



# 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/ 2017-18/ 498

03.08.2017

## Appointment Order

To,

Mr. Ajith Hebbar Hosmata

S/O H Vishnu Hebbar, Hosamata vallya house,

Kutrupady post and village, putturu Taluk,

D.K.

Dear Sir,

**Sub:** Offer of Appointment as "Associate Professor in the Dept of CIVIL engg-Reg

With reference to your application & the subsequent interview, the management is pleased to appoint you as "Associate Professor" in the Dept of CIVIL- engg in our organization as per the terms & conditions mentioned below:

1. You will be paid 6<sup>th</sup> pay scale as per revised AICTE norms in a pay band of Rs 33,260-63,747 with AGP Rs 8000/- =& the details of pay is as follows: 6<sup>th</sup> Pay basic (Rs.34,498+AGP, Rs 8000/- +DA+HRA@50%)=Rs 21,248 Total Gross Salary=63,746 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 03.08.2017

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, A/C, F.O

PRINCIPAL

PRINCIPAL

Alva's Institute of Engg. & Technology

Mijar, MOODBIDRI - 574 225

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

Dr. Mohan Alva

CHAIRMAN  
ALVA'S EDUCATION FOUNDATION (R)  
MOODBIDRI - 574 227 (D.K.)



# ALVA'S EDUCATION FOUNDATION (R.)

MOODBIDRI - 574 227, D.K.

Phone : 08258 - 238104 - 238111 (8 Lines) Fax : 08258 - 236731

Email : admission@alvas.org Website : www.alvas.org

23.06.08

Ref.

Date : .....

Dear Mr. B. Durgaprasad Baliga,

Sub : Appointment Letter

Ref : a) Your Application  
b) Our offer letter dated 23.6.08  
c) Your Consent Letter dated 23.06.08

With reference to the above, we are pleased to inform you that you have been selected for the post of **Assistant Professor** to teach the **Civil Engineering** subjects at Alva's Institute of Engineering and Technology" (AIET), Shobhavana. Mijar - 574225, Moodbidri

**Your appointment is subject to the following conditions :**

1. You will be paid a Gross Remuneration of Rs.25,200/- (Rupees Twenty Five Thousand Two Hundred only) per month, which includes Basic Pay of Rs.12,000/- + D.A.100% + H.R.A 10%
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. 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. During the probation, a notice period of one month has to be given by either party before termination of the services.
4. You will abide by the rules & regulations of the institution framed from time to time
5. You will maintain strict discipline.
6. All your correspondence to the management will be routed through proper channel but you may send advance copies to the management if you wish.
7. You will participate in all curricular, extra curricular and co-curricular activities of the college
8. You have to submit the original certificates to the Principal at the time of joining
9. You will join duty on 1.8.2008

If you agree to the above terms and conditions mentioned in this letter, please return the duplicate copy of this letter duly signed as a token of your acceptance. Please let us have a copy of your resignation letter submitted to your previous employer, if any, as soon as it is submitted

  
CHAIRMAN

To,

Mr. B. Durgaprasad Baliga  
Opp. Old Police Station  
Moodbidri

Chairman  
Alva's Education Foundation  
MOODBIDRI-574 227, D.K.

CC to : The Principal  
AIET

Shobhavana, Mijar 574225

  
PRINCIPAL

Alva's Institute of Engg. & Technology,  
Mijar, MOODBIDRI - 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/ 2015-16/285

Date:30.07.2016

## Appointment Order

To,

Dr.H.G Umeshchandra

S/o G S Badiger

Jeevandhar Jain Building

Nelapal House Padur Post, Puttur-574220

Dear Sir,

**Sub:** Offer of Appointment as 'Associate Professor' in the Dept of 'Civil Engg'-Reg.

With reference to your application & the subsequent interview, your consent letter, the management is pleased to appoint you as 'Associate Professor' in the Dept of 'Civil Engineering' - in our organization as per the terms & conditions mentioned below:

1. You will be paid 6<sup>th</sup> pay Scale as per revised AICTE norms in a pay band of Rs.37400-67000/- with an AGP of Rs.8000/- & the details of pay is as follows:  
6<sup>th</sup> pay basic Rs33260/-+AGP Rs.8000/-+DA+HRA@35%=Rs14441, Special allowance Rs.10000 Total Gross Salary=Rs.65701/- 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 the 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 03<sup>rd</sup> July 2016.

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, A/C, F.O

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

A UNIT OF ALVA'S EDUCATION FOUNDATION (R)  
MOODIBIDRI - 574 225 (D.K.)

