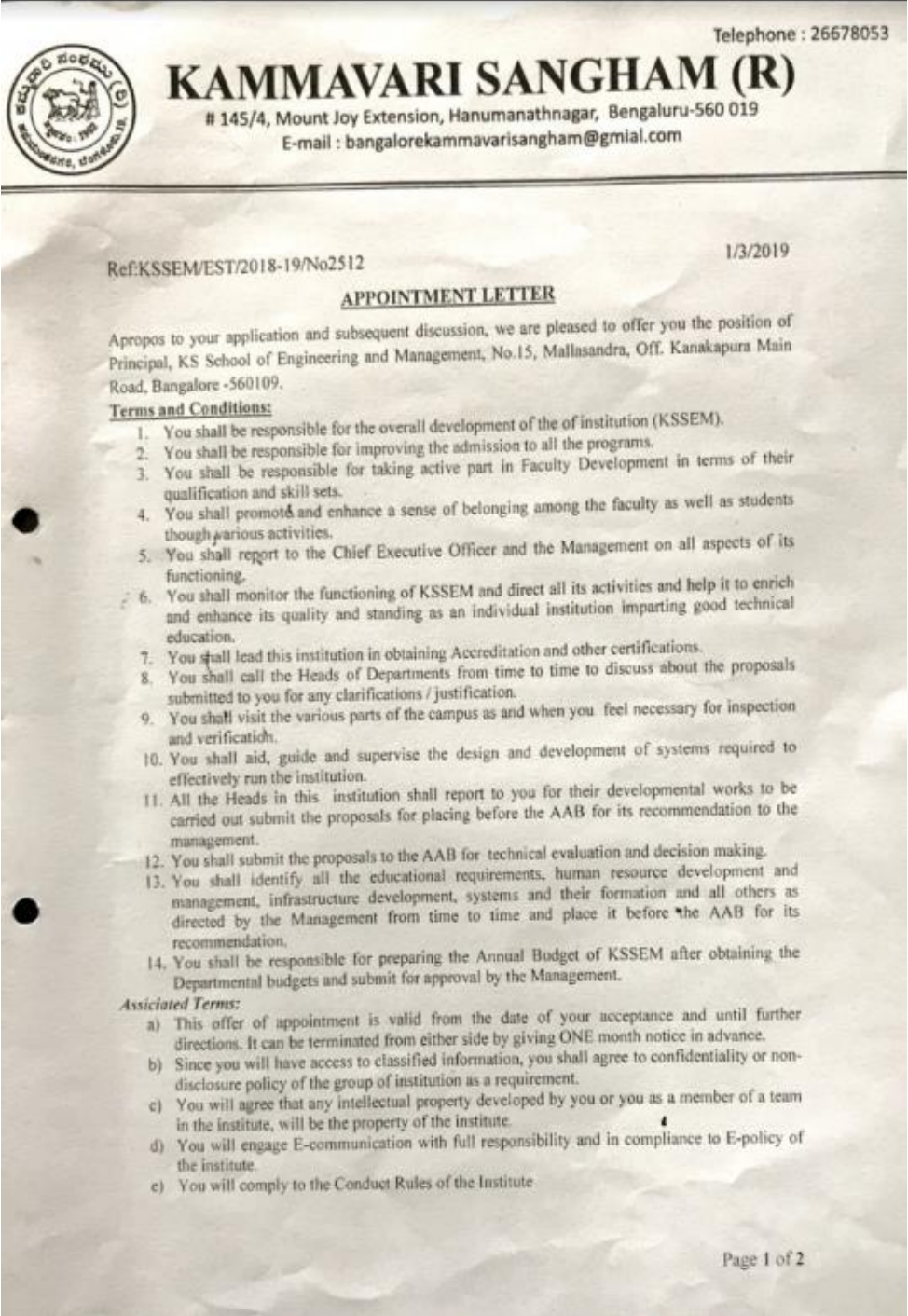


# Faculty Appointment Letter

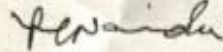
Academic Year 2023-24

Sl. No	Description
1	DR. K RAMANARASIMHA
	 <p>The image shows a scanned copy of an appointment letter from KAMMAVARI SANGHAM (R). The letter is dated 1/3/2019 and is addressed to Dr. K Ramanasimha. It offers him the position of Principal at KS School of Engineering and Management. The letter includes a list of terms and conditions for the appointment and associated terms. The Kammavari Sangham logo is visible in the top left corner of the letter.</p> <p>Telephone : 26678053</p> <p><b>KAMMAVARI SANGHAM (R)</b> # 145/4, Mount Joy Extension, Hanumanathnagar, Bengaluru-560 019 E-mail : bangalorekammavarisangham@gmail.com</p> <p>Ref:KSSEM/EST/2018-19/No2512 1/3/2019</p> <p><b>APPOINTMENT LETTER</b></p> <p>Apropos to your application and subsequent discussion, we are pleased to offer you the position of Principal, KS School of Engineering and Management, No.15, Mallasandra, Off. Kanakapura Main Road, Bangalore -560109.</p> <p><b>Terms and Conditions:</b></p> <ol style="list-style-type: none"><li>1. You shall be responsible for the overall development of the of institution (KSSEM).</li><li>2. You shall be responsible for improving the admission to all the programs.</li><li>3. You shall be responsible for taking active part in Faculty Development in terms of their qualification and skill sets.</li><li>4. You shall promote and enhance a sense of belonging among the faculty as well as students through various activities.</li><li>5. You shall report to the Chief Executive Officer and the Management on all aspects of its functioning.</li><li>6. You shall monitor the functioning of KSSEM and direct all its activities and help it to enrich and enhance its quality and standing as an individual institution imparting good technical education.</li><li>7. You shall lead this institution in obtaining Accreditation and other certifications.</li><li>8. You shall call the Heads of Departments from time to time to discuss about the proposals submitted to you for any clarifications / justification.</li><li>9. You shall visit the various parts of the campus as and when you feel necessary for inspection and verification.</li><li>10. You shall aid, guide and supervise the design and development of systems required to effectively run the institution.</li><li>11. All the Heads in this institution shall report to you for their developmental works to be carried out submit the proposals for placing before the AAB for its recommendation to the management.</li><li>12. You shall submit the proposals to the AAB for technical evaluation and decision making.</li><li>13. You shall identify all the educational requirements, human resource development and management, infrastructure development, systems and their formation and all others as directed by the Management from time to time and place it before the AAB for its recommendation.