

PES Institute of Advanced Management Studies

Shivamogga

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 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.

  
26/6/2020

**Dr. Kasamsetty Sailatha**  
**Principal**

PES Institute of Advanced Management Studies

NH 206, Sagar Road

SHIVAMOGGA-577 204



**Dr. Nagaraja R**

Chief Coordinator - Administration

## 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

  
Signature

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:-

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 statutes 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**

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,



**Dr. KASAMSETTY SAILATHA**

Principal

PES Institute of Advanced Management Studies

NH 206, Sagar Road

**ACCEPTANCE** MOGGA-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: Mogga Signature of the employee



PES

ಪೆಸ ಇನ್ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್  
PES Institute of Advanced Management Studies  
Affiliated to Kuvempu University, Recognized by Govt. of Karnataka  
N.H. 206 Sagar Road, Shivamogga - 577 204 (Karnataka)

Date: 31/08/2020

Mr. ASHWINI A R  
D/o Ramalakshmi A L  
Athikodige, Basavani Post  
Thirthahalli  
Shivamogga 577432

Sub. Selection for the post of Assistant Professor

Ms. ASHWINI A R

Congratulations! We are pleased to inform you that you have been selected for the post of Assistant Professor in the Department of Management Studies. The detailed appointment order will be issued on the date of reporting to the duty. You are required to report to the duty on 31/08/2020. We hope by joining our institution you will dedicate yourself for the development of the institution which would result in your personal growth.

Wishing you all the best

Dr. KASAMSETTY SAILATHA  
Principal

ACCEPTANCE

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

Date: 31/08/2020

Dr. NAGARAJA R  
Chief Coordinator - Administration

Signature

No. Ref: PESIAMS/HR/2020/22

Date: 24/09/2020

Dear Ms. ASHWINI A R

Letter of Appointment

With reference to your 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 25<sup>th</sup> 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 statutes 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.

*Ashwini A R*  
25/09/2020





## ಪೀಠಾಧಿಕಾರಿಗಳಿಂದ ಇಂಜಿನಿಯರಿಂಗ್ ಮತ್ತು ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ತರದ

ಕೆಆರ್‌ಎಸ್‌ಐಟಿಎಂಸಿ (K. R. S. I. T. M. S.) ನಲ್ಲಿ ಕೆಲಸಕ್ಕೆ ನೇಮಕ ಆದವರಿಗೆ

೨೫ ನೇ ೨೫ ನೇ ಮಾರ್ಚ್ ೨೦೨೦ - ೨೦೨೦ (೨೦೨೦)

## PES Institute of Advanced Management Studies

(Approved by Karnataka University, Recognized by Govt. of Karnataka)

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

Mr. Ashwin S.R. Assistant Professor 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 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
DA	3,120=00
HRA	1,560=00
FBP	4,720=00
<b>Total Gross - (A)</b>	<b>25,000=00</b>
<b>Deduction</b>	
PF	1,800=00
Professional Tax	200=00
<b>Total Deduction - (B)</b>	<b>2,000=00</b>
<b>Net Salary (A-B): Subject to IT deduction / Transportation/ Mediclaim)</b>	<b>23,000=00</b>

### 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.

*Ashwin S.R.*  
25/09/2020



Phone: 8147053084  
8147053085

**PES Institute of Advanced Management Studies**

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

Website : [pestrust.edu.in/pesiams](http://pestrust.edu.in/pesiams)

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

No. PES/ITAMS/P/HR/2020/01

Date: 26/08/2020

To,

Mr. RAJSHEKHAR HAMMIGI  
s/o VEERANNA HAMMIGI  
hasabhavi Circle  
Chamaraj 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.

  
Dr. KASAMSETTY SAILATHA  
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: \_\_\_\_\_

Place: \_\_\_\_\_

  
26/8/2020

Dr. NAGARAJA R  
Chief Coordinator - Administration



Signature



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

Date: 28/10/2020

Dear **Mr. RAJSHEKHAR HAMMIGI**

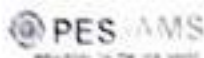
**Letter of Appointment**

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:-

- 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.
- 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*



ಪ್ರವೇಶ: ಬೆಂಗಳೂರು ಮತ್ತು ಮೈಸೂರುಗಳ ನಡುವೆ, ಸರ್ವತೋಮುಖ ಸಂಪರ್ಕ ಕಲ್ಪಿಸಿದೆ

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

**PES Institute of Advanced Management Studies**

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

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

M. K. SHREEKANTH (B.Sc/M.Sc) - Assistant Professor of Mathematics 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	8,000=00
DA	800=00
HRA	800=00
FBP	2,200=00
<b>Total Gross - (A)</b>	<b>12,000=00</b>
<b>Deduction</b>	
PF	1,056=00
ESIC	90=00
<b>Total Deduction - (B)</b>	<b>1,146=00</b>
<b>Net Salary (A-B) Subject to IT deduction / Transportation/ Mediclaim)</b>	<b>10,854=00</b>

**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.

*Rajeshwar Hammyi*

Mr. RAJSHESHAR HAMMIGI - 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 SAILATHA  
Principal

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

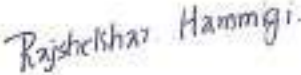
  
DR NAGARAJA R  
Chief Coordinator - Administration

**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: Shivamogga

  
Rajsheshar Hammigi

Signature of the Employee



**PESIAMS**

education for the real world

**ಹಿಇಎಸ್ ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್‌ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್**

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

(ಉಪೇಂದ್ರ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಯಲ್ಲಿ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ)

Phone : 08182 - 640772

08182 - 640812

Website : www.pesttrust.org

**PES Institute of Advanced Management Studies**

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.

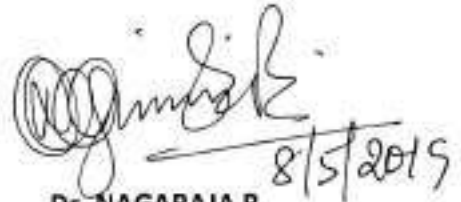
At the time joining you are required to furnish copies of Educational qualifications, previous work experience, relieving order, PAN and Aadhar.

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

With Best Regards,


**Dr. KASAMSETTY SAILATHA**

Principal

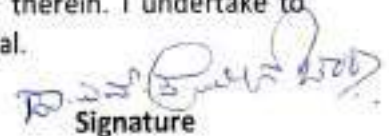

**Dr. NAGARAJA R**

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: 08/05/2019



Signature

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 on **06/06/2019**.

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.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,

  
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: 04-06-2019 Place: Shivamogga Signature of the employee 



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 C B**

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,

  
15/09/2016  
**Mr. Nagaraja S R**  
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

  
Signature

No.

Date: 01/10/2016

Dear Mrs. ANITHA C 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 Language. You are informed to join on **03/10/2016**.

