



MSNIM
MANEL SRINIVAS NAYAK
INSTITUTE of MANAGEMENT

MSNIM Besant Campus, Bondel, Mangaluru – 575 008, D.K. District, Karnataka State, India
(Affiliated to Mangalore University, Approved by AICTE)
(Sponsored by: Women's National Education Society)

Criterion 2 – Teaching-Learning and Evaluation (350)

Key Indicator- 2.4 Teacher Profile and Quality (40)



2.4.1 Percentage of full-time teachers against sanctioned posts during the last five years (15)

MANEL SRINIVAS NAYAK INSTITUTE OF MANAGEMENT

WOMEN'S NATIONAL EDUCATION SOCIETY

MSNIM, Bondel Campus, Mangalore – 575 008

Ph: 8951303111

Website: www.msnim.edu.in



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2.4.1: Post Sanction Letters

Number of Sanctioned posts / required positions for teaching staff/full-time teacher's year-wise during the last five years.

Total Number of Full-time teachers' year-wise during the last five years

Year	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019
Number of faculties	11	11	10	12	11

Total Number of Sanctioned posts / required positions for full-time teachers.

Year	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019
Sanctioned Posts	12	12	12	12	12

Percentage = $\frac{\text{Total number of full-time teachers' year-wise during the last five years}}{\text{Total number of Sanctioned posts/required positions for full-time teachers}} \times 100$

Total number of Sanctioned posts/required positions for full-time teachers

$$55/60 = 91.6\%$$

Supporting Enclosure:

S. No	File Description	Documents
1	Faculty for the Academic year 2022-23	View Documents
2	Faculty for the Academic year 2021-22	View Documents
3	Faculty for the Academic year 2020-21	View Documents
4	Faculty for the Academic year 2019-20	View Documents
5	Faculty for the Academic year 2018-19	View Documents
6	Faculty Appointment Letter, Aadhaar card and PAN Card	View Documents



MSNIM

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**Copy of Appointment Letter, Aadhaar Card
and PAN Card**

WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



☎ : 2491914

: 2492068

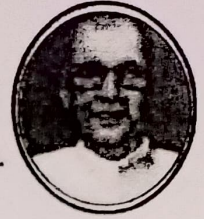
E-mail : wnes.besant@gmail.com

website: www.besant.edu.in

wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



Date: 12/07/2022

To,

Dr. Molly S. Chaudhuri,
Director,
Manel Srinivas Nayak Institute of Management (MSNIM)
Bondel: Mangalore

Madam,

Sub : Extension of your tenure as Director of the Institute

Ref: Appointment letter dated : 13-07-2019

We are pleased to inform you that taking an overall view of the progress of the Institute under your leadership, despite external challenges during the last two years, the Management has decided to extend your tenure as Director of Manel Srinivas Nayak Institute of Management for a further period of three years from 15/07/2022 to 14/07/2025.

While acknowledging your contribution to the Institute so far, it is our particular expectation that intensive, sustained and result oriented efforts would go into increasing the admissions in the Institute as also the placements from the Institute. Towards this, the Management has also decided to enhance your remuneration to Rs 1.25.000 p.m. w.e.f 15/07/2022.

All other original terms and conditions of appointment shall continue to be applicable without any change.

Wishing you all the best in your new tenure and assuring you of all support from our end.

Yours faithfully,

Emil C.S.

Hon. Secretary

WOMEN'S NATIONAL EDUCATION SOCIETY (R)
Kodialbail, Mangalore - 575 003

[Signature]

Sponsors of :

- ❖ Besant Higher Primary School ❖ Besant High School (Kannada Medium) ❖ Besant English School
- ❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
- ❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

आयकर विभाग

INCOME TAX DEPARTMENT



सत्यमेव जयते

भारत सरकार

GOVT. OF INDIA

MOLLY SANJAY CHAUDHURI

ALEX SANTHAN DSOUZA

23/05/1964

Permanent Account Number

AFLPC2193Q


Signature



14012005

ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ
UNIQUE IDENTIFICATION AUTHORITY OF INDIA

W/O ಸಂಜಯ್ ಕುಮಾರ್
ಹಳಿ ಕುಟುಂಬ ಕಾಸ್ಟಲ್
ನಗರ ರೋಡ್, ಲಾಲ್ ಬಾಗ್,
ಮಂಗಳೂರು, ಕರ್ನಾಟಕ
ಪಿ.ಓ. 575003

Address: W/O Sanjay Kumar
Chaudhuri, Holy Family Castle,
Nehru Avenue Road, Lalbagh,
Mangalore, Kodiyalpet,
Dakshina Kannada, Karnataka,
575003



help@uidai.gov.in



www.uidai.gov.in

P.O. Box No. 1947,
Bengaluru-560 001



ಭಾರತ ಸರ್ಕಾರ
GOVERNMENT OF INDIA

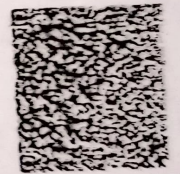


ಮೊಳಿ ಎಸ್ ಚೌಧರಿ

Moly S Chaudhuri

ಜನ್ಮದ ದಿನ / Year of Birth : 1964

ಸ್ತ್ರೀ / Female



2717 8467 0355

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



WOMEN'S NATIONAL EDUCATION SOCIETY

(REGISTERED)

☎ : 2491914
2492068
4271050

E-mail : wnes@oneindia.in

Website : www.wnesbesant.in

BESANT COMPLEX ,
KODIALBAIL ,
MANGALORE - 575 003
Fax : 0824-2492068

Date: 07/2/2014

Mrs. Ashalatha,
W/o. Ullas Kumar,
1-71/48, Mathr Durga,
Bhatra Kumer,
Ghandhakadu, Padavinangady,
Mangalore – 575 008.

Dear Mrs. Ashalatha

Ref: Your application for the position of Lecturer.
Sub: Offer of appointment

This is with reference to your application for the post of Lecturer in our Institution MSNM Besant Institute of PG Studies, Bondel, and the subsequent interview, we are pleased to offer you the post of **Lecturer** on the following terms and conditions:

- 1 You will be on probation for a period of one year from the date of reporting for duty. You will be confirmed in the offered post on satisfactory completion of your probation. You are also required to complete the NET/SLET and also fulfill any other conditions prescribed by AICTE from time to time. During the period of probation your service is terminable subject to one month's notice or one month's salary in lieu thereof from either side. After confirmation, the service is terminable subject to three months' notice or three month's salary in lieu thereof. Normally, a member of the faculty is not relieved of his duties in the middle of the academic term so as to avoid inconvenience to the students.
2. You will be paid a consolidated salary of Rs.26,000/- during the period of your probation. You will also be eligible for EPF facility as per the EPF rules. You will be placed in suitable regular scale after the satisfactory completion of the probationary period.
3. Your appointment in the institute is full time and you have to seek the permission of the Director of the Institute to take up any consultancy or any other professional work, paid or unpaid, as per institute rules.

(Contd...2)



भारत सरकार
भारत सरकार



ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ

ಭಾರತ ಸರ್ಕಾರ

Unique Identification Authority of India

Government of India

ನೋಂದಾವಣೆ ಕ್ರಮ ಸಂಖ್ಯೆ / Enrollment No.: 1118/52212/00906

To
ಆಶಾಲತಾ
Ashalatha
W/O: Ullas Kumar
1-71/48 BHATRA KUMERU
PADAVINANGADY
Mangalore
Konchady
Mangalore Dakshina Kannada
Karnataka 575008
9035731981

30/11/2013

81633004



MN816330046FT



ನಿಮ್ಮ ಆಧಾರ್ ಸಂಖ್ಯೆ / Your Aadhaar No. :

4885 8999 0637

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



ಭಾರತ ಸರ್ಕಾರ
Government of India



ಆಶಾಲತಾ
Ashalatha
ಜನ್ಮ ದಿನಾಂಕ / DOB : 04/10/1964
ಸ್ತ್ರೀ / Female



4885 8999 0637

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ

आयकर विभाग
INCOME TAX DEPARTMENT



भारत सरकार
GOVT. OF INDIA

ASHALATHA
CHANDAPPA
04/10/1964

Permanent Account Number
AGHPA9330J




Signature



WOMEN'S NATIONAL EDUCATION SOCIETY

(REGISTERED)

G : 2491914
2492068
4271050

E-mail : wnes@oneindia.in

Website : www.wnesbesant.in

BESANT COMPLEX ,
KODIALBAIL ,
MANGALORE - 575 003
Fax : 0824-2492068



Sponsors of :

Besant Nursery School

*

Besant Higher Primary School

*

Besant English School

*

Besant National Girls' Pre-University College (with High School Section)

*

Besant Women's College

*

Besant Pre- University Evening College

Besant First Grade Evening College

*

Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

-2-

4. At the time of reporting for duty you are required to produce original documents (for verification) as proof of age, qualification, experience and other statements made by you in your application and true copies of the same. If any declaration given or information furnished by you is incorrect and if you have willfully suppressed any material information, your service will be terminated forthwith and without notice. The Management will also initiate any other action against you as deemed fit.
5. You will report for duty to the Director, Manel Srinivas Nayak Memorial Besant Institute of PG Studies, Besant Vidya Kendra, Bondel, Mangalore, and seek his guidance on a regular basis. You will be responsible for the academic performance of the students and monitor their progress and arrange for remedial work. You are bound by the rules of the Institute regarding leave and the time and nature of your work.
6. You are required to organize or help other faculty members in organizing guest lectures, seminars, workshops, MDP and other activities of the Institute on a regular basis. You should be willing to accept legitimate additional responsibilities if and when required.
7. You are expected to report for duty at the earliest.
8. Once you report for duty at the institute you are expected to abide by the rules and regulations of the Institute as laid down from time to time.

You may meet, Dr. Narayan K., the Director of the institute, for further details regarding teaching and other activities. We wish you every success in your career with us.

With best wishes,

Yours sincerely,

(Manel Annappa Nayak),
Vice-President & Chief Advisor – PG Programmes

Copy to: 1. The Secretary, WNES.

2. The Director, MSNM Besant Institute of PG Studies, Mangalore – 8



WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)
BESANT ADMINISTRATIVE OFFICE

☎ : 2491914
: 2492068
E-mail : wnes.besant@gmail.com
Website : www.besant.edu.in

BESANT COMPLEX,
KODIALBAIL,
MANGALURU - 575 003.
Fax : 0824-2492068



Date: February 14, 2019

Ms. Chandrika Rao,
Sony Towers, Flat No.53,
Karangalpady,
Mangalore - 575 003.

Dear Ms. Chandrika,

Sub: Appointment order for post of Lecturer on probation.

With reference to your application dated 07.01.2019 and the interview held on 9th February 2019, you are selected for appointment as Lecturer in our Institution on the following terms and conditions.

1. Your appointment is subject to the approval of AICTE/University and other statutory bodies governing the functioning of our Institution as well as your discipline.
2. You are required to report for duty on or before 1st March 2019. In the event of your failure to do so, this appointment order shall stand withdrawn, unless the date of reporting to duty is extended in writing by the Management.
3. You will be paid the following salary in the pay scale of Rs. 15,600-500-21,600-600-34200-700-39100.

Basic: Rs.15,600.00

DA : Rs.13,260.00

HRA : Rs. 1,560.00

Total : Rs.30,420.00

4. Initially you will be on probation for a period of one year from the date of your joining the Institution and the said probationary period may be extended for a further period of one year, if subjectively deemed necessary as per the discretion of the Management. However, the entire period of probation shall not exceed two years, with a further condition that your services are liable to be discharged by the Management at the end of either the initial or extended period of probation, without assigning any reason, advance notice or compensation.

(Contd....2)

Sponsors of :

- ❖ Besant Higher Primary School ❖ Besant High School (Kannada Medium) ❖ Besant English School
❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel



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BESANT ADMINISTRATIVE OFFICE

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BESANT COMPLEX,
KODIALBAIL,
MANGALURU - 575 003.
Fax : 0824-2492068



-2-

5. Your services in the Institution may also be terminated by either side giving two month's notice or paying two month's salary in lieu of notice.
6. Apart from being governed by the statutes applicable, during the period of your service in the Institution, you shall also be bound by the Rules and Regulations of Service of the Institution as framed/laid down by the Council of Management from time to time.
7. Your appointment in the Institution is full-time and your duty hours would be from 09.00 a.m. to 05.00 p.m. on all working days of the Institution and from 09.00 a.m. to 01.00 p.m. on Saturdays.
8. If exigencies arise and the Management so desires, you have to make yourself available to work even beyond your normal duty timings.
9. While in the service of the Institution, you shall not undertake any paid or unpaid work even if unrelated to the Institution without obtaining permission in writing from the Secretary of the Institution.
10. You are required to mark your daily attendance in the attendance register maintained in the office of the Director.
11. You will be entitled to leave in accordance with the Rules and Regulations of the Institution framed/laid down by the Council of Management of the Institution as amended from time to time.
12. You will be entitled to benefits of EPF and Gratuity as statutorily applicable.
13. On the completion of the period of probation, you shall not be automatically deemed to have been confirmed in service unless your services are confirmed by the Management in writing.

Sponsors of :

- ❖ Besant Higher Primary School ❖ Besant High School (Kannada Medium) ❖ Besant English School (Contd...3)
❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel



WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)
BESANT ADMINISTRATIVE OFFICE

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: 2492068
E-mail : wnes.besant@gmail.com
Website : www.besant.edu.in

BESANT COMPLEX,
KODIALBAIL,
MANGALURU - 575 003.
Fax : 0824-2492068



-3-

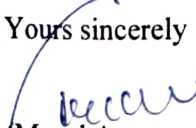
14. You will report to the HOD/Departmental Head/In-charge in the discharge of your duties. However, you shall also carry out your duties as per the direction and to the satisfaction of the Director of the Institution.
15. Any communication to the President/Secretary with regard to any grievance that you may have with regard to/during the course of your service in the Institution shall be routed /forwarded through the Director. Any kind of direct communication with the President/Secretary will not be entertained.
16. You will co-operate with the management in maintaining a high standard of integrity and morals while in service of the Institution. You are expected to carry out your duties and responsibilities attached to your post sincerely and diligently in addition to those that may be required of you in future from time to time.

If the above terms are acceptable to you, you may kindly affix your signature to the office copy of this order and return the same at the office of the Institution along with the following documents.

- a. Copy of document regarding your proof of age
- b. Copy of documents regarding your qualification.
- c. Copy of experience certificate, if any
- d. Such other documents substantiating the statements made by you in your application.

The aforementioned documents shall be accompanied by their originals for verification and return.

Yours sincerely


(Manel Annappa Nayak)
Vice-President, W.N.E.S. &
Chief Advisor – PG Programmes


Chief Advisor
Besant Institute of PG Studies
MANGALORE 575 003.

Copy to: 1. The Secretary, WNES.
2. The Director, MSNM Besant Institute of PG Studies,

Mangalore-8

Sponsors of :

Besant Higher Primary School ❖ Besant High School (Kannada Medium) ❖ Besant English School
❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

आयकर विभाग

INCOME TAX DEPARTMENT
CHANDRIKA RAO

DAYANANDA RAO KAVOOR

29/08/1981

Permanent Account Number

AMTPR3162P

Chandrika

Signature



भारत सरकार

GOVT. OF INDIA





ಭಾರತ ಸರ್ಕಾರ

Unique Identification Authority of India
Government of India

ಅಧಾರ್ ಸಂಖ್ಯೆ / Enrollment No.: 1189/03119/02718

To
ಚಂದ್ರಿಕಾ ರಾವ್
Chandrika Rao
D/O: Dayanand Rao Kavoor
FLAT NO 53 SONY TOWERS JAIL ROAD
KARANGALPADY
OPPOSITE SRI DEVI NURSING HOME
Mangalore
Kodiyalbai
Mangalore Dakshina Kannada
Karnataka 575003
92*6012380

23/09/2014
11:51/7517



MN398075176FT



ನಿಮ್ಮ ಅಧಾರ್ ಸಂಖ್ಯೆ / Your Aadhaar No. :

7317 8497 2412

ಅಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ

ಭಾರತ ಸರ್ಕಾರ
Government of India

ಚಂದ್ರಿಕಾ ರಾವ್
Chandrika Rao
ಜನ್ಮ ದಿನಾಂಕ / DOB : 29/08/1981
ಸ್ತ್ರೀ / Female



7317 8497 2412

ಅಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ

ಮಾಹಿತಿ

ಅಧಾರ್ ಗುರುತಿನ ಪುರಾವೆಯೇ ಹೊರತು ಪೌರತ್ವದಲ್ಲಿ
ನಿಮ್ಮ ಗುರುತನ್ನು ಸಾಬೀತುಪಡಿಸಲು, ಆನ್ ಲೈನ್ ಮೂಲಕ
ದೃಢೀಕರಿಸಿ .

