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PES Institute of Advanced Management Studies

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

Website : pestrust.edu.in/pesiams

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

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

Date: 18/09/2021

Dear Ms. ASHWINI S E

Letter of Appointment

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

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

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.



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Received original



ಪಿಇಎಂಐಐಎಸ್ ಅಡ್ವಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಉನ್ನತ ಶಿಕ್ಷಣಕ್ಕಾಗಿ ಸರ್ಕಾರದಿಂದ ಪ್ರಮಾಣೀಕರಿಸಲ್ಪಟ್ಟ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದಿಂದ ಪ್ರಮಾಣೀಕರಿಸಲ್ಪಟ್ಟಿದೆ)

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

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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
Total Gross - (A)	13,000=00
Deduction	
PF	960=00
ESIC	98=00
Total Deduction - (B)	1,058=00
Net Salary(A-B)(Subject to IT deduction / Transportation/ Mediclaim)	11,942=00

P.S

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.



ಕನ್ನಡದ ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಸ್‌ಡ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಉದ್ದೇಶ: ಅಭಿವೃದ್ಧಿಯನ್ನು ಕೊಡುವುದು ಮತ್ತು ಕಾರ್ಯಕ್ಷಮತೆಯನ್ನು ಹೆಚ್ಚಿಸುವುದು)

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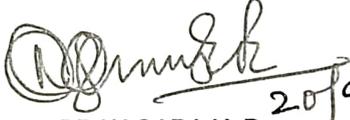
Mrs. ASHWINI S E – Assistant Professor in the Dept. of Commerce and Management

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