



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

(Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka)

Shobhavana Campus, Mijar, Moodbidri - 574 225, Mangalore, D.K., Karnataka State.

Phone : 08258-262724 (O), 262725 (P), Telefax:08258-262726

Email : principalaiet08@gmail.com, Web:www.aiet.org.in

Ref: AIET/HR/ 2020-21/192

Date: 30.09.2020

Appointment Order

To,

Dr Vishnu Prasanna
2-137/24 samrudhi
Raktheshwari temple Road.
Gurunagar Mangalore-575008

Dear Sir,

Sub: Offer of Appointment as '**Professor**' in the Department of 'MBA '- Reg.

With reference to your application & the subsequent interview, the management is pleased to appoint you as '**Professor**' in the Department of 'MBA '- in our organization as per the terms & conditions mentioned below:

1. You will be paid 6th pay Scale as per revised AICTE norms in a pay band of Rs 37400-69000/-with an AGP of Rs10000/-&the details of pay is as follows.6th pay basic Rs 33760/+AGP R 10000/+DA+HRA.=18130/-+Special AllowanceRs30000
Total Gross salary =91890/-per month.
2. You will be on probation for a period one year. Your work will then be reviewed and if found satisfactory, you will be confirmed, otherwise your probationary period will be extended for a period of three months further. During the second probation period if your work and conduct are not found to be satisfactory, your service will be terminated without giving any notice.
3. You shall abide by the rules & regulations of the institution framed from time to time. You shall maintain strict discipline.
4. All your correspondence to the management shall be routed through proper channel, but you may send advance copies to the management if you wish.
5. Apart from teaching, you shall take up the other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the Principal, HOD and your superiors from time to time.
6. You have to submit all the relevant original documents /certificates to the Principal at time of joining.
7. Your appointment is terminable with **One Month** notice on either side during Probationary period. **Three Months'** notice on either side after confirmation.
8. If the above terms and conditions are acceptable to you, please report for the duty on or before **03rd October 2020**.

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the **Principal**.

* Copy to: 1.H R 2.A/C,F.O


PRINCIPAL

Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225


Chairman

Alva's Education Foundation (R)
MOODBIDRI - 574227, D.K.



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

(Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka)

Shobhavana Campus, Mijar, Moodbidri - 574 225, Mangalore, D.K., Karnataka State.

Phone : 08258-262724 (O), 262725 (P), Telefax:08258-262726

Email : principalalet08@gmail.com, Web:www.alet.org.in

Ref: AIET/HR/ 2021-22/ 278

Date: 12.09.2021

Appointment Order

To

Dr. Catherine Nirmala J
D/o Joseph Arokiasamy
Shivabagh Kadri, Kankanady,
Mangalore - 575002

Dear Sir,

Sub: Offer of Appointment as 'Professor' in Master of Business Administration. -

Reg

With reference to your application & the subsequent interview, the management is pleased to appoint you as 'Professor' in Master of Business Administration branch in our organization as per the terms and conditions mentioned below:

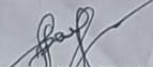
1. You will be paid a basic salary as per AICTE scale of BASIC 47,792 +DA & HRA 23,896 (Total salary of Rs: 71,688/-per month).
2. You will be on probation for a period of one year. Your work will then be reviewed and if found satisfactory, you will be confirmed, otherwise your probationary period will be extended for a period of three months further. During the second probation period if your work and conduct are not found to be satisfactory, your service will be terminated without giving any notice.
3. You shall abide by the rules & regulations of the institution framed from time to time.
4. You shall maintain strict discipline.
5. All your correspondence to the management shall be routed through proper channel, but you may send advance copies to the management if you wish.
6. Apart from teaching, you shall take up the other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the Principal, HOD and your superiors from time to time.
7. You have to submit all the relevant original documents /certificates to the Principal at time of joining.
8. Your appointment is terminable with **One Month** notice on either side during Probationary period. **Three Months'** notice on either side after confirmation.
9. You will join duty on or before **15th September 2021**.

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the **Principal**.

Copy to:

1. HR,
2. A/C, F.O

For ALVA'S EDUCATION FOUNDATION (R)


PRINCIPAL
PRINCIPAL


CHAIRMAN

Alva's Institute of Engg & Technology
Mijar, Moodbidri - 574 225



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

(Affiliated 'to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka)

Shobhavana Campus, Mijar, Moodbidri - 574 225, Mangalore, D.K., Karnataka State.

Phone : 08258-262724 (O), 262725 (P), Telefax:08258-262726

Email : principalaiet08@gmail.com, Web:www.aiet.org.in

Ref: AIET/HR/2018-19/373

Date: 20.05.2019

Appointment Order

To,

Mrs. Priya Jyothi Sequeira
'Priya Villa', Moodperar Post,
Mangalore - 574166

Dear Madam,

Sub: Offer of Appointment as 'Assistant Professor' in the Department of 'Business Administration' -Reg.

With reference to your application & the subsequent interview, the management is pleased to appoint you as 'Assistant Professor' in the Department of 'Business Administration' in our organization as per the terms & conditions mentioned below:

1. You will be paid a consolidated salary of **Rs. 29,000/- Per month.**
2. You will be on probation for a period of one year. Your work will then be reviewed and if found satisfactory, you will be confirmed, otherwise your probationary period will be extended for a period of three months further. During the second probation period if your work and conduct are not found to be satisfactory, your service will be terminated without giving any notice.
3. You shall abide by the rules & regulations of the institution framed from time to time. You shall maintain strict discipline.
4. All your correspondence to the management shall be routed through proper channel, but you may send advance copies to the management if you wish.
5. Apart from teaching, you shall take up the other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the Principal, Dean and your superiors from time to time.
6. You have to submit all the relevant original documents /certificates to the principal at time of joining.
7. Your appointment is terminable with One Month notice on either side during Probationary period and Three Months notice on either side after confirmation, without interrupt the academic session.
8. You will join duty on or before **22nd May 2019.**

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the **Principal.**

*sr

Copy to:

1. H R, 2. Accounts , 3. F.O


PRINCIPAL

Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225


Chairman

Alva's Education Foundation
MOODBIDRI - 574227, D.K.



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

(Affiliated to Visvesvaraya Technological University, Belgaum,

Approved by AICTE, New Delhi & Recognised by Government of Karnataka)

Shobhavana Campus, Mijar, Moodbidri - 574 225, Mangalore, D.K., Karnataka State.

Phone : 08258-262724 (O), 262725 (P), Telefax: 08258-262726

Email : principalaiet08@gmail.com, Web: www.aiet.org.in

Ref: AIET/A2/2011-12/6119

Date: 15-06-2012

Appointment Order

To,

Mr. Johnson Fernandes
S/o. Antony Fernandes
Hangajal House
Near Paper Mill
Koodangallu Post
Moodbidri-574197

Dear Sir,

Sub: Offer of Appointment as Asst. Professor in the Dept. of MBA. - Reg

With reference to your application & the subsequent interview, and also based our offer letter and your consent letter, the management is pleased to appoint you as Asst. Professor in Dept. of MBA in our organization as per the terms and conditions mentioned below:

1. You will be paid 6th pay scale as per revised AICTE norms in pay band of Rs 15600-39100/- with an AGP of Rs.6000/- & the details of pay is as follows: 6th pay Basic 15600+AGP+6000- Total Gross Salary =Rs.21,600/- per month.
2. You will be on probation for a period of one year. Your work will then be reviewed and if found satisfactory, you will be confirmed, otherwise your probationary period will be extended for a period of three months further. During the second probation period if your work and conduct are not found to be satisfactory, your services will be terminated without giving any notice.
3. You shall abide by the rules & regulations of the institution framed from time to time.
4. You shall maintain strict discipline.
5. All your correspondence to the management shall be routed through proper channel, but you may send advance copies to the management if you wish.
6. Apart from teaching, you shall take up the other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the principal, HOD and your superiors from time to time.
7. You have to submit all the relevant original documents/certificates to the Principal at the time of joining.
8. Your appointment is terminable with three months notice on either side.
9. You will join duty on or before 25th July 2012.

