



Sri Bhagawan Mahaveer Jain First Grade College  
(Affiliated to Bengaluru North University)



## Sri Bhagawan Mahaveer Jain First Grade College

Geetha Road, Robertsonpet, KGF-563122

Accredited By NAAC B+ Grade

(Affiliated to Bengaluru North University)

**2.4.1 - Number of full time teachers against sanctioned posts during the year.**



Sri Bhagawan Mahaveer Jain  
First Grade College  
Geetha Road, Robertsonpet, KGF  
(Affiliated to Bengaluru North University)

Certified Document

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Principal



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PRINCIPAL  
SRI BHAGAWAN MAHAVEER JAIN  
FIRST GRADE COLLEGE  
Geetha Road, Robertsoy, K.G.F., 581312



Sri Bhagawan Mahaveer Jain First Grade College  
(Affiliated to Bengaluru North University)


## Sri Bhagawan Mahaveer Jain First Grade College

Geetha Road, Robertsonpet, KGF-563122

Accredited By NAAC B+ Grade

### Institution Level Faculty Sanctioned Post 2022-2023

Type	Actual Number	Required Number	Deficiency
Total Faculty (UG+PG)	55	55	00

  
MANAGEMENT TRUSTEE  
Managing Trustee  
Sri Bhagawan Mahaveer Jain  
First Grade College  
K.G.F.

  
PRINCIPAL  
PRINCIPAL  
SRI BHAGAWAN MAHAVEER JAIN  
FIRST GRADE COLLEGE  
Geetha Road, Robertsonpet, K.G.F., 563122

[www.sbmjckgf.in](http://www.sbmjckgf.in)

**Group Head Office**  
91/2, Dr. A N Krishna Roa Road  
V V Puram, Bengaluru - 560 004  
P +91 80 2661 5246

**Campus**  
Geetha Road, Robertsonpet  
K.G.F - 563 122  
P +91 8153 261 733/833



## Sri Bhagawan Mahaveer Jain First Grade College

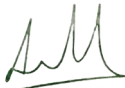
Geetha Road, Robertsonpet, Kolar Gold Fields

Accredited By NAAC B+ Grade

### List of Faculty Approved

Sl/No.	Name	Gender	Designation	Department
1	Dr. Rekha Sethi	Female	Professor & Principal	Microbiology
2	Mr. Perinba Prabhu	Male	Assistant Professor	English
3	Dr. Gladys Lydia	Female	Associate Professor	English
4	Mr. Mahesh K M	Male	Assistant Professor	English
5	Ms. Elizabeth Rani	Female	Associate Professor	English
6	Mr. Vijaya Kumar P	Male	Assistant Professor	Hindi
7	Mr. Nanada Kumar	Male	Assistant Professor	Hindi
8	Mr. Shiv Kumar Pandey	Male	Assistant Professor	Hindi
9	Ms. Meenakshi L	Female	Assistant Professor	Hindi
10	Dr. B. K. Manjula	Female	Professor	Kannada
11	Dr. Sreenivas Prasad D. S.	Male	Professor	Kannada
12	Dr. C M Rajanna	Male	Professor	Kannada
13	Ms. Vijayalakshmi K	Female	Assistant Professor	Kannada
14	Mr. Nagesha P	Male	Assistant Professor	Kannada
15	Dr. Anthony Gruze Thangaraj J	Male	Professor	Commerce
16	Ms. Kasthuri L	Female	Associate Professor	Commerce
17	Mr. Jaya Pandian L	Male	Associate Professor	Commerce
18	Mr. Murali Kumar P.	Male	Associate Professor	Commerce
19	Ms. Shamala S	Female	Assistant Professor	Commerce
20	Ms. Sandhya	Female	Assistant Professor	Commerce
21	Mr. Praveen	Male	Assistant Professor	Commerce
22	Ms. Madhu Ashwini	Female	Assistant Professor	Commerce
23	Ms. Harshini K J	Female	Assistant Professor	Commerce
24	Mr. Harish G	Male	Assistant Professor	Commerce
25	Ms. Reena	Female	Assistant Professor	Commerce
26	Mr. Balakrishna	Male	Assistant Professor	Commerce
27	Mr. Gideon George	Male	Assistant Professor	Commerce
28	Mr. Hemanth Kumar	Male	Assistant Professor	Commerce
29	Ms. Malathi P	Female	Assistant Professor	Commerce
30	Mr. Tony Lazarus Prem Kumar	Male	Associate Professor	Business Administration
31	Mr. Prakash D R	Male	Assistant Professor	Business Administration
32	Ms. Kiranya L	Female	Assistant Professor	Business Administration
33	Ms. Monicka	Female	Assistant Professor	Business Administration
34	Ms. Sujatha Mohan	Female	Assistant Professor	Business Administration
35	Ms. Louisena Vinoth Priya L	Female	Associate Professor	Biotechnology
36	Ms. Lavenya	Female	Assistant Professor	Biotechnology

37	Ms. Cynthiya D	Female	Assistant Professor	Biotechnology
38	Ms. Roselin K	Female	Professor	Biochemistry
39	Ms. Daizy	Female	Assistant Professor	Biochemistry
40	Mr. Savinay Kumar	Male	Assistant Professor	Biochemistry
41	Mr. Siddarama S	Male	Associate Professor	Computer Science
42	Ms. Kalpana P	Female	Assistant Professor	Computer Science
43	Mr. Ravi P	Male	Associate Professor	Computer Science
44	Ms. Neelufar S	Female	Assistant Professor	Computer Science
45	Mr. Umesh N	Male	Assistant Professor	Computer Science
46	Ms. Mahalakshmi	Female	Assistant Professor	Computer Science
47	Ms. Sangeetha D S	Female	Assistant Professor	Computer Science
48	Mr. Naveen Kumar V	Male	Assistant Professor	Computer Science
49	Ms. Sumalatha	Female	Assistant Professor	Computer Science
50	Ms. Aruna	Female	Assistant Professor	Mathematics
51	Mr. Uday N V	Male	Assistant Professor	Mathematics
52	Ms. Jeevitha	Female	Assistant Professor	Mathematics
53	Mr. Kalaichelvan	Male	Associate Professor	Physical Science
54	Mr. Muniraju D K	Male	Assistant Professor	Physical Science
55	Mr. Changa Reddy S	Male	Assistant Professor	Psychology



Principal



**SRI BHAGAWAN MAHAVEER JAIN  
FIRST GRADE COLLEGE**

Geetha Road Robertsonpet K.G.F. 563 122



Ref No: JC/APP/KGF/011

2<sup>nd</sup> February, 2017

**Ms. Reena A**  
#1214, 2<sup>nd</sup>.Cross, Vivek Nagar  
Robertsonpet, K.G.F

Dear Ms. Reena,

We are glad to offer you a position of **Lecturer in the Department of Commerce at Jain College**, (the "College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 2<sup>nd</sup> February, 2017 (the "**Commencement Date**") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on contract till the end of the academic year (2016 – 2017) from the Commencement Date (the "**Contract Period**"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be continued.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a consolidated salary of ₹ 14000/- per month.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.



18<sup>th</sup> May, 2015

Ms. Madhu Ashwini P  
#W.26/318, 2<sup>nd</sup> Main, 4<sup>th</sup> Cross  
Ambedkar Nagar, Oorgaum Post  
K.G.F – 563 122

Dear Ms. Madhu Ashwini,

We are glad to offer you a position of **Lecturer in the Department of Commerce** at Jain College, (the "College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 15<sup>th</sup> June, 2015 (the "Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on contract till the end of the academic year. (2015 – 2016) from the Commencement Date (the "Contract Period"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be continued.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a consolidated salary of ₹13000/- per month.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.



15<sup>th</sup> May, 2015

Mr. Haish.G  
#15 Revitters Block  
Marikuppam Post  
Kolar gold Fields

Dear Mr. Harish,

We are glad to offer you a position of **Lecturer in the Department of Commerce at Jain College**, (the "College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 15<sup>th</sup> June, 2015 (the "Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on contract till the end of the academic year (2015 – 2016) from the Commencement Date (the "Contract Period"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be continued.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a consolidated salary of ₹ 13500/- per month.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.

The above mentioned Contract is renewed until further notice.  
I accept the employment. June onwards Salary drawn  
₹ 15,120

*[Handwritten Signature]*  
15/9/16

*[Handwritten Signature]*  
15/9/16

Group Head Office  
91/2, Dr. A N Krishna Rao Road  
V V Puram, Bangalore - 560 004  
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K.G.F - 563 122  
P +91 8153 261 733 / 833





Ref No: JC/APP/KGF/047

28<sup>th</sup> September, 2019

Mr. Balakrishna A  
#1581/1, 5<sup>th</sup> Cross, Pritchard Road  
Robertsonpet, K.G.F – 563 122

Dear Mr. Balakrishna,

We are glad to offer you a position of Lecturer in the department of Commerce at Jain College, (the "College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 1<sup>st</sup> October, 2019 (the "Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on contract till the end of the academic year from the Commencement Date (the "Contract Period"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be continued after the completion of the Contract Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a consolidated salary of ₹18000/- per month.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.
- c. It is also your responsibility to bring to the notice of the College, any such violations to the policies, committed by any other member of the College.



