



# DAYANANDA SAGAR INSTITUTE OF TECHNOLOGY (POLYTECHNIC)

Shavige Malleswara Hills, Kumaraswamy Layout, Bangalore -560 078.  
Phone : 4216 1702 / 2666 2226 / 2666 5926 / Fax : 080 - 26660789  
Website : www.dayanandasagar.edu / www.dscengineering.org

INST. Code No. : 305 (Recognised by The Directorate of Technical Education, Govt. of Karnataka)  
ESTD - 1980-81 Approved by All India Council for Technical Education, New Delhi

DSIT/HR/APP/2015/NO-04

Date: 10-08-2015

## APPOINTMENT ORDER

Ramya M

With reference to your application dated NIL for the post of Lecturer, we are pleased to appoint you as Lecturer in the Department of Civil Engineering on the following terms and conditions.

1. You will be paid a Consolidated Salary of Rs.12,000/-per-month.
2. Your appointment will be under probation for a period of one year.
3. In the event of dis-satisfaction of the management because of your unsatisfactory work or conduct, the management has the right to terminate your services with one-month notice or on paying you one-month salary in lieu of such notice.
4. You shall be governed by the rules and regulations of the college.
5. In case you want to leave your services in the college, you are required to give one-month notice in writing or on payment of one-month salary in lieu of notice however in between the academic session you should not leave the college.
6. The original documents, date of birth, qualifications, photographs etc. must be submitted to the principal on the date of joining to the college for verification.
7. In case of change of residential address, the same should be intimated to the college authorities within 7 days, for entry into your personal file.
8. You are liable to be transferred from one place to another, from one college to another either existing or may come into existence in future anywhere in the Union of India. You may be deputed for other duties also when and where required.
9. You will not enter into any monetary transactions with any student or his parent / guardian and shall not take any tuition either in the college or any premises as long as you serve in the college, you shall not misuse your position for personal gain.
10. If it is found that you have misrepresented any information in your application or have furnished any false information or have concealed any relevant facts, your engagement is liable to be terminated anytime without any notice or compensation in lieu thereof.





# Aarvi Encon Limited

Formerly known as Aarvi Encon Private Limited  
CIN : U29290MH1987PLC045499  
(ISO 9001 : 2008 & OHSAS 18001 : 2007)  
477 - 482, Khivraj Complex - I, 3rd Floor, Nandanam,  
Annasalai, Chennai - 600 035.



AEL/LOC-VESTAS/2018/27

February 1, 2018

**Mr. KARTHIK KUMAR J**  
2<sup>nd</sup> Ward, Kamma Street, Kudathini(V) (P),  
Bellary(Taluk), Dist - 583115  
Mobile: 9741934943  
Email: karthikkjetti@gmail.com

Dear Candidate

**Subject: - Appointment as "Land - Civil Engineer" on contract basis.**

This is with reference to your application and subsequent interview you had with us and our client, you are appointed as Land - Civil Engineer on contract basis.

Be it clearly understood and agreed that the vacancy is for a fixed period of employment and as such the appointment is being made on contractual basis for 3 (Three) months or earlier termination of contract with client. Based on clients project requirement you will be relocated to any of their sites in India.

Your remuneration will be ~~Rs. 1,00,000/- per month~~ (Three Only). The details of your remuneration and other benefits are listed in the Annexure to this letter.

Aarvi Encon is committed to conducting business with the highest degree of ethics, integrity and compliance with laws worldwide. Make sure under any circumstance, you are not party to any unethical activity. If you see or suspect the unethical behavior has occurred, you are obligated to come forward with your concerns. Email the information to ethics@aarviencon.com. Reports go to Executive Director and Secretary

The number of hours put up by you shall be booked in clients prescribed timesheets as instructed by client's officers supervising the work who will approve the time sheets. You are required to send this approved timesheet to our Chennai office by 20<sup>th</sup> of every month. Your payment will be made based on these timesheet.

PF, PT, ESIC will be deducted as per Govt. rules & will be deposited in Govt. Dept. along with company's contribution if applicable. We will deduct TDS as per govt. rules

It is mandatory on your part to submit your Form 11, status of coverage under PF, status of UAN number under PF act, coverage under ESI act and insurance number if any before joining of duty.

You will be on probation for a period of One months.

Your appointment is subject to the medical fitness. If you found medically unfit your appointment will automatically come to an end.

**Termination of contract:**

We have the right to terminate the contract with immediate effect, with no notice pay if -

You fail to carry out the services to the satisfaction of RCM/Site In charge

You remain absent from duty without proper approval from AEL/RCM/Site

Your conduct with your colleagues and supervisors and others at project site not satisfactory as decided by RCM/Site In Charge





Dates: 01.01.2017

Mis: Priyanka  
#503, Brundavana Gardan  
Gubbalala Gate  
Kanakapura Road  
Bangalore - 62.  
Mob: 9901400067.