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the Principal.

Copy to:
1. Est. Sec
2. AO/FO

CHAIRMAN
ALVA'S EDUCATION FOUNDATION (R.)
MOODSIDRI - 574 225, (D. K.)

Alva's Institute of Engg. & Technology
Mijar, MOODSIDRI - 574 225, D.K.



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

(Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka)

Shobhavana Campus, Mijar, Moodbidri - 574 225, Mangalore, D.K., Karnataka State.

Phone : 08258-262724 (O), 262725 (P), Telefax:08258-262726

Email : principalaiet08@gmail.com, Web:www.aiet.org.in

Ref: AIET/HR/ 2020-21/ 252

Date: 17.01.2021

Appointment Order

To

Mr.Neeraj S Rai.
Vijaya Niwas
Opp SNM Polytechnic,
Behind Classic Ice Cream Parlor
Mudbidri -574227.

Dear Sir,

Sub: Offer of Appointment as 'Assistant Professor' in the Department of 'Business Administration' - Reg.

With reference to your application & the subsequent interview, the management is pleased to appoint you as 'Sr Assistant Professor' in the Department of 'Business Administration' in our organization as per the terms & conditions mentioned below:

1. You will be paid 6th pay scale as per revised AICTE norms in a pay band of Rs.15600-39100/- with an AGP of Rs7000/- & the details of pay is as follows: 6th pay basic Rs24650/- + AGP Rs.7000/- +DA+HRA45%=Rs14242/- Total Gross Salary=**Rs.45892/-** per month.
2. You will be on probation for a period one year. Your work will then be reviewed and if found satisfactory, you will be confirmed, otherwise your probationary period will be extended for a period of three months further. During the second probation period if your work and conduct are not found to be satisfactory, your service will be terminated without giving any notice.
3. You shall abide by the rules & regulations of the institution framed from time to time. You shall maintain strict discipline.
4. All your correspondence to the management shall be routed through proper channel, but you may send advance copies to the management if you wish.
5. Apart from teaching, you shall take up the other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the Principal, HOD and your superiors from time to time.
6. You have to submit all the relevant original documents /certificates to the Principal at time of joining.
7. Your appointment is terminable with **One Month** notice on either side during Probationary period. **Three Months'** notice on either side after confirmation.
8. You will join duty on or before **18-01- 2021**.

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the **Principal**.

* Copy to: 1.H R

2. A/C, F.O

PRINCIPAL

Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Chairman

Alva's Education Foundation (R)
MOODBIDRI - 574227, D.K.



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

(Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka)

Shobhavana Campus, Mijar, Moodbidri - 574 225, Mangalore, D.K., Karnataka State.

Phone : 08258-262724 (O), 262725 (P), Telefax:08258-262726

Email : principalaiet08@gmail.com, Web:www.aiet.org.in

Ref:AIET/HR/ 2019-20/137

Date: 18.02.2020

Appointment Order

To,
Mr Guruprasad Pai B
Budoli House & Post
Peraje Village, Bantwal Taluk
D.K. - 574253

Dear Sir,

Sub: Offer of Appointment as 'Assistant Professor' in the Department of 'Business Administration'-Reg.

With reference to your application & the subsequent interview, the management is pleased to appoint you as 'Assistant Professor' in the Department of 'Business Administration'- in our organization as per the terms & conditions mentioned below:

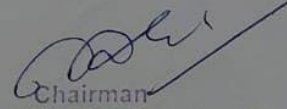
1. You will be paid 6th pay scale as per revised AICTE norms in a pay band of Rs.15600-39100/- with an AGP of Rs.6000/- & the details of pay is as follows: 6th pay basic Rs16420/- + AGP Rs.6000/- +DA+HRA=Rs6726/- Total Gross Salary=Rs.29146/- per month.
2. You will be on probation for a period of one year. Your work will then be reviewed and if found satisfactory, you will be confirmed, otherwise your probationary period will be extended for a period of three months further. During the second probation period if your work and conduct are not found to be satisfactory, your service will be terminated without giving any notice.
3. You shall abide by the rules & regulations of the institution framed from time to time. You shall maintain strict discipline.
4. All your correspondence to the management shall be routed through proper channel, but you may send advance copies to the management if you wish.
5. Apart from teaching, you shall take up the other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the Principal, HOD and your superiors from time to time.
6. You have to submit all the relevant original documents /certificates to the Principal at time of joining.
7. Your appointment is terminable with One Month notice on either side during Probationary period. Three Months' notice on either side after confirmation.
8. You will join duty on or before 19th February 2020.

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the Principal.

* sr Copy to: 1.H R 2.A/C,F.O


PRINCIPAL

Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225


Chairman

Alva's Education Foundation (R)
MOODBIDRI - 574227, D.K.



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

(Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka)

Shobhavana Campus, Mijar, Moodbidri - 574 225, Mangalore, D.K., Karnataka State.

Phone : 08258-262724 (O), 262725 (P), Telefax:08258-262726

Email : principalaiet08@gmail.com, Web:www.aiet.org.in

Ref: AIET/HR/2018-19/301

Date: 31.01.2019

Appointment Order

To,

Mrs. Maithri
W/o Ananthashayana
Srinikethana Nivasa
Ashwathpura post
Badagamijar village
Mangalore Taluk

Dear Madam,

Sub: Offer of Appointment as 'Senior Lecturer' in the Department of 'MBA' -Reg.

With reference to your application & the subsequent interview, the management is pleased to appoint you as 'Senior Lecturer' in the Department of 'MBA'-in our organization as per the terms & conditions mentioned below:

1. You will be paid a consolidated salary of **Rs. 20,000/- Per month.**
2. You will be on probation for a period of one year. Your work will then be reviewed and if found satisfactory, you will be confirmed, otherwise your probationary period will be extended for a period of three months further. During the second probation period if your work and conduct are not found to be satisfactory, your service will be terminated without giving any notice.
3. You shall abide by the rules & regulations of the institution framed from time to time. You shall maintain strict discipline.
4. All your correspondence to the management shall be routed through proper channel, but you may send advance copies to the management if you wish.
5. Apart from teaching, you shall take up the other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the Principal, Dean and your superiors from time to time.
6. You have to submit all the relevant original documents /certificates to the principal at time of joining.
7. Your appointment is terminable with One Month notice on either side during Probationary period and Three Months notice on either side after confirmation, without interrupt the academic session.
8. You will join duty on or before **01st February 2019.**

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the **Principal.**

'sr

Copy to:

1. H R, 2. Accounts, 3. F.O


PRINCIPAL

Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225


Chairman

Alva's Education Foundati
MOODBIDRI - 574227, D.



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)
(Affiliated to Visvesvaraya Technological University, Belagavi
Approved by AICTE, New Delhi & Recognised by Government of Karnataka)
Shobhavana Campus, Mijar, Moodbidri - 574 225, Mangalore, D.K., Karnataka State.
Phone : 08258-262724 (O), 262725 (P), Telefax:08258-262726
Email : principalaiet08@gmail.com, Web:www.aiet.org.in

Ref: AEF/HR/ AIET/ 2021-22/310

Date: 04.11.2021

To,

Mrs.Harshitha.V.Shetty
1-40, Siddi Nivasa, Madakana Guthu
Panjimogaru Post,
Mangalore-575013.

Dear Sir,

Sub: Appointment as Assistant Professor in the Department of MBA- Reg.

