

To
DR. PINANK ANILBHAI PATEL
4, RUKSHAMANI PARK,
VIA NANAVATI CHOWK,
150FT RING ROAD,
RAJKOT-360007

03 March 2018

Sub: Your Appointment as a PROFESSOR (Dept. of AUTOMOBILE ENGINEERING)

Dear DR. PINANK ANILBHAI PATEL

We are delighted to offer you an association with our institution as a PROFESSOR (Dept. of AUTOMOBILE ENGINEERING) with effect from 03 March 2018

Nature of Appointment:

Probationary: From 03 March 2018 to 02 March 2019

An employee with high character and competence usually gets confirmed at the end of one year of continuous association

Primary Role:

- To teach/assist as assigned to you
- To carry out all associated tasks to teaching and learning
- To serve as mentor and advisor to the assigned group of students/faculties
- To carry out departmental administrative tasks as assigned
- To actively participate in events and functions related to students. You may be required to keep odd hours for the same
- To attend various training programs as identified by the organization for mutual growth
- To carry out all tasks as considered necessary and appropriate for educational institution

Compensation:

Monthly compensation: INR120182/-CTC

Pay Scale: , Basic: 57250/-

You will be entitled for other benefits and allowances applicable in your category as decided by the organization

Other Benefits* (As per prevailing organization policy)

- INT500/- per month towards laptop allowance
- INR5000/- per year towards professional body membership
- Child Education Subsidy if studying in the organization
- Subsidized/Free transport if using organization buses at their normal timings
- Seed grant for the robust proposal on approval
- Subsidized and safe housing for outstation employees as per availability
- Subsidized gym facility if using beyond office hours

Working Terms & Conditions:

Staying back and late nights for extra and co-curricular activities and extended days for trips are inevitable to education. You may be required to attend to these demands

Organization holds the right to Intellectual Property created/used by you for the purpose of teaching and learning in the University

Organization reserves the right to seize/search/retrieve any of your personal device/gadgets if doubted to be used against the goodwill of the organization

Organization will not be responsible for any loss of life/personal property/physical damage

Exit process:

You may seek to terminate your appointment with Organization or vice versa, without giving any reason thereof at any time during your tenure. The party initiating termination will be required to give 2 months' notice or pay there in lieu of. This is applicable to probationary and confirmed employees equally.


It is understood that all the incomplete tasks will be attended to prior to leaving

If the organization initiates termination (details are mentioned in annexure A) it will be bound by the above mentioned condition. If you initiate termination, the organization reserves the right to waive off the notice period, in which case the notice pay provision will not apply to either party.

Also Students' well being is paramount and hence you will be relieved only at the end of semester if you resign during the ongoing semester.

However, if you insist to leave before the semester ends, organization reserves the rights to levy the penalty up to two months' of basic pay additionally, at the discretion of competent authority keeping larger interest in mind.

We welcome you on board. Looking forward to have you as family member


Registrar

Please Note:

- The organization reserves its right to use your working time as per its requirements
- Benefits any are not encashable or exchangeable
- Above mentioned salary includes all statutory benefits applicable to you. You will be eligible for the payment of any and all statutory requirements as per prevailing government /organization policies
- Your training may be in campus, out of campus, out station, international, beyond duty hours or on holidays
- Your placement may be transferred at any of the location depending on changing needs of the organization and development of your role
- All benefits mentioned/informed to you including leaves/vacations are for full time employment for the full year. Prorating will be applicable as per rules
- The terms and conditions may undergo change as per the organizational needs and directives. The employee will be bound by any amendment and/or new policy or regulation done in good faith by the organization as and when considered necessary

Annexure A: Exit Process & Termination policy of the organization:

Exit process:

You may seek to terminate your appointment with Organization or vice versa, without giving any reason thereof at any time during your tenure. The party initiating termination will be required to give 2 months' notice or pay there in lieu of. This is applicable to probationary and confirmed employees equally.

It is understood that all the incomplete tasks will be attended to prior to leaving.

If the organization initiates termination (details are mentioned in annexure A) it will be bound by the above mentioned condition. If you initiate termination, the organization reserves the right to waive off the notice period, in which case the notice pay provision will not apply to either party.

