Re

AT OF ENGINEERING

(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No. KCCE/51/2019-20/124

Date: 30/08/2019

APPOINTMENT ORDER

Dr. Vilas N. Nithaware Flat No.3-1003, Propoprofix Pride, Wing B. Shindevasti, Ravelli, Pune

Subject: Appointment to the Post of Principal of K. C. College of Engineering and Management Studies & Research, Thane.

Refer: Our advertisement in the Ascent of Times of India dated 13th March 2019

Dear Sir.

With reference to your application in response to the above referred advertisement and the personal interview held on 07-06-2019 before the duly constituted Selection Committee and recommendations of the selection committee. I am pleased to inform you that you have been appointed to the post of Principal of K.C. College of engineering and Management Studies & Research, Thane, subject to the following terms & conditions.

- 1. Your appointment shall be subject to the approval of University of Mumbai. However, in case your appointment is not approved by the University, your appointment may be considered as adhoc basis.
- 2. You will draw a basic pay of Rs. 67000/- p.m. in the pay band of Rs. 37400-67000/- with AGP of Rs. 12,000/- plus usual allowances as permissible by the Sanstha from time to time.
 - Your appointment will be on probation for a period of two years from the date of joining and had be subject to the rules of the Sansthu.
- This being a fall time appointment you will not engage any part time job in any
 other organization.

Principal
K. B. College of Arts & Comm.
Kopri, Thane (E.)

Mich Bunger (Gag, Near Sadguru Enders Kopri, Thaile (E) - 400 603.

Dr. Vilas N. Nitnaware

Principal
K.C. College of Engineering &

Excelssior Education Society's Regd. Under Public Trust Act. 1950 Regd. No. F-638

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(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No.

Date: 30/08/2019

- 5. You will not associate with any such act of misconduct that is detrimental to the prestige and smooth functioning of the institution as well as welfare of the students.
- 6. You will maintain confidentiality in important information about the institution.
- 7. In case, you desire to resign, <u>three</u> month notice or payment of basic salary + AGP in lieu of notice period shall be mandatory, after the satisfactory completion of probation report. However notice period during probation period shall be <u>one</u> month applicable on both sides.
- 8. You will abide by service rules and regulations framed, amended by the Sanstha in addition to the prevailing statues and ordinances of the university from time to time. However rules framed by the Sanstha if any shall be final.
- You will join on or before 22/07/2019, failing which this appointment order shall be liable to be cancelled.
- 10. The list of major job responsibilities you will be required to handle is enclosed herewith.

11. You are requested to please sign a copy of this order as an acceptance of all terms & conditions mentioned in this appointment order.

(Dr. Harssh Khanna) CHAIRPERSON

I Dr. Vilas N. Nitnaware herby give my consent

To join on 22/07/2019

Dr. Vilas N. Nitnaware

and Resources 4

Principal

R. B. Gellege of Arts & Comm

Kepri, Thane (E.)

K.C. College of Engineering & Management Studies & Research.

University of Mumbai

Phone No -022-68320050 Email- corce spetigu@gmail.com



TAAS (CT), Room No. 204 Fort Campus M.G. Road Mumbai – 400 032

Ref No TAAS (CT)/ICD/19-20/21575

Date: 17 /01/2020

To
The Chairperson
Excessior Education Society's
K.C. College of Engineering and
Management Studies and Research,
Mith Bunder Road, Near Sadguru Garden,
Kopri, Thane (E) – 400 603

Sir / Madam

Please refer to your letter dated No. KCCE/U1/19-20/215 dated 1st October, 2019 forwarding therewith the report of appointment of **Dr. Vilas Namdeo Nitnaware** as a **Principal** in the above mentioned institute, for consideration of the University

In this connection, I am directed to inform you that the appointment of Dr. Vilas Namdeo Nitnaware as a Principal in the above mentioned institute has been approved by the University on regular basis from 22 07,2019 as per University Circular No CONCOL/ICC/04 of 2012 dated 10th February, 2012

Further you are requested to communicate the above decision to the person concerned in writing as per S.109-C along with the copy of this letter.

Please note that if any discrepancy is found in this approval of Dr. Vilas Namdeo Nitnaware the University reserves the right to withdraw the approval at any time

Yours

(Datta Gnuge) Deputy REGISTRAR TAAS (CT)

Received

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(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No. HCCE/S1/2019-20/127

Date: 30/08/2019

APPOINTMENT ORDER

Or Vilas N. Nithaware 1:4 \0 3-1003 Propoprolix Pride. Wing B. Shindevasti, Raveli, Pune.

> Subject: Appointment to the Post of Principal of K. C. College of Engineering and Management Studies & Research, Thane.

Our advertisement in the Ascent of Times of India dated 13th March 2019.

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- Your appointment shall be subject to the approval of University of Mumbai. However in case your appointment is not approved by the University, your appointment may be considered as adhoc basis.
- 2. You will draw a basic pay of Rs. 67000/- p.m. in the pay band of Rs. 37400-67000/- with AGP of Rs. 12,000/- plus usual allowances as permissible by the Sanstha from time to time.
- Your appointment oil the or monation for a period of two years from the date of joining the multiple subject to the rules of the Sanstini
- This being a fall for eappraism, so, you will not engage any part time job in any other organization.

rincipal K. B. College of Arts & Comm. Kopri, Thane (E.)

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ideg, Kopri Thiane (E) - 400 603. 02/1@hounali.gom

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Excelssior Education Society's Regd. Under Public Trust Act. 1950 Regd. No. F-638

TO THE REPORT OF THE PROPERTY OF THE SEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date: 30/08/2019

- 5. You will not associate with any such act of misconduct that is detrimental to the prestige and smooth functioning of the institution as well as welfare of the students.
- 6. You will maintain confidentiality in important information about the institution.
- In case, you desire to resign, <u>three</u> month notice or payment of basic salary + AGP in lieu of notice period shall be mandatory, after the satisfactory completion of probation report. However notice period during probation period shall be <u>one</u> month applicable on both sides.
- 8. You will abide by service rules and regulations framed, amended by the Sanstha in addition to the prevailing statues and ordinances of the university from time to time. However rules framed by the Sanstha if any shall be final.
- 9. You will join on or before 22/07/2019, failing which this appointment order shall be liable to be cancelled.
- 10. The list of major job responsibilities you will be required to handle is enclosed herewith.

11. You are requested to please sign a copy of this order as an acceptance of all terms & conditions mentioned in this appointment order.

(Dr. Harssh Khanna) CHAIRPERSON

1Dr. Vilas N. Nitnaware herby give my consent

Tp join on 22/07/2019

Dr. Class Simulate

R.

Principal
B. Gollege of Arts & Comm
- Repri, Thans (E.)

Mith Bunder Road, Near Sauguru Garden, Kopri, Thane (E) - 400 603.





K. C. COLLEGE OF ENGINEERING

Mith Bunder Road, Near Indian Hume Pipe, Kopri, Thane (East) - 400 603
Tel.: 2543 31 62 ● Fax: 2541 2679 ● É-mail: kcee21@hotmail.com

Ref. No. KC[51/139/03-04

Date: 31/07/03

APPOINTMENT ORDER

To Mrs. Vaishali A. Bhalerao Shri Ram chandra Housing Society. Block No. 401. 4th Floor, Thange Wadi, Nr. Maruti Temple, Kalyan (W) 421304.

Dear Madam / Sir

With reference to your application dated 29.07.03. I am pleased to inform you that you are appointed as a full time Lecturer in Applied Mathematics Department of in this institution, on a consolidated Salary of Rs. 8,000/pm. You are to join duties from 01.08.2003. Your appointment will be subject to following terms and conditions:

- Your appointment is made on Adhoc / temporary basis for the period ending 31.01.2004
- For regularisation, you will appear for the staff selection interviews (as per the University of Mumbai norms.) as an when the posts are advertised.
- 3. Your service will be Governed by the provision of the Mumbai University Act, 1994 & the Statutes, Ordinances, Resolutions and rules of the Governing Body inconsistent with the act, statues, ordinances, regulations and rules of the University.
- 4. You have to devote full time for the benefit of the Engineering College / Society. You are not permitted to involve in any tuition classes (paid or unpaid) without written permission from the management.



Principal

(C. College of Engineering & Management Studies & Research.



K. C. COLLEGE OF ENGINEERING

Page 1

- Your service whall be remainable within the period of appointment by covering ourse quantity a posture from eather sails or one month's safting in भिल्या क्रीत्यादक
- in. You are required to submit attented copies of configures regarding the qualification and service claimed by you at the time of joining distins.
- In case the above terms & conditions are acceptable to you, you are requested to confirm it on the office capy of this appointment letter.

Tresunt fruithfully

Z-CHESTELL

s. College of Engineering

BOD (Computer & II) EXIC) gr . III

Copy to Personal File.





K. C. COLLEGE OF ENGINEERING

Mith Bunder Road, Near Indian Hume Pipe, Kopri, Thane (East) - 400 603 Tel.: 2532 7100 • Fax: 2532 6775 • E-maill: kcee21@hotmail.com

Ref. No. KCCE | 05-06 /5, - 436

Date : 1st oct os

To.

Mr. Ajay Kumar Mishra, C/12/193, Century Rayon Colony, P.O. Shahad-421103, Dist. Thane, Maharashtra.

Sir,

With reference to your application dated 29/9/05, I am pleased to inform you that you are offered the post of full time Lecturer in Chemistry in K.C. College of Engineering on a consolidated pay of Rs. 12,000/-

Your appointment is made on purely temporary basis for the period ending 30th June-2006.

if this offer is acceptable, kindly sign the second copy of appointment order & return to us.

For K.C. College of Engineering

Dr. Vilas N. Nitnaware K.C. College of Engineering W.C. Conede of Lutinesund





K. C. COLLEGE OF ENGINEERING

Mith Bunder Road, Near Indian Hume Pipe, Kopri, Thane (East) - 400 603

Tel.: 2532 7100 • Fax: 2532 6775 • E-maill: kcee21@hotmail.com

Ref. No.

Date: 12.00.05

Pallain Che pade Aly, Lohi co-of Heg Gor, Sector - 7, Airoli, Nan Nombai - 400 206

Dear Sir, / Madam,

With reference to your application dated Nil, I am pleased to inform you that you are offered the post of full time Lecturer in Matternatio in K.C. College of Engineering on a consolidated pay of Rs. /2,000 /-

Your appointment is made on purely temporary basis for the period of 1 year from .16:08 15 to .15.08-06

If this offer is acceptable, kindly sign the second copy of appointment order & return to us.

For K.C. College of Engineering

(Dr. Neena Vinod) I/C. Principal

Dr. Vilas N. Nitnaware

K.C. College of Engineering & Management Studies & Re



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K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbal & Approved by AICTE)

Ref. No. KCCE | SI | 06-07 / 1648

Date: 17/12/06

LETTER OF APPOINTMENT

Pallavi Chopade A-4, Lotus CHS., Sector 7, Airoli.

Madam,

This has reference to your application dated 11-06-06 for the post of Lecturer in Applied Mathematics Dept. in Open Category wherein you have shown your eagerness to serve the Institution and subsequently interview held on 10th day of August by the duly constituted staff selection committee (University of Mumbai), whereupon it is informed to you that you are appointed as a Full-time Lecturer in Applied Mathematics Dept. in K. C. College of Engineering w.e.f. 01-01-07 on following terms and conditions:

- You are being appointed on the starting pay of 1. Rs. 8000/- p.m. in the time pay scale of 8,000 - 275 - 13,000 plus allowances as prescribed by the Govt. of Maharashtra from time to time.
- Your appointment shall be purely on temporary basis for a 2. specific period of two years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D./Principal/CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai/AICTE.

Br. Vilas N. Nima Principal K.C. College of Engineering &

Management Studies & Researce

THANE

Mith Bunder Road, Near Indian Hume Pipe, Kopri, Thane (East) - 400 603. Tel.: 2532 7100 • Fax: 2532 6775 • E-mail: kcce21@hotmail.com

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K. C. COLLEGE OF ENGINEERRING

- 3. Your services may be terminated within the specified period if found unsatisfactory without assigning any reason thereof after giving one month notice or salary in lieu thereof. You may also resign from the services after giving one month notice or payment in lieu thereof. The management reserves its rights to relieve you on your resignation with immediate effect without taking into account the notice period.
- 4. Your services shall be covered by the rules, regulations and policies of the Society/Institute/University of Mumbai/AICTE/DTE and any other Statutory Body which are in force and may be added/deleted from time to time.
- 5. You have to devote full time for the benefit of the students of the Institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 6. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the Institution.
- You shall not leave the Institution during the academic session.
- 8. At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.

Dr. Vilas N. Nitnaware
Principal
K.C. College of Engineering &
Management Studies & Research.

THANE (FI)



K. C. COLLEGE OF ENGINEERRING

- 9. You are required to produce fitness certificate from any authorized or qualified doctor/medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 10. Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Engineering

Chairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

3

Principal

K.C. College of Engineering &





K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

Rd. No. KCCE/SI/06-07/1673 LETTER OF APPOINTMENT Dale: 19/12/06

S. Bhuma Devi, 202-Rama Smruthi, Chalae Village, Thakurli (E).

Madam,

This has reference to your application dated 04-07-06 for the post of Lecturer in Applied Mathematics Dept. in Open Category wherein you have shown your eagerness to serve the Institution and subsequently interview held on 10th day of August by the duly constituted staff selection committee (University of Mumbai), whereupon it is informed to you that you are appointed as a Full-time Lecturer in Applied Mathematics Dept. in K. C. College of Engineering w.e.f. 01-01-07 on following terms and conditions:

- You are being appointed on the starting pay of Rs. 8000 p.m. in the time pay scale of 1. 8,000 - 275 - 13,000 plus allowances as prescribed by the Govt. of Maharashtra from time to time.
- Your appointment shall be purely on temporary basis for a specific period of two years. You may be confirmed only 2 after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D/Principal/CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai/AICTE.

Received

Dr. Vilas N

K.C. College of Englasons Management Studies & Kest :

Mith Bunder Road, Near Indian Hume Pipe, Kopri, Thane (East) - 400 603. Tel.: 2532 7100 • Fax: 2532 6775 • E-mail: kcce21@hotmail.com



K. C. COLLEGE OF ENGINEERRING

- 3. Your services may be terminated within specific period if found unsatisfactory without assigning any reason thereof after giving one month notice or salary in lieu thereof. You may also resign from the services after giving one month notice or payment in lieu thereof. The management reserves its rights to relieve you on your resignation with immediate effect without taking into account the notice period.
- 4. Your services shall be covered by the rules, regulations and policies of the Society/Institute/University of Mumbai/AICTE/DTE and any other Statutory Body which are in force and may be added/deleted from time to time.
- 5. You have to devote full time for the benefit of the students of the Institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 6. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the Institution.
- You shall not leave the Institution during the academic session.
- 8. At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.

Dr. Vilas N. Nitnawar Principal K.C. College of Engineering Management Studies & Resc Contd....

Excelssior Education Society's

K. C. COLLEGE OF ENGINEERRING

- You are required to produce fitness certificate from any authorized or qualified doctor/medical practitioner at the 9. time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part 10. and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Engineering

Chairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same Ju

HANE (E)

Dr. Vilas N. Nitnawar -Principal

K.C. College of Engineering a Management Studies & Views ..



K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

The Kece | w) sed SIN) MAX

Date: 0/109/2006

S. Bhumadevi

SUB: STAFF SELECTION

Sir/Madam,

With reference to your application for the post of Lecturer in Applied Mathematics department and the subsequent interview before the duly constituted staff selection committee by the University of Mumbai on 10th August, 2006, we are pleased to inform you that you have been selected by the committee.

The selection committee report has been forwarded to the Registrar, University of Mumbai for the final Approval by the Vice Chancellor.

The necessary action is being taken in the matter.

Yours sincerely,

Director & Principal

Br. Vilas N. Nitnaware



K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbal & Approved by AICTE)

Rd. No. KCCE/31/06-04/1692

Date: 22/12/04

Sandesh V. Bhingardege 103, Om Sai Prasad C.H.S. Ltd., Gandhi Chowk, Karjat Road, Badlapur (E), Thane.

Dear Sir / Madam,

This has reference to your application dated 24-11-2006 and subsequently interview held on 24-11-2006 for the post of Lecturer in Basic Engineering wherein the college committee is pleased to appoint you on the post with effect from 02-01-07 on the following terms and condition:

- You are being appointed on the basic pay of Rs. 8,000/- p.m. 1)
- Your appointment shall be for specific period of 6 months from the 2) date of joining of your duties in the college.
- Your services may be terminated within specified period if found unsatisfactory without assigning any reason thereof after giving one month notice or salary in lieu thereof. You may also resign from the services after giving one month notice or payment in lieu thereof. The management reserves its rights to relieve you on your resignation with immediate effect without taking into account the notice period.
- After successful completion of the above specific period your services may be continued for further period or on regular basis. 4)
- Your services shall be governed by the policy of the institution as well as per the Mumbai University Act or any other law time being in 5) P.T.O...2 force.

Mith Bunder Road, Near Indian Hume Pipe, Kopri, Thane (East) - 400 603.

Tel.: 2532 7100 • Fax: 2532 6775 • E-mail: koco21@hotmail.com

Or. Vilas N. Nitnaware Principal

re College of Fug







K. C. COLLEGE OF ENGINEERRING

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- You have to devote full time for the benefit of the students of the 6) Institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- That you shall not raise any extra-financial burden on the Institution during the period of your tenure as mentioned above including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities, which may cause embarrassment to the Institution and become prejudicial and detrimental to the interest of the Institution.
 - You shall not leave the Institution during the academic session on any pretext
 - At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer if any.
 - You are required to produce fitness certificate from any authorized or qualified doctor/medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly signed by any Gazette Officer from your area.

P.T.O...3

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Dr. Vilas M. Nitnawar









K. C. COLLEGE OF ENGINEERRING

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Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to

Yours faithfully, For K. C. College of Engineering

I have gone through the appointment letter issued to me, understood and agreed to the same.

1el. : 2532 7100 • Fax : 2532 6775 • E-mall : kcce21@hotmall.com







K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbal & Approved by AICTE)

Ref. Na KCCE /5, /07 08/277

Date: 10 07 2007

Swati Panyalkar B/309, Silver Nest, Manpada Road, Dombiyli (East)

Dear Madam.

With reference to your application for the post of Lecturer in Department of Basic Engineering and Applied Sciences and the subsequent interview by the duly constituted Staff Selection Committee, we are pleased to inform you that you are appointed as a Pulftime Lecturer on temporary basis in Department of Basic Engineering and Applied Sciences in our Institute from 24-07-2007 to 23-07-2008 with basic pay of Rs. S.000/- p.m.

- You will be governed by the rules and regulations of our Institute/ Society/ 1) University of Mumbai / AICTE/ DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- You have to devote full time for the benefit of our students and the Institute, You 2) are not permitted to engage tuition classes paid / unpaid without written permission from the Principal.
- You will not leave Institute during the academic session. 3)
- If during the tenure of this appointment, you resign due to unavoidable 4) circumstances, it will be management's discretion to accept / approve your resignation. Thereafter one month's notice. However three months notice or salary in lieu of three months notice is applicable for all.

You are requested to submit attested copies of certificates regarding qualification and service certificates if any, at the time of joining duties.

If you are agreeable to the above terms and conditions, please sign the duplicate copy of this appointment order and return.

Looking forward to a mutual relationship.

Yours faithfully,

For K. C. College of Engineering

Secretary

Mith Bunder Road, Near Indian Hume Pipe, Kopri, Thane (East) - 400 603.

Tel.: 2532 7100 • Fax: 2532 6775 • E-mail: kcce21@hotmail.com

K.C. College of Engineering &



K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No. KCCE/SI/08-09/

Date: 02/05/2009

To.
Ms.Sheena Unmesh
Nile Go-Operative Society.
C-6 Flat No.11.
Godrej Hill. Kalyan(W).
Maharashtra-421306

Dear Sir / Madam.

This has reference to your application dated 23.05.2009 and subsequent personal interview and discussion held on 23.05.2009 for the post of full time Lecturer in Communication Skills, wherein the college committee is pleased to appoint you on the post with effect from 01.07.2009 on the following terms and conditions subject to Approval of University of Mumbai.

- 1) You are appointed purely an adhoc and temporary basis upto 30.04.2010 commencing from 01.07.2009 at the consolidated salary of Rs.20,000/- including perks).
- 2) You shall be required to possess requisite qualification as laid down by the University of Mumbai.
- After successful completion of the above specific period and in case your services found satisfactory, your services may be continued with us.
- 4) Your services may be terminated if found unsatisfactory without assigning any reason.
- 5) You shall not be permitted to leave the institute in between of term. If you want to resign then three month prior notice or in lieu of three month salary will have to be deposited by you however in no case you shall be permitted to leave the institute in the middle of the academic year.
- 6) Your services shall be governed by the policy of the institution as well as per the Mumbai University Act Service Rules. You shall be required to perform the duties as enumerated in the Act.
- 7) You shall be personally responsible for the good result for the subject, you teach. You shall be required to secure full attendance without excuse of any reason, shall maintain punctuality, regularity and shall not avail leave without sanction of leave application by the Head of the Institute.

ilas N. Nitnaware

Mith Bunder Road, Near Indian Hume Pipe, Kopri, Thane (East) 400 603.

Tel.: 2532 7100 • Fax: 2532 6496 • F-mail: bases 6



K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

Date:

- 8) You shall be also responsible for assisting in holding one National Seminar in the academic year.
- 9) You shall be responsible and accountable for the performance of the students You shall also be responsible to strive for adopting better teaching skills so as to inculcate good education to the students. You shall be responsible for carrying out the activities like discussions, seminars, tutorials, workshops, providing technical experiences, projects, encouraging original thinking in the minds of the students
 - 10) You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management. You shall be responsible to dedicate your services with full vigour and vitality without restricting yourself in the clock hours.
 - 11) You shall not be associated with any political party and to actively work for that party.
 - 12) That you shall be responsible to work for administrative nature of work in addition to academic work as and when required and your refusal to do so, would be viewed seriously, shall be termed as misconduct on your part.
 - 13) You shall not raise any extra financial burden on the institution during the period of your tenure as mentioned above including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the society and shall not indulge in gossip and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities, which may cause embarrassment to the institution and become prejudicial and detrimental to the interest of the institution.
 - 14) You shall be responsible for overall quality improvement of the education in the institute. You shall be further responsible for achieving 100% performance of the students.
 - 15) You shall not leave the institution during the academic year on any pretext.
 - 16) You shall be looking after the academic activities of your subject under the quidance of the Chairperson / Principal and to report the same to the Chairperson from time to time.

Dr. Vilas N Principal

. College of Engineering &

Mith Bunder Road, Near Indian Hume Pipe, Roph, Thane (East) 400 603 Tel.: 2532 7100 • Fax: 2532 6496 • E-mail: kcce21@hotmall.com



K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbal & Approved by AICTE)

f. No.

Dale :

- 17) At the time of accepting this Appointment letter, you are required to furnish original copies of your testimonials to the Deputy C.E.O.
- 18) You shall be responsible to maintain discipline and decorum among the student You shall not indulge into creating fraction or group among the staff and shall not create any kind of politics among the staff members in any manner.
- 19) You are required to produce fitness certificate from any authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly signed by any Gazette Officer from your area.
- 20) Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully.

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I have gone through the appointment Letter issued to me, understood and agreed to the same.

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Principal

K.C. College of Engineering &

Management Studies & Research.





K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref No. RCCE / S2/14-15/ 268

29.09.14 Date

APPOINTMENT ORDER

To. Dr. Puja Rai 4/1, Kinara Bunglow, Bara Bunglow, Kopri, Thane (East).

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane

Madam,

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 22nd August, 2014, I am pleased to inform you that you are appointed as an Assistant Professor in Communication Skill in the Basic Engg. Department w.e.f. 01-09-2014 subject to the following terms and conditions:

- 1. You will draw consolidated salary of Rs. 30,000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for an academic year 2014-15, from 01-09-2014 to 30-06-2015. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) 1400 603 Nitnaware

Tel.: 2532 7100 • Fax: 2532 64 E-mail: kcce21@hotmail.comncipal

K.C. College of Engineering & Management Studies & Research.

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No.

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Date:

- 3. You will be required to give three months prior notice or salary in lieu of to leave the service and you will be given one months notice or salary in lieu of if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 5. You shall not associate with any such act of misconduct, i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
- 6. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.

7. You shall not resign your post during academic year in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall mandatory.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Tel.: 2532 7100 • Fax: 2532 6496 • E-mail.: kcce21@hotmail.com

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Recognition Studies & Research.



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No.

Date:

- 8. At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 10. You will be joining on or before 01.09.2014, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and

agreed to the same.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Tel.: 2532 7100 • Fax: 2532 6496 • E-mail.: kcce21@hotmail.com

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(Auditord to University of Mumbril, Approved by AIG 17 A DIL)

(D11 Code 3210)

Ret. No. 1 . . . / . . / 1 / 1.1 / 1.1/

Onto: 17/10/11/

LETTER OF APPOINTMENT

To, Dr. Shelley Oberor 1202, A. Wing, Paradise Raheja Vihar, Powar, Mumbar

Madam,

Assistant Professor in the subject of Applied Chemistry in Basic Department, wherein you have shown your eagerness to serve the Institution and subsequent interview held on 23/06/2017 by the duly constituted University Staff Selection Committee (USSC), whereupon it is informed to you that you are appointed as a Full-Time Assistant Professor in the subject of Applied Chemistry in Basic Department in K.C. College of Engineering & Management Studies & Research w.e.f. 01st August, 2017 on following terms and conditions:

- 1. You are being appointed on probation on the basic pay of Rs 18,332/-p.m. in the time pay scale of 15600-39100 plus allowances (i.e. DA, HRA, AGP, TA & CLA).
- 2. Your appointment shall be on probation for a specific period of two years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

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Or: Vilas N. Mitnawara

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K. C. COLLEGE OF ENGINEERING &

MANAGEMENT STUDIES & RESEARCH

(Allillated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Rof. No.

- 3. Regular appointment may be considered after satisfactory completion of probation and upon confumation in writing to this offer by
- 4. You will be required to give three months prior notice or salary in lieu of to leave the service and you will be given one months' notice or salary in lieu of if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students' community
- 5. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 6. You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However Casual and other leaves entitled are admissible as per the rules and regulations and policies adopted by Management / institute / University of Mumbai/ AICTE/DTE and any other statutory Body which are inforce and may be added / deleted from time to time.
- 7. You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 8. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution.
- 9. You shall not leave the Institution during the academic session.

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Mith Bunder Road, Near Saugurn Gardon, Koprit Thane (E) - 400 603.



Executation Education Society's Road, Under Public Trust Act. 1989 Road, No. F-930

K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

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Date:

- 10 At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 11 You are required to produce fitness certificate from any authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duty authorized by any Gazette Officer from your area.
- 12. Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

Dr. Vilas M. Biitnaware

K.C. College of Engineering & Management Studies & Research.

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Mith Bunder Road, Near Sadguru Garden, Koprl, Thane (E) - 400 603.



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No. KCEE /S1/22-23/182

Date: 2/// 3/2027

To

Mi Akhtarhusen Momin

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Which is also known as KCCEMSR, Thane.

Sir,

Reference to your application and subsequent interview by the Management on 27/08/2022 we are glad to inform you that you are appointed as Assistant Professor in Department of Humanities and Applied Sciences (Mechanics Engineering) on a contractual basis for a period of from 30th August 2022 to 29th August 2023 on the following terms and condition:

Nature of appointment:

You have been appointed on full time post of Assistant Professor. Needless to add, the
continuation and confirmation of this appointment is subject to prevailing laws and permissibility.

Salary and other benefits:

- 2.1 You shall draw a consolidated salary of Rs. 42,000/- per month, inclusive of all heads. This will be pay band of basic pay of Rs. 15600-39100/-. It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances.
- 2.2 You shall not be entitled to any TA/ DA or reimbursement of relocation expenses for joining against this appointment letter.

Other terms and Conditions:

3 1 You have given the management to juicted stand that you comply with the expertise and qualification needed for the post of standard that you comply with the expertise and qualification needed for the post of standard that you comply with the expertise and

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Tel.: 2532 7100 Fax: 2532 6498 E-mail A: principal@kegamer adu in

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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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Ref. No.

- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal Director, KCCEMSR.
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management.
- 3.7 Your services are transferable to any other Institute / College of Excelsior Education Society or KCCEMSR.
- 3.8 You shall be governed by the rules, regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body . responsibilities, assignments and day to day functioning.
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.
 - a. Relieving letter/ Discharge certificate from previous employer (if any).
 - b. Fitness Certificate from a Government Recognized Health Care Centre.
 - c. Certified true copies of relevant testimonials such as certificates of qualifications, mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months), caste certificate (if applicable), change of name certificate(if any) etc and Research

Dr. Willas N. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) 400 603

Management Studies & Research.

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K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade (Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Date: 20/09/2022

gestaire.

Ref. No.

- Reference report from eminent person from your field.
- 3.10 You are required to give correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by you.
- 3.11 Your appointment can be terminated by the management, at any time during your association with the institution by giving a notice of one month or by paying a month's salary in lieu thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR, in terms of payment of the salary would be final. However you are not allowed to resign in middle of the term i.e January to June & July to December.
- After signing this document, you shall complete the term (January to June & July to 3.12 December) and shall have no right or excuse to put in a resignation/discontinue barring such resignation being for a reason of person health, marriage, change of residence or any such reason approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.
 - 3.13 You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR.
 - 3.14 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided for in the rules, regulations, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the University of Mumbai / AICTE / DTE and any other Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable time to time

Dr. Vilas N. Nitnaware

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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade (Affiliated To University of Mumbal, Approved by AICTE & DTE)

(DTE Code 3210)

20105/200

Date: Rof. No.