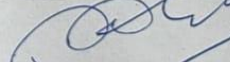
With reference to your application & the subsequent interview, the Management is pleased to appoint you as **Assistant Professor** in the Department of MBA in this Organization as per the terms & conditions mentioned below:

1. You will be paid 6th Pay Scale as per the revised AICTE norms in a pay band of Rs.16915 /- with an AGP of Rs.6000/- & the details of pay is as follows: 6th Pay Basic Rs.16915/-+AGP Rs.6000/- + 10% DA + 5% HRA = Total Gross Salary. i. e. Rs.26352/- per month.
2. You will be on probation for a period of one year. Your work will then be reviewed and if found satisfactory, you will be confirmed. Otherwise your probationary period will be extended for a period of three months further. During the second probationary period, if your work and conduct are not found to be satisfactory, your service will be terminated without giving any notice.
3. You shall abide by the Rules & Regulations of the Institution framed from time to time. You shall maintain strict discipline.
4. All your correspondence to the Management shall be routed through proper channel. But you may send advance copies to the Management if you wish.
5. Apart from teaching, you shall take up other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the Principal, H. O. D. and your superiors from time to time.
6. You have to submit all the relevant original documents /certificates to the Principal at time of joining.
7. Your appointment is terminable with **One Month** notice on either side during Probationary period. **Three Months'** notice on either side after confirmation.
8. If the above terms and conditions are acceptable to you, please report for the duty on or before **8th November 2021**.

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the **Principal**.


PRINCIPAL

For ALVA'S EDUCATION FOUNDATION (R.)


CHAIRMAN
Chairman



ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)

Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka

Accredited by NAAC with A+ Grade and NBA (CSE & ECE)

Ref: AEF/HR/ AIET/ 2020-21/226

Date: 25.09.2020

To,

Mr. Avinash
Gandhinagar, 2nd cross
Naravi.

Dear Sir,

Sub: Offer of Appointment as Assistant Professor in the Department of MBA- Reg.

With reference to your application & the subsequent interview, the Management is pleased to appoint you as **Assistant Professor** in the Department of MBA in this Organization as per the terms & conditions mentioned below:

1. You will be paid a consolidated salary of Rs.21,600 per month.
2. You will be on probation for a period of one year. Your work will then be reviewed and if found satisfactory, you will be confirmed. Otherwise your probationary period will be extended for a period of three months further. During the second probationary period, if your work and conduct are not found to be satisfactory, your service will be terminated without giving any notice.
3. You shall abide by the Rules & Regulations of the Institution framed from time to time. You shall maintain strict discipline.
4. All your correspondence to the Management shall be routed through proper channel. But you may send advance copies to the Management if you wish.
5. Apart from teaching, you shall take up other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the Principal, H. O. D. and your superiors from time to time.
6. You have to submit all the relevant original documents /certificates to the Principal at time of joining.
7. Your appointment is terminable with **One Month** notice on either side during Probationary period. **Three Months'** notice on either side after confirmation.
8. If the above terms and conditions are acceptable to you, please report for the duty on or before **1st October 2020**.

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the **Principal**.


PRINCIPAL

Alva's Institute of Engg. & Technology,
Mijar, MOODBIDRI - 574 225, D.K



ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)

Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka

Accredited by NAAC with A+ Grade and NBA (CSE & ECE)

Ref: AEF/HR/ AIET/ 2020-21/ 237

Date: 25.09.2020

To,

Mr. Nikhil Alva
Mijarguttu House
Tenkamijar Post
Mijar-574225.

Dear Sir,

Sub: Offer of Appointment as Assistant Professor in the Department of MBA- Reg.

With reference to your application & the subsequent interview, the Management is pleased to appoint you as **Assistant Professor** in the Department of MBA in this Organization as per the terms & conditions mentioned below:

1. You will be paid a consolidated salary of Rs.29,146 per month.
2. You will be on probation for a period of one year. Your work will then be reviewed and if found satisfactory, you will be confirmed. Otherwise your probationary period will be extended for a period of three months further. During the second probationary period, if your work and conduct are not found to be satisfactory, your service will be terminated without giving any notice.
3. You shall abide by the Rules & Regulations of the Institution framed from time to time. You shall maintain strict discipline.
4. All your correspondence to the Management shall be routed through proper channel. But you may send advance copies to the Management if you wish.
5. Apart from teaching, you shall take up other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the Principal, H. O. D. and your superiors from time to time.
6. You have to submit all the relevant original documents /certificates to the Principal at time of joining.
7. Your appointment is terminable with **One Month** notice on either side during Probationary period. **Three Months'** notice on either side after confirmation.
8. If the above terms and conditions are acceptable to you, please report for the duty on or before **1st October 2020**.

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the **Principal**.


PRINCIPAL
Alva's Institute of Engg. & Technology,
Mijar, MOODBIDRI - 574 225, D.K.



ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)

Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka

Accredited by NAAC with A+ Grade and NBA (CSE & ECE)

Ref: AEF/HR/ AIET/ 2022/ 580

Date: 24.11.2022

To,

Mr. Pramath Kumar Shetty
Belman, Nitte
Karkala.

Dear Sir,

Sub: Offer of Appointment as Assistant Professor in the Department of MBA- Reg.

With reference to your application & the subsequent interview, the Management is pleased to appoint you as **Assistant Professor** in the Department of MBA in this Organization as per the terms & conditions mentioned below:

1. You will be paid a Basic Salary of Rs.25,800/- + HRA of Rs.1,290/- + Special Allowance of Rs.500/- + V.A of Rs.3000/- = Rs.30,590 per month.
2. You will be on probation for a period of one year. Your work will then be reviewed and if found satisfactory, you will be confirmed. Otherwise your probationary period will be extended for a period of three months further. During the second probationary period, if your work and conduct are not found to be satisfactory, your service will be terminated without giving any notice.
3. You shall abide by the Rules & Regulations of the Institution framed from time to time. You shall maintain strict discipline.
4. All your correspondence to the Management shall be routed through proper channel. But you may send advance copies to the Management if you wish.
5. Apart from teaching, you shall take up other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the Principal, H. O. D. and your superiors from time to time.
6. You have to submit all the relevant original documents /certificates to the Principal at time of joining.
7. Your appointment is terminable with **One Month** notice on either side during Probationary period. **Three Months'** notice on either side after confirmation.
8. If the above terms and conditions are acceptable to you, please report for the duty on or before **1st December 2022**.

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the **Principal**.

PRINCIPAL
Alva's Institute of Engg. & Technology,
Mijar, MOODBIDRI - 574 225, D.K



ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)

Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka

Accredited by NBA (CSE & ECE)

Ref: AEF/HR/AIET/2022/561

Date: 26.12.2022

To,

Mr. Prajwal B.K
Vasanthi Nivas Padubettu Kottara
Ashok Nagar Post
Mangaluru-575006.

Dear Sir,

Sub: Offer of Appointment as Asst. Professor in the Department of MBA- Reg.

With reference to your application & the subsequent interview, the Management is pleased to appoint you as **Asst. Professor** in the Department of MBA in this Organization as per the terms & conditions mentioned below:

1. You will be paid a Consolidated Salary of Rs.18000/- per month.
2. You will be on probation for a period of one year. Your work will then be reviewed and if found satisfactory, you will be confirmed. Otherwise your probationary period will be extended for a period of three months further. During the second probationary period, if your work and conduct are not found to be satisfactory, your service will be terminated without giving any notice.
3. You shall abide by the Rules & Regulations of the Institution framed from time to time. You shall maintain strict discipline.
4. All your correspondence to the Management shall be routed through proper channel. But you may send advance copies to the Management if you wish.
5. Apart from teaching, you shall take up other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the Principal, H. O. D. and your superiors from time to time.
6. You have to submit all the relevant original documents /certificates to the Principal at time of joining.
7. Your appointment is terminable with **One Month** notice on either side during Probationary period. **Three Months'** notice on either side after confirmation.
8. If the above terms and conditions are acceptable to you, please report for the duty on or before **3rd January 2023**.

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the **Principal**.


PRINCIPAL
PRINCIPAL

Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225


A.O.

For ALVA'S EDUCATION FOUNDATION (R.)

CHAIRMAN
Chairman



ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)

Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka

Accredited by NBA (CSE & ECE)

Ref.No: AEF/HR/2023-24/936

Date: 25/05/2024

To,

Mr.Justin Pais

#1-369, Adkabare Road,

Opp Police Station

Bajpe, Mangalore

Pin-574142.