INFORMATION

Aadhaar is proof of identity, not of citizenship .

To establish identity, authenticate online .

- ಅಧಾರ್ ದೇಶದಾದ್ಯಂತ ಮಾನ್ಯತೆಯನ್ನು ಪಡೆದಿದೆ .
- ಭವಿಷ್ಯದಲ್ಲಿ, ಸರ್ಕಾರಿ ಹಾಗೂ ಸರ್ಕಾರೇತರ ಸೇವೆಗಳನ್ನು ಪಡೆಯಲು ಅಧಾರ್ ನಿಮಗೆ ಸಹಾಯಕವಾಗಲಿದೆ .
- Aadhaar is valid throughout the country .
- Aadhaar will be helpful in availing Government and Non-Government services in future .

ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ
Unique Identification Authority of India



ವಿಳಾಸ
D/O: ದಯಾನಂದ್ ರಾವ್ ಕಾವೂರು,
ಫ್ಲಾಟ್ ನಂ 53 ಸೋನಿ ಟವರ್, ಜೇಟಿಬಿಲ್ಡರ್
ರಸ್ತೆ ಕರಂಗಳಪಡಿ, ಶ್ರೀ ದೇವಿ ನರ್ಸಿಂಗ್
ಹೋಮ್ ಎದುರು, ಮಂಗಳೂರು,
ಕೊಡಿಯಾಲ್ ಬೈಲ್, ದಕ್ಷಿಣ ಕನ್ನಡ,
ಮಂಗಳೂರು, ಕರ್ನಾಟಕ, 575003

Address:
D/O: Dayanand Rao Kavoor,
FLAT NO 53 SONY TOWERS,
JAIL ROAD KARANGALPADY
OPPOSITE SRI DEVI NURSING
HOME, Mangalore, Kodiyalbai,
Dakshina Kannada Mangalore,
Karnataka, 575003

7317 8497 2412

1947
1800 300 1947

help@uidai.gov.in

www.uidai.gov.in

WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



☎ : 2491914

: 2492068

E-mail : wnes.besant@gmail.com

website: www.besant.edu.in

wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



Date: March 30, 2022

Ms. Chitranjali
205, 2nd Floor,
Datta Crystal Apartment,
Hoige Bail, Ashoknagar, Mangalore.

ofc

Dear Ms. Chitranjali,

Sub: Appointment order for the post of Assistant Professor on probation.

With reference to your application dated 25.02.2022 and based on the interview held on 04.03.2022, we are pleased to inform you that, you have been selected for appointment as Asst. Professor in Manel Srinivas Nayak Institute of Management on the following terms and conditions:

1. Your appointment is subject to the approval of Governing Council of the Management and other statutory bodies governing the functioning of our Institution as well as your discipline, if any.
2. You are required to report for duty on 1st April 2022 at 9.00 AM. In the event of your failure to do so, this appointment order shall stand withdrawn, unless the date of reporting to duty is extended in writing by the Management.
3. You will be paid a consolidated salary of Rs. 30,000/- (Rupees thirty thousand only) per month.
4. Initially you will be on probation for a period of one year from the date of your joining the Institution and the said probationary period may be extended for a further period of one year, if subjectively deemed necessary as per the discretion of the Management. However, the entire period of probation shall not exceed two years, with a further condition that your services are liable to be discharged by the Management at the end of either the initial or the extended period of probation, without assigning any reason, advance notice or compensation.

[Signature] (Contd....2)

Sponsors of :

- ❖ Besant Higher Primary School ❖ Besant High School (Kannada Medium) ❖ Besant English School
- ❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
- ❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

आयकर विभाग

INCOME TAX DEPARTMENT



भारत सरकार

GOVT. OF INDIA

CHITRANJALI

DAMODAR KARKLRA

27/11/1982

Permanent Account Number

AHTPC9921E

Signature





ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ

ಭಾರತ ಸರ್ಕಾರ

Unique Identification Authority of India
Government of India

ನೋಂದಾವಣೆ ಕ್ರಮ ಸಂಖ್ಯೆ / Enrollment No 1189/10095/27024

To,
ಚಿತ್ರಾಂಜಲಿ
Chitrangali
D/O Damodar Karkera
21 PL-4-52/1
Port Land Hoige Bazar
Mangalore
Mangalore H.O Dakshina Kannada
Karnataka 575001

14/11/2011

Ref: 854 / 21F / 1030417 / 1030658 / P



UE606008216IN



ನಿಮ್ಮ ಆಧಾರ್ ಸಂಖ್ಯೆ / Your Aadhaar No. :

2971 6531 2074

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



ಭಾರತ ಸರ್ಕಾರ

GOVERNMENT OF INDIA

ಚಿತ್ರಾಂಜಲಿ

Chitrangali

ಹುಟ್ಟಿದ ವರ್ಷ / Year of Birth 1982

ಸ್ತ್ರೀ / Female



2971 6531 2074

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ

WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



☎ : 2491914
: 2492068
E-mail : wnes.besant@gmail.com
website: www.besant.edu.in
wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



-2-

5. During the period of your probation, your services in the Institution may also be terminated by either side by giving two months notice or paying two months' salary in lieu of notice.
6. Apart from being governed by the statutes applicable, during the period of your service in the Institution, you shall also be bound by the Rules and Regulations of Service as framed/laid down by the Council of Management from time to time.
7. Your appointment in the Institution is for a full-time position and your normal duty hours would be from 09.00 a.m. to 05.00 p.m. on all working days of the Institution and from 09.00 a.m. to 01.00 p.m. on Saturdays.
8. If exigencies arise and the Management so desires, you have to make yourself available to work even beyond your normal duty timings.
9. While in the service of the Institution, you shall not undertake any paid or unpaid work even if unrelated to the Institution without obtaining prior permission in writing from the Correspondent of the Institution.
10. You are required to mark your daily attendance in the attendance register maintained in the office of the Director.
11. You will be entitled to leave in accordance with the Rules and Regulations of the Institution framed/laid down by the Council of Management of the Institution as amended from time to time.
12. You will be entitled to benefits of EPF and Gratuity as statutorily applicable. In case you are already a member of EPFO and / or ESIC, etc you are required to share your respective UAN ID / membership details with the institution to ensure continuity in your existing memberships.
13. On the completion of the period of probation, you shall not be automatically deemed to have been confirmed in service unless your services are confirmed by the Management in writing.
14. During the course of the academic year you are not entitled to go on long leave unless on emergency and also you shall not leave the job till the end of the academic year. Accordingly, your leaves need to be planned in advance.
15. Any other work which shall be assigned by the head of the Institution / by the Management from time to time, shall be performed by you. This may include deputation to other institutions run by the Management, in case of need.

(Contd...3)

Sponsors of :

- ❖ Besant Higher Primary School ❖ Besant High School (Kannada Medium) ❖ Besant English School
- ❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
- ❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

WOMEN'S NATIONAL EDUCATION SOCIETY

(REGISTERED)

☎ : 2491914
2492068
4271050

Email: wnes.besant@gmail.com

BESANT COMPLEX,
KODIALBAIL,
MANGALORE - 575 003
Fax : 0824 - 2492068



Date: August 4, 2017

Ms. D.P. Varsha,
D/o. Mr. D.N. Prakash,
"Swathi", 1-N-9-583/4,
Kotekani 1st Cross Road,
Ashoknagar P.O.,
Mangaluru - 575 006.

Dear Ms. Varsha,

Sub: Appointment order for post of Lecturer on probation.

With reference to your application dated 5th April 2017 and the interview held on 29th July 2017, you are selected for appointment as Lecturer in our Institution on the following terms and conditions.

1. Your appointment is subject to the approval of AICTE/University and other statutory bodies governing the functioning of our Institution as well as your discipline.
2. You are required to report for duty on or before 3rd October 2017. In the event of your failure to do so, this appointment order shall stand withdrawn, unless the date of reporting to duty is extended in writing by the Management.
3. You will be paid a consolidated salary of Rs. 27,000/- per month.
4. Initially you will be on probation for a period of one year from the date of your joining the Institution and the said probationary period may be extended for a further period of one year, if subjectively deemed necessary as per the discretion of the Management. However, the entire period of probation shall not exceed two years, with a further condition that your services are liable to be discharged by the Management at the end of either the initial or extended period of probation, without assigning any reason, advance notice or compensation.
5. Your services in the Institution may also be terminated by either side giving two month's notice or paying two month's salary in lieu of notice.
6. Apart from being governed by the statutes applicable, during the period of your service in the Institution, you shall also be bound by the Rules and Regulations of Service of the Institution as framed/laid down by the Council of Management from time to time.

(Contd.....2)

Sponsors of :
Besant Nursery School
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Besant Higher
Primary School
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Besant High School
(Kannada Medium)
*
Besant English School
*
Besant National
Pre-University College
*
Besant Women's College
*
Besant Evening College
*
Shri Srinivas Nayak
Memorial Besant Institute
Post Graduate Studies,
Mangaluru

WOMEN'S NATIONAL EDUCATION SOCIETY

(REGISTERED)

☎ : 2491914
2492068
4271050

Email: wnes.besant@gmail.com

BESANT COMPLEX,
KODIALBAIL,
MANGALORE - 575 003
Fax : 0824 - 2492068

-2-

7. Your appointment in the Institution is full-time and your duty hours would be from 09.00 a.m. to 05.00 p.m. on all working days of the Institution and from 09.00 a.m. to 01.00 p.m. on Saturdays.
8. If exigencies arise and the Management so desires, you have to make yourself available to work even beyond your normal duty timings.
9. While in the service of the Institution, you shall not undertake any paid or unpaid work even if unrelated to the Institution without obtaining permission in writing from the Secretary of the Institution.
10. You are required to mark your daily attendance in the attendance register maintained in the office of the Director.
11. You will be entitled to leave in accordance with the Rules and Regulations of the Institution framed/laid down by the Council of Management of the Institution as amended from time to time.
12. You will be entitled to benefits of EPF and Gratuity as statutorily applicable.
13. On the completion of the period of probation, you shall not be automatically deemed to have been confirmed in service unless your services are confirmed by the Management in writing.
14. You will report to the HOD/Departmental Head/In-charge in the discharge of your duties. However, you shall also carry out your duties as per the direction and to the satisfaction of the Director of the Institution.

(Contd...3)

Sponsors of :

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mt English School

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mt National
University College

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mt Women's College

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l Srinivas Nayak
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WOMEN'S NATIONAL EDUCATION SOCIETY

☎ : 2491914
2492068
4271050

(REGISTERED)

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KODIALBAIL,
MANGALORE - 575 003
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-3-


15. Any communication to the Head of the Institution /Secretary with regard to any grievance that you may have with regard to/during the course of your service in the Institution shall be routed /forwarded through your HOD/Departmental Head /In-charge. Any kind of direct communication with the Head of Institution/Secretary will not be entertained.
16. You will co-operate with the management in maintaining a high standard of integrity and morals while in service of the Institution. You are expected to carry out your duties and responsibilities attached to your post sincerely and diligently in addition to those that may be required of you in future from time to time.

If the above terms are acceptable to you, you may kindly affix your signature to the office copy of this order and return the same at the office of the Institution along with the following documents.

- a. Copy of document regarding your proof of age
- b. Copy of documents regarding your qualification.
- c. Copy of experience certificate, if any
- d. Such other documents substantiating the statements made by you in your application.

The aforementioned documents shall be accompanied by their originals for verification and return.

Yours sincerely


 (Manel Annappa Nayak)
 Vice-President, W.N.E.S. &
 Chief Advisor – PG Programmes

Copy to: 1. The Secretary, WNES.
 2. The Director, MSNM Besant Institute of PG Studies,
 Mangalore-8

 Accepted.

Sponsors of :

- ant Nursery School *
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- ant High School *
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- ant English School *
- ant National *
University College
- ant Women's College *
- ant Evening College *
- el Srinivas Nayak
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- ost Graduate Studies,
- tel

आयकर विभाग
INCOME TAX DEPARTMENT



भारत सरकार
GOVT. OF INDIA

D P VARSHA

PRAKASH DEVASWAM PARAMBIL
NARAYANA PAI
13/12/1990

Permanent Account Number

BUIPD5467K

Signature





ಭಾರತ ಸರ್ಕಾರ
Government of India



ವರ್ಷಾ ಡಿ.ಪಿ
Varsha.D.P
ಜನ್ಮ ದಿನಾಂಕ / DOB : 13/12/1990
ಸ್ತ್ರೀ / Female



7773 5462 4308

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



Unique Identification Authority of India

ವಿಳಂಬ
ಕೆ.ಎಸ್.ಎಸ್.ಡಿ.ಎಸ್.ಎಸ್.ಎಸ್.
#1-ಎಸ್.ಎಸ್.ಎಸ್.ಎಸ್.ಎಸ್.ಎಸ್.
ಕೆ.ಎಸ್.ಎಸ್.ಎಸ್.ಎಸ್.ಎಸ್.
ಮಂಗಳೂರು ರಸ್ತೆ ಕಡೆಗೆ ಎಸ್.ಎಸ್.
ಎಸ್.ಎಸ್.ಎಸ್.ಎಸ್.ಎಸ್.

Address
D/O D N Prakash #1 N 9-583-4
Swathi, Kolekani 1st Cross Road,
Urwa store, Mangalore, Dakshina
Kannada, Ashuknagar(MI),
Karnataka, 575006

7773 5462 4308

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1800 300 1947

help@uidai.gov.in

www.uidai.gov.in

WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



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: 2492068
E-mail : wnes.besant@gmail.com
website: www.besant.edu.in
wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



Mrs. Divya M Shetty
Asst. Professor,
MSNM Besant Institute of PG Studies,
MSNM Besant Campus,
Bondel, Mangalore – 575 008

September 18, 2020

Dear Mrs. Divya Shetty,

Sub: Order of Confirmation in the post of Asst. Professor

1. Consequent to your successful completion of Probation, I am pleased to inform you that your appointment to the post of Asst. Professor in our Institution is confirmed with retrospective effect from 26.08.2020.
2. From the date of confirmation, your basic pay is fixed at Rs.16,100/- per month in the pay scale of 15600-500-21600-600-34200-700-39100.
3. You will be entitled for allowances as fixed by the Management from time to time.
4. Your next increment will be due on 26.08.2021.
5. Deductions shall be effected from your salary as provided under Statutes/Rules governing the functioning of the Institution as well as Rules and Regulations framed by the Council of Management in force and amended from time to time.
6. Your appointment and conditions of service shall be governed by the Rules and Regulations of the Institution framed by the Council of Management in force and amended from time to time.
7. All terms and conditions contained in the letter of appointment on probation dated 21.08.2019 issued to you shall continue to be in force and effect, except for the following.
 - a. Should you desire to resign from the service of the Institution, You shall give two months notice in writing to the Management of your intention to do so or pay two months salary in lieu of notice. Acceptance of resignation with a shorter notice period is left to the discretion of the Management.
 - b. Any leave to your credit cannot be adjusted towards the period of notice unless permitted by the management in writing.