3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post.

- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided.
- 3 18 You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.
- 3.19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.20 On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads /Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements.
- 3.21 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitle to resign during or at least for a month thereafter such period. Also, during such period, the decision of Management of the KCCEMSR with regard to payment of remuneration would be final.

Dr. Vilas N. Nitnaware

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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No.

Date: 26/09/2022

- 3.22 In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply
- 3.23 You will be joining on or before 30th August 2022, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal
- 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

I have gone through the Appointment Letter issued to me, understood and Agreed to the same.





Dr. Vilas N. Nitnaware Mith Bunder Road, Near Sadguru Garden, Koprig Thane (E) - 400 603. Tal . 2532 7100 Fay . 2 Mariagon & Studies & Processing Williams



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

REI NO KCCC (APP) 3-14/ = 73/09

Date 31/05/2013

LETTER OF APPOINTMENT

To Mrs. Keerti Dinesh Kharatmol

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Assistant Professor in Computer Engineering Department. Wherein you have shown your eagerness to serve the Institution and subsequent interview held on 01/08/2013 by the duly constituted Staff Selection Committee, whereupon it is informed to you that you are appointed as a Full-Time Assistant Professor in Computer Engineering Department in K.C. College of Engineering & Management studies & Research w.e.f. 02/09/2013 on following terms and conditions:

- 1 You are being appointed on probation on the basic pay of Rs 15,600/- p.m. in the time pay scale of 15600-39100 plus allowances (i.e. DA, HRA, AGP, TA & CLA).
- Your appointment shall be on probation for a specific period of two years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the HOD. / Principal / CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603





K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal & Approved by AICTE)

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Date

- 3 Regular appointment may be considered after satisfactory completion of probation and upon confirmation in writing to this offer by management
- 4. You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students community
- > Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time
- 5 You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum eight days per year.
- 7. You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline During the tenure of your employment you will also not indulae yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution.
- 9 You shall not leave the Institution during the academic session

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal & Approved by AICTE)

Ref No

Date

- At the time of accepting this Appointment Letter you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- You are required to produce fitness certificate from ay authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 12 Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Engineering

Director / Principal

I have gone through the Appointment Letter issued to me, understood and agreed to the same

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K.C. College of Engineering & Management Studies & Research.





K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal & Approved by AICTE)

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Dato: 19/8/2015

LETTER OF APPOINTMENT

To, Mr. Pratap P. Nair 305 Kalpataru Tower, Neur Sekharam Complex Dombish (Mest)

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This has reference to your application dated 10/06/2015 for the post of Assistant Professor in Computer Department, wherein you have shown your eagerness to serve the Institution and subsequent interview held on 08/07/2015 by the duly constituted Staff Selection Committee, whereupon it is informed to you that you are appointed as a Full-Time Assistant Professor in Computer Department in K.C. College of Engineering & Management studies & Research w.e.f. 03/08/2015 on following terms and conditions:

- 1. You are being appointed on probation on the basic pay of Rs 15,600/- p.m. in the time pay scale of 15600-39100 plus allowances (i.e. DA, HRA, AGP, TA & CLA).
- 2. Your appointment shall be on probation for a specific period of two years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.



Dr. Vilas N. Nitnaware
Principal
K.C. College of Engineering &

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E)di400 603-arch.

Tel.: 2532 7100 • Fax: 2532 6496 • E-mail.: kcce21@hotmail.com





K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No.

2

Date:

- 3 Regular appointment may be considered after satisfactory completion of probation and upon confirmation in writing to this offer by management.
- 4 You will be required to give three months prior notice or salary in lieu of to leave the service and you will be given one months notice or salary in lieu of if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students' community.
- 5. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum eight days per year.
- 7. You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 8. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution.

9. You shall not leave the Institution during the academic session.



Dr. Vilas N. Nitnaware

Principal

K.C. College of Engineering &

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Tel. : 2532 7100 • Fax : 2532 6496 • E-mail.: kcce21@hotmail.com





K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

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Date:

- At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- You are required to produce fitness certificate from ay authorized or qualified doctor / medical practitioner at the time of 11. joining your duly or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your 12. services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson / Secretary

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

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Dr. Vilas N. Nitnaware

Principal

Mith Bunder Road, Near Sadguru Garden, Koprk Change Helm

Tel.: 2532 7100 • Fax: 2532 6496 • E-mail.: kcce21@hotmail.com



K. C. COLLEGE OF ENGINEERING &

MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No. KCCE | 5, 118-19 | 597

APPOINTMENT ORDER

Date: 3114212018

To.

Dr. Ravi Prakash 104/5, Sunder Sai CHS, Vijay Park, Mira Road (E), Dist – Thane.

Subject: Appointment to the Post of Associate Professor and Additional Charge of Head of Training and Placement Officer of K. C. College of Engineering and Management Studies & Research, Thane.

Refer: Our offer letter dated 06/12/2018.

Sir,

With reference to our offer letter dated 06/12/2018 we are pleased to inform you that you have been appointed to the post of Associate Professor and Additional Charge of Head of Training and Placement Officer of K.C. College of Engineering and Management Studies & Research, Thane, subject to the following terms & conditions.

- 1. Your appointment may be considered as on adhoc / temporary basis w.e.f 15/01/2019.
- Your appointment shall be subject to the approval of University of Mumbai by the U.S.S.C. (University Staff Selection Committee).
- 3. You will draw consolidated salary of Rs. 1,00,000/- (Rupees One lacs only) inclusive of all allowances which will be pay band of basic of Rs. 37400/- p.m. The above consolidated salary is including salary for additional charge of Head of Training and Placement Officer.

4. Your appointment will be for a period of two years from the date of joining and shall be subject to the rules of the Sanstha and will be reviewed on performance basis.

5. This being a full time appointment, you will not engage any part time job in any other organization.

6. You will not associate with any such act of misconduct that is detrimental to the prestige and smooth functioning of the institution as well as welfare of the students.

P.T.O

Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Sadguru Oarden, Koprl, Thane (E) - 400 603 pal
Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: kcce21@hotmail.com



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No.

Date: 31/12/2018

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7. You will maintain confidentiality in important information about the institution.

8. In case, you desire to resign, one month notice or salary in lieu of notice period

shall be mandatory.

- 9. You will abide by service rules and regulations framed, amended by the Sanstha in addition to the prevailing statues and ordinances of the university from time to time. However Rules framed by the Sanstha if any shall be final.
- 10. You will join on or before 15/01/2019, failing which this appointment order shall be liable to be cancelled.
- 11. The list of major job responsibilities you will be required to handle is enclosed herewith.
- 12. You are requested to please sign a copy of this order as an acceptance of all terms & conditions on receipt of this order.

(Dr. Harsh Khanna) CHAIRPERSON

I Dr. Ravi Prakash accept all the terms and conditions

mentioned above in the appointment letter.

(Dr. Ravi Prakash)

Dr. Vilas N Principal

K.C. College of Engineering &

Mith Bunder Road, Near Sadguru Garden, Kopril, Thane (E) - 400 603. Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: kcce21@hotmail.com





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(DTE Code 3210)

Ref. No. KCCE | SI | 19-20 | 468 A

To,

Ms. Suman Bhujbal

Date: 22/02/2020

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Which is also known as KCCEMSR, Thane.

Madam,

Reference to your application and subsequent interview by the Management on 22/02/2020 we are glad to inform you that you are appointed as Assistant Professor in Computer Engineering on a contractual basis for a period of from 24th February 2020 to 23rd February 2021 on the following terms and condition:

Nature of appointment:

 You have been appointed on full time post of Assistant Professor. Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibility.

Salary and other benefits:

- 2.1 You shall draw a consolidated salary of Rs. 20,000 /- Per month, inclusive of all heads. This will be pay band of basic pay of Rs. 15600-39100/-. It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances.
- 2.2 You shall not be entitled to any TA/ DA or reimbursement of relocation expenses for joining against this appointment letter.

Other terms and Conditions

Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Konri, Thane (E) + 400 603 arch.
Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.in

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Ref. No.

Date: 22/02/2020

- 3.1 You have given the management to understand that you comply with the expertise and qualification needed for the post of Assistant Professor.
- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal Director, KCCEMSR.
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management.
- 3.7 Your services are transferable to any other Institute / College of Excelsior Education Society or KCCEMSR.
- 3.8 You shall be governed by the rules, regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body, responsibilities, assignments and day to day functioning.
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.
 - a. Relieving letter/ Discharge certificate from previous employer (if any).

b. Fitness Certificate from a Government Recognized Health Care Centre.

Dr. Vilas N. (1)

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603 search. Tol . 2522 7400 Fav · 2532 6496 * F-mail. : principal@kccemsr.edu.in

K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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(DTE Code 3210)

Ref. No.

Date: 22/02/2020

- c. Certified true copies of relevant testimonials such as certificates of qualifications, mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months), caste certificate (if applicable), change of name certificate(if any) etc.
- d. Reference report from eminent person from your field.
- 3.10 You are required to give correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by you.
- 3.11 Your appointment can be terminated by the management, at any time during your association with the institution by giving a notice of one month or by paying a month's salary in lieu thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR, in terms of payment of the salary would be final. However you are not allowed to resign in middle of the term i.e January to June & July to December.
- 3.12 After signing this document, you shall complete the term (January to June & July to December) and shall have no right or excuse to put in a resignation/discontinue barring such resignation being for a reason of person health, marriage, change of residence or any such reason approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.
 - 3.13 You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR.
 - 3.14 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided for in the rules, regulations, statutes, code of conduct, ordinances and office orders in force and as amended from time to time by the University of Mumbal AICTE / DTE and any other

Mith Bunder Road, Near Sadguru Garden, Kopri Thane (E) 400 653. Withaware
Tel.: 2532 7100 Fax: 2532 6496 * E-mailly principal@kccemsr.edu.iii
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(DTE Code 3210)

Ref. No.

Date: 22 |02 | 2020

Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable time to time.

- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post.
- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided.
- 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.
- 3.19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.20 On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads /Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements.

3.21 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitle to resign during or at least for a month thereafter such period. Also, during

Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. Principal

Tel.: 2532 7100 Fax: 2532 6496 * E-mall.: principal@kccemsr.edu.inollege of Engineering & Management Studies & Research



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date: 22 | 02 | 2020

such period, the decision of Management of the KCCEMSR with regard to payment of remuneration would be final

- 3.22 In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3.23 You will be joining on or before 24th February 2020, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal
- 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and Agreed to the same.





Dr. Vilas N. Nitnaware Principal

K.C. College of Engineering &

Mith Bunder Road, Near Sadguru Garden, Koph, Thane (E) × 400, 603. search. Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.in



K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

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Subject: - Appointment for the post of Associate Professor in K. C. College of Engineering and Management Studies and Research, which is also known as KCCEMSR, Thane.

Madam Sir.

Thus has reference to your application dated 16.02.2023 and subsequently interview that the Management on 16 02,2023, we are glad to inform you that you have been Scalled appointed as Associate Professor in Computer Department w.e.f. from 2. 02 2723 ;6 20,02,2024

Nature of appointment:

make that appeared or full time post of Associate Professor. However, the nation a confirm such of this appointment is subject to your selection by see pare A subsequent approval of University of Mumbai.

Salary and other benefits:

- a shall draw a consolidated salary of Rs. 1,15,000/- per month, inclusive of all news. This will be the basic pay of Rs. 49,550 pay band of Rs. 37400-67000
- listent and ricar that in case of incentives if any, the amount focusable to the are seems of the management taken from tune to tune The last a anstance; performance targets
- shill be the entitled to any TA/DA or reimbursement of televation

Other terms and Conditions:

Continuation of service:

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Dr. Vilas N. Nitnaware

Principal K.C. College of Engineering &

Mith Bunder Road, Near Sadguru Garden Room, Thank (E) 400 603 Tol 2532 7100 Fax 2532 6496 E-mail. principal@kccomsr.odu.in



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Ms Vadila Pald

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The state of the same of the state of the st

The law releases to your application dated 29.07.2022 and embeddently atterviewheld by the Management on 30.07.2022, we are glad to inform you that an have been selected/appointed as Assistant Professor in Computer Deviscories Department with from 04.08.2022 to 03.08.2023.

Jahren of property weekly

1. You have been appointed on full time peri of Arcicleat Professor. However, the communition & confirmation of this appointment is subject to your selection by a USSC panel & subject in approval of University of Mumbin.

Solvey and other benefits:

- 2) You shall draw a consolidated salary of Rs. 40,000/- per month, inclusive of all heads. This will be the basic pay of Rs. 15600 pay band of Rs. 15600-39100/.
- (3) (3) Also it is made clear that in case of inecritics if any, the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing cucumstances/performance targets.
 - (b) Contribulit not be entitled to may TV/DA as reimbursement of relocation expenses for joi ring again. I this appointment letter.
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Dr. Vilos N. Nitnaware

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Subject: - Appointment for the year of Assistant Professor in K. C. Tallogo of Brigiscorian ood Manarcyncai', Christae and There is a survival of a life of the algorithm of MCCLAMER, Thereo.

7-07----/5--

Fair has relevance to vois application dated 25.03.2021 and subsequently uncerest firm of the same gamen on Co.03.2021, we are glad to inform you that yes have been referred appointed as Amichael Trokumer in Commun Tengings in the state of the world. from 30.08.2021 to 39.06.2022.

That for the way

If You have been appointed on full time post of Assistant Professor, However, the continuation & confirmation of this appointment is subject to your selection by USSC panel & subaggions a revocal of University of Minaria.

- 2) You shall draw a consolidated galary of Rs. 45,000/- per month, inclusive of all heads. This will be the basic pay of Rs. 15600 pay band of Rs. 15600-39100/ .
- (i) (a) Also It is made clear that in error of incontives if any, the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circurestances/performance targets
 - (b) You shall not be entired to say TA/DA or reimbursement of relocation expenses for joining against this appointment letter.

<u>Gairer terrine and Conditions:</u>

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3.1. The regular appointment may be applicable; only at the completion of our vers To be large the Machine of 30,000 by Abor completion of a fill period, the e a b. saie, i so the room to choose under orders sily /confirmed on writer the action of the production of the production of this one year as referred to the science of this one year as referred to the science of this one year as referred to the science of this one year as referred to the science of the s

Dr. Vilas N. Nitnaware

K.C. College of Engineering & Management Studies & Research

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MAAC Accredited B4+ Grade
(Afiliated to University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ros. No. Kece (51/22-27/120

Date: 02/09/2012

To.

Ms. Aishwarya Londhe

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, which is also known as KCCEMSR, Thans.

Madam/Sir,

This has reference to your application dated 26.08.2022 and subsequently interview held by the Management on 26.08.2022, we are glad to inform you that you have been selected/appointed as Assistant Professor in Computer Engineering Department w.c.f. from 30.08.2022 to 29.08.2023.

<u> Πάστες οξ αρφοίαζομους:</u>

1) You have been appointed on full time post of Assistant Professor. However, the continuation & confirmation of this appointment is subject to your selection by USSC panel & subsequent approval of University of Mumbai.

Salary and other benefits:

- 2) You shall draw a consolidated salary of Rs. 55,000/- per month, inclusive of all heads. This will be the basic pay of Rs. 15600 pay band of Rs. 15600-39100/-.
- 3) (a) Also It is made clear that in case of incentives if any, the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances/performance targets.
 - (b) You shall not be entitled to any TA/DA or reimbursement of relocation expenses for joining against this appointment letter.

Other terms and Committems:

Continuation of service:

- 3.1 The regular appointment may be applicable; only at the completion of one year starting from date of signing of 30.08.2022. After completion of said period, the employment would come to closure unless externally /confirmed any written communication by management. During the period of this one year as referred therein/herein above you shall have no right to resign. You are also required to give an undertaking in the form of affidavit on stamp paper of Rs.100/- to this effect
- 3.2 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.

Mith Sunder Read, Naar Tel.: 2532 7160 | Febr. 23 ren (E) -400 603. (E) - Edneipal@konegyhogy. N

Dr. Villas N. Ittalian Principal

K.C. College of Engineering & Research.

Management Studies & Research.

Excelssior Education Society's





K. C. COLLEGE OF ENGINEERRING

Mith Bunder Road, Near Indian Hume Pipe, Kopri, Thane (East) - 400 603. Tel. : 2532 7100 e Fax : 2532 6775 e E-maili : kcce21@hotmail.com

Ref. No. KCCEISILOS-CCI 598

Date: ,7101 06

APPOINTMENT ORDER

Ms. Adgaonkar (Lonikar) Amarja N. 4/701, Suraj Enclave, Opp. Tulsidham, Near Lok Upvan, Pokharan Road No.2, Thane (W) - 400 610.

Madam.

With reference to your application dated 7th January, 2006 I am pleased to inform you you appointed are full as Lecturer in Computer Engineering in K. C. College of Engineering, on a consolidated pay of Rs. 10,000/- p.m.

- Your appointment is made on purely temporary basis for the period I. ending 8th January, 2007.
- Your appointment is subject to the confirmation / approval of the 2. Directorate of Technical Education and the University of Mumbai.
- Your service will be Governed by the provision of the Mumbai 3. University Act, 1994 & the Statutes, ordinances, Resolutions and rules of the Governing body not in consistent with the act statues, ordinances, Regulations and rules of the University.
- You have to devote full time for the benefit of the Engineering 4. College / Society. You are not permitted for any tuition classes paid / unpaid without written permission of the Principal.

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ලැ. Vilas N. Nitnaware Principal C.C. College of Engineering & agement Studies & Research.



Excelssior Education Society's

K. C. COLLEGE OF ENGINEERRING



- The college of the Engineering is a non-aided institution, you will 5. be entitled to benefits as per the rules of K. C. College of Engineering, which may please be noted.
- Your service shall be terminable by giving one month's notice 6. from either side or one month's salary in lieu thereof.
- You are requested to submit attested copies of certificates 7. regarding your qualification and service certificates if any, at the time of joining duties.
- In case the above terms & conditions are acceptable to you, you 8. are requested to sign the other copy as your acceptance.

For K.C. College of Engineering

(Dr/N.S. Poonawala)

Principal cum Director

spænawala

Dr. Vilas N. Nitnaware Principal K.C. College of Engineering & Management Studies & Research.



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESFARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Rol. No. KCCE/SI/16-17/583

Date: 18/112017.

APPOINTMENT ORDER

To, Ms. Devikarani Roy 104, Mahavir Sadan Karve Road, Dombivli (West).

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane.

Madam.

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 17th January, 2017, I am pleased to inform you that you are appointed as an Assistant Professor Department of Information Technology Engineering w.e.f. 19.01.2017 subject to the following terms and conditions:

- 1. You will draw consolidated salary of Rs. 30,000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for a academic year 2016-17, (Second Semester) from 19.01.2017 to 30.06.2017. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603

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Dr. Vilas N. Nitnaware



K. C. COLLEGE OF ENGINEERING &

MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date:

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- 3. You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 5. You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible after completion of three months maximum eight days per year.
- 6. You shall not associate with any such act of misconduct, i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
- 7. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

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K. C. COLLEGE OF ENGINEERING &

MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE) Date :

- 8. You shall not resign your post during academic year in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be
- 9. At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- You will be joining on or before 19.01.2017, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering

PHANE P

Chairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 303.

Tel.: 2532 7100 Fax: 2532 6496 . E-mail.: kcce21@hot

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Rof. No. KCCG-151 2024 . 27 36

Date: 36.08.2021

OFFER LETTER

To.

Priyanka B.Sonawane (Sanange)

Madam.

This has reference to your application for the post of Assistant Professor in the Department of Information Technology Engineering and subsequent final interview held on 23rd August 2021. Please note that after interview the management committee has decided to appoint you in our Institute as Assistant Professor or contractual basis and accordingly we offer your candidature for the same on the terms and conditions mutually agreed upon. You are requested to join on 30th August 2021. After joining your duty, you shall be given Appointment Letter with terms and conditions.

Details regarding Acceptance

Kindly acknowledge your acceptance and confirm your joining on the said date.

Thanking you,

Yours truly,

For K.C College of Engineering and Management Studies and Research





Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E), 11400 603 naincering & Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.injes & Research.



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MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ret. No. 1400 | S1 | 2021 - 22 | 76 A

Date: 30.08.2021

To.
Ms. Priyanka Sonawane (Sananse)

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Which is known as KCCEMSR, Thane.

Madam,

Reference to your application and subsequent interview by the Management on 23/08/2021 we are glad to inform you that you are appointed as Assistant Professor in Information Technology on a contractual basis for a period of from 30th August 2021 to 29th August 2022 on the following terms and condition.

Nature of appointment:

You have oeen appointed on full time post of Assistant Professor. Needless to add, the
continuation and confirmation of this appointment is subject to prevailing laws and
permissibility.

Salary and other benefits:

2.1 You shall draw a consolidated salary of Rs. 28000/- Per month, inclusive of all heads. This will be pay band of basic pay of Rs. 15600-39100/-. It is made clear that the annual receivable would be subject to decisions of the management taken from time depending upon prevailing circumstances.

2.2 You shall not be entitled to any TA/ DA or reimbursement of relocation expenses for journal against this appointment letter.

Dr. Vilas N. Manaware

Principal
K.C. College of Engineering &
Management Studies & Research.



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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Other terms and Conditions

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- 16 the considering period of this continuous approximent shall be one year extendable by further at this will and the interior of this management
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Dr. Vilas Principal K.C. College of Engineering & Management Studies & Research

Excelletion Education Society's Regid Unider Public Trust Act, 1950 Regid No. F.438



K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

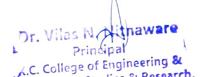
(Amiliaried To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date: 30.08 2024

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- 3 Reference record from entire it service from your field
- 3.10 You are required to give correct mailing address as soon as you join the duties and any otiange in the address giver earlier should be communicated to the Maragement of KCCEMBF. It will be creatined that any letter sent by registered Post Acknowledgement on the address giver shall be deemed to have been received acknowledgement and again by you.
- 311 Your appointment can be reminated by the management at any time during your association with the institution by giving a notice of one month or by caying a month is salary in lieu thereof without assigning any reason. In case of a resignation, the decision of the management of KCOEMSR in terms of cayment of the salary would be final. However you are not allowed to resign in middle of the term, it is larger, to livine & justy to December.
- 3.12 After signing this document, you shall complete the term (January to June 3 July to December) and shall have no right or excuse to out in a resignation/discontinue carring such resignation being for a resson of person health marriage change of residence or any such reason approved by the management, in case you desire to resign, one month notice period or salary in lies of the notice period shall be mandatory and you shall be. Itabile to be discharged of your outes after the completion of said term above during which the resignation is submitted.
 - 3.13 You will be reduired to give an undertaking for confidentiality and non-discosure (including IPP and other policy matters) as per HP policy of KOCEMISP.
 - 3.14 If you are found guilty of inclation of any terms and conditions, you shall be liable for disoptimary action and purishment including damages as provided for in the rules regulations statutes code of conduct ordinances notifications and office orders in force and as amended from time to time by the University of Miumbai I AICTE I DTE and any other







K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date: 30.08.207

Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable time to time.

- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post.
- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided.
- 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.
- 3.19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.20 On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads /Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements.
- 3.21 In case of emergency or any such force majeure event such as pandemic or an extension natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitle to resign during or at least for a month thereafter such period. Also, during

Mith Bunder Road. Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Dr. Vilas N. Nitnalyare





K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date: 30.08.204

such period, the decision of Management of the KCCEMSR with regard to payment of remuneration would be final

- 3.22 In case of any dispute. Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3.23 You will be joining on or before 30th August 2021, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal
- 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully.

For K.C. College of Engineering and Management Studjes and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and Agreed to the same.

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Principal
K.C. College of Engineering &
Management Studies & Research.





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K. C. COLLEGE OF ENGINEERING AND STUDIES AND RESEARCH

NAAC Accredited B++ Grade (Affiniated To University of Mumbal, Approved by AICTE & BTE)
(DTE Code 3210)

Ret No. 2006 Tr. Jan 12 Fr p

Date: \$6.05-20-V

Als Punsm O.Beo.

Subject - Apocinhment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Which is known as KCCEMSR, Thane.

Madam,

Reference to your application and subsequent interview by the Management on 25/08/2021 we are glad to inform you that you are appointed as Assistant Professor in Information Technology on a contractual basis for a period of from 30" August 2021 to 29" August 2022 on the following terms and condition.

Nature of appointment:

1) You have been appointed on full time post of Assistant Professor. Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibility.

Salary and other benefits:

- 2.1 You shall draw a consolidated salary of Rs 30,000 /- Per month, inclusive of all heads. This will be pay band of basic pay of Rs. 15600-39100/-. It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances
- 2.2 You shall not be entitled to any TA/ DA or reimbursement of relocation expenses for joining against this appointment letter.

Dr. Vilas N. Nitnaware Principal

K.C. College of Engineering & lanagement Studies & Research.





K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH NAAC Accredited B++ Grade NAAC Accredited B++ Grade

(Affiliated To University of Mumbal, Approved by AIGTE & DTE)
(DTE Code 3210)

Ret. No.

Other terms and Conditions:

Date: 30.08-2021

- 31 You have given the management to understand that you comply with the expertise and qualification needed for the post of Assistant Professor.
- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time spart time either honorary or otherwise, except with prior permission of the Principal Director KGCEMSR
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management.
- 3.7 Your services are transferable to any other Institute / College of Excelsior Education Society or KCCEMSR
- 3.8 You shall be governed by the rules regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body , responsibilities, assignments and day to day functioning.
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.
 - a Relieving letter/ Discharge certificate from previous employer (if any).
 - b Fitness Certificate from a Government Recognized Health Care Centre.





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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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- Reference record from eminent person from your field
- \$ 50 You are required to give correct mailing accress as soon as you join the duties and any change in the address given earlier should be communicated to the Management of the address given shall be deemed to have been received adknowledgement and sign by
- 3.31 Your appointment can be terminated by the management at any time during your association with the institution by giving a notice of one month or by paying a month's salary in teu mereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR, in terms of cayment of the salary would be final. However you are not allowed to resign in middle of the term i.e January to June & July to December.
- 312 After signing this document, you shall complete the term (January to June & July to December, and shall have no right or excuse to put in a resignation/discontinue barring such resignation being for a reason of person heath, marriage, change of residence or any such reason approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your dufies after the completion of said term above during which the resignation is submitted.
 - 3.13 You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR.
- 3 14 If you are found guilty of violation of any terms and conditions, you shall be liable for disop rary action and punishment including damages as provided for in the rules, regulations statutes code of conduct ordinances notifications and office orders in force and as amended from time to time by the University of Mumbai / AICTE / DTE and any other

Dr. Vilas N. K.C. College of Engineering & Management Studies & Research.





Regal. Under Public Trust Act. 1959 Regd. No. 1-628

K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

And Accredited B++ Grade
(Although To University of Mumbal, Approved by AiCTE & OTE)
(DTE Code 1216)

Ret. No

Date: 30.08.70-4

such period the decision of Management of the KCCEMSR with regard to payment of retrunetstan world be final

- 3.22 In case of any dispute. Sole Arbitrator appointment by the management shall adjudicate the distrate and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3.23. You will be joining on or before 30" August 2021, failing which appointment order is liable to be cancelled unless you seek extension in writing from the Principal
- 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order,

Yours faithfully

For K.C. College of Engineering and Management Studies and Research

Chairperson

have gone through the Appointment Letter issued to me, understood and Agreed to the same.





Dr. Vilas N. Nitnaware

Principal K.C. College of Engineering & Conagement Studios & Research.





K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade (Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No. KCCE/S1/22-23/89.

Date: 10/08/2022.

OFFER LETTER

To, Ms. Rachana Tushar Borole

Madam,

This has reference to your application for the post of Assistant Professor in the Department of Information Technology Engineering and subsequent final interview held on 9th August 2022. Please note that after interview the management committee has decided to appoint you in our Institute as Assistant Professor on contractual basis and accordingly we offer your candidature for the same on the terms and conditions mutually agreed upon. You are requested to join on 22nd August 2022.

After joining your duty, you shall be given Appointment Letter with terms and conditions.

Details regarding Acceptance

Kindly acknowledge your acceptance and confirm your joining on the said date.

Thanking you,

Yours truly,

For K.C.College of Engineering and Management Studies and Research.

THANE (E)

Dr. Vilas N. Nitnaware

Principal

K.C. College of Engineering &

The sand Research Street Por South

Mith Bunder Road, Near Sadguru Garden, Köpri, Thane (E) - 400 603.
Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.in



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MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No. KCCE/S1/22.23/180.

Date: 26/09/2022.

To.

Ms. Rachana Tushar Borole

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Which is also known as KCCEMSR, Thane.

Madam,

Reference to your application and subsequent interview by the Management on 09/08/2022 we are glad to inform you that you are appointed as Assistant Professor in Information Technology on a contractual basis for a period of from 22nd August 2022 to 21th August 2023 on the following terms and condition:

Nature of appointment:

1) You have been appointed on full time post of Assistant Professor. Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibility.

Salary and other benefits:

- 2.1 You shall draw a consolidated salary of Rs. 35,000/- per month, inclusive of all heads. This will be pay band of basic pay of Rs. 15600-39100/-. It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances.
- 2.2 You shall not be entitled to any TA/ DA or reimbursement of relocation expenses for joining against this appointment letter.

Other terms and Conditions:

Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Koppl, Thane (E) 400,603. Tel.: 2532 7100 Fax: 2532 6496 * E-mail. coxingipal@kccemsr.edu.in



K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Codo 3210)

Ref. No.

Date: 26/09/2022

- 3.1 You have given the management to understand that you comply with the expertise and qualification needed for the post of Assistant Professor.
- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal Director, KCCEMSR.
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management.
- 3.7 Your services are transferable to any other Institute / College of Excelsior Education Society or KCCEMSR.
- 3.8 You shall be governed by the rules, regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body, responsibilities, assignments and day to day functioning.
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.
 - a. Relieving letter/ Discharge certificate from previous employer (if any).
 - b. Fitness Certificate from a Government Recognized Health Care Centre.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (長) 1400 603 are Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.in

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Management Studies & Research.