Sri Bhagawan Mahaveer Jain College

Date: 30<sup>th</sup> November 2005.

**Mr. Tony Lazarus Premkumar.J**  
**# 3, Main shaft,**  
**Oorgaum Post**  
**K.G.F-563120**

Dear Tony,

We have pleasure in appointing you in **Sri Bhagawan Mahaveer Jain College-KGF** as **Lecturer in Economics** or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.

**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be 1<sup>st</sup> December 2005.
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work, in which case salary for April and May will be paid during October and November.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a Consolidated Salary of Rs.7,500/- Per Month during the probationary period.

**3. Retirement:**

The retirement age is 58 years



26<sup>th</sup> May, 2016

Ms. Kalpana P  
#103/9, Married Qtrs  
Champion Reefs  
K G F

Dear Ms. Kalpana,

We are glad to offer you a position of **Computer Science Lecturer** at Jain College, (the "College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 1<sup>st</sup> July, 2016 (the "Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on probation for a period of 2 (two) years from the Commencement Date (the "Probation Period"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be confirmed after the completion of the Probation Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a gross salary of ₹16000/- per month.
- b. You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.



Ref No: JC/APP/KGF/044

1<sup>st</sup> February, 2018

Ms. Neelufar S  
#1485, Irudayapuram  
Robertsonpet, K.G.F

Dear Ms. Neelufar,

We are glad to offer you a position of Lecturer in the Department of Computer Science at Jain College, (the "College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 1<sup>st</sup> February, 2018 (the "Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on probation for a period of 2 (two) years from the Commencement Date (the "Probation Period"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be confirmed after the completion of the Probation Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a gross salary of ₹15000/- per month.
- b. You will be participating in the Provident Fund rules as applicable.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.



Ref No: JC/APP/KGF/004

13<sup>th</sup> March, 2019

Mr. Umesh N  
#3829, 4<sup>th</sup> Main Road, 11<sup>th</sup> Cross  
Amaravathi Layout, Bangarpet – 563 114

Dear Mr. Umesh,

We are glad to offer you a position of **Lecturer in the department of Electronics** at Jain College, (the "College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 15<sup>th</sup> March, 2019 (the "Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on contract till the end of the academic year from the Commencement Date (the "Contract Period"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be continued after the completion of the Contract Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a gross salary of ₹20000/- per month.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.
- c. It is also your responsibility to bring to the notice of the College, any such violations to the policies, committed by any other member of the College.



Date: 30<sup>th</sup> May 2005

**Ms. Manjula B K**  
**No. 1828, Adarsha Nilaya**  
**Camping Grounds,**  
**Bangarpet - 563114**

Dear Manjula,

We have pleasure in appointing you in our College at **KGF** as a **Lecturer in Kannada** or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.

**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be 1<sup>st</sup> June 2005.
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work, in which case salary for April and May will be paid during October and November.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a Consolidated Salary of **Rs.7,500/-** Per Month during the probationary period.

**3. Retirement:**

The retirement age is 58 years



6<sup>th</sup> June, 2015

Ms. K. Vijayalakshmi  
Kanakanapalya  
Bangarpete Main Road  
Kolar Town – 563 101

Dear Ms. Vijayalakshmi,

We are glad to offer you a position of Lecturer in the Department of Kannada at Jain College, (the "College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 18<sup>th</sup> June, 2015 (the "Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on probation for a period of 2 (two) years from the Commencement Date (the "Probation Period"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be confirmed after the completion of the Probation Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a gross salary of ₹14000/- per month.
- b. You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.

**Group Head Office**  
91/2, Dr. A N Krishna Rao Road  
V V Puram, Bangalore - 560 004  
P +91 80 2661 5240

**Campus**  
Geetha Road, Robertsonpet  
K.G.F - 560 122  
P +91 8154 261 731 / 541



Ref No: JC/APP/KGF/007

11<sup>th</sup> May, 2019

**Ms. Jeevitha N**  
#17, Parandahalli, Near Vinayaka Temple  
Robertsonpet, KGF – 563 122

Dear Ms. Jeevitha,

We are glad to offer you a position of **Lecturer in the Department of Mathematics** at Jain College, (the "College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 2<sup>nd</sup> May, 2019 (the "Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on probation for a period of 2 (two) years from the Commencement Date (the "Probation Period"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be confirmed after the completion of the Probation Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a gross salary of ₹15000/- per month.
- b. You will be participating in the Provident Fund rules as applicable.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.





27<sup>th</sup> December, 2016

Mr. N.V Uday  
Bendana Kuppam (Village)  
Sogadaballa Post, Santhipuram Mandal  
Chittoor District

Dear Mr. Uday,

We are glad to offer you a position of **Mathematics Lecturer at Jain College**, (the "College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- Your appointment with the College shall commence from 2<sup>nd</sup> January, 2017 (the "Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- You will be on probation for a period of 2 (two) years from the Commencement Date (the "Probation Period"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be confirmed after the completion of the Probation Period.
- You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- You will be paid a gross salary of ₹13000/- per month.
- You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement:**

- You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.



23<sup>rd</sup> July, 2013

**Mr. Vijay Kumar  
Village Kherda  
Basava Kalyan Taluk  
Bidar District**

Dear Mr. Vijay Kumar,

We are glad to offer you a position of **Lecturer in the Department of Hindi on contract for a period of one year at Jain College**, (the "College") as per the terms and conditions mentioned in this appointment letter ("**Letter**"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 18<sup>th</sup> July, 2013 (the "**Commencement Date**") and shall continue till the end of the academic year or until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on contract for a period of 1 (one) year from the Commencement Date (the "**Contract Period**"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be continued on one year Probation after the completion of the Contract Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a Consolidated of Rs. 9500 per month.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.



14<sup>th</sup> June , 2006

**Ms. Roselin K**  
**Behind Gayathri Temple,**  
**Kuppaswamy Mudalliyar Layout,**  
**Bangarpet.**

Dear Ms. Roselin,

We have pleasure in appointing you in our College at KGF as **Lecturer in Chemistry** or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.

**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be 15<sup>th</sup> June 2006.
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a Consolidated Salary of Rs.8,500/- Per Month during the probationary period.

**3. Retirement:**

The retirement age is 58 years



Date: 3<sup>rd</sup> July 2004.

**Ms. Louisena Vinoth Priya L**  
No 118, Louisena Arun Mansion,  
M.V.Nagar, BEML Nagar PO,  
Kolar Gold Field – 563 115.

Dear Louisena,

We have pleasure in appointing you in our College as **Lecturer in Life Science** or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.

**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be 5<sup>th</sup> July 2004.
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work, in which case salary for April and May will be paid during October and November.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a Consolidated Salary of Rs.7,500/- Per Month during the probationary period.

**3. Retirement:**

The retirement age is 58 years



10<sup>th</sup> June, 2010

Ms. Daizy F  
#25/26, Masanary Block  
Marikuppam Post  
KGF - 563 119

Dear Ms. Daizy,

We have pleasure in appointing you in our College at KGF as **Lecturer in Chemistry** or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.

**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be **11<sup>th</sup> June, 2010.**
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a Gross Salary of Rs.9500/- per month.

**3. Retirement:**

- a. The retirement age is 58 years.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organisation. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the organisation may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring to the notice of the management, any such violations to the policies, committed by any other member in the organisation.
- d. You may be required to undertake travel on behalf of the organisation for which you will be reimbursed Travel Expenses

**5. Leave:**

- a. You shall be eligible to such leave as is admissible under the Leave policy of the organisation in force from time to time.



30<sup>th</sup> December, 2007

Ms. Laveneya G  
No.154, S.T. Block  
Oorgaum Post  
KGF

Dear Ms. Laveneya,

We have pleasure in appointing you in our College at KGF as Lecturer in Life Science or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.

**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be 1<sup>st</sup> January, 2008.
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a Consolidated Salary of Rs.7500/- per month.

**3. Retirement:**

The retirement age is 58 years



19<sup>th</sup> July, 2015

Ms. Cinthiya D  
#76, C A Block  
Marikuppam Post  
KGF

Dear Ms. Cinthiya,

We are glad to offer you a position of **Lecturer in the Department of Biotechnology** at Jain College, (the "College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 20<sup>th</sup> July, 2015 (the "Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on contract for a period of 1 (One) year from the Commencement Date (the "Contract Period"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be continued after the completion of the Contract Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a gross salary of ₹13000/- per month.
- b. You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.