PRINCIPAL  
Alva's Institute of Engg. & Technology  
Mijar, MOODIBIDRI - 574 225 (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 )  
(An ISO 9001:2008 Certified Institute)

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

AIET/HR/ 2014-15-196

Date: 09.07.2014

## Appointment Order

To,

Mr. Surendra P  
S/o Choma Naik P Perigeri Balaka House,  
Badaganue Post & Village,  
Puttur-Tq. Dist: D.K

Dear Sir,

**Re:** Offer of Appointment as 'Assistant Professor' in the Dept of 'Civil Engg'-Reg.

With reference to your application & the subsequent interview, your consent letter, the management is pleased to appoint you as 'Assistant Professor' in the Dept of 'Civil Engg'- in our organization as per the terms & conditions mentioned below:

1. You will be paid a consolidated salary of Rs.20000/-per month till the completion of M.Tech.However 6<sup>th</sup> pay with AGP in a pay band of Rs.15600-39100/- will be paid after completion of M.Tech as indicated here: 6<sup>th</sup> pay basic Rs.16420/-+AGP Rs.6000/-+DA+HRA@30%=Rs.6726/- 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 **21<sup>st</sup> July 2014**.

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 - 574 227 (D.K.)

  
PRINCIPAL

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





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

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

Ref:AIET/HR/ 2014-15/2477

Date: 13.07.2015

## Appointment Order

To,

Mr.Shankargiri K.S  
S/o Sadashivayya  
Balethota House,kukkujadka(P)  
Sullia Tq,D K-574212

Dear Sir,

**Sub:** Offer of Appointment as 'Assistant Professor' in the Dept of 'Civil Engg'-Reg.

With reference to your application & the subsequent interview, your consent letter, the management is pleased to appoint you as 'Assistant Professor' in the Dept of 'Civil Engineering' 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: 6<sup>th</sup> pay basic Rs17093/-+AGP Rs.6000/-+DA+HRA@30%=Rs6927/- Total Gross Salary=Rs.30020/- 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 20<sup>th</sup> July 2015.

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. Accounts
3. F.O

PRINCIPAL

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

CHAIRMAN

ALVA'S EDUCATION FOUNDATION (R)  
MOODBIDRI - 574 227 (D.K.)

PRINCIPAL

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



# ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Foundation for Education

Affiliated to Visvesvaraya Technological University, Belgaum

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

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

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

Email : principal@alvafoundation.org, alva@alvafoundation.org

Ref:AIET/HR/2015-16/259

Date: 15.07.2016

## Appointment Order

To,  
Mr. Ramesh Rao B  
'Sri Krishna'  
2-258/3 A.S Road, Karkalakasba,  
Karkala, Udupi Dist

Dear Sir,

**Sub:** Offer of Appointment as 'Assistant Professor' in the Dept of 'Civil Engg'-Reg.

With reference to your application & the subsequent interview, your consent letter, the management is pleased to appoint you as **Assistant Professor** in the Dept of 'Civil Engineering' - 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:  
6<sup>th</sup> pay basic Rs17093/- + AGP Rs.6000/- + DA + HRA @ 30% = Rs6927/- Total Gross Salary = Rs.30020/- 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 the 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<sup>th</sup> July 2016**.

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, A /c, 3. F.O

  
PRINCIPAL

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



  
PRINCIPAL

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





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

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

Ref: AIET/HR/ 2017-18/453

25-7-2017

## Appointment Order

To,

Mr.Santhosh K

Athri nivas",Miyapadavu post

Kerala

Dear Sir,

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

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

1. You will be paid 6<sup>th</sup> pay scale as per revised AICTE norms in a pay band of Rs.15,600-39,100/- with AGP Rs 6000/= & the detail of pay is as follows: 6<sup>th</sup> pay Basic Rs.16,420 AGP Rs.6000/-DA+ HRA@30%==Rs.22,420+6,726 Total Gross Salary =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 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. 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 1<sup>st</sup> August 2017.

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, A.C.F.O

PRINCIPAL

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

Dr.Mohan Alva  
Chairman

CHAIRMAN

ALVA'S EDUCATION FOUNDATION (R)  
MOODBIDRI - 574 227 (D.K.)

PRINCIPAL

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



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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.aiet.org.in

Ref: AIET/HR/2017-18/723

Date: 06.08.2018

## Appointment Order

To,

Mr. Sandeepkumar D S  
Tarikere  
Chickamagaluru.

Dear Sir,

**Sub:** Offer of Appointment as 'Asst. Professor' in the Dept of 'Civil' -Reg.

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

1. You will be paid consolidated salary of Rs. 25,000/- Per month.
2. You will be on probation for a period of six months. 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 10<sup>th</sup> August 2018.

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.

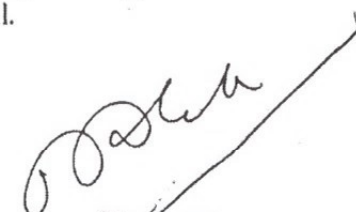
Copy to:

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



PRINCIPAL

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



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



PRINCIPAL

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





# ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

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

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

Ref: AIET/HR/ 2020-21/ 222

Date: 07.11.2020

## Appointment Order

To

Mr.Varadaraj. K.S.  
Shiva Shakthi Nivas  
Near New Busstand,  
Kottekanni Road,kasargod.  
Kerala-671121.

Dear Sir,

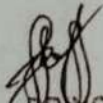
**Sub:** Offer of Appointment as 'Assistant Professor' in the Department of 'Civil Engineering'- Reg.