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(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date: 26/09/2022

- c. Certified true copies of relevant testimonials such as certificates of qualifications, mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months), caste certificate (if applicable), change of name certificate(if any) etc.
- d. Reference report from eminent person from your field.
- 3.10 You are required to give correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by you.
- 3.11 Your appointment can be terminated by the management, at any time during your association with the institution by giving a notice of one month or by paying a month's salary in lieu thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR, in terms of payment of the salary would be final. However you are not allowed to resign in middle of the term i.e January to June & July to December.
- 3.12 After signing this document, you shall complete the term (January to June & July to December) and shall have no right or excuse to put in a resignation/discontinue barring such resignation being for a reason of person health, marriage, change of residence or any such reason approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.
 - 3.13 You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR.
 - 3.14 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided for in the rules, regulations, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the University of Mumbai / AICTE / DTE and any other

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Tel - 2532 7400 Fey - 2532 6496 * F-mail : principal@kccemsr.edu.in

Dr. Vilas N. Nitnaware

K.C. College of Engineering & Management Studies & Research.



K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No.

26/09/2022 Date:

Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable time to time.

- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post.
- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided.
- 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.
- 3.19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.20 On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD'/ Process Heads /Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements.

3.21 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitle to resign during or at least for a month thereafter such period. Also, during

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K.C. College of Engineering Management Studies & Recorch



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Dato: 26 09 2022

such period, the decision of Management of the KCCEMSR with regard to payment of remuneration would be final.

- 3.22 In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3.23 You will be joining on or before 22nd August 2022, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal
- 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Director

I have gone through the Appointment Letter issued to me, understood and Agreed to the same.



Dr. Vilas N. Nitnaware

Principal
K.C. College of Engineering &
Management Studies & Research



Excelssior Education Society's Regd. Under Public Trust Act. 1950 Regd. No. F-638



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No. KCCC 15, 121-721685

Date: 72/06/2021

To.

Dr. Kıran Bhandari

Subject: - Appointment for the post of Professor in K. C. College of Engineering and Management Studies and Research, Which is also known as KCCEMSR, Thane.

Sir,

Reference to your application and subsequent interview by the Management on 04/03/2022 we are glad to inform you that you are appointed as Professor in **Information Technology** on a contractual basis for a period of one year from 20thApril 2022 to 19th April 2023 on the following terms and condition:

Nature of appointment:

 You have been appointed on full time post of Professor. Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibility.

Salary and other benefits:

- 2) You shall draw a consolidated salary of Rs. 1,50,000/- per month, inclusive of all heads. This will be pay band of basic pay of Rs. 37400-67000/-. It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances.
- You shall not be entitled to any TA/ DA or reimbursement of relocation expenses for joining against this appointment letter.

Other terms and Conditions:

Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kcceniscodu.in



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MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date: 22/6/2022

- 3.1 You have given the management to understand that you comply with the expertise and qualification needed for the post of Professor.
- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourselfanywhere full time /part time either honorary or otherwise, except with prior permission of the Principal Director, KCCEMSR.
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management.
- 3.7 Your services are transferable to any other Institute / College of Excelsior Education Society or KCCEMSR.
- 3.8 You shall be governed by the rules, regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body , responsibilities, assignments and day to day functioning.
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.
 - a. Relieving letter/ Discharge certificate from previous employer (if any).
 - b. Fitness Certificate from a Government Recognized Health Care Centre.

Dr. Vilas N. Nitnaware

Principal

Mith Bunder Road, Near Sadguru Garden, Kepri Thane (5) 400 603mg & Tel.: 2532 7100 Fax: 2532 6496 * E-mail : principal and Studies design



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K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Date: 20/6/2022

Ref. No.

- c Certified true copies of relevant testimonials such as certificates ofqualifications, mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months), caste certificate (if applicable), change of name certificate(if any) etc.
- d. Reference report from eminent person from your field.
- 3.10 You are required to give correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by you.
- 3.11 Your appointment can be terminated by the management, at any time during your association with the institution by giving a notice of one month or by paying a month's salary in lieu thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR, in terms of payment of the salary would be final. However you are not allowed to resign in middle of the term i.e January to June & July to December.
- 3.12 After signing this document, you shall complete the term (January to June & July to December) and shall have no right or excuse to put in a resignation/discontinue barring such resignation being for a reason of person health, marriage, change of residence or any such reason approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.
- 3.13 You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR.
- 3.14 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided for in the rules, regulations, sta-

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Dr. Vilas N. Nitnaware

Principal

M.C. College of Engineering &



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Dato: 22/6/2022

Ref. No.

tutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the University of Mumbai / AICTE / DTE and any other Statutory Body. and by the Management of KCCEMSR or any such statutory authority applicable time to time.

- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post.
- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided.
- 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.
- 3.19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR.
- 3.20 On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads /Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of the search these requirements.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. Dr. Vilas N. Nitnawalt in

K.C. College of Engineering & Management Studies & Research.

Excelssior Education Society's Regd, Under Public Trust Act. 1950 Regd, No. F-638



K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No.

Date: 22/6/2022

- In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the in-3.21 stitution, you shall not be entitle to resign during or at least for a month thereafter such period. Also, during such period, the decision of Management of the KCCEMSR with regard to payment of remuneration would be final.
- In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Concilia-3.22 tion shall apply.
- You will be joining on or before 20th April 2022, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal 3.23
- You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order. 3.24

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research



I have gone through the Appointment Letter issued to me, understood and Agreed to the same.

Dr. Vilas N. Nitnaware

principal K.C. College or Consineering & Management Studies & Research.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.







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Ref. No. KCCE / SI/22-23/459

Date: 06.02.2023

To.

Ms. A. L. Angelin Zionia

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, which is also known as KCCEMSR, Thane.

Madam/Sir.

This has reference to your application dated 04.02.2023 and subsequently interview held by the Management on 04.02.2023, we are glad to inform you that you have been selected/appointed as Assistant Professor in Information Technology Department w.e.f. from 07.02.2023 to 06.02.2024.

Nature of appointment:

1) You have been appointed on full time post of Assistant Professor. However, the continuation & confirmation of this appointment is subject to your selection by USSC panel & subsequent approval of University of Mumbai.

Salary and other benefits:

- 2) You shall draw a consolidated salary of Rs. 45,000/- per month, inclusive of all heads. This will be the basic pay of Rs. 16,550 pay band of Rs. 15600-39100/-.
- 3) (a) Also It is made clear that in case of incentives if any, the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances/performance targets.
- (b) You shall not be entitled to any TA/DA or reimbursement of relocation expenses for joining against this appointment letter.

Other terms and Conditions:

Continuation of service:

3.1 The regular appointment may be applicable; only at the completion of one year starting from date of signing of 07.02.2023. After completion of said period, the employment would come to closure unless externally /confirmed any written communication by management. During the period of this one year as referred therein/herein aboveyou shall have no right to resign. You are also required to give an undertaking in the form of affidavit on stamp paper of Rs.100/- to this effect.

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Ref. No.

Date: 06.02 2023

- (c) misconduct, without being exhaustive and without prejudice to the general meaning of the term "Misconduct" in the case of reasonable suspicion of misconduct, disloyalty, commission/omission of any act involving moral turpitude or any act of indiscipline or inefficiency. Spreading rumors, discussing salary/pay structures, soliciting employees of the Institute for outside employment or coercing co-workers to leave the Institute is strictly prohibited and frowned upon. Such actions will result in immediate termination of employment without notice and forfeiture of your holding amount.
- 3.25 If your services are terminated for the reasons mentioned in clause nos. 3.21, 3.22, 3.23 and 3.24(a,b,c) you shall not be eligible for any of the benefits attached to the employment.
- 3.26 In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3.27 You will be joining on or before 07.02.2023, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the principal.
- 3.28 (a) You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order. Also, by signing this letter, you deemed to be consented to the organization to conduct any background check as may be considered necessary.
 - (b) This letter constitutes the entire agreement and understanding between the organization and you and hence supersedes all prior discussions and understandings whether written or oral.

Thanking you,

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairnerso

I have gone through the Appointment Letter issued to me, understood and Agreed to the same

College of Engg

Mith Bunder Road, Near Sadguru Garden, Kopry Thane (E) - 400 603. Vilas N. Nitnaware
Tel.: 2532 7100 Fax: 2532 6496 E-mail principal@kccemer additional.

Tel.: 2532 7100 Fax: 2532 6466 E-mail principal@kccemsr.edd.in

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NAAC Accredited B++ Grade

(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No. 1446 191 177 17 1145

Dato: 13 01.707.3

To.

Ms. Aarti Abhyankar

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, which is also known as KCCEMSR, Thane.

Madam/Sir,

This has reference to your application dated 10.01.2023 and subsequently interview held by the Management on 10.01.2023, we are glad to inform you that you have been selected/appointed as Assistant Professor in Information Technology Department w.e.f. from 16.01.2023 to 15.01.2024.

Nature of appointment:

1) You have been appointed on full time post of Assistant Professor. However, the continuation & confirmation of this appointment is subject to your selection by USSC panel & subsequent approval of University of Mumbai.

Salary and other benefits:

- 2) You shall draw a consolidated salary of Rs. 55,000/- per month, inclusive of all heads. This will be the basic pay of Rs. 20,550 pay band of Rs. 15600-39100/-.
- 3) (a) Also It is made clear that in case of incentives if any, the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances/performance targets.
 - (b) You shall not be entitled to any TA/DA or reimbursement of relocation expenses for joining against this appointment letter.

Other terms and Conditions:

Continuation of service:

3.1 The regular appointment may be applicable; only at the completion of one year starting from date of signing of 16.01.2023. After completion of said period, the employment would come to closure unless externally /confirmed any written communication by management. During the period of this one year as referred therein/herein aboveyou shall have no right to resign. You are also required to give an undertaking in the form of affidavit in stands paper of Rs. 100/- to this effect.

Mith Bunder Road, Near Sadguru Gardon, Kopri, Thano (E) 4001000 Studies & Research Tol.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemspenfile

- 3.2 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.3 You will be a fulltime employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal & Director, KCCEMSR. You shall not conduct or engage yourself in any private tuition or private coaching class. If you do so without having written permission from the management, it could be considered as misconduct committed by you and thereafter the management may take necessary action against you as deemed fit.
- 3.4 You shall also not seek any membership of any election and/or participate in any electoral campaign to any local or public body or act as a non-director or except any honorary position without prior written permission from Principal and directors of the institute.

Leave / Hours of work/ Attendance:

- 3.5 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, one day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.6 Your working/duty hours, attendance and weekly off shall be regulated to suit the duties entrusted to you from time to time. You may also be required to attend duty on Holidays/Weekly Off days, as per work exigencies. Unauthorized absence or absence without permission or approval from duty for a continuous period of 8 days (including the weekly offs) in a A.Y./Calendar yearwould make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay. Moreover, you are required to take prior approval from the authority even you wish to take casual leave in emergency. Verbal communication to peers/ colleges/ groups and unauthorized person shall be treated as misconduct on your part and shall be dealt accordingly.
- 3.7 The working hours, at the Institute depends on the progress of the work and syllabus, if deem fit the working hours at the institute may be extended depending upon the need of the semester and syllabus. If you are unable to complete the work allocated/assigned, then you not eligible for any extra compensation for completing the work allocated to you.

Service condition:

3.8 Your services are transferable to any other Institute / College of Excelsion Education Society or KCCEMSR.

3.9 (a) You shall be governed by the rules to regulations of the institution for the time being in force. In addition to the above you will also be governed by any other

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Ref. No.

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Date: 13. 01. 2023

- rules, regulations, practices, systems, procedures and policies as are in force or may be added, altered or modified or omitted or deleted from time to time.
- (b) You shall, also be governed by the laws enacted by the Local Authority, State or Central Government, AICTE, UGC, Mumbai University as applicable to you from time to time. Your services will be subject to the rules and regulations of the Institute, as may be framed from time to time.
- (c) You shall not receive any present, gifts commissions, advances, loans or any other sort of gratification or benefits in cash or kind from any person, party or firm or company associated with us. If you are offered the same, you shall immediately report such matter to the Institute in writing.
- 3.10 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.
 - (a) Relieving letter/ Discharge certificate from previous employer (if any).
 - (b) Fitness Certificate from a Government Recognized Health Care Centre.
 - (c) Certified true copies of relevant testimonials such as certificates of qualifications, mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months), caste certificate (if applicable), change of name certificate(if any) etc.
 - (d) Reference report from eminent person from your field.
- 3.11 You are required to give correct mailing address as soon as you join the duties and if any change of address of residence, you will intimate/inform in writing to the Management, any change of address from time to time; failing which, and communication sent to you at the last address on record, shall be, deemed to have been served upon you.

3.12 (a) You shall be at liberty to tender resignation giving a one month notice in writing. In case of a resignation being tendered, the decision of the management of KCCEMSR, in terms of its acceptances and payment of the salary and other such benefit would be final. However, you are not allowed to resign in middle of the term i.e June 15th current A.Y to April 30th A.Y +1, in case the employee joins before June 15th in that case they will still have to work till April 30th A.Y.+1. One month for the purpose of the notice periodserved by you, and if your resignation is accepted by the management, it shall be calculated as 30 working days from the date of acceptance by the management and during this period you shall not be eligible for any leave.

Tol.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edume of Engineering & Research Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) 400 603 rincipal Management Studies & Research.

- (b) Your appointment can be terminated by the management, at any time during your association with the institution by giving you a notice of one month or by paying a month's basic salary in lieu thereof, without assigning any reason.
- (c) In case of your abrupt resignation, the management shall be at liberty to recover damages and or compensation against the hardships and or losses caused to the institution.
- 3.13 (a) After signing this document, you shall complete the term for 1 year and shall have no right or excuse to put in a resignation/discontinue the services barring such resignation being for a reason which is beyond the control of the concerned, approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.
 - (b) On expiry of the period of appointment as aforesaid and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post. However, it would be your moral duty to inform the management about your completion period before one month if you complete one year of uninterrupted service

Intellectual & Institutional property and NDA policies:

- 3.14 (a) You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR.
 - (b) You shall always maintain Institute's property in good condition, which may be given to you for official use during the course of your employment and shall return the same to the Institute immediately on relinquishment of your services failing which the cost of the same will be recovered from you by the Institute. You shall undertake and agree that all property including all correspondence addressed to or by you, specifications, vouchers, literatures, books, circulars, articles, goods etc. or property of any nature whatsoever belonging to the Institute or relating to the Institute's business which shall come into your possession in the course of your employment or otherwise shall be held by you as an acting owner as stated herein for the Institute and shall return/deliver the same to the Institute on demand or in the event of your leaving our services. You will always prefer the cost effectiveness approach in any of your assignments/projects. Any discovery or invention or secret process or improvement in process made or discovered by you in course of your employment shall forthwith be disclosed to the management and the same shall belong to and be absolute property of the organization.

Dr. Vilas N. Nitnaware

Principal

Principal

K.C. College of Engineering & College Studies & Ref

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Ref. No.

Date: 13.01.2023

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Performance, Assessment and Appraisal:

- 3.15 (a) You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.
 - (b) You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 Performance will be reviewed on the basis of feedback from students and academic performance (university result) by your reporting officer. Management may review your academic performance by a committee, involving external experts. During Appointment period if the performance is below average your services can be terminated without giving any further notice. No salary will be payable, if you are terminated under this clause.
- 3.18 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR.

Hand over process and force majeure:

- 3.19 On termination of this appointment, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads / Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements.
- 3.20 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitled to resign during or at least for a month thereafter such period, however clause 3.12a, 3.12b & 3.12c may be applicable. Also, during such period, the decision of Management of the KCCEMSR with regard to payment of remuneration/benefits in pay and kind would be final.

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Termination/Professional ethics/code of conduct:

- 3.21 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided for in the rules, regulations, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the University of Mumbai / AICTE / DTE and any other Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable from time to time.
- 3.22 In the event of act of dishonesty, disobedience, irregularity or misconduct, neglect or incompetence in discharge of your duties or upon any breach of the terms by you, your services can be terminated forthwith without giving any notice.
- 3.23 You should not divulge information, operation, know how etc. pertaining to the College or any of the institute/College coming under same Management to any unauthorized persons or use for any other purpose during the tenure of service with us and thereafter. Also, you shall not disclose to any print/electronic media, journals, etc. any information or documents about the organization expect when specifically instructed to do so.
- 3.24 (a) Notwithstanding anything contained herein, this appointment can be terminated by us without any prior notice if you shall at any time.
 - Commit any serious or persistent breach of any of the provisions contained
 - Be guilty of any gross negligence or willful misconduct in the discharge of duties;
 - Be convicted of or plead guilty to any act of fraud or embezzlement or felony; or
 - Be convicted of, or plead guilty to any offence involving moral turpitude
 - Abetting or inciting others to disobedience or misconduct.
 - Misrepresentation or giving false statements about personal/professional background or suppression of relevant facts during the selection process or at the time of joining.
 - Medically or mentally unfit.
 - Usurping any business opportunity for personal benefit or depriving the organization of any such business opportunity

(b) Any absence (without intimation at office) for a continuous period of six days (including overstaying on leave than the sanctioned period) would automatically make you lose your service,

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K. C. COLLEGE OF ENGINEERING AND

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(DTE Code 3210)

Ref. No.

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Date: 13.01.707-3

- (c) misconduct, without being exhaustive and without prejudice to the general meaning of the term "Misconduct" in the case of reasonable suspicion of misconduct, disloyalty, commission/omission of any act involving moral turpitude or any act of indiscipline or inefficiency. Spreading rumors, discussing salary/pay structures, soliciting employees of the Institute for outside employment or coercing co-workers to leave the Institute is strictly prohibited and frowned upon. Such actions will result in immediate termination of employment without notice and forfeiture of your holding amount.
- 3.25 If your services are terminated for the reasons mentioned in clause nos. 3.21, 3.22, 3.23 and 3.24(a,b,c) you shall not be eligible for any of the benefits attached to the employment.
- 3.26 In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3.27 You will be joining on or before 16.01.2023, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the principal.
- 3.28 (a) You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order. Also, by signing this letter, you deemed to be consented to the organization to conduct any background check as may be considered necessary.
 - (b) This letter constitutes the entire agreement and understanding between the organization and you and hence supersedes all prior discussions and understandings whether written or oral.

Thanking you,

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson

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I have gone through the Appointment Letter issued to me, understood and Agreed to the same

V. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Kopri, The (E) a 100 spal Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccomsr.edu.injineering & K.C. College Studies & Research.



(Affiliated To University of Mumbal & Approved by AICTE)

Ref. No. KCCE/51/13-44 /386

Dere: 11/10/2013

APPOINTMENT ORDER

o, Ms. Paurnima M. Vadak 102, Padu Niwas, Ganesh Nagar, Shivaji Path -2, Dombivli (W).

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane

Madam.

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 30th September 2013, I am pleased to inform you that you are appointed as a Assistant Professor in Electronics & Telecommunication Engineering Department w.e.f. 01.10.2013 subject to the following terms and conditions:

- 1. You will draw consolidated salary of Rs.22,000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for a academic year 2013-14, (Second Semester) from 01.10.2013 to 30.06.2014. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

Mith Bunder Road, Near Sadguru Garden Kopil Thans (E) - 400 603.

Tel.: 2532 7100 • Fax: 2532 6496 . Trialt: kcce21@hotmail.com

Dr. Vilas N. Nitnaware

Principal

K.C.: College of Engineering &

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- 3. You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 5. You shall not associate with any such act of misconduct, i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
- 6. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.
- 7. You shall not resign your post during academic year in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be mandatory.

Mith Bunder Road, Near Sadguru Garden, Kopri Thang () - 400 603.

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Principal

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal & Approved by AICTE)

Ref. No

Date:

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- At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 10. You will be joining on or before 01.10.2013, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering

Chairperson D

P. W. 10 2013

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Tel. : 2532 7100 * Fax : 2532 6496 * E-mail.; kcce21@hotmail.com



Dr. Vilas N. Nitnaware
Principal
K.C. College of Engineering &

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M. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated to University of Mumbal & Approved by AICTE)

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Date: 25/4/2014

TITER OF APPOINTMENT

Ms Sumila Gupta

Madam

This has reference to your application dated 21/06/2014 for the post of Assistant Professor in Electronic Engineering Department. Wherein you have shown your eagerness to serve the Institution and subsequent interview held on 05/03/2014 by the duly constituted Staff Selection Committee, whereupon it is informed to you that you are appointed as a Full-Time Assistant Professor in Electronic Engineering Department in K.C. College of Engineering & Management Studies & Research w.e.f. 01/09/2014 on following terms and conditions

- You are being appointed on probation on the basic pay of Rs 15,000/- pm in the time pay scale of 15800-39100 plus allowances (i.e. DA, HRA, AGP, TA & CLA)
- 2 Your appointment shall be on probation for a specific period of two years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbar / AICTE

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Tel 2537 /100 · Fax 2933 6496 · E-mail kgce21@hotmail.com

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(All dialed To University of Mumbai & Approved by AICTE)

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Date :

- appointment may be considered after completion of probation and upon confirmation in writing to this offer
- 4 You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students'
- 5 Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 6. You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum eight days per year.
- 7 You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 8. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution

9 You shall not leave the Institution during the academic session

Dr. Vilas N. Nitnav

Principal K.C. College of Enginee Management Studies & V

Mith Bunder Road, Near Sadgulu Garden, Rough hane (E) - 400 603, Tel. 2532 /100 · Fax : 2532 6496 · E-mail





(Affiliated To University of Mumbal & Approved by AICTE)

Rel No

Date :

- 10 At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 11 You are required to produce fitness certificate from ay authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson / Secretary

Thave gone through the Appointment Letter issued to me, understood and agreed to the same.

Dr. Vilas N. Nitna Principal K.C. College of Engines Management Studies &

Mith Bunder Road, Near Sadyura Chreten, Kopri, Thane (E) - 400 603



(Affiliated To University of Mumbal & Approved by AICTE)

RM NO REEE | 51/11/-15/3/16

Date 25, 10/2014

LETTER OF APPOINTMENT

To Ms Sumita Gupta

Madam

This has reference to your application dated 21/06/2014 for the post of Assistant Professor in Electronic Engineering Department. Wherein you have shown your eagerness to serve the Institution and subsequent interview held on 05/08/2014 by the duly constituted Staff Selection Committee, whereupon it is informed to you that you are appointed as a Full-Time Assistant Professor in Electronic Engineering Department in K.C. College of Engineering & Management Studies & Research w.e.f. 01/09/2014 on following terms and conditions:

- 1. You are being appointed on probation on the basic pay of Rs.15,600/- p.m. in the time pay scale of 15600-39100 plus allowances (i.e. DA, HRA, AGP, TA & CLA).
- 2. Your appointment shall be on probation for a specific period of two years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 600

Tel: 2532 7100 • Fax: 2532 6496 • E-mail:: kcce21@hotmail.com

Dr. Vilas N. Nitnaware Principal.

K.C. College of Engineering & Management Studies & Research.



(Affiliated To University of Mumbia) & Approved by AICTF:

Ref No

Date

- satisfactory appointment after may be considered completion of probation and upon confirmation in writing to this offer by management
- 4 You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students' community.
- 5 Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time
- You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum eight days per year.
- You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 8. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution.
- You shall not leave the Institution during the academic session.

Dr. Vilas N. Nitnaware

principal



(Affiliated To University of Mumbai & Approved by AICTE)

Ref No

Date

- At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer
- You are required to produce fitness certificate from ay authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- Contravention of any of the points as mentioned hereinabove 12. shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson / Secretary



I have gone through the Appointment Letter issued to me, understood and agreed to the same.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. Tel.: 2532 7100 • Fax: 2532 6496 • E-mail:: kcce21@hotmail.com

Excelssior Education Society's Regd. Under Public Trust Act. 1950 Regd. No. F-638



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No. KCCE | S2118-151087

Date: 04/07/18

APPOINTMENT ORDER

To.

Dr. Baban Uttamrao Rindhe Flat No. A-501, Krishna Complex CHS, Opp. Palm Beach Road, Plot No. 07, Sector-15, Sanpada (East), Navi Mumbai – 400 705.

Subject: Appointment to the Post of Professor / HOD in the department of

Electronics & Telecommunication Engineering of K. C. College of

Engineering and Management Studies & Research, Thane.

Sir,

With reference to your application for the post of Professor and subsequent final interview held on 19th March, 2018 we are pleased to inform you that the management committee has decided to appoint you as **Professor / HOD** in the department of Electronics & Telecommunication Engineering of K.C. College of Engineering and Management Studies & Research, Thane, subject to the following terms & conditions.

- Your appointment shall be purely on Adhoc & Temporary Basis for an academic year 2018-19, from 04.06.2018 to 30.06.2019. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the Chairperson / Principal / Managing Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.
- You will draw a basic pay of Rs. 55613/- p.m. in the pay band of Rs. 37400-67000/- with AGP of Rs. 10,000/- plus usual allowances as permissible by the Sanstha from time to time.

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Tel.: 2532 7100 Fax: 2532 6496 * Ermail.: kcce21@hotmall.comcipal

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No.

Date:

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- 3. This being a full time appointment, you will not engage any part time job in any other organization.
- 4. You will not associate with any such act of misconduct that is detrimental to the prestige and smooth functioning of the institution as well as welfare of the students.
- 5. You will maintain confidentiality in important information about the institution.
- 6. In case, you desire to resign or management decides to discontinue your services, because of any reason one month salary or one month notice period in lieu of is mandatory to be paid.
- 7. You will abide by service rules and regulations framed, amended by the Sanstha in addition to the prevailing statues and ordinances of the university from time to time. However Rules framed by the Sanstha if any shall be final.
- 8. You will join on or before 04/06/2018, failing which this appointment order shall be liable to be cancelled.
- 9. The list of major job responsibilities you will be required to handle is enclosed herewith.

10. You are requested to please sign a copy of this order as an acceptance of all terms & conditions on the receipt of this order.

(Dr. Harsh Khanna)

CHAIRPERSON

and Resp

Mith Bunder Road, Near Sadguru Garden, Kopri, Thang (E) 1100 603 Nitnaware Tel.: 2532 7100 Fax: 2532 6496 * E-mall, : kcce21@hotmall.gom.cipal

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K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

Ref no ROCE/SIIN-11/425

Date 26.07.2010

LETTER OF APPOINTMENT

To. Anupama Barai

Madam,

This has reference to your application dated 03.06.2010 for the post of Lecturer in Electronics & Telecommunication Engineering Department. Wherein you have shown your eagerness to serve the Institution and subsequent interview held on 8th day of July 2010 by the duly constituted Staff Selection Committee, whereupon it is informed to you that you are appointed as a Full-Time Lecturer in Electronics & Telecommunication Engineering Department in K.C. College of Engineering w.e.f. 02.08.2010 on following terms and conditions:

- 1 You are being appointed on probation on the pay of 15,600/- with consolidated salary of Rs.25000/- p.m. as per Sixth Pay Commission
- 2 Your appointment shall be on probation for a specific period of two years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbal / AICTE.



Dr. Vilas N. Nitnaware

Principal

Mith Bunder Road, Near Sadguru Garden, Kopri, Thanke (Edisgle uf 60 gio octing & Management Studies & Research, Tel.: 2532 7100 • Fax: 2532 6496 • E-maill: kcce21@hotmail.com



K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

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Date:

- 3 You are required to complete M.E. within 3 years from the date of joining as per AICTE norms.
- 4 Regular appointment may be considered after satisfactory completion of probation and upon confirmation in writing to this offer by management
- 5 You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students community.
- 6. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 7. You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum eight days per year.
- 8. You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 9. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution.



Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (East) and Engineering &



K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

Date

10. You shall not leave the Institution during the academic session.

At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer

- 2. You are required to produce fitness certificate from ay authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 13 Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Engineering

Director / Principal

I have gone through the Appointment Letter issued to me, understood and agreed to the same.



Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (East) 400-603 (1997)



K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

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Date: 28/7/2011

APPOINTMENT ORDER

TO Mrs Sushma Kore 203. Isra, Mahaveer Millenium, Next to Garden Enclave Vasant Vihar, Thane (W).

Subject - Appointment to the post of Lecturer in K. C. College of Engineering. Thane

Madam

With reference to your application, after personal interview on dated 23 07.2011. am pleased to inform you that you are appointed as a Lecturer in Department of Electronics & Telecommunication Engineering w.e.f. 01.08.2011 till 30.06.2012 subject to the following terms and conditions

- 1. You shall get consolidated salary of Rs.23,000/- per month and your duty hours shall be from 9.30 a.m. to 6.00 p.m.
- 2 Your appointment shall be purely on Adhoc & Temporary Basis for a academic year 2011-12. You may be confirmed only after compliance of the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. I Principal / Campus Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai I AICTE

Dr. Vilas N. Nitnawara Principal K.C. College of Engineering & Management Studies & Research





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K. C. COLLEGE OF ENGINEERRING

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- 3 Three months prior notice or in lieu of three month salary shall be condition precedent, in case you wanted to leave the job and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of students.
- 4 You shall not resign your post during academic in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be mandatory.
- 5 You will be joining on or before 01.08.2011, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. Sallede of Engineering

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Lhave gone through the Appointment Letter issued to me, understood and agreed to the same.



Dr. Vilas N. Nitnawar Principal K.C. College of Engineering of Management Studies & Rosea





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K. C. COLLEGE OF ENGINEERING

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Tel 2532 7100 • Fax: 2532 6775 • E-maill: kcce21@hotmail.com

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Date: 13/12/2007

To.