Group Head Office

31, Dr. A.N. Krishna Rao Road,

V. V. Puram, Bangalore - 560 004

P : 91 90 2661 5245

Campus

Geetha Road, Robertsurgpet

K.G.F - 583 122

P : 91 8133 231 761703



1st November 2009

**Mr. Muniraju D K**  
**Kanagala Village**  
**Tekal Post,**  
**Mallur - 563137.**

**Dear Mr. Muniraju D K,**

We are glad to offer you a position of Lecturer in the Department of Physics at Jain College, ( the College") as per the terms and conditions mentioned in this appointment letter ("Letter") . Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment :**

- a. Your Appointment with the College shall commence from 1st November 2009 (the Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on probation for a period of 2 two years from the Commencement date (the Probation Period"). If , in the opinion of the College Appointments Committee, you are found suitable your services will be confirmed after the completion of the Probation Period.
- c. You will be liable for transfer in such campacity, as the College Appointments Committee may from time to time dtermine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation :**

- a. You will be paid a gross salary of Rs.9500/- per month.
- b. You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement :**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities :**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.





1st March 2020

**Dr. Gladys Lydia R**  
**No.32, 1st Cross, 4th Block**  
**HP Nagar**  
**BEML Post**  
**K.G.F - 563115.**

**Dear, Dr. Gladys Lydia R**

We are glad to offer you a position of Lecturer in the Department of Physics at Jain College, ( the College") as per the terms and conditions mentioned in this appointment letter ("Letter") . Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment :**

- a. Your Appointment with the College shall commence from 1st March 2020 (the Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on probation for a period of 2 two years from the Commencement date (the Probation Period"). If , in the opinion of the College Appointments Committee, you are found suitable your services will be confirmed after the completion of the Probation Period.
- c. You will be liable for transfer in such campacity, as the College Appointments Committee may from time to time dtermine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation :**

- a. You will be paid a gross salary of Rs.23000/- per month.
- b. You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement :**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities :**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.

**Group Head Office**

91/2, Dr. A N Krishna Rao Road  
V V Puram, Bangalore - 560 004  
P +91 80 2661 5246

**Campus**

Geetha Road, Robertsonpet  
K.G.F - 563 122  
P +91 8153 261 733 / 833



1st August 2018

**Mr. Perinba Prabhu P**  
**No.1230, Doraiswamy Street**  
**Ashok Nagar**  
**Oorgaum Post**  
**K.G.F - 563120.**

**Dear Mr. Perinba Prabhu P,**

We are glad to offer you a position of Lecturer in the Department of Physics at Jain College, ( the College") as per the terms and conditions mentioned in this appointment letter ("Letter") . Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment :**

a. Your Appointment with the College shall commence from 1st August 2018 (the Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.

b. You will be on probation for a period of 2 two years from the Commencement date (the Probation Period"). If , in the opinion of the College Appointments Committee, you are found suitable your services will be confirmed after the completion of the Probation Period.

c. You will be liable for transfer in such campacity, as the College Appointments Committee may from time to time dtermine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation :**

a. You will be paid a gross salary of Rs.15000/- per month.

b. You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement :**

a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities :**

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.

b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.



**6. Conflict of Interest:**

- a. You are required to engage yourself exclusively in the work assigned by the organisation and shall not take up any other part time or full time employment with any other organisation
- b. You shall not engage in any such activity directly or indirectly that will affect the interests of the organisation directly or indirectly

**7. Confidentiality:**

- a. As a member of the organisation, you may gain access to such information that may be considered "confidential" by the organisation. Therefore you shall not divulge any confidential information to anyone outside the organisation or to anyone inside who is not entitled to such information.

**8. General:**

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.

**9. Notice period:**

- a. This contract is terminable without reasons, by either party giving one month's notice period during probationary period and three month's notice on confirmation. The organisation reserves the right to pay or recover the salary in lieu of the notice period.
- b. The organisation may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons.

**10. On Separation:**

- a. On acceptance of separation notice, you shall ensure to handover all the materials of the organisation in your possession that includes library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

We look forward to your contribution to the growth of this organization and a successful career with us.

Yours sincerely,

For Jain Group of Institutions,

*R. Chenraj Jain*  
R. Chenraj Jain  
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: Ms. Anne Aruna Kumari  
Place: KGF

Signature: *Anne Aruna Kumari*  
Date: 30/05/2009



13<sup>th</sup> May, 2015

Ms. Aruna N  
Keelukoppa Village  
S.G. Kote Post  
Bangarpet Taluk  
Kolar -563 162

Dear Ms. Aruna,

We are glad to offer you a position of **Lecturer in the Department of Mathematics** at **Jain College**, (the "**College**") as per the terms and conditions mentioned in this appointment letter ("**Letter**"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 15<sup>th</sup> June, 2015 (the "**Commencement Date**") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on contract till the end of the academic year (2015 – 2016) from the Commencement Date (the "**Contract Period**"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be continued.

You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a consolidated salary of ₹12000/- per month.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.

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P +91 8153 261 733 / 833



- b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.
- c. It is also your responsibility to bring to the notice of the College, any such violations to the policies, committed by any other member of the College.
- d. You may be transferred or required to travel for the College related works / training at the discretion of the College, from time to time or for short or long duration, should such a need arise.

**5. Leave:**

- a. You shall be eligible to such leave as is admissible under the leave policy of the College in force from time to time.

**6. Conflict of Interest:**

- a. You are required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of the College.
- b. You must not, without the prior written consent of the College, in any way directly or indirectly (i) be engaged or employed in, or (ii) be concerned with (in any capacity whatsoever), or (iii) provide services to, any other business or organisation where it is, or is likely to be, in conflict with the interests of the College or where it may adversely affect the efficient discharge of your duties.

**7. Confidentiality:**

- a. You shall keep strictly confidential any non-public information and materials belonging to, or kept or used by, the College, including without limitation any of the following which is non-public: any and all tangible and intangible information, data, documents, proposals, outlines, technical, conceptual or financial information, cost and pricing information, unannounced business relationships, information relating to research, products, software, services, development, inventions, processes, engineering, designs and patterns, processes and formulas, methods, techniques, programs or source code, customer contacts, names, addresses, telephone / fax / telex numbers, email addresses, economic, loan or investor information, commercialisation, monetisation and research strategies, vendors, trade secrets and know-how disclosed by the College to you, in oral, written, graphic, recorded, photographic, any machine-readable or in any other medium or form relating to the intellectual property, business and goodwill of the College ("**Confidential Information**").
- b. You may disclose, use, reproduce, transmit, distribute, sub-license, broadcast, disseminate or prepare derivative works of the Confidential Information or the Work only if, and to the extent, (i) necessary for performing your duties under this employment, (ii) expressly authorised by the College in writing, or (iii) required by any laws of India.
- c. In the event you are required to disclose any Confidential Information pursuant to the requirements under the laws of India, then you shall notify the College of such requirement at the earliest and do everything in your power and capacity to allow the College to minimize any disclosure required therefrom.



- d. Immediately upon the termination of this Letter or on a request made by the College, and except to the extent that any applicable law prevents you from doing so, you must return to the College, or destroy as the College directs, all materials recording, containing, setting out or making reference to the Confidential Information and all costs involved in either returning or destroying such materials are to be solely borne by you.
- e. As a member of the College, you may gain access to such information that may be considered "confidential" by the College. Therefore you shall not divulge any confidential information to anyone outside the College or to anyone inside who is not entitled to such information.

**8. Intellectual Property:**

- a. You acknowledge that the College will provide you with training and course material and other intellectual property developed by the College for your use during your engagement with the College and shall be returned by you to the College upon your ceasing to be engaged by the College. If you fail to do so, the College may withhold payment of your dues, if any, and/or take such steps as may be called for to recover them from you. You will be responsible for all such items or property and shall immediately report loss of property, if any, in your possession to the College for taking necessary action in this regard. Failure to do so will automatically entitle the College to recover any loss amount from you.
- b. You acknowledge and agree that any content, courseware, tests, articles and other information, documents, data which may be in written, graphic, photographic or any machine-readable format ("**Work**") created by you during and in the course of your employment is being created by as a "work made for hire" under the applicable law and, at all stages of development, the Work shall be and remain the sole and exclusive property of the College. At the College's sole, absolute and unfettered discretion, the College may make any changes in, deletions from, or additions to the Work. If for any reason the Work is determined at any time not to be a work made for hire, you hereby grant an irrevocable, royalty free transfer and assign to the College all rights, titles and interest in the Work.
- c. Upon a written request made by the College, you shall sign all documents, deeds or declarations necessary to confirm or perfect the exclusive ownership of the College in the Work.

**9. Indemnification:**

- a. You agree to indemnify, and keep indemnified, the College and its officers, agents, employees, consultants or affiliates against any damage, loss, cost, expense (including, without limitation, attorney fees, court costs, legal fees and expenses) or liability incurred by the College or a claim, action, proceeding or demand made against the College, either directly or indirectly, arising due to your breach of the terms and conditions of this Letter, and whether present or future, fixed or unascertained, actual or contingent.



#### 10. General:

- a. This employment is offered to you by the College on the understanding that all the information given by you or the data provided prior to and / or at the time of joining is true and correct. If it is found at any time that the information given by you is not true or correct or you have knowingly suppressed any information which you ought to have disclosed to the College, the College shall have the right to terminate your appointment with the College with immediate effect and without any obligation to you whatsoever.