(Contd....2)

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❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel



ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ

ಭಾರತ ಸರ್ಕಾರ

Unique Identification Authority of India
Government of India

ನೋಂದಾವಣೆ ಕ್ರಮ ಸಂಖ್ಯೆ / Enrollment No.: 1178/93871/23623

To

ದಿವ್ಯ ಎಮ್ ಶೆಟ್ಟಿ

Divya M Shetty

W/O: Ganesh Bhandary

#3-W-4-428/6 Flat No 104 Suvarna Residency New kadri

Kambla Road

Kadri

Mangalore

Bijai

Mangalore Dakshina Kannada

Karnataka 575004

9880965024

07/11/2015

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ನಿಮ್ಮ ಆಧಾರ್ ಸಂಖ್ಯೆ / Your Aadhaar No. :

4967 1019 5058

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



ಭಾರತ ಸರ್ಕಾರ

Government of India

ದಿವ್ಯ ಎಮ್ ಶೆಟ್ಟಿ

Divya M Shetty

ಜನ್ಮ ದಿನಾಂಕ / DOB : 24/05/1984

ಸ್ತ್ರೀ / Female



4967 1019 5058

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ

आयकर विभाग
INCOME TAX DEPARTMENT



भारत सरकार
GOVT. OF INDIA

DIVYA M SHETTY
P D SHETTY

20/05/1984

Permanent Account Number

RHOPS8357N

132

2

BLR- 13465


Signature



WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



☎ : 2491914

: 2492068

E-mail : wnes.besant@gmail.com

website: www.besant.edu.in

wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



-2-

- c. No resignation shall be accepted during the course of the academic year.
- d. You shall obtain and submit 'Clearance'/'No dues' certificate from the various departments as directed by the office of the Institution to commence with the exit formalities.
- e. No resignation shall be deemed to have come into effect unless the same is accepted in writing and letter relieving you from the services of the Institution is issued to you by the Management.

Yours sincerely

Accepted
MS Shetty
23rd Sep 2020

(Manel Annappa Nayak)
Vice-President

Chief Advisor

MSNM Besant Institute of PG Studies
Bondel, MANGALORE 575 003.

- Copy to: 1. The Secretary, WNES
2. The Director, MSNM Besant Institute of PG Studies,
Bondel, Mangalore - 8

Sponsors of :

- ❖ Besant Higher Primary School ❖ Besant High School (Kannada Medium) ❖ Besant English School
❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
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WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



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wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



Date: July 18, 2022

Dr. Shilpashri A.,
Devi Prasad House,
Permude Village,
Cross Padavu, MRPL Road,
Bajpe, Mangalore – 574 509.

Dear Dr. Shilpashri,

Sub: Appointment order for the post of Assistant Professor on probation.

With reference to your application dated May 28, 2022 and the subsequent interview held, you are selected for appointment as Assistant Professor in Manel Srinivas Nayak Institute of Management on the following terms and conditions.

1. Your appointment is subject to the approval of Governing Council of the Management and other statutory bodies governing the functioning of our Institution as well as your discipline.
2. You are required to report for duty on or before July 25th 2022 at 09.00AM. In the event of your failure to do so, this appointment order shall stand withdrawn, unless the date of reporting to duty is extended in writing by the Management.
3. You will be paid a consolidated salary of Rs.50,000/- (Rupees fifty thousand only) per month.
4. Initially you will be on probation for a period of one year from the date of your joining the Institution and the said probationary period may be extended for a further period of one year, if subjectively deemed necessary as per the discretion of the Management. However, the entire period of probation shall not exceed two years, with a further condition that your services are liable to be discharged by the Management at the end of either the initial or extended period of probation, without assigning any reason, advance notice or compensation.
5. During the period of your probation, your services in the Institution may also be terminated by either side giving two months' notice or paying two month's salary in lieu of notice.
6. Apart from being governed by the statutes applicable, during the period of your service in the Institution, you shall also be bound by the Rules and Regulations of Service as framed/laid down by the Council of Management from time to time.

(Contd.....2)

Sponsors of :

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wnes@besant.edu.in



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MANGALURU- 575 003.
Fax : 0824-2492068



-2-

7. Your appointment in the Institution is full-time and your duty hours would be from 09.00 a.m. to 5.00 p.m. on all working days of the Institution and from 09.00 a.m. to 01.00 p.m. on Saturdays.
8. If exigencies arise and the Management so desires, you have to make yourself available to work even beyond your normal duty timings.
9. While in the service of the Institution, you shall not undertake any paid or unpaid work even if unrelated to the Institution without obtaining permission in writing from the Correspondent of the Institution.
10. You are required to mark your daily attendance in the attendance register maintained in the office of the Director.
11. You will be entitled to leave in accordance with the Rules and Regulations of the Institution framed/laid down by the Council of Management of the Institution as amended from time to time.
12. You will be entitled to benefits of EPF and Gratuity as statutorily applicable.
13. On the completion of the period of probation, you shall not be automatically deemed to have been confirmed in service unless your services are confirmed by the Management in writing.
14. During the course of the academic year, you are not entitled to go on long leave unless on emergency and also you shall not leave the job till the end of the academic semester.
15. Any other work which shall be assigned by the head of the Institution / by the Management from time to time, shall be performed by you.
16. In the event of the grievances not been addressed in a fair manner within a reasonable period, you can use the good offices of the higher authorities.
17. You will report to the Director, Manel Srinivas Nayak Institute of Management and carry out your duties as per the directions and to the satisfaction of the Director of the Institution.
18. Any communication to the office bearers of the Management with regard to any grievance that you may have with regard to/during the course of your service in the Institution shall be routed /forwarded through the Director. Any kind of direct communication with the Management will not be entertained.
19. You will co-operate with the management in maintaining a high standard of integrity and morals while in service of the Institution. You are expected to carry out your duties and responsibilities attached to your post sincerely and diligently in addition to those that may be required of you in future from time to time.

(Contd....3)

Sponsors of :

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wnes@besant.edu.in



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KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068




-3-

If the above terms are acceptable to you, you may kindly affix your signature to the office copy of this order and return the same at the office of the Institution along with the following documents.

- Copy of document regarding your proof of age
- Copy of documents regarding your qualification.
- Copy of experience certificate, if any
- Such other documents substantiating the statements made by you in your application.
- Identity documents

The aforementioned documents shall be accompanied by their originals for verification and returned.

Yours sincerely,


Vice President
Women's National Education Society

Copy to: 1. The Director, Manel Srinivas Nayak Institute of Management.

Sponsors of :

- ❖ Besant Higher Primary School
- ❖ Besant High School (Kannada Medium)
- ❖ Besant English School
- ❖ Besant National Pre-University College
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- ❖ Besant Evening College
- ❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel



ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ

ಭಾರತ ಸರ್ಕಾರ

Unique Identification Authority of India
Government of India

ನೋಂದಾವಣೆ ಕ್ರಮ ಸಂಖ್ಯೆ / Enrollment No.: 1118/52006/39176

To

ಶಿಲ್ಪಶ್ರೀ ಅಶೋಕ್

Shilpashri Ashok

D/O: Ashok Kumar Bolor

2-21-1643/5, Shubham Pais Hills

Ladyhill

Mangalore

Ashoknagar(mr)

Mangalore Dakshina Kannada

Karnataka 575006

9538784537

03/12/2013

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ನಿಮ್ಮ ಆಧಾರ್ ಸಂಖ್ಯೆ / Your Aadhaar No. :

2816 2015 8168

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Government of India

ಶಿಲ್ಪಶ್ರೀ ಅಶೋಕ್

Shilpashri Ashok

ಜನ್ಮ ದಿನಾಂಕ / DOB : 01/04/1989

ಸ್ತ್ರೀ / Female



2816 2015 8168

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ

आयकर विभाग

INCOME TAX DEPARTMENT



भारत सरकार

GOVT. OF INDIA

SHILPASHRI A

ASHOK KUMAR BOLOOR

01/04/1989

Permanent Account Number

AWOPA6648N

Shilpa

Signature





ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ
Unique Identification Authority of India

ವಿಳಾಸ: S/O: ಬೈಕಂಪಾಡಿ ಅಬ್ದುಲ್
ಖಾದರ್, #9-34E/1, ಸೈಟ್ ನಂ-193
9ನೇ ಬ್ಲಾಕ್, ಕಾಟಿಪಲ್ಲ, ಮಂಗಳೂರು
ಕಡತಲ್ಲ ದಕ್ಷಿಣ ಕನ್ನಡ, ಕರ್ನಾಟಕ
575030

Address: S/O: Baikampady
Abdul Khadar, #9-34E/1, Site
No-193, 9th Block, Katipalla,
Mangalore, Dakshina
Kannada, Katipalla,
Karnataka, 575030

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1800 300 1947

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ಭಾರತ ಸರ್ಕಾರ
Government of India

ಮುದ್ದಸ್ಸಿರ್ ಖಾದರ್
Muddassir Khadar



ಜನ್ಮ ದಿನಾಂಕ/DOB: 03/08/1983
ಪ್ರಕಾರ / Male

3819 1206 8472



ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ

आयकर विभाग

INCOME TAX DEPARTMENT



सत्यमेव जयते

भारत सरकार

GOVT. OF INDIA

MUDDASSIR KHADAR

ABDUL KHADAR

03/08/1983

Permanent Account Number

AQWPK6600J

Signature



07052006

WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



☎ : 2491914
: 2492068
E-mail : wnes.besant@gmail.com
website: www.besant.edu.in
wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



September 18, 2020

Mr. Muddassir Khadar,
Asst. Professor,
MSNM Besant Institute of PG Studies,
MSNM Besant Campus,
Bondel, Mangalore – 575 008

Dear Mr. Muddassir Khadar,

Sub: Order of Confirmation in the post of Asst. Professor

1. Consequent to your successful completion of Probation, I am pleased to inform you that your appointment to the post of Asst. Professor in our Institution is confirmed with retrospective effect from 31.08.2020.
2. From the date of confirmation, your basic pay is fixed at Rs.16,100/- per month in the pay scale of 15600-500-21600-600-34200-700-39100.
3. You will be entitled for allowances as fixed by the Management from time to time.
4. Your next increment will be due on 31.08.2021.
5. Deductions shall be effected from your salary as provided under Statutes/Rules governing the functioning of the Institution as well as Rules and Regulations framed by the Council of Management in force and amended from time to time.
6. Your appointment and conditions of service shall be governed by the Rules and Regulations of the Institution framed by the Council of Management in force and amended from time to time.
7. All terms and conditions contained in the letter of appointment on probation dated 21.08.2019 issued to you shall continue to be in force and effect, except for the following.
 - a. Should you desire to resign from the service of the Institution, you shall give two months notice in writing to the Management of your intention to do so or pay two months salary in lieu of notice. Acceptance of resignation with a shorter notice period is left to the discretion of the Management.
 - b. Any leave to your credit cannot be adjusted towards the period of notice unless permitted by the management in writing.

(Contd....2)

Sponsors of :

- ❖ Besant Higher Primary School ❖ Besant High School (Kannada Medium) ❖ Besant English School
❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



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: 2492068

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website: www.besant.edu.in

wnes@besant.edu.in



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MANGALURU- 575 003.
Fax : 0824-2492068

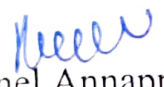


-2-

- c. No resignation shall be accepted during the course of the academic year.
- d. You shall obtain and submit 'Clearance'/'No dues' certificate from the various departments as directed by the office of the Institution to commence with the exit formalities.
- e. No resignation shall be deemed to have come into effect unless the same is accepted in writing and letter relieving you from the services of the Institution is issued to you by the Management.

Yours sincerely

Accepted


(Manel Annappa Nayak)
Vice-President



23/09/2020

Copy to: 1. The Secretary, WNES
2. The Director, MSNM Besant Institute of PG Studies,
Bondel, Mangalore – 8

WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

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wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



Date: July 01, 2022

Mrs. Sathvika H Shetty,
001 Classique apartments,
Bunts hostel road,
Mangalore - 575003

Dear Mrs. Satvika H Shetty,

Sub: Appointment order for the post of Assistant Professor on probation.

With reference to your application dated May 27, 2022 and the subsequent interview held, you are selected for appointment as Assistant Professor in Manel Srinivas Nayak Institute of Management on the following terms and conditions.

1. Your appointment is subject to the approval of Governing Council of the Management and other statutory bodies governing the functioning of our Institution as well as your discipline.
2. You are required to report for duty on or before July 7th 2022 at 09.00AM. In the event of your failure to do so, this appointment order shall stand withdrawn, unless the date of reporting to duty is extended in writing by the Management.
3. You will be paid a consolidated salary of Rs. 32,000/- (Rupees thirty two thousand only) per month.
4. Initially you will be on probation for a period of one year from the date of your joining the Institution and the said probationary period may be extended for a further period of one year, if subjectively deemed necessary as per the discretion of the Management. However, the entire period of probation shall not exceed two years, with a further condition that your services are liable to be discharged by the Management at the end of either the initial or extended period of probation, without assigning any reason, advance notice or compensation.
5. During the period of your probation, your services in the Institution may also be terminated by either side giving two months' notice or paying two month's salary in lieu of notice.
6. Apart from being governed by the statutes applicable, during the period of your service in the Institution, you shall also be bound by the Rules and Regulations of Service as framed/laid down by the Council of Management from time to time.

(Contd.....2)

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wnes@besant.edu.in



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-2-

7. Your appointment in the Institution is full-time and your duty hours would be from 09.00 a.m. to 5.00 p.m. on all working days of the Institution and from 09.00 a.m. to 01.00p.m. on Saturdays.
8. If exigencies arise and the Management so desires, you have to make yourself available to work even beyond your normal duty timings.
9. While in the service of the Institution, you shall not undertake any paid or unpaid work even if unrelated to the Institution without obtaining permission in writing from the Correspondent of the Institution.
10. You are required to mark your daily attendance in the attendance register maintained in the office of the Director.
11. You will be entitled to leave in accordance with the Rules and Regulations of the Institution framed/laid down by the Council of Management of the Institution as amended from time to time.
12. You will be entitled to benefits of EPF and Gratuity as statutorily applicable.
13. On the completion of the period of probation, you shall not be automatically deemed to have been confirmed in service unless your services are confirmed by the Management in writing.
14. During the course of the academic year, you are not entitled to go on long leave unless on emergency and also you shall not leave the job till the end of the academic semester.
15. Any other work which shall be assigned by the head of the Institution / by the Management from time to time, shall be performed by you.
16. In the event of the grievances not been addressed in a fair manner within a reasonable period, you can use the good offices of the higher authorities.
17. You will report to the Director, Manel Srinivas Nayak Institute of Management and carry out your duties as per the directions and to the satisfaction of the Director of the Institution.
18. Any communication to the office bearers of the Management with regard to any grievance that you may have with regard to/during the course of your service in the Institution shall be routed /forwarded through the Director. Any kind of direct communication with the Management will not be entertained.
19. You will co-operate with the management in maintaining a high standard of integrity and morals while in service of the Institution. You are expected to carry out your duties and responsibilities attached to your post sincerely and diligently in addition to those that may be required of you in future from time to time.

(Contd....3)

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MANGALURU- 575 003.
Fax : 0824-2492068**



-3-

If the above terms are acceptable to you, you may kindly affix your signature to the office copy of this order and return the same at the office of the Institution along with the following documents.

- a. Copy of document regarding your proof of age
- b. Copy of documents regarding your qualification.
- c. Copy of experience certificate, if any
- d. Such other documents substantiating the statements made by you in your application.
- e. Identity documents

The aforementioned documents shall be accompanied by their originals for verification and returned.

Yours sincerely,

Vice President
Women's National Education Society

Copy to: 1. The Director, Manel Srinivas Nayak Institute of Management.