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.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,

  
Mr. NAGARAJA S R  
Principal  
PES Institute of Advanced Management Studies  
NH 206, Sagar Road  
SHIVAMOGGA-577 204  
ACCEPTANCE

  
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: 1-10-2016 Place: Shivamogga. Signature of the employee 



Date: 16/10/2018

Mrs. ANITHA C B  
EMP Code 994  
Assistant professor  
PES Institute of Advanced Management Studies  
Shivamogga

Dear Mrs. ANITHA C 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 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. Kasimsetty Sailatha  
**Principal**

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

  
Dr. Nagaraja R  
Chief Coordinator - Administration

PESIAMS

ಪ್ರೌಢ ವ್ಯಾಪ್ತಿ ಇನ್ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಸರ್ವತೋಮುಖ ಸಂಶೋಧನೆಗಾಗಿ ಮತ್ತು ಕಾರ್ಯದರ್ಶಿ ಮಾರ್ಗದರ್ಶಿ)

ಎಸ್. ಪಿ. 200, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084

8147053085

PES Institute of Advanced Management Studies

email: pamiams@pesiuniversity.edu.in

pamiams@pesiuniversity.edu.in

Website: pamiams.edu.in/pamiams

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

K.R-200, Sagar Road, Shivamogga - 577 204 (Karnataka)

No: PES/AMS/P/HK/2021/85

Date: 05/09/2021

To:

Ms. ARCHANA K.

c/o Karibeseppa C.R.

E Block, Kuvempu Nagar

Shivamogga

Sub: Selection for the post of Assistant Professor.

Dear Ms. Archana K.

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 13<sup>th</sup> 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.

  
Dr. KASAMSETTY SAJLATHA  
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: Shivamogga

  
Signature

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 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.
- 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.

Received original





ಪ್ರಗತಿಶೀಲತೆ, ಕೃಷಿ, ವಾಣಿಜ್ಯ, ವೈದ್ಯಕೀಯ, ಪದ್ಧತಿಗಳನ್ನು ಉತ್ತರಿಸುವ ಸಂಸ್ಥೆ

(ಕರ್ನಾಟಕ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಅಂಗವಾಗಿ ಸ್ಥಾಪಿಸಲ್ಪಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದಿಂದ ಅನುಮೋದಿತವಾಗಿದೆ)

ಎಂ.ಜಿ.ರಸ್ತೆ 206, ಸಿವರೋಡ್, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

**PES Institute of Advanced Management Studies**

[Affiliated to Kuvempu University, Recognized by Govt. of Karnataka]

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

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.

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

#### 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.

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

  
DR NAGARAJA R  
Chief Coordinator - Administration

  
20/9/2021

**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

Phone: 8147053084  
8147053085

**PES Institute of Advanced Management Studies**

email : principal@pesiama.edu.in  
pesiama@pesiama.edu.in

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

Website : pesiama.edu.in/pesiama

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

No. 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.

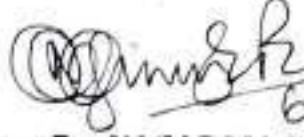
You are required to report to the duty on **09<sup>th</sup> December 2021**. The detailed appointment order along with the rules and regulations, duties and responsibilities of the college will be issued on the date of reporting to the duty.

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**  
Principal  
PES Institute of Advanced Management Studies  
NH 206, Sagar Road  
SHIVAMOGGA-577 204

  
**Dr. NAGARAJA R**  
Chief Coordinator, Administration  
PES 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.

Date: 6/12/2021

Place: Shivamogga.

  
06/12/21  
Signature

original copy received  
  
06/12/21



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

Date: 08/12/2021

Dear Ms. SINDHU S 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 09<sup>th</sup> 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 statutes 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.

Original copy recieved

Sindhu  
08/12/2021

Ms. Sindhu S.L. 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.

**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	8,000=00
HRA	800=00
FBP	3,200=00
<b>Total Gross - (A)</b>	<b>12,000=00</b>
<b>Deduction</b>	
PF	960=00
ESIC Employee Contribution	90=00
<b>Total Deduction - (B)</b>	<b>1,050=00</b>
<b>Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)</b>	<b>10,950=00</b>

**P.S**

1. 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.



ಪ್ರಗತಿಶೀಲತೆ, ಸಾಧನತೆ, ಅಭಿವೃದ್ಧಿ, ಸಾಧನತೆ, ಸಾಧನತೆ, ಸಾಧನತೆ

(Kannada: ಪ್ರಗತಿಶೀಲತೆ, ಸಾಧನತೆ, ಅಭಿವೃದ್ಧಿ, ಸಾಧನತೆ, ಸಾಧನತೆ, ಸಾಧನತೆ)

ಎಂ. ಸಿ. 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

## PES Institute of Advanced Management Studies

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

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

Mr. Sindhu S.L. Assistant Professor - 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,

  
8/12/2021  
Dr. KASAMSETTY SAILATHA  
Principal

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



  
8/12/21  
DR NAGARAJA R


Chief Coordinator, 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.

  
08/12/2021  
Signature of the Employee



● PES IAMS

ಕಿವಿನ್ ಇನ್ ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟ ಮತ್ತೆ ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ)

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

Phone: 8147053084  
8147053085

**PES Institute of Advanced Management Studies**

email : principalliams@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 06<sup>th</sup> 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.

*K. Sailatha*  
3/12/2021  
Dr. KASAM SAILATHA  
Principal  
PES Institute of Advanced Management Studies  
NH 206, Sagar Road  
SHIVAMOGGA-577 204

*N. Nagaraja R.*  
3/12/2021  
Dr. NAGARAJA R.  
Chief Coordinator, Administration  
PES Institute of Advanced Management Studies  
NH 206, Sagar Road, Shivamogga-577 204

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

Date: 3/12/2021

Place: Shivamogga

*Poorima*  
3/12/2021  
Signature

Received Original

*Poorima*  
3/12/2021

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 06<sup>th</sup> 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 statutes 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.

and 106, and 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 9

**PES Institute of Advanced Management Studies**

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

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

Mrs. POORNIMA B.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
<b>Total Gross - (A)</b>	<b>15,600=00</b>
<b>Deduction</b>	
PF	1,800=00
Professional Tax	200=00
ESIC Employee Contribution	117=00
<b>Total Deduction - (B)</b>	<b>2,117=00</b>
<b>Net Salary(A-B) (Subject to IT deduction / Transportation/ Mediclaim)</b>	<b>13,483=00</b>

**P.S.**

1. Medicaclaim 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.





ಪಿಇಎಂಎಸ್ ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಆಡ್ವಾನ್ಸ್‌ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಕರ್ನಾಟಕ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಹಾಯಕವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಒಂದು ಶಾಖೆಯಾಗಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿದೆ)

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

**PES Institute of Advanced Management Studies**

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

N.H-206, 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,

  
Dr. KASAMSETTY SAILATHA  
Principal

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

  
DR NAGARAJA R  
Chief Coordinator - Administration

  
6/12/2021

#### 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 Original

Poornima B.P

  
6/12/21

Phone: 6147053084

8147053085

PES Institute of Advanced Management Studies

email: [principalesnisi@post.uzb.uz](mailto:principalesnisi@post.uzb.uz)

DESIGNING THE FUTURE OF THE CITY

Website: [postnl.edu/~desams](http://postnl.edu/~desams)

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

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

No Ref-PES/AMS/P/HR/2021/88

Date: 15/09/2021

To

Mc VIDYA S

**Jayalaxmi 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 **20<sup>th</sup> 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.

Dr. KASAMSETTY SAILATHA

Principal

15/9/2021

Dr. NAGARAJA R

**Chief Coordinator - Administration**

## ACCEPTANCE

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

Date: 15-09-2021

Place: Shivamoga

*Nidya S*  
Signature

Phone: 8147053084

8147053085

## PES Institute of Advanced Management Studies

email : principal@pesiust.edu.in

: pesiust@pesiust.edu.in

Website : pesiust.edu.in/pesiust

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

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

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

Date: 18/09/2021

Dear Ms 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 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 statutes applicable from time to time.