#### 11. Termination:

- a. Either party may terminate the employment by giving 1 (one) month's notice in writing to the other party, if such termination occurs with the Contract/Probationary Period, or by giving 3 (three) months notice period, if such termination occurs after the confirmation of employment (the "Termination Notice"). The College reserves the right to pay or recover the salary in lieu of the notice period, as the case may be. The College reserves the right to, at its sole discretion, to relieve you of your roles and responsibilities under the current employment at any date prior to the expiry of the Termination Notice without assigning any reasons.
- b. On acceptance of the Termination Notice, you shall ensure to handover all the materials of the College in your possession including, but not limited to library books, presentation materials, data, literature, drawings, documents and any Confidential Information belonging to the College.
- c. Your obligations mentioned in paragraph 7, paragraph 8 and paragraph 9 shall survive the termination of your employment under this Letter.

You agree that the interpretation and enforcement of this Letter shall be governed by the laws of India and all disputes under this Letter shall be governed by the provisions of Arbitration and Conciliation Act, 1996. The venue for arbitration will be Bangalore.

Please confirm that the above terms mentioned in this Letter are acceptable to you and that you accept the appointment by signing a copy of this Letter.

We look forward to your positive contribution to the growth of the College and a successful career with us.

For Jain College,

**Dr. Chenraj Roychand**  
Chairman

I agree to accept employment on the terms and conditions mentioned in this Letter:

Name: Ms. Aruna N  
Place: K.G.F

Signature: Aruna N  
Date: 13/5/2015

**Group Head Office**  
91/2, Dr. A N Krishna Rao Road  
V V Puram, Bangalore - 560 004  
P +91 80 2661 5246

**Campus**  
Geetha Road, Robertsonpet  
K.G.F - 563 122  
P +91 8153 261 733 / 833



30<sup>th</sup> June, 2007

Mr. Kalaichelvan  
#13-248, Ramachandra Road  
Kuppam-517425

Dear Mr. Kalaichelvan,

We have pleasure in appointing you in our College at KGF as Lecturer in Physics or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.

**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be **2<sup>nd</sup> July, 2007.**
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a Consolidated Salary of **Rs.8,500/-** per month.

**3. Retirement:**

The retirement age is 58 years





- c. It is also your responsibility to bring to the notice of the College, any such violations to the policies, committed by any other member of the College.
- d. You may be transferred or required to travel for the College related works / training at the discretion of the College, from time to time or for short or long duration, should such a need arise.

**5. Leave:**

- a. You shall be eligible to such leave as is admissible under the leave policy of the College in force from time to time.

**6. Conflict of Interest:**

- a. You are required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of the College.
- b. You must not, without the prior written consent of the College, in any way directly or indirectly (i) be engaged or employed in, or (ii) be concerned with (in any capacity whatsoever), or (iii) provide services to, any other business or organisation where it is, or is likely to be, in conflict with the interests of the College or where it may adversely affect the efficient discharge of your duties.

**7. Confidentiality:**

- a. You shall keep strictly confidential any non-public information and materials belonging to, or kept or used by, the College, including without limitation any of the following which is non-public: any and all tangible and intangible information, data, documents, proposals, outlines, technical, conceptual or financial information, cost and pricing information, unannounced business relationships, information relating to research, products, software, services, development, inventions, processes, engineering, designs and patterns, processes and formulas, methods, techniques, programs or source code, customer contacts, names, addresses, telephone / fax / telex numbers, email addresses, economic, loan or investor information, commercialisation, monetisation and research strategies, vendors, trade secrets and know-how disclosed by the College to you, in oral, written, graphic, recorded, photographic, any machine-readable or in any other medium or form relating to the intellectual property, business and goodwill of the College ("**Confidential Information**").
- b. You may disclose, use, reproduce, transmit, distribute, sub-license, broadcast, disseminate or prepare derivative works of the Confidential Information or the Work only if, and to the extent, (i) necessary for performing your duties under this employment, (ii) expressly authorised by the College in writing, or (iii) required by any laws of India.
- c. In the event you are required to disclose any Confidential Information pursuant to the requirements under the laws of India, then you shall notify the College of such requirement at the earliest and do everything in your power and capacity to allow the College to minimize any disclosure required therefrom.
- d. Immediately upon the termination of this Letter or on a request made by the College, and except to the extent that any applicable law prevents you from doing so, you must return to the College, or destroy as the College directs, all materials recording, containing, setting out or making reference to the Confidential Information and all costs involved in either returning or destroying such materials are to be solely borne by you.

**Group Head Office**

91/2, Dr. A N Krishna Rao Road  
V V Puram, Bangalore - 560 004  
P +91 80 2661 5246

**Campus**

Geetha Road, Robertsonpet  
K.G.F - 563 122  
P +91 8153 261 733 / 833



- e. As a member of the College, you may gain access to such information that may be considered "confidential" by the College. Therefore you shall not divulge any confidential information to anyone outside the College or to anyone inside who is not entitled to such information.

#### 8. Intellectual Property:

- a. You acknowledge that the College will provide you with training and course material and other intellectual property developed by the College for your use during your engagement with the College and shall be returned by you to the College upon your ceasing to be engaged by the College. If you fail to do so, the College may withhold payment of your dues, if any, and/or take such steps as may be called for to recover them from you. You will be responsible for all such items or property and shall immediately report loss of property, if any, in your possession to the College for taking necessary action in this regard. Failure to do so will automatically entitle the College to recover any loss amount from you.
- b. You acknowledge and agree that any content, courseware, tests, articles and other information, documents, data which may be in written, graphic, photographic or any machine-readable format ("**Work**") created by you during and in the course of your employment is being created by as a "work made for hire" under the applicable law and, at all stages of development, the Work shall be and remain the sole and exclusive property of the College. At the College's sole, absolute and unfettered discretion, the College may make any changes in, deletions from, or additions to the Work. If for any reason the Work is determined at any time not to be a work made for hire, you hereby grant an irrevocable, royalty free transfer and assign to the College all rights, titles and interest in the Work.
- c. Upon a written request made by the College, you shall sign all documents, deeds or declarations necessary to confirm or perfect the exclusive ownership of the College in the Work.

#### 9. Indemnification:

- a. You agree to indemnify, and keep indemnified, the College and its officers, agents, employees, consultants or affiliates against any damage, loss, cost, expense (including, without limitation, attorney fees, court costs, legal fees and expenses) or liability incurred by the College or a claim, action, proceeding or demand made against the College, either directly or indirectly, arising due to your breach of the terms and conditions of this Letter, and whether present or future, fixed or unascertained, actual or contingent.

#### 10. General:

- a. This employment is offered to you by the College on the understanding that all the information given by you or the data provided prior to and / or at the time of joining is true and correct. If it is found at any time that the information given by you is not true or correct or you have knowingly suppressed any information which you ought to have disclosed to the College, the College shall have the right to terminate your appointment with the College with immediate effect and without any obligation to you whatsoever.

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#### Campus

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P +91 8153 261 733 / 833



**11. Termination:**

- a. Either party may terminate the employment by giving 1 (one) months' notice in writing to the other party, if such termination occurs with the Probationary Period, or by giving 3 (three) months' notice period, if such termination occurs after the confirmation of employment (the "**Termination Notice**"). The College reserves the right to pay or recover the salary in lieu of the notice period, as the case may be. The College reserves the right to, at its sole discretion, to relieve you of your roles and responsibilities under the current employment at any date prior to the expiry of the Termination Notice without assigning any reasons.
- b. On acceptance of the Termination Notice, you shall ensure to handover all the materials of the College in your possession including, but not limited to library books, presentation materials, data, literature, drawings, documents and any Confidential Information belonging to the College.
- c. Your obligations mentioned in paragraph 7, paragraph 8 and paragraph 9 shall survive the termination of your employment under this Letter.

You agree that the interpretation and enforcement of this Letter shall be governed by the laws of India and all disputes under this Letter shall be governed by the provisions of Arbitration and Conciliation Act, 1996. The venue for arbitration will be Bangalore.

Please confirm that the above terms mentioned in this Letter are acceptable to you and that you accept the appointment by signing a copy of this Letter.

We look forward to your positive contribution to the growth of the College and a successful career with us.

For Jain College,




**Dr. Chenraj Roychand**  
Chairman

---

I agree to accept employment on the terms and conditions mentioned in this Letter:

Name: Ms. N Madhavi  
Place: KGF

Signature:   
Date: 15/06/18

**Group Head Office**

91/2, Dr. A N Krishna Rao Road  
V V Puram, Bangalore - 560 004  
P +91 80 2661 5246

**Campus**

Geetha Road, Robertsonpet  
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P +91 8153 261 733 / 833



24<sup>th</sup> June , 2006

**Mr. Siddarama S  
Siddarama S Hulimani ,  
H.No. 3-548, Gazipur,  
Gulbarga.**

Dear Mr. Siddarama,

We have pleasure in appointing you in our College at KGF as Lecturer in Computer Science or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.