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- ❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
- ❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel



ಭಾರತ ಸರ್ಕಾರ
Government of India

ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ
Unique Identification Authority of India

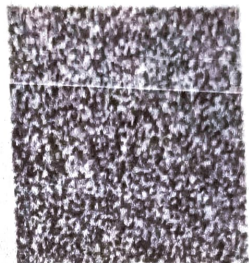
ನೋಂದಾಯಣ ಸಂಖ್ಯೆ / Enrollment No 0013/80010/01186

To
Sathvika Harish Shetty
ಸಾತ್ವಿಕ ಹರಿಶ ಶೆಟ್ಟಿ
C/O Milan Rai B,
A11 Veekay Park Apartment,
Kotekani Road,
Urwastore,
VTC: Mangalore, PO: Ashoknagar(mr),
Sub District: Mangalore, District: Dakshina Kannada
State: Karnataka, PIN Code: 575006,
Mobile: 9740540679

13703687



KC137036876FL



ನಿಮ್ಮ ಆಧಾರ್ ಸಂಖ್ಯೆ / Your Aadhaar No. :

6784 5137 4974

ನನ್ನ ಆಧಾರ್, ನನ್ನ ಗುರುತು



ಭಾರತ ಸರ್ಕಾರ



Issue Date: 29/11/2013



ಸಾತ್ವಿಕ ಹರಿಶ ಶೆಟ್ಟಿ
Sathvika Harish Shetty
ಜನ್ಮ ದಿನಾಂಕ / DOB: 18/05/1990
ಸ್ತ್ರೀ / Female

6784 5137 4974

ನನ್ನ ಆಧಾರ್, ನನ್ನ ಗುರುತು

आयकर विभाग

TAX DEPARTMENT

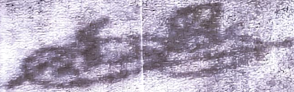
SATHVIKA H SHETTY

HARISH SHETTY

18/05/1990

Permanent Account Number

DGFP/2603F

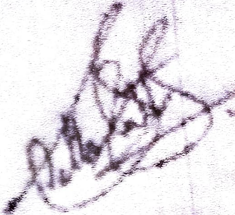
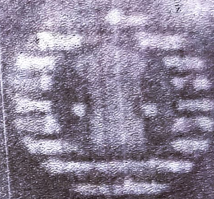


Signature



भारत सरकार

GOVT. OF INDIA



WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



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: 2492068
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website: www.besant.edu.in
wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



Mrs. Nanditha Sunil Kumar
Asst. Professor,
MSNM Besant Institute of PG Studies,
MSNM Besant Campus,
Bondel, Mangalore – 575 008

September 18, 2020

Dear Mrs. Nanditha,

Sub: Order of Confirmation in the post of Asst. Professor

1. Consequent to your successful completion of Probation, I am pleased to inform you that your appointment to the post of Asst. Professor in our Institution is confirmed with retrospective effect from 22.08.2020.
2. From the date of confirmation, your basic pay is fixed at Rs.16,100/- per month in the pay scale of 15600-500-21600-600-34200-700-39100.
3. You will be entitled for allowances as fixed by the Management from time to time.
4. Your next increment will be due on 22.08.2021.
5. Deductions shall be effected from your salary as provided under Statutes/Rules governing the functioning of the Institution as well as Rules and Regulations framed by the Council of Management in force and amended from time to time.
6. Your appointment and conditions of service shall be governed by the Rules and Regulations of the Institution framed by the Council of Management in force and amended from time to time.
7. All terms and conditions contained in the letter of appointment on probation dated 14.02.2019 issued to you shall continue to be in force and effect, except for the following.
 - a. Should you desire to resign from the service of the Institution, you shall give two months notice in writing to the Management of your intention to do so or pay two months salary in lieu of notice. Acceptance of resignation with a shorter notice period is left to the discretion of the Management.
 - b. Any leave to your credit cannot be adjusted towards the period of notice unless permitted by the management in writing.

(Contd....2)

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BESANT ADMINISTRATIVE OFFICE



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-2-

- c. No resignation shall be accepted during the course of the academic year.
- d. You shall obtain and submit 'Clearance'/'No dues' certificate from the various departments as directed by the office of the Institution to commence with the exit formalities.
- e. No resignation shall be deemed to have come into effect unless the same is accepted in writing and letter relieving you from the services of the Institution is issued to you by the Management.

Yours sincerely

Manel
(Manel Annappa Nayak)
Vice-President

Chief Advisor

Manel Srinivas Nayak Memorial Besant Institute of PG Studies,
Bondel, Mangalore - 575 003.

- Copy to: 1. The Secretary, WNES
2. The Director, MSNM Besant Institute of PG Studies,
Bondel, Mangalore - 8

Accepted
Manel

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भारत सरकार

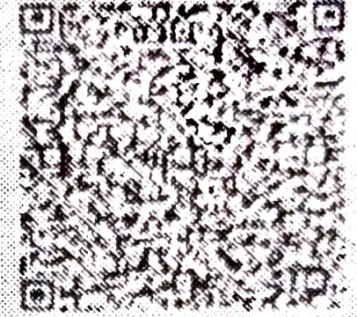
Government of India



नंदिता सुनिल कुमार
Nanditha Sunil Kumar

जन्म तारीख / DOB : 01/10/1979

स्त्री / Female



4431 9939 6029

आधार - सामान्य माणसाचा अधिकार



भारतीय विशिष्टता प्राधिकरण

Unique Identification Authority of India

पत्ता 8 - 124 / 9 श्री शरवू डंबेल,
मंगलोर, अशोकनगर(मर), दक्षिणा
कन्नडा, कर्नाटका, 575006

Address: 8 - 124 / 9 shri sharavu dambel,
Mangalore, Ashoknagar(mr), Dakshina
Kannada, Karnataka, 575006

4431 9939 6029



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1500 300 1947



help@uidai.gov.in

www

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आयकर विभाग

INCOME TAX DEPARTMENT



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NANDITHA SUNIL

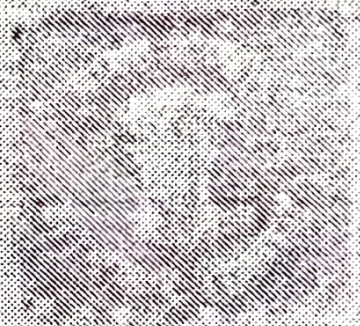
MURALI MOHAN

01/10/1979

Permanent Account Number

ECZPS3865L

Signature



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MANGALORE - 575 003



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Besant National Girls' Pre-University College (with High School Section)

*

Besant Women's College

*

Besant Pre-University Evening College

Besant First Grade Evening College

*

Manel Srinivas Nayak Memorial, Besant Institute of Post Graduate Studies, Bondel

To,

Prof. Narayan Kayarkatto,
Chinmaya,
Kuntikana, Bejai,
Mangalore - 575004.

01-03-2010

Offer of appointment

This is to inform you that subsequent to the interaction and discussions we had with you on two occasions in February 2010, the management of Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel are pleased to appoint you as Professor and Director of the Institute on a consolidated salary of Rs.90,000/- (Rupees ninety thousand only) per month. You shall also be provided with a car and a driver.

You shall contribute 12% of your salary towards EPF with a matching management contribution of 12% on a salary limit of Rs.6500/- as per the EPF rules.

You will be on probation for a period of one year from the date of reporting for duty. You shall receive a month's notice or a month's salary in lieu thereof if your service is terminated during the probation period. If you resign from the post during the probation period, you are also liable to give a similar notice or a month's salary in lieu thereof. You will be confirmed in the offered post on satisfactory completion of your probation. Thereafter, your service can be terminated only with three month's notice or three month's salary in lieu thereof from either side. Normally, the Director of the institute is not relieved of his duties in the middle of the academic term so as to avoid inconvenience to the students and to prevent disruption in the institute administration.

Your appointment in the institute is full time and you shall seek the permission of the management to take up any consultancy or other professional assignments, paid or unpaid; as per the institute rules.

At the time of reporting for duty you are required to produce documents in the original (for verification) in confirmation of age.

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qualification, experience and other statements made by you and copies of the same (for the institute file). If any declaration given or information furnished by you is incorrect and if you have wilfully suppressed any material information, your service will be terminated forthwith and without notice.

During the period of your service at the institute, you will be bound by the rules and regulations framed by the institute authorities from time to time.

You are expected to report for duty at the earliest and not later than the 29th of March 2010, unless the time is extended by the management

If you accept this offer of appointment you may kindly sign the enclosed duplicate copy of the appointment letter in token of acceptance and forward it to the Secretary, Women's National Education Society, Kodialbail, Mangalore, within one week of the receipt of this appointment letter.

Yours sincerely,


Vice-President, W.N.E.S.

And

Chief Advisor, M.S.N.M. Besant Institute of PG Studies.
Vice President


WOMEN'S NATIONAL EDUCATION SOCIETY
MANGALORE - 575 003


Copy to 1) The Secretary.

W.N.E.S.

2) Copy for the institute File

Accepted with thanks


(K. Narayan) 4/3/2010


b-3.2010



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Besant Higher Primary School

Besant National Girls' University College (High School Section)

Besant Women's College

Besant Pre-University Evening College

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Dr. Srinivas Nayak Memorial, Besant Institute Post Graduate Studies, Mangalore

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E-mail : wnes@oneindia.in

Website : www.wnesbesant.in

BESANT COMPLEX ,
KODIALBAIL ,
MANGALORE - 575 003
Fax : 0824-2492068

Date: August 3, 2016

Mr. Prashanth Kumar A.,
S/o. Mr. A. Prabhakar Bhat,
Alape Guthu House, Hemavathi Nagar,
Landlinks Layout, Padil Post,
Mangalore - 575 007.

Dear Mr. Prashanth Kumar,

Sub: Appointment order for post of Lecturer on probation.

With reference to your application dated 29th July 2016 and the interview held on 2nd August 2016, you are selected for appointment as Lecturer in our Institution on the following terms and conditions.

1. Your appointment is subject to the approval of AICTE/University and other statutory bodies governing the functioning of our Institution as well as your discipline.
2. You are required to report for duty on 1st September 2016 at 9.30 a.m. In the event of your failure to do so, this appointment order shall stand withdrawn, unless the date of reporting to duty is extended in writing by the Management.
3. You will be paid a consolidated salary of Rs. 28,000/- per month.
4. Initially you will be on probation for a period of one year from the date of your joining the Institution and the said probationary period may be extended for a further period of one year, if subjectively deemed necessary as per the discretion of the Management. However, the entire period of probation shall not exceed two years, with a further condition that your services are liable to be discharged by the Management at the end of either the initial or extended period of probation, without assigning any reason, advance notice or compensation.
5. During the period of your probation, your services in the Institution may also be terminated by either side giving one month's notice or paying one month's salary in lieu of notice.
6. Apart from being governed by the statutes applicable, during the period of your service in the Institution, you shall also be bound by the Rules and Regulations of Service of the Institution as framed/laid down by the Council of Management from time to time.

(Contd.....2)



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Besant National
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Besant Women's College

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MANGALORE - 575 003
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-2-

7. Your appointment in the Institution is full-time and your duty hours would be from 09.00 a.m. to 05.00 p.m. on all working days of the Institution and from 09.00 a.m. to 01.00 p.m. on Saturdays.
8. If exigencies arise and the Management so desires, you have to make yourself available to work even beyond your normal duty timings.
9. While in the service of the Institution, you shall not undertake any paid or unpaid work even if unrelated to the Institution without obtaining permission in writing from the Secretary of the Institution.
10. You are required to mark your daily attendance in the attendance register maintained in the office of the Director.
11. You will be entitled to leave in accordance with the Rules and Regulations of the Institution framed/laid down by the Council of Management of the Institution as amended from time to time.
12. You will be entitled to benefits of EPF and Gratuity as statutorily applicable.
13. On the completion of the period of probation, you shall not be automatically deemed to have been confirmed in service unless your services are confirmed by the Management in writing.
14. You will report to the HOD/Departmental Head/In-charge in the discharge of your duties. However, you shall also carry out your duties as per the direction and to the satisfaction of the Director of the Institution.
15. Any communication to the Head of the Institution /Secretary with regard to any grievance that you may have with regard to/during the course of your service in the Institution shall be routed /forwarded through your HOD/Departmental Head /In-charge. Any kind of direct communication with the Head of Institution/Secretary will not be entertained.

(Contd.....3)



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Medium)

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Besant National
Pre-University College

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Besant Women's College

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Besant Evening College

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Manel Srinivas Nayak
Memorial Besant Institute
of Post Graduate Studies,
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Medium)

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Besant National
Pre-University College

*

Besant Women's College

*

Besant Evening College

*

Manel Srinivas Nayak
Memorial Besant Institute
of Post Graduate Studies,
Bondel

-3-

16. You will co-operate with the management in maintaining a high standard of integrity and morals while in service of the Institution. You are expected to carry out your duties and responsibilities attached to your post sincerely and diligently in addition to those that may be required of you in future from time to time.

If the above terms are acceptable to you, you may kindly affix your signature to the office copy of this order and return the same at the office of the Institution along with the following documents.

a. Copy of document regarding your proof of age

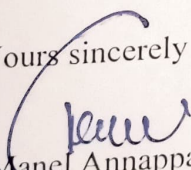
b. Copy of documents regarding your qualification.


c. Copy of experience certificate, if any

d. Such other documents substantiating the statements made by you in your application.

The aforementioned documents shall be accompanied by their originals for verification and return.

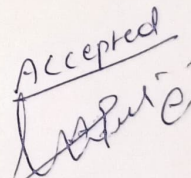
Yours sincerely


(Manel Annappa Nayak)
Vice-President, W.N.E.S. &
Chief Advisor – PG Programmes

 Vice President
WOMEN'S NATIONAL EDUCATION SOCIETY (R)
Kodialbail, Mangalore-575 003

Copy to: 1. The Secretary, WNES.

2. The Director, MSNM Besant Institute of PG Studies, Mangalore – 8

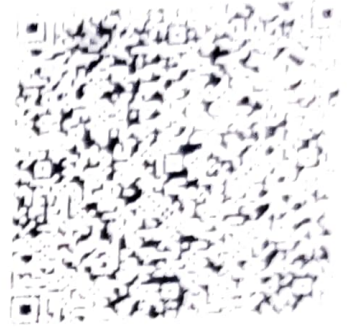
Accepted




ಭಾರತ ಸರ್ಕಾರ
GOVERNMENT OF INDIA



ಭಾರತ ಸರ್ಕಾರ
Ministry of Information
Central Secretariat of Birth - 1995
Gender - Male



8579 3605 6316

— ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ

आयकर विभाग
INCOME TAX DEPARTMENT



भारत सरकार
GOVT. OF INDIA

PRASHANTH KUMAR A
ALAPE PRABHAKARBHAT

01/05/1985

Permanent Account Number

APLPP0983K



Prashanth A.
Signature

WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



☎ : 2491914
: 2492068
E-mail : wnes.besant@gmail.com
website: www.besant.edu.in
wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



November 12, 2021

Dr. Sharan Kumar Shetty,
Associate Professor,
Manel Srinivas Nayak Institute of Management,
MSNM Besant Campus,
Bondel, Mangalore – 575 008

Dear Dr. Sharan Shetty,

Sub: Order of Confirmation in the post of Associate Professor

1. Consequent to your successful completion of Probation, I am pleased to inform you that your appointment to the post of Associate Professor in our Institution is confirmed with retrospective effect from 31.08.2021.
2. From the date of confirmation, your basic pay is fixed at Rs.38,522/- per month in the pay scale of 37400-67000.
3. You will be entitled for allowances as fixed by the Management from time to time.
4. Your next increment will be due on 31.08.2022.
5. Deductions shall be effected from your salary as provided under Statutes/Rules governing the functioning of the Institution as well as Rules and Regulations framed by the Council of Management in force and amended from time to time.
6. Your appointment and conditions of service shall be governed by the Rules and Regulations of the Institution framed by the Council of Management in force and amended from time to time.
7. All terms and conditions contained in the letter of appointment on probation dated 25.08.2020 issued to you shall continue to be in force and effect, except for the following.
 - a. Should you desire to resign from the service of the Institution, you shall give two months notice in writing to the Management of your intention to do so or pay two months salary in lieu of notice. Acceptance of resignation to do so or pay two period is left to the discretion of the Management.
 - b. Any leave to your credit cannot be adjusted towards the period of notice unless permitted by the management in writing.

(Contd....2)

Sponsors of :

- ❖ Besant Higher Primary School ❖ Besant High School (Kannada Medium) ❖ Besant English School
- ❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
- ❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



☎ : 2491914
: 2492068
E-mail : wnes.besant@gmail.com
website: www.besant.edu.in
wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



-2-

- c. No resignation shall be accepted during the course of the academic year.
- d. You shall obtain and submit 'Clearance'/'No dues' certificate from the various departments as directed by the office of the Institution to commence with the exit formalities.
- e. No resignation shall be deemed to have come into effect unless the same is accepted in writing and letter relieving you from the services of the Institution is issued to you by the Management.