Also Students' well being is paramount hence you will be relieved only at the end of semester if you resign during the ongoing semester.

However, if you insist to leave before the semester ends, organization reserves the rights to levy the penalty up to two months' of basic pay additionally, at the discretion of competent authority keeping larger interest in mind. The termination will be immediate without any notice or pay there in lieu of under below mentioned circumstances:

1. In case of insubordination /disobedience/incapability to perform any duty allotted by the head /organization
2. In case of theft, fraud, criminal activity, misconduct research misconduct, plagiarism
3. In case of abuse, corporal punishment, sexual harassment
4. In case of damage to property/ goodwill of employer
5. In case of taking or giving bribes
6. In case of habitual absence or absence without leave for more than 10 days
7. In case of involvement in activities of conflict of interests
8. In case of repeated errors in tasks allotted
9. In case of change in rules/strategies due to which the offered position is abolished

I have read the above and I agree to the exit process and termination policy of the organization

Name: Dr. Pankaj A Patel

Signature: 

Date: 3-3-2018

To

Dr. RITESH R PALKAR
C/O RAMESH W PALKAR,
NEAR MAHARANA PRATAP,
HIGHSCHOOL, RAUTWA, CHIKHALI,
BULDANA (MH) - 443201
M :- 9975832862

05 June 2017

Sub: Your Appointment as ASSISTANT PROFESSOR (Dept. of CHEMICAL ENGINEERING)

Dear Dr. RITESH R PALKAR

We are delighted to offer you an association with our institution as ASSISTANT PROFESSOR (Dept. of CHEMICAL ENGINEERING) with effect from 05 June 2017

Nature of Appointment:

Probationary: 05 June 2017 to 04 June 2018

An employee with high character and competence usually gets confirmed at the end of one year of continuous association

Primary Role:

- To teach/assist as assigned to you
- To carry out all associated tasks pertaining to your role, department and organization
- To serve as mentor and advisor to the assigned group (Students/juniors/new joinee)
- To carry out all administrative tasks as assigned
- To actively participate in events and functions related to organization. You may be required to keep odd hours for the same
- To attend various training programs as identified by the organization for mutual growth
- To carry out all tasks as considered necessary and appropriate for educational institution

Compensation:

Monthly compensation: INR61131 CTC

Pay scale: , Basic: 21600/- .

You will be entitled for other benefits and allowances applicable to you as decided by the organization

Other Benefits* : (As per prevailing organization policy)

- INR500/- per month towards laptop allowance
- INR5000/- per year towards professional body membership
- Child Education Subsidy if studying in the organization
- Subsidized/free bus transport if using organization buses at their normal timings
- Seed grant for the robust proposal on approval
- Subsidized and safe housing for outstation employees as per availability
- Subsidized Gym facility if using beyond office hours

Working Terms & Conditions:

- Staying back and late nights for extra and co-curricular activities and extended days for trips are inevitable to education. You may be required to attend to these demands
- Organization holds the right to Intellectual Property created/used by you for the purpose of teaching and learning in the University
- Organization reserves the right to seize /search/retrieve any of your personal device/gadgets if doubted to be used against the goodwill of organization
- Organization will not be responsible for any loss of life/personal property/physical damage

Exit process:

You may seek to terminate your appointment with Organization or vice versa, without giving any reason thereof at any time during your tenure. The party initiating termination will be required to give 2 months' notice or pay there in lieu of. This is applicable to probationary and confirmed employees equally.

It is understood that all the incomplete tasks will be attended to prior to leaving.

If the organization initiates termination (details are mentioned in annexure A) it will be bound by the above mentioned condition. If you initiate termination, the organization reserves the right to waive off the notice period, in which case the notice pay provision will not apply to either party.

Also Students' well being is paramount hence you will be relieved only at the end of semester if you resign during the ongoing semester.

However, if you insist to leave before the semester ends, organization reserves the rights to levy the penalty up to two months' of basic pay additionally, at the discretion of competent authority keeping larger interest in mind.