**3. PF and Gratuity** - You will be entitled 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;

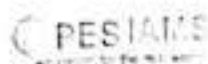
2. If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;

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

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

original received  
vidya s





ಪ್ರಗತಿಶೀಲತೆ, ಕಾರ್ಯಕ್ಷಮತೆ, ಅಭಿವೃದ್ಧಿ ಮತ್ತು ನವೀಕರಣದ ಮೌಲ್ಯಗಳ ಮೇಲೆ ಕೇಂದ್ರಿಸಿದ  
(Kannada: ಪ್ರಗತಿಶೀಲತೆ, ಕಾರ್ಯಕ್ಷಮತೆ, ಅಭಿವೃದ್ಧಿ ಮತ್ತು ನವೀಕರಣದ ಮೌಲ್ಯಗಳ ಮೇಲೆ ಕೇಂದ್ರಿಸಿದ)

ಎಸ್. ಎಸ್. 206, ಸಾಪರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

**PES Institute of Advanced Management Studies**

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

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

Mrs. VIDYA S - Assistant Professor - English

6/10. I 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.

#### Annexure on salary break-up

Particulars	Monthly Salary Break up
Basic	15,600=00
H.R.A	1,560=00
DA	1,560=00
FBP	3,280=00
<b>Total Gross - (A)</b>	<b>22,000=00</b>
<b>Deduction</b>	
PF	1,800=00
Professional Tax	200=00
<b>Total Deduction - (B)</b>	<b>2,000=00</b>
<b>Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)</b>	<b>20,000=00</b>



ಪ್ರಗತಿಶೀಲತೆ, ಕಾರ್ಯಕ್ಷಮತೆ, ಅಭಿವೃದ್ಧಿ, ಪ್ರಗತಿಶೀಲತೆ, ಪ್ರಗತಿಶೀಲತೆ, ಪ್ರಗತಿಶೀಲತೆ

(Kuvempu University, Shivamogga - 577 204 (Karnataka))

ಎಸ್. ಎಸ್. 200, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

**PES Institute of Advanced Management Studies**

[Affiliated to Kuvempu University, Recognized by Govt. of Karnataka]

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

Ms. VIDYA S - 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,

  
Dr. KASAMSETTY SAILATHA  
Principal

  
DR NAGARAJA R  
Chief Coordinator - Administration

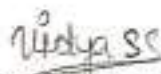
  
20/9/2021

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: Shivamogga

  
Signature of the Employee

12/11/2021

Date: 12/11/2021

To

Mrs. ASWINI V  
w/o Raksh Rao  
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 15<sup>th</sup> 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.

Dr. KASAMSETTY SAILATHA  
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: 13/11/21

Place: Shimoga

Original received  
Ad. V

Dr. NAGARAJA R  
Chief Coordinator - Administration  
Chief Co-ordinator Administration  
Prerana Educational and Social Trust (R)  
N.H.206, Sagar Road, Shivamogga-577 204

Ashwini.V  
Signature



Ref: PESIAMS/NT/HQ/2021/

Date: 12/11/2021

Dear Mrs. ASHWINI V 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.
- 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 -**

Original Received  
Ashwini V

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.

**Annexure on salary break-up**

Particulars	Monthly Salary Break up
Basic	8,000=00
H.R.A	800=00
FBP	3,200=00
<b>Total Gross - (A)</b>	<b>12,000=00</b>
<b>Deduction</b>	
PF	960=00
Professional Tax	210=00
<b>Total Deduction - (B)</b>	<b>1,170=00</b>
<b>Net Salary (A-B) (Subject to IT deduction / Transportation / Mediclaim)</b>	<b>10,830=00</b>

**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)



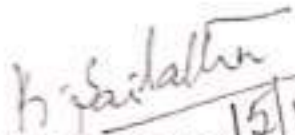
Ms. Ashwini V - Assistant Professor - Dept. of Commerce & Management

2. Employment/contingency/other P.F. benefits that you may receive from any other source will be repaidable from time to time, will be recovered from your 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 IMAS.

Sincerely yours,

  
15/11/2021  
Dr. KASAMSETTY SAILATHA  
Principal

PES Institute of Advanced Management Studies  
1st Floor, Sagar Road  
SHIVAMOGGA-577 204

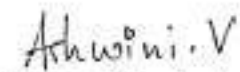
ACCEPTANCE

  
15/11/21  
DR NAGARAJA R  
Chief Coordinator - Administration  
Prerana Educational and Social Trust (R)  
1st Floor, 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.

Date: 15/11/2021

Place: Shivamogga

  
Signature of the Employee

Original Received  
At: 15/11/21 ✓



PES IAMS

ಪಿಇಎಸ್ ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್‌ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಕರ್ನಾಟಕ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಅಂಗವಿದ್ಯಾನಿಲಯವಾಗಿರುವ ಮತ್ತು ಅನುಗುಣವಾಗಿ ಪರಿಗಣಿಸಲ್ಪಡುತ್ತದೆ)

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

Phone: 8147053084

8147053085

PES Institute of Advanced Management Studies

email : principal@pesiust.edu.in

: pesiams@pesiust.edu.in

Website : pesiust.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/2021/12

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: Shivamogga

  
Signature

No. Ref: PES/AMS/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 12<sup>th</sup> January 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 statutes applicable from time to time.
3. **PF and Gratuity** - You will be entitled 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.



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, tuition 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	8,000=00
HRA	800=00
FBP	3,200=00
<b>Total Gross - (A)</b>	<b>12,000=00</b>
<b>Deduction</b>	
PF	960=00
ESIC Employee Contribution	90=00
<b>Total Deduction - (B)</b>	<b>1,050=00</b>
<b>Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)</b>	<b>10,950=00</b>

**P.S**

1. 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.





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

MS. BHODNIKA 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,

*K. Sailatha*  
12/1/2004  
Dr. KASAMSETTY SAILATHA  
Principal

  
DR NAGARAJA R  
Chief Coordinator - Administration

12/1/2021

## 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: Shimoga

  
Signature of the Employee

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:-

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 statutes 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.

Ms. Aleesha Joseph - 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.

**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
HRA	1,560=00
FBP	40=00
<b>Total Gross - (A)</b>	<b>17,200=00</b>
<b>Deduction</b>	
PF	1,800=00
Professional Tax	200=00
ESIC Employee Contribution	120=00
<b>Total Deduction - (B)</b>	<b>2,129=00</b>
<b>Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)</b>	<b>15,071=00</b>

**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.





ಪ್ರಗತಿಶೀಲ ವ್ಯವಸ್ಥಾಪನಾ ಅಧ್ಯಯನಗಳ ಮಂಡಳಿಯು ಸಿದ್ಧಪಡಿಸಿದ ಸ್ವಾಗತ ಪತ್ರ

(PES Institute of Advanced Management Studies - 577 204, Shivamogga, Karnataka)

ಎನ್.ಎಂ. 206, ಸಾಗರ್ ರೋಡ್, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

**PES Institute of Advanced Management Studies**

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

NH-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Ms. Aleesha Joseph - 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,

  
6/12/2021  
Dr. KASAMSETTY SAILATHA  
Principal

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

  
6/12/2021  
DR NAGARAJA R  
Chief Coordinator - Administration


  
6/12/2021

**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

Received Original Copy

Aleesha Joseph   
6/12/21

● PES IAMS

ಪಿಇಎಸ್ ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್‌ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಈವೆಂಚು ವಿಶ್ವವಿದ್ಯಾಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮನ್ನಾಣೆ ಪಡೆದಿದೆ)

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

Phone: 8147053084  
8147053085

**PES Institute of Advanced Management Studies**

email : principalams@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/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 07<sup>th</sup> 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  
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: 6/12/2021


Place: Shivamogga

  
Dr. NAGARAJA R  
Chief Coordinator - Administration  
Frerana Educational and Social Trust (R)  
N.H.206, Sagar Road, Shivamogga-577 204

Signature



Received original

  
6/12/2021

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:-

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 statutes 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.