Yours sincerely


(Manel Annappa Nayak)
Vice President

Vice President
WOMEN'S NATIONAL EDUCATION SOCIETY (R)
Kodialbail, Mangalore-575 003

- Copy to: 1. The Secretary, WNES
2. The Director, Manel Srinivas Nayak Institute of Management



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- ❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
- ❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel



ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ
ಭಾರತ ಸರ್ಕಾರ
Unique Identification Authority of India
Government of India

Enrolment No.: 1118/52009/38158

To
ಶರಣ್ ಕುಮಾರ್ ಶೆಟ್ಟಿ
Sharan Kumar Shetty
S/O: B Babu Shetty
#22-2 -341
Arekere
Mangalore
Bolar
Mangalore
Mangalore
Dakshina Kannada Karnataka - 575001
9986132201

Download Date: 05/01/2018

Generation Date: 22/06/2013

Signature Not Verified
Dakshina Kannada
UNIQUE IDENTIFICATION
AUTHORITY OF INDIA
Date: 2018/01/05 11:21:19
IST



ನಿಮ್ಮ ಆಧಾರ್ ಸಂಖ್ಯೆ / Your Aadhaar No. :

6741 3133 1479

ನನ್ನ ಆಧಾರ್, ನನ್ನ ಗುರುತು



ಭಾರತ ಸರ್ಕಾರ
Government of India



ಶರಣ್ ಕುಮಾರ್ ಶೆಟ್ಟಿ
Sharan Kumar Shetty
ಶೆಟ್ಟಿ ಬಾಬುಶೆಟ್ಟಿ DOB: 25/09/1979
ಪುರುಷ / MALE

6741 3133 1479



ನನ್ನ ಆಧಾರ್, ನನ್ನ ಗುರುತು



Government of India



ಮಹತ್ವ

- ಆಧಾರ್ ಆಧಾರ ಪ್ರಮಾಣೀಕರಣದ ಸಾಧನವಲ್ಲ.
- ನಿಮ್ಮ ಆಧಾರ್ ಸಂಖ್ಯೆಯನ್ನು ಆಧಾರ್.ನಿ.ಗೆ ಅನ್ವೇಷಿಸಿ.
- ಆಧಾರ್ ಸಂಖ್ಯೆ ಎಲೆಕ್ಟ್ರಾನಿಕ್ಸ್ ಮೂಲಕ ರಚಿಸಲಾಗಿದೆ.

INFORMATION

- Aadhaar is a proof of identity, not of citizenship.
- To establish identity, authenticate online.
- This is electronically generated letter.

- ಆಧಾರ್ ದೇಶದಾದ್ಯಂತ ಮಾನ್ಯತೆಯನ್ನು ಪಡೆದಿದೆ.
- ಭವಿಷ್ಯದಲ್ಲಿ, ಸರ್ಕಾರಿ ಹಾಗೂ ಸರ್ಕಾರೇತರ ಸೇವೆಗಳನ್ನು ಪಡೆಯಲು ಆಧಾರ್ ನಿಮಗೆ ಸಹಾಯಕವಾಗಲಿದೆ.
- Aadhaar is valid throughout the country.
- Aadhaar will be helpful in availing Government and Non-Government services in future.



ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ
Unique Identification Authority of India

Address:
S/O: B Babu Shetty, #22-2 -341,
Arekere, Mangalore, Bolar,
Mangalore, Dakshina Kannada,
Karnataka - 575001

ವಳಕು:
S/O: ಬಾಬುಶೆಟ್ಟಿ #22-2 -341, ಅರೆಕರೆ,
ಬೋಲರ್, ಬೋಲರ್, ಬೋಲರ್,
ಮಂಗಳೂರು,
ದಕ್ಷಿಣ ಕನ್ನಡ,
ಕರ್ನಾಟಕ - 575001

6741 3133 1479



help@uidai.gov.in

www.uidai.gov.in

आयकर विभाग

INCOME TAX DEPARTMENT

SHARAN KUMAR SHETTY

BABU BOLAR SHETTY



भारत सरकार

GOVT. OF INDIA

25/09/1979

Permanent Account Number

BJVPS6470D

Signature





WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)
BESANT ADMINISTRATIVE OFFICE

☎ : 2491914
: 2492068
E-mail : wnes.besant@gmail.com
Website : www.besant.edu.in

BESANT COMPLEX,
KODIALBAIL,
MANGALURU - 575 003.
Fax : 0824-2492068



Date: May 2, 2019

Ms. Reema Agnes Frank,
W/o. Melvin D'Souza,
Divine Grace,
Behind Loretto Church,
Loretto Post, Bantwal Taluq – 574211.

Dear Ms. Reema,

Sub: Appointment order for post of Asst. Professor on probation.

With reference to your application dated 16th January 2019 and the interview held on 8th February 2019, you are selected for appointment as Asst. Professor in our Institution on the following terms and conditions.

1. Your appointment is subject to the approval of AICTE/University and other statutory bodies governing the functioning of our Institution as well as your discipline.
2. You are required to report for duty on 15th July 2019. In the event of your failure to do so, this appointment order shall stand withdrawn, unless the date of reporting to duty is extended in writing by the Management.
3. You will be paid the following salary in the pay scale of Rs. 15,600-500-21,600-600-34200-700-39100.

Basic: Rs.18,100.00

DA : Rs.15,385.00

HRA : Rs. 1,810.00

Total : Rs.35,295.00

4. Initially you will be on probation for a period of one year from the date of your joining the Institution and the said probationary period may be extended for a further period of one year, if subjectively deemed necessary as per the discretion of the Management. However, the entire period of probation shall not exceed two years, with a further condition that your services are liable to be discharged by the Management at the end of either the initial or extended period of probation, without assigning any reason, advance notice or compensation.

(Contd....2)

Sponsors of :

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❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel



WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)
BESANT ADMINISTRATIVE OFFICE

☎ : 2491914
: 2492068
E-mail : wnes.besant@gmail.com
Website : www.besant.edu.in

-2-

BESANT COMPLEX,
KODIALBAIL,
MANGALURU - 575 003.
Fax : 0824-2492068



5. Your services in the Institution may also be terminated by either side giving two month's notice or paying two month's salary in lieu of notice.
6. Apart from being governed by the statutes applicable, during the period of your service in the Institution, you shall also be bound by the Rules and Regulations of Service of the Institution as framed/laid down by the Council of Management from time to time.
7. Your appointment in the Institution is full-time and your duty hours would be from 09.00 a.m. to 05.00 p.m. on all working days of the Institution and from 09.00 a.m. to 01.00 p.m. on Saturdays.
8. If exigencies arise and the Management so desires, you have to make yourself available to work even beyond your normal duty timings.
9. While in the service of the Institution, you shall not undertake any paid or unpaid work even if unrelated to the Institution without obtaining permission in writing from the Secretary of the Institution.
10. You are required to mark your daily attendance in the attendance register maintained in the office of the Director.
11. You will be entitled to leave in accordance with the Rules and Regulations of the Institution framed/laid down by the Council of Management of the Institution as amended from time to time.
12. You will be entitled to benefits of EPF and Gratuity as statutorily applicable.
13. On the completion of the period of probation, you shall not be automatically deemed to have been confirmed in service unless your services are confirmed by the Management in writing.
14. You will report to the HOD/Departmental Head/In-charge in the discharge of your duties. However, you shall also carry out your duties as per the direction and to the satisfaction of the Director of the Institution.

(Contd...3)

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WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)
BESANT ADMINISTRATIVE OFFICE

☎ : 2491914
: 2492068
E-mail : wnes.besant@gmail.com
Website : www.besant.edu.in

BESANT COMPLEX,
KODIALBAIL,
MANGALURU - 575 003.
Fax : 0824-2492068



-3-

15. Any communication to the President/Secretary with regard to any grievance that you may have with regard to/during the course of your service in the Institution shall be routed /forwarded through the Director. Any kind of direct communication with the President/Secretary will not be entertained.

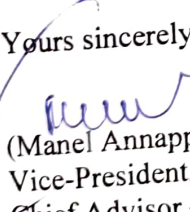
16. You will co-operate with the management in maintaining a high standard of integrity and morals while in service of the Institution. You are expected to carry out your duties and responsibilities attached to your post sincerely and diligently in addition to those that may be required of you in future from time to time.


If the above terms are acceptable to you, you may kindly affix your signature to the office copy of this order and return the same at the office of the Institution along with the following documents.

- Copy of document regarding your proof of age
- Copy of documents regarding your qualification.
- Copy of experience certificate, if any
- Such other documents substantiating the statements made by you in your application.

The aforementioned documents shall be accompanied by their originals for verification and return.

Yours sincerely


(Manel Annappa Nayak)
Vice-President, W.N.E.S. &
Chief Advisor – PG Programmes

Accepted.

21/5/19.

Copy to: 1. The Secretary, WNES.
2. The Director, MSNM Besant Institute of PG Studies,
Mangalore-8

Sponsors of :

- ❖ Besant Higher Primary School ❖ Besant High School (Kannada Medium) ❖ Besant English School
- ❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
- ❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

आयकर विभाग

INCOME TAX DEPARTMENT



भारत सरकार

GOVT. OF INDIA

REEMA AGNES FRANK

JOHN BAPTIST FRANK

28/09/1984

Permanent Account Number

AAOPF0732A




Signature



भारत सरकार



आधार

ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ

ಭಾರತ ಸರ್ಕಾರ

Unique Identification Authority of India
Government of India

ನೋಂದಾವಣೆ ಕ್ರಮ ಸಂಖ್ಯೆ / Enrollment No.: 0821/82181/07177

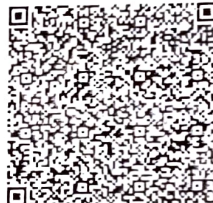
To
ರೀಮಾ ಅಗ್ನೇಸ್ ಫ್ರಾಂಕ್
Reema Agnes Frank
W/O: Melvin Anthony D'Souza
#Divine Grace Behind Loretto Church
Loretto Post
Amtady
Amtady
Bantwal Dakshina Kannada
Karnataka 574211
8150021686

27/04/2016

357886661



MA578866613FT



ನಿಮ್ಮ ಆಧಾರ್ ಸಂಖ್ಯೆ / Your Aadhaar No. :

8464 7031 9693

ನನ್ನ ಆಧಾರ್, ನನ್ನ ಗುರುತು



ಭಾರತ ಸರ್ಕಾರ

Government of India



ರೀಮಾ ಅಗ್ನೇಸ್ ಫ್ರಾಂಕ್
Reema Agnes Frank
ಜನ್ಮ ದಿನಾಂಕ / DOB : 28/09/1984
ಸ್ತ್ರೀ / Female



8464 7031 9693

ನನ್ನ ಆಧಾರ್, ನನ್ನ ಗುರುತು



ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ
ಭಾರತ ಸರ್ಕಾರ
 Unique Identification Authority of India
 Government of India

ನೋಂದಣಿ ಸಂಖ್ಯೆ Enrolment No.: DE46/00006/01868

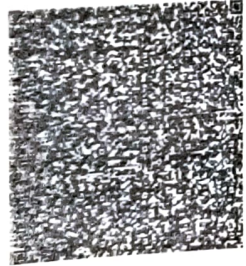
To
 ರಿದ್ಧಿ ಕ ಶೆಟ್ಟಿ
 Riddhika K Shetty
 W/O Karthik Shetty
 #Flat No 202, Ramprasad Apartment
 Opposite ESI Hospital Quaters Office
 Shivabhagh, Kadri
 Mangalore
 Kankanady
 Dakshina Kannada Karnataka - 575002
 7899413256

Expiry Date: 08/04/2018

Generation Date: 11/04/2018

Signature valid

Digital Signature
 Unique Identification Authority of India
 Date: 2018-04-11 12:54:10
 19F



QR Code with Photograph

ನಿಮ್ಮ ಆಧಾರ್ ಸಂಖ್ಯೆ / Your Aadhaar No. :

4511 7922 0918

UID: 9151 6142 2918 3635

ನನ್ನ ಆಧಾರ್, ನನ್ನ ಗುರುತು

ಭಾರತ ಸರ್ಕಾರ
 Government of India

ರಿದ್ಧಿ ಕ ಶೆಟ್ಟಿ
 Riddhika K Shetty
 ಪುರುಷ / DOB: 21/05/1994
 FEMALE



4511 7922 0918

UID: 9151 6142 2918 3635

ನನ್ನ ಆಧಾರ್, ನನ್ನ ಗುರುತು



Government of India



ಮಹತ್ವ

- ಆಧಾರ್ ಗುರುತಿನ ಪುರಾವೆಯೇ ಹೊರತು ಪೌರತ್ವದ್ದಲ್ಲ
- ನಿಮ್ಮ ಗುರುತನ್ನು ಪರಿಶೀಲಿಸಲು ಆನ್ ಲೈನ್ ಮೂಲಕ ದೃಢೀಕರಿಸಿ
- ಎಲೆಕ್ಟ್ರಾನಿಕ್ ಪ್ರಕ್ರಿಯೆ ಮೂಲಕ ಮುದ್ರಿತವಾದ ವಿದ್ಯುನ್ಮಾನ ದಾಖಲೆ ಇದಾಗಿದೆ

INFORMATION

- Aadhaar is a proof of identity, not of citizenship.
- To establish identity, authenticate online.
- This is electronically generated letter.

■ ಆಧಾರ್ ದೇಶದಾದ್ಯಂತ ಮಾನ್ಯತೆಯನ್ನು ಪಡೆದಿದೆ.
 ■ ಭವಿಷ್ಯದಲ್ಲಿ ಸರ್ಕಾರಿ ಹಾಗೂ ಸರ್ಕಾರೇತರ ಸೇವೆಗಳನ್ನು ಪಡೆಯಲು ಆಧಾರ್ ನಿಮಗೆ ಸಹಾಯಕವಾಗಿದೆ.
 ■ Aadhaar is valid throughout the country.
 ■ Aadhaar will be helpful in availing Government and Non-Government services in future.



ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ
 Unique Identification Authority of India

ವಿಳಾಸ:
 W/O Karthik Shetty #ಫ್ಲಾಟ್ ನಂ 202, ರಾಮಪ್ರಸಾದ್ ಆಪಾರ್ಟ್ ಮೆಂಟ್, ಎಸ್‌ಐ ಹಾಸ್ಟೆಲ್ ಕ್ವಾರ್ಟರ್ಸ್ ಆಫೀಸ್ ನ ಎದುರು, ಶಿವಭಾಗ, ಕದ್ರಿ, ಮಂಗಳೂರು, ದಕ್ಷಿಣ ಕನ್ನಡ, ಕರ್ನಾಟಕ - 575002

Address:
 W/O Karthik Shetty, #Flat No 202, Ramprasad Apartment, Opposite ESI Hospital Quaters Office, Shivabhagh, Kadri, Mangalore, Dakshina Kannada, Karnataka - 575002



QR Code with Photograph

4511 7922 0918

UID: 9151 6142 2918 3635

www.uidai.gov.in

WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)
BESANT ADMINISTRATIVE OFFICE

☎ : 2491914

: 2492068

E-mail : wnes.besant@gmail.com

website: www.besant.edu.in

wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



Mrs. Ridhika Shetty,
Asst. Professor,
MSNM Besant Institute of PG Studies,
MSNM Besant Campus,
Bondel, Mangalore – 575 008

September 18, 2020

Dear Mrs. Ridhika Shetty,

Sub: Order of Confirmation in the post of Asst. Professor

1. Consequent to your successful completion of Probation, I am pleased to inform you that your appointment to the post of Asst. Professor in our Institution is confirmed with retrospective effect from 26.08.2020.
2. From the date of confirmation, your basic pay is fixed at Rs.16,100/- per month in the pay scale of 15600-500-21600-600-34200-700-39100.
3. You will be entitled for allowances as fixed by the Management from time to time.
4. Your next increment will be due on 26.08.2021.
5. Deductions shall be effected from your salary as provided under Statutes/Rules governing the functioning of the Institution as well as Rules and Regulations framed by the Council of Management in force and amended from time to time.
6. Your appointment and conditions of service shall be governed by the Rules and Regulations of the Institution framed by the Council of Management in force and amended from time to time.
7. All terms and conditions contained in the letter of appointment on probation dated 21.08.2019 issued to you shall continue to be in force and effect, except for the following.
 - a. Should you desire to resign from the service of the Institution, You shall give two months notice in writing to the Management of your intention to do so or pay two months salary in lieu of notice. Acceptance of resignation with a shorter notice period is left to the discretion of the Management.
 - b. Any leave to your credit cannot be adjusted towards the period of notice unless permitted by the management in writing.