We welcome you on board. Looking forward to have you as family member



Registrar

Please Note:

- The organization reserves its right to use your working time as per its requirements
- Benefits any are not encashable or exchangeable
- Above mentioned salary includes all statutory benefits applicable to you. You will be eligible for the payment of any and all statutory requirements as per prevailing government /organization policies
- Your training may be in campus, out of campus, out station, international, beyond duty hours or on holidays
- Your placement may be transferred at any of the location depending on changing needs of the organization and development of your role
- All benefits mentioned /informed to you including leaves/vacations are for full time employment for the full year. Prorating will be applicable as per rules
- The terms and conditions may undergo change as per the organizational needs and directives. The employee will be bound by any amendment and/or new policy or regulation done in good faith by the organization as and when considered necessary

• www.marwadiuniversity.ac.in ✉ info@marwadiuniversity.ac.in

Rajkot-Morbi Road, Rajkot, Gujarat, India 360003

☎ +91-281-7123456 ☎ +91- 89800 30090

Annexure A: Exit Process & Termination policy of the organization:

Exit process:

You may seek to terminate your appointment with Organization or vice versa, without giving any reason thereof at any time during your tenure. The party initiating termination will be required to give 2 months' notice or pay there in lieu of. This is applicable to probationary and confirmed employees equally.

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However, if you insist to leave before the semester ends, organization reserves the rights to levy the penalty up to two months' of basic pay additionally, at the discretion of competent authority keeping larger interest in mind. The termination will be immediate without any notice or pay there in lieu of under below mentioned circumstances:

1. In case of insubordination /disobedience/incapability to perform any duty allotted by the head /organization
2. In case of theft, fraud, criminal activity, misconduct research misconduct, plagiarism
3. In case of abuse, corporal punishment, sexual harassment
4. In case of damage to property/ goodwill of employer
5. In case of taking or giving bribes
6. In case of habitual absence or absence without leave for more than 10 days
7. In case of involvement in activities of conflict of interests
8. In case of repeated errors in tasks allotted
9. In case of change in rules/strategies due to which the offered position is abolished

I have read the above and I agree to the exit process and termination policy of the organization

Name: Ritesh R. Pankaj

Signature: R.R. Pankaj

Date: 5/06/2017

TO. DR. SIDDHARTH GOPALKRISHNA SHAH
19/A, SHASTRI NAGAR,
NIZAMPURA,

VADODARA - 390002
M :- 9913801008

DT : 13/06/2013

Subject : Your appointment as a ASSOCIATE PROFESSOR (FACULTY OF P G STUDIES AND RESEARCH IN ENGINEERING AND TECHNOLOGY - CIVIL)

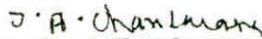
Reference : Your application and interview held on 24/05/2013

Dear DR. SIDDHARTH GOPALKRISHNA SHAH

With reference to your application and the subsequent discussion/interview, the undersigned had with you, we have pleasure in appointing you on the post of ASSOCIATE PROFESSOR(FACULTY OF P G STUDIES AND RESEARCH IN ENGINEERING AND TECHNOLOGY - CIVIL) with effect from 13/06/2013 on the following terms and conditions:

1. Your Pay Scale will be 37400-67000 AGP - 9000 at Basic of RS. 53700/- .
2. You will be eligible for allowances & benefits as decided by the GTU & accepted by the management.
3. You will be on probation for a period of One (1) Year, which may be extended by six months, if necessary. The undersigned shall review the performance immediately after 1 Year. If your work is found satisfactory, your services will be confirmed. Your satisfactory performance will only qualify you for the confirmation or the decision will be taken otherwise which please note.
4. During the Probation Period, if you resigned, you shall have give one month Notice Period or Pay One month's basic salary. If conformed. You shall have to give two month's notice period or pay two month's basic salary. If Resigned, You shall not be relieved in the middle of the semester.
5. You shall be subject to the various rules, regulations, administrative policies and other policies of the Institute which are in force or shall be formed & enforced from time to time. The Institute has absolute powers & rights to regulate or to modify/review the rules, regulations and the said policies from time to time with or without prior intimation to you.
6. You shall participate in all Training and Development Programs organized by the Institute periodically, in order to achieve required technical & teaching skills in all spheres. You may be required to go for training anywhere in India or abroad as desired by the Institute .
7. The Institute shall not be liable if there occurs loss of life/limb of the employee due to the reason attributable to the causes beyond human control or due to the negligence of the employee.
8. You shall devote your full time and attention to your duties and responsibilities allotted to you.