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

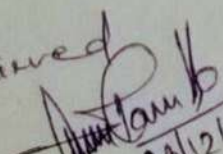
- 1 You will be paid 6th pay scale as per revised AICTE norms in a pay band of Rs.15600-39100/- with an AGP of Rs.6000/- & the details of pay is as follows: 6<sup>th</sup> pay basic Rs 16420/- + AGP Rs.6000/- +DA+HRA=Rs9427/- Total Gross Salary=Rs.31847/- per month.
- 2 You will be on probation for a 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 **09-11- 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.

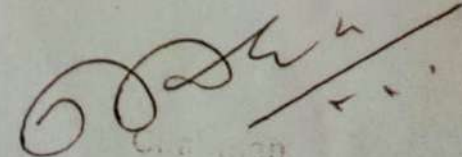
\* Copy to: 1.H R

2.A/C,F.O

  
PRINCIPAL

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

Received  
  
03/12/2020

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





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A Unit of Alva's Education Foundation (R)

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

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

Ref:AIET/HR/ 2019-20/15

Date: 03.10.2019

## Appointment Order

To,  
Ms Anusha B Rao  
'Arunodaya', Vidyanagar  
Katapady, Udipi

Dear Madam,


**Sub:** Offer of Appointment as 'Assistant Professor' in the Department of 'Civil Engineering'-Reg.

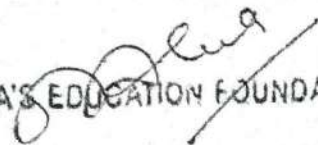
With reference to your application & the subsequent interview, the management is pleased to appoint you as 'Assistant Professor' in the Department of 'Civil Engineering'- in our organization as per the terms & conditions mentioned below:

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: 6<sup>th</sup> pay basic Rs15600/-+AGP Rs.6000/- +DA+HRA=Rs1400/- Total Gross Salary=Rs.23000/- 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 04<sup>th</sup> October 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.A/C,F.O

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

  
For ALVA'S EDUCATION FOUNDATION (R).



Chairman





# 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/ 2018-19/431

Date: 19.07.2019

## Appointment Order

To,

Ms Tanvi Rai A

Adarsh Enclave Apartment

Near Pancharatna Hotel

Moodbidri

Dear Madam,

**Sub:** Offer of Appointment as 'Assistant Professor' in the Department of 'Civil Engineering'-Reg.

With reference to your application & the subsequent interview, the management is pleased to appoint you as 'Assistant Professor' in the Department of 'Civil Engineering'- 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: 6<sup>th</sup> pay basic Rs15600/-+AGP Rs.6000/- +DA+HRA=Rs400/- Total Gross Salary=Rs.22000/- 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 22<sup>nd</sup> July 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.A/C,F.O

PRINCIPAL

Alva's Institute of Engg. & Technology for ALVA'S INSTITUTE OF ENGINEERING & TECHNI  
Mijar, MOODBIDRI - 574 225

Chairman

Ref.No: AEF/HR/2023-24/128

Date: 26/07/2023

To,

Dr.Vinay.S

# 612, 2<sup>nd</sup> Cross, 4<sup>th</sup> Main

BEML Layout 3<sup>rd</sup> Stage

Rajarajeshwari Nagar

Bengaluru-560098.

Dear, Dr.Vinay.S

**Subject:** Probationary Appointment Order – regarding.

**Date of Joining:** 02/08/2023.

With reference to your Application cited above and the subsequent interview you had with us, we are pleased to appoint you as **Associate Professor** in the department of **Civil Engg.** 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. 41,260
b. Dearness Allowance	Rs. 18,567
c. House Rent Allowance	Rs. 2,063
d. PhD Allowance	<u>Rs. 15,000</u>
<b>Total</b>	<b><u>Rs.76,890</u></b>



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 (P.)  
  
Chairman  
Chairman

Signature:   
Dr. Viraj S.

Received Date: 31 Aug 2023

Ref.No: AEF/HR/2023-24/889

Date: 08/02/2024

To,  
**Mr.Bharath M.N**  
#365, 5<sup>th</sup> Main Swimming Pool Road  
Saraswathipuram  
Mysuru  
Pin-570009.

Dear, **Mr.Bharath M.N**

**Subject:** Probationary Appointment Order – regarding.

**Date of Joining:** 15/02/2024.

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 **Civil Engg.** 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. 23,785
b. Dearness Allowance (25%)	Rs. 5,946
c. House Rent Allowance (5%)	<u>Rs. 1,189</u>

**Total**      **Rs.30,920**



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.

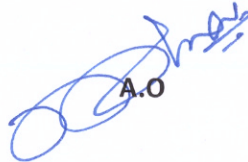


Principal  
PRINCIPAL

Alva's Institute of Engg. & Technology,  
Gujar. MOODEIDRI - 574 225, D.K



Signature:



A.O

For ALVA'S EDUCATION FOUNDATION (R.)



Chairman  
Chairman