(Contd....2)

Sponsors of :

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❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



☎ : 2491914

: 2492068

E-mail : wnes.besant@gmail.com

website: www.besant.edu.in

wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



-2-

- c. No resignation shall be accepted during the course of the academic year.
- d. You shall obtain and submit 'Clearance'/'No dues' certificate from the various departments as directed by the office of the Institution to commence with the exit formalities.
- e. No resignation shall be deemed to have come into effect unless the same is accepted in writing and letter relieving you from the services of the Institution is issued to you by the Management.

Yours sincerely

(Manel Annappa Nayak)

Vice-President

Chief Advisor

Accepted
Date
23/9/20

- Copy to: 1. The Secretary, WNES
2. The Director, MSNM Besant Institute of PG Studies,
Bondel, Mangalore – 8

Sponsors of :

Besant Higher Primary School ❖ Besant High School (Kannada Medium) ❖ Besant English School
Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

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: 2492068
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website: www.besant.edu.in
wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



Date: July 18, 2022

Mr. Mohammad Musthafa,
Door No. 1-116/64,
Souhardha Nagara, Kolambe,
Old Airport Road,
Mangalore – 574142.

Dear Mr. Mohammad Musthafa,

Sub: Appointment order for the post of Assistant Professor on probation.

With reference to your application dated May 28, 2022 and the subsequent interview held, you are selected for appointment as Assistant Professor in Manel Srinivas Nayak Institute of Management on the following terms and conditions.

1. Your appointment is subject to the approval of Governing Council of the Management and other statutory bodies governing the functioning of our Institution as well as your discipline.
2. You are required to report for duty on or before July 25th 2022 at 09.00AM. In the event of your failure to do so, this appointment order shall stand withdrawn, unless the date of reporting to duty is extended in writing by the Management.
3. You will be paid a consolidated salary of Rs. 32,000/- (Rupees thirty two thousand only) per month.
4. Initially you will be on probation for a period of one year from the date of your joining the Institution and the said probationary period may be extended for a further period of one year, if subjectively deemed necessary as per the discretion of the Management. However, the entire period of probation shall not exceed two years, with a further condition that your services are liable to be discharged by the Management at the end of either the initial or extended period of probation, without assigning any reason, advance notice or compensation.
5. During the period of your probation, your services in the Institution may also be terminated by either side giving two months' notice or paying two month's salary in lieu of notice.
6. Apart from being governed by the statutes applicable, during the period of your service in the Institution, you shall also be bound by the Rules and Regulations of Service as framed/laid down by the Council of Management from time to time.

(Contd.....2)

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- ❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



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: 2492068

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wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



-2-

7. Your appointment in the Institution is full-time and your duty hours would be from 09.00 a.m. to 5.00 p.m. on all working days of the Institution and from 09.00 a.m. to 01.00p.m. on Saturdays.
8. If exigencies arise and the Management so desires, you have to make yourself available to work even beyond your normal duty timings.
9. While in the service of the Institution, you shall not undertake any paid or unpaid work even if unrelated to the Institution without obtaining permission in writing from the Correspondent of the Institution.
10. You are required to mark your daily attendance in the attendance register maintained in the office of the Director.
11. You will be entitled to leave in accordance with the Rules and Regulations of the Institution framed/laid down by the Council of Management of the Institution as amended from time to time.
12. You will be entitled to benefits of EPF and Gratuity as statutorily applicable.
13. On the completion of the period of probation, you shall not be automatically deemed to have been confirmed in service unless your services are confirmed by the Management in writing.
14. During the course of the academic year, you are not entitled to go on long leave unless on emergency and also you shall not leave the job till the end of the academic semester.
15. Any other work which shall be assigned by the head of the Institution / by the Management from time to time, shall be performed by you.
16. In the event of the grievances not been addressed in a fair manner within a reasonable period, you can use the good offices of the higher authorities.
17. You will report to the Director, Manel Srinivas Nayak Institute of Management and carry out your duties as per the directions and to the satisfaction of the Director of the Institution.
18. Any communication to the office bearers of the Management with regard to any grievance that you may have with regard to/during the course of your service in the Institution shall be routed /forwarded through the Director. Any kind of direct communication with the Management will not be entertained.
19. You will co-operate with the management in maintaining a high standard of integrity and morals while in service of the Institution. You are expected to carry out your duties and responsibilities attached to your post sincerely and diligently in addition to those that may be required of you in future from time to time.

(Contd....3)

Sponsors of :

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- ❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
- ❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



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wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



-3-

If the above terms are acceptable to you, you may kindly affix your signature to the office copy of this order and return the same at the office of the Institution along with the following documents.

- Copy of document regarding your proof of age
- Copy of documents regarding your qualification.
- Copy of experience certificate, if any
- Such other documents substantiating the statements made by you in your application.
- Identity documents

The aforementioned documents shall be accompanied by their originals for verification and returned.

Yours sincerely,

Vice President
Women's National Education Society

Copy to: 1. The Director, Manel Srinivas Nayak Institute of Management.

Sponsors of :

- ❖ Besant Higher Primary School ❖ Besant High School (Kannada Medium) ❖ Besant English School
- ❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
- ❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

आयकर विभाग

INCOME TAX DEPARTMENT



भारत सरकार

GOVT. OF INDIA

MOHAMMAD MUSTHAF

IBRAHIM

12/11/1993

Permanent Account Number

BUNPM3271R



A handwritten signature in black ink, appearing to be 'Mustaf' with a long horizontal stroke extending to the right.

Signature



ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತಿನ ಪ್ರಾಧಿಕಾರ

ಭಾರತ ಸರ್ಕಾರ
Unique Identification Authority of India
Government of India

ನೋಂದಾವಣಿ ಕ್ರಮ ಸಂಖ್ಯೆ / Enrollment No.: 1189/55049/16808

To
ಮೊಹಮ್ಮದ್ ಮುಸ್ತಾಫ್
Mohammad Musthaf
S/O Ibrahim
1-116/64 Souharda Nagara Punarvasathi Colony
Near Old Airport Road Bajpe Kolambe Bajpe Kol
ambe
Kolambe Dakshina Kannada
Karnataka 574142
7760232473

25/03/2012

18957719



UG189577191IN



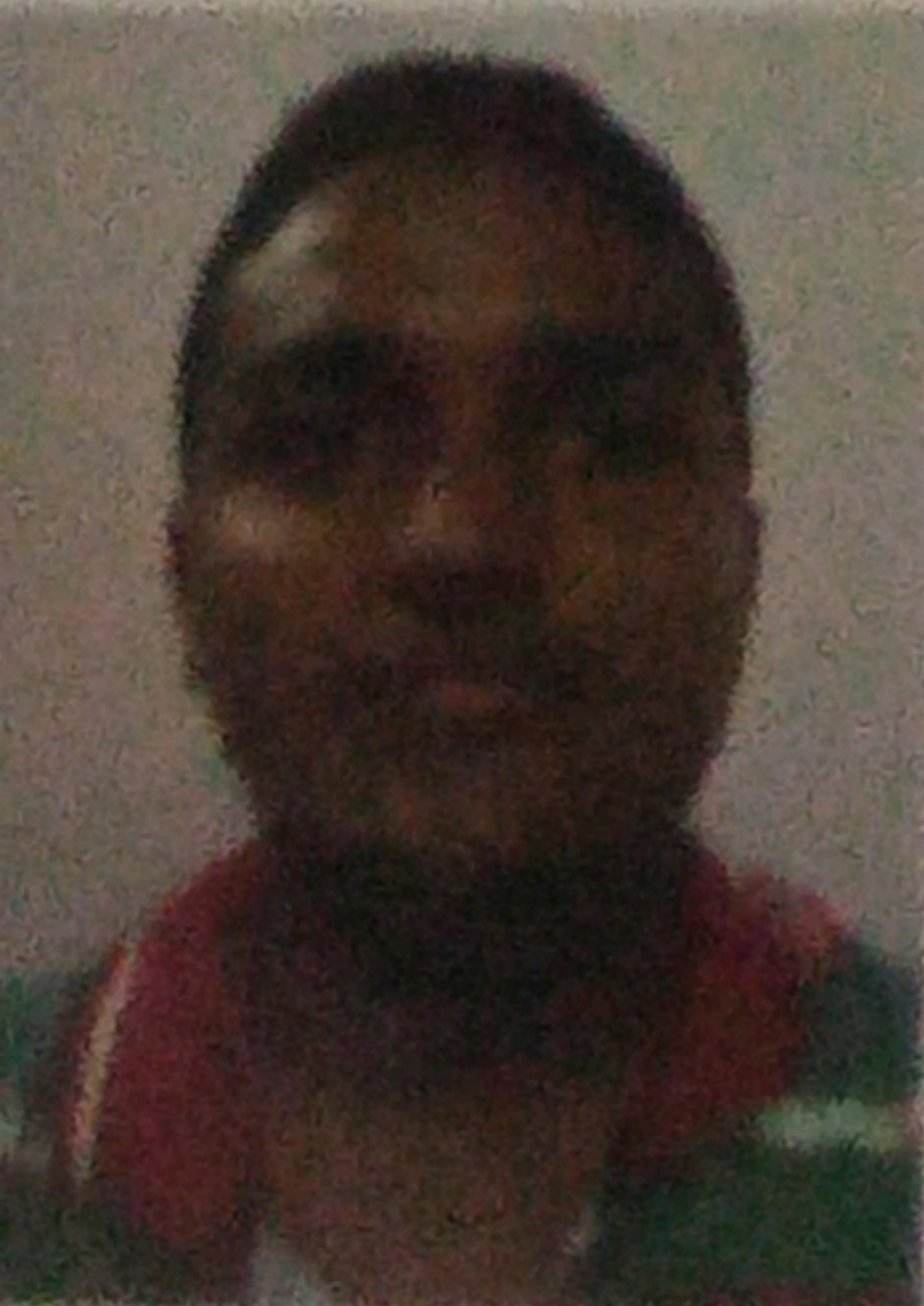
ನಿಮ್ಮ ಆಧಾರ್ ಸಂಖ್ಯೆ / Your Aadhaar No. :

6481 9486 0123

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



ಭಾರತ ಸರ್ಕಾರ
GOVERNMENT OF INDIA



ಮೊಹಮ್ಮದ್ ಮುಸ್ತಾಫ್
Mohammad Musthaf
ಹುಟ್ಟಿದ ವರ್ಷ / Year of Birth : 1993
ಪುರುಷ / Male



6481 9486 0123

29/05

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



**MANEL SRINIVAS NAYAK
INSTITUTE of MANAGEMENT**

MSNIM Besant Campus, Bondel, Mangaluru – 575 008, D.K. District, Karnataka State, India
(Affiliated to Mangalore University, Approved by AICTE & Accredited by NAAC with 'A Grade')
(Sponsored by: Women's National Education Society)

Ref: No. Society/D/50/2023

Date: June 26, 2023

To: The Secretary
WNES.

Dear Sir,

Sub: Regarding confirmation of Dr. Shilpi Saha, Asst. Professor

This is with reference to our letter No. Society/D/48/2023 dated June 3, 2023 regarding the above mentioned matter and your subsequent note dated 23.6.2023 intimating to send the draft confirmation order. Accordingly, we are hereby forwarding the draft confirmation order of Dr. Shilpi Saha.

As the salary will be fixed by the management, we have not mentioned the same in the draft.

We request you to kindly let us know the salary for Dr. Shilpi Saha, so that we can prepare the Confirmation order.

Thank you,

With regards,

Yours Sincerely,

Dr. Molly S. Chaudhuri
Director

Copy to: The President, WNES & Chief Advisor – MSNIM



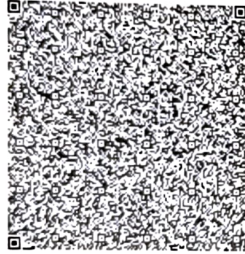
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ಭಾರತ ಸರ್ಕಾರ
Unique Identification Authority of India
Government of India

ನೋಂದಣಿ ಸಂಖ್ಯೆ / Enrolment No.: 0000/00376/52962

To
ಶಿಲ್ಪಿ ಸಾಹಾ
Shilpi Saha
D/O.Samar Kumar Saha
Flat 1a, Khelghar Apartment
90, Baguiati 3rd Lane
Baguiati
Dumdum
Dumdum
Kolkata West Bengal - 700028
8971147192

Download Date: 04/04/2017

Generation Date: 04/04/2017



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ನಿಮ್ಮ ಆಧಾರ್ ಸಂಖ್ಯೆ / Your Aadhaar No. :

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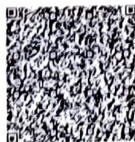
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ಭಾರತ ಸರ್ಕಾರ
Government of India



ಶಿಲ್ಪಿ ಸಾಹಾ
Shilpi Saha
ಜನ ದಿನಾಂಕ/DOB: 05/07/1987
ಸ್ತ್ರೀ/FEMALE



7785 1083 1218

VID : 9136 3953 6773 0262

ನನ್ನ ಆಧಾರ್, ನನ್ನ ಗುರುತು



Government of India



ಮಾಹಿತಿ

- ಆಧಾರ್ ಗುರುತಿನ ಪುರಾವೆಯೇ ಹೊರತು ಪೌರತ್ವದಲ್ಲ
- ನಿಮ್ಮ ಗುರುತನ್ನು ಸಾಬೀತುಪಡಿಸಲು ಆನ್ ಲೈನ್ ಮೂಲಕ ದೃಢೀಕರಿಸಿ
- ಎಲೆಕ್ಟ್ರಾನಿಕ್ ಪ್ರಕ್ರಿಯೆ ಮೂಲಕ ಮುದ್ರಿತವಾದ ವಿದ್ಯುನ್ಮಾನ ದಾಖಲೆ ಇದಾಗಿದೆ

INFORMATION

- Aadhaar is a proof of identity, not of citizenship.
- To establish identity, authenticate online.
- This is electronically generated letter.

- ಆಧಾರ್ ದೇಶದಾದ್ಯಂತ ಮಾನ್ಯತೆಯನ್ನು ಪಡೆದಿದೆ.
- ಭವಿಷ್ಯದಲ್ಲಿ, ಸರ್ಕಾರಿ ಹಾಗೂ ಸರ್ಕಾರೇತರ ಸೇವೆಗಳನ್ನು ಪಡೆಯಲು ಆಧಾರ್ ನಿಮಗೆ ಸಹಾಯಕವಾಗಲಿದೆ.
- Aadhaar is valid throughout the country.
- Aadhaar will be helpful in availing Government and Non-Government services in future.



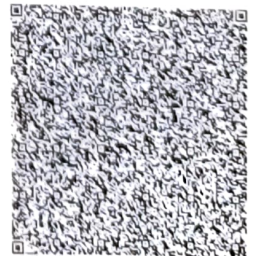
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Unique Identification Authority of India

ವಿಳಾಸ:

ಸಾಮರ್ ಕುಮಾರ್ ಶಹ, ಫಾಟ್ 1ಎ, ಖೆಲ್ಘರ್
ಅಪಾರ್ಟ್‌ಮೆಂಟ್, 90, ಬಾಗುಯಾತಿ 3ನೇ ಲೇನ್,
ಬಾಗುಯಾತಿ, ದುಂಡುಂ, ಕೊಲ್ಕತಾ,
ವೆಸ್ಟ್ ಬೆಂಗಲ್ - 700028

Address:

D/O.Samar Kumar Saha, Flat 1a,
Khelghar Apartment, 90, Baguiati 3rd
Lane, Baguiati, Dumdum, Kolkata,
West Bengal - 700028



QR Code with Photograph

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INCOME TAX DEPARTMENT



भारत सरकार
GOVT. OF INDIA

SHILPI SAHA

SAMAR KUMAR SAHA

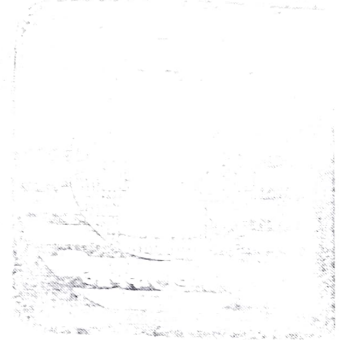
05/07/1987

Permanent Account Number

DMZPS6692N

Shilpi Saha

Signature



No. 2031
**MANEL SRINIVAS NAYAK MEMORIAL
BESANT INSTITUTE OF POSTGRADUATE STUDIES**

(Affiliated to Mangalore University and approved by AICTE)
BESANT VIDYA KENDRA, BONDEL, MANGALORE - 575 008
(Sponsored by: Women's National Education Society)

Website: www.msnmbesant.com * E-mail: msnmbesant@gmail.com * Phone: 0824 - 2482668 / 69 * Fax 0824 - 2482669

MSNM/BVK/

Date: December 13, 2010

Mr. Ravisha B.
Faculty,
MSNM Besant Institute of PG Studies,
Besant Vidya Kendra,
Bondel,
Mangalore – 575 008.