</li><li>14. You shall be responsible for preparing the Annual Budget of KSSEM after obtaining the Departmental budgets and submit for approval by the Management.</li></ol> <p><b>Associated Terms:</b></p> <ol style="list-style-type: none"><li>a) This offer of appointment is valid from the date of your acceptance and until further directions. It can be terminated from either side by giving ONE month notice in advance.</li><li>b) Since you will have access to classified information, you shall agree to confidentiality or non-disclosure policy of the group of institution as a requirement.</li><li>c) You will agree that any intellectual property developed by you or you as a member of a team in the institute, will be the property of the institute.</li><li>d) You will engage E-communication with full responsibility and in compliance to E-policy of the institute.</li><li>e) You will comply to the Conduct Rules of the Institute</li></ol> <p>Page 1 of 2</p>

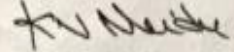
You will be paid a Consolidated salary of Rs. 1,60,000/- per month for your engagement with KSGI as per the norms which are in force from time to time

On acceptance, you may please sign and return a copy of this letter as an acknowledgement of your full understanding and acceptance of the above terms and conditions.

We welcome you to the KSGI family and look forward to a fruitful association with you.



Y. Ramachandra Naidu  
President, KSGI

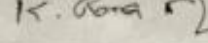


K. Venkatesh Naidu  
Secretary, KSGI

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To,  
Prof. K. Ramanarasimha,  
No.30, New Income Tax Layout,  
3<sup>rd</sup> Cross, First Block, Jyothi Nagar,  
Nagarbhavi Road, Bengaluru-560072  
Mob:+91 9900633688.  
Email: k.ramanarasimha@gmail.com

I have read in full the terms and conditions of my appointment as elicited above and give my signature here in agreement with and acceptance of the same.

Signature  13/2/2019



Kammavari Sangham (R) 1982  
K.S. GROUP OF INSTITUTIONS

ಕೆ.ಎಸ್. ತಾಂತ್ರಿಕ ಮಹಾವಿದ್ಯಾಲಯ

**K.S. INSTITUTE OF TECHNOLOGY**

(Approved by AICTE, New Delhi & Affiliated to VTU, Belagavi)

# 14, Raghuvanahalli, Kanakapura Road, Bengaluru - 560 109.


Tel : 080 28435722 / 24, Fax : 080 28435723


E-mail : principal.ksit@gmail.com Website : www.ksit.ac.in

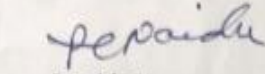
**OFFICE ORDER**

The Management is pleased to appoint **Sri. Balaji .B.**, working as Associate Professor of Mechanical Engineering, KSIT, since 2015, is transferred to KSSEM Bangalore to take charge as Head of the Department of Mechanical Engineering, KSSEM, Banagalore. He is directed to report to the Principal , KSSEM and take charge immediately

6<sup>th</sup> March 2019.