Dear, Mr.Justin Pais

Subject: Probationary Appointment Order – regarding.

Date of Joining: 01/06/2024.

With reference to your Application cited above and the subsequent interview you had with us, we are pleased to appoint you as **Asst.Professor** in the department of **MBA** on the following terms and conditions.

1. That initially you shall be on probation for a period of one year from the date of your joining for duty. The said period of probation may be extended by another six months purely at the discretion of the Management.
2. That during or at the expiry of the period of Probation or extended period of probation, the Management shall have the right to conclude your service by giving one month advance notice or one month pay in lieu of notice, with or without assigning any reasons thereof.
3. During the period of probation, you shall have the right to conclude your services by giving one month advance notice or one month pay in lieu of notice to the Management.
4. To start with, you shall be paid with the monthly salary at the following rates;

a. Basic pay	Rs. 31,035
b. Dearness Allowance (25%)	Rs. 7,759
c. House Rent Allowance (5%)	<u>Rs. 1,552</u>

Total **Rs.40,346**



5. That, the payment of your salary shall be subject to statutory deductions including reduction of income tax, professional tax etc.

6. Apart from the above salary, you are entitled for leave benefits, such as earned leave, casual leave, national & festival holidays etc.

7. After the expiry of your Probationary period of service, you have no right to claim regular employment with us. Your Probationary period of service shall come to an end automatically on the expiry of Probationary period. If your services are found satisfactory during the period of Probation, the Management may absorb you as a permanent employee by issuing a confirmation Order in writing.

8. That on confirmation, your services shall be liable to be terminated by giving you three months' notice or three months' salary in lieu thereof exception disciplinary grounds in which case no such notice or payment in lieu thereof shall be necessary.

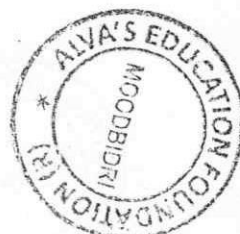
9. That you shall not leave your employment without giving three months' notice in writing or three month's salary in lieu of such notice and you shall not leave your employment during the academic year of the college / institution. You shall, if you desire, leave the services after the end of the academic year by giving three months' notice in writing or three month's salary in lieu of notice. In case you leave the services without complying with the above conditions, you cannot claim service certificate, no due certificate, reliving order from the Management.

10. That your appointment and continuance in employment of the college is further subject to your being found medically fit and the Management shall have the right to get you re-examined from any registered medical practitioner or the college's doctor as they may think fit and proper.

11. That you shall be the whole time faculty member of the college and shall not engage yourself in any work, profession or employment in other institutions either honorary or otherwise during the period of your employment with the college.

12. That you shall devote your whole-time to the duties assigned to you from time to time and shall not undertake tuition work without the written permission of the Management.

13. That you shall not accept any contribution or otherwise associate yourself with the raising of any Funds or make any other collections, whether in cash or in kind in pursuance of any object, whatsoever, or accept or demand any object, whatsoever or accept or demand any subscription from any member of the college or members of any Association or staff or the student or their guardians.



14. That you shall conform to all rules and regulations in force from time to time in the college and shall carry out all other lawful orders/instructions/directions of the Governing Body as are given to you in connection with the day to day discharge of your duties in the college. A copy of the service rules of our institution shall be furnished to you at the time of joining the duty in our institution.

15. That all communications to you at your last given address shall be deemed to have been delivered to you.

16. That you shall also receive any communications whenever one is offered or delivered to you personally and shall sign the duplicate copy of the same in token of its having been received by you.

17. That you shall not utilize, disclose or divulge to any person or persons any confidential information relating to the institution.

18. That in case any act or omission constituting misconduct is alleged against you, you shall be placed under suspension pending enquiry and shall not be entitled to any wages during the period of such suspension. But, you will be paid subsistence allowance as per the Service Rules of our institution.

19. That your services shall be liable to be transferred from one place to another and/or from one college to another and/or from one post to another purely at the discretion of the Management and due to exigencies of work.

20. That you shall also be responsible for the safe custody of the furniture, books, apparatus, record and such other articles entrusted to you and in case of any damage or loss, the Management shall have the right to make good the same from your salary or other dues besides taking any other disciplinary action as they may deem fit or proper.

21. That on termination of your appointment or resignation for whatever reason, you shall deliver or cause to be delivered to the college all books apparatus, records and such other articles belonging to the college or Library as may be in your possession failing which the Management shall have a right to make good the same from your salary or other dues.


22. That you shall be retired on attaining the age of 60 years. The Management may grant extension of one or two years purely at their discretion or due to the exigencies of service, subject to your medical fitness.

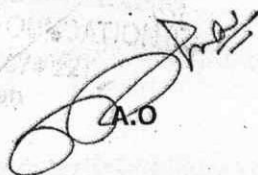


23. In case the above terms and conditions of service are acceptable to you, then please return the duplicate copy of this Offer of appointment after affixing your signatures on the same in token of your acceptance and present yourself for duty within 15 days from the receipt thereof.


Principal
PRINCIPAL

Alva's Institute of Engg. & Technology,
Mijar. MOOBBIDRI - 574 225, D.K


Signature:


A.O

For ALV. E...
ALVA'S EDUCATION FOUNDATION (R)
MOOBBIDRI - 574 227
Chairman


Page 4 | 4


Page 4 | 4

ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)

Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka

Accredited by NAAC with A+ Grade and NBA (CSE & ECE)

Ref.No: AEF/HR/2023-24/ 843

Date: 24/11/2023

To,

Mr.Sohil D Nargundkar

Flat No.101

Syndicate Residency

Vidyagiri, 2nd Cross

Dharwad-580007.

Dear, Mr.Sohil D Nargundkar

Subject: Probationary Appointment Order – regarding.

Date of Joining: 01/12/2023.

With reference to your Application cited above and the subsequent interview you had with us, we are pleased to appoint you as **Sr.Asst.Professor** in the department of **MBA** on the following terms and conditions.

1. That initially you shall be on probation for a period of one year from the date of your joining for duty. The said period of probation may be extended by another six months purely at the discretion of the Management.
2. That during or at the expiry of the period of Probation or extended period of probation, the Management shall have the right to conclude your service by giving one month advance notice or one month pay in lieu of notice, with or without assigning any reasons thereof.
3. During the period of probation, you shall have the right to conclude your services by giving one month advance notice or one month pay in lieu of notice to the Management.
4. To start with, you shall be paid with the monthly salary at the following rates;

a. Basic pay	Rs. 35,622
b. Dearness Allowance (35%)	Rs. 12,468
c. House Rent Allowance (5%)	Rs. 1,781
d. Variable Allowance	<u>Rs.16,332</u>

Total **Rs.66,203**

5. That, the payment of your salary shall be subject to statutory deductions including reduction of income tax, professional tax etc.
6. Apart from the above salary, you are entitled for leave benefits, such as earned leave, casual leave, national & festival holidays etc.
7. After the expiry of your Probationary period of service, you have no right to claim regular employment with us. Your Probationary period of service shall come to an end automatically on the expiry of Probationary period. If your services are found satisfactory during the period of Probation, the Management may absorb you as a permanent employee by issuing a confirmation Order in writing.
8. That on confirmation, your services shall be liable to be terminated by giving you three months' notice or three months' salary in lieu thereof exception disciplinary grounds in which case no such notice or payment in lieu thereof shall be necessary.
9. That you shall not leave your employment without giving three months' notice in writing or three month's salary in lieu of such notice and you shall not leave your employment during the academic year of the college / institution. You shall, if you desire, leave the services after the end of the academic year by giving three months' notice in writing or three month's salary in lieu of notice. In case you leave the services without complying with the above conditions, you cannot claim service certificate, no due certificate, reliving order from the Management.
10. That your appointment and continuance in employment of the college is further subject to your being found medically fit and the Management shall have the right to get you re-examined from any registered medical practitioner or the college's doctor as they may think fit and proper.
11. That you shall be the whole time faculty member of the college and shall not engage yourself in any work, profession or employment in other institutions either honorary or otherwise during the period of your employment with the college.
12. That you shall devote your whole-time to the duties assigned to you from time to time and shall not undertake tuition work without the written permission of the Management.
13. That you shall not accept any contribution or otherwise associate yourself with the raising of any Funds or make any other collections, whether in cash or in kind in pursuance of any object, whatsoever, or accept or demand any object, whatsoever or accept or demand any subscription from any member of the college or members of any Association or staff or the student or their guardians.