2570  
HO

Dear Priyanka

Sub: Appointment Letter

This has reference to your application dated 02.07.2016 and the subsequent interview / discussion you had with us, we are pleased to appoint you as "ENGINEER" in our organization on the following terms and conditions:-

1. You will be paid a Gross Salary per month as under:

a) Basic Salary	-	Rs 6000.00
b) House Rent Allowance	-	Rs. 3000.00
c) Conveyance Allowance	-	Rs. 1800.00
d) Site Allowance	-	Rs. 1200.00
Total	-	Rs.12, 000.00

2. You will be on probation for a period of 1(one) year from the date of your joining the company's service. This period of probation may be extended at the sole discretion of the Management depending upon your performance during the period of your probation. In case the Management is satisfied with your performance, you will be confirmed and the same will be communicated to you in writing. Further, until you receive the letter of confirmation, you will be deemed to continue on probation.
3. During the period of your probation, either party may terminate this appointment by giving one-month notice without assigning any reason. However, after confirmation either party may terminate this appointment by giving one-month notice or salary in lieu thereof. The Management further reserves the right not to accept the salary in lieu of notice period but ask to serve during the notice period.
4. You will be terminated from the duty immediately without giving any notice, in case of Poor Performance, mis-behaviour or mis-conduct of any kind is found with seniors.
5. You may be transferred / assigned to work in any other sister concern across India or any other unit/company where the above company's interest exists. Due to this transfer your service conditions will remain unaltered.
6. You will be governed and abide by the rules and regulations etc., which are applicable and which are in existence now and which may be added, amended from time to time in future.
7. You will retire from the services of the Company at the age of 58 years and for the purpose of calculating this age, the official record age with the company will be treated as the final record of your age.

FOR GICON ENGINEERS PVT. LTD.

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*[Signature]*  
Managing Director





# K.S. Group of Institutions K. S. School Of Engineering & Management

No. 15, Mallasandra, off Kanakapura Road, Bangalore - 560062  
Tel: +91 80 28425012 / 013 / 163, Fax: +91 80 28425164  
Mob: 9738553379, www.kssem.edu.in

2015

Ref: KSSEM/EST/3267/2015-16

Date: 13.07.2015

To

Ms.Kavya.M,

## Appointment Order

With reference to your application and subsequent interview you had with us, we, on behalf of the Management, Kammavari Sangham have the pleasure to appoint you as Asst. Professor in the Department of Civil Engineering at K S School of Engineering and Management, Bangalore, with the following terms and conditions:

1. Your appointment will be on probation for a period of TWO YEARS from the date of reporting to duty in the Institution. Confirmation for your appointment will be subject to the approval from VTU and AICTE. On the basis of your overall performance in the Institution, personal relations, attitude for a period of two year and recommendations of Head of the Department, your appointment will be confirmed or may be extended further period for observation for a period of 6 months to one year.
2. Your appointment of probationer is liable to be terminated at any time during the period of probation or before confirmation in writing without notice and without assigning any reason whatsoever.
3. Your appointment is on a FULL TIME basis in the Institution. You are not permitted to undertake any gainful and unlawful activities. For pursuing of any course of study during your employment, you are required to obtain prior permission from the Principal and Management.
4. This appointment order is issued on the basis of the information furnished by you in your application/resume with certificates and this order become null and void, if any misrepresentation, false information, or have concealed or suppressed any relevant material facts, declaration error is discovered at a subsequent time. For the proof of your age, the Management consider as per the SSLC/School Leaving Certificate.
5. You are required to take up additional responsibilities allotted by the Management, Principal and Head of the Department from time to time, as deemed fit. Your professional behavior and performance in executing the responsibilities should enhance the reputation of the Institution and Self. You are expected to maintain high standard, discipline, efficiency and integrity.
6. After the completion of probationary period, the appointment is terminable on ONE-month notice or payment of one month salary in lieu thereof on either side except dismissal, discharge or termination on misconduct, where you will not be entitled to any such notice or salary in lieu of notice. One-month notice is applicable to the employee only at the end of the semester. That is, one month notice before the last working day of the semester. Your resignation should not hamper the academic activities.
7. Contravening the above provisions 2, 3, 4, 5 and 6, the Management reserves the rights to take decision on your resignation with conditions or terminate your services without any notice and without liability for any compensation.
8. Your appointment and continuation in employment will be subject to your remaining medically fit. You are required to subject for medical examination before the medical officer, specified by the Management as and when called upon to do so.





# K.S. Group of Institutions

## K. S. School Of Engineering & Management

No. 15, Mallasandra, off Kanakapura Road, Bangalore - 560062

Tel: +91 80 28425012 / 013 / 163, Fax: +91 80 28425164

Mob: 9738553379, www.kssem.edu.in

2015

Ref: KSSEM/EST/3246/2015-16

Date: 13.07.2015

To

Ms.Sushma.M

### Appointment Order

With reference to your application and subsequent interview you had with us, we, on behalf of the Management, Kammavari Sangham have the pleasure to appoint you as Asst. Professor in the Department of Civil Engineering at K S School of Engineering and Management, Bangalore, with the following terms and conditions:

1. Your appointment will be on probation for a period of TWO YEARS from the date of reporting to duty in the Institution. Confirmation for your appointment will be subject to the approval from VTU and AICTE. On the basis of your overall performance in the Institution, personal relations, attitude for a period of two year and recommendations of Head of the Department, your appointment will be confirmed or may be extended further period for observation for a period of 6 months to one year.
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3. Your appointment is on a FULL TIME basis in the Institution. You are not permitted to undertake any gainful and unlawful activities. For pursuing of any course of study during your employment, you are required to obtain prior permission from the Principal and Management.
4. This appointment order is issued on the basis of the information furnished by you in your application/resume with certificates and this order become null and void, if any misrepresentation, false information, or have concealed or suppressed any relevant material facts, declaration error is discovered at a subsequent time. For the proof of your age, the Management consider as per the SSLC/School Leaving Certificate.
5. You are required to take up additional responsibilities allotted by the Management, Principal and Head of the Department from time to time, as deemed fit. Your professional behavior and performance in executing the responsibilities should enhance the reputation of the Institution and Self. You are expected to maintain high standard, discipline, efficiency and integrity.
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8. Your appointment and continuation in employment will be subject to your remaining medically fit. You are required to subject for medical examination before the medical officer, specified by the Management as and when called upon to do so.