  
Principal,  
KSIT, Banaglore

  
Secretary,  
KSGI, Bangalore

  
President,  
KSGI, Bangalore.

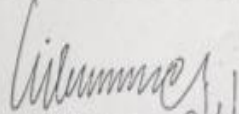
ಕೆ.ಎಸ್. ತಂತ್ರಜ್ಞಾನ ಮಹಾವಿದ್ಯಾಲಯ  
K.S. INSTITUTE OF TECHNOLOGY  
Kammavari Sangham (R) 1952

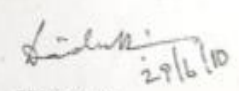
(Approved by AICTE & Affiliated to VTU)  
# 14, Raghuvanahalli, Kanakapura Main Road, Bangalore - 560 062.  
Phone : 080-28435724, Fax : 080-28435723  
Website : www.ksitbangalore.com

OFFICE ORDER Date : 29.06.2010

The following staff members are transferred from KSIT to KSGI  
with effect from 01.07.2010

Sl No	Name	Designation	Dept
1	P.N.Jyothi	Sr. Lecturer	Mech
2	Veena.R.S	Sr. Lecturer	CSE
3	Paramita Saha	Lecturer	TCE
4	K.R.Jayakumar	Asst. Professor	Maths
5	T.Bhaskar	Office Superintendent	Office
6	S.Hemavathy	FDA	Office
7	K.Navakrishna	FDA	Office
8	A.Hamsa	Attendar	Office
9	Manohar Naidu.G	Attendar	Office
10	Kalpana.M	Attendar	CSE
11	Channalah	Library Assistant	Library
12	S.Jayalakshmi	Attendar	Library
13	G.Lokanadham	Electrician	Office
14	P.Shiva Kumar	Storekeeper/Lift Operator	Office
15	V.Venkatesh	Gardener	Office
16	L.Subramanyam Naidu	Gardener	Office
17	C.Muniswamy	Watchman/Gardener	Office

  
 PRESIDENT 29/6/10

  
 SECRETARY 29/6/10





**KSIT**  
K.S. INSTITUTE OF TECHNOLOGY

Kammavari Sangham (R) 1952  
K.S. GROUP OF INSTITUTIONS

ಕೆ.ಎಸ್. ತಾಂತ್ರಿಕ ಮಹಾವಿದ್ಯಾಲಯ

## K.S. INSTITUTE OF TECHNOLOGY

(Approved by AICTE, New Delhi & Affiliated to VTU, Belagavi)

# 14, Raghuvanahalli, Kanakapura Road, Bengaluru - 560 109.

Tel : 080 28435722 / 24, Fax : 080 28435723

E-mail : principal.ksit@gmail.com Website : www.ksit.ac.in

### OFFICE ORDER

By the directions of the Management, Sri. ABHISHEK M.R., working as Assistant Professor of Mechanical Engineering at KSIT, is transferred to Department of Mechanical Engineering at KSSEM Bangalore. He is directed to report to the Head of the Department of Mechanical Engineering at KSSEM, Bangalore, on or before 1<sup>st</sup> July 2019.

8<sup>th</sup> June 2019.

Hon. Secretary,

KSIGI, Bangalore.

5

MR. HARSHA J



**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.ksgi.ac.in, www.kssem.edu.in

Ref: KSSEM/EST/1598/2012-13

Date: 22.06.2013

**APPOINTMENT ORDER**

To,

Mr.Harsha.J

The Kammavari Sangham is pleased to appoint you as Asst. Professor in the department of Mechanical Engineering in K. S. School of Engineering & Management, Bangalore with basic pay of Rs.15,910/- and AGP of Rs.6,000/- in AICTE - 2006 pay scale. The other allowances are admissible according to Karnataka Government & KSSEM Rules.

You will be on probation for a period of two years from the date of joining. You must abide by the rules and regulations of this Institution during your service. You have to give an undertaking that you will be serving the Institution for one full academic year and you are not supposed to leave the Institution in middle of the semester. One month prior notice is required in case of quitting the job after the semester.

You must report for duty on or before 15<sup>th</sup> July 2013, failing which this appointment order stands cancelled.