14. That you shall conform to all rules and regulations in force from time to time in the college and shall carry out all other lawful orders/instructions/directions of the Governing Body as are given to you in connection with the day to day discharge of your duties in the college. A copy of the service rules of our institution shall be furnished to you at the time of joining the duty in our institution.
15. That all communications to you at your last given address shall be deemed to have been delivered to you.
16. That you shall also receive any communications whenever one is offered or delivered to you personally and shall sign the duplicate copy of the same in token of its having been received by you.
17. That you shall not utilize, disclose or divulge to any person or persons any confidential information relating to the institution.
18. That in case any act or omission constituting misconduct is alleged against you, you shall be placed under suspension pending enquiry and shall not be entitled to any wages during the period of such suspension. But, you will be paid subsistence allowance as per the Service Rules of our institution.
19. That your services shall be liable to be transferred from one place to another and/or from one college to another and/or from one post to another purely at the discretion of the Management and due to exigencies of work.
20. That you shall also be responsible for the safe custody of the furniture, books, apparatus, record and such other articles entrusted to you and in case of any damage or loss, the Management shall have the right to make good the same from your salary or other dues besides taking any other disciplinary action as they may deem fit or proper.
21. That on termination of your appointment or resignation for whatever reason, you shall deliver or cause to be delivered to the college all books apparatus, records and such other articles belonging to the college or Library as may be in your possession failing which the Management shall have a right to make good the same from your salary or other dues.
22. That you shall be retired on attaining the age of 60 years. The Management may grant extension of one or two years purely at their discretion or due to the exigencies of service, subject to your medical fitness.

5. That, the payment of your salary shall be subject to statutory deductions including reduction of income tax, professional tax etc.
6. Apart from the above salary, you are entitled for leave benefits, such as earned leave, casual leave, national & festival holidays etc.
7. After the expiry of your Probationary period of service, you have no right to claim regular employment with us. Your Probationary period of service shall come to an end automatically on the expiry of Probationary period. If your services are found satisfactory during the period of Probation, the Management may absorb you as a permanent employee by issuing a confirmation Order in writing.
8. That on confirmation, your services shall be liable to be terminated by giving you three months' notice or three months' salary in lieu thereof exception disciplinary grounds in which case no such notice or payment in lieu thereof shall be necessary.
9. That you shall not leave your employment without giving three months' notice in writing or three month's salary in lieu of such notice and you shall not leave your employment during the academic year of the college / institution. You shall, if you desire, leave the services after the end of the academic year by giving three months' notice in writing or three month's salary in lieu of notice. In case you leave the services without complying with the above conditions, you cannot claim service certificate, no due certificate, relieving order from the Management.
10. That your appointment and continuance in employment of the college is further subject to your being found medically fit and the Management shall have the right to get you re-examined from any registered medical practitioner or the college's doctor as they may think fit and proper.
11. That you shall be the whole time faculty member of the college and shall not engage yourself in any work, profession or employment in other institutions either honorary or otherwise during the period of your employment with the college.
12. That you shall devote your whole-time to the duties assigned to you from time to time and shall not undertake tuition work without the written permission of the Management.
13. That you shall not accept any contribution or otherwise associate yourself with the raising of any Funds or make any other collections, whether in cash or in kind in pursuance of any object, whatsoever, or accept or demand any object, whatsoever or accept or demand any subscription from any member of the college or members of any Association or staff or the student or their guardians.

ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)

Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka

Accredited by NBA (CSE & ECE)

Ref.No: AEF/HR/2023-24/894

Date: 13/03/2024

To,

Ms.Princy P.F

#2-177, Nooji House

Kadirudyavara

Belthangady

D.K

Pin-574228.

Dear, Ms.Princy P.F

Subject: Probationary Appointment Order – regarding.

Date of Joining: 20/03/2024.

With reference to your Application cited above and the subsequent interview you had with us, we are pleased to appoint you as **Asst.Professor** in the department of **MBA** on the following terms and conditions.

1. That initially you shall be on probation for a period of one year from the date of your joining for duty. The said period of probation may be extended by another six months purely at the discretion of the Management.
2. That during or at the expiry of the period of Probation or extended period of probation, the Management shall have the right to conclude your service by giving one month advance notice or one month pay in lieu of notice, with or without assigning any reasons thereof.
3. During the period of probation, you shall have the right to conclude your services by giving one month advance notice or one month pay in lieu of notice to the Management.
4. You will be paid a consolidated salary of Rs.21,600/- per month.
5. That, the payment of your salary shall be subject to statutory deductions including reduction of income tax, professional tax etc.
6. Apart from the above salary, you are entitled for leave benefits, such as earned leave, casual leave, national & festival holidays etc.

7. After the expiry of your Probationary period of service, you have no right to claim regular employment with us. Your Probationary period of service shall come to an end automatically on the expiry of Probationary period. If your services are found satisfactory during the period of Probation, the Management may absorb you as a permanent employee by issuing a confirmation Order in writing.

8. That on confirmation, your services shall be liable to be terminated by giving you three months' notice or three months' salary in lieu thereof exception disciplinary grounds in which case no such notice or payment in lieu thereof shall be necessary.

9. That you shall not leave your employment without giving three months' notice in writing or three month's salary in lieu of such notice and you shall not leave your employment during the academic year of the college / institution. You shall, if you desire, leave the services after the end of the academic year by giving three months' notice in writing or three month's salary in lieu of notice. In case you leave the services without complying with the above conditions, you cannot claim service certificate, no due certificate, reliving order from the Management.

10. That your appointment and continuance in employment of the college is further subject to your being found medically fit and the Management shall have the right to get you re-examined from any registered medical practitioner or the college's doctor as they may think fit and proper.

11. That you shall be the whole time faculty member of the college and shall not engage yourself in any work, profession or employment in other institutions either honorary or otherwise during the period of your employment with the college.

12. That you shall devote your whole-time to the duties assigned to you from time to time and shall not undertake tuition work without the written permission of the Management.

13. That you shall not accept any contribution or otherwise associate yourself with the raising of any Funds or make any other collections, whether in cash or in kind in pursuance of any object, whatsoever, or accept or demand any object, whatsoever or accept or demand any subscription from any member of the college or members of any Association or staff or the student or their guardians.

14. That you shall conform to all rules and regulations in force from time to time in the college and shall carry out all other lawful orders/instructions/directions of the Governing Body as are given to you in connection with the day to day discharge of your duties in the college. A copy of the service rules of our institution shall be furnished to you at the time of joining the duty in our institution.

15. That all communications to you at your last given address shall be deemed to have been delivered to you.

16. That you shall also receive any communications whenever one is offered or delivered to you personally and shall sign the duplicate copy of the same in token of its having been received by you.

17. That you shall not utilize, disclose or divulge to any person or persons any confidential information relating to the institution.

18. That in case any act or omission constituting misconduct is alleged against you, you shall be placed under suspension pending enquiry and shall not be entitled to any wages during the period of such suspension. But, you will be paid subsistence allowance as per the Service Rules of our institution.

19. That your services shall be liable to be transferred from one place to another and/or from one college to another and/or from one post to another purely at the discretion of the Management and due to exigencies of work.

20. That you shall also be responsible for the safe custody of the furniture, books, apparatus, record and such other articles entrusted to you and in case of any damage or loss, the Management shall have the right to make good the same from your salary or other dues besides taking any other disciplinary action as they may deem fit or proper.