Smt. Aarti M.Bakshi

Sub: Approval for the post of Lecturer.

Madam.

We are Pleased to inform you that your appointment for the post of "Lecturer" in our college has been approved by the University of Mumbai through their letter dated 21/11/2007 with the remark mentioned below.

"Full time Lecturer in Electronics & Telecommunication Engg. on probation from 02-01-2007. (Open to Open post)"

As per University Letter No. CONCOL/SA/8089 of 2007 dated 21st November 2007.

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Received.

Dr. Vilas N. Nitnaward Principal K.C. College of Engineerin Management Studies & Res

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K. C. COPLEGE OF ENGINEERING

(Affiliated To University of Mumbal & Approved by AICTE)

Dale:

VICOINTAIL AT ORDER.

Shubhangi Wakale go Chhaya Shah, Vijay Park, Bldg. No. - 17, Flat No. - 12, Kasrvadwali, Thane (West).

Madam,

With reference to your application, we are pleased to inform you that you are appointed as a Full-time Lecturer in Electronics and Telecommunications Dept. in K. C. College of Engineering, on a Consolidated Pay of Rs. 10,000/- p.m. w.c.f. 4th September, 2006.

- 1. Your appointment is made purely on temporary basis for the period ending 31st August, 2007.
- Your appointment is subject confirmation/approval of the Directorate of Technical Education and the University of Mumbai/AICTE for which you may require to appear before the constituted selection contmittee.
- 3. You have to devote full time for the benefit of our students and the Institute. You are not permitted to engage tuition classes paid/unpaid without written permission from the Principal.

3. During your service worde as, you will maintain cordial staff and maintain proper relationship with decorum and theil

THANE (E)

Dr. Vilas N. Nitnawa Principal K.C. College of Engineerin Management Studies & Kes

Mith Bunder Road, Near Indian Hume Mar, Marri, Thane (East) - 400 603.

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8. You are required to cubmit sopies of all your cornectable to demonials day affected at the time of jairing the form medical to produce the discharge and salary cornillesse from your previous employer if any. You also have to produce a medical filmess certificate from a lab have to produce filmes from the lab have to produce for the lab have to produce filmes from the lab have to

If you are approache to the above terms and conditions,

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K. C. COLLEGE OF ENGINEERING AND

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Ref. No. KCCE | S1 | 2021 - 72 | 372 74

Date: 27 07 204

Mr. Avishek Ray

Subject: - Appointment for the post of Associate Professor in K. C. College of Engineering and Management Studies and Research, Which is also known as KCCEMSR, Thane.

Sir,

Reference to your application and subsequent interview by the Management on 10/12/2020 we are glad to inform you that you are appointed as Associate Professor in Electronics & Telecommunication Engineering on a contractual basis for a period of from 27th August 2021 to 26th August 2022 on the following terms and condition:

Nature of appointment:

1) You have been appointed on full time post of Associate Professor. Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibility.

Salary and other benefits:

2.1 You shall draw a consolidated salary of Rs. 78,000/- Per month, inclusive of all heads. This will be pay band of basic pay of Rs.37400-67000/-. It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances.

2.2 You shall not be entitled to any TA/ DA or reimbursement of relocation expenses for joining

against this appointment letter.

Other terms and Conditions:

Dr. Vilas N. Nitnaware K.C. College of Engineering &

Management Studies & Research

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.in

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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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Ref. No.

Date: 27.07.204

- c. Certified true copies of relevant testimonials such as certificates of qualifications, mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months), caste certificate (if applicable), change of name certificate(if any)
- Reference report from eminent person from your field.
- 3.10 You are required to give correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by
- 3.11 Your appointment can be terminated by the management, at any time during your association with the institution by giving a notice of one month or by paying a month's salary in lieu thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR, in terms of payment of the salary would be final. However you are not allowed to resign in middle of the term i.e January to June & July to December.
- After signing this document, you shall complete the term (January to June & July to 3.12 December) and shall have no right or excuse to put in a resignation/discontinue barring such resignation being for a reason of person health, marriage, change of residerice or any such reason approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.
 - 3.13 You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR.
- 3.14 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided for in the rules, regulations, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the University of Mumbai LAICTE / DTE and any other THANE (E)

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. Tel.: 2532 7100 Fax: 2532 6496 * E-mail: principal@kccemsr.edu.in

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(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date: 27.07.204

- 3.1 You have given the management to understand that you comply with the expertise and qualification needed for the post of Associate Professor.
- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal Director, KCCEMSR.
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management.
- 3.7 Your services are transferable to any other Institute / College of Excelsior Education Society or KCCEMSR.
- 3.8 You shall be governed by the rules, regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body, responsibilities, assignments and day to day functioning.
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.
 - a. Relieving letter/ Discharge certificate from previous employer (if any).

b. Fitness Certificate from a Government Recognized Health Care Centre.

Dr. Vilàs N. Nitnaware Principal

K.C. College of Engineering &

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) 400 603. Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.in



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Ref. No.

Date: 27.07.202

Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable time to time.

- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post.
- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided.
- 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.
- 3.19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.20 On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads /Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements.
- 3.21 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitle to resign during or at least for a month thereafter such period. Also, during

Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603 de of Engineering & Tel.: 2532 7100 Fax: 2532 6496 * E-mail : principal@kccome administration Studies & Research



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(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date: 27.07.704

such period, the decision of Management of the KCCEMSR with regard to payment of remuneration would be final.

- 3.22 In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3.23 You will be joining on or before 27th August 2021, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal
- 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and Agreed to the same.

and Manage Personal And Studies

Dr. Vilas N. Nitnaware

principal

K.C. College of Engineering ©

Management Studies & Research



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No. 1000 (81/23-24/1009

Date: 21/03/2024

To.

Dr. Avishek Ray

SUB :-Extension of appointment for the post of Associate Professor in EXTC Dept.

Dear Sir,

With reference to the previous appointment letter No. KCCE/S1/23-24/1008 dated 21/03/2024 issued to you, we are pleased to inform you that your appointment for the said post has been extended for the period from 27/08/2023 to 26/08/2024 on the terms and conditions mentioned in your previous appointment letter.

You are requested to sign the other copy as your acceptance.

For K. C. College of Engineering and Management Studies and Research

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Dr. Vilas N. Nitnaware

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(DTE Code 3210)

Ref. No. 1 ccc 2/21/23-24/1008

Date: 21/03/2024

To,

Dr. Avishek Ray

SUB :-Extension of appointment for the post of Associate Professor in EXTC Dept.

Dear Sir.

With reference to the previous appointment letter No. KCCE/S1/21-22/32 dated 27/07/2021 issued to you, we are pleased to inform you that your appointment for the said post has been extended for the period from 27/08/2022 to 26/08/2023 on the terms and conditions mentioned in your previous appointment letter.

You are requested to sign the other copy as your acceptance.

For K. C. College of Engineering and Management Studies and Research

Director



Dr. Vilas N. Nitnaward
Principal
K.C. College of Engineering P
Management Studies & Receases







K. C. COLLEGE OF ENGINEERING AND

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NAAC Accredited B++ Grade

(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No. KCCC | S1 | 2021 - 22 | 32 A

Date: 27 07 204

To.

Mr. Avishek Ray

Subject: - Appointment for the post of Associate Professor in K. C. College of Engineering and Management Studies and Research, Which is also known as KCCEMSR, Thane.

Sir,

Reference to your application and subsequent interview by the Management on 10/12/2020 we are glad to inform you that you are appointed as Associate Professor in **Electronics & Telecommunication** Engineering on a contractual basis for a period of from 27th August 2021 to 26th August 2022 on the following terms and condition:

Nature of appointment:

 You have been appointed on full time post of Associate Professor. Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibility.

Salary and other benefits:

- 2.1 You shall draw a consolidated salary of Rs. 78,000/- Per month, inclusive of all heads. This will be pay band of basic pay of Rs.37400-67000/-. It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances.
- 2.2 You shall not be entitled to any TA/ DA or reimbursement of relocation expenses for joining against this appointment letter.

Other terms and Conditions

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Dr. Vilas N. Nitnaware

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Ref. No.

Date: 27.07.204

- c Certified true copies of relevant testimonials such as certificates of qualifications, mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months), caste certificate (if applicable), change of name certificate(if any) etc
- d. Reference report from eminent person from your field.
- 3.10 You are required to give correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by you
- 3.11 Your appointment can be terminated by the management, at any time during your association with the institution by giving a notice of one month or by paying a month's salary in lieu thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR, in terms of payment of the salary would be final. However you are not allowed to resign in middle of the term i.e January to June & July to December.
- 3.12 After signing this document, you shall complete the term (January to June & July to December) and shall have no right or excuse to put in a resignation/discontinue barring such resignation being for a reason of person health, marriage, change of residence or any such reason approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.
 - 3.13 You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR.
 - 3.14 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided for in the rules, regulations, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the University of Mumbai / AICTE / DTE and any other

Vilas N. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) 400060 ... Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.sh



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Ref. No.

Date: 27.07.204

- 3.1 You have given the management to understand that you comply with the expertise and qualification needed for the post of Associate Professor.
- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal Director, KCCEMSR.
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management.
- 3.7 Your services are transferable to any other Institute / College of Excelsior Education Society or KCCEMSR.
- 3.8 You shall be governed by the rules, regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body, responsibilities, assignments and day to day functioning.
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.
 - a. Relieving letter/ Discharge certificate from previous employer (if any).
 - b. Fitness Certificate from a Government Recognized Health Care Centre.

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Date: 27.07.2021

Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable time to time.

- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post.
- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided.
- 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.
- 3.19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.20 On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads /Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements.
- 3.21 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitle to resign during or at least for a month thereafter such period.

Dr. Vilas N. Nitnaware

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Ref. No.

Date: 27.07.701

such period, the decision of Management of the KCCEMSR with regard to payment of remuneration would be final.

- 3.22 In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3.23 You will be joining on or before 27th August 2021, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal
- 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and Agreed to the same.

To. Milas N. Nitnaware
Principal
College of Engineering &
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Ref. No. Kcce/s,/22-23/529

Date: 15/03/2023

To,

Ms. Riya Pal

Sub:- Extension of appointment for the post of Assistant Professor in Electronics and Telecommunication Engg.

Madam,

With reference to the previous appointment letter dated 15/03/2022 issued to you, we are pleased to inform you that your appointment for the said post has been extended for the period from 15/03/2023 to 31/05/2024 on purely temporary basis. Other terms and conditions of the previous appointment letter shall remain same.

You are requested to sign the other copy as your acceptance.

Thanking you,

For K. C. College of Engineering and Management Studies and Research

Chairperson THANKE (E)

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Dr. Vilas N. Nitnaware

Principal K.C. College of Engineering &

Mith Bunder Road, Near Sadguru Gardana (ep. 160-603). Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.in



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Ref. No. KCCE | S1 21 - 22 | 485

Date: 15.03. 2022

To. Ms. Riya Pal

> Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, which is also known as KCCEMSR, Thane.

Madam/Sir,

This has reference to your application dated 10.03.2022 and subsequently interview held by the Management on 10.03.2022, we are glad to inform you that you have been selected/appointed as Assistant Professor in Electronics and Telecommunication Department w.e.f. from 15.03.2022 to 14.03.2023.

Nature of appointment:

1) You have been appointed on full time post of Assistant Professor. However, the continuation & confirmation of this appointment is subject to your selection by USSC panel & subsequent approval of University of Mumbai.

Salary and other benefits:

- 2) You shall draw a consolidated salary of Rs. 32,060/- per month, inclusive of all heads. This will be the basic pay of Rs. 16,158 pay band of Rs. 15600-39100/-.
- 3) (a) Also It is made clear that in case of incentives if any, the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances/performance targets.
 - (b) You shall not be entitled to any TA/DA or reimbursement of relocation expenses for joining against this appointment letter.

Other terms and Conditions:

Continuation of service:

3.1 The regular appointment may be applicable; only at the completion of one year starting from date of signing of 15.03.2022. After completion of said period, the employment would come to closure unless externally /confirmed any written therein/herein aboveyou shall have no right to resign. You are also required to give an undertaking in the form of affidavit on stamp paper of Pa 100/ communication by management. During the period of this one year as referred an undertaking in the form of affidavit on stamp paper of Rs.100/- to this effect

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Management Studies & Research

- 3.2 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.3 You will be a fulltime employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal & Director, KCCEMSR. You shall not conduct or engage yourself in any private tuition or private coaching class. If you do so without having written permission from the management, it could be considered as misconduct committed by you and thereafter the management may take necessary action against you as deemed fit.
- 3.4 You shall also not seek any membership of any electionand/or participate in any electoral campaign to any local or public body or act as a non-director or except any honorary position without prior written permission from Principal and directors of the institute.

Leave / Hours of work/ Attendance:

- 3.5 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, one day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.6 Your working/duty hours, attendance and weekly off shall be regulated to suit the duties entrusted to you from time to time. You may also be required to attend duty on Holidays/Weekly Off days, as per work exigencies. Unauthorized absence or absence without permission or approval from duty for a continuous period of 8 days (including the weekly offs) in a A.Y./Calendar yearwould make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay. Moreover, you are required to take prior approval from the authority even you wish to take casual leave in emergency. Verbal communication to peers/ colleges/ groups and unauthorized person shall be treated as misconduct on your part and shall be dealt accordingly.
- 3.7 The working hours, at the Institute depends on the progress of the work and syllabus, if deem fit the working hours at the institute may be extended depending upon the need of the semester and syllabus. If you are unable to complete the work allocated/assigned, then you not eligible for any extra compensation for completing the work allocated to you.

Service condition:

- 3.8 Your services are transferable to any other Institute / College of Excelsion Education Society or KCCEMSR.
- 3.9 (a) You shall be governed by the rules & regulations of the institution for the time being in force. In addition to the above, you will also be governed by any other

Dr. Vilas N. Nitnaware

Principal

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Ref. No.

Date: 15.03.2022

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rules, regulations, practices, systems, procedures and policies as are in force or may be added, altered or modified or omitted or deleted from time to time.

- (b) You shall, also be governed by the laws enacted by the Local Authority, State or Central Government, AICTE, UGC, Mumbai University as applicable to you from time to time. Your services will be subject to the rules and regulations of the Institute, as may be framed from time to time.
- (c) You shall not receive any present, gifts commissions, advances, loans or any other sort of gratification or benefits in cash or kind from any person, party or firm or company associated with us. If you are offered the same, you shall immediately report such matter to the Institute in writing.
- 3.10 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.
 - (a) Relieving letter/ Discharge certificate from previous employer (if any).
 - (b) Fitness Certificate from a Government Recognized Health Care Centre.
 - (c) Certified true copies of relevant testimonials such as certificates of qualifications, mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months), caste certificate (if applicable), change of name certificate(if any) etc.
 - (d) Reference report from eminent person from your field.
- 3.11 You are required to give correct mailing address as soon as you join the duties and if any change of address of residence, you will intimate/inform in writing to the Management, any change of address from time to time; failing which, and communication sent to you at the last address on record, shall be, deemed to have been served upon you.

Resignation and notice period:

3.12 (a) You shall be at liberty to tender resignation giving a one month notice in writing. In case of a resignation being tendered, the decision of the management of KCCEMSR, in terms of its acceptances and payment of the salary and other such benefit would be final. However, you are not allowed to resign in middle of the term i.e. June 15th current A.Y to April 30th A.Y +1, in case the employee joins before June 15th in that case they will still have to work till April 30th A.Y.+1. One month for the purpose of the notice periodserved by you, and if your resignation is accepted by the management, it shall be calculated as 30 working daysfrom the date of acceptance by the management and during this period you shall not be eligible for any leave.

Dr. Vilas N. Nitnaware

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Mith Bunder Road, Near Sadguru Garden, Kopri, Thano (E) 400 603.

Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccomsr.eduring & Management Studies & Research.

- (b) Your appointment can be terminated by the management, at any time during your association with the institution by giving you a notice of one month or by paying a month's basic salary in lieu thereof, without assigning any reason.
- (c) In case of your abrupt resignation, the management shall be at liberty to recover damages and or compensation against the hardships and or losses caused to the institution.
- 3.13 (a) After signing this document, you shall complete the term for 1 year and shall have no right or excuse to put in a resignation/discontinue the services barring such resignation being for a reason which is beyond the control of the concerned, approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.
 - (b) On expiry of the period of appointment as aforesaid and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post. However, it would be your moral duty to inform the management about your completion period before one month if you complete one year of uninterrupted service

Intellectual & Institutional property and NDA policies:

- 3.14 (a) You will be required to give an undertaking for confidentiality and nondisclosure (including IPR and other policy matters) as per HR policy of KCCEMSR.
 - (b) You shall always maintain Institute's property in good condition, which may be given to you for official use during the course of your employment and shall return the same to the Institute immediately on relinquishment of your services failing which the cost of the same will be recovered from you by the Institute. You shall undertake and agree that all property including all correspondence addressed to or by you, specifications, vouchers, literatures, books, circulars, articles, goods etc. or property of any nature whatsoever belonging to the Institute or relating to the Institute's business which shall come into your possession in the course of your employment or otherwise shall be held by you as an acting owner as stated herein for the Institute and shall return/deliver the same to the Institute on demand or in the event of your leaving our services. You will always prefer the cost effectiveness approach in any of your assignments/projects. Any discovery or invention or secret process or improvement in process made or discovered by you in course of your employment shall forthwith be disclosed to the management and the same shall belong to and be absolute property of the organization.

Dr. Vilas N. Nitnaware

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Ref. No.

Date: 15.03.2022

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Performance, Assessment and Appraisal:

- 3.15 (a) You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.
 - (b) You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 Performance will be reviewed on the basis of feedback from students and academic performance (university result) by your reporting officer. Management may review your academic performance by a committee, involving external experts. During Appointment period if the performance is below average your services can be terminated without giving any further notice. No salary will be payable, if you are terminated under this clause.
- 3.18 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR.

Hand over process and force majeure:

- 3.19 On termination of this appointment, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads / Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements.
- 3.20 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitled to resign during or at least for a month thereafter such period, however clause 3.12a, 3.12b & 3.12c may be applicable. Also, during such period, the decision of Management of the KCCEMSR with regard to payment of remuneration/benefits in pay and kind would be final.

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Termination/Professional ethics/code of conduct:

- 3.21 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided for in the rules, regulations, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the University of Mumbai / AICTE / DTE and any other Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable from time to time.
- 3.22 In the event of act of dishonesty, disobedience, irregularity or misconduct, neglect or incompetence in discharge of your duties or upon any breach of the terms by you, your services can be terminated forthwith without giving any notice.
- 3.23 You should not divulge information, operation, know how etc. pertaining to the College or any of the institute/College coming under same Management to any unauthorized persons or use for any other purpose during the tenure of service with us and thereafter. Also, you shall not disclose to any print/electronic media, journals, etc. any information or documents about the organization expect when specifically instructed to do so.
- 3.24 (a) Notwithstanding anything contained herein, this appointment can be terminated by us without any prior notice if you shall at any time.
 - Commit any serious or persistent breach of any of the provisions contained herein;
 - Be guilty of any gross negligence or willful misconduct in the discharge of duties:
 - Be convicted of or plead guilty to any act of fraud or embezzlement or felony; or
 - Be convicted of, or plead guilty to any offence involving moral turpitude
 - Abetting or inciting others to disobedience or misconduct.
 - Misrepresentation or giving false statements about personal/professional background or suppression of relevant facts during the selection process or at the time of joining.
 - Medically or mentally unfit.
 - Usurping any business opportunity for personal benefit or depriving the organization of any such business opportunity

(b) Any absence (without intimation at office) for a continuous period of six days (including overstaying on leave than the sanctioned period) would automatically make you lose your service

Dr. Vilas N. Nitnaware

Principal

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(c) misconduct, without being exhaustive and without prejudice to the general meaning of the term "Misconduct" in the case of reasonable suspicion of misconduct, disloyalty, commission/omission of any act involving moral turpitude or any act of indiscipline or inefficiency. Spreading rumors, discussing salary/pay structures, soliciting employees of the Institute for outside employment or coercing co-workers to leave the Institute is strictly prohibited and frowned upon. Such actions will result in immediate termination of employment without notice and forfeiture of your holding amount.

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- 3.25 If your services are terminated for the reasons mentioned in clause nos. 3.21, 3.22, 3.23 and 3.24(a,b,c) you shall not be eligible for any of the benefits attached to the employment.
- 3.26 In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3.27 You will be joining on or before 15.03.2022, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the principal.
- 3.28 (a) You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order. Also, by signing this letter, you deemed to be consented to the organization to conduct any background check as may be considered necessary.
 - (b) This letter constitutes the entire agreement and understanding between the organization and you and hence supersedes all prior discussions and understandings whether written or oral.

Thanking you,

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

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I have gone through the Appointment

Received Polaria

Letter issued to me, understood and

Agreed to the same

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.in



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(DTE Code 3210)

Ref. No. KCCE/S1/28-23/457

Date: 20/01/2023

OFFER LETTER

To.

Mr. Kishor S. Salvi

Sir.

This has reference to your application for the post of **Assistant Professor** in the Department of Electronics & Telecommunication Engineering and subsequent final interview held on 20th January 2023. Please note that after interview the management committee has decided to appoint you in our Institute as **Assistant Professor** on contractual basis and accordingly we offer your candidature for the same on the terms and conditions mutually agreed upon. You are requested to join on 23rd January 2023.

After joining your duty, you shall be given Appointment Letter with terms and conditions.

Details regarding Acceptance

Kindly acknowledge your acceptance and confirm your joining on the said date.

Thanking you,

Yours truly,

For K.C.College of Engineering and Management Studies and Research.

Director

THANE (E)

Nilas M. Nithaware

Principal

Principal

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Mith Bunder Road, Near Sadguru Garden, Ropri, Thane (E) - 400 603.
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Ref. No. KCCE/S1/17-18/722

Date: 29/12/2017

To.

Mr. Mahesh Suresh Dalvi

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, which is also known as KCCEMSR, Thane.

Sir.

This has reference to your application dated 22/12/2017 and subsequently interview held by the Management on 04/01/2018, we are glad to inform you that you have been selected/appointed as Assistant Professor in Masters in Management Studies (MMS) w.e.f. from 08.01.2018 to 07.01.2019.

Nature of appointment:

1) You have been appointed on full time post of Assistant Professor. However, the continuation & confirmation of this appointment is subject to your selection by USSC panel & subsequent approval of University of Mumbai.

Salary and other benefits:

- 2) You shall draw a consolidated salary of Rs. 43,000/- per month, inclusive of all heads. This will be the basic pay of Rs. 15600 pay band of Rs. 15600-
- 3) (a) Also It is made clear that in case of incentives if any, the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances/performance targets.
 - (b) You shall not be entitled to any TA/DA or reimbursement of relocation expenses for joining against this appointment letter.

Other terms and Conditions:

Continuation of service:

The regular appointment may be applicable; only at the completion of one year starting from date of signing of 08.01.2018. After completion of said period, 3.1)the employment would come to closure unless externally /confirmed any written communication by management. During the period of this one year as referred therein/herein above you shall have no right to resign. You are also required to give an undertaking in the form of affidavit on stamp paper of Rs.100/- to this effect

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K.C. College of Engineering & lanamement Studie - To rearch

- 3.2 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.3 You will be a fulltime employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal & Director, KCCEMSR. You shall not conduct or engage yourself in any private tuition or private coaching class. If you do so without having written permission from the management, it could be considered as misconduct committed by you and thereafter the management may take necessary action against you as deemed fit.
- 3.4 You shall also not seek any membership of any election and/or participate in any electoral campaign to any local or public body or act as a non-director or except any honorary position without prior written permission from Principal and directors of the institute.

Leave / Hours of work/ Attendance:

- 3.5 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, one day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.6 Your working/duty hours, attendance and weekly off shall be regulated to suit the duties entrusted to you from time to time. You may also be required to attend duty on Holidays/Weekly Off days, as per work exigencies. Unauthorized absence or absence without permission or approval from duty for a continuous period of 8 days (including the weekly offs) in a A.Y./Calendar year would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay. Moreover, you are required to take prior approval from the authority even you wish to take casual leave in emergency. Verbal communication to peers/ colleges/ groups and unauthorized person shall be treated as misconduct on your part and shall be dealt accordingly.
- 3.7 The working hours, at the Institute depends on the progress of the work and syllabus, if deem fit the working hours at the institute may be extended depending upon the need of the semester and syllabus. If you are unable to complete the work allocated/assigned, then you not eligible for any extra compensation for completing the work allocated to you.







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Service condition:

- 3.8 Your services are transferable to any other Institute / College of Excelsior Education Society or KCCEMSR.
- 3.9 (a) You shall be governed by the rules & regulations of the institution for the time being in force. In addition to the above, you will also be governed by any other rules, regulations, practices, systems, procedures and policies as are in force or may be added, altered or modified or omitted or deleted from time to time.
 - (b) You shall, also be governed by the laws enacted by the Local Authority, State or Central Government, AlCTE, UGC, Mumbai University as applicable to you from time to time. Your services will be subject to the rules and regulations of the Institute, as may be framed from time to time.
 - (c) You shall not receive any present, gifts commissions, advances, loans or any other sort of gratification or benefits in cash or kind from any person, party or firm or company associated with us. If you are offered the same, you shall immediately report such matter to the Institute in writing.
- 3.10 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.
 - (i) Relieving letter/ Discharge certificate from previous employer (if any).
 - (j) Fitness Certificate from a Government Recognized Health Care Centre.
 - (k) Certified true copies of relevant testimonials such as certificates of qualifications, mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months), caste certificate (if applicable), change of name certificate (if any) etc.
 - (1) Reference report from eminent person from your field.
- 3.11 You are required to give correct mailing address as soon as you join the duties and if any change of address of residence, you will intimate/inform in writing to the Management, any change of address from time to time; failing which, and communication sent to you at the last address on record, shall be, deemed to have been served upon you.

Resignation and notice period:

(a) You shall be at liberty to tender resignation giving a one month notice in writing. In case of a resignation being tendered, the decision of the management of KCCEMSR, in terms of its acceptances and payment of the salary and other such benefit would be final. However, you are not allowed to resign in middle of the term i.e June 15th current A.Y to April 30th A.Y +1, in case the employee joins before June 15th in that case they will still have to work till April 30th A.Y.+1. One month for the purpose of the notice period served by you, and if your resignation is accepted by the management, it shall

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Dr. Vilas N. Nitnaware

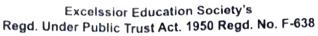
be calculated as 30 working days from the date of acceptance by the management and during this period you shall not be eligible for any leave.

- (f) Your appointment can be terminated by the management, at any time during your association with the institution by giving you notice of one month or by paying a month's basic salary in lieu thereof, without assigning any reason.
- (g) In case of your abrupt resignation, the management shall be at liberty to recover damages and or compensation against the hardships and or losses caused to the institution.
- 3.13 (a) After signing this document, you shall complete the term for 1 year and shall have no right or excuse to put in a resignation/discontinue the services barring such resignation being for a reason which is beyond the control of the concerned, approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.
 - (b) On expiry of the period of appointments aforesaid and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post. However, it would be your moral duty to inform the management about your completion period before one month if you complete one year of uninterrupted service

Intellectual & Institutional property and NDA policies:

- 3.14 (a) You will be required to give an undertaking for confidentiality and nondisclosure (including IPR and other policy matters) as per HR policy of KCCEMSR.
 - (b) You shall always maintain Institute's property in good condition, which may be given to you for official use during the course of your employment and shall return the same to the Institute immediately on relinquishment of your services failing which the cost of the same will be recovered from you by the Institute. You shall undertake and agree that all property including all correspondence addressed to or by you, specifications, vouchers, literatures, books, circulars, articles, goods etc. or property of any nature whatsoever belonging to the Institute or relating to the Institute's business which shall come into your possession in the course of your employment or otherwise shall be held by you as an acting owner as stated herein for the Institute and shall return/deliver the same to the Institute on demand or in the event of your leaving our services. You will always prefer the cost effectiveness approach in any of your assignments/projects. Any discovery or invention or secret process or research improvement in process made or discovered by you in course of your employments.

Dr. Vilas N. Nitnaware
Principal
K.C. College of Engineering &
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shall forthwith be disclosed to the management and the same shall belong to and be absolute property of the organization.

Performance, Assessment and Appraisal:

- 3.15 (a) You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.
 - (b) You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 Performance will be reviewed on the basis of feedback from students and academic performance (university result) by your reporting officer. Management may review your academic performance by a committee, involving external experts. During Appointment period if the performance is below average your services can be terminated without giving any further notice. No salary will be payable, if you are terminated under this clause.
- 3.18 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR.

Hand over process and force majeure:

- 3.19 On termination of this appointment, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads /Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements.
- 3.20 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitled to resign during or at least for a month thereafter such period, however clause 3.12a, 3.12b & 3.12c may be applicable. Also, during such period, the decision of Management of the KCCEMSR with regard to payment of remuneration/benefits in pay and kind would be final.

Termination/Professional ethics/code of conduct:

3.21 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided

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Principal
K.C. College of Engineering &

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for in the rules, regulations, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the University of Mumbai / AICTE / DTE and any other Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable from time to time.