Yours truly,

 22/6/13  
PRESIDENT

 22/06/13  
SECRETARY

CC: The Principal, KSSEM   
O/C

**KSSEM**  
K. S. School of Engineering & Management

## 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.ksgi.ac.in, www.kssem.edu.in

Ref: KSSEM/EST/1279/2012-13

Date: 26.12.2012

### APPOINTMENT ORDER

To,


Mr.Akashdeep.B.N


The Kammavari Sangham is pleased to appoint you as Asst. Professor in the department of Mechanical Engineering in K. S. School of Engineering & Management, Bangalore with basic pay of Rs.15,600/- and AGP of Rs.6,000/- in AICTE - 2006 pay scale. The other allowances are admissible according to Karnataka Government & KSSEM Rules.

You will be on probation for a period of two years from the date of joining. You must abide by the rules and regulations of this Institution during your service. You have to give an undertaking that you will be serving the Institution for one full academic year and you are not supposed to leave the Institution in middle of the semester. One month prior notice is required in case of quitting the job after the semester.

You must report for duty on or before 1<sup>st</sup> January 2013, failing which this appointment order stands cancelled.

Yours truly,

  
PRESIDENT

  
SECRETARY

CC: The Principal, KSSEM

O/C 



**KSSEM**  
K. S. Group Of Institutions, Bangalore

**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.ksgi.ac.in, www.kssem.edu.in

Ref: KSSEM/EST/1769/2013/14

Date: 29.07.2013

**APPOINTMENT ORDER**

To:

Mr. Santosh Kumar, K.J.

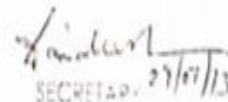
The Kammavai Sangham is pleased to appoint you as Asst. Professor in the department of Mechanical Engineering in K. S. School of Engineering & Management, Bangalore with basic pay of Rs.15,600/- and AOP of Rs.6,000/- in AICTE - 2006 pay scale. The other allowances are admissible according to Karnataka Government & KSSEM Rules.

You will be on probation for a period of two years from the date of joining. You must abide by the rules and regulations of this institution during your service. You have to give an undertaking that you will be serving the institution for one full academic year and you are not supposed to leave the institution in middle of the semester. One month prior notice is required in case of quitting the job after the semester.


You must report for duty on or before 1<sup>st</sup> August 2013, failing which this appointment order stands cancelled.

Yours truly,

  
PRESIDENT

  
SECRETARY 29/07/13

CC: The Principal, KSSEM

O/C 





KAMMAVARI SANGHAM (R), 1952  
**K.S. School of Engineering and Management**

Approved by AICTE-1-5279601, Affiliated to VTU, Belagavi  
 # 15, Near Vajarahalli, Mallesandra, off Kanakapura Road,  
 Bengaluru - 560 019, www.kssem.edu.in  
 Tel : +91 80 28425012/013/163, Fax : +91 80 28425164, Mob : 8884444408

Ref: KSSEM/EST/1859/2021-22

Date: 11.10.2021

To

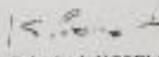
Ms.Nishchitha,A.H,  
 # 1866, 4<sup>th</sup> Floor,  
 Vrushaphavathi Layout,  
 Gubbalala Main Road,  
 Banashankari 6<sup>th</sup> Stage,  
 Bengaluru 560 061.

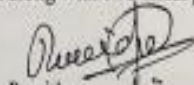
**Appointment Order**

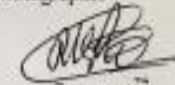
With reference to your application and subsequent interview you had with us, we, on behalf of the Management, Kammavari Sangham Group of Institutions have the pleasure to appoint you as Assistant Professor in the Department of Mechanical Engineering at K S School of Engineering and Management, Bangalore, 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. 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 as a 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 any course of study during your employment, you are required to obtain prior permission from the appropriate authority.
4. This appointment order is issued on the basis of the information furnished by you in your application/resume with supporting certificates. This order shall become null and void, if any misrepresentation or false information or suppression of any relevant material facts or declaration error is discovered at any subsequent time in the future. For the proof of your age, the Management considers your SSLC marks card or School Leaving Certificate.
5. You are required to take up additional responsibilities allotted by the Head of the Department, Principal and Management from time to time, as deemed necessary. Your professional behavior and performance in executing the responsibilities should enhance the reputation of the Institution and your own self. You are expected to maintain high standards, discipline, efficiency and integrity.
6. After the completion of your probationary period, the appointment could be terminated with one-month notice or payment of one month's salary in lieu thereof on either side except dismissal, discharge or termination on the grounds of misconduct, where you will not be entitled to any such notice or salary. One-month notice is applicable to the employee only at the end of the semester. Your resignation should not disturb your academic responsibilities and you should have completely discharged your teaching and other responsibilities in your department.