21. That on termination of your appointment or resignation for whatever reason, you shall deliver or cause to be delivered to the college all books apparatus, records and such other articles belonging to the college or Library as may be in your possession failing which the Management shall have a right to make good the same from your salary or other dues.

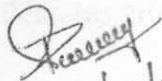
22. That you shall be retired on attaining the age of 60 years. The Management may grant extension of one or two years purely at their discretion or due to the exigencies of service, subject to your medical fitness.

23. In case the above terms and conditions of service are acceptable to you, then please return the duplicate copy of this Offer of appointment after affixing your signatures on the same in token of your acceptance and present yourself for duty within 15 days from the receipt thereof.


Principal
PRINCIPAL

Alva's Institute of Engg. & Technology,
Mijar, MOODSIDRI - 574 225, D.K

Signature:


4/4/24


A.O

Administrative Officer
Alva's Institute of Engg. & Technology
Shobhavana Campus
Mijar, Moodbidri - 574 225

For ALVA'S EDUCATION FOUNDATION (R.)

Chairman



ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)

Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka

Accredited by NBA (CSE & ECE)

Ref.No: AEF/HR/2023-24/948

Date: 03/06/2024

To,

Mrs. Azalena Colaco R

Austinan-Cote

Vas-lane

Mangalore-575002.

Dear, Mrs. Azalena Colaco R

Subject: Probationary Appointment Order – regarding.

Date of Joining: 10/06/2024.

With reference to your Application cited above and the subsequent interview you had with us, we are pleased to appoint you as **Asst. Professor** in the department of **MBA** on the following terms and conditions.

1. That initially you shall be on probation for a period of one year from the date of your joining for duty. The said period of probation may be extended by another six months purely at the discretion of the Management.
2. That during or at the expiry of the period of Probation or extended period of probation, the Management shall have the right to conclude your service by giving one month advance notice or one month pay in lieu of notice, with or without assigning any reasons thereof.
3. During the period of probation, you shall have the right to conclude your services by giving one month advance notice or one month pay in lieu of notice to the Management.
4. To start with, you shall be paid with the monthly salary at the following rates;

a. Basic pay	Rs. 33,913
b. Dearness Allowance (25%)	Rs. 8,478
c. House Rent Allowance (5%)	Rs. 1,696

Total Rs.44,087

5. That, the payment of your salary shall be subject to statutory deductions including reduction of income tax, professional tax etc.



Page 1 | 4

6. Apart from the above salary, you are entitled for leave benefits, such as earned leave, casual leave, national & festival holidays etc.

7. After the expiry of your Probationary period of service, you have no right to claim regular employment with us. Your Probationary period of service shall come to an end automatically on the expiry of Probationary period. If your services are found satisfactory during the period of Probation, the Management may absorb you as a permanent employee by issuing a confirmation Order in writing.

8. That on confirmation, your services shall be liable to be terminated by giving you three months' notice or three months' salary in lieu thereof exception disciplinary grounds in which case no such notice or payment in lieu thereof shall be necessary.

9. That you shall not leave your employment without giving three months' notice in writing or three month's salary in lieu of such notice and you shall not leave your employment during the academic year of the college / institution. You shall, if you desire, leave the services after the end of the academic year by giving three months' notice in writing or three month's salary in lieu of notice. In case you leave the services without complying with the above conditions, you cannot claim service certificate, no due certificate, reliving order from the Management.

10. That your appointment and continuance in employment of the college is further subject to your being found medically fit and the Management shall have the right to get you re-examined from any registered medical practitioner or the college's doctor as they may think fit and proper.

11. That you shall be the whole time faculty member of the college and shall not engage yourself in any work, profession or employment in other institutions either honorary or otherwise during the period of your employment with the college.

12. That you shall devote your whole-time to the duties assigned to you from time to time and shall not undertake tuition work without the written permission of the Management.

13. That you shall not accept any contribution or otherwise associate yourself with the raising of any Funds or make any other collections, whether in cash or in kind in pursuance of any object, whatsoever, or accept or demand any object, whatsoever or accept or demand any subscription from any member of the college or members of any Association or staff or the student or their guardians.

14. That you shall conform to all rules and regulations in force from time to time in the college and shall carry out all other lawful orders/instructions/directions of the Governing Body as are given to you in connection with the day to day discharge of your duties in the college. A copy of the service rules of our institution shall be furnished to you at the time of joining the duty in our institution.

15. That all communications to you at your last given address shall be deemed to have been delivered to you.

16. That you shall also receive any communications whenever one is offered or delivered to you personally and shall sign the duplicate copy of the same in token of its having been received by you.

17. That you shall not utilize, disclose or divulge to any person or persons any confidential information relating to the institution.

18. That in case any act or omission constituting misconduct is alleged against you, you shall be placed under suspension pending enquiry and shall not be entitled to any wages during the period of such suspension. But, you will be paid subsistence allowance as per the Service Rules of our institution.

19. That your services shall be liable to be transferred from one place to another and/or from one college to another and/or from one post to another purely at the discretion of the Management and due to exigencies of work.

20. That you shall also be responsible for the safe custody of the furniture, books, apparatus, record and such other articles entrusted to you and in case of any damage or loss, the Management shall have the right to make good the same from your salary or other dues besides taking any other disciplinary action as they may deem fit or proper.

21. That on termination of your appointment or resignation for whatever reason, you shall deliver or cause to be delivered to the college all books apparatus, records and such other articles belonging to the college or Library as may be in your possession failing which the Management shall have a right to make good the same from your salary or other dues.

22. That you shall be retired on attaining the age of 60 years. The Management may grant extension of one or two years purely at their discretion or due to the exigencies of service, subject to your medical fitness.

14. That you shall conform to all rules and regulations in force from time to time in the college and shall carry out all other lawful orders/instructions/directions of the Governing Body as are given to you in connection with the day to day discharge of your duties in the college. A copy of the service rules of our institution shall be furnished to you at the time of joining the duty in our institution.

15. That all communications to you at your last given address shall be deemed to have been delivered to you.

16. That you shall also receive any communications whenever one is offered or delivered to you personally and shall sign the duplicate copy of the same in token of its having been received by you.

17. That you shall not utilize, disclose or divulge to any person or persons any confidential information relating to the institution.

18. That in case any act or omission constituting misconduct is alleged against you, you shall be placed under suspension pending enquiry and shall not be entitled to any wages during the period of such suspension. But, you will be paid subsistence allowance as per the Service Rules of our institution.

19. That your services shall be liable to be transferred from one place to another and/or from one college to another and/or from one post to another purely at the discretion of the Management and due to exigencies of work.

20. That you shall also be responsible for the safe custody of the furniture, books, apparatus, record and such other articles entrusted to you and in case of any damage or loss, the Management shall have the right to make good the same from your salary or other dues besides taking any other disciplinary action as they may deem fit or proper.

21. That on termination of your appointment or resignation for whatever reason, you shall deliver or cause to be delivered to the college all books apparatus, records and such other articles belonging to the college or Library as may be in your possession failing which the Management shall have a right to make good the same from your salary or other dues.

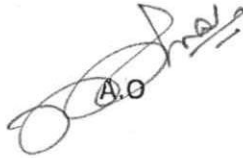
22. That you shall be retired on attaining the age of 60 years. The Management may grant extension of one or two years purely at their discretion or due to the exigencies of service, subject to your medical fitness.

23. In case the above terms and conditions of service are acceptable to you, then please return the duplicate copy of this Offer of appointment after affixing your signatures on the same in token of your acceptance and present yourself for duty within 15 days from the receipt thereof.


Principal
PRINCIPAL

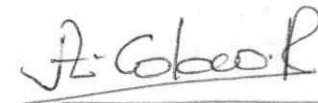
Alva's Institute of Engg. & Technology,
Mijar. MOODBIDRI - 574 225, D.K

Signature:


A.O.