**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be 26<sup>th</sup> June 2006.
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution; establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a Consolidated Salary of Rs.7,500/- Per Month during the probationary period.

**3. Retirement:**

The retirement age is 58 years



**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organisation. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the organisation may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring to the notice of the management, any such violations to the policies, committed by any other member in the organisation.
- d. You may be required to undertake travel on behalf of the organisation for which you will be reimbursed Travel Expenses

**5. Leave:**

- a. You shall be eligible to such leave as is admissible under the Leave policy of the organisation in force from time to time.

**6. Conflict of Interest:**

- a. You are required to engage yourself exclusively in the work assigned by the organisation and shall not take up any other part time or full time employment with any other organisation
- b. You shall not engage in any such activity directly or indirectly that will affect the interests of the organisation directly or indirectly

**7. Confidentiality:**

- a. As a member of the organisation, you may gain access to such information that may be considered "confidential" by the organisation. Therefore you shall not divulge any confidential information to anyone outside the organisation or to anyone inside who is not entitled to such information.

**8. General:**

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.



9. Notice period:

- a. This contract is terminable without reasons, by either party giving one month's notice period during probationary period and three month's notice on confirmation. The organisation reserves the right to pay or recover the salary in lieu of the notice period.
- b. The organisation may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons.

10. On Separation:

- a. On acceptance of separation notice, you shall ensure to handover all the materials of the organisation in your possession that includes library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

We look forward to your contribution to the growth of this organization and a successful career with us.

Yours sincerely,

For Jain Group of Institutions,

R. Chenraj Jain  
Chairman

---

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: Mr. Siddarama S  
Place: K.G.F.

Signature:   
Date: 26/06/2006.



14<sup>th</sup> May, 2008

**Dr.C.M.Rajanna  
Chaldigana Halli  
Srinivasapur  
Kolar**

Dear Dr. Rajanna,

We have pleasure in appointing you in our College at Jain College-Kanakapura as Lecturer in Kannada or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.

**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be 2<sup>nd</sup> June, 2008.
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a consolidated salary of Rs. 12500/- per month.

**3. Retirement:**

The retirement age is 58 years



**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organisation. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the organisation may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring to the notice of the management, any such violations to the policies, committed by any other member in the organisation.
- d. You may be required to undertake travel on behalf of the organisation for which you will be reimbursed Travel Expenses

**5. Leave:**

- a. You shall be eligible to such leave as is admissible under the Leave policy of the organisation in force from time to time.

**6. Conflict of Interest:**

- a. You are required to engage yourself exclusively in the work assigned by the organisation and shall not take up any other part time or full time employment with any other organisation
- b. You shall not engage in any such activity directly or indirectly that will affect the interests of the organisation directly or indirectly

**7. Confidentiality:**

- a. As a member of the organisation, you may gain access to such information that may be considered "confidential" by the organisation. Therefore you shall not divulge any confidential information to anyone outside the organisation or to anyone inside who is not entitled to such information.

**8. General:**

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.





**9. Notice period:**

- a. This contract is terminable without reasons, by either party giving one month's notice period during probationary period and three month's notice on confirmation. The organisation reserves the right to pay or recover the salary in lieu of the notice period.
- b. The organisation may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons.

**10. On Separation:**

- a. On acceptance of separation notice, you shall ensure to handover all the materials of the organisation in your possession that includes library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

We look forward to your contribution to the growth of this organization and a successful career with us.

Yours sincerely,

For Jain Group of Institutions,

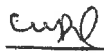
**R. Chenraj Jain**  
Chairman

---

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: Dr.C.M.Rajanna  
Place:

Signature:

Date:   
14/5/08



14<sup>th</sup> June, 2006

Mr. Murali Kumar P  
#1390, Near LMC,  
Oorgampet post,  
KGF

Dear Mr. Murali,

We have pleasure in appointing you in our College at KGF as Lecturer in Economics or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.

**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be 15<sup>th</sup> June 2006.
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a Consolidated Salary of Rs.7,500/- Per Month during the probationary period.

**3. Retirement:**

The retirement age is 58 years



**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organisation. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the organisation may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring to the notice of the management, any such violations to the policies, committed by any other member in the organisation.
- d. You may be required to undertake travel on behalf of the organisation for which you will be reimbursed Travel Expenses

**5. Leave:**

- a. You shall be eligible to such leave as is admissible under the Leave policy of the organisation in force from time to time.

**6. Conflict of Interest:**

- a. You are required to engage yourself exclusively in the work assigned by the organisation and shall not take up any other part time or full time employment with any other organisation
- b. You shall not engage in any such activity directly or indirectly that will affect the interests of the organisation directly or indirectly

**7. Confidentiality:**

- a. As a member of the organisation, you may gain access to such information that may be considered "confidential" by the organisation. Therefore you shall not divulge any confidential information to anyone outside the organisation or to anyone inside who is not entitled to such information.

**8. General:**

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.



9. Notice period:

- a. This contract is terminable without reasons, by either party giving one month's notice period during probationary period and three month's notice on confirmation. The organisation reserves the right to pay or recover the salary in lieu of the notice period.
- b. The organisation may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons.

10. On Separation:


- a. On acceptance of separation notice, you shall ensure to handover all the materials of the organisation in your possession that includes library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

We look forward to your contribution to the growth of this organization and a successful career with us.


Yours sincerely,

For Jain Group of Institutions,

  
R. Chenraj Jain  
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter: \_\_\_\_\_

Name: Mr. Murali Kumar P  
Place: K.G.P

Signature:   
Date: 15/06/06



14<sup>th</sup> June , 2007

**Mr. L.Jayapandian**  
**No.1068, 11<sup>th</sup> Cross**  
**Swarna Nagar**  
**Robertsonpet**  
**K.G.F-563 122**

Dear Mr. Jayapandian,

We have pleasure in appointing you in our College at KGF as **Lecturer in Economics** or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.

**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be **15<sup>th</sup> June 2007.**
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a Consolidated Salary of **Rs.8,500/-** per month.

**3. Retirement:**

The retirement age is 58 years



**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organisation. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the organisation may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring to the notice of the management, any such violations to the policies, committed by any other member in the organisation.
- d. You may be required to undertake travel on behalf of the organisation for which you will be reimbursed Travel Expenses

**5. Leave:**

- a. You shall be eligible to such leave as is admissible under the Leave policy of the organisation in force from time to time.

**6. Conflict of Interest:**

- a. You are required to engage yourself exclusively in the work assigned by the organisation and shall not take up any other part time or full time employment with any other organisation
- b. You shall not engage in any such activity directly or indirectly that will affect the interests of the organisation directly or indirectly

**7. Confidentiality:**

- a. As a member of the organisation, you may gain access to such information that may be considered "confidential" by the organisation. Therefore you shall not divulge any confidential information to anyone outside the organisation or to anyone inside who is not entitled to such information.

**8. General:**

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.



9. Notice period:

- a. This contract is terminable without reasons, by either party giving one month's notice period during probationary period and three month's notice on confirmation. The organisation reserves the right to pay or recover the salary in lieu of the notice period.
- b. The organisation may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons.

10. On Separation:

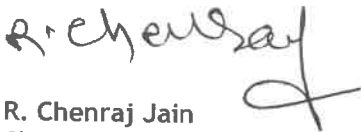
- a. On acceptance of separation notice, you shall ensure to handover all the materials of the organisation in your possession that includes library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

We look forward to your contribution to the growth of this organization and a successful career with us.

Yours sincerely,

For Jain Group of Institutions,

  
R. Chenraj Jain  
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: Mr. L.Jayapandian  
Place:

Signature:   
Date:



31<sup>st</sup> July, 2010

**Mr. Prakash D.R.**  
**C-527, Italian Qtrs**  
**Smith Road, Champion Reef**  
**K.G.F – 563 117**

Dear Mr. Prakash,

We have pleasure in appointing you in our College at **KGF** as **Lecturer in Commerce** or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.



**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be **2<sup>nd</sup> August, 2010**.
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a Gross Salary of **Rs. 8500/-** per month.

**3. Retirement:**

- a. The retirement age is 58 years.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organisation. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the organisation may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring to the notice of the management, any such violations to the policies, committed by any other member in the organisation.
- d. You may be required to undertake travel on behalf of the organisation for which you will be reimbursed Travel Expenses

**5. Leave:**

- a. You shall be eligible to such leave as is admissible under the Leave policy of the organisation in force from time to time.





**6. Conflict of Interest:**

- a. You are required to engage yourself exclusively in the work assigned by the organisation and shall not take up any other part time or full time employment with any other organisation
- b. You shall not engage in any such activity directly or indirectly that will affect the interests of the organisation directly or indirectly

**7. Confidentiality:**

- a. As a member of the organisation, you may gain access to such information that may be considered "confidential" by the organisation. Therefore you shall not divulge any confidential information to anyone outside the organisation or to anyone inside who is not entitled to such information.