7. Contravening the above provisions 3, 4, 5 and 6, the Management reserves the right 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 yourself for a medical examination before the medical officer, specified by the Management as and when called upon to do so.
9. You will be paid a salary with a Basic Pay of Rs. 15,600/- under the salary scale of Rs.15,600/- 25,110/- with prevailing allowances as per the Institutional norms. Gross salary is Rs.27,132/- per month.
10. During the probationary period, you are eligible to avail one day casual leave after completion of every month of service. Thereafter, you are eligible to avail all other of leaves / vacation facilities as per the Institutional norms.
11. You shall agree to confidentiality or non-disclosure policy of the institute as a requirement.
12. You shall agree that any intellectual property developed by you or you as a member of a team in the institute, will be the property of the institute.
13. You shall engage E-communication with full responsibility and in compliance to E-policy of the institute;
14. If these terms and conditions of service are acceptable to you, please sign the duplicate copy of this offer and submit to the Institution immediately. In the event of any change in your communication / permanent address, update the same in the office records.
15. You are required to report for duty to the Principal, submitting all the original certificates related to your appointment for verification along with two latest passport size photographs.

  
Principal, KSSEM  
(Endorsed by)

  
President  
Kammavari Sangham

  
Secretary  
Kammavari Sangham

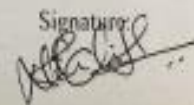
I Ms.Nishchitha.A.H have read the above mentioned terms and conditions and hereby accept the same and will take up the appointment on 21.10.2021.

For the purpose of communication during my employment in the Institution, my contact address and telephone number's are as follows:

Ms.Nishchitha.A.H, # 1866, 4<sup>th</sup> Floor, Vrushabhavathi Layout, Gubbalala Main Road, Banashankari 6<sup>th</sup> Stage, Bengaluru 560 061.

Telephone: 8310366971 and Mobile Phone: 8618483908, e-mail: nishchithaah1997@gmail.com

Date: 11.10.2021

Signature  


9

MR. PARASHURAM A K



Kammavari Sangham (R) 1952  
K.S. GROUP OF INSTITUTIONS  
ಕೆ.ಎಸ್. ತಾಂತ್ರಿಕ ಮಹಾವಿದ್ಯಾಲಯ  
**K.S. INSTITUTE OF TECHNOLOGY**  
Affiliated to VTU, Belagavi & Approved by AICTE, New Delhi, Accredited NAAC & NBA (CSE, ECE and ME)  
# 14, Raghuvanahalli, Kanakapura Road, Bengaluru - 560 109.  
Tel : 080 28435722 / 24, Fax : 080 28435723  
E-mail : principal.ksit@gmail.com / principal@ksit.edu.in | Website : www.ksit.edu.in

TRANSFER ORDER

By the directions of the Management, Mr. Parushuram A.K., working as Assistant Professor in the Department of Mechanical Engineering at K.S.Institute of Technology is transferred to K.S.School of Engineering and Management, with effect from 1<sup>st</sup> April 2023. He shall report to the Principal and take charge as Assistant Professor and work in the department. He shall, however complete all his academic responsibilities at KSIT and hand over all the official documents to his HOD at KSIT before getting formally relieved.

28<sup>th</sup> March 2023.

Secretary

KSGI





**KAMMAVARI SANGHAM (R), 1952**  
**K.S. School of Engineering and Management**

Approved by AICTE-1-5279601, Affiliated to VTU, Belagavi

ACCREDITED BY NAAC

# 15, Near Vajarahalli, Mallasandra, off Kanakapura Road,  
Bengaluru - 560 109, www.kssem.edu.in

Fax : +91 80 28425164, Mob : 8884444408 / 9606055906

Ref: KSSEM/EST/3103/2023-24

Date: 08.04.2024

To

Mr.Sanjay.B.S,  
No. 12/S, 1<sup>st</sup> Stage, 2<sup>nd</sup> Phase,  
Chandra Layout,  
Bengaluru – 560 040.