- In the event of act of dishonesty, disobedience, irregularity or misconduct, neglect or incompetence in discharge of your duties or upon any breach of the terms by you, your services can be terminated forthwith without giving any notice.
- 3.23 You should not divulge information, operation, know how etc. pertaining to the College or any of the institute/College coming under same Management to any unauthorized persons or use for any other purpose during the tenure of service with us and thereafter. Also, you shall not disclose to any print/electronic media, journals, etc. any information or documents about the organization expect when specifically instructed to do so.
- 3.24 (a) Notwithstanding anything contained herein, this appointment can be terminated by us without any prior notice if you shall at any time.
 - Commit any serious or persistent breach of any of the provisions contained herein;
 - Be guilty of any gross negligence or willful misconduct in the discharge of duties;
 - Be convicted of or plead guilty to any act of fraud or embezzlement or felony;
 or
 - Be convicted of, or plead guilty to any offence involving moral turpitude
 - Abetting or inciting others to disobedience or misconduct.
 - Misrepresentation or giving false statements about personal/professional background or suppression of relevant facts during the selection process or at the time of joining.
 - Medically or mentally unfit.
 - Usurping any business opportunity for personal benefit or depriving the organization of any such business opportunity
 - (b) Any absence (without intimation at office) for a continuous period of six days (including overstaying on leave than the sanctioned period) would automatically make you lose your service
 - (c) **Misconduct**, without being exhaustive and without prejudice to the general meaning of the term "Misconduct" in the case of reasonable suspicion of misconduct, disloyalty, commission/omission of any act involving moral turpitude or any act of indiscipline or inefficiency. Spreading rumors, discussing salary/pay structures, soliciting employees of the Institute for outside

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employment of compaying co-warkers to leave the bootstake is serietly prohibited and framework inperior. Such actions will result in antendant termination of employment without termination of employment without process.

- 3.25 If your services are terminated for the reasons mentioned in classes tore 3.21, 3.23 and 3.26(a,b,c) you shall not be eligible for any of the benefite attached to the employment.
- 3.26 In case of any dispute, Sole Arintator appointment by the menegement shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3.27 You will be joining on or before 08.01.2018, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the principal.
- 3.28 (a) You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order. Also, by signing this letter, you deemed to be consented to the organization to conduct any background check as may be considered necessary.
 - (b) This letter constitutes the entire agreement and understanding between the organization and you and hence supersedes all prior discussions and understandings whether written or oral.

Thanking you,

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Director

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I have gone through the Appointment Letter issued to me, understood and Agreed to the same

Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. Tel.: 2532 7100 Fax: 2532 6436 * E-mail. principal@kccemer.edu.in The Colors of th



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(DTE Code 3210)

Ref. No. KCCE(51/2021-72/447

Date: 22/02/2022

To.

Ms. Alka Mishra

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Which is also known as KCCEMSR, Thane.

Madam,

Reference to your application and subsequent interview by the Management on 18/01/2022 we are glad to inform you that you are appointed as Assistant Professor in department of Master of Management Studies (M.M.S.) on a contractual basis for a period of from 31st January 2022 to 30th January 2023 on the following terms and condition:

Nature of appointment:

1) You have been appointed on full time post of Assistant Professor. Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibility.

Salary and other benefits:

2.1 You shall draw a consolidated salary of Rs. 26000/- Per month, inclusive of all heads. This will be pay band of basic pay of Rs. 15600-39100/-. It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances.

2.2 You shall not be entitled to any TA/ DA or reimbursement of relocation expenses for joining against this appointment letter.

Dr. Vilas N. Nithaware

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(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No. Kerte Solvento-10/24

Date: 0112/13

Mr Saikiran Khanna

Dear Sir

This has reference to your application and subsequent personal interview held on dated NIL, we are pleased to inform you that you have been selected for the post of Assistant Professor in MMS with effect from 01st February 2013.

You are requested to note that:-

- 1. You are appointed on Adhoc Basis for the period of one year commencing from 01.02.2013, at the consolidated salary of Rs. 25,000/- (including perks).
- 2. You shall be required to possess requisite qualification as laid down by the University of Mumbai.
- 3. You should submit Original and Xerox copies of Certificates of qualification from 10th Class onwards and Experience Certificate/s and Relieving Certificate before joining duty in the institute.
- 4. Your services shall be governed by the policy of the institution as well as per the Mumbai University Act Service Rules. You shall be required to perform the duties as enumerated in the Act.
- 5. You shall have to undergo a medical examination within 3 months from the date of joining the post. Your appointment shall be conditionally pending till the submission of physical fitness certificate from a registered Medical Practioner by you.
- 6 Your appointment is subject to the approval of All India Council for rechnical Education, The University of Mumbai & the provisions of the Maharashtra Universities Act 1991.

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Ref. No.

Date:

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- 7. During the above period, your services can be dispensed with, without assigning any reason at months notice or salary in lieu thereon either side. On confirmation, however the separation from services would be 3 months notice or salary in lieu thereof on either side.
- The Institute has a structured student's / peer education system. Your performance shall be evaluated under this system & you would be communicated the feedback.
- 9. You shall be responsible and accountable for the performance of the students. You shall also be responsible to strive for adopting better teaching skills so as to inculcate good education to the students. You shall be responsible for carrying out the activities like discussions, seminars, tutorials, workshops, providing technical experiences, projects, encouraging original thinking in the minds of the students.
- 10. You shall be responsible for improvement of academic standard of subject taught by you and to perform assigned teaching work by making advance policies for teaching and to generate academic values.
- 11. You shall not be allowed to leave the institution in the middle of academic year on any pretext.
- 12. The appointment is a full time one and does not permit the holder to engage himself/herself in any outside work either with or without remuneration without the express sanction of the institute authorities.
- 13. After submitting the joining report if you did not join the institute or if you will leave the institute before the closure of the second term without giving one month written notice, you will have to give one month salary in lieu of it for advertisement expenses etc. It is expected that once you will accept this appointment, you will continue to work in the institute till the end of the academic year.

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Dr. Vilas N. Nitnaware

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Date:

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14 You will not be entitled for any other leave except One day Casual Leave per month only if sanctioned by the Director at least 48 hrs in advance till your services are on Adhoc basis. While taking any casual leave you will have to take care that your teaching programme will not suffer. Leave application on phone will not be entertained under normal circumstances. You are entitled to avail for one day Casual Leave per month and 15 days holidays in a year that be split as 7+8 per semester as per the convenience of the institute. If you are found absent for more than three days without intimation your services will be terminated.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Thanking you,

Yours faithfully,

Managing Director

I have gone through the appointment letter issued to me, understood and agreed to the same.

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(DTE Code 3210)

Ref. No. KCCE (Sz (2017-18/372

LETTER OF APPOINTMENT

Date: 16/08/2017.

To.
Dr. Arundhati Chakrabarti (Sen)
Flat No. 502, Shah Alphine,
Plot No. 6, Sec 6, Kharghar,
Navi Mumbai.

Madam.

This has reference to your application dated 19/05/2017 for the post of Assistant Professor in the subject of Physics in Basic Department, wherein you have shown your eagerness to serve the Institution and subsequent interview held on 23/06/2017 by the duly constituted University Staff Selection Committee (USSC), whereupon it is informed to you that you are appointed as a Full-Time Assistant Professor in the subject of Physics in Basic Department in K.C. College of Engineering & Management Studies & Research w.e.f. 01st August, 2017 on following terms and conditions:

- 1. You are being appointed on probation on the basic pay of Rs.18,332/-p.m. in the time pay scale of 15600-39100 plus allowances (i.e. DA, HRA, AGP, TA & CLA).
- 2 Your appointment shall be on probation for a specific period of two years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.



Br. Vilas N. Nitnaware K.C. College of Engineering & Management Studies & Research



Excelsalor Education Society's Regd. Under Public Trust Act. 1980 Regd. No. F-638 K. C. COLLEGE OF ENGINEERING &

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(Affiliated To University of Mumbal, Approved by AICTE & DTE)

(DTE Code 3210)

No.

- 3 Regular appointment may be considered after satisfactory completion Date: of probation and upon confirmation in writing to this offer by
- 4. You will be required to give three months prior notice or salary in lieu of to leave the service and you will be given one months' notice or salary in lieu of if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students' community.
- 5. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 6. You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However Casual and other leaves entitled are admissible as per the rules and regulations and policies adopted by Management / institute / University of Mumbai/ AICTE/DTE and any other statutory Body which are inforce and may be added / deleted from time to time.
- 7. You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 8. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution.

THANE (E) You shall not leave the Institution during the academic session.

Dr. Vilas N. Nitnaware Principal

K.C. College or my moring & Management Studies



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Date:

- 10.At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 11. You are required to produce fitness certificate from any authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 12. Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully.

For K.C. College of Engineering and Management Studies and Research

Chairperson

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I have gone through the Appointment Letter issued to me, understood and agreed to the same.

> Dr. Vilas N. Nitnaware Principal

K.C. College of Engineering & Management Studies & Research.



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Ref. No. Kece/Sil-11-22/235

OFFER LETTER

Date: 08-12 7021

To.
Naela A.Shaikh

Madam.

This has reference to your application for the post of **Assistant Professor** in the Department of Humanities and Applied Sciences Engineering (Communication Skills) and subsequent final interview held on 29th November 2021. Please note that after interview the management committee has decided to appoint you in our Institute as **Assistant Professor** on contractual basis and accordingly we offer your candidature for the same on the terms and conditions mutually agreed upon. You are requested to join on 8th December 2021.

After joining your duty, you shall be given Appointment Letter with terms and conditions.

Details regarding Acceptance

Kindly acknowledge your acceptance and confirm your joining on the said date.

Thanking you.

Yours truly.

For Kod College of Engineering and Management Studies and Research

Dr. Vilas N. Nitnaware

Principal

K.C. College of Engineering &

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ROT. NO にCCEISでいまって1278 LETTER OF APPOINTMENT

Date: 9/11/2012

To. Dr. N. S. Poonawala A/6, Durvankur C.H.S. Sant Janabal Road, Vileparle (East), MUMBAI - 400 057.

Dear Sir / Madam.

This has reference to your application Nil for the post of Principal / Director. After discussion, the college committee is pleased to appoint you on the post with effect from 09/11/2012 on the following terms and conditions:

- 1. You are being appointed as Principal / Director on adhoc and temporary basis for the period of two years commencing from 09/11/2012 onwards in the consolidated salary of Rs. 65,000/-.
- After successful completion of the above specific period your services may be extended in case the management is satisfied by your services.
- 3. Your services may be terminated within the said specified period if found unsatisfactory without assigning any reason thereof after giving one month notice or salary in lieu thereof. You may also resign from the services after giving three month prior notice or in lieu of three months' salary. The management reserves its rights to relieve you on your resignation with Immediate effect without taking into account the notice period.
- Your services shall be governed by the policy of the institution as well as per the Mumbai University Act Service Rules, which is time being in force. You shall be required to perform the duties as enumerated in the duty list.
- 5. You shall be personally responsible for the excellent results from F.E to B.E. students and thereby improvement of academic standard of the college.
- You shall be required to secure full attendance as far as possible without any kind of excuse/reason, and shall attend the college punctually, be present in the college in the appointed hours, devote his whole attention to the college work and shall not do any Park application by the Chairperson of the Society Teave application by the Chalrperson of the Society.

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Dr. Vilas N. Nitnaware

Mitt Guinder Road, Near Sadguru Garden, Kopri, Thane (E) 400 603 f Engineering & 2532 7100 * Fax : 2532 6496 . E-mall.: kcce21@hotmail.com



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(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No.

Date :

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- At the time of accepting this Appointment Letter, you are required to furnish original coples of your testimonials to the Management.
- 8. You shall be responsible to communicate and satisfy any query put forth by LIC committee, AICTE, DTE authorities pertaining to any aspect.
- 9. Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K. C. College of Engineering

Chairperson

I have gone through the appointment letter issued to me, understood and agreed to the same. I accept the same.

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Accepted. pornamala

Dr. Vilas N. Nitnaware

principal K.C. College of Engineering & Management Studies & Research.





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K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

Rd. No KCCE|SI|11-12|57

Date: 01/7/2011

LETTER OF APPOINTMENT

To, Ms. Neha Khare E-718, Krishna Bldg, Telecom Staff Quarter, Opp. IIT, Powai.

Madam,

This has reference to your application dated 26.05.2011 for the post of Lecturer – Electrical Engineering in Basic Department. Wherein you have shown your eagerness to serve the Institution and subsequent interview held on 18th day of June 2011 by the duly constituted Staff Selection Committee, whereupon it is informed to you that you are appointed as a Full-Time Lecturer – Electrical Engineering in Basic Department in K.C. College of Engineering w.e.f. 21.07.2011on following terms and conditions:

- 1. You are being appointed on probation on the basic pay of Rs.15,600/- p.m. in the time pay scale of 15600-39100 plus allowances (i.e. DA, HRA, CCA etc.).
- 2. Your appointment shall be on probation for a specific period of two years and in the mean while you will have to possess the prescribed qualification as per circular of University of Mumbai and further to obtain the M.E. Degree within five years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / and MGEO and also subject to approval of the Directorate of Technical

Education and the University of Mumbai / AICTE.

De Milas N. Nitnaware Principal

K.C. College of Engineering & Management Studies & Research.



K. C. COLLEGE OF ENGINEERRING

- 3 Regular appointment may be considered after satisfactory completion of probation and upon confirmation in writing to this offer by management.
- 4. You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students community.
- 5. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum eight days per year.
- 7. You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 8. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution.

9. You shall not leave the Institution during the academic session.



Dr. Vilas N. Nitnaware
Principal
College of Engines



K. C. COLLEGE OF ENGINEERRING

- At the time of accepting this Appointment Letter, you are 10. required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
 - You are required to produce fitness certificate from ay 11. authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
 - Contravention of any of the points as mentioned hereinabove 12. shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Engineering

Chairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

> Dr. Vilas N. Nitnaware Principal

K.C. College of Engineering & Management Studies & Research.





Excelssior Education Society's Regd. Under Public Trust Act. 1950 Regd, No. F-638

K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No. KCCE (SIL17-10 373

Date: 16/08/2017.

LETTER OF APPOINTMENT

To Mr. Deepak Khabale A 702, Shelter Arcade, Piet No. 26, Sector-42, Seawhods, Navi Mumbai

Sic

Assistant Professor in the subject of Engineering Mechanics in Basic Department, wherein you have shown your eagerness to serve the Institution and subsequent interview held on 23/06/2017 by the duly constituted University Staff Selection Committee (USSC), whereupon it is informed to you have appointed as a Full-Time Assistant Professor in the subject of Engineering Mechanics in Basic Department in K.C. College of Engineering 8 Management Studies & Research wielf, 01st August, 2017 on following terms and conditions.

- 1 You are being appointed on probation on the basic pay of Rs 15,500/ p.m. in the time pay scale of 15600-39100 plus allowances (i.e. DA HRA AGP, TA & CLA)
- 2 Your appointment shall be on probation for a specific period of the years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

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Dr. Vilas N. Nitnaware
Principal
K.C. College of Engineering &
Management Studies & Research.



Excelssion Education Society's Regd. Under Public Trust Act. 1950 Regd. No. F-638

K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

2

Date :

- 3 Regular appointment may be considered after satisfactory completion of probation and upon confirmation in writing to this offer by management.
- 4. You will be required to give three months prior notice or salary in lieu of to leave the service and you will be given one months' notice or salary in lieu of if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students' community.
- 5. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 6. You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However Casual and other leaves entitled are admissible as per the rules and regulations and policies adopted by Management / institute / University of Mumbail AICTE/DTE and any other statutory Body which are inforce and may be added / deleted from time to time.
- You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 8 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipling During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution

and Mana.

Dr. Vilas N. Nitnaware

Principal

K.C. College of Engineering & Management Studies & Research.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Excelssior Education Society's Regd. Under Public Trust Act. 1950 Regd. No. F-638



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No.

3

Date:

- 10.At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer
- 11. You are required to produce fitness certificate from any authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 12. Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same,

Received Frabal 16/08/17.

Dr. Vilas N. Nitnaware Principal

K.C. College of Engineering & Management Studies & Research.

Mith Bunder Road, Near Sadguru Carden, Kopri, Thane (E) - 400 603. Tel.: 2532 7100 max: 2532 6496 E-mail - kecu21@hotmail.cc





K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Rel Na KCCE 15, 116-17/582

Date: 18/112017

APPOINTMENT ORDER

To. Mr. Uday S. Prajapati 404, Daisy Sadashivpuram, Near Rahul Estate, B-Cabin Road, Ambernath (E).

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane.

Sir.

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 17th January, 2017, I am pleased to inform you that you are appointed as an Assistant Professor in Department of Basic w.e.f. 23.01.2017 subject to the following terms and conditions:

- 1. You will draw consolidated salary of Rs. 35,000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for a academic year 2016-17, (Second Semester) from 23.01.2017 to 30.06.2017. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of Technical Education and the and Managem

University of Mumbai / AICTE,

Dr. Vilas N. Nitnaware Principal K.C. College of Engineering & Management Studies & Research

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. Tel.: 2532 7100 Fax: 2532 6496 • E-mail.: kcce21@hotmail.com

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Excelssior Education Society's Regd. Under Public Trust Act. 1950 Regd.No. F-638

K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date:

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- 3. You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 5. You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible after completion of three months maximum eight days per year.
- 6. You shall not associate with any such act of misconduct, i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
- 7. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.

K.C. College of Engineering S Management Studies & Res

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Excelssior Education Society's Regd. Under Public Trust Act. 1950 Regd.No. F-638

K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affillated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Date:

Rel. No.

3

- 8 You shall not resign your post during academic year in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be mandatory.
- 9. At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- You are required to produce fitness certificate from authorized 10. or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- You will be joining on or before 23.01.2017, failing which 11. appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering

Chairperson

I have gone through the Appointment Letter issued to me, understood and

agreed to the same.

Dr. Vilas N. Nitnaware K.C. College of Engineering Management Studies & Research

Near Sadouru Garden Kopri, Thane (E) - 400 603.



K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbal & Approved by AICTE)

Ref. No. KCCE/S1/07-08/271

Date: 10/07/2007

Nilima Paul Clo Mr. Vilas Dhore (A-301) Ajanta Empress Plot No. 52, Sector-19, Airoli, Navi Mumbai - 444708

Dear Madam,

With reference to your application for the post of Lecturer in Computer Engg. Dept. and the subsequent interview by the duly constituted Staff Selection Committee, we are pleased to inform you that you are appointed as a Full-time Lecturer on temporary basis in Compuler Engg. Dept. in our Institute from 23-07-2007 to 22-07-2008 with basic pay of Rx 8,000/- p.m.

- You will be governed by the rules and regulations of our Institute/ Society/ University of Mumbai / AICTE/ DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- You have to devote full time for the benefit of our students and the Institute. You are not permitted to engage tuition classes paid, / unpaid without written permission from the Principal.
- 3) You will not leave Institute during the academic session.
- 4) If during the tenure of this appointment, you resign due to unavoidable circumstances, it will be management's discretion to accept / approve your resignation. Thereafter one month's notice. However three months notice or salary in lieu of three months notice is applicable for all.

You are requested to submit attested copies of certificales regarding qualification and service certificates if any, at the time of joining duties.

If you are agreeable to the above terms and conditions, please sign the duplicate copy of this appointment order and return.

Looking forward to a mutual relationship.

Yours faithfully,

For K. C. College of Engineering

Dr. Vilas N.

Mith Bunder Road, Near Indian Hume Pipe, Kopri, Thane (East) -400 603. Fincipal

Tel.: 2532 7100 • Fax: 2532 6775 • E-mail: kcce21@hotmail.coment Studies & Research.

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Excelssior Education Society's Regd. Under Public Trust Act 1950 Regd. No. F-638



K. C. COLLEGE OF ENGINEERING AND

MINT ACENTROL SPEDIES AND RESLARGE

NAAC Accredited B++ Grade

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No. FCCC/5 181-27 /83

Date: 28 08 2020

To Ms Foulam Das

Subject - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research. Which is also known as KCCEMSR Thane

Madam.

Reference to your application and subsequent interview by the Management on 04/08/2020 we are glad to inform you that you are appointed as Assistant Professor in Computer Engineering on a contractual basis for a period of from 30th August 2020 to 29° August 2021, on the following terms and condition

Nature of appointment:

1. You have been appointed on full time post of Assistant Professor. Needless to add the continuation and confirmation of this appointment is subject to prevailing laws and permissibility

Salary and other benefits:

2 " You shall draw a consciouted salary of Rs 68 000% per month, housing or all will be pay band of basic pay of Rs. 15600-39100-- it is made clear that the

> Mith Bunder Road, Near Sadguru Garden Kophi, Tha To 2532 7100 Fav 2532 6496 F-mail pronound & Congine FURH 105

Excelssion Education Society's Regd. Under Public Trust Act. 1950 Regd. No. F-638



K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Re' No

Date : - 3 Jo Lora

receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances

2.2 You shall not be entitled to any TA: DA or reimbursement of relocation expenses for joining against this appointment letter

Other terms and Conditions;

- 3.1 You have given the management to understand that you comply with the expertise and qualification needed for the post of Assistant Professor
- 3.2 You shall not be entitled for any kind of leave during this period except. declared and othe notices. However, One day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.3 That you shall not raise any extra-financial burden on the institution during the specified period including the demand in hike in wages on any pretext
- 3.4 You will be a full time employee of KCCEMSR and shall not engage jourself all, where to time inpart time either honorary or otherwise, except with prior permission of the Phropa Director KCCEMSR.
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching crass
- 3.6 The minimum period of this contractual appointment shall be one lear extendable by the ranagement.
- 3.1 Your services are transferable to any other Institute 1 Ocilege of Excels of Education Scoret, or KCCEMSR
- 3.8 You shall be governed by the rules regulation statutes code of culduct pranances notifications and office cross in force and as amended from time to time by the Management Institute. ** University of Mumba. AICTE of DTE and an other Statutors responsibilities, assignments and day to day function for

Mith Bunder Road, Near Sadguru Gargen Klaren Thang (E) - 400 603.

Tel. 2532 7100 Fax 2532 6496 E-mail printipality karenna du in

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Excelssion Education Society's Regd. Under Public Trust Act 1950 Regd No F-638

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NAAC Accredited B++ Grade

(Altihated to University of Mumbai Approved by AICTE & DTE) (DTC Code 3210)

Ket No

Date 18 on Burns

- s while you the minared to previousles on submission of toroxing accuments and your appoint ment shall be provisional and conditional pending of these documents
 - a Relieving letter. Discharge certificate from previous employer of acvi-
 - b. Citness Certificate from a Government Recognized Health Care Contre
 - certifical true copies of relevant testimonia's such as certificates of qualifications mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months) caste certificate (if applicable) change of name certificate of any elc
 - a. Reference report from eminent person from www field
- Constraint equated to give correct making address as hower as job, so the duties and unchange in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by 100
- 3 or Your appointment can be terminated by the management, at any time outing your association with the institution by giving a notice of one month or by paying a month's sarary in her thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR in terms of payment of the salary would be final. However its alé not allowed to resign in middle of the term re January to June & July to December
- After signing this document you shall complete the term luanuary to June & our to Defender, the small have to right or excuse to but in a resignation/aiscordinge baning sach resignation being for a reason of person health, marriage, change of residence or any such reason approved by the management. In case you desire to resign, one month notice period or sa lieu of the notice period shall be mandatory and you shall be liable to be discharged of after the con pletion of said term above during which the resignation is submitted

Mith Bunder Road, Near Sadgurd GardenpKopil? Thang, (5) & 400 603. Tel.: 2532 7100 Fax: 2532 6496 E-maile principal @kccemstedu in

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Excelssior Education Society's Regd Under Public Trust Act. 1950 Regd. No. F-638

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TIANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Rét No

Date 18 08 2020

- and girdR and other policy matters; as per HR policy of KCCEMSR
- 3.14 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action, and punishment including damages as provided for in the rules regulations statutes code of conduct ordinances notifications and office process inforce and as amended from time to time by the University of Mumbal / AICTE | DTE and any other Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable time to time.
- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatspever, you shall not claim or have any right to be continued or automatic readpointment to the soid post.
- evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 You shall be entitled to annual increment iprovided your tenure of appointment is exteribed at the discretion of the management of KCCEMSR provided.
- 3.15 You shall be allotted assignments related to students, activities, assessment, evaluation supervision, examination related work and other academic administrative work in applicants, the teaching assignments.
- 3.19 You may take assignments as examiner/assessor evaluatoring grateria seame elember of permission of the compatent authority of KOCEMSR
- of your post in accordance to authorized hand over process owner assigned through HOD Process Heads /Principal and to obtain "No Due Clearance" from all departments wenfied and signed by the IQAC coordinator process in the specified to the spec

De Killas M. Nitnaware

Principal

Mith Bunder Road, Near Sadguru Garden Kopri, Thane 1279 400 603
Tel 2532 7100 Fax: 2532 6496 MEnnail Brincipal @kccemsr.cdu.in

Excelssior Education Society's Regd. Under Public Trust Act. 1950 Regd. No. F-638



K. C. COLLEGE OF ENGINEERING AND

NAGENT NI STUDIES AND RESEARCE.

NAAC Accredited B++ Grade

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Ret No.

Date : 25 05 2020

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- ciù in case di émeigero), ci anvisuch force majeure event such as pandemic or any other natural calamity resulting into stoppage of routine work and functioning of the institution you shall not be entitle to resign during or at least for a month thereafter such period. Also, during such period, the decision of Management of the KCCEMSR with regard to payment or remune ation would be fina-
 - 20 in case of any dispute. Sole Arbitrator appointment by the management shall adjudicate the ascute and the runsa chan be of Thane and laws of Arc tration and Candrel on Kila Heat
- 3-23. You will be joining on or before 30" August 2020 falling which appointment black is list a to be cancelled, unless you seek extension in writing from the Principal
- and Now the requested to sign a dop, of this appointment proes and submit as an acceptance of all terms and conditions within 3 days from the receipt of this orde

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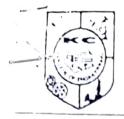
Management Studies and Resear

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have gone through the Kppointmen Letter issued to me understoca and

Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603 Tel 2532 7100 Fax 2532 6496 `E-mail: oringipal@kccemsr.edu.in



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K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

Ref 76 NCCE/31/06-07/1690

Date: 22/12/06

Ms. Asmita S. Deshmukh C/o. S. B. Deshmukh, A-203, Jayshree Plaza, Sec-19, Airoli, Navi Mumbai.

Dear Madam,

This has reference to your application dated 24-11-2006 and subsequently interview held on 24-11-2006 for the post of Lecturer in Computer Engineering wherein the college committee is pleased to appoint you on the post with effect from 02-01-07 on the following terms and condition:

- You are being appointed on the basic pay of 8000 p.m. in the time pay scale of 8,000-275-13,000 plus allowance.
- Your appointment shall be for specific period of 1 year from the date of joining of your duties in the college.
- Your services may be terminated within specified period if found unsatisfactory without assigning any reason thereof after giving one month notice or salary in lieu thereof. You may also resign from the services after giving one month notice or payment in lieu thereof. The management reserves its rights to relieve you on your resignation with immediate effect without taking into account the notice period.
- 4) After successful completion of the above specific period your services may be continued for further period or on regular basis.
- 5) Your services shall be governed by the policy of the institution as well as per the Mumbai University Act or any other law time being in force.

P.T.O...2

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and Research w

Dr. Vilas N. Nitnaware



K. C. COLLEGE OF ENGINEERRING

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- 6) You have to devote full time for the benefit of the students of the Institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- That you shall not raise any extra-financial burden on the Institution during the period of your tenure as mentioned above including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities, which may cause embarrassment to the Institution and become prejudicial and detrimental to the interest of the Institution.
- 8) You shall not leave the Institution during the academic session on any pretext.
- 9) At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer if any.
 - 10) You are required to produce fitness certificate from any authorized or qualified doctor/medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly signed by any Gazette Officer from your area.

P.T.O...3

Dr. Vilas N. Nitnaware

Principal

K.C. College of Engineering & Research





K. C. COLLEGE OF ENGINEERRING

...3...

Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully, For K. C. College of Engineering

Chairperson

I have gone through the appointment letter issued to me, understood and agreed to the same.

(Max Asmita Reshouse)

Dr. Vilas N. Nitnaware

Principal

K.C. College of Engineering & \



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Assistant Professor in Commeter Teng-

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to be reference to the previous appointment but a 15 period from you that your enablithment for the sciel post has been extended to the period from 02/01/2000 to 01/01/2009 on purely contractual basis. Other terms and conditions of the previous appointment letter shall remain the same.

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For K. C. College of Regineering and Management Studies and Kescarch



Dr. Vilas N. Nitnaware
Principal
K.C. College of Engineering &
Management Studies & Research.



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Madam.

With reference to the previous appointment letter No. KCCE/S1/02 of / the decide dulated issued to you, we are pleased to inform you that your appointment tenths said past has been seemed for the period from 0.501/2010 to 50/05. The actually comment basis. Diner terms and conditions of the previous comment letter shall remain the same.

You are requested to sign the other copy as your acceptance.

Letter College of Engineering and Japanement Studies and Research

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Dr. Vilas N. Nitnaware

Principal

K.C. College of Engineering &

Management Studies & Research.







K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No. KCCE/SI/09-10/622

Date: 1/2/2010

LETTER OF APPOINTMENT

To, Mrs.Asmita Deshmukh

Madam,

This has reference to your application dated 18.11.2009 for the post of Lecturer in Computer Engineering Department. Wherein you have shown your eagerness to serve the Institution and subsequent interview held on 18th day of December 2009 by the duly constituted Staff Selection Committee, whereupon it is informed to you that you are appointed as a Full-Time Lecturer in Computer Engineering Department in K.C. College of Engineering w.e.f. 27.01.2010 on following terms and conditions:

- 1. You are being appointed on probation on the basic pay of Rs.8,000/- p.m. in the time pay scale of 8000-275-13500 plus allowances as prescribed by the Govt. of Maharashtra from time to time.
- 2. Your appointment shall be on probation for a specific period of two years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

Dr. Vilas M Nitnaware
Principal
K.C. College of Engineering &
Management Studies States



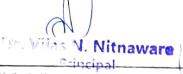
K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

Red No

Date

- 4 You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students community.
- 5 Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 6. You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum eight days per year.
- 7. You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 8. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution.
- 9. You shall not leave the Institution during the academic session.
- At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.