Mr. Tarannum Sultana - 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.

**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
HRA	1,560=00
FBP	840=00
<b>Total Gross - (A)</b>	<b>18,000=00</b>
<b>Deduction</b>	
PF	1,800=00
Professional Tax	200=00
ESIC Employee Contribution	135=00
<b>Total Deduction - (B)</b>	<b>2,135=00</b>
<b>Net Salary(A-B) (Subject to IT deduction / Transportation/ Mediclaim)</b>	<b>15,865=00</b>

**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.

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,

  
Dr. KASAMSETTY SAILATHA  
Principal

PES Institute of Advanced Management Studies  
\* NH 206, Sagar Road  
SHIVAMOGGA-577 204.

  
DR NAGARAJA R  
Chief Coordinator - Administration

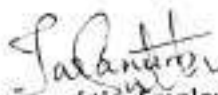
  
7/12/2021

**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: 07/12/2021

Place: Shivamogga

  
Signature of the Employee

Received original copy of Appointment letter  
on 07/12/2021

Taranum Sultana



Ref: PES/AMS/FF/HM/2021/

Date: 13/11/2021

Ms CHETHANA G R  
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 15<sup>th</sup> 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.

  
Dr. KASAMSETTY SAILATHA  
Principal  
PES Institute of Advanced Management Studies  
NH 206, Sagar Road  
SHIVAMOGGA-577 204  
ACCEPTANCE  
13/11/2021

  
Dr. NAGARAJA R  
Chief Coordinator - Administration  
Prerana Educational and Social Trust (R)  
N.H.206, Sagar Road, Shivamogga-577 204  
13/11/2021

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

Date: 13/11/2021

Place: Shivamogga.

Chethana.GR  
Signature

Original Received  
Chethana.GR



No: PES/IA/MS/P/HR/2021/

Date: 13/11/2021

To: Mr. 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:-

- 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 statutes 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 -**

Page 1 of 3

original received  
Chethana.G.R.

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. Certificate** – 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.

**Annexure on salary break-up**

Particulars	Monthly Salary Break up
Basic	8,000=00
H.R.A	800=00
FBP	3,200=00
<b>Total Gross - (A)</b>	<b>12,000=00</b>
<b>Deduction.</b>	
PF	960=00
Professional Tax	210=00
<b>Total Deduction - (B)</b>	<b>1,170=00</b>
<b>Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)</b>	<b>10,830=00</b>

**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)



Dr. Chethana R.R. - Assistant Professor - Dept. of Commerce & Management

Dr. Chethana R.R. - Assistant Professor - Dept. of Commerce & Management

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

We wish you a rewarding career with PES IMAS.

Sincerely yours,

*K. Sairath*  
 15/11/2021

Dr. KASANSETTY SAILATHA  
 Principal

PES Institute of Advanced Management Studies  
 N.H.206, Sagar Road  
 SHIVAMOGGA-577 204

*DR NAGARAJA R*  
 15/11/21

Chief Coordinator - Administration  
 Chief Co-ordinator Administration  
 Prerana Educational and Social Trust (R)  
 N.H.206, Sagar Road, Shivamogga-577 204

*Chethana*  
 15/11/2021

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: 15/11/2021

Place: Shivamogga

*Chethana. enr.*  
 Signature of the Employee

*original received*  
*Chethana. enr.*





ಕರ್ನಾಟಕ ಸರ್ಕಾರ  
ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆ

ಸಂಖ್ಯೆ: ಕಾಶಿಇ/ನೇಎ-1/ಆಉಆ/19/2019-20

ಕಾಲೇಜು ಶಿಕ್ಷಣ ಅಯುಕ್ತರ ಕಛೇರಿ,  
ಬೆಂಗಳೂರು, ದಿನಾಂಕ:03.06.2019.

ಸುತ್ತೋಲೆ

ವಿಷಯ: 2019-20ನೇ ಶೈಕ್ಷಣಿಕ ಸಾಲಿಗೆ ಸರ್ಕಾರಿ ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜುಗಳಲ್ಲಿನ ಹೆಚ್ಚುವರಿ ಬೋಧನಾ ಕಾರ್ಯಧಾರಕ್ಕೆ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರುಗಳ ಆಯ್ಕೆ ಪ್ರಕ್ರಿಯೆ ಕುರಿತು.

ಉಲ್ಲೇಖ: ಇದೇ ಸಮಸಂಖ್ಯೆ ಕಡತದಲ್ಲಿ ಸರ್ಕಾರವು ನೀಡಿರುವ ಅನುಮೋದನೆ.

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ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆಯ ವ್ಯಾಪ್ತಿಯಲ್ಲಿ ಬರುವ ಸರ್ಕಾರಿ ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜುಗಳಲ್ಲಿ ಖಾಯಂ ಉಪನ್ಯಾಸಕರಿಗೆ ಕಾರ್ಯಧಾರ ಹಂಚಿಕೆ ಮಾಡಿದ ನಂತರ ಉಳಿಕೆಯಾಗುವ ಹೆಚ್ಚುವರಿ ಬೋಧನಾ ಕಾರ್ಯಧಾರವನ್ನು ನಿರ್ವಹಿಸಲು ಪ್ರತಿ ವರ್ಷ ತಾತ್ಕಾಲಿಕವಾಗಿ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರ ಸೇವೆಯನ್ನು ಬಳಸಿಕೊಳ್ಳಲಾಗುತ್ತಿದ್ದು, ಪ್ರಸ್ತುತ 2019-20ನೇ ಶೈಕ್ಷಣಿಕ ಸಾಲಿನಲ್ಲಿಯೂ ಸಹ ವಿದ್ಯಾರ್ಥಿಗಳ ಹಿತದೃಷ್ಟಿಯಿಂದ ಆನ್‌ಲೈನ್ (Online) ಮೂಲಕ ಅರ್ಜಿಗಳನ್ನು ಆಹ್ವಾನಿಸಿ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಪಾರದರ್ಶಕವಾಗಿ ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳುವುದು.

ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಆಯ್ಕೆಮಾಡಿಕೊಳ್ಳುವ ಪೂರ್ವದಲ್ಲಿ (ಕಾರ್ಯಧಾರ ಲೆಕ್ಕಹಾಕುವಾಗ) ಪ್ರಾಂಶುಪಾಲರು ಅನುಸರಿಸಬೇಕಾದ ಮಾರ್ಗಸೂಚಿಗಳು:

- 1) ಬಿ.ಎ, ಬಿ.ಕಾಂ ಹಾಗೂ ಬಿ.ಬಿ.ಎಂ, ವಿಷಯಗಳನ್ನು ಬೋಧಿಸುವ ಖಾಯಂ ಸಹ/ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರು ವಾರಕ್ಕೆ 16 ಗಂಟೆ ಮತ್ತು ಪ್ರಾಯೋಗಿಕ ಶರಗತಿಯನ್ನು 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 ಕನಿಷ್ಠ 4 ಗಂಟೆಯಿಂದ ಗರಿಷ್ಠ 8 ಗಂಟೆ ಹಾಗೂ ವಿಜ್ಞಾನ ವಿಷಯವನ್ನು ವಾರಕ್ಕೆ ಕನಿಷ್ಠ 5 ಗಂಟೆಯಿಂದ ಗರಿಷ್ಠ 10 ಗಂಟೆ ಬೋಧನಾ ಕಾರ್ಯವನ್ನು ನಿರ್ವಹಿಸಬೇಕಾಗುತ್ತದೆ.
- 3) ಪ್ರತಿ ಕೋರ್ಸ್‌ನಲ್ಲಿ ಹಾಗೂ ಬಾಹ್ಯಕ ಸಮೂಹ ವಿಷಯಗಳಲ್ಲಿ ಕನಿಷ್ಠ 15 ವಿದ್ಯಾರ್ಥಿಗಳಿಗಿಂತ ಕಡಿಮೆ ಪ್ರವೇಶಾತಿ ಆದಲ್ಲಿ ಅಂತಹ ಕೋರ್ಸ್‌ಗಳಿಗೆ/ಬಾಹ್ಯಕ ಸಮೂಹಕ್ಕೆ ವಿದ್ಯಾರ್ಥಿಗಳ ಪ್ರವೇಶಾತಿ ಮಾಡಿಕೊಳ್ಳದಂತೆ ಹಾಗೂ ಅಂತಹ ಕೋರ್ಸ್‌/ಕಾಂಪನೇಷನ್‌ಗಳನ್ನು ಪ್ರಾರಂಭಿಸದಿರುವಂತೆ/ಮುಂದುವರಿಸದಿರುವಂತೆ ಪ್ರಾಂಶುಪಾಲರು ಕಟ್ಟು ನಿಟ್ಟಿನ ಕ್ರಮವಹಿಸತಕ್ಕದ್ದು. ಈ ಬಗ್ಗೆ ಪ್ರವೇಶಾತಿ ಸಮಯದಲ್ಲೇ ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ತಿಳುವಳಿಕೆ ನೀಡಿ ಆದರಿಸಿದ ಮುಚ್ಚಳಕ್ಕೆ ಪತ್ರ ಸಹಿಸತಕ್ಕದ್ದು.

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- 4) ಬಿ.ಎ, ಬಿ.ಕಾಂ, ಹಾಗೂ ಬಿ.ಬಿ.ಎಂ, ಭಾಷಾ ಹಾಗೂ ಐಚ್ಛಿಕ ವಿಷಯಗಳ ತರಗತಿಗಳಲ್ಲಿ ವಿದ್ಯಾರ್ಥಿಗಳ ಸಂಖ್ಯೆ 99 ಕ್ಕಿಂತ ಅಧಿಕವಾದಾಗ ಹಾಗೂ ಬಿ.ಎಸ್ಸಿ, 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 ಗಣನೆಗೆ ತೆಗೆದುಕೊಳ್ಳುವುದು. ಕೊಠಡಿಗಳ ಸಾಮರ್ಥ್ಯ ಕಡಿಮೆ ಇದ್ದಲ್ಲಿ ಸೂಕ್ತ 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 ನಿಗದಿ ಮಾಡುವಾಗಲೂ ಈ ಅಂಶವನ್ನೇ ಪರಿಗಣಿಸಬೇಕು.) ಕಾರಣಾಂತರಗಳಿಂದ 19 ವಿದ್ಯಾರ್ಥಿಗಳಿಗಿಂತಲೂ ಕಡಿಮೆ ಸಂಖ್ಯೆಯ ಬ್ಯಾಚ್‌ಗಳನ್ನು ರಚಿಸಬೇಕಾದ ಸಂದರ್ಭದಲ್ಲಿ ಸೂಕ್ತ ದಾಖಲೆಗಳನ್ನು ಒದಗಿಸಿ, ಪ್ರಾದೇಶಿಕ ಜಂಟಿ ನಿರ್ದೇಶಕರಿಂದ ಪೂರ್ವಾನುಮತಿ ಪಡೆದು ನಂತರ ಕ್ರಮವಹಿಸುವುದು.
- 6) ಮಾಯಂ ಉಪನ್ಯಾಸಕರುಗಳಿಗೆ ನಿಗದಿತ ಕಾರ್ಯಭಾರ ಹಂಚಿದ ನಂತರ ಉಳಿಕೆ ಇರುವ ಕಾರ್ಯಭಾರವು ಕನಿಷ್ಠ 04 ಗಂಟೆ ಇದ್ದಲ್ಲಿ ಮಾತ್ರ ಸದರಿ ಕಾರ್ಯಭಾರದ ಎದುರು ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳತಕ್ಕದ್ದು. ಮಾಯಂ ಉಪನ್ಯಾಸಕರು ಒಬ್ಬರೇ ಇದ್ದಾಗ ಅವರಿಗೆ ನಿಗದಿಪಡಿಸಿರುವ ಕಾರ್ಯಭಾರದ ಜೊತೆಗೆ ಅವರೇ 03 ಗಂಟೆ ಹೆಚ್ಚುವರಿ ಕಾರ್ಯಭಾರವನ್ನು ನಿರ್ವಹಿಸತಕ್ಕದ್ದು. (ನಿರ್ವಹಿಸುವ 03 ಗಂಟೆಗಳ ಕಾರ್ಯಭಾರವನ್ನು ಸರಿದೂಗಿಸಲು ಅವರುಗಳಿಗೆ ಟ್ಯೂಟೋರಿಯಲ್ ಕಾರ್ಯಭಾರದಲ್ಲಿ 02 ಗಂಟೆಗಳು ಹಾಗೂ ಆಡಳಿತಾತ್ಮಕ ಕಾರ್ಯಭಾರದಲ್ಲಿ 01 ಗಂಟೆಗಳನ್ನು ವಿನಾಯಿತಿ ನೀಡಬಹುದು).
- 7) ಕಾಲೇಜಿನಲ್ಲಿ ಲಭ್ಯವಾಗುವ ಕಾರ್ಯಭಾರವನ್ನು ನಿಯಮಾನುಸಾರ ಲೆಕ್ಕ ಹಾಕಿದ ನಂತರ ಹಾಲಿ ಜಾರಿಯಲ್ಲಿರುವ ನಿಯಮಗಳನ್ವಯ ಮಾಯಂ ಉಪನ್ಯಾಸಕರುಗಳಿಗೆ ಬಿ.ಎ, ಬಿ.ಕಾಂ, ಹಾಗೂ ಬಿ.ಬಿ.ಎಂ./ಬಿ.ಬಿ.ಎ. ಕೋರ್ಸುಗಳಲ್ಲಿ ವಾರಕ್ಕೆ 16 ಗಂಟೆಗಳು ಹಾಗೂ ಪ್ರಾಯೋಗಿಕ ತರಗತಿಗಳ ವಿಜ್ಞಾನ ಕೋರ್ಸುಗಳಲ್ಲಿ ವಾರಕ್ಕೆ 20 ಗಂಟೆಗಳ ಬೋಧನಾ ಕಾರ್ಯಭಾರವನ್ನು ಕಡ್ಡಾಯವಾಗಿ ಪಂಚಿಕೆ ಮಾಡುವುದು. ಮಾಯಂ ಉಪನ್ಯಾಸಕರುಗಳಿಗೆ ನಿಯಮಾನುಸಾರ ಕಾರ್ಯಭಾರ ಪಂಚಿಕೆ ಮಾಡಿರುವ ಜಗ್ಗೆ ಪ್ರಾಂಶುಪಾಲರು ಹಾಗೂ ಸಂಬಂಧಪಟ್ಟ ಜಂಟಿ ನಿರ್ದೇಶಕರು ವಿಚಿತರಪಡಿಸಿಕೊಳ್ಳತಕ್ಕದ್ದು. ಈ 16/20 ಕಾರ್ಯಭಾರವನ್ನು ಪಂಚಿಕೆ ಮಾಡಿ, ಅನಂತರವೂ ಬೋಧನಾ ಕಾರ್ಯಭಾರ ಉಳಿಕೆ ಇದ್ದಲ್ಲಿ ಮಾತ್ರ ಅಗತ್ಯಕತೆಗನುಗುಣವಾಗಿ ಅರ್ಪ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ತಾತ್ಕಾಲಿಕವಾಗಿ Online ಮೂಲಕ ಪಾರದರ್ಶಕವಾಗಿ ನಿಗದಿತ ಮಾನದಂಡಗಳನ್ವಯ ಆಯ್ಕೆ ಮಾಡಬಹುದು.