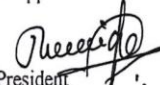
**Appointment Order**

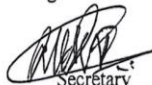
With reference to your application and subsequent interview you had with us, we, on behalf of the Management, Kammavari Sangham Group of Institutions have the pleasure to appoint you as Assistant Professor in the Department of Mechanical Engineering at K S School of Engineering and Management, Bangalore, 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. 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 as a 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 any course of study during your employment, you are required to obtain prior permission from the appropriate authority.
4. This appointment order is issued on the basis of the information furnished by you in your application/resume with supporting certificates. This order shall become null and void, if any misrepresentation or false information or suppression of any relevant material facts or declaration error is discovered at any subsequent time in the future. For the proof of your age, the Management considers your SSLC marks card or School Leaving Certificate.
5. You are required to take up additional responsibilities allotted by the Head of the Department, Principal and Management from time to time, as deemed necessary. Your professional behavior and performance in executing the responsibilities should enhance the reputation of the Institution and your own self. You are expected to maintain high standards, discipline, efficiency and integrity.
6. After the completion of your probationary period, the appointment could be terminated with one-month notice or payment of one month's salary in lieu thereof on either side except dismissal, discharge or termination on the grounds of misconduct, where you will not be entitled to any such notice or salary. One-month notice is applicable to the employee only at the end of the semester. Your resignation should not disturb your academic responsibilities and you should have completely discharged your teaching and other responsibilities in your department.



7. Contravening the above provisions 3, 4, 5 and 6, the Management reserves the right 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 yourself for a medical examination before the medical officer, specified by the Management as and when called upon to do so.
9. You will be paid a salary with a Basic Pay of Rs. 23,890/- in the scale of pay of Rs. 15600 - 39100 with prevailing allowances as per the Institutional norms. Gross salary is Rs. 57,275/- per month.
10. During the probationary period, you are eligible to avail one day casual leave after completion of every month of service. Thereafter, you are eligible to avail all other of leaves / vacation facilities as per the Institutional norms.
11. You shall agree to confidentiality or non-disclosure policy of the institute as a requirement.
12. You shall agree that any intellectual property developed by you or you as a member of a team in the institute, will be the property of the institute.
13. You shall engage E-communication with full responsibility and in compliance to E-policy of the institute;
14. If these terms and conditions of service are acceptable to you, please sign the duplicate copy of this offer and submit to the Institution immediately. In the event of any change in your communication / permanent address, update the same in the office records.
15. You are required to report for duty to the Principal, submitting all the original certificates related to your appointment for verification along with two latest passport size photographs.

  
President  
Kammavari Sangham

  
Secretary  
Kammavari Sangham

  
Principal, KSSEM  
(Endorsed by)

I Mr.Sanjay.B.S have read the above mentioned terms and conditions and hereby accept the same and will take up the appointment on 08.04.2024.

For the purpose of communication during my employment in the Institution, my contact address and telephone number/s are as follows:

No. 12/S, 1<sup>st</sup> Stage, 2<sup>nd</sup> Phase, Chandra Layout, Bengaluru – 560 040.

Mobile Phone: 9986977330, e-mail:sanju936@gmail.com

Date: 08.04.2024

  
Signature:



KAMMAVARI SANGHAM (R), 1952  
**K.S. School of Engineering and Management**

Approved by AICTE-1-5279601, Affiliated to VTU, Belagavi

ACCREDITED BY NAAC

# 15, Near Vajarahalli, Mallasandra, off Kanakapura Road,  
Bengaluru - 560 109, www.kssem.edu.in  
Fax : +91 80 28425164, Mob : 8884444408 / 9606055906

Ref: KSSEM/EST/3076/2023-24

Date: 01.03.2024

To

Mr. Basavaraja, K.T,  
Vidyanagar Cross,  
Devanahalli Airport Road,  
Bengaluru - 562 157.

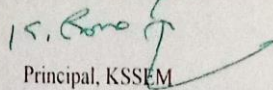
**Appointment Order**

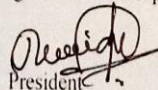
With reference to your application and subsequent interview you had with us, we, on behalf of the Management, Kammavari Sangham Group of Institutions have the pleasure to appoint you as Assistant Professor in the Department of Mechanical Engineering at K S School of Engineering and Management, Bangalore,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

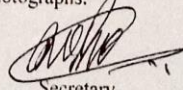
1. Your appointment will be on probation for a period of TWO YEARS from the date of reporting to duty in the Institution. On the basis of your overall performance in the Institution, personal relations, attitude for a period of two year and recommendations of Head of the Department, your appointment will be confirmed or may be extended further period for observation for a period of 6 months to one year.
2. Your appointment as a 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 any course of study during your employment, you are required to obtain prior permission from the appropriate authority.
4. This appointment order is issued on the basis of the information furnished by you in your application/resume with supporting certificates. This order shall become null and void, if any misrepresentation or false information or suppression of any relevant material facts or declaration error is discovered at any subsequent time in the future. For the proof of your age, the Management considers your SSLC marks card or School Leaving Certificate.
5. You are required to take up additional responsibilities allotted by the Head of the Department, Principal and Management from time to time, as deemed necessary. Your professional behavior and performance in executing the responsibilities should enhance the reputation of the Institution and your own self. You are expected to maintain high standards, discipline, efficiency and integrity.
6. After the completion of your probationary period, the appointment could be terminated with one-month notice or payment of one month's salary in lieu thereof on either side except dismissal, discharge or termination on the grounds of misconduct, where you will not be entitled to any such notice or salary. One-month notice is applicable to the employee only at the end of the semester. Your resignation should not disturb your academic responsibilities and you should have completely discharged your teaching and other responsibilities in your department.