K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. no

Date:

- 11 You are required to produce fitness certificate from ay authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 12. Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Engineering

Director Principal

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

Dr. Vilas N. Nitnaware
Principal

K.C. College of Engineering & Management Studies & Research.





K. C. COLLEGE OF ENGINEERING

(Affillated To University of Mumbal & Approved by AICTE)

Ref. No. KCCE/SI/10-11/4/20

Date: 26.07.2010

LETTER OF APPOINTMENT

To, Mandar Ganjapurkar

Sir,

This has reference to your application dated 05.06.2010 for the post of Lecturer in Computer Engineering Department. Wherein you have shown your eagerness to serve the Institution and subsequent interview held on 9th day of July 2010 by the duly constituted Staff Selection Committee, whereupon it is informed to you that you are appointed as a Full-Time Lecturer in Computer Engineering Department in K.C. College of Engineering w.e.f. 02.08.2010 on following terms and conditions:

- 1 You are being appointed on probation on the pay of 15,600/- with Consolidated Salary of Rs.25000/- p.m. as per Sixth Pay Commission.
- 2. Your appointment shall be on probation for a specific period of two years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.
- 3. You are required to complete M.E. within 3 years from the date of joining as per AICTE norms.

Dr. Vilas N. Nitnaware Principal

K.C. College of Engineering & Management Studies & Research.



K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbal & Approved by AICTE)

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- 4 Regular appointment may be considered after satisfactory completion of probation & completion of M E and upon confirmation in writing to this offer by management
- 5 You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students community
- 6 Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 7 You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum eight days per year.
- 8 You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 9 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not include yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution
- 10 You shall not leave the Institution during the academic session

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Mith Bundar Road, Hear Sadguru Garden, Ropri, Thanknessel) - 400 603.

K.C. College of Engineering & Research.



K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

Date:

- 11. At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 12. You are required to produce fitness certificate from ay authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 13. Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you

Yours faithfully,

For K.C. College of Engineering

Director / Principal

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

> Dr. Vilas N. Nitnaward Principal

K.C. College of Englis. Ing & Management Studies & .



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Excelssior Education Society's Regd, Under Public Trust Act. 1950 Regd. No. F-638

K. C. COLLEGE OF ENGINEERING &

MANAGEMENT STUDIES & RESEARC

(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Rof. No. KCCG | SI | 12-13 |743

Date: 15.66.2012

To.

Shri. Mandar A.Ganjapurkar

Sub: Approval for the post of Lecturer.

Sir,

We are Pleased to inform you that your appointment for the post of "Lecturer" in our college has been approved by the University of Mumbai through their letter dated 07/04/2012 with the remark mentioned below.

"Full time Lecturer in Computer Engineering on probation basis from 2.8.2010 subject to complete M.Tech / M.E.with 5 years failing which the increments will be stopped until the postgraduate degree is earned. The institution is required to provide adequate opportunity to its teaching staff to complete this requirement."

As per University Letter No. CONCOL/SA/391 of 2012 dated 7th April 2012.

Principal

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and Manage

Dr. Vilas N. Nitnaware

Principal

K.C. College of Engineering &

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Tel.: 2532 7100 Fax: 2532 6496 * E-mail: : kcce21@hotmail.com

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No CONCOUSN 391 of 2012

No CONCOUSN 391 of 2012

Mumbai - 400 037

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Phease refer to your letter No.KCCE/U1/10-11/454, dated 25th August, 2010, forwarding therewith the reports of appointments of the following teachers in their respective subjects in a consideration of the University

	1-ame of the person	Nature of appointment
	or 4-4.4 P Choosede	Full-lime lecturer in Applied Mathematics on probation basis from 10,7 2010.
3	Smt Poornima Mahash	Appointment cannot be considered as she has not possesess 5 years teaching industry/research exeperiedne at lecture level or equivalent
	Assient Lange	Folklime: Assistant Indessor in Information Technology on probablish basis from 12 7 2011
	Cor Chetana's Klestmal	Full-time lecturer in Information Technology on a probation basis from 2.8.2010 subject to complete M.Tech./M.E. with 5 years failing which the increments will be stopped until the postgraduate degree is earned. The institution is required to provide adequiate opportunity to its
		leaching-staff to complete this requirement
5	Sint Megha P. Shinde	Full-time lecturer in Computer Engineering on probation tracks from 10.7.2010 (Open to Open to
6	Smt Monali K Patil	-do-
7.	Smi: Nilena R. Patil	-do-
Ç	in lambadh held	Apparibment cancel be considered as similar, not submitted the consument of Master's regime level with 1° Cruss.
		the second secon

K.C. College of Engineering
Management Studios & Rev

Dr. Vilas N. Nitnaware Principal C. Colle

A ASSESSALL

	4
r V Sn: Shubhangi M. Verulkar	Full time lecturer in Computer Engineering probability hasis from 28,2010 subject complete M Tech /ME with 5 years failing with the increments will be stopped until postgraduate degree is earned. The institution fequired to provide adequiate opportunity to teaching staff to complete this requirement. Full time fecturer in Erectronics
	Telecomparation Engineering on probabilities from 10.7.2010 subject to complete the complete to example the restriction of the postgradual degree is named. The restriction is required to the control of
Sml Swati R Zope	-do-
12 Sml Sonali V Tarlekar	Full-time lecturer in Electronics of Telecommunication Engineering on probation basis from 19.7.7010 subject to complet the results will be stopped until the postgraduate degree is easierd. The institution is required to
13 Sml Preeti N. Lodaya	provide adequiate opportunity to its teaching staff to complete this requirement.
Smt Anupama Bara;	Full-time facturer in Electronics 8 Telecommunication Engineering on probation basis from 2.8.2010 subject to complete at techniz 8 with 5 years fating which the degree is same a trial institution is required to provide unergouse expositionity to its teaching staff to complete this requirement.
15 Shri Bliarst W. Raut	Full-time declurer in Electronics Engineering on probation basis from 2.8.2010
16 Smt Radhika P. Bodhe	Full-time recturer in Electronics Engineering on probable. Easis from 16 8 2010 subject to complete M Tech M E with 5 years failing which the increments will be stopped until the costgraduate degree is earned. The institution is required to provide adequate opportunity to its teaching staff to complete this requirement.

-meditioned against leach of them and Sr.Nos.2 & 8 cannot be considered as the reason ntentioned against each of them.

Further you are requested to communicate the above section to the teachers concerned in writing as per S $109\text{-}\mathrm{C}$

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> K.C. College of Engineering & Management Studies & Research





K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

REI NO KICEI APP113-141273/07

Dale: 31/08/2013

LETTER OF APPOINTMENT

To. Ms. Sulochana Madachane

Madam.

This has reference to your application dated 10/07/2013 for the post of Assistant Professor in Computer Engineering Department. Wherein you have shown your eagerness to serve the Institution and subsequent interview held on 01/08/2013 by the duly constituted Staff Selection Committee, whereupon it is informed to you that you are appointed as a Full-Time Assistant Professor in Computer Engineering Department in K.C. College of Engineering & Management studies & Research w.e.f. 02/09/2013 on following terms and conditions

- 1 You are being appointed on probation on the basic pay of Rs 16,920/- p.m. in the time pay scale of 15600-39100 plus allowances (i.e. DA, HRA, AGP, TA & CLA)
- 2 Your appointment shall be on probation for a specific period of two years. You may be confirmed only after the recruitment rules and describbles of the Society subject to your working efficiency and specials from the HOD. / Principal / GEO and also subject to approval of the Directorate of Technical Education and the University of Education ACCIT.

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Dr. Vilas N. Nitnaware

Principal

K.C. College of Engineering &

Management Studies & Research.





K. C. COLLEGE ...

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- 5 com sérvices aliables asserbes ou se co potent is propried by Management . Estimate the control of AIC & BIL S. ma, be added Adeleted from time to inne
- 6. You shall not be entitled for any kind of leave during the period of pall in the more a declared and enter both his () () () ()
- four name to devote full time for the benefit of the students of the there and during the period of your appointment you shall not engage your left for any activity including private tuition and classes without oner water beingsion from the manner.
- 8. That you shall plus a see a supple during the specified period including the demand in time in ways. are, precede. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline During the tentile of your employment you are seen as a least consection any a low public of
- 9. The initial fearesthe institution during the acade into a resident

Dr. Vilas N. Nitnawark





K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal & Approved by AICTE)

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Date

- At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 11 You are required to produce fitness certificate from ay authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 12. Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Englneering

Director / Principal

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I have gone through the Appointment Letter issued to me, understood and agreed to the same.

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Dr. Vilas N. Nithaware

K.C. College of Coincering &

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Rel NO LCCE 15,110-14/385

Date: 11/10/2013

APPOINTMENT ORDER

To.
Mrs. Dhanashri S. Kanade
Plot No. R.H-151, 152, C-12, Gharda Housing Colony,
Sudama Nagar. Opp MSEB Power House,
MID C., Dombivali (East)

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane

Madam,

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 30th September 2013, I am pleased to inform you that you are appointed as an Assistant Professor in Department of Computer Engineering w.e.f. 01.10.2013 subject to the following terms and conditions:

- 1. You will draw consolidated salary of Rs.22,000/- per month
- 2. Your appointment shall be purely on Adhoc & Temporary Basic for a academic year 2013-14, (Second Semester) from 01.10.2013 to 30.05.2014. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E)Nitona (E)N

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

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Date:

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- 3 You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4 Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai // AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 5. You shall not associate with any such act of misconduct, i.e detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
- That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.
- You shall not resign your post during academic year in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be mandatory.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thans (F) Mon 603 are
Tel.: 2532 7100 - Fax: 2532 6496 - E-mail: kcce21@hotmail.com

K.C. College of Engineering & Management Studies & Research.



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref No.

Date

8 At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.

3

- 9 You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area
- You will be joining on or before 01.10.2013, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order

Yours faithfully,

For K.C. College of Engineering

Chairperson

Dokonaste 1110113

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

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Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Tel.: 2532 7100 · Fax: 2532 6496 · E-mail: kpge21@holeribooare

Principal

K.C. College of Engineering & Management Studies & Rescarch.



K. C. COLLEGE OF ENGINES & R



(Affiliated To University of Mumbai & Approved by AICTE)

Ref No. LCCE 15, 12-13 /392

Date 11 0! 201?

APPOINTMENT ORDER

M. Abdul Hasib Masud Shaikh Pist Heera Ast Heera-Panna CHS James Poac Muribra

Suc Appaidment as a "Teaching Assistant" in the Department of Computer in Kilo Obsege of Engineering Thane.

professible to your application, in response to the above mentioned acceptance after personal interview on dated 06th December 2012. I am pleased to inform you that you are appointed as a Teaching Assistant in Computer Engineering Department wielf. 02.01.2013 subject to the incompliance and conditions.





Ter 1931 30 Fabr 2532 6496 • E-mail: kcce21@hotmail.comprincipal

K.C. College of Management





K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref No

Date

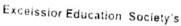
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- 3 You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4 Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTIE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 5 You shall not associate with any such act of misconduct, i.e. determental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the imanagement
- 6 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.
- 7 You shall not resign your post during academic in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be mandatory.





Mith Bunder Road, Near Sadguru Garden, Kopri, Thans (5) - 400 603 tha Ware
Tel. : 2532 7100 • Fax : 2532 6496 • E-mail.: kcce21@hotmail.com.at





(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No.

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Date:

- 8 At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Eischarge Certificate from your previous employer
- 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area
- You will be joining on or before 02.01.2013 failing which 10. appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

Mou are requested to sign a copy of this appointment order and submit as ar acceptance of all terms and conditions within 3 days from the receipt of " g order

Yours faithfully

For K.C. College of Engineering

Chairperson

I have gone through the Appointment Letter issued to me, understood and

agreed to the same



Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603

Tel: 2532 7100 - Fax: 2532 6496 - E-mall.: kcce21@hot@ajl.b@fts N: Nitnawate

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Excelsior Education Society's

K. C. COLLEGE OF ENGINEERING

Mith Bunder Road, Near Indian Hume Pipe. Kopri, Thane (East) - 400 603

Tel.: 2532 7100 • Fax: 2532 6775 • E-maill: kcee21@hotmail.com

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Date . ? ...

Mrs. Varsha Wangikar, 4/701, Surya Enclave, Opp. Tulidham, Pokharan Road 2, Thane (West).

Madam.

With reference to your application dated. Nil, I am pleased to inform you that you are offered the post of full time Lecturer in Computer Engg. Dept. in K.C. College of Engineering on a consolidated pay, of Rs. 12

Your appointment is made on purely temporary basis for the period of lyear from 1^d July-2005 to 30th June-2006.

If this offer is acceptable, kindly sign the second copy of appointment order & return to us.

For K.C. College of Engineering

(Dr. Neena Vinod) I/C. Principal

ANE (E)

Dr. Vilas N. Nitnaware
Principal
K.C. College of Engineering &
Management Studies & Research





tion Society's Regd Under Politic Tract Act 1950 Regd. No. F-638

K. C. COLLEGE - ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DII Code 3210)

Date: 31/01/2020

Ref. No Notice and the second

To

Mr Nishant Chavan

Subject - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Which is known as KCCEMSR Thane

Sir.

Reference to your application and subsequent interview by the Management on 31/01/2020 we are giac to more you that you are appointed as Assistant Professor in Computer Engineering on a contractual pasis for a period of from 01. February 2020 to 31% January 2021 on the following terms and condition

Nature of appointment

You have been apply the one bushof Assistant Professor Needless to add the contribution and impromation of this accomment is subject to prevailing laws and permission()

Salary and other to neft

- 2 four shall cray, a composition of the second per month inclusive of all heads. This we be pay band of days pay they are thought it is made clear that the amount reservable would be a test to be an enduagement taken from time to time gepersing aponipre and \$5% in the
- 2.2 for the management theologically and a finite perfect of relocation expenses for a ning aga retores appointment the first

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(E) - 400 603. College of Engineering & Management Studies & Research



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No.

Date: 31/01/2020

- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year
 - 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in nike in wages on any pretext
 - 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honoran, or otherwise except with prior permission of the Principal Director KCCEMSR
 - 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class.
 - 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management
 - 3.7 Your services are transferable to any other institute / College of Excelsior Education Society or KCCEMSR
 - 3.8 You shall be governed by the rules regulation statutes, code of conduct, ordinances notifications and office orders, in force and as amended from time to time by the Management / Institute / University of Mumbai FAICTE (DTE and any other Statutory Body, responsibilities, assignments and day to day functioning
 - 3.9 You shall be allowed to join duties on subhission of following documents and your appointment snall be provisional and conditional pending of these documents
 - a Relieving letter Discharge settliate 15th previous employer (if any)
 - b. Fitness Centicate from a Cogernment Recognized Health Care Centre

c. Certified true copies of solician maybritorials such as certificates of qualifications and a set the ateriast pay certificate. Salary Slips Management mange of name certificate(if any)

THANE (E)

etc

Dr. Vilas N. Nitnaware Principal

A.G. College of Engineering & Management Studies & Reser



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (D1E Code 3210)

Ref. No

- Date: 31/01/2020 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year
- 3.3 That you shall not raise any extra-financial burden on the institution during the specified period including the demand in hike in wages on any pretext
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorar, or otherwise lexcept with prior permission of the Principal Director KCCEMSR
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management
- 3.7 Your services are transferance to any other institute. College of Excelsior Education Society or KCCEMSR
- 3.8 You shall be governed by the lives regulation statutes code of conduct, ordinances notifications and office orders in horse and as amended from time to time by the Management / Institute / University of Murcha - Arc. LE + D.F. and any other Statutory Body, responsibilities. assignments and day to day function that
- 3.9 You shall be allowed to join duties on submit, shift following documents and your appointment sname orevisional and conditional pensing of these documents
 - Pene in a littler Discharge certificate from previous employer (if any)
 - b. Fitness Certificate from a Covernment Recognized Health Care Centre

c. Certified true supposed follower sectionally such as certificates of qualifications. with alle last pay certificate. Salary Slips mark-sneet 5 11 Managemen range of name certificate(if any) etc

THANE (E)

Dr. Vilas N. Nitnaways Principal

. K. G. College of Engineering E Management Studies & Rose:





K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbai, Approved by AICTE & DTE) DIE Code 3210)

Ref. No

Date: 31/01/20

- 3.16 The institute has a structured student of peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute
- 3.17 You shall be entitled to annual increment provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided
- 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments
- 3.19 You may take assignments as examiner assessorievaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.20 On termination of this contract, for whatever cause, reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads (Principal and to obtain No Due Clearance" from all departments duly verified and signed by the IQAC occidenator of institute in the specified format. The management of KCCEMSR shall issue necessar, relieving ligischarge certificate only after compliance of these
- 3.21 In case of emergent, or any superfects, indigete event such as pandemic or any other natural calamity, resulting into stoppage of routile work and functioning of the institution, you shall not be entitle to resign during at at least for a month thereafter such period. Also, during such period the decision of Management of the KCCEMSR with regard to payment of

3.22 In case of any displace from Arthman Light - chieft of the management shall adjudicate the dispute and the jurisdiction be of Traced and the exhibitiation and Conciliation shall apply Stanagemont State air, 2020 failing which appointment order is

You will be joining of 3 23

anima from the Principal

M. Nitnaware Principal

K.C. College of Engineering & Management Studies & Research

Mith Bunder Road

- 7537 7100 Fax: 2532 6496 - E-mail.: principal@kccemsr.edu.in



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No.

Date: 31/01/220

3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order

Yours faithfully.

For K.C. College of Engineering and Management Studies and Research



I have gone through the Appointment Letter issued to me, understood and Agreed to the same

Received in Accepted

Rhavan

Dr. Vilas N. Nitnawar. Principal K.C. College of Engineering . Management Studies & Resea



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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade
(Affillated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No. KCCE | TT | SI | AIP |

Date: 31,08.207

To, Ms. Shraddha Srivastava

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Which is also known as KCCEMSR, Thane.

Madam,

Reference to your application and subsequent interview by the Management on 20/10/2021 we are glad to inform you that you are appointed as Assistant Professor in Information Technology on a contractual basis for a period of from 30th August 2021 to 29th August 2022 on the following terms and condition:

Nature of appointment:

 You have been appointed on full time post of Assistant Professor. Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibility.

Salary and other benefits:

2.1 You shall draw a consolidated salary of Rs. 35,000/- per month, inclusive of all heads. This will be pay band of basic pay of Rs. 15600-39100/-. It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances.

2.2 You shall not be entitled to any TAI DA or reimbursement of relocation expenses for joining against this appointment letter.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.



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Ref. No.

à

Other terms and Conditions:

Date: 31.08. 2021

- 3.1 You have given the management to understand that you comply with the expertise and qualification needed for the post of Assistant Professor.
- 3.2 You'shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal Director, KCCEMSR.
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management.
- 3.7 Your services are transferable to any other Institute / College of Excelsior Education Society or KCCEMSR.
- 3.8 You shall be governed by the rules, regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body, responsibilities, assignments and day to day functioning.
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.
 - Relieving letter/ Discharge certificate from previous employer (if any).
 - b. Fitness Certificate from a Government Recognized Health Care Centre.

Vilas N. Nitnaware of Engineering & Principal

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. one



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Dato: 31.08.204

- c. Certified true copies of relevant testimonials such as certificates of qualifications, mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months), caste certificate (if applicable), change of name certificate(if any) etc.
- d. Reference report from eminent person from your field.
- 3.10 You are required to give correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by you.
- 3.11 Your appointment can be terminated by the management, at any time during your association with the institution by giving a notice of one month or by paying a month's salary in lieu thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR, in terms of payment of the salary would be final. However you are not allowed to resign in middle of the term i.e January to June & July to December.
- 3.12 After signing this document, you shall complete the term (January to June & July to December) and shall have no right or excuse to put in a resignation/discontinue barring such resignation being for a reason of person health, marriage, change of residence or any such reason approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.
 - 3.13 You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR.
 - 3.14 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided for in the rules, regulations, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the University of Mumbai / AICTE VOTE and any other

Mith Bunder Road, Near Sadguru Garden, Kopri, Thank (E) 400 603.

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(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Dato: 31.08.2021

Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable time to time.

- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post.
- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided.
- 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.
- 3.19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.20 On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads /Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements.
- 3.21 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitle to resign during or at least for a month thereafter such period. Also, during

Mith Bunder Road, Near Sadguru Garden, Kopri, Thano (E) 693/16 (93/16) 11 2532 7100 Fax: 2532 6496 * E-mail. : principal@kccqnsr.edu.in



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade (Affillated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

f. No.

Dato: 31.08. 2021 such period, the decision of Management of the KCCEMSR with regard to payment of remuneration would be final.

- 3.22 In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3.23 You will be joining on or before 30th August, 2021, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal
- 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperso

I have gone through the Appointment Letter issued to me, understood and Agreed to the same.

vilas N. Nitnaware Engineering & principal

Mith Bunder Road, Near Sadguru Gardon, Kopri, Thand (E) - 400.003 Mith Bunder Road, Near Sadge * E-mail. : principal@kccemer.add.in



(Affiliated To University of Mumbar, Approved by AICTE & DTE)
(DTE Code 3210)

Ret. No. KCCE/SI/17 13/750

Date 03/01/2018

APPOINTMENT ORDER

To, Ms. Zubaida Khan B/108, Lotus Colony Plot No. 17, Govandi, Mumbai.

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane.

Madam

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2

advertisement, after personal interview on dated 08th December, 2017, am pleased to inform you that you are appointed as a Assistant Professor in Department of Computer Engineering w.e.f. 18.12.2017 subject to the following terms and conditions:

- 1 You will draw consolidated salary of Rs 35,000/- per month
- 2 Your appointment shall be purely on Adhoc & Temporary Basis for an academic year 2017-18. (One Semester) from 18 12 2017 to 30 30 2018. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

No. 1 1 11/17 18/22

Date 63/01/2018

APPOINTMENT ORDER

To Ms. Zubaida Khan B/108 Lotus Colony. Plot No. 17. Govandi. Mumbai

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane.

Madam

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 08th December, 2017, I am pleased to inform you that you are appointed as a Assistant Professor in Department of Computer Engineering w.e.f. 18.12.2017 subject to the following terms and conditions:

- 1 You will draw consolidated salary of Rs. 35,000/- per month.
- 2 Your appointment shall be purely on Adhoc & Temporary Basis for an academic year 2017-18. (One Semester) from 18.12.2017 to 30 06.2018 You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Orgestorate of Technical Education and the Dr. Vilas N. Nitnaware University of Mumbay AICTE Principal

K.C. College of Engineering ? Miller & Resea Mith Bunder Road, N. 19403 dear Ropri, Thank P. 100 603



Regd. Under Public Trust Act. 1950 Regd.No. F-638 K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE)

p. f No.

(DTE Code 3210)

Date

- 8. At the time of accepting this Appointment Letter, you are required to furnish self attested copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer
- 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- You will be joining on or before 18.12.2017, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully.

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

Mith Bunder Road, Near Sadguite Firden, Rober Thane (E) - 400 603.

Mith Bunder Road, Near Sadguite Firden, Rober Thane (E) - 400 603.

Tel.: 2532 7100 Fax: 2532 6-26 - E-180 koog 21@hotmaiDonVilas N. Nitnaware K.C. College of Engineering & Management Studies & Research



K. C. COLLEGE OF ENGINEERING AN

MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

of No. KCCC-151/19.00/1007

Date: 29 | 02/2000

APPOINTMENT ORDER

To.

Mr. Omkar Dattatray Nirqude

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane.

Sir.

With reference to your application, in response to the above mentioned advertisement, after personal interviewed, I am pleased to inform you that you are appointed as Assistant Professor in Department of Computer Engineering w.e.f. 24.02.2020 subject to the following terms and conditions:

- 1. You will draw consolidated salary of Rs. 20,000/- per month.
- 2 Your appointment shall be purely on Adhoc & Temporary Basis for an academic year 2019-20, from 24.02.2020 to 31.05.2020. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of the Manual of the University of Manual and Campus Directorate of the Control of Manual of the Control of the Control of the Control of Manual of the Control of the Cont

/ AICTE

Dr. Vilas N. Nitnawaya
Principal 2/
K.C. College of Engineering 3/
Management Studies

K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

No.

Date:

- 3. You will be required to give one month notice to leave or one month salary in lieu of it, either side if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 5. You shall not be entitled for any kind of leave during the are except, declared and other holidays. However, One de Constitution Leave per month is admissible subject to maximum twelve year.
- You shall not associate with any such act of misconduct, re detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private fuitions, business and classes, nor shall accept any job from other organization without prior watten permission from the management
- 7. That you shall not raise any extra financial burden on the Institution during the specified period including the semand in hike in wages on any pretext. You shall mainiful condial tention with all the staff members of the Society and I a htain proper decorum and asshplica

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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(FITE Code 3210)

Ref. No.

Date:

- At the time of accepting this Appointment Letter, you are required to furnish self-attested copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- You will be joining on or before 24.02.2020, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson

letter issued to me, understood and arread to the terms and conditions

MER Mermod above

Dr. Vilas N. Nitnawa Principal

K.C. College of Engineerin



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K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No. KCCE/51/10-11/398

Date: 19 07 2010

LETTER OF APPOINTMENT

To Vaishali Yeole

Madam.

This has reference to your application dated 09.06.2010 for the post of Lecturer in Computer Engineering Department. Wherein you have shown your eagerness to serve the Institution and subsequent interview held on 9th day of July 2010 by the duly constituted Staff Selection Committee, whereupon it is informed to you that you are appointed as a Full-Time Lecturer in Computer Engineering Department in K.C. College of Engineering w.e.f. <u>01.08-2010</u> on following terms and conditions

- 1 You are being appointed on probation on the basic pay of Rs.15600/- p.m. in the time pay scale of 15600-39100 plus allowances (i.e. DA, HRA, CCA etc.)
- 2 Your appointment shall be on probation for a specific period of two years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.
- 3 Regular appointment may be considered after satisfactory completion of probation and upon confirmation in writing to this offer by management.

Mith Bunder Road, Near Sadguru Garden, Koprin hang (ast) - 400 603.

Tel.: 2532 7100 • Fax: 2532 6496 • E-mail pacce21 and mail.compr. Vilas N. Nitnaware

Principal K.C. College of Engineering &

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(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No. KCCE | 51 | 19-20 | 469.

Date: 22 02 2020.

OFFER LETTER

Mrs. Sarode Manjushri Dilip Flat B 201, Runwal Towers, Runwal Nagar, Khopat, Thane West.

Madam,

This has reference to your application for the post of Assistant Professor in the department of Computer Engineering and subsequent final interview held on 22nd February, 2020. Please note that after interview the management committee has decided to appoint you in our Institute as Assistant Professor on adhoc basis and accordingly we offer your candidature for the same on the terms and conditions mutually agreed upon. You are requested to join on 24th February, 2020.

After joining your duty, you shall be given Appointment Letter with terms and conditions.

Kindly acknowledge your acceptance and confirm your joining on the said date.

Thanking you,

Yours truly,

For K.C. College of Engineering and Management Studies and Research

Chairperson

THANE (E)

Dr. Vilas N. Nitnaware

Principal

X.C. College of Englanding &

Management Studies & Reseat

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.



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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No. KCCE | 5,114-15 | 269

Date: 29/9/2014

APPOINTMENT ORDER

To. Ms. Kaushiki Upadhyaya T-55, Bombay Annex Sector - 17, Vashi, Navi Mumbai

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane

Madam.

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 11th September, 2014, I am pleased to inform you that you are appointed as an Assistant Professor in Department of Computer Engg. w.e.f. 16-09-2014 subject to the following terms and conditions:

- You will draw consolidated salary of Rs. 24,000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for an academic year 2014-15, from 16-09-2014 to 30-06-2015. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE

Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Sauguru Garden Kopri, Thane (E) 400 603 Engineering & ith Bunder Road, 1800 Fax : 2532 6695 F. Mail.: kcce21@bodynail.com tudies & Resort



(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No.

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Date

- 3. You will be required to give three months prior notice or salary in lieu of to leave the service and you will be given one months notice or salary in lieu of if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time
- 5. You shall not associate with any such act of misconduct, i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
 - 6. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline
 - 7. You shall not resign your post during academic year in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be mandatory.

Mith Bunder Road, Near Saddurg Garden, Kopri, Thane (E) - 400 603.

Tel.: 2532 7100 · Fox 12532 6498 6-mail.: kcce21@hotmall.com. Nitnaware

K.C. College of Engineering & Management Studies & Resear





(Affiliated To University of Mumbai & Approved by AICTE)

Ref No

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Date

- 8 At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer
- 9 You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 10. You will be joining on or before 16.09.2014, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order

Yours faithfully.

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same \(\)

Dar Vinas N: Nithawate

Mith Bunder Road, Near Sadggru Garden, Kopri Thame (E) 400 603

Tel.: 2532 7100 Pax 42532 8496 . E-mail.: kcce21@hotmail.com



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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affillated To University of Mumbar & Approved by AICTE)

Rot No. KCCE151111-13/136

Date 21/05/10/1

LETTER OF APPOINTMENT

To Mrs Sonal Balpande

Madam,

This has reference to your application dated 03.07.2012 or the post of Assistant Professor in Computer Engineering Department. Wherein you have shown your eagerness to serve the Institution and subsequent interview held on 06th day of August 2012 by the duly constituted Staff Selection Committee, whereupon it is informed to you that you are appointed as a Full-Time Assistant Professor in Computer Engineering Department in K.C. College of Engineering & Management Studies & Research wield for the post of th

- You are being appointed on probation on the basic pay of Rs.15600/- p.m. in the time pay scale of 15600-39100 plus allowances (i.e. DA, HRA, CCA etc.).
- Your appointment shall be on probation for a specific period of two years.
 You may be confirmed only after the recruitment rules and procedures of
 the Society subject to your working efficiency and appraisal from the
 H.O.D. / Principal / CEO and also subject to approval of the Directorate of
 Technical Education and the University of Mumbai / AICTE.
- Regular appointment may be considered after satisfactory completion of probation and upon confirmation in writing to this offer by management.
- 4. You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students community.