For ALVA'S EDUCATION FOUNDATION (R)

Chairman


(AZHENA ALACO R)

Ref.No: AEF/HR/2023-24/887

Date: 05/02/2024

To,

Mrs.Archana D.P

"Pithamaha" lingayitha street

Kallajnalu,Midholalu

Bhadravathi

Shimoga

Pin-577243.

Dear, Mrs.Archana D.P

Subject: Probationary Appointment Order – regarding.

Date of Joining: 12/02/2024.

With reference to your Application cited above and the subsequent interview you had with us, we are pleased to appoint you as **Asst.Professor** in the department of **MBA** on the following terms and conditions.

1. That initially you shall be on probation for a period of one year from the date of your joining for duty. The said period of probation may be extended by another six months purely at the discretion of the Management.
2. That during or at the expiry of the period of Probation or extended period of probation, the Management shall have the right to conclude your service by giving one month advance notice or one month pay in lieu of notice, with or without assigning any reasons thereof.
3. During the period of probation, you shall have the right to conclude your services by giving one month advance notice or one month pay in lieu of notice to the Management.
4. You will be paid a consolidated salary of Rs.26,000/- per month.
5. That, the payment of your salary shall be subject to statutory deductions including reduction of income tax, professional tax etc.

6. Apart from the above salary, you are entitled for leave benefits, such as earned leave, casual leave, national & festival holidays etc.

7. After the expiry of your Probationary period of service, you have no right to claim regular employment with us. Your Probationary period of service shall come to an end automatically on the expiry of Probationary period. If your services are found satisfactory during the period of Probation, the Management may absorb you as a permanent employee by issuing a confirmation Order in writing.

8. That on confirmation, your services shall be liable to be terminated by giving you three months' notice or three months' salary in lieu thereof exception disciplinary grounds in which case no such notice or payment in lieu thereof shall be necessary.

9. That you shall not leave your employment without giving three months' notice in writing or three month's salary in lieu of such notice and you shall not leave your employment during the academic year of the college / institution. You shall, if you desire, leave the services after the end of the academic year by giving three months' notice in writing or three month's salary in lieu of notice. In case you leave the services without complying with the above conditions, you cannot claim service certificate, no due certificate, relieving order from the Management.

10. That your appointment and continuance in employment of the college is further subject to your being found medically fit and the Management shall have the right to get you re-examined from any registered medical practitioner or the college's doctor as they may think fit and proper.

11. That you shall be the whole time faculty member of the college and shall not engage yourself in any work, profession or employment in other institutions either honorary or otherwise during the period of your employment with the college.

12. That you shall devote your whole-time to the duties assigned to you from time to time and shall not undertake tuition work without the written permission of the Management.

13. That you shall not accept any contribution or otherwise associate yourself with the raising of any Funds or make any other collections, whether in cash or in kind in pursuance of any object, whatsoever, or accept or demand any object, whatsoever or accept or demand any subscription from any member of the college or members of any Association or staff or the student or their guardians.

14. That you shall conform to all rules and regulations in force from time to time in the college and shall carry out all other lawful orders/instructions/directions of the Governing Body as are given to you in connection with the day to day discharge of your duties in the college. A copy of the service rules of our institution shall be furnished to you at the time of joining the duty in our institution.
15. That all communications to you at your last given address shall be deemed to have been delivered to you.
16. That you shall also receive any communications whenever one is offered or delivered to you personally and shall sign the duplicate copy of the same in token of its having been received by you.
17. That you shall not utilize, disclose or divulge to any person or persons any confidential information relating to the institution.
18. That in case any act or omission constituting misconduct is alleged against you, you shall be placed under suspension pending enquiry and shall not be entitled to any wages during the period of such suspension. But, you will be paid subsistence allowance as per the Service Rules of our institution.
19. That your services shall be liable to be transferred from one place to another and/or from one college to another and/or from one post to another purely at the discretion of the Management and due to exigencies of work.
20. That you shall also be responsible for the safe custody of the furniture, books, apparatus, record and such other articles entrusted to you and in case of any damage or loss, the Management shall have the right to make good the same from your salary or other dues besides taking any other disciplinary action as they may deem fit or proper.
21. That on termination of your appointment or resignation for whatever reason, you shall deliver or cause to be delivered to the college all books apparatus, records and such other articles belonging to the college or Library as may be in your possession failing which the Management shall have a right to make good the same from your salary or other dues.
22. That you shall be retired on attaining the age of 60 years. The Management may grant extension of one or two years purely at their discretion or due to the exigencies of service, subject to your medical fitness.


23. In case the above terms and conditions of service are acceptable to you, then please return the duplicate copy of this Offer of appointment after affixing your signatures on the same in token of your acceptance and present yourself for duty within 15 days from the receipt thereof.



Principal

PRINCIPAL

Alva's Institute of Engg. & Technology,
Mijar, MOODBIDRI - 574 225, D.K



For ALVA'S EDUCATION FOUNDATION (R.)



Chairman

Signature:



Ref.No: AEF/HR/2023-24/845

Date: 24/11/2023

To,
Mrs.Amritha Kumar K.P
Bijay, Kapikad,
Bajpe Road
Kavoor Post
Mangalore-575015.

Dear, Mrs.Amritha Kumar K.P

Subject: Probationary Appointment Order – regarding.

Date of Joining: 01/12/2023.

With reference to your Application cited above and the subsequent interview you had with us, we are pleased to appoint you as **Asst.Professor** in the department of **MBA** on the following terms and conditions.

1. That initially you shall be on probation for a period of one year from the date of your joining for duty. The said period of probation may be extended by another six months purely at the discretion of the Management.
2. That during or at the expiry of the period of Probation or extended period of probation, the Management shall have the right to conclude your service by giving one month advance notice or one month pay in lieu of notice, with or without assigning any reasons thereof.
3. During the period of probation, you shall have the right to conclude your services by giving one month advance notice or one month pay in lieu of notice to the Management.
4. To start with, you shall be paid with the monthly salary at the following rates;

a. Basic pay	Rs. 21,600
b. Dearness Allowance (25%)	Rs. 5,400
c. House Rent Allowance (5%)	<u>Rs. 1,080</u>

Total **Rs.28,080**

5. That, the payment of your salary shall be subject to statutory deductions including reduction of income tax, professional tax etc.

6. Apart from the above salary, you are entitled for leave benefits, such as earned leave, casual leave, national & festival holidays etc.

7. After the expiry of your Probationary period of service, you have no right to claim regular employment with us. Your Probationary period of service shall come to an end automatically on the expiry of Probationary period. If your services are found satisfactory during the period of Probation, the Management may absorb you as a permanent employee by issuing a confirmation Order in writing.

8. That on confirmation, your services shall be liable to be terminated by giving you three months' notice or three months' salary in lieu thereof exception disciplinary grounds in which case no such notice or payment in lieu thereof shall be necessary.

9. That you shall not leave your employment without giving three months' notice in writing or three month's salary in lieu of such notice and you shall not leave your employment during the academic year of the college / institution. You shall, if you desire, leave the services after the end of the academic year by giving three months' notice in writing or three month's salary in lieu of notice. In case you leave the services without complying with the above conditions, you cannot claim service certificate, no due certificate, relieving order from the Management.

10. That your appointment and continuance in employment of the college is further subject to your being found medically fit and the Management shall have the right to get you re-examined from any registered medical practitioner or the college's doctor as they may think fit and proper.

11. That you shall be the whole time faculty member of the college and shall not engage yourself in any work, profession or employment in other institutions either honorary or otherwise during the period of your employment with the college.

12. That you shall devote your whole-time to the duties assigned to you from time to time and shall not undertake tuition work without the written permission of the Management.

13. That you shall not accept any contribution or otherwise associate yourself with the raising of any Funds or make any other collections, whether in cash or in kind in pursuance of any object, whatsoever, or accept or demand any object, whatsoever or accept or demand any subscription from any member of the college or members of any Association or staff or the student or their guardians.