Dear Mr. Ravish,

I am happy to convey the decision of the Governing Council of MSNM Besant Institute of PG Studies, to confirm your services as **Faculty** at our postgraduate Institution MSNM Besant Instituté of PG Studies at Besant Vidya Kendra, Bondel, with retrospective effect from 01.10.2010. The Council has also approved your annual increment of Rs.325/- p.m. with effect from that day.

All the other terms and conditions will remain same as per the appointment order issued to you on 09.09.2009. I wish that you will continue to serve this institution and also grow with it.

With best wishes

Yours sincerely,



(Dr. Narayan K.)
Director

Ravisha B

MSNM BESANT INSTITUTE OF PG STUDIES
BESANT VIDYA KENDRA
BONDEL, MANGALORE

YEAR



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Government of India



ರವೀಶ ಬಿ

Ravisha B

ಹುಟ್ಟಿದ ವರ್ಷ / Year of Birth 1985

ವುರುಷ / Male



9481 6282 7955

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



WOMEN'S NATIONAL EDUCATION SOCIETY

(REGISTERED)

☎ : 2491914
2492068
4271050

Email: wnes.besant@gmail.com

BESANT COMPLEX,
KODIALBAIL,
MANGALORE - 575 003
Fax : 0824 - 2492068



Date: September 14, 2017

Mr. Robin M. Shinde,
"La Paradiso", Bhatrakodi House Road,
Behind Bondel Church,
Bondel,
Mangalore - 575 008

Dear Mr. Robin Shinde,

Sub: Appointment order for post of Lecturer on probation.

With reference to your application dated 1st August 2017 and the interview held on 22nd August 2017, you are selected for appointment as Lecturer in our Institution on the following terms and conditions.

1. Your appointment is subject to the approval of AICTE/University and other statutory bodies governing the functioning of our Institution as well as your discipline.
2. You are required to report for duty on or before 21st September 2017. In the event of your failure to do so, this appointment order shall stand withdrawn, unless the date of reporting to duty is extended in writing by the Management.
3. You will be paid a consolidated salary of Rs. 34,000/- per month.
4. Initially you will be on probation for a period of one year from the date of your joining the Institution and the said probationary period may be extended for a further period of one year, if subjectively deemed necessary as per the discretion of the Management. However, the entire period of probation shall not exceed two years, with a further condition that your services are liable to be discharged by the Management at the end of either the initial or extended period of probation, without assigning any reason, advance notice or compensation.
5. Your services in the Institution may also be terminated by either side giving two month's notice or paying two month's salary in lieu of notice.
6. Apart from being governed by the statutes applicable, during the period of your service in the Institution, you shall also be bound by the Rules and Regulations of Service of the Institution as framed/laid down by the Council of Management from time to time.

Sponsors of :
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at High School
(Tamil Medium)

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at English School

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at National
University College

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at Women's College

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at Evening College

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WOMEN'S NATIONAL EDUCATION SOCIETY

☎ : 2491914
2492068
4271050

Email: wnes.besant@gmail.com

(REGISTERED)

BESANT COMPLEX,
KODIALBAIL,
MANGALORE - 575 003
Fax : 0824 - 2492068

-2-

7. Your appointment in the Institution is full-time and your duty hours would be from 09.00 a.m. to 05.00 p.m. on all working days of the Institution and from 09.00 a.m. to 01.00 p.m. on Saturdays.
8. If exigencies arise and the Management so desires, you have to make yourself available to work even beyond your normal duty timings.
9. While in the service of the Institution, you shall not undertake any paid or unpaid work even if unrelated to the Institution without obtaining permission in writing from the Secretary of the Institution.
10. You are required to mark your daily attendance in the attendance register maintained in the office of the Director.
11. You will be entitled to leave in accordance with the Rules and Regulations of the Institution framed/laid down by the Council of Management of the Institution as amended from time to time.
12. You will be entitled to benefits of EPF and Gratuity as statutorily applicable.
13. On the completion of the period of probation, you shall not be automatically deemed to have been confirmed in service unless your services are confirmed by the Management in writing.
14. You will report to the HOD/Departmental Head/In-charge in the discharge of your duties. However, you shall also carry out your duties as per the direction and to the satisfaction of the Director of the Institution.

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at Women's College

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Post Graduate Studies,

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2492068
4271050

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MANGALORE - 575 003
Fax : 0824 - 2492068

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Besant High School
(Tamil Medium)

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Besant English School

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Besant National
Open-University College

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Besant Women's College

*

Besant Evening College

*

Manel Srinivas Nayak
Memorial Besant Institute
of Post Graduate Studies,
Bonder

15. Any communication to the Head of the Institution /Secretary with regard to any grievance that you may have with regard to/during the course of your service in the Institution shall be routed /forwarded through your HOD/Departmental Head /In-charge. Any kind of direct communication with the Head of Institution/Secretary will not be entertained.

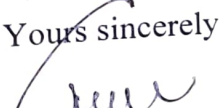
16. You will co-operate with the management in maintaining a high standard of integrity and morals while in service of the Institution. You are expected to carry out your duties and responsibilities attached to your post sincerely and diligently in addition to those that may be required of you in future from time to time.

If the above terms are acceptable to you, you may kindly affix your signature to the office copy of this order and return the same at the office of the Institution along with the following documents.

- Copy of document regarding your proof of age
- Copy of documents regarding your qualification.
- Copy of experience certificate, if any
- Such other documents substantiating the statements made by you in your application.

The aforementioned documents shall be accompanied by their originals for verification and return.

Yours sincerely


(Manel Annappa Nayak)
Vice-President, W.N.E.S. &
Chief Advisor – PG Programmes
Chief Advisor

MSNM Besant Institute of PG Studies
Bonder MANGALORE 575 008

- Copy to: 1. The Secretary, WNES.
2. The Director, MSNM Besant Institute of PG Studies,
Mangalore-8

Accepted
Blunde
18/09/2017



ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತಿನ ಪ್ರಾಧಿಕಾರ

ಭಾರತ ಸರ್ಕಾರ
Unique Identification Authority of India
Government of India

ನೋಂದಾವಣೆ ಕ್ರಮ ಸಂಖ್ಯೆ / Enrolment No.: 1189/10119/26355

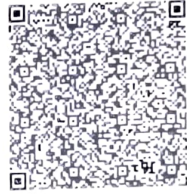
To
ರೋಬಿನ್ ಮನೋಹರ್ ಶಿಂದೆ
Robin Manohar Shinde
S/O Manohar Krishna Shinde
2-95/5 La Paradiso Bhatrakodi House Road
Behind Bondel Church Bondel Mangalore
Bondel Dakshina Kannada
Karnataka 575008
9740612734

2:1/01/2012

535239



UG005352392IN



ನಿಮ್ಮ ಆಧಾರ್ ಸಂಖ್ಯೆ / Your Aadhaar No. :

2403 1050 5714

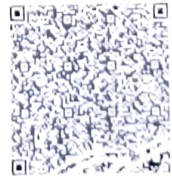
ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



ಭಾರತ ಸರ್ಕಾರ
GOVERNMENT OF INDIA



ರೋಬಿನ್ ಮನೋಹರ್ ಶಿಂದೆ
Robin Manohar Shinde
ಹುಟ್ಟಿದ ವರ್ಷ / Year of Birth : 1981
ಪ್ರವಚ / Male



2403 1050 5714

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ

आयकर विभाग

INCOME TAX DEPARTMENT



भारत सरकार
GOVT. OF INDIA

ROBIN MANOHAR SHINDE

MANOHAR KRISHNA SHINDE

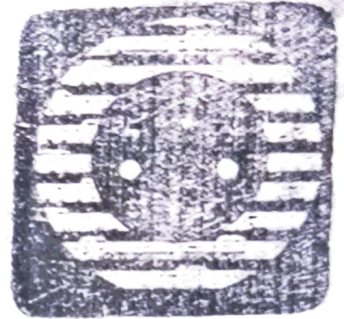
28/11/1981

Permanent Account Number

BCVPS8297R

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Signature



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WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

BESANT ADMINISTRATIVE OFFICE



☎ : 2491914
: 2492068
E-mail : wnes.besant@gmail.com
website: www.besant.edu.in
wnes@besant.edu.in



BESANT COMPLEX,
KODIALBAIL,
MANGALURU- 575 003.
Fax : 0824-2492068



Date: 20 October, 2020

Mr. Sajan M,
S/o Mr. Harish Acharya,
Gowri Ganesh Kripa,
Kolnadu Village, Kudthamuggeru Post,
Bantwal taluk, Dakshina Kannada- 574323
Karnataka.

Dear Mr. Sajan,

Sub: Appointment order for the post of Assistant Professor & Training & Placement Officer on probation.

With reference to your application dated 21.09.2020 and the interview held on 28.09.2020, you are selected for appointment as Assistant Professor and Training & Placement Officer in our Institute, Manel Srinivas Nayak Institute of Management, Bondel, promoted by Women's National Education Society, (WNES) on the following terms and conditions.

1. Your appointment is subject to the approval of AICTE/University and other statutory bodies governing the functioning of our Institute as well as your discipline.
2. You are required to report for duty on or before 2nd November 2020. In the event of your failure to do so, this appointment order shall stand withdrawn, unless the date of reporting to duty is extended in writing by the Management.
3. You will be paid the following salary in the pay scale of Rs. 15,600-500-21,600-600-34200-700-39100.

Basic: Rs.15,600.00

DA : Rs.13,260.00

HRA : Rs. 1,560.00

Total : Rs.30,420.00

4. Initially you will be on probation for a period of one year from the date of your joining the Institute and the said probationary period may be extended for a further period of one year, if subjectively deemed necessary as per the discretion of the Management. However, the entire period of probation shall not exceed two years, with a further condition that your services are liable to be discharged by the Management at the end of either the initial or extended period of probation, without assigning any reason, advance notice or compensation.

(Contd....2)

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- ❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

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: 2492068

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website: www.besant.edu.in

wnes@besant.edu.in



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MANGALURU- 575 003.
Fax : 0824-2492068



-2-

5. Your services in the Institute may also be terminated by either side giving two months' notice or paying two month's salary in lieu of notice.
6. Apart from being governed by the statutes applicable, during the period of your service in the Institute, you shall also be bound by the Service Rules of the Institute as framed/laid down by the Management from time to time.
7. Your appointment in the Institute is full-time and your normal duty hours would presently be from 09.00 a.m. to 05.00 p.m. on all working days of the Institute and from 09.00 a.m. to 01.00 p.m. on Saturdays.
8. If exigencies arise and the Management so desires, you have to make yourself available to work even beyond your normal duty timings.
9. While in the service of the Institute, you shall not undertake any paid or unpaid work related or unrelated to the Institute, beyond your specified duties, without obtaining permission in writing from the Director of the Institute / Secretary of WNES.
10. You are required to mark your daily attendance in the attendance register maintained in the office of the Director.
11. You will be entitled to leave in accordance with the Rules and Regulations of the Institute framed/laid down by the Management of the Institute as amended from time to time.
12. You will be entitled to benefits of EPF and Gratuity as statutorily applicable.
13. On the completion of the period of probation, you shall not be automatically deemed to have been confirmed in service unless your services are confirmed by the Management in writing.

(Contd...3)

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WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)

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wnes@besant.edu.in



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MANGALURU- 575 003.
Fax : 0824-2492068



-3-

14. You will report to the Director and carry out your duties as per the direction and to the satisfaction of the Director of the Institute.
15. Any communication to the President/Secretary of WNES with regard to any grievance that you may have with regard to/during the course of your service in the Institute shall be routed /forwarded through the Director of the Institute. Any kind of direct communication with the President/Secretary of WNES will not be entertained.
16. You will co-operate with the management in maintaining a high standard of integrity and morals while in service of the Institute. You are expected to carry out your duties and responsibilities attached to your post sincerely and diligently in addition to those that may be required of you in future from time to time.
17. You will be bound to observe strict secrecy with regard to the matters handled by you in the Institute. You will also maintain confidentiality with regard to all matters pertaining to the institute and its affairs, while in service or after retirement, resignation or discharge.
18. As Training & Placement officer, your duties, broadly, are as follows:
 - a) You are responsible for Training and placement of the students of MBA, and other PG and UG courses in the Besant Group of institutions.
 - b) You will liaison with industries and invite them for campus recruitments
 - c) You will conduct off campus/pool drives if student strength is less.
 - d) You will conduct Lateral recruitment/Diploma/degree drives to maintain relationship with company.
 - e) You will arrange internships for students and organize with reputed industries, businesses and organizations for tie-ups with the institute.
 - f) You will arrange for industrial visits if required by the departments.
 - g) You will look after the training needs of students so as to facilitate their selection in campus recruitments.
 - h) You will coordinate and maintain contact with Alumni by arranging Alumni meets, talks, and providing off campus support to Alumni even after they leave college.

(Contd...4)

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wnes@besant.edu.in



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-4-

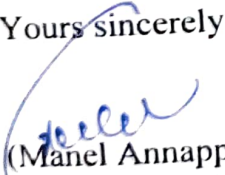
- i) You will conduct workshops, guest lectures for students to help them get an insight to the industry.
- j. You will maintain student data of all the institutes as well as pool colleges in order to facilitate placements.
- k. Collect feedback on the current needs of the prospective employers and help institute devise strategies to meet such needs, in addition to actively involving yourself in such efforts to make students more employable.
- l. Any other job that the Director may assign to you such as training in soft skills, communication and also in the academic areas of teaching and related activities, as an Assistant Professor in the institute.
- m. You will maintain a daily report of all your activities and report to the Director on a weekly basis or as directed by the Director.

If the above terms are acceptable to you, you may kindly affix your signature to the office copy of this order and return the same at the office of the Institute along with the following documents.

- a. Copy of document regarding your proof of age
- b. Copy of documents regarding your qualification.
- c. Copy of experience certificate, if any
- d. Such other documents substantiating the statements made by you in your application.

The aforementioned documents shall be accompanied by their originals for verification and returned.

Yours sincerely


(Manel Annappa Nayak)
Vice-President, W.N.E.S. &
Chief Advisor – PG Programmes

Vice President
WOMEN'S NATIONAL EDUCATION SOCIETY (R)
Kodialbail Mangalore-575 003

- Copy to: 1. The Secretary, WNES.
2. The Director, MSN Institute of Management,
Mangalore-8


Accepted

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आयकर विभाग

INCOME TAX DEPARTMENT



सत्यमेव जयते

भारत सरकार

GOVT. OF INDIA

SAJAN M

HARISHA ACHARYA

13/05/1992

Permanent Account Number

FSDPS7807D

Signature



22082014



WOMEN'S NATIONAL EDUCATION SOCIETY

(REGISTERED)

☎ : 2491914
2492068
4271050

E-mail : wnes@oneindia.in

Website : www.wnesbesant.in

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Besant Higher Primary School

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Besant English School

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Besant National Girls' Pre-University College (with High School Section)

*

Besant Women's College

*

Besant Pre- University Evening College

Besant First Grade Evening College

*

Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

January 17, 2013

Mr. Suresh Shenoy,
Lecturer,
MSNM Besant Institute of PG Studies,
Bondel,
Mangalore.

Dear Mr. Suresh Shenoy

Sub: Confirmation of services

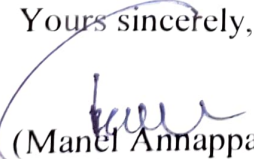
We refer to the appointment order dated December 8, 2011 and your joining the institute as lecturer on 15.12.2011.