**8. General:**

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.

**9. Notice period:**

- a. This contract is terminable without reasons, by either party giving one month's notice period during probationary period and three month's notice on confirmation. The organisation reserves the right to pay or recover the salary in lieu of the notice period.
- b. The organisation may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons.

**10. On Separation:**

- a. On acceptance of separation notice, you shall ensure to handover all the materials of the organisation in your possession that includes library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

We look forward to your contribution to the growth of this organization and a successful career with us.

Yours sincerely,

For **The JGI Group**,

*R. Chenraj Jain*

**R. Chenraj Jain**  
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

**Name:** Mr. Prakash D.R.

**Place:** *K.G.F.*

**Signature:** *D. K. Prakash*

**Date:** *29/12/2010.*



1<sup>st</sup> December, 2014

**Dr. Rekha Sethi**  
**#24, Raj Residency, 3<sup>rd</sup> Main Road**  
**Appaiah Garden, Jogupalya, Ulsoor**  
**Bangalore - 560 008**

Dear Dr. Rekha Sethi,

We are glad to offer you a position of **Principal** at **Sri Bhagawan Mahaveer Jain College - KGF**, (the "**College**") as per the terms and conditions mentioned in this appointment letter ("**Letter**"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 4<sup>th</sup> December, 2014 (the "**Commencement Date**") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on probation for a period of 1 (one) year from the Commencement Date (the "**Probation Period**"). If, in the opinion of the College Appointments Committee, you are found suitable, your services as Principal shall be confirmed after the completion of the Probation Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a gross salary of ₹65,000/- per month (Sixty Five Thousand).
- b. You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.



- b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may effect from time to time and comply with the same.
- c. It is also your responsibility to bring to the notice of the College, any such violations to the policies, committed by any other member of the College.
- d. You may be transferred or required to travel for the College related works / training at the discretion of the College, from time to time or for short or long duration, should such a need arise.

**5. Leave:**

- a. You shall be eligible to such leave as is admissible under the leave policy of the College in force from time to time.

**6. Conflict of Interest:**

- a. You are required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of the College.
- b. You must not, without the prior written consent of the College, in any way directly or indirectly (i) be engaged or employed in, or (ii) be concerned with (in any capacity whatsoever), or (iii) provide services to, any other business or organisation where it is, or is likely to be, in conflict with the interests of the College or where it may adversely affect the efficient discharge of your duties.

**7. Confidentiality:**

- a. You shall keep strictly confidential any non-public information and materials belonging to, or kept or used by, the College, including without limitation any of the following which is non-public: any and all tangible and intangible information, data, documents, proposals, outlines, technical, conceptual or financial information, cost and pricing information, unannounced business relationships, information relating to research, products, software, services, development, inventions, processes, engineering, designs and patterns, processes and formulas, methods, techniques, programs or source code, customer contacts, names, addresses, telephone / fax / telex numbers, email addresses, economic, loan or investor information, commercialisation, monetisation and research strategies, vendors, trade secrets and know-how disclosed by the College to you, in oral, written, graphic, recorded, photographic, any machine-readable or in any other medium or form relating to the intellectual property, business and goodwill of the College ("**Confidential Information**").
- b. You may disclose, use, reproduce, transmit, distribute, sub-license, broadcast, disseminate or prepare derivative works of the Confidential Information or the Work only if, and to the extent, (i) necessary for performing your duties under this employment, (ii) expressly authorised by the College in writing, or (iii) required by any laws of India.
- c. In the event you are required to disclose any Confidential Information pursuant to the requirements under the laws of India, then you shall notify the College of such requirement at the earliest and do everything in your power and capacity to allow the College to minimize any disclosure required therefrom.



- d. Immediately upon the termination of this Letter or on a request made by the College, and except to the extent that any applicable law prevents you from doing so, you must return to the College, or destroy as the College directs, all materials recording, containing, setting out or making reference to the Confidential Information and all costs involved in either returning or destroying such materials are to be solely borne by you.
- e. As a member of the College, you may gain access to such information that may be considered "confidential" by the College. Therefore you shall not divulge any confidential information to anyone outside the College or to anyone inside who is not entitled to such information.

**8. Intellectual Property:**

- a. You acknowledge that the College will provide you with training and course material and other intellectual property developed by the College for your use during your engagement with the College and shall be returned by you to the College upon your ceasing to be engaged by the College. If you fail to do so, the College may withhold payment of your dues, if any, and/or take such steps as may be called for to recover them from you. You will be responsible for all such items or property and shall immediately report loss of property, if any, in your possession to the College for taking necessary action in this regard. Failure to do so will automatically entitle the College to recover any loss amount from you.
- b. You acknowledge and agree that any content, courseware, tests, articles and other information, documents, data which may be in written, graphic, photographic or any machine-readable format ("**Work**") created by you during and in the course of your employment is being created by you as a "work made for hire" under the applicable law and, at all stages of development, the Work shall be and remain the sole and exclusive property of the College. At the College's sole, absolute and unfettered discretion, the College may make any changes in, deletions from, or additions to the Work. If for any reason the Work is determined at any time not to be a Work made for hire, you hereby grant an irrevocable, royalty free transfer and assign to the College all rights, titles and interest in the Work.
- c. Upon a written request made by the College, you shall sign all documents, deeds or declarations necessary to confirm or perfect the exclusive ownership of the College in the Work.

**9. Indemnification:**

- a. You agree to indemnify, and keep indemnified, the College and its officers, agents, employees, consultants or affiliates against any damage, loss, cost, expense (including, without limitation, attorney fees, court costs, legal fees and expenses) or liability incurred by the College or a claim, action, proceeding or demand made against the College, either directly or indirectly, arising due to your breach of the terms and conditions of this Letter, and whether present or future, fixed or unascertained, actual or contingent.



**10. General:**

- a. This employment is offered to you by the College on the understanding that all the information given by you or the data provided prior to and / or at the time of joining is true and correct. If it is found at any time that the information given by you is not true or correct or you have knowingly suppressed any information which you ought to have disclosed to the College, the College shall have the right to terminate your appointment with the College with immediate effect and without any obligation to you whatsoever.

**11. Termination:**

- a. Either party may terminate the employment by giving 3 (three) months working day's notice period (the "**Termination Notice**"). The College reserves the right to pay or recover the salary in lieu of the notice period, as the case may be. The College reserves the right to, at its sole discretion, to relieve you of your roles and responsibilities under the current employment at any date prior to the expiry of the Termination Notice without assigning any reasons.
- b. On acceptance of the Termination Notice, you shall ensure to handover all the materials of the College in your possession including, but not limited to library books, presentation materials, data, literature, drawings, documents and any Confidential Information belonging to the College.
- c. Your obligations mentioned in paragraph 7, paragraph 8 and paragraph 9 shall survive the termination of your employment under this Letter.

You agree that the interpretation and enforcement of this Letter shall be governed by the laws of India and all disputes under this Letter shall be governed by the provisions of Arbitration and Conciliation Act, 1996. The venue for arbitration will be Bangalore.

Please confirm that the above terms mentioned in this Letter are acceptable to you by signing a copy of this Letter.

We look forward to your positive contribution to the growth of the College and a successful career with us.

For **Sri Bhagawan Mahaveer Jain College**,

*Dr. Chenraj Roychand*

**Dr. Chenraj Roychand**  
Chairman

I agree to accept employment on the terms and conditions mentioned in this Letter:

**Name:** Dr. Rekha Sethi  
**Place:** *Bangalore.*

**Signature:** *[Signature]*  
**Date:** *4-12-14*



10th July 2020

**Ms. Sangeetha D S**  
**No.551, Eswaran Temple Street**  
**Someshwar Block**  
**Oorgaum Pet**  
**K.G.F - 563121.**

**Dear, Ms. Sangeetha D S**

We are glad to offer you a position of Lecturer in the Department of Computer Science at Jain College, ( the College") as per the terms and conditions mentioned in this appointment letter ("Letter") . Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment :**

a. Your Appointment with the College shall commence from 10th July 2020

(the Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.

b. You will be on probation for a period of 2 two years from the Commencement date (the Probation Period"). If , in the opinion of the College Appointments Committee, you are found suitable your services will be confirmed after the completion of the Probation Period.

c. You will be liable for transfer in such campacity, as the College Appointments Committee may from time to time dtermine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation :**

a. You will be paid a gross salary of Rs.19000/- per month.

b. You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement :**

a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities :**

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.

b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.

**Group Head Office**

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V V Puram, Bangalore - 560 004

P +91 80 2661 5246

**Campus**

Geetha Road, Robertsonpet

K.G.F - 563 122

P +91 8153 261 733 / 833



Ref No: JC/APP/KGF/055

28<sup>th</sup> June, 2018

Dr. J Anthony Gruze Thangaraj  
#54, 2 Saw Mili Line, Marikuppam Post  
Kolar Gold Field – 563 119  
Karnataka State

Dear Dr. J Anthony Gruze Thangaraj,

We are glad to offer you a position of **Assistant Professor in the Department of Commerce at Jain College**, (the "College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 2<sup>nd</sup> July, 2018 (the "Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on probation for a period of 2 (two) years from the Commencement Date (the "Probation Period"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be confirmed after the completion of the Probation Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a gross salary of ₹40000/- per month.
- b. You will be participating in the Provident Fund rules as applicable.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.