14. That you shall conform to all rules and regulations in force from time to time in the college and shall carry out all other lawful orders/instructions/directions of the Governing Body as are given to you in connection with the day to day discharge of your duties in the college. A copy of the service rules of our institution shall be furnished to you at the time of joining the duty in our institution.

15. That all communications to you at your last given address shall be deemed to have been delivered to you.

16. That you shall also receive any communications whenever one is offered or delivered to you personally and shall sign the duplicate copy of the same in token of its having been received by you.

17. That you shall not utilize, disclose or divulge to any person or persons any confidential information relating to the institution.

18. That in case any act or omission constituting misconduct is alleged against you, you shall be placed under suspension pending enquiry and shall not be entitled to any wages during the period of such suspension. But, you will be paid subsistence allowance as per the Service Rules of our institution.

19. That your services shall be liable to be transferred from one place to another and/or from one college to another and/or from one post to another purely at the discretion of the Management and due to exigencies of work.

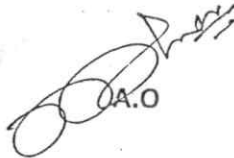
20. That you shall also be responsible for the safe custody of the furniture, books, apparatus, record and such other articles entrusted to you and in case of any damage or loss, the Management shall have the right to make good the same from your salary or other dues besides taking any other disciplinary action as they may deem fit or proper.

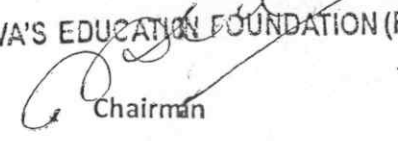
21. That on termination of your appointment or resignation for whatever reason, you shall deliver or cause to be delivered to the college all books apparatus, records and such other articles belonging to the college or Library as may be in your possession failing which the Management shall have a right to make good the same from your salary or other dues.

22. That you shall be retired on attaining the age of 60 years. The Management may grant extension of one or two years purely at their discretion or due to the exigencies of service, subject to your medical fitness.

23. In case the above terms and conditions of service are acceptable to you, then please return the duplicate copy of this Offer of appointment after affixing your signatures on the same in token of your acceptance and present yourself for duty within 15 days from the receipt thereof.


Principal


A.O.

For ALVA'S EDUCATION FOUNDATION (R.)

Chairman
Chairman


Signature:

Received Date: 2/1/2024

To,

Mr. Sachin Kumar Shetty
C/O Raghunath M Shetty,
6-194, Barakala Nivas, Belval Post
Dakshina kannada – Karnataka -574213

Dear Sir,

Sub: Offer of Appointment as Assistant Professor in the Department of MBA- Reg.

With reference to your application & the subsequent interview, the Management is pleased to appoint you as Assistant Professor in the Department of MBA in this Organization as per the terms & conditions mentioned below:

1. You will be paid a Consolidated Salary of Rs.21600/- per month.
2. You will be on probation for a period of one year. Your work will then be reviewed and if found satisfactory, you will be confirmed. Otherwise your probationary period will be extended for a period of three months further. During the second probationary period, if your work and conduct are not found to be satisfactory, your service will be terminated without giving any notice.
3. You shall abide by the Rules & Regulations of the Institution framed from time to time. You shall maintain strict discipline.
4. All your correspondence to the Management shall be routed through proper channel. But you may send advance copies to the Management if you wish.
5. Apart from teaching, you shall take up other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the Principal, H. O. D. and your superiors from time to time.
6. You have to submit all the relevant original documents /certificates to the Principal at time of joining.
7. Your appointment is terminable with One Month notice on either side during Probationary period. Three Months' notice on either side after confirmation.
8. If the above terms and conditions are acceptable to you, please report for the duty on or before 9th Dec 2022

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the Principal.


PRINCIPAL

Alva's Institute of Engg. & Technology,
Mqor. MOODBIDRI - 574 225, D.K



ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)
Affiliated to Visvesvaraya Technological University, Belagavi
Approved by AICTE, New Delhi & Recognised by Government of Karnataka
Accredited by NAAC with A+ Grade and NBA (CSE & ECE)

Ref: AEF/HR/ AIET/ 2022/546

Date: 05.12.2022

To,

Mr. Padmaraj Rai N
Chandravathi Nivas
Nekraje post and village
Kasargod district
Kerala- 671543.

Dear Sir,

Sub: Offer of Appointment as Assistant Professor in the Department of MBA- Reg.

With reference to your application & the subsequent interview, the Management is pleased to appoint you as **Assistant Professor** in the **Department of MBA** in this Organization as per the terms & conditions mentioned below:

1. You will be paid a Basic Salary of Rs.20,000/- per month.
2. You will be on probation for a period of one year. Your work will then be reviewed and if found satisfactory, you will be confirmed. Otherwise your probationary period will be extended for a period of three months further. During the second probationary period, if your work and conduct are not found to be satisfactory, your service will be terminated without giving any notice.
3. You shall abide by the Rules & Regulations of the Institution framed from time to time. You shall maintain strict discipline.
4. All your correspondence to the Management shall be routed through proper channel. But you may send advance copies to the Management if you wish.
5. Apart from teaching, you shall take up other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the Principal, H. O. D. and your superiors from time to time.
6. You have to submit all the relevant original documents /certificates to the Principal at time of joining.
7. Your appointment is terminable with **One Month** notice on either side during Probationary period. **Three Months'** notice on either side after confirmation.
8. If the above terms and conditions are acceptable to you, please report for the duty on or before **13th December 2022**.

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the Principal.


PRINCIPAL

Alva's Institute of Engg. & Technology
Majar, MOODBIDRI - 574 225, D.K

Ref: AEF/HR/ AIET/ 2022/

Date: 06.12.2022

To,

Ms. Mary Dsouza
4/70, Sharon Villa,
Sampige Post, Puthige Village
Moodbidri - 574227

Dear Madam,

Sub: Offer of Appointment as Assistant Professor in the Department of MBA- Reg.

With reference to your application & the subsequent interview, the Management is pleased to appoint you as **Assistant Professor** in the **Department of MBA** in this Organization as per the terms & conditions mentioned below:

1. You will be paid a Consolidated **Salary of Rs.18, 000/-** per month.
2. You will be on probation for a period of one year. Your work will then be reviewed and if found satisfactory, you will be confirmed. Otherwise your probationary period will be extended for a period of three months further. During the second probationary period, if your work and conduct are not found to be satisfactory, your service will be terminated without giving any notice.
3. You shall abide by the Rules & Regulations of the Institution framed from time to time. You shall maintain strict discipline.
4. All your correspondence to the Management shall be routed through proper channel. But you may send advance copies to the Management if you wish.
5. Apart from teaching, you shall take up other responsibilities such as curricular, extra-curricular and co-curricular activities, assisting in administration and any other duties assigned by the Principal, H. O. D. and your superiors from time to time.
6. You have to submit all the relevant original documents /certificates to the Principal at time of joining.
7. Your appointment is terminable with **One Month** notice on either side during Probationary period. **Three Months'** notice on either side after confirmation.
8. If the above terms and conditions are acceptable to you, please report for the duty on or before **13th December 2022**.

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed as a token of your acceptance or mail to the **Principal**.



PRINCIPAL

PRINCIPAL

's Institute of Engg. & Technology,
ar. MOODBIDRI - 574 225, D.K.

Ref: AEF/HR/AIET/2023/754

Date: 26.09.2023

To,

Mr. Ashok

Hiriyangadi

Karkala

Pin-574104.

Dear Sir,

Sub: **Offer Letter-Reg.**

Thank you for your time and enthusiasm and for being a part of our recruitment process. I am sure you will be an excellent addition to the team and it will be our privilege to have you in our Institution.

In reference to the discussion you had with us we have pleased to offer you the position of **Asst. Professor** Dept. of **MBA** at Alva's Institute of Engineering & Technology, Mijar Moodubidire. **Your monthly salary will be 30,920/-**

This is a letter of intent. Formal appointment letter with terms and condition of your employment will be handed over to you after the joining.



PRINCIPAL

Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225