Mith Bunder Road, Near Sadguru Garden, Ko

Tel.: 2532 7100 · Fax: 2532 6496 · E-mail. 262 Hantinail.com

Thane (E) - 100 603

Dr. Vilas N. Nitnaware

Principal

K.C. College of Engineering &

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(Affiliated To University of Mumbai & Approved by AICTE)

Ret. No. KCCE S. 13-14 667 APPOINTMENT ORDER

Date: 25.01.2014

To, Ms. Manasi D, Choche At Room No. 1, D. D. Vaiti House, Lane No. 1, Navghar Road, Mulund (E), Mumbai.

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane

Madam,

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 17th January, 2014, I am pleased to inform you that you are appointed as an Assistant Professor in Department of Computer Engineering w.e.f. 27.01.2014 subject to the following terms and conditions:

- You will draw consolidated salary of P.s.22,000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for a academic year 2014-15, (Second Semester) from 27.01.2014 to 30.06.2014. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

Vilas N. Nitrajvare

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.



(Affiliated To University of Mumbai & Approved by AICTE)

RY No.

Date:

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- 3. You will be required to give three months prior notice or salary in lieu of to leave the service and you will be given one months notice or salary in lieu of if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 5. You shall not associate with any such act of misconduct, i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
 - 6. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.
 - 7. You shall not resign your post during academic year in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be mandatory.

Mith Bunder Road, Near Sadguru Garden, Hopri, Thane (E) - 400 603.

Tel · 2532 7100 • Fax : 2532 6496 • E-mail.: kcce21@hotmail.com

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(Affiliated To University of Mumbal & Approved by AICTE)

Ref. No.

Date:

- At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 10. You will be joining on or before 27.01.2014, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

Received Property

MISS M. Nith

Mith Bunder Road, Near Sadguni Sarden, Kopri, Thane (E) - 400 603.

and Mana

Tel - 2532 7100 • Fax : 2532 6496 • E-mail.: kcce21@hotmail.com

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No. KeecTriling=1279

Date: offenfin

LETTER OF APPOINTMENT

Io Ms. Mansi Cheche F-4/Room No. 48, Godrej Hill side Colony, Vikhroli (West), Mumbai,

Madam.

This has reference to your application dated 17/05/2017 for the post of Assistant Professor in Information Technology Department, wherein you have shown your eagerness to serve the Institution and subsequent interview held on 24/06/2017 by the duly constituted Staff Selection Committee (USSC), whereupon it is informed to you that you are appointed as a Full-Time Assistant Professor in Information Technology Department in K.C. College of Engineering & Management Studies & Research well 01st August, 2017 on following terms and conditions:

- 1 You are being appointed on probation on the basic pay of Rs 15,600/p.m in the time pay scale of 15600-39100 plus allowances (i.e. DA, HRA, AGP, TA & CLA)
- Your appointment shall be on prohation for a specific period of two
 years. You may be as fined at a fine the
 procedures of the Society subject to your working efficiency and
 appraisal from the H.O.D. / Principal / CEO and also subject to
 approval of the Directorate of Technical Education and the University of
 Mumbal / AICTE.



Dr. Vilas N. Avirnatware

Dr. Vilas Principal Engineering & Research

Conteste Studies & Research





K. C. COLLEGE OF ENGINEERING &

MANAGEMENT STUDIES & RESEARCH (Affiliated To University of Mumbal, Approved by AlGTE 2 DTE) (OTE Code 3210)

Ref. No.

- 3 Regular appointment may be considered after satisfactory completion of probation and upon confirmation in writing to this offer by management.
- 4. You will be required to give three months prior notice or salary in lieu of to leave the service and you will be given one months, notice or salary in lieu of if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students' community
- 5. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may bond! "de'attifi:
- 6. You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However Casual and other leaves entitled are admissible as per the rules and regulations and policies adopted by Management / institute / University of Mumbail AICTE/DTE and any other statutory Body which are inforce and may be added / deleted from time to time
- 7. You have to devote full time for the benefit of the students of the 2 upy you willing 1701 lacte to and disting the engage yourself for any activity including private fultion and classes without prior written permission from the management
- 8. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become projudicial to the "to use of the mathematic
- You shall not leave the Institution during the academic session.



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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STIDLES & RESEARCH

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(DTE Code 3210)

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10 At the time of accepting this Appointment Letter you are required to formation and about terrish original copies of your testimodians to the Principal and also be procuce Discharge Certificate from your previous employer

·· Ya ve a real qualified doctor i medical practitioner at the time of joining your duty or Within 15 days thereafter. You are also required to submit two passpor Size photographs along with character certificate duty buttomzed by any Gazette Otheer from your area

12 Contravention of any of the points as mentioned huteinabove shall be termed as misconduct on your part and in that I ask your services can be terminated without any notice or pay in lieu thin cof

token of your acceptance, if the above forms and considers are agreeable to VOU.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research



I have gone through the Appointment Letter issued to me, understood and agreed to the same



Dr. Vilas N. Nitnaware Jr. VIIas N. Withaw.



(Affiliated To University of Mumbal & Approved by AICTE)

ROL NO. LECCE SI 13-14 668 APPOINTMENT ORDER

Date: 25.01.2014

o. Iris S Amuthavallı 2/11, Kallubhaiya Chawl, Govind Nagar, Gamdevi Road, Shandup (W), Mumbai.

Subject. - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane

vadam

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 17th January. 2014. I am pleased to inform you that you are appointed as an Assistant Professor in Department of Information Technology Engineering w.e.f. 27.01.2014 subject to the following terms and conditions:

- You will draw consolidated salary of Rs 25,000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for a academic year 2014-15, (Second Semester) from 27.01.2014 to 30.06.2014. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of Technical Education and the University of Mumbal / AICTE.



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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal & Approved by AICTE)

Ret. No.

Date:

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- 3 You will be required to give three months prior notice or salary in lieu of to leave the service and you will be given one months notice or salary in lieu of if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- b. You shall not associate with any such act of misconduct, i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
- That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.
- You shall not resign your post during academic year in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be mandatory.



Dr. Vilas N. Nitnaware

Principal



Excelssior Education Society's

K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

ef No

Date

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- 8 At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 9 You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 10 You will be joining on or before 27.01.2014, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

hairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

K.C. College of Engineering & Management Studies & Research

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(Affiliated To University of Mumbai & Approved by AICTE)

Rel No. KCCE |5(114-15/250

Date 25/9/2014

LETTER OF APPOINTMENT

To, Ms. S. Amuthavalli

Madam.

This has reference to your application dated 20/06/2014 for the post of Assistant Professor in Information Technology Department. Wherein you have shown your eagerness to serve the Institution and subsequent interview held on 04/08/2014 by the duly constituted Staff Selection Committee, whereupon it is informed to you that you are appointed as a Full-Time Assistant Professor in Information Technology Department in K.C. College of Engineering & Management Studies & Research w.e.f. 01/09/2014 on following terms and conditions:

- You are being appointed on probation on the basic pay of Rs.15,600/- p.m. in the time pay scale of 15600-39100 plus allowances (i.e. DA, HRA, AGP, TA & CLA).
- Your appointment shall be on probation for a specific period of two years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.



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(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No.

Date :

- Regular appointment may be considered after satisfactory completion of probation and upon confirmation in writing to this offer by management.
- 4. You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students' community.
- Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum eight days per year.
- 7. You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 8. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution.
- 9. You shall not leave the Institution during the academic session.

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Dr. Vilas N. Nitnaware
Principal
K.C. College of Engineering &
Management Studies & Research





Excelssior Education Society's

K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ret No.

Date:

- At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 11. You are required to produce fitness certificate from ay authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 12. Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully.

For K.C. College of Engineering and Management Studies and Research

Chairperson / Secretary

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No. KCCE | SI | 18-19 / 179

Date: 07.08.2018

APPOINTMENT ORDER

To, Mr. Dangat Tushar Gulab A/104, Vardhman Regency CHS Ltd., Barrage Road, Near Khamkar School, Badlapur (West), Dist – Thane.

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane.

Sir,

With reference to your application, in response to the above, after personal interview on dated 26th March, 2018, I am pleased to inform you that you are appointed as Assistant Professor in Department of Information Technology w.e.f. 04.06.2018 subject to the following terms and conditions:

- You will draw consolidated salary of Rs. 38,000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for an academic year 2018-19, (One Semester) from 04.06.2018 to 31.12.2018. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

THANE (E)

Dr. Vilas N. Nitn Principal K.C. College of Engine Management Studies 8



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date:

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- 3. You will be required to give one month notice to leave or one month salary in lieu of it, either side if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time
- You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum ten days per year.
- 6. You shall not associate with any such act of misconduct, i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
- 7 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper desorate and discipline.

THANE (E)

Dr. Vilas N. Nitn Principal

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K. C. COLLEGE OF ENGINEERING & **MANAGEMENT STUDIES & RESEARCH**

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No.

Date:

- 8. At the time of accepting this Appointment Letter, you are required to furnish self attested copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 10. You will be joining on or before 04.06.2018, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully

For K.C. College of Engineering and Management Studies d Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same

Dr. Vilas N. Nitnav Principal K.C. College of Enginee Management Studies & F



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade (Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No. 12 CCE | SI | 2021 - 22 | 82 A

Date: 30.08.704

To.

Ms. Nutan Dolzake

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Which is known as KCCEMSR, Thane.

Madam.

Reference to your application and subsequent interview by the Management on 23/08/2021 we are glad to inform you that you are appointed as Assistant Professor in Information Technology on a contractual basis for a period of from 30th August 2021 to 29th August 2022 on the following terms and condition:

Nature of appointment:

1) You have been appointed on full time post of Assistant Professor. Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibility.

Salary and other benefits:

2.1 You shall draw a consolidated salary of Rs. 25000/- Per month, inclusive of all heads. This will be pay band of basic pay of Rs. 15600-39100/- It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances.

2.2 You shall not be entitled to any TAV DA or reimbursement of relocation expenses for joining N. Withaware against this appointment letter.

Other terms and Conditions:

Mith Bunder Road, Near Sadguru Gardon Kopri, Thane (E) - 400003.
Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.in



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K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade
(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date: 30.08, 2021

- 3.1 You have given the management to understand that you comply with the expertise and qualification needed for the post of Assistant Professor.
- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal Director, KCCEMSR.
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management.
- 3.7 Your services are transferable to any other Institute / College of Excelsior Education Society or KCCEMSR.
- 3.8 You shall be governed by the rules, regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body , responsibilities, assignments and day to day functioning.
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.
 - a. Relieving letter/ Discharge certificate from previous employer (if any).
 - b. Filness Certificate from a Government Recognized Health Care Centre.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. Tel.: 2532.7100 Fax: 2532.6496 * E-mail.: principal@kccemsr.edu.in

Ar. Vilas principal research

K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Allitiated To University of Mumbal, Approved by AICTE & 578)

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- Certified true copies of relevant testimonials such as certificates of suadranas mark-sheets, birth certificate experience certificate last pay certificate/ Salary Sign (Three months) caste certificate (if applicable) change of name certificate(if any,
- d. Reference report from eminent person from your field
- \$10 You are required to give correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post. Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by
- 211 Your appointment can be terminated by the management, at any time during your association with the institution by giving a notice of one month or by paying a month s salary in lieu thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR, in terms of payment of the salary would be final. However you are not allowed to resign in middle of the term i.e January to June & July to December
- After signing this document, you shall complete the term (January to June & July to December) and shall have no right or excuse to put in a resignation/discontinue barring such resignation being for a reason of person health, marriage, change of residence or any such reason sproved by the management. In case you desire to resign, one month notice period or salary in lev of the notice period shall be mandatory and you shall be liable to be discharged of your outles the completion of said term above during which the resignation is submitted
 - 313 You will be required to give an undertaking for confidentiality and non-disclosure (Including IPR and other policy matters) as per HR policy of KCCEMSR
 - 3.14 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided for in the rules tegulations, statutes, code of conduct, ordinances, notifications and office orders in force and statutes are time by the University of North Alexanders in force and as amended from time to time by the University of North Alexanders in force and as a statute of North Alexanders in force and as a statute of North Alexanders in force and as a statute of North Alexanders in force and as a statute of North Alexanders in force and as a statute of North Alexanders in force and as a statute of North Alexanders in force and as a statute of North Alexanders in force and a statute of Nor

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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

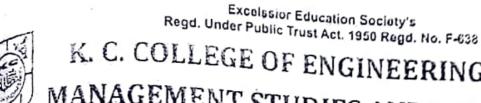
NAAC Accredited B++ Grade (Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No.

Date: 30.09 2021 Statutory Body, and by the Management of KCCEMSR or any such statutory authority

- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post.
- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided.
- 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation. supervision, examination related work and other academic administrative work in addition to the teaching assignments.
- 3.19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.20 .On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads /Principal and to obtain "No Due Clearance" from all departments only verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements.
- 3.21 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitle to resign during or at least for a month thereafter such period. Also, during

Signature of Engineering &



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade (Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Date: 30.08.204

such period, the decision of Management of the KCCEMSR with regard to payment of

- 3.22 In case of any dispute. Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3.23 You will be joining on or before 30th August 2021, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal
- 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

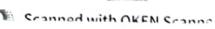
Yours faithfully.

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and Agreed to the same.







K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No. Kecc | 51 7020 21 1009 A

Date: 03.03 707

To Ms. Nikhat Falma

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Which is also known as KCCEMSR. Thane

Madam,

Reference to your application and subsequent interview by the Management on 28/01/2021 we are glad to inform you that you are appointed as Assistant Professor in Information Technology on a contractual basis for a period of from 08th March 2021, to 07th March 2022, on the following terms and condition

Nature of appointment:

1) You have been appointed on full time post of Assistant Professor. Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibility

Salary and other benefits:

2.1 You shall draw a consolidated salary of Rs 38,000/- per month, inclusive of all heads. This will be pay band of basic pay of Rs 15600-39100/- It is made clear that the amount receivable would be subject to decisions of the management taken from time to time decending upon prevailing circumstances

2.2 You shall not be entitled to any TA/ DA or reimbursement of relocation expenses for joining

against this appointment letter

Other terms and Conditions:

Dr. Vilas N. Nitnaware Principal

K.C. College of Engineering &

Management Studies & Research

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N. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No.

- 3.1 You have given the management to understand that you comply with the expertise and qualification needed for the post of Assistant Professor.
- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal Director, KCCEMSR.
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management
- 3.7 Your services are transferable to any other Institute / College of Excelsior Education Society or KCCEMSR.
- 3.8 You shall be governed by the rules, regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the Management Institute / University of Mumbai / AICTE / DTE and any other Statutory Body responsibilities, assignments and day to day functioning,
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.

a Relieving letter/ Discharge certificate from previous employer (if any)

Fitness Certificate from a covernment Recognized Health Care Centre

Dr. Vilas N. Nitnaware Principal

K.C. College of Engineering & · Management Studies & Research

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(DTE Code 3210)

Ref. No.

Date: 03 03 7071

- c Certified true copies of relevant testimonials such as certificates of qualifications, mark-sheets birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months), caste certificate (if applicable), change of name certificate(if any) etc.
- Reference report from eminent person from your field
- 3.10 You are required to give correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by you
- 5.11 Your appointment can be terminated by the management, at any time during your association with the institution by giving a notice of one month or by paying a month's salary in lieu thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR, in terms of payment of the salary would be final. However you are not allowed to resign in middle of the term i.e. January to June & July to December.
- After signing this document you shall complete the term (January to June & July to December) and shall have no right or excuse to put in a resignation/discontinue barring such resignation being for a reason of person health, marriage, change of residence or any such reason approved by the management. In case you desire to resign, one month notice period or salary in ieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.
 - 3.13 You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR
- 3.14 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided for in the rules regulations statutes expect conduct ordinances, notifications and office orders in force and as amended from time to three by the University of Mumbai / AICTE / DTE and any other

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Principal

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R. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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af. No.

Date: 03 03 2021

Statutory Body and by the Management of KCCEMSR or any such statutory authority applicable tin e to time

- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post
- 3.16 The institute has a structured studently/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided
- 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation supervision, examination related work and other academic administrative work in addition to the teaching assignments
- 3.19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.20 On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD ; Process Heads (Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements
- 3.21 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitle to resign during or at least for a month thereafter such period. Also, during C. Colle

Dr. Vilas W. Nitnaware

Principal

· Management Studies & Research

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Mith Bunder Road, Near Sadguru Garden Kopri Phone (E) - 400 603 C. College of Engineering &



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MANAGEMENT STUDIES AND RESEARCH

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Ref. No.

Date: 03 03 202

such period, the decision of Management of the KCCEMSR with regard to payment of remuneration would be final

- 3.22 In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply
- 3.23 You will be joining on or before 08" March 2021, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal
- 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order

Yours faithfully,

For K C College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and Agreed to the same

Mith Bunder Road, Near Sangary, Garden Moori, Thane (E) - 400 603.

Tel.: 2532 7100 Fax: 2532 6496 #mail mincipal@kccemsr.edu.in



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Ref. No. KCCF1 [7 | SI] Appl 116

Dato: 15.01.1020

To.

Ms. Jaya Kulchandani

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Which is also known

Madam,

Reference to your application and subsequent interview by the Management on 31/12/2019 we are glad to inform you that you are appointed as Assistant Professor in Information Technology on a contractual basis for a period of from 15th January 2020 to 14th January 2021 on the following

Nature of appointment:

1) You have been appointed on full time post of Assistant Professor. Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibility.

Salary and other benefits:

2.1 You shall draw a consolidated salary of Rs. 35,000/- per month, inclusive of all heads. This will be pay band of basic pay of Rs. 15600-39100/-. It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances.

2.2 You shall not be entitled to any TA/ DA or reimbursement of relocation expenses for joining

Mith Bunder Road, Near Sadguru Garden, Ropri, Thane (E) - 400 603

Dr. Vilas N. Nitnaware Principal K.C. College of Engineering & Management Studies & Research. annod with OKEN Scanne

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Ref. No.

Other terms and Conditions:

Date: 15: 61.2020

- 3.1 You have given the management to understand that you comply with the expertise and qualification needed for the post of Assistant Professor.
- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal Director, KCCEMSR.
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management.
- 3.7 Your services are transferable to any other Institute / College of Excelsior Education Society or KCCEMSR.
- 3.8 You shall be governed by the rules, regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body, responsibilities, assignments and day to day functioning.
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.
 - a. Relieving letter/ Discharge certificate from previous employer (if any).
 - b. Fitness Certificate from a Government Recognized Health Care Centre.

Mith Bunder Road, Near Sangaru Garden, Kopri, Thane (E) - 400 603. Mith Bunder Road, 1904.

Tel.: 2532 7100 Fax: 2532 6A86 E-mail.: principal@kccemateduanlege of Engineering &

Management Studies & Research





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Ref. No.

Date: 15.01.2020

- Certified true copies of relevant testimonials such as certificates of qualifications, mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months), caste certificate (if applicable), change of name certificate(if any) etc.
- Reference report from eminent person from your field.
- 3.10 You are required to give correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by you.
 - 3.11 Your appointment can be terminated by the management, at any time during your association with the institution by giving a notice of one month or by paying a month's salary in lieu thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR, in terms of payment of the salary would be final. However you are not allowed to resign in middle of the term i.e January to June & July to December.
- After signing this document, you shall complete the term (January to June & July to December) and shall have no right or excuse to put in a resignation/discontinue barring such resignation being for a reason of person health, marriage, change of residence or any such reason approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.
 - 3.13 You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR.
 - 3.14 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided for in the rules, regulations, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the University of Mumbai / AICTE / DTE and any other

Mith Bunder Road, Near Sadguru Garden, Kopri Thane (E) - 400 603 Tel. : 2532 7100 Fax : 2532 6496 * E-mail. : principal@kccemsr.edu.la

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(DTE Code 3210)

Ref. No.

Date: 15 11.220

Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable time to time.

- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post.
 - 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
 - 3.17 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided.
 - 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.
 - 3.19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
 - 3.20 On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads /Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements.
 - 3.21 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitle to resign during or at least for a month thereafter such period. Also, during

Mith Bunder Road, Near Sadguru, Garden, Kopri, Thane (E) - 400 603.
Tel.: 2532 7100 Fax: 2532 6496 Email.: principal@kcomsketasiN. Nitnaware

RESEATON

Principal

K.C. College of Engineering

K.C. College of Engineering & Management Studies & Research.

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(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Date: 15.0112020

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such period, the decision of Management of the KCCEMSR with regard to payment of

- 3.22 In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall
 - 3.23 You will be joining on or before 15th January, 2020, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal
 - 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and Agreed to the same.

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Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) Kopri, Thane (E) - 400.603.

K.C. College of Engineering & Management Studies & Research.





K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

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(DTE Code 3210)

Ref. No. KCCG [TT. 151] App 1118

Date: 15.01.2020

APPOINTMENT ORDER

To, Ms. Sayalee J. Narkhede

Subject: - Appointment to the post of Assistant Professor in K. C.
College of Engineering and Management Studies and
Research, Thane.

Sir.

With reference to your application, in response to the above, after personal interview on dated 31st December, 2019, I am pleased to inform you that you are appointed as Assistant Professor in Department of Information Technology w.e.f. 14.01.2020 subject to the following terms and conditions:

- 1. You will draw consolidated salary of Rs.35,000/- per month.
- Your appointment shall be purely on Adhoc & Temporary Basis for an academic year 2019-20, from 14.01.2020 to 31.01.2021. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.



Vilas N. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. principal at Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.ignlege of Engineering & Research

K. C. COLLEGE OF ENGINEERING AND

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(DTE Code 3210) NAAC Accredited B++ Grade

Ref. No.

Date: 15. 61. 2020

3. You will be required to give one month notice to leave or one month salaryin lieu

of it, either side if your services are to be terminated by themanagement. This is

mandatory to safe guard the academic welfare & interest of student's community.

//adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time. and Manage

- and other holidays. However, One day Casual Leave per month is admissible 5. You shall not be entitled for any kind of leave during this period except, declared subject to maximum ten days per year.
- any job from other organization will prior written permission from the and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept prestige and smooth functioning of the institution as well as the welfareof the students. You shall have to devote full time for the benefit of the students of the You shall not associate with any such act of misconduct, i.e. detrimental tothe



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(DTE Code 3210)

Ref. No.

Date: 15:01.2020

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- At the time of accepting this Appointment Letter, you are required to furnish self-attested copies of your testimonials to the Principal and also toproduce Discharge Certificate from your previous employer.
- 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 10. You will be joining on or before 14.01.2020, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of thisorder.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

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I have gone through the Appointment Letter issued to me, understood and agreed to the same.

Mith Bunder Road, Near Sadguru Garden, Kopri Thane (E) - 400 603

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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Elimbai, Approved by AICTE & DTE)
(D16 Code 3210)

Ref. No. Kece /

Date: 13/01/2020

To, Ms. Bharti Jaidev Khemani 701, Sai Sarovar Apt Opp. To Chm College (Back Side Gate), Ulhasnagar

Madam,

This has reference to your application for the post of Assistant Professor in the department of Information Technology and subsequent final interview held on 31st December, 2019. Please note that after interview we have decided to appoint you in our Institute as Assistant Professor on adhoc basis and accordingly we offer your candidature for the same on the terms and conditions mutually agreed upon. You are requested to join on or before 15th January, 2020. After joining your duty, you shall be given Appointment Letter with terms and conditions.

Kindly acknowledge your acceptance and confirm your joining on the said date.

Thanking you,

Yours truly,

For K.C. College of Engineering and Management Studies and Research

Principal

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Received.

Dr. Vilas N. Nitna. Principal
K.C. College of Enginee
Management Studies S. V.

K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

1. No. FCCC | 17 | 51 | Apr | 119

APPOINTMENT ORDER

Date: 28-62.1022

To: Ms. Apurva Dube Flat No.104, Shree Krishna CHS Shashtri Nagar Koper Cross Road. Dombivali West.

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane.

Madam.

With reference to your application, in response to the above, after personal interview on dated 31st January 2020, I am pleased to inform you that you are appointed as Assistant Professor in Department of Information Technology w.e.f. 26.02.2020 subject to the following terms and conditions:

- You will draw consolidated salary of Rs. 20000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for an academic year 2019-20, from 26.02.2020 to 25.02.2021. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Director and also subject to approval of the Directorateof Technical Education and the University of Mumbai / AICTE.
- 3. You will be required to give one month notice to leave or one month salaryin lieu of it, either side if your services are to be terminated by themanagement. This is mandatory to safe guard the academic welfare & interest of student's community.

Mith Bunder Road, Near Sadguru Garden, Kippin Thane (B - 400 603.

Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: pricipal@kccomet.pdu.in

Vilas N. Withaware K.C. College of Engineering & Dr. Vilas N. Without Reging R. William Principal Indian Studies & Research

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(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Gods 3210)

- Not Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
 - You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum ten days per year.
 - 6. You shall not associate with any such act of misconduct, i.e. detrimental tothe prestige and smooth functioning of the institution as well as the welfareof the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
 - 7. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.
 - At the time of accepting this Appointment Letter, you are required tofurnish self-attested copies of your testimonials to the Principal and also toproduce Discharge Certificate from your previous employer.
 - 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duty authorized by any Gazette Officer from your area.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thank (E) - 400 603.

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(Affiliated To University of Mumbal, Approved by AIGTE & DTE)
(DTE Code 3210)

Date: 28.02.2012

Ref. No.

10. You will be joining on or before 26.02.2020, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the

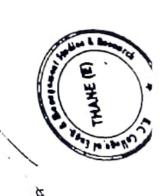
You are requested to sign a copy of this appointment order and submit as an

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acceptance of all terms and conditions within 3 days from the receipt of thisorder.

Yours faithfully.

For K.C. College of Engineering and Management Studies and Research



I have gone through the Appointment Leller issued to me, understood and agreed to the same.







K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbai, Approved by AICTE & DTE)

Ref. No. K.CC ITT S. Applyto

Date: 78 67-2076

APPOINTMENT ORDER

To, Ms. Shrutika Khobragade Shubh Enclave, 705. Sector-16. Phase – II, Taloja Navi Mumbai.

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane.

Madam.

With reference to your application, in response to the above, after personal interview on dated 31st January, 2020. I am pleased to inform you that you are appointed as Assistant Professor in Department of Information Technology w.e.f. 26.02.2020 subject to the following terms and conditions:

- 1. You will draw consolidated salary of Rs. 20,000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for an academic year 2019-20. (One Semester) from 26.02.2020 to 25.02.2021. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.
- You will be required to give one month notice to leave or one month salary in lieu of it, either side if your services are to be terminated by themanagement. This is mandatory to safe guard the academic welfare & interest of student's community.





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(DTE Code 3210)

- Ref. No.

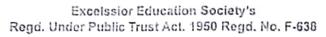
 Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
 - You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum ten days per year
 - 6. You shall not associate with any such act of misconduct i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
 - 7. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.
 - At the time of accepting this Appointment Letter, you are required tofurnish self-attested copies of your testimonials to the Principal and also toproduce Discharge Certificate from your previous employer.
 - 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.



Dr. Vilas N. Nitnaware

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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(Affiliated To University of Mumbai, Approved by AICTE & DTE)

(DTE Code 3210)

Ref. No.

Date: 28.02.2020

10. You will be joining on or before 26.02.2020, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson



I have gone through the Appointment Letter issued to me, understood and agreed to the same.



Dr. Ailas W. Sales and



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade (Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

KCCE IT SI App/117 Ref. No.

APPOINTMENT ORDER

Date: 05 03.2020

To.

Mrs. Neelam Panase

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane.

Madam.

With reference to your application, in response to the above, after personal interview on dated 31/01/2020, I am pleased to inform you that you are appointed as Assistant Professor in Department of Information Technology w.e.f. 03.03.2020 subject to the following terms and conditions:

- 1. You will draw consolidated salary of Rs. 20,000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for an academic year 2019-20, (One Semester) against the Post of Associate Professor / Professor w.e.f 03.03.2020 to 30.06.2020, which will be continued further depending upon your performance.

Furthermore also note that if the said post is filled by the deserving candidate. your adhoc post will come to an end with a notice period of onemonth or salary in lieu thereof.

3. You will be required to give one month notice to leave or one month salaryin lieu. of it. This is mandatory to safe guard the academic welfare & interest of student's community.

and Research

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.in.llege of Engineering &

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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade (Affillated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

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- Ref. No. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
 - 5. You shall carry out duties as will be assigned to the above post will be as per guidelines given in institute manual and other duties assigned to you from time . to time.
 - 6. You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum ten days per year.

Any misconduct on your part will be liable for action, which may include discontinuation from service with immediate effect. The following actions will be deemed to be misconduct-

- 1. Moral turpitude 2. Unfair practices 3. Absenteeism from duty without prior intimation just cause reasons 4. Insubordination (By disobeying orders) 5. Engaging in gainful pursuits without the written sanction of management 6. Any other act which is detrimental to the interest of the institute and its environment.
- 7. You shall not disclose or part with any information in any form whatever, related to the institute and its activities, while in service or even after ceasing, to be on the payrolls of the institute.
- 8. That you shall not raise any extra-financial burden on the Institution duringthe specified period including the demand in hike in wages on any pretext.