14<sup>th</sup> June, 2006

Ms. Kasturi L  
No.6-B-25, H.P.Nagar,  
BEML Nagar Post,  
KGF

Dear Ms. Kasturi,

We have pleasure in appointing you in our College at KGF as Lecturer in Commerce or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.

**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be 15<sup>th</sup> June 2006.
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a Consolidated Salary of Rs.7,500/- Per Month during the probationary period.

**3. Retirement:**

The retirement age is 58 years





11<sup>th</sup> July, 2008

Ms. Shamala S  
C/o Devaraj  
#133, E.T. Block  
Oorgaum Post  
KGF-563 122

Dear Ms. Shamala,

We have pleasure in appointing you in our College at KGF as Lecturer in Commerce and Management or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.

**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be 12<sup>th</sup> July, 2008.
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a Consolidated Salary of Rs. 8000/- per month.

**3. Retirement:**

The retirement age is 58 years



15<sup>th</sup> May, 2009

Ms. Sandhya V  
#1610, Near Sumathi Jain High School  
Robertsonpet  
KGF

Dear Ms. Sandhya,

We have pleasure in appointing you in our College at KGF as Lecturer in the Department of Commerce or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to such conditions and service rules etc as may be determined by the management of the institution from time to time.

**1. Appointment:**

- a. Your date of appointment is effective from the date of joining which shall be 18<sup>th</sup> May, 2009.
- b. You will be on probation for a period of two years from the date of your appointment. If in the opinion of the management, you are found suitable, you will be confirmed.
- c. The appointment is purely on temporary basis, tenable until the end of this academic year. The same will be continued beyond that date, subject to satisfactory work.
- d. You will be liable to be transferred in such capacity the management may from time to time determine to any other location, institution, establishment or branch of the Jain Group of Institutions. You will be governed by the terms and conditions of service applicable to the new assignment.

**2. Compensation:**

- a. You will be paid a Consolidated Salary of Rs.8000/- per month.

**3. Retirement:**

- a. The retirement age is 58 years.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organisation. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the organisation may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring to the notice of the management, any such violations to the policies, committed by any other member in the organisation.
- d. You may be required to undertake travel on behalf of the organisation for which you will be reimbursed Travel Expenses

**5. Leave:**

- a. You shall be eligible to such leave as is admissible under the Leave policy of the organisation in force from time to time.



15<sup>th</sup> May, 2015

Ms. Harshini K.J  
# "Shri Guru Raghavendra Nilaya"  
Near Vijayalaxmi Polytechnic  
Baba Nagar, BEML Post  
Kolar Gold Fields

Dear Ms. Harshini,

We are glad to offer you a position of **Lecturer in the Department of Commerce** at Jain College, (the "College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 15<sup>th</sup> June, 2015 (the "Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on contract till the end of the academic year (2015 – 2016) from the Commencement Date (the "Contract Period"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be continued.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a gross salary of ₹16000/- per month.
- b. You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.



Ref No: JC/APP/KGF/080

30<sup>th</sup> June, 2017

Mr. N.Praveen  
#1423/A, Vijay Nagar  
Bangarpet – 563 114

Dear Mr. Praveen,

We are glad to offer you a position of Commerce Lecturer at Jain College, (the "College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this Letter are subject to such conditions and service rules as may be determined by the College from time to time.

**1. Commencement of Employment:**

- a. Your appointment with the College shall commence from 1<sup>st</sup> July, 2017 (the "Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on probation for a period of 2 (two) years from the Commencement Date (the "Probation Period"). If, in the opinion of the College Appointments Committee, you are found suitable, your services will be confirmed after the completion of the Probation Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a gross salary of ₹16000/- per month.
- b. You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.



27th October 2021

**Mr. Mahesh K. M.**  
**No.62, DAR Police Qtrs**  
**Champion Reefs**  
**K.G.F-563117.**

Dear, **Mr. Mahesh K. M.**

We are glad to offer you a position of Lecturer in the Department of English at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment:**

a. Your Appointment with the College shall commence from 27th October 2021

(the Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.

b. You will be on probation for a period of 2 two years from the Commencement date (the Probation Period"). If, in the opinion of the College Appointments Committee, you are found suitable your services will be confirmed after the completion of the Probation Period.

c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation :**

a. You will be paid a gross salary of Rs.18000/- per month.

b. You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement :**

a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.

b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.

**Group Head Office**

91/2, Dr. A N Krishna Rao Road  
V V Puram, Bangalore - 560 004  
P +91 80 2661 5246

**Campus**

Geetha Road, Robertsonpet  
K.G.F - 563 122  
P +91 8153 261 733 / 833



21st October 2021

**Mr. Gideon George Jeffry T.**  
**No.245, North Tank Block**  
**Coromandel Post,**  
**K.G.F-563118.**

Dear, **Mr. Gideon George Jeffry T.**

We are glad to offer you a position of Lecturer in the Department of Commerce, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment:**

- a. Your Appointment with the College shall commence from 21st October 2021 (the Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on probation for a period of 2 two years from the Commencement date (the Probation Period"). If, in the opinion of the College Appointments Committee, you are found suitable your services will be confirmed after the completion of the Probation Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation :**

- a. You will be paid a gross salary of Rs.16000/- per month.
- b. You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement :**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.



26th October 2021

**Mr. Hemanth Kumar C.**  
**No.33, 2nd Cross,**  
**Vijayanagar, BEML Nagar Post,**  
**K.G.F-563115.**

Dear, **Mr. Hemanth Kumar C.**

We are glad to offer you a position of Lecturer in the Department of Commerce, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment:**

- a. Your Appointment with the College shall commence from 26th October 2021 (the Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on probation for a period of 2 two years from the Commencement date (the Probation Period"). If, in the opinion of the College Appointments Committee, you are found suitable your services will be confirmed after the completion of the Probation Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determine, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation :**

- a. You will be paid a gross salary of Rs.16000/- per month.
- b. You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional monies other than the compensation paid to you under this clause.

**3. Retirement :**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.

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**P** +91 80 2661 5246

**Campus**

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K.G.F - 563 122  
**P** +91 8153 261 733 / 833



Date : 15th June 2021

Mrs Malathi. P  
# 997, Subash Chandra Bose Road.  
B.M. Road, Robertsonpet  
K. G. F

Dear , Mrs Malathi. P

We are glad to offer you a position of Lecturer in the **Department of Commerce** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment:**

- a. Your Appointment with the College shall commence from **15th June 2021** (the Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on probation for a period of 2 two years from the Commencement date (the Probation Period"). If in the opinion of the College Appointments Committee, you are found suitable your services will be confirmed after the completion of the Probation Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determined, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation :**

- a. You will be paid a gross salary of Rs.18,000/- per month.
  - b. You will be participating in the Provident Fund rules as applicable.
- You agree that the College will not be liable to pay any additional incentives other than the compensation paid to you under this clause.

**3. Retirement :**

- a. You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.

**5. Leave:** You shall be eligible to such leave as is admissible under the Leave policy of the Organization in force from time to time.

**6. General:** We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.





**7. Notice period:**

- a. This contract is terminable without reasons, by either party giving one month's notice period during probationary period and three month's notice on confirmation. The organization reserves the right to pay or recover the salary in lieu of the notice period.
- b. The organization may relieve you at its discretion from such date prior to expiry of the notice period without assigning reason.

**PRINCIPAL**



**PRINCIPAL**  
**SRI BHAGWAN MAHAVEER JAIN**  
**FIRST GRADE COLLEGE**  
Geetha Road, Robertsonpet, K.G.F - 563 122



Date: 15th June 2021

Dr. Sreenivasa Prasad .D. S  
# 970/21, 11th main  
Raghavendra Block  
Srinagar  
Bangalore.

Dear Dr. Sreenivasa Prasad .D. S

We are glad to offer you a position of Lecturer in the **Department of Kannada** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment:**

- Your Appointment with the College shall commence from **15th June 2021** (the Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- You will be on probation for a period of 2 two years from the Commencement date (the Probation Period"). If in the opinion of the College Appointments Committee, you are found suitable your services will be confirmed after the completion of the Probation Period.
- You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determined, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation :**

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- You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional incentives other than the compensation paid to you under this clause.

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**Campus**

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K.G.F - 563 122  
P +91 8153 261 733 / 833



**7. Notice period:**

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**PRINCIPAL**



**PRINCIPAL**

**SRI BHAGWAN MAHAVEER JAIN  
FIRST GRADE COLLEGE**

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Date : 15th June 2021

Mr Nand Kumar.  
# 1954, Ashoka Nilayam,  
2nd Crossm Sumathi Nagar,  
Robertsonpet  
K. G. F

Dear Mr Nand Kumar.