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ಅತಿಥಿ ಉಪನ್ಯಾಸಕರುಗಳ ಆಯ್ಕೆ ಪ್ರಕ್ರಿಯೆಯಲ್ಲಿ ಕಾಲೇಜಿನ ಪ್ರಾಂಶುಪಾಲರು/ಆಯ್ಕೆ ಸಮಿತಿಯು ಅನುಸರಿಸಬೇಕಾದ ಮಾನದಂಡಗಳು;

- (1) ಆನ್‌ಲೈನ್ 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: ಅಭ್ಯರ್ಥಿಯು ಎರಡು ವರ್ಷ ಸ್ನಾತಕೋತ್ತರ ಪದವಿಯಲ್ಲಿ ಗಳಿಸಿರುವ ಒಟ್ಟು ಶೇಕಡಾವಾರು 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 ಅವರಿಗೆ ಪ್ರತಿ ಶೈಕ್ಷಣಿಕ ವರ್ಷಕ್ಕೆ 3 ಅಂಕಗಳಂತೆ ಗರಿಷ್ಠ 10 ವರ್ಷಗಳಿಗೆ 30 ಅಂಕಗಳನ್ನು ಮಿತಿಗೊಳಿಸುವುದು. (ಪ್ರತಿ ಶೈಕ್ಷಣಿಕ ವರ್ಷದ ಮೂರ್ಣ ಅವಧಿ ಸೇವೆಗೆ 3 ಅಂಕಗಳು, ಶೈಕ್ಷಣಿಕ ವರ್ಷದಲ್ಲಿ 1 ಸೆಮಿಸ್ಟರ್‌ನಲ್ಲಿ ಮಾತ್ರ ಸೇವೆ ಸಲ್ಲಿಸಿದ್ದರೆ 1.5 ಅಂಕಗಳು)	30
	ಒಟ್ಟು	100
ಸೂಚನೆ: ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಅಭ್ಯರ್ಥಿಗಳಿಗೆ 10 ಅಂಕಗಳನ್ನು ಹೆಚ್ಚುವರಿಯಾಗಿ ನೀಡುವುದರೊಂದಿಗೆ ಅವರನ್ನು ಆಯ್ಕೆ ಸಂದರ್ಭದಲ್ಲಿ ಆದ್ಯತೆ ಮೇರೆಗೆ ಪರಿಗಣಿಸುವುದು.		

- (2) ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಆಯ್ಕೆ ಮಾಡುವ ಸಂದರ್ಭದಲ್ಲಿ ಅಭ್ಯರ್ಥಿಗಳು M.Phil/Ph.D ಪದವಿಯನ್ನು ದೂರ ಶಿಕ್ಷಣದ (Distance Education) ಮೂಲಕ ಪಡೆದಿದ್ದಲ್ಲಿ ಅದನ್ನು ದಿನಾಂಕ: 31.05.2017ರ ಯುಜಿಸಿ ಪ್ರಕಟಣೆ ಸಂಖ್ಯೆ: ಎಫ್ ನಂ.4-1/2016(ಡಿಇಬಿ/III)ರ ಪ್ರಕಾರ ಪರಿಗಣಿಸತಕ್ಕದ್ದಲ್ಲ ಹಾಗೂ ಸಕಲ ಅಂಕಪಟ್ಟಿ ಹಾಗೂ ಪ್ರಮಾಣ ಪತ್ರಗಳನ್ನು ಆಯ್ಕೆಗೆ ಪರಿಗಣಿಸುವಂತಿಲ್ಲ.

- (3) ಒಂದು ವೇಳೆ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರು ಪಡೆದಿರುವ ವಿದ್ಯಾರ್ಹತೆಯ ಅಂಕಪಟ್ಟಿಗಳು/ಪ್ರಮಾಣ ಪತ್ರಗಳು ಸಕಲ ಒಂದು ಕಂಡುಬಂದಲ್ಲಿ ಅಂತಹವರ ವಿರುದ್ಧ ಸಂಬಂಧಪಟ್ಟ ಪ್ರಾಂಶುಪಾಲರು ಕ್ರಿಮಿನಲ್ ಕೇಸ್ ದಾಖಲಿಸುವಂತೆ ಹಾಗೂ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರ ಶೈಕ್ಷಣಿಕ ವಾವಿಲಿಗಳು ಸಕಲ ಒಂದು ಕಂಡುಬಂದಲ್ಲಿ ಅವರ ವಿರುದ್ಧ ಶಿಸ್ತು ಕ್ರಮಕೈಗೊಳ್ಳಬಹುದೆಂದು ಅವರಿಂದ ಆಯ್ಕೆ ವೇಳೆ ರೂ.50/-ಗಳ ಭರ್ತಾ ಕಾಗದದ ಮೇಲೆ ಮುಚ್ಚಳಿಕೆ ಪತ್ರ ಬರೆಯಬೇಕೆಂದು ಪ್ರಾಂಶುಪಾಲರಿಗೆ ಸೂಚನೆ ಇದೆ.