7. Contravening the above provisions 3, 4, 5 and 6, the Management reserves the right 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 yourself for a medical examination before the medical officer, specified by the Management as and when called upon to do so.
9. You will be paid a salary with a Basic Pay of Rs. 18,470/- in the scale of pay of Rs. 15600 - 39100 with prevailing allowances as per the Institutional norms. Gross salary is Rs. 44,164/- per month.
10. During the probationary period, you are eligible to avail one day casual leave after completion of every month of service. Thereafter, you are eligible to avail all other of leaves / vacation facilities as per the Institutional norms.
11. You shall agree to confidentiality or non-disclosure policy of the institute as a requirement.
12. You shall agree that any intellectual property developed by you or you as a member of a team in the institute, will be the property of the institute.
13. You shall engage E-communication with full responsibility and in compliance to E-policy of the institute;
14. If these terms and conditions of service are acceptable to you, please sign the duplicate copy of this offer and submit to the Institution immediately. In the event of any change in your communication / permanent address, update the same in the office records.
15. You are required to report for duty to the Principal, submitting all the original certificates related to your appointment for verification along with two latest passport size photographs.

  
Principal, KSSEM  
(Endorsed by)

  
President  
Kammavari Sangham

  
Secretary  
Kammavari Sangham

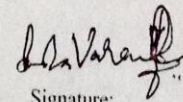
I Mr. Basavaraja K.T have read the above mentioned terms and conditions and hereby accept the same and will take up the appointment on 01.03.2024.

For the purpose of communication during my employment in the Institution, my contact address and telephone number/s are as follows:

Vidyanagar Cross, Devanahalli Airport Road, Bengaluru – 562 157.

Mobile Phone: 8073987288, e-mail: basavaraj.kt@gmail.com

Date: 01.03.2024

  
Signature:



KAMMAVARI SANGHAM (R), 1952  
**K.S. School of Engineering and Management**

Approved by AICTE-1-5279601, Affiliated to VTU, Belagavi

ACCREDITED BY NAAC

# 15, Near Vajarahalli, Mallasandra, off Kanakapura Road,  
Bengaluru - 560 109, www.kssem.edu.in  
Fax : +91 80 28425164, Mob : 8884444408 / 9606055906

Ref: KSSEM/EST/2695/2023-24

Date : 17.08.2023

To

Mr.Harisha.P,  
C/o. Puttaraju, Byranahalli,  
T.Begur Post,  
Nelamangala Taluk,  
Bengaluru Rural – 562123.

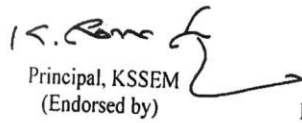
**Appointment Order**

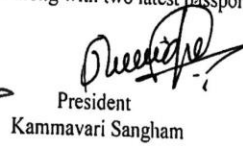
With reference to your application and subsequent interview you had with us, we, on behalf of the Management, Kammavari Sangham have the pleasure to appoint you as Asst. Professor in the Department of Mechanical Engineering at K S School of Engineering and Management, Bangalore, with the following terms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

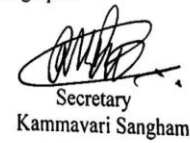
1. Your appointment will be on probation for a period of TWO YEARS from the date of reporting to duty in the Institution. Confirmation for your appointment will be subject to the approval from VTU and AICTE. On the basis of your overall performance in the Institution, personal relations, attitude for 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.
9. You will be paid a salary with a Basic Pay of Rs.15,910/- under the salary scale of Rs.15,600/- to Rs.25,110/- with prevailing allowances as per the Institute norms. Gross salary is Rs.37,325/- per month.
10. During the probationary period, you are eligible to avail one day casual leave after completion of every month of service.
11. If these terms and conditions of service are acceptable to you, sign the duplicate copy of this offer and submit to the Institution immediately. In the event of any change in your communication/permanent address, update for office records.
12. You are required to report for duty to the Principal, submitting all the original certificates related to your appointment for verification along with two latest passport size photographs.