You shall maintain cordial relation with all the staff members of the Societyand maintain proper decorum and discipline. Research

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) 1400 603. N. Nitnaware Mith Bunder Road, Near Sauguru Garden, Ropen, Thank (C)

Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.frincipal

K.C. College of Engineering &

Management Studies & Research



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade
(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

You shall notify to the institute any change in your personal details or else the details given by you in the application shall be treated as final for all purposes

- 10 At the time of accepting this Appointment Letter, you are required to furnish self-attested copies of your testimonials to the Principal and also toproduce Discharge Certificate from your previous employer.
- 11 You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter You are also required to submit two passport size photographs along with character certificate duly authorized by anyGazette Officer from your area.
- 12 You will be joining on or before 03.03.2020, failing which appointmentorder is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to return the duplicate copy of this appointment letter duly signed by you in token of your accepted the appointment on the terms and conditions mentioned above. If your acceptance is not received within 3 daysfrom the date of this letter, your appointment is liable to be cancelled.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson THAME (E)

I have gone through the AppointmentLetter issued to me, understood and agreed to the same.



Mith Bunder Road, Near Sadguru Garden, Kopri Prhand E. - Alburate Tol.: 2532 7100 Fax: 2532 6496 E-mail.: principal@kccopper.ordu.in

K.C. College of Engineering & Management Studies & Research,

K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

RECEISI115-16/195

Date: 30 01 2016

APPOINTMENT ORDER

To Ms. Yaminee Fatil 101, A-2 Building, Nandavan Homes. Parsik Ng. Kalwa. Dist - Thane.

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering & Management Studies & Research, Thane.

Madam.

With reference to your application, in response to the above mentioned advertisement, after personal interview held on 05th January, 2016, I am pleased to inform you that you are appointed as a Assistant Professor in Department of Information Technology w.e.f. 18.01.2016 subject to the following terms and conditions:

- 1. You will draw consolidated salary of Rs. 25,000/- per month.
 - 2. Your appointment shall be purely on Adhoc & Temporary Basis for a academic year 2015-16, from 18.01.2016 to 30.04.2016. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of Technical Education and the University of Mumbal / AICTE.
 - 3. You will be required to give three months prior notice or salary in lieu of to leave the service and you will be given one months notice or salary in lieu of if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.

Mith Bunder Road, Near Sadguille arden, Ropri Trane (E) 400 PR Y JORIN Nitnaware

Mag. College of Engineering & Management Studies & Research

Tel.: 25327100 - Fax: 2532 64 (4)

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(Affiliated To University of Mumbar & Approved by AlC II.)

Date

- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time
 - 5. You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum eight days per year.
 - You shall not associate with any such act of misconduct, i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
 - That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.
 - 8. You shall not resign your post during academic year in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be mandatory
 - 9. At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from The Previous employer.

THANE (E)

Mith Bunder Road, Near Sadguru Galley, Kopri, Thank (E) -400 603ege of Engineerio R Management Studies & Research

Tel.: 2532 7100 - Fay - 2532 6496

Excelssior Education Society's

.C. COLLEGE OF ENGINEERING & NAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Date

...3.

You are required to produce fitness certificate from authorized or qualified doctor I medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.

1. You will be joining on or before 18.01.2016, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

are requested to sign a copy of this appointment order and submit as an eptance of all terms and conditions within 3 days from the receipt of this er.

urs faithfully,

r K.C. College of Engineering and anagement Studies and Research

hairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

Managem THANE (E)

Dr. Vilas N. Nitnav Principal K.C. College of Engineer Management Studies & R-

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No. KCCF /S1/11/15/ ...

Date: 21/07/217

LETTEP OF APPOINTMENT

Fo.,
Ms. Purtata K. Bnor.
Flat No. 101 Gar Darshan / Journal.
Piot A 16 Sector 14
Near Khanna Hospital Diware Gaon, Belapur Navi Mumba.

Madam

Assistant Professor in Information Technology Department, wherein you are snown your eagerness to serve the Institution and subsequent interview neld on 24/06/2017 by the budy conscituted Staff Selection Committee whereupon it is informed to you that you are appointed as a Full-Time Assistant Professor in Information Technology Department in K.D. College of Engineering & Management Shudras & Research wield 10th July, 2017 on following terms and conditions

- You are being approximate transaction on the basic pay of Rs 15,600/pro in the time pay seed to 15600 39100 plus allowances trail DA HRAINGS (A. S. S. C.)
- 2 Your approximent end to the specific period of two years for any the specific period of two years for any the specific period of two years for any the specific period of two years apprecial appreciation apprecial a

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Principal
K.C. College of Engineeri
Management Studies & Resp



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Ref. No.

- 3 Regular appointment a second after satisfactory completion of probation and an advantage in writing to this offer by
- 4 You will be required by proclaime months prior notice or salary in lieu of to leave the server metal-to-will be given one months' notice or salary in lieu or if your serve are to be a minuted by the management. This is mandatory to all the statement welfare & interest of faculty
- 5. Your services small be governed by the rules and regulations and policies adopted by Management 1 Institute / University of Mumbar / AIC FE - DTF as a any other Statutory Body which are in force and may be added i denote a form the to time
- 6 You shall not be entitled for any land of leave during the period of propation except declared and other holidays. However Casual and other leaves entitled an admissible as per the rules and regulations and policies adopted by Management / institute / University of Mumbai/ AICTE/DTE and any other statutory Body which are inforce and may be added / deleted from reports used
- 7. You have to the your true for the benefit of the students of the institute and district the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written pennis, ion from the management
- 8 That you shall not the larg extra financial burden on the institution during the specifical period applieding the demand in hike in wages on any pretext members of the boost, and maintain proper decorum and discipline Driving the tenum - Lyout employment you will also not indulge yourself in any activities, which they cause embatrassment to the Institution and become prejurnoial to the alterest or the institution

commentee anarthylyr session

Dr. Vilas N. Nitnawa Principal K.C. College of Engineering Management Studies & Re

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Exemission Education Society's Regd. Under Public Trust Act. 1950 Regd. No. F-638

K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(D16 Code 3210)

of No.

Date:

- 10 At the time of accepting this Appointment Letter, you are required to furnish original copies of your testinionials to the Principal and also to produce Discharge Certificate from your previous employer.
- 11. You are required to produce fitness certificate from any authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 12 Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any nutice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance if the above terms and conditions are agreeable to you

Yours faithfully

For K.C. College of Engineering and Management Studies and Pescaion

Chairpersor

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THANE (E)

Dr. Vilas N. Nitna Principal K.C. College of Enginee Management Studies &



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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade (Allillated to University of Mumbal, Approved by AICTE & OTE)
(DTE Code 3210)

Rot. No. 1200 | S . | 1611 - 17- | 85 14

Dato: 30 08 704

To. Ms S. Brintha Kuman

Subject: - Appointment for the post of Associate Professor in K. C. College of Engineering and Management Studies and Research, Which is also known as KCCEMSR, Thane.

Madam,

Reference to your application and subsequent interview by the Management on 17/07/2021 we are glad to inform you that you are appointed as Associate Professor in Information Technology on a contractual basis for a period of from 30" August 2021 to 29" August 2022 on the following terms and condition:

Nature of appointment:

1) You have been appointed on full time post of Associate Professor, Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibility.

Salary and other benefits:

- 2.1 You shall draw a consolidated salary of Rs. 60,000/- per month, inclusive of all heads. This will be pay band of basic pay of Rs. 37400-67000/-. It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances.
- 2.2 You shall not be entitled to any TA/ DA or reimbursement of relocation expenses for joining against this appointment letter.

Other terms and Conditions:

Mith Bunder Road, Near Sadguru Sardem Koph, Thane (E) - 400 603.

Dr. Vilas N. Nithaware W.C. College of Engineering &



Excelssior Education Society's Regd. Under Public Trust Act. 1950 Regd. No. F-638

K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date: 30 .08.2021

- 3.1 You have given the management to understand that you comply with the expertise and qualification needed for the post of Associate Professor.
- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal Director, KCCEMSR
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management
- 3.7 Your services are transferable to any other Institute / College of Excelsion Education Society or KCCEMSR.
- 3.8 You shall be governed by the rules regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body , responsibilities, assignments and day to day functioning.
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents
 - Relieving letter/ Discharge certificate from previous employer (if any).
 - Fitness Certificate from a Government Recognized Health Care Centre.

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Mith Bunder Read, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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(DTE Cede 3210)

Ref. No.

Date: 20 07 1011

- c Certified true copies of relevant testimonials such as certificates of qualifications, mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months) caste certificate (if applicable), change of name certificate(if any) etc.
- d Reference report from eminent person from your field
- 3 10 You are required to give correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by you.
- 3.11 Your appointment can be terminated by the management, at any time during your association with the institution by giving a notice of one month or by paying a month's salary in fieu thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR, in terms of payment of the salary would be final. However you are not allowed to resign in middle of the term i.e. January to June & July to December.
- 3.12 After signing this document, you shall complete the term (January to June & July to December) and shall have no right or excuse to put in a resignation/discontinue barring such resignation being for a reason of person health, marriage, change of residence or any such reason approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.
 - 3.13 You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR.
 - 3.14 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided for in the rules, regulations, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the University of Mumbai / AICTE / DTE and any other

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.
Tel - 2532 7100 Fay : 2532 6496 * F-mail : principal@kocomsr.edu.in



Vilas N. Nitnaware

Principal

Principal

R.C. College of Engineering & Research

Management Studies & Research

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Excelssior Education Society's Regd. Under Public Trust Act. 1950 Regd. No. F-638



K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade
(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Dato: 30.08.204

Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable time to time

- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post
- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3 17 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided
- 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.
- 3.19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.20 On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads /Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements.
- 3.21 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitle to resign during or at least for a month thereafter such period. Also, during

Mith Bunder Road, Near Sadguru Garden Kopri, Thane (E) - 400/603 principal coring to 12 1 2532 7100 Fax · 2532 6296 * E-mails principal@kccemsr.edu.jpgc chidies & Rose

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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

(Attillated To University of Mumbal, Approved by AICTE & DTE)

Date: 30.02 202

Ref. No.

such period, the decision of Management of the KCCEMSR with regard to payment of

- 3.22 In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply
- 5.23 You will be joining on or before 30" August 2021, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal
- 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully.

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and Agreed to the same.

Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edy.ig N. ripal

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K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade

(DTE Code 3210)

Ref. No.

Date: 0: (0)/2020

OFFER LETTER

Ms. Vidya Prabhakar Shet Flat No. 307, Om Satyam CHS Raghunath Nagar, Wagle Estate Thane (West)

Madam.

This has reference to your application for the post of Assistant Professor in the department of Information Technology and subsequent final interview held on 31st January, 2020. Please note that after interview the management committee has decided to appoint you in our Institute as Assistant Professor on adhoc basis and accordingly we offer your candidature for the same on the terms and conditions mutually agreed upon. You are requested to join within a period of one month.

After joining your duty, you shall be given Appointment Letter with terms and conditions.

Kindly acknowledge your acceptance and confirm your joining on the said date.

Thanking you,

Yours truly.

For K.C. College of Engineering and Management Studies and Research

Chairperson

THANE (E)

Dr. Vilas N. Nitnawa
Principal
K.C. College of Engine

Mith Bunder Hoad, Hear Satigure Garden, Kopri, Thane (E) - 400 603. Tet.: 2532 7100 Fare 7532 6496 * F-mail.: principal@kccemsr.edu.in



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No. KCCE | SI | 14-15 | 248

Date: 25/9/2014

LETTER OF APPOINTMENT

To, Mr. Udaykumar Singh

Sir.

This has reference to your application dated 20/06/2014 for the post of Assistant Professor in Information Technology Department. Wherein you have shown your eagerness to serve the Institution and subsequent interview held on 04/08/2014 by the duly constituted Staff Selection Committee, whereupon it is informed to you that you are appointed as a Full-Time Assistant Professor in Information Technology Department in K.C. College of Engineering & Management Studies & Research w.e.f. 01/09/2014 on following terms and conditions:

- You are being appointed on probation on the basic pay of Rs.15,600/- p.m. in the time pay scale of 15600-39100 plus allowances (i.e. DA, HRA, AGP, TA & CLA).
- Your appointment shall be on probation for a specific period of two years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

Dr. Vilas N. Nitnawar-

K.C. College of Engineering Management Studies & Resea

Mith Bunder Road, Near Sadga Garden Koori, Thane (E) - 400 603.

THANE (E)

Tel.: 2532 7100 - Fax: 2532 6496 - E-haff.: kcce21@hotmail.com



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No.

Date:

- 3. Regular appointment may be considered after satisfactory completion of probation and upon confirmation in writing to this offer by management.
- 4. You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students' community.
- 5. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 6. You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum eight days per year.
- 7. You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
- 8. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution.

9. You shall not leave the Institution during the academic session.

Dr. Vilas N. Nitnawar Principal K.C. College of Engineer Management Studies & R

Mith Bunder Road, Near Cargury Garnen, Kopri, Thane (E) - 400 603.

Tel.: 2532 7100 • Fax: 2532 6496 • E-mail.: kcce21@hotmail.com



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal & Approved by AICTE)

Ref. No.

Date:

- At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the 10. Principal and also to produce Discharge Certificate from your previous employer
 - You are required to produce fitness certificate from ay authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required 11. to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
 - Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof. 12.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson / Secretary

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

THANE

Dr. Vilas N. Nitnaware Principal

K.C. College of Engineering St Management Studies & Commerce

Mith Bunder Road, Near Saudyru Garden, Kopri, Thane (E) - 400 603.

Tel.: 2532 7100 • Fax: 2532 6495 Email.: kcce21@hotmail.com

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(Affidiated To University of Mumbal, Approved by AICTE & DTE) (DTF Code 3210)

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Subject: Appointment for the post of Associate Professor in K. C. College of Engineering and Management Studies and Research, which is also known as KCCEMSR, Thane.

Madam/Sir,

 as reference to your application dated 06.02.2023 and subsequently interview the Management on 96.02.2023, we are glad to inform you that you have been appointed as Associate Professor in Information Technology Department r = 07 02 2023 to 06 02 2024

Vature of appointment:

have been appointed on full time post of Associate Professor. However, the remutation & confirmation of this appointment is subject to your selection by SSC panel & subsequent approval of University of Mumbai

Halary and other benefits:

and shall draw a consolidated salary of Rs. 85,000/- per month, inclusive of all de This will be the basic pay of Rs. 34.550 pay band of Rs. 37400-67000/

I will be it is made clear that in case of incentives if any, the amount receivable the subject to decisions of the management taken from time to time a pending aron prevailing circumstances/performance targets

shidt not be entitled to any TA/DA or reimbursement of relocation a compact for coming against this appointment letter

Other terms and Conditions:

Continuation of service:

the regular appointment may be applicable, only at the completion of one year the from thate of signing of 07 02 2023. After completion of said period, the theur would come to closure unless externally /confirmed any written and property of the management. During the period of this one year as referred the transfer above you shall have no right to resign. You are also required to and andertaking in the form of affidavit on stamp paper of Rs 100/ to this a front 1

Puntler Road, Near Sadgue . C 12 7100 Fax 2532 6496

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Tunkerballa kccoms edulp Vilas N. Nitnaware K.C. College of Engineering & Nanagement Studies & Research.

- 1.2 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- Now will be a fulltime employee of KCCEMSR and shall not engage yourself answhere full time /part time either honorary or otherwise, except with prior permission of the Principal & Director, KCCEMSR. You shall not conduct or engage yourself in any private tuition or private coaching class. If you do so without having written permission from the management, it could be considered as misconduct committed by you and thereafter the management may take necessary action against you as deemed fit.
- 1 You shall also not seek any membership of any election and/or participate in any electoral campaign to any local or public body or act as a non-director or except any honorary position without prior written permission from Principal and directors of the institute.

Leave / Hours of work/ Attendance:

- 1.5 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, one day Casual Leave per month is admissible subject to maximum twelve days per year
- duties entrusted to you from time to time. You may also be required to attend duty on Holidays/Weekly Off days as per work exigencies. Unauthorized absence or absence without permission or approval from duty for a continuous period of 8 has uncluding the weekly offs in a 4.7. Calendar year would make you lose your from an employment. In such tast your employment shall automatically come to an approval from the automatical to the pay. Moreover, you are required to approval from the automatical permitted with to take casual leave in treated as missiphing in part part and shall be dealt accordingly.
 - the more and the insurance teneries of the progress of the work and tener fit the working nours at the insurante may be extended depending the profite semester and squarts of you are unable to complete the work exampled, then you not example for any extra compensation for completing the lattered to you.

constition:

- are transferable to any tiner institute / College of Excelsion
- I see with the governed by the rules & regulations of the institution for the time



Dr. Vilas N. Nitnaware

Principal
Principal
Principal
R.C. College of Engineering & Research.
Management Studies & Research.

Excelssior Education Society's Regd Under Public Trust Act. 1960 Regd. No. F-638

iv. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Date: 60 m

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rules, regulations, practices, systems, procedures and policies as are in force or may be added, altered or modified or omitted or deleted from time to time

b) You shall, also be governed by the laws enacted by the Local Authority, State or Central Government, AICTE, UGC, Mumbai University as applicable to you from time to time. Your services will be subject to the rules and regulations of the Institute, as may be framed from time to time.

(c) You shall not receive any present, gifts commissions, advances, loans or any other sort of gratification or benefits in cash or kind from any person, party or firm or company associated with us. If you are offered the same, you shall immediately report such matter to the Institute in writing.

You shall be allowed to join duties on submission of following documents and tentr appointment shall be provisional and conditional pending of these documents

- (a) Relieving letter/ Discharge certificate from previous employer (if any).
- (b) Fitness Certificate from a Government Recognized Health Care Centre.
- (c) Certified true copies of relevant testimonials such as certificates of qualifications, mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months), caste certificate (if applicable). change of name certificate(if any) etc.
- (i) Reference report from eminent person from your field.
- You are required to give correct mailing address as soon as you join the duties and if any change of address of residence, you will intimate/inform in writing to the Management, any change of address from time to time; failing which, and emmunication sent to you at the last address on record, shall be, deemed to have been served upon you.

Resignation and notice period:

1.12 (a) You shall be at liberty to tender resignation giving a one month notice in writing. In case of a resignation being tendered, the decision of the management of KCCEMSR, in terms of its acceptances and payment of the salary and other such benefit would be final. However, you are not allowed to resign in middle of the term Le June 15th current A.Y to April 30th A.Y +1, in case the employee joins before June 15th in that case they will still have to work till April 30th A.Y. *1. One month for the purpose of the notice period served by you, and if your resignation is accepted by the management, it shall be calculated as 30 working days from the date of acceptance by the management and during this period you shall not be , toolde for any leave and Managemen

> Mith Bunder Road, Near Sabpuring Hele (Kop) Thane (E) - 400 603. 161 2532 7100 Fax : 2512 6496 · E-mail. : principal@kccomsr.edu.in

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- (b) Your appointment can be terminated by the management, at any time during your association with the institution by giving you a notice of one month or by paying a month's basic salary in lieu thereof, without assigning any reason.
- tel In case of your abrupt resignation, the management shall be at liberty to recover damages and or compensation against the hardships and or losses caused to the institution
- have no right or excuse to put in a resignation/discontinue the services barring such resignation being for a reason which is beyond the control of the concerned, approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.
 - (b) On expiry of the period of appointment as aforesaid and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post. However, it would be your moral duty to inform the management about your completion period before one month if you complete one year of uninterrupted service.

Intellectual & Institutional property and NDA policies:

- 3.14 (a) You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR.
 - be given to you for official use during the course of your employment and shall return the same to the Institute immediately on relinquishment of your services failing which the cost of the same will be recovered from you by the Institute. You shall undertake and agree that all property including all correspondence addressed to or by you, specifications, vouchers, literatures, books, circulars, articles, goods etc. or property of any nature whatsoever belonging to the Institute or relating to the Institute's business which shall come into your possession in the course of your employment or otherwise shall be held by you as an acting owner as stated herein for the Institute and shall return/deliver the same to the Institute on demand or in the event of your leaving our services. You will always prefer the cost effectiveness approach in any of your assignments/projects. Any discovery or invention or secret process or improvement in process made or discovered by you in course of your employment shall forthwith be disclosed to the management and the same shall belong to and be absolute property of the organization.



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(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Date: (((1 1/2)

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Performance, Assessment and Appraisal:

15 (a) You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.

(b) You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR

- The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the teedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR
- policy of the institute. Performance will be reviewed on the basis of feedback from students and as ademic performance (university result) by your reporting officer. Management may review your academic performance by a committee, involving external experts. During Appointment period if the performance is below average your services can be terminated without giving any further notice. No salary will be payable, if you are terminated under this clause.
- You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR.

Hand over process and force majeure:

- the termination of this appointment, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads /Principal and to obtain "No Due Clearance from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue pressary relieving / discharge certificate only after compliance of these
 - o In case of emergency or any such force majeure event such as pandemic or any other patural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitled to resign during or at least for a month thereafter such period, however clause 3.12a, 3.12b & 3.12c may be applicable. Also, during such period, the decision of Management of the KCCEMSR with regard to payment of remuneration/benefits in pay and kind would be final.

Mith Bunder Road, Near Sadguru Garden, Kopn, Them Eppelies N. Nitnaware
Tel. 2532 7100 Fax: 2532 6496 * E-mall principal principal K.C. College of Engineering ? Tel 2532 7100 Fax : 2532 6496 * E-mall principal Commence of Engir Management Studies & Research

Termination/Professional ethics/code of conduct:

If you are found guilty of violation of any terms and conditions, you shall be hable to this iplinary action and punishment including damages as provided for in the pules regulations, statutes, code of conduct, ordinances, notifications and stine lets in force and as amended from time to time by the University of Mirriban AICTE / DTE and any other Statutory Body, and by the Management of LCCFMSE many such statutory authority applicable from time to time

- In the event of act of alishonesty, disobedience, arregularity or mesconduct recent to imprompetence in discharge of your duties or upon any breach of the thems by your your services can be terminated forthwith without giving any notice
- The should not divulge information, operation, know how etc. pertaining to the College or any of the institute/College coming under same Management to any mauthorized persons or use for any other purpose during the tenure of service with us and thereafter. Also, you shall not disclose to any print/electronic media, ourmals, etc. any information or documents about the organization expect when specifically instructed to do so
- 19 Notwithstanding anything contained herein, this appointment can be terminated by us without any prior notice if you shall at any time
 - Commit any serious or persistent breach of any of the provisions contained
 - Be guilty of any gross negligence or willful misconduct in the discharge of
 - Be connicted of or plead guilty to any act of fraud or embezziement or felony, or
 - Be consicted of, or plead guilty to any offence involving moral turpitude

Alesting or inciting others to disobedience or misconduct

Misrepresentation or giving false statements about personal/professional that kignound or suppression of relevant facts during the selection process or at the time of joining

Me-heally or mentally unfit

Usurping any business opportunity for personal benefit or depriving the organization of any such business opportunity

the Any absence (without intimation at office) for a continuous period of six days including overstaving on leave than the sanctioned period) would at the artificially make you lose your service



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Date: ' (, 1

(c) misconduct, without being exhaustive and without prejudice to the general meaning of the term "Misconduct" in the case of reasonable suspicion of susconduct, disloyalty, commission/omission of any act involving moral turpitude or any act of indiscipline or inefficiency. Spreading rumors, discussing salary/pay structures, soliciting employees of the Institute for outside employment or coercing to workers to leave the Institute is strictly prohibited and frowned upon. Such actions will result in immediate termination of employment without notice and forfeiture of your holding amount.

- 3.25 If your services are terminated for the reasons mentioned in clause nos. 3.21. 3 22, 3.23 and 3.24(a, b, c) you shall not be eligible for any of the benefits attached to the employment.
- 3.26 In case of any dispute, Sole Arbitrator appointment by the management shall adjudiente the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3.27. You will be joining on or before 07.02.2023, failing which appointment order is hable to be cancelled, unless you seek extension in writing from the principal
- (a) You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order Also, by signing this letter, you deemed to be consented to the organization to conduct any background check as may be considered necessary.
 - (b) This letter constitutes the entire agreement and understanding between the organization and you and hence supersedes all prior discussions and understandings whether written or oral.

Thanking you.

Yours faithfully.

For K.C. College of Engineering and Management Studies and Research

I have gone through the Appointment Letter issued to me, understood and

Agreed to the same

and Manage

K.C. College of Engineering & Research

Mith Bunder Road, Near 9 dours Garden, Köpri, Thane (E) 10 603 Principal naering Rese Tel 2532 7100 Fax : 2532 0 96 E-mail sphericipal@kccemer.edu.injege studies & Resear

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No. 1006 /51/18.13/136

Date: 1/2/2/2018

APPOINTMENT ORDER

To, Ms. Naikare Kshipra Deepak

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane.

Madam.

With reference to your application, in response to the above, after personal interview on dated 26th July, 2018, I am pleased to inform you that you are appointed as Assistant Professor in Department of Electronics and Telecommunication Engineering/ E-Cell/ R&D Dept. w.e.f. 01.08.2018 subject to the following terms and conditions:

1. You will draw consolidated salary of Rs. 22,000/- per month for three months upto 31/10/2018 and will be reviewed subject to your satisfactory performance record recommended by HOD and then from 01/11/2018 onwards your salary will be Rs. 25,000/- per month. However for the E-Cell and R & D Dept., separate Memorandum of Understanding will be executed on its commencement.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. NitriaWare

Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: kcce21@hotmail.bem

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Ref. No.

Date:

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- 2. Your appointment shall be purely on Adhoc & Temporary Basis for an academic year 2018-19, (One Semester) from 01.08.2018 to 30.06.2019. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.
- 3. You will be required to give one month notice to leave or one month salary in lieu of it, either side if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum ten days per year.

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Ref. No.

Date:

3

- 6. You shall not associate with any such act of misconduct, i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
- 7. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.
- At the time of accepting this Appointment Letter, you are required to furnish self attested copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.

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Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: kcce21@hotmail.com



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(DTE Code 3210)

Ref. No.

Date

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10. You will be joining on or before 01.08.2018, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson

THANE (E)

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No. KCCE/S//2010 21/1001 A

Date: 02 03 70 W

Mr Rahul Naware

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Which is also known as KCCEMSR, Thane.

Sir.

Reference to your application and subsequent interview by the Management on 30/01/2021 we are glad to inform you that you are appointed as Assistant Professor in Electronics & Telecommunication engineering on a contractual basis for a period of from 08th March 2021 to 07th March 2022 on the following terms and condition:

Nature of appointment:

 You have been appointed on full time post of Assistant Professor. Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibility.

Salary and other benefits:

- 2.1 You shall draw a consolidated salary of Rs. 38,000/- per month, inclusive of all heads. This will be pay band of basic pay of Rs. 15600-39100/-. It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances.
- 2.2 You shall not be entitled to any TA/ DA or reimbursement of relocation expenses for joining against this appointment letter.

Other terms and Conditions:

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Dr. Vilas N. Nitnaware

Principal K.C. College of Engineering & Management Studies & Reso

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Tel + 2532 7100 Fax + 2532 6496 * F-mail + principal@kccemsr.edu.in



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Ref. No.

Date: 02 03 2074

- 3.1 You have given the management to understand that you comply with the expertise and qualification needed for the post of Assistant Professor
- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal Director, KCCEMSR
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management
- 3.7 Your services are transferable to any other Institute / College of Excelsior Education Society or KCCEMSR.
- 3.8 You shall be governed by the rules, regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body. responsibilities, assignments and day to day functioning
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents

a. Relieving letter/ Discharge certificate from previous employer (if any)

Certificate from a Government Recognized Health Care Centre

Dr. Vilas N. Nitnaware

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Ref. No.

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- Certified true copies of relevant testimonials such as certificates of quantications mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months) caste certificate (if applicable) change of name certificate(if any etc
- d. Reference report from eminent person from your field
- 3.10 You are required to give correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by you
- 3.11 Your appointment can be terminated by the management, at any time during your association with the institution by giving a notice of one month or by paying a month's salary in lieu thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR in terms of payment of the salary would be final. However you are not allowed to resign in middle of the term i.e. January to June & July to December
- After signing this document you shall complete the term (January to June & July to December) and shall have no right or excuse to put in a resignation discontinue barring such resignation being for a reason of person health, marriage, change of residence or any such reason approved by the management. In case you desire to resign, one month notice period or salary in leu of the notice period shall be mandatury and you shall be hable to be discharged of your auties after the completion of said term above during which the resignation is submitted
 - 3.13 You will be required to give an undertaking for confidentiality and non-disclosure fincluding IPR and other policy matters) as per HR policy of KCCEMSR

3.14 If you are found guilty of violation of any terms and conditions, you shall be liable for wanage Apoplinary action and punishment metadors damages to per Any for in the rules Agricultures statutes code of combine architectures notifications and process orders in force and THANGAS appleeded from time to time by the University of MunREs Villasin. Ditmanuare other

K.C. College of Engineering &

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603 Revearch Mith Bunder Road, 132 6496 * E-mail. principal@kccemsr.edu.in



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(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No. Statutory Body and by the Management of KCCEMSR or any such statutory authority appa-Date 07 03 7074

- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post
- 3.16 The institute has a structured student st peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute
- 3.17 You shall be entitled to annual increment provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided
- 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation supervision, examination related work and other academic administrative work in addition to the teaching assignments
- 3 19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3 20 On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD ! Process Heads /Principal and to obtain "No Due Clearance" from all departments duly venfied and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements

3 21 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you so shall that be entitle to resign during or at least for a month thereafter such period. Also, during

THANE (E)

Vilas N. Nitnaware principal College of Engineering &

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. Mith Bunder Road, Near Saugura Stradit : principal@kccemsr.edu.in

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(Affiliated To University of Mumbai, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date: 02.03 2021

such period, the decision of Management of the KCCEMSR with regard to payment of remu-

- 3.22 In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3.23 You will be joining on or before 08th March 2021, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal
- 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through

I have gone through the Appointment Letter issued to me, understood and Agreed to the same

THANE (E)

Dr. Vilas N. Nitnaware