Principal

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ಪ್ರಾಂಶುಪಾಲರು

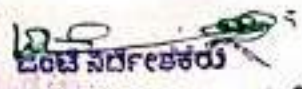
ಕಾಲೇಜು ಶಿಕ್ಷಣ ಪ್ರಾಧಿಕಾರ ಕಛೇರಿ

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- (4) ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಆಯ್ಕೆ ಮಾಡುವ ಸಂದರ್ಭದಲ್ಲಿ, ದಿನಾಂಕ:31.05.2017ರ ಯುಜಿಸಿ ಪ್ರಕಟಣೆ ಸಂಖ್ಯೆ:ಎಫ್ ನಂ.4-1/2016(ಡಿಇಬಿ/11)ರಲ್ಲಿ ತಿಳಿಸಿರುವಂತೆ ಪಿ.ಹೆಚ್.ಡಿ ಪದವಿಯ ಬಗ್ಗೆ ಪರಿಶೀಲಿಸತಕ್ಕದ್ದು.
- (5) ಎನ್.ಇ.ಟಿ/ಎಸ್.ಎಲ್.ಇಟಿ/ಪಿ.ಹೆಚ್.ಡಿ 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 ನಿಗದಿಪಡಿಸಿರುವ ಅವಧಿಯ ನಂತರ ಪಡೆದಿರುವ ಹೆಚ್ಚುವರಿ ವಿದ್ಯಾರ್ಹತೆಗಳಾದ ಪಿ.ಹೆಚ್.ಡಿ, ಎನ್.ಇ.ಟಿ., ಮತ್ತು ಎಸ್.ಎಲ್.ಇ.ಟಿ. ಪದವಿಗಳನ್ನು ಆ ಶೈಕ್ಷಣಿಕ ವರ್ಷದಲ್ಲಿ (ಸೇವಾವಧಿಯ ಮಧ್ಯದಲ್ಲಿ) ಪರಿಗಣಿಸಿ, ಗೌರವಧನ ಪರಿಷ್ಕರಿಸಲು ಅವಕಾಶವಿರುವುದಿಲ್ಲ.
- (7) ಪ್ರಾಂಶುಪಾಲರುಗಳು ಸಂಬಂಧಪಟ್ಟ ವಿಷಯ ಹಾಗೂ ಸರ್ಕಾರ ಅಧಿಸೂಚಿಸಿರುವ ಸಮಾನಾಂತರ ವಿಷಯಗಳನ್ನು ಮಾತ್ರ ಪರಿಗಣಿಸಿ, ಅತಿಥಿ ಉಪನ್ಯಾಸಕರ ಆಯ್ಕೆಯನ್ನು ಮಾಡುವುದು.
- (8) ಸರ್ಕಾರಿ ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜುಗಳಲ್ಲಿ ಉಪನ್ಯಾಸಕರು/ಬೋಧಕರಿಗೆ ನಿಗದಿತ 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 ವಿಜ್ಞಾನ ವಿಭಾಗದಲ್ಲಿ ವಾರಕ್ಕೆ 20 ಗಂಟೆಗಳ ನಿಗದಿತ 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 ಕ್ರೋಢೀಕರಿಸಿ, ಸ್ಪಷ್ಟ ಅಭಿಪ್ರಾಯದೊಂದಿಗೆ ತಕ್ಷಣವೇ ಕೇಂದ್ರ ಕಛೇರಿಗೆ ವರದಿ ಸಲ್ಲಿಸುವುದು.
- (9) ಅತಿಥಿ ಉಪನ್ಯಾಸಕರುಗಳಿಗೆ ನಿಗದಿಪಡಿಸಿರುವ ಬೋಧನಾ ಕಾರ್ಯಭಾರದ ವಿವರ ಮತ್ತು ಅದನ್ನು ನಿರ್ವಹಿಸಿರುವ ಬಗ್ಗೆ (ವೇಳಾ ಪಟ್ಟಿಯೊಂದಿಗೆ) ಸಂಬಂಧ ಪಟ್ಟ ವಿಭಾಗದ ಮುಖ್ಯಸ್ಥರು, ಪ್ರತಿ ತಿಂಗಳು ಪ್ರಾಂಶುಪಾಲರಿಗೆ ನೀಡತಕ್ಕದ್ದು. ವಿಭಾಗದಲ್ಲಿ/ವಿಷಯದಲ್ಲಿ ಖಾಯಂ ಉಪನ್ಯಾಸಕರು ಇಲ್ಲದಿದ್ದಲ್ಲಿ ಪ್ರಾಂಶುಪಾಲರೇ ವರದಿಯನ್ನು ಸಿದ್ಧಪಡಿಸುವುದು. ಸದರಿ ವರದಿ ಹಾಗೂ ಹಾಜರಾತಿಯನ್ನು ಪ್ರಾಂಶುಪಾಲರು ದೃಢೀಕರಿಸಿ ಪ್ರತಿ ತಿಂಗಳು ಅತಿಥಿ ಉಪನ್ಯಾಸಕರ ಅನುಮೋದನಾ ಪ್ರಾಧಿಕಾರವಾದ ಸಂಬಂಧಪಟ್ಟ ಪ್ರಾದೇಶಿಕ ಜಂಟಿ ನಿರ್ದೇಶಕರಿಗೆ ಕಡ್ಡಾಯವಾಗಿ ಸಲ್ಲಿಸತಕ್ಕದ್ದು.
- (10) ಮೂರ್ಛಾಕಾಲಿಕ ಉಪನ್ಯಾಸಕರಿಗೆ ಪಂಚಿಕೆ ಮಾಡಿದ ನಂತರ ಉಳಿಯುವ ಕಾರ್ಯಭಾರವನ್ನು ನಿರ್ವಹಿಸಲು ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ತಾತ್ಕಾಲಿಕವಾಗಿ ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳುವುದರಿಂದ ಸದರಿ ಕೋವೆಂಟ್‌ನು ಖಾಯಂ ಉಪನ್ಯಾಸಕರ ಮೇವೆಯ ನೇಮಕಾತಿಯಲ್ಲಿ ಅಡ್ಡತೆ ನೀಡಲು ಪರಿಗಣಿಸುವುದಿಲ್ಲ. ಹಾಗೂ ಇಂತಹ ಕೆಲಸಕ್ಕೆ ಕೋವೆಂಟ್ ಮಾಡುವುದು ಸಹ್ಯಕರವಲ್ಲವೆಂದು ಸೂಚಿಸಿದೆ.

  
Principal

  
ಶಿಕ್ಷಣ ನಿರ್ದೇಶಕರು



(11) ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಆಯಾ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳ Calendar of Events ಪ್ರಕಾರ ಕಾಲೇಜುಗಳಲ್ಲಿ ತರಗತಿಗಳು ಪ್ರಾರಂಭವಾದ ನಂತರ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರುಗಳನ್ನು ಆಯ್ಕೆ ಮಾಡಿಕೊಂಡು, ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾದ ದಿನಾಂಕದಿಂದ ಅನ್ವಯಿಸುವಂತೆ ವರ್ಷಕ್ಕೆ ಗರಿಷ್ಠ 10 ತಿಂಗಳ ಅವಧಿಗೆ (ಬೇಸಿಗೆ ರಜೆ 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 ರಜೆ ಅಥವಾ ಇನ್ನಿತರ ಸೌಲಭ್ಯಗಳನ್ನು ನೀಡಲು ಅವಕಾಶವಿರುವುದಿಲ್ಲ.

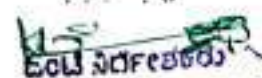
(14) ಮಹಿಳಾ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರು ಪ್ರಸೂತಿ ಸಂದರ್ಭದಲ್ಲಿ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರ ಕಾರ್ಯಕ್ಕೆ ಗೈರು ಹಾಜರಾದ ಸಂದರ್ಭದಲ್ಲಿ ಅವರ ಕಾರ್ಯವನ್ನು ನಿರ್ವಹಿಸಲು ಬೇರೊಬ್ಬ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳಲು ನಿಯಮಗಳಲ್ಲಿ ಅವಕಾಶವಿದೆ. ಆದರೆ ಮಹಿಳಾ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರು ಪ್ರಸೂತಿಯಿಂದ ಹಿಂದಿರುಗಿದಲ್ಲಿ ಅವರ ಸ್ಥಾನದಲ್ಲಿ ಕರ್ತವ್ಯ ನಿರ್ವಹಿಸುತ್ತಿರುವ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರನ್ನು ಸೇವೆಯಿಂದ ಕೈಬಿಟ್ಟು ಪುನಃ ಅದೇ ಮಹಿಳಾ ಅಭ್ಯರ್ಥಿಯನ್ನೇ ಮುಂದುವರಿಸಿ 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 ಆನ್‌ಲೈನ್‌ನಲ್ಲಿ ಅರ್ಜಿ ಸಲ್ಲಿಸಿರುವವರನ್ನೇ ಪ್ರತಿಭಾ ಪಟ್ಟಿಯ ಆಧಾರದ ಮೇಲೆ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರಾಗಿ ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳತಕ್ಕದ್ದು.