  
Principal, KSSEM  
(Endorsed by)

  
President  
Kammavari Sangham

  
Secretary  
Kammavari Sangham

#### Declaration

I Mr. Harisha.P hereby accept the terms and conditions stated above and will take up appointment on 01.09.2023.

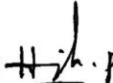
For the purpose of communication during my employment in the Institution, my contact address and telephone number/s are as follows:

Name: Mr. Harisha.P,

Address: C/o. Puttaraju, Byranahalli, T.Begur Post, Nelamangala Taluk, Bengaluru Rural – 562123.

Telephone: 9731380542 and Mobile Phone:

Date: 17.08.2023

Signature: 



**KSSEM**  
K.S. School of Engineering and Management

KAMMAVARI SANGHAM (R), 1952  
**K.S. School of Engineering and Management**

Approved by AICTE-1-5279601, Affiliated to VTU, Belagavi

ACCREDITED BY NAAC

# 15, Near Vajarahalli, Mallasandra, off Kanakapura Road,  
Bengaluru - 560 109, www.kssem.edu.in

Fax : +91 80 28425164, Mob : 8884444408 / 9606055906

Ref: KSGI/EST/2023/No

27/03/2023

**APPOINTMENT LETTER**

Apropos your application and subsequent discussions, we are pleased to offer you the position of Professor, Department of Mechanical Engineering, KS School of Engineering and Management. You shall also function as Associate Director - Research and Innovation of the KS Research and Innovation Foundation (KSRIF) on the following terms and conditions:

**Terms and Conditions:**


1. You are required to join at the earliest but not later than 01/05/2023;
2. You shall be paid a consolidated salary of Rs.2,40,000 p.m. Your Salary and Benefits will be reviewed at regular intervals as per the norms of the Institute;
3. You shall be entitled for ONE day leave per month but not any other benefits such as EL, EL encashment, Gratuity, and PF .
4. Your Office of the Associate Director will be at the KSSEM Campus;
5. You shall attend office on all days during which the institute is working.
6. You shall shoulder the responsibility to set up the KSRIF and make it fully functional;
7. Based on the discussions had with you, you are permitted to do the following:
  - a. You are permitted to commercialize any of the Intellectual Property (IP) owned by you prior to joining KSSEM. It will be treated as outside of the purview of your employment with KSSEM, if declared in writing before joining KSSEM;
  - b. You shall agree that any Intellectual Property (IP) developed by you as an individual or as a member of the team in the institute, will become an IP which will be exploited by the institution.
  - c. You can take up consulting or training or testing or any other assignments during your employment. For such assignments, the consulting fee share, amended from time to time, between the you and the institute will be as follows at present:
    - i. 75 (PI) : 25 (Institute) when there is no use of institute facilities;
    - ii. 60 (PI) : 40 (Institute) when the institute facilities are used;
8. This appointment may be terminated from either side without assigning any reasons whatsoever with ONE months' notice.
9. You shall abide by the confidentiality or non-disclosure policy of the Institute as a requirement;
10. You shall engage E-communication with full responsibility and in compliance to E-policy of the institute;
11. You shall comply to the Conduct Rules of the Institute and report to the Chief Executive Office and the Management.

**Further, as agreed during the discussions, you shall take full responsibility to:**

- a) Setup the Infrastructure for the identified verticals of KSRIF in co-ordination with the other Vertical Heads and members;
- b) Anchor vertical in Mechanical Systems including Capacity Building, Training and Research;
- c) Interact with the various Departments to identify faculties with competence to work in the area of the Research Verticals;
- d) Teach at least one course per term;
- e) Guide a few UG/PG/PhD students in their projects relevant to your domain of expertise;
- f) Initiate efforts to submit project proposals to funding agencies;
- g) Initiate efforts to organize conferences / workshops / seminars / expert lectures in the areas relevant to research verticals;
- h) Use Industry connect to support internships and placements;

On acceptance, you may please sign and return a copy of this letter as an acknowledgement of your full understanding and acceptance of the above.

We welcome you to the KSGI family and look forward to a fruitful association with you.



Hon Secretary,  
KSGI



President  
KSGI

To.

**Dr. D.R.Swamy,**

#264, "VAIBHAV"

6<sup>th</sup> Cross BHEL Layout, Pattanegere, Rajarajeshwari Nagar,

Benggaluru-560098

e-mail: drswamydr@gmail.com

Mob: 9900005009

I have read in full the terms and conditions of my appointment as elicited above and give my signature here in agreement with and acceptance of the same.



Signature