for, Marwadi Education Foundation's Group of Institutions


Jitendra A. Chandarana
Vice Chairman

ACCEPTANCE

I have read the above appointment letter and the terms and conditions therein, applicable to employees of Marwadi Education Foundation's Group of Institutions, Rajkot and I accept the employment and I will join my duties on or before 13/06/2013


Accepted By:
(SIDDHARTH GOPALKRISHNA SHAH)
ASSOCIATE PROFESSOR

KNOWLEDGE IS THE CURRENCY
FOR THE 21st CENTURY

Date: 14/02/2012

To

DR. R. SRIDARAN

1002 JANAPRIYA SAI DARSHAN

APARTMENTS, SEEGHEHEHALLI,

WHITEFIELD, BANGALORE-67

MO.: 9686736536

Subject: Your appointment as a DEAN (Faculty of MCA) at Marwadi Education Foundation's Group of Institutions, Gauridad, Rajkot

Reference: Your application and interview held on 05/11/2011

Dear DR. R. SRIDARAN

With reference to your application and the subsequent discussion/interview, the undersigned had with you, we have pleasure in appointing you on the post of DEAN (Faculty of MCA) at Marwadi Education Foundation with effect from 14/02/2012 on the following terms and conditions:

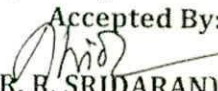
1. Your Pay Scale will be 37400-67000 AGP- 10000 at Basic of 60340/-
2. You will be eligible for allowances & benefits as decided by the GTU & accepted by the management.
3. The employee who wishes to the leave/terminate the job he/she has to give either party two months' notice or two months' basic pay in lieu of notice period.
4. You shall be subject to the various rules, regulations, administrative policies and other policies of the trust which are in force or shall be formed & enforced from time to time. The Trust has absolute powers & rights to regulate or to modify/review the rules, regulations and the said policies from time to time with or without prior intimation to you.
5. You shall participate in all Training and Development Programs organized by the Trust periodically, in order to achieve required technical & teaching skills in all spheres. You may be required to go for training anywhere in India or abroad as desired by the Trust.
6. The Trust shall not be liable if there occurs loss of life/limb of the employee due to the reason attributable to the causes beyond human control or due to the negligence of the employee.
7. You shall devote your full time and attention to your duties and responsibilities allotted to you.

for, Marwadi Education Foundation's Group of Institutions

J. A. Chandarana
(Jitendra A. Chandarana)
Vice Chairman

ACCEPTANCE

I have read the above appointment letter and the terms and conditions therein, applicable to employees of Marwadi Education Foundation's Group of Institutions, Rajkot and I accept the employment and I will join my duties on or before 14/02/2012

Accepted By: 
(DR. R. SRIDARAN)
DEAN

KNOWLEDGE IS THE CURRENCY
FOR THE 21st CENTURY

To

Dr. SHOBHIT K PATEL
20 HEAVEN, GURUKUL BUNGLOWS,
NEAR THAMNA CHOKDI,
UMRETH, DIST - ANAND,
UMRETH - 388220
M :- 09427856562

20 October 2016

Sub: Your Appointment as PROFESSOR (Dept. of COMPUTER ENGINEERING)

Dear Dr. SHOBHIT K PATEL

We are delighted to offer you an association with our institution as PROFESSOR (Dept. of COMPUTER ENGINEERING) with effect from 20 October 2016

Nature of Appointment:

Probationary: 20 October 2016 to 19 October 2017

An employee with high character and competence usually gets confirmed at the end of one year of continuous association

Primary Role:

- To teach/assist as assigned to you
- To carry out all associated tasks pertaining to your role, department and organization
- To serve as mentor and advisor to the assigned group (Students/juniors/new joinee)
- To carry out all administrative tasks as assigned
- To actively participate in events and functions related to organization. You may be required to keep odd hours for the same
- To attend various training programs as identified by the organization for mutual growth
- To carry out all tasks as considered necessary and appropriate for educational institution

Compensation:

Monthly compensation: INR120330 CTC

Pay scale: , Basic: 47790/- .

You will be entitled for other benefits and allowances applicable to you as decided by the organization

Other Benefits* : (As per prevailing organization policy)

- INR500/- per month towards laptop allowance
- INR5000/- per year towards professional body membership
- Child Education Subsidy if studying in the organization
- Subsidized/free bus transport if using organization buses at their normal timings
- Seed grant for the robust proposal on approval
- Subsidized and safe housing for outstation employees as per availability
- Subsidized Gym facility if using beyond office hours

Working Terms & Conditions:

- Staying back and late nights for extra and co-curricular activities and extended days for trips are inevitable to education. You may be required to attend to these demands
- Organization holds the right to Intellectual Property created/used by you for the purpose of teaching and learning in the University
- Organization reserves the right to seize /search/retrieve any of your personal device/gadgets if doubted to be used against the goodwill of organization
- Organization will not be responsible for any loss of life/personal property/physical damage

Exit process:

You may seek to terminate your appointment with Organization or vice versa, without giving any reason thereof at any time during your tenure. The party initiating termination will be required to give 2 months' notice or pay there in lieu of. This is applicable to probationary and confirmed employees equally.

It is understood that all the incomplete tasks will be attended to prior to leaving.

If the organization initiates termination (details are mentioned in annexure A) it will be bound by the above mentioned condition. If you initiate termination, the organization reserves the right to waive off the notice period, in which case the notice pay provision will not apply to either party.

Also Students' well being is paramount hence you will be relieved only at the end of semester if you resign during the ongoing semester.

However, if you insist to leave before the semester ends, organization reserves the rights to levy the penalty up to two months' of basic pay additionally, at the discretion of competent authority keeping larger interest in mind.

We welcome you on board. Looking forward to have you as family member



Registrar

Please Note:

- The organization reserves its right to use your working time as per its requirements
- Benefits any are not encashable or exchangeable
- Above mentioned salary includes all statutory benefits applicable to you. You will be eligible for the payment of any and all statutory requirements as per prevailing government /organization policies
- Your training may be in campus, out of campus, out station, international, beyond duty hours or on holidays
- Your placement may be transferred at any of the location depending on changing needs of the organization and development of your role
- All benefits mentioned /informed to you including leaves/vacations are for full time employment for the full year. Prorating will be applicable as per rules
- The terms and conditions may undergo change as per the organizational needs and directives. The employee will be bound by any amendment and/or new policy or regulation done in good faith by the organization as and when considered necessary

Annexure A: Exit Process & Termination policy of the organization:

Exit process:

You may seek to terminate your appointment with Organization or vice versa, without giving any reason thereof at any time during your tenure. The party initiating termination will be required to give 2 months' notice or pay there in lieu of. This is applicable to probationary and confirmed employees equally.

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1. In case of insubordination /disobedience/incapability to perform any duty allotted by the head /organization
2. In case of theft, fraud, criminal activity, misconduct research misconduct, plagiarism
3. In case of abuse, corporal punishment, sexual harassment
4. In case of damage to property/ goodwill of employer
5. In case of taking or giving bribes
6. In case of habitual absence or absence without leave for more than 10 days
7. In case of involvement in activities of conflict of interests
8. In case of repeated errors in tasks allotted
9. In case of change in rules/strategies due to which the offered position is abolished

I have read the above and I agree to the exit process and termination policy of the organization

Name: SHOBHIT PATEL Signature: Shobhit

Date: 20-10-2016

Employment Integration Following Marwadi University's Establishment under the Marwadi Education Foundation

Marwadi Education Foundation is the sponsoring body of Marwadi University and all appointments before becoming University in May 2016 were given in Marwadi Education Foundation. All those who continued their employment with Marwadi University were absorbed as full-time employees after getting University status and are considered full-time employees of Marwadi University from the date of original joining.

myadola
Registrar
Marwadi University