We are happy to inform you that the management is pleased to confirm your services with effect from 15.12.2012 after the completion of your probationary period. We are pleased to increase your salary to Rs.22,000/- with effect from 15.12.2012.

Please note that here after you will be governed by all the rules and regulations applicable to regular permanent employees.

We wish you all the best.


Yours sincerely,


(Manel Annappa Nayak),
Vice-President, WNES

Chief Advisor

Chief Advisor - PG Programmes

MSNM Besant Institute of PG Studies,
Bondel, MANGALORE - 575 003.

Received Copy


Copy to: 1. The Secretary, WNES

आयकर विभाग

INCOME TAX DEPARTMENT



भारत सरकार

GOVT. OF INDIA

SURESH SHENOY

ANANTHA SHENOY

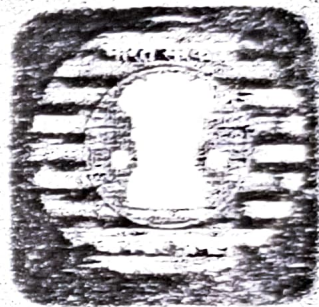
25/07/1967

Permanent Account Number

BCVPS9466E

A handwritten signature in black ink, appearing to read 'Suresh Sheno', is written over a horizontal line.

Signature





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Government of India

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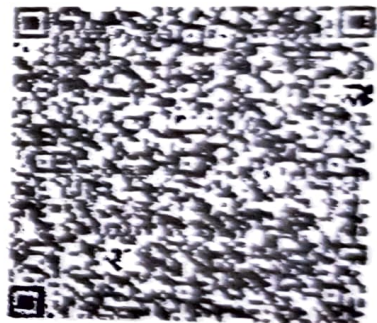
SURESH SHENOY

ತಂದೆ : ಅನಂತ ಶೆಣೈ

Father : ANANTHA SHENOY

ಹುಟ್ಟಿದ ವರ್ಷ / Year of Birth : 1967

ವುರುಷ / Male



3755 9355 5276

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



WOMEN'S NATIONAL EDUCATION SOCIETY

(REGISTERED)

☎ 2491914
2492068
4271050

Email: wnes_besant@gmail.com

BESANT COMPLEX,
KODIALBAIL,
MANGALORE - 575 003
Fax: 0824 - 2492068

Date: August 1, 2017



Mrs. Usha Mogra,
"Sujan", Kadri Kambla New Road,
Bejai,
Mangalore - 575 004.

Dear Mrs. Usha,

Sub: Appointment order for post of Lecturer on probation.

With reference to your application dated 19th May 2017 and the interview held on 29th July 2017, you are selected for appointment as Lecturer in our Institution on the following terms and conditions.

1. Your appointment is subject to the approval of AICTE/University and other statutory bodies governing the functioning of our Institution as well as your discipline.
2. You are required to report for duty on or before 10th August 2017. In the event of your failure to do so, this appointment order shall stand withdrawn, unless the date of reporting to duty is extended in writing by the Management.
3. You will be paid a consolidated salary of Rs. 27,000/- per month.
4. Initially you will be on probation for a period of one year from the date of your joining the Institution and the said probationary period may be extended for a further period of one year, if subjectively deemed necessary as per the discretion of the Management. However, the entire period of probation shall not exceed two years, with a further condition that your services are liable to be discharged by the Management at the end of either the initial or extended period of probation, without assigning any reason, advance notice or compensation.
5. Your services in the Institution may also be terminated by either side giving two month's notice or paying two month's salary in lieu of notice.
6. Apart from being governed by the statutes applicable, during the period of your service in the Institution, you shall also be bound by the Rules and Regulations of Service of the Institution as framed/laid down by the Council of Management from time to time.

(Contd.....2)

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Besant Nursery School

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Besant Women's College

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Besant Evening College

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Manel Srinivas Nayak

Memorial Besant Institute

of Post Graduate Studies,

Bondel



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MANGALORE - 575 003
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Besant National
Pre-University College

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Besant Women's College

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Besant Evening College

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Manel Srinivas Nayak
Memorial Besant Institute
of Post Graduate Studies,
Bondel

-2-

7. Your appointment in the Institution is full-time and your duty hours would be from 09.00 a.m. to 05.00 p.m. on all working days of the Institution and from 09.00 a.m. to 01.00 p.m. on Saturdays.
8. If exigencies arise and the Management so desires, you have to make yourself available to work even beyond your normal duty timings.
9. While in the service of the Institution, you shall not undertake any paid or unpaid work even if unrelated to the Institution without obtaining permission in writing from the Secretary of the Institution.
10. You are required to mark your daily attendance in the attendance register maintained in the office of the Director.
11. You will be entitled to leave in accordance with the Rules and Regulations of the Institution framed/laid down by the Council of Management of the Institution as amended from time to time.
12. You will be entitled to benefits of EPF and Gratuity as statutorily applicable.
13. On the completion of the period of probation, you shall not be automatically deemed to have been confirmed in service unless your services are confirmed by the Management in writing.
14. You will report to the HOD/Departmental Head/In-charge in the discharge of your duties. However, you shall also carry out your duties as per the direction and to the satisfaction of the Director of the Institution.

(Contd...3)



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-3-



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15. Any communication to the Head of the Institution /Secretary with regard to any grievance that you may have with regard to/during the course of your service in the Institution shall be routed /forwarded through your HOD/Departmental Head /In-charge. Any kind of direct communication with the Head of Institution/Secretary will not be entertained.

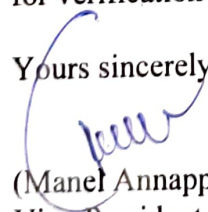
16. You will co-operate with the management in maintaining a high standard of integrity and morals while in service of the Institution. You are expected to carry out your duties and responsibilities attached to your post sincerely and diligently in addition to those that may be required of you in future from time to time.

If the above terms are acceptable to you, you may kindly affix your signature to the office copy of this order and return the same at the office of the Institution along with the following documents.

- Copy of document regarding your proof of age
- Copy of documents regarding your qualification.
- Copy of experience certificate, if any
- Such other documents substantiating the statements made by you in your application.

The aforementioned documents shall be accompanied by their originals for verification and return.

Yours sincerely


(Manel Annappa Nayak)
Vice-President, W.N.E.S. &
Chief Advisor – PG Programmes


Vice President
WOMEN'S NATIONAL EDUCATION SOCIETY (®)
Kodialbail, Mangalore e-575 003

- Copy to: 1. The Secretary, WNES.
2. The Director, MSNM Besant Institute of PG Studies,
Mangalore – 8

Accepted. 



ಭಾರತೀಯ ಏಕೀಕೃತ ಗುರುತು ಅಧಿಕಾರಿ
Unique Identification Authority of India

W/O ಶಿವಕುಮಾರ್ ಬಟ್ #3-4-439
ಸುಜನ್, ಕದ್ರಿ ಕಂಬಳ ಹೊಸ ರಸ್ತೆ ಬಿಜೈ
ಮಂಗಳೂರು, ದಕ್ಷಿಣ ಕನ್ನಡ, ಬಿಜೈ
ಕರ್ನಾಟಕ, 575004

Address
W/O: Shivakumar Bhat, #3-4-439.
Sujan, Kadri Kambla New Road.
Bejai, Mangalore, Dakshina
Kannada, Bijai, Karnataka.
575004

2857 3682 9235

1947
1800 300 1947

help@uidai.gov.in

www.uidai.gov.in



Government of India



Usha Mogra
ಕುಟ್ಮದ ವರ್ಷ / Year of Birth: 1977
ಸ್ತ್ರೀ / Female



2857 3682 9235

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



ಭಾರತ ಚುನಾವಣಾ ಆಯೋಗ
ಗುರುತಿನ ಬೇಟೆ

ELECTION COMMISSION OF INDIA
IDENTITY CARD

NUX0236919



ಮತದಾರರ ಹೆಸರು : ಉಷಾ ಮೊಗ್ರಾ

Elector's Name : Usha Mogra

ಗಂಡನ ಹೆಸರು : ಎಂ ಎಸ್ ಶಿವಕುಮಾರ್

Husband's Name : M S Shivakumar

ಲಿಂಗ / Sex : ಸ್ತ್ರೀ / F

ಜನ್ಮ ದಿನಾಂಕ / Date of Birth: 27/10/1977



WOMEN'S NATIONAL EDUCATION SOCIETY (REGD.)
BESANT ADMINISTRATIVE OFFICE

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: 2492068
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Website : www.besant.edu.in
E-mail : wnes@besant.edu.in

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KODIALBAIL,
MANGALURU - 575 003.
Fax : 0824-2492068



29/01/2019

To,

Dr. Vishnu Prasanna K N.
DEAN
MSNM Besant Institute of PG Studies
Bondel, MANGALORE 575008

Dear sir,

Sub : Your appointment as Dean at MSNM Besant Institute of PG Studies
Ref : Our appointment letter dated 12th July 2018 addressed to you

1. You were appointed as the Dean at our MSNM Besant Institute of PG Studies as per the letter cited here above.
2. Please note that your period of probation ends on 30/01/2019.
3. Based on interactions / reviews the management had during the probation, it was found that the various duties assigned to you (please refer para 17 of the above letter), have not been either taken up or that they have not been handled satisfactorily by you.
4. In view of the above, in terms of para 4 of the above letter, we hereby extend your period of probation by another six months from the date of receipt and acknowledgment of this letter by you.
5. In case, you wish to submit any reply to us or inform us of any response from your side, you may do so immediately, but within five days of receiving this letter.
6. All other terms and conditions including the duties assigned to you, as indicated in the above referred letter dated 12/07/2018, shall continue to be applicable to you.
7. Further, you are hereby put on notice that your performance during the extended period of probation shall be reviewed periodically and a decision about confirmation of your appointment shall be dependent on the outcome of such a review.

Yours faithfully,

Secretary

WOMEN'S NATIONAL EDUCATION SOCIETY (R)
Kodialbail, Mangalore-575 003

Recd on 29.1.19
A

Copy to: The Director, MSNM Besant Institute of PG Studies, Bondel, Mangalore

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- ❖ Besant National Pre-University College ❖ Besant Women's College ❖ Besant Evening College
- ❖ Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel

WOMEN'S NATIONAL EDUCATION SOCIETY

(REGISTERED)

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2492068
4271050

E-mail : wnes@oneindia.in

Website : www.wnesbesant.in

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Medium)

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Besant National
Pre-University College

*

Besant Women's College

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Besant Evening College

*

Manel Srinivas Nayak
Memorial Besant Institute
of Post Graduate Studies,
Bonde

Date: 21st August 2015

Mr. Vinay Krishna N.
"Swarnagiri, 3-136/2
Jyothinagar, K.M.Road,
Kunjathabail Post,
Mangalore – 575 015.

Dear Mr. Vinay Krishna,

Sub: Appointment order for post of Lecturer on probation.

With reference to your application dated 3rd August 2015 and the interview held on 8th August 2015, you are selected for appointment as Lecturer in our Institution on the following terms and conditions.

1. Your appointment is subject to the approval of AICTE/University and other statutory bodies governing the functioning of our Institution as well as your discipline.
2. You are required to report for duty on 1st September at 9.30 a.m. In the event of your failure to do so, this appointment order shall stand withdrawn, unless the date of reporting to duty is extended in writing by the Management.
3. You will be paid a consolidated salary of Rs. 21,000/- per month.
4. **Initially you will be on probation** for a period of one year from the date of your joining the Institution and the said probationary period may be extended for a further period of one year, if subjectively deemed necessary as per the discretion of the Management. However, the entire period of probation shall not exceed two years, with a further condition that your services are laible to be discharged by the Management at the end of either the initial or extended period of probation, without assigning any reason, advance notice or compensation.
5. During the period of your probation, your services in the Institution may also be terminated by either side giving one month's notice or paying one month's salary in lieu of notice.
6. Apart from being governed by the statutes applicable, during the period of your service in the Institution, you shall also be bound by the Rules and Regulations of Service of the Institution as framed/laid down by the Council of Management from time to time.

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WOMEN'S NATIONAL EDUCATION SOCIETY

(REGISTERED)

☎ : 2491914
2492068
4271050

E-mail : wnes@oneindia.in

Website : www.wnesbesant.in

BESANT COMPLEX ,
KODIALBAIL ,
MANGALORE - 575 003
Fax : 0824-2492068

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7. Your appointment in the Institution is full-time and your duty hours would be from 09.00 a.m. to 05.00 p.m. on all working days of the Institution and from 09.00 a.m. to 01.00 p.m. on Saturdays.
8. If exigencies arise and the Management so desires, you have to make yourself available to work even beyond your normal duty timings.
9. While in the service of the Institution, you shall not undertake any paid or unpaid work even if unrelated to the Institution without obtaining permission in writing from the Secretary of the Institution.
10. You are required to mark your daily attendance in the attendance register maintained in the office of the Director.
11. You will be entitled to leave in accordance with the Rules and Regulations of the Institution framed/laid down by the Council of Management of the Institution as amended from time to time.
12. You will be entitled to benefits of EPF, ESI and Gratuity as statutorily applicable.
13. On the completion of the period of probation, you shall not be automatically deemed to have been confirmed in service unless your services are confirmed by the Management in writing.
14. You will report to the HOD/Departmental Head/In-charge in the discharge of your duties. However, you shall also carry out your duties as per the direction and to the satisfaction of the Director of the Institution.
15. Any communication to the Head of the Institution /Secretary with regard to any grievance that you may have with regard to/during the course of your service in the Institution shall be routed /forwarded through your HOD/Departmental Head /In-charge. Any kind of direct communication with the Head of Institution/Secretary will not be entertained.

(Contd.....3)



Sponsors of :

Besant Nursery School

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Besant Higher
Primary School

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Besant English School

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Besant National High
School (Kannada
Medium)

*

Besant National
Pre-University College

*

Besant Women's College

*

Besant Evening College

*

Manel Srinivas Nayak
Memorial Besant Institute
of Post Graduate Studies,
Bonde

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-3-

16. You will co-operate with the management in maintaining a high standard of integrity and morals while in service of the Institution. You are expected to carry out your duties and responsibilities attached to your post sincerely and diligently in addition to those that may be required of you in future from time to time.

If the above terms are acceptable to you, you may kindly affix your signature to the office copy of this order and return the same at the office of the Institution along with the following documents.

- Copy of document regarding your proof of age
- Copy of documents regarding your qualification.
- Copy of experience certificate, if any
- Such other documents substantiating the statements made by you in your application.

The aforementioned documents shall be accompanied by their originals for verification and return.

Yours sincerely



Secretary

WOMEN'S NATIONAL EDUCATION SOCIETY(R)
Kodialbail, Mangalore-575 003



Vinay. K

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Besant Evening College

*

Manel Srinivas Nayak
Memorial Besant Institute
of Post Graduate Studies,
Bonde!

आयकर विभाग

INCOME TAX DEPARTMENT



भारत सरकार

GOVT. OF INDIA

VINAY KRISHNA N

NIDUGALA KRISHNA BHAT

12/05/1989

Permanent Account Number

AFSPN5081M

A stylized handwritten signature in black ink, consisting of the letters 'NK' and a flourish below.

Signature





ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ

ಭಾರತ ಸರ್ಕಾರ

Unique Identification Authority of India
Government of India

ನೋಂದಾವಣೆ ಕ್ರಮ ಸಂಖ್ಯೆ / Enrollment No 1189/10182/11387

To.

ಎನ್ ವಿನಯ್ ಕೃಷ್ಣ
N Vinay Krishna
S/O N Krishna Bhat
3-136/2 Swarna Giri
K M Road
Jyothi Nagar
Mangalore
Kunjathbail Dakshina Kannada
Kamataka 575015
9964266413

Ref: 492 / 22F / 678270 / 678723 / P

24/11/2011



UE611935694IN



ನಿಮ್ಮ ಆಧಾರ್ ಸಂಖ್ಯೆ / Your Aadhaar No. :

6188 1953 7634

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



ಭಾರತ ಸರ್ಕಾರ

GOVERNMENT OF INDIA



ಎನ್ ವಿನಯ್ ಕೃಷ್ಣ
N Vinay Krishna
ಹುಟ್ಟಿದ ವರ್ಷ / Year of Birth : 1989
ವೈರುಷ / Male



6188 1953 7634

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