ಮುಂದುವರೆದು, ಸಂಬಂಧಪಟ್ಟ ವಿಷಯದ ಪ್ರತಿಭಾ ಪಟ್ಟಿಯಲ್ಲಿ ಅರ್ಹ ಅಭ್ಯರ್ಥಿಗಳು ಲಭ್ಯವಿಲ್ಲದಿದ್ದಲ್ಲಿ ಅಥವಾ ನಿರಾಕರಿಸಿದಲ್ಲಿ ಆನ್‌-ಲೈನ್ ಮೂಲಕ ಇತರೆ ಸರ್ಕಾರಿ ಕಾಲೇಜುಗಳಿಗೆ ಅರ್ಜಿಯನ್ನು ಸಲ್ಲಿಸಿರುವ ಅಭ್ಯರ್ಥಿಗಳನ್ನು (Application ID ಹೊಂದಿರುವ) ಆದ್ಯತೆ ಮೇರೆಗೆ ನಿಯಮಾನುಸಾರ ಆಯ್ಕೆ ಮಾಡಿಕೊಳ್ಳುವುದು. ಈ ರೀತಿ ಆಯ್ಕೆ ಮಾಡಿಕೊಂಡ ಅತಿಥಿ ಉಪನ್ಯಾಸಕರ ಅನುಮೋದನೆಗಾಗಿ ಸಂಬಂಧಪಟ್ಟ ಪ್ರಾದೇಶಿಕ ಜಂಟಿ ನಿರ್ದೇಶಕರಿಗೆ ನಿಯಮಾನುಸಾರ ಪತ್ರಾವಳಿ ಸಲ್ಲಿಸುವುದು.

  
Principal

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

  
ಹಿರಿಯ ನಿರ್ದೇಶಕರು

ಕಾಲೇಜು ಶಿಕ್ಷಣ ಪ್ರಾದೇಶಿಕ ಕಛೇರಿ  
ಶಿವಮೊಗ್ಗ-577203

(16) ಒಂದು ವೇಳೆ ಯಾವುದೇ ಕಾಲೇಜಿಗೆ ಆನ್‌ಲೈನ್ ಮೂಲಕ ಅರ್ಜಿ ಸಲ್ಲಿಸಿರುವ ಅರ್ಹ ಅಭ್ಯರ್ಥಿಗಳು ಲಭ್ಯವಿಲ್ಲದಿದ್ದಲ್ಲಿ ಆನ್‌ಲೈನ್‌ನಲ್ಲಿ ನಿಗದಿಪಡಿಸಿರುವ ನಮೂನೆಯಲ್ಲಿಯೇ ಅರ್ಹ ಅಭ್ಯರ್ಥಿಗಳಿಂದ ಆಫ್‌ಲೈನ್ ಮೂಲಕ ಅರ್ಜಿಯನ್ನು ಪಡೆದು, ನಿಯಮಾನುಸಾರ ನಿಗದಿಪಡಿಸಿರುವ ಮಾನದಂಡಗಳನ್ವಯ ಪ್ರಾಂಶುಪಾಲರ ಹಂತದಲ್ಲಿ ಆಯ್ಕೆ ಮಾಡಿಕೊಂಡು, ಅನುಮೋದನೆಗಾಗಿ/ಐ.ಡಿ. ಕ್ರಿಯೇಟ್‌ಗಾಗಿ 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.

ಕಾಲೇಜು ಶಿಕ್ಷಣ ಆಯುಕ್ತರು

ಇವರಿಗೆ,


- 1) ಎಲ್ಲಾ ಪ್ರಾದೇಶಿಕ ಜಂಟಿ ನಿರ್ದೇಶಕರುಗಳಿಗೆ - ಮಾಹಿತಿ ಹಾಗೂ ಅಗತ್ಯ ಕ್ರಮಕ್ಕಾಗಿ.
- 2) ಎಲ್ಲಾ ಸರ್ಕಾರಿ ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜುಗಳ ಪ್ರಾಂಶುಪಾಲರುಗಳಿಗೆ - ಮಾಹಿತಿ ಹಾಗೂ ಅಗತ್ಯ ಕ್ರಮಕ್ಕಾಗಿ.
- 3) ಮಾಹಿತಿ & ತಂತ್ರಜ್ಞಾನ ಅಧಿಕಾರಿಗಳು, ಕಾಲೇಜು ಶಿಕ್ಷಣ ಆಯುಕ್ತರ ಕಛೇರಿ, ಬೆಂಗಳೂರು - ಅಗತ್ಯ ಕ್ರಮಕ್ಕಾಗಿ ಮತ್ತು ಇಲಾಖಾ ವೆಬ್‌ಸೈಟ್‌ನಲ್ಲಿ ಪ್ರಕಟಿಸಲು.

ಪ್ರತಿಯನ್ನು:

- 1) ಮಾನ್ಯ ಉನ್ನತ ಶಿಕ್ಷಣ ಸಚಿವರ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ, 3ನೇ ಮಹಡಿ, ವಿಧಾನಸೌಧ, ಬೆಂಗಳೂರು.
- 2) ಮಾನ್ಯ ಸರ್ಕಾರದ ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆ, ಬೆಂಗಳೂರು.
- 3) ಜಂಟಿ ನಿರ್ದೇಶಕರು (ಶೈಕ್ಷಣಿಕ), ಕಾಲೇಜು ಶಿಕ್ಷಣ ಆಯುಕ್ತರ ಕಛೇರಿ, ಬೆಂಗಳೂರು.
- 4) ಕೇಂದ್ರ ಕಛೇರಿಯ ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳ ಆಪ್ತ ಶಾಖೆಗೆ.
- 5) ಮ್ಯಾನೇಜರ್/ಅಧೀಕ್ಷಕರು, ವರ್ಗಾವಣೆ & ನಿಯೋಜನೆ ವಿಭಾಗ, ಯೋಜನೆ/ಆಯವ್ಯಯ ವಿಭಾಗ, ಶೈಕ್ಷಣಿಕ ವಿಭಾಗ, ಕಾಲೇಜು ಶಿಕ್ಷಣ ಆಯುಕ್ತರ ಕಛೇರಿ, ಬೆಂಗಳೂರು.
- 6) ಕಛೇರಿ ಪ್ರತಿ.

  
Principal

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SHIVAMOGGA-577 204

  
ಜಂಟಿ ನಿರ್ದೇಶಕರು  
ಕಾಲೇಜು ಶಿಕ್ಷಣ ಪ್ರಾದೇಶಿಕ ಕಛೇರಿ  
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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
<b>Total Teaching Faculty Required for the AY 2020-21 (Odd and Even semester)</b>	<b>30</b>

I once again request you to sanction the above teaching faculty posts.

For Prerana Educational & Social Trust

Thanking you,

S.T. A. S. S.

  
Yours sincerely,  
Principal

Authorised Signatories