We are glad to offer you a position of Lecturer in the **Department of Hindi** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment:**

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Date : 15th June 2021

Mrs Sumalatha. M  
# 47, Henry's A M Lane  
Coromandel Post KGF.

Dear Ms Sumalatha. M

We are glad to offer you a position of Lecturer in the **Department of Computer Science** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

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Date : 15th June 2021

Mr Shiv Kumar Pandey  
# 871, Vth Cross,  
Swarana Nagar,  
Robertsonpet  
K. G. F

Dear Mr Shiv Kumar Pandey

We are glad to offer you a position of Lecturer in the **Department of Hindi** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

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Date : **15th June 2021**

Mr Naveen Kumar  
A- 19, Bharath Nagar  
BEML Nagar. KGF

Dear Mr Naveen Kumar

We are glad to offer you a position of Lecturer in the **Department of Computer Science** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

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Date : **15th June 2021**

Mrs Elizabeth Rani  
Behind Bethel Mission Church  
B. M Road,  
Near Saldana Circle,  
Irudhayapuram,  
Robertson pet,  
K.G. F.- 563122

Dear Mrs Elizabeth Rani

We are glad to offer you a position of Lecturer in the **Department of English** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

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FIRST GRADE COLLEGE**

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Date : 15th June 2021

Mr Savinay Kumar J. C  
Sri Chythanya Nilaya  
Sri Venkateswar colony  
M. N. Hills Road  
Mulbagal Taluk.

Dear Mr. Savinay Kumar J. C

We are glad to offer you a position of Lecturer in the **Department of Bio- Chemistry at Jain College**, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

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**Sri Bhagawan Mahaveer Jain First Grade College**  
(Affiliated to Bengaluru North University)

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Date: 1<sup>st</sup> July 2022

Mrs. Kiranya. L.  
Bethel Mission Church Compound  
B. M Road, Near Saldana Circle, Irudhayapuram,  
Robertson pet, K.G. F.- 563122

Dear, Mrs. Kiranya. L.

We are glad to offer you a position of Lecturer in the **Department of Bachelor of Business Administration** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

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Date: 1<sup>st</sup> July 2022

Mrs. Sujatha Mohan  
#21, 1st Cross Baba Nagar,  
Opp to Silvan Villa, D.K. Halli Road,  
BEML Nagar.  
K.G.F -563115

Dear, Mrs. Sujatha Mohan

We are glad to offer you a position of Lecturer in the **Department of Bachelor of Business Administration** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

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Date: 1<sup>st</sup> July 2022

Mr. Changa Reddy S.  
Kagganahalli(v)  
Mulbagal(T)  
Kolar District

Dear, Mr Changa Reddy S.

We are glad to offer you a position of Lecturer in the **Department of Psychology** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

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- You agree that the College will not be liable to pay any additional incentives other than the compensation paid to you under this clause.

**3. Retirement :**

- You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.



**PRINCIPAL**  
SRI BHAGWAN MAHAVEER JAIN  
FIRST GRADE COLLEGE  
Geetha Road, Robertsonpet, K.G.F- 563 122

**Group Head Office**

91/2, Dr. A N Krishna Rao Road  
V V Puram, Bangalore - 560 004  
P +91 80 2661 5246

**Campus**

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K.G.F - 563 122  
P +91 8153 261 733 / 833



Date: 1<sup>st</sup> July 2022

Ms. Monica R.  
# 174/A, New Oriental Lane,  
Coromendal Post,  
K. G. F -563122

Dear, Ms. Monica R.

We are glad to offer you a position of Lecturer in the **Department of Bachelor of Business Administration** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment:**

- Your Appointment with the College shall commence from **1st July 2022** (the Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- You will be on probation for a period of 2 two years from the Commencement date (the Probation Period"). If in the opinion of the College Appointments Committee, you are found suitable your services will be confirmed after the completion of the Probation Period.
- You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determined, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation :**

- You will be paid a gross salary of Rs.18,000/- per month.
  - You will be participating in the Provident Fund rules as applicable.
- You agree that the College will not be liable to pay any additional incentives other than the compensation paid to you under this clause.

**3. Retirement :**

- You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.



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Date: 6<sup>th</sup> March 2023

Mr. Ravi P.  
C/O P Pariyasamy,  
#88, 2nd Type, Beml Nagar,  
Banagarapet ,  
Kolar District.

Dear, Mr. Ravi P.

We are glad to offer you a position of Lecturer in the **Department of Computer Science** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment:**

- Your Appointment with the College shall commence from **6th March 2023**. (the Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- You will be on probation for a period of 2 two years from the Commencement date (the Probation Period"). If in the opinion of the College Appointments Committee, you are found suitable your services will be confirmed after the completion of the Probation Period.
- You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determined, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation :**

- You will be paid a gross salary of Rs.18,000/- per month.
  - You will be participating in the Provident Fund rules as applicable.
- You agree that the College will not be liable to pay any additional incentives other than the compensation paid to you under this clause.

**3. Retirement :**

- You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.



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Date: 6<sup>th</sup> March 2023

Mrs. Mahalakshmi  
Ramajayam Nivas,  
2nd Cross, Robertson pet  
K.G.F. 563122

Dear, Mrs. Mahalakshmi

We are glad to offer you a position of Lecturer in the **Department of Computer Science** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment:**

- Your Appointment with the College shall commence from **6th March 2023**. (the Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- You will be on probation for a period of 2 two years from the Commencement date (the Probation Period"). If in the opinion of the College Appointments Committee, you are found suitable your services will be confirmed after the completion of the Probation Period.
- You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determined, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation :**

- You will be paid a gross salary of Rs.18,000/- per month.
- You will be participating in the Provident Fund rules as applicable.

You agree that the College will not be liable to pay any additional incentives other than the compensation paid to you under this clause.

**3. Retirement :**

- You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.



  
PRINCIPAL  
SRI BHAGWAN MAHAVEER JAIN  
FIRST GRADE COLLEGE  
Geetha Road, Robertsonpet, K.G.F-563 122



Date: 6<sup>th</sup> March 2023

Mr Nagesha P.  
# 105, Kumbara beedi, Kyalanur Post,  
Vemagal Hobali, Kolar taluk,  
Kolar District

Dear, Mr Nagesha P.

We are glad to offer you a position of Lecturer in the **Department of Kannada** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment:**

- Your Appointment with the College shall commence from **6th March 2023**. (the Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- You will be on probation for a period of 2 two years from the Commencement date (the Probation Period"). If, in the opinion of the College Appointments Committee, you are found suitable your services will be confirmed after the completion of the Probation Period.
- You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determined, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation :**

- You will be paid a gross salary of Rs.20,000/- per month.
  - You will be participating in the Provident Fund rules as applicable.
- You agree that the College will not be liable to pay any additional incentives other than the compensation paid to you under this clause.

**3. Retirement :**

- You will retire from the services of the College on the last date of the month in which you attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be considered for this purpose.

**4. Responsibilities:**

- In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.

  
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Date: 6<sup>th</sup> March 2023

Ms. Meenakshi L.  
D/o Lakshman.  
Chantnal O Bihar,  
T Aord post.

Dear, Ms. Meenakshi L.

We are glad to offer you a position of Lecturer in the **Department of Hindi** at Jain College, (the College") as per the terms and conditions mentioned in this appointment letter ("Letter"). Please note that the employment terms contained in this letter are subject to such conditions and service rules as may be determined by the college from time to time.

**1. Commencement of Employment:**

- a. Your Appointment with the College shall commence from **6th March 2023**. (the Commencement Date") and shall continue until terminated in accordance with the terms and conditions mentioned in this Letter.
- b. You will be on probation for a period of 2 two years from the Commencement date (the Probation Period"). If, in the opinion of the College Appointments Committee, you are found Suitable your services will be confirmed after the completion of the Probation Period.
- c. You will be liable for transfer in such capacity, as the College Appointments Committee may from time to time determined, to any other location or institution of the College. You will be governed by the terms and conditions of service applicable in the new assignment.

**2. Compensation:**

- a. You will be paid a gross salary of Rs.18000/- per month.
  - b. You will be participating in the Provident Fund rules as applicable.
- You agree that the College will not be liable to pay any additional incentives other than the compensation paid to you under this clause.

**3. Retirement:**

- a. You will retire from the services of the College on the last date of the month in which you Attain the age of 60 (sixty). The date of birth as recorded at the time of appointment shall be Considered for this purpose.

**4. Responsibilities:**

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the College. Consequently, you are required to understand the scope and intent of the policies and comply with the same. You shall also ensure to update yourself with the change or updated policies, which the College may affect from time to time and comply with the same.



*[Handwritten Signature]*  
**PRINCIPAL**  
**SRI BHAGWAN MAHAVEER JAIN**  
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Geetha Road, Robertsonpet, K.G.F - 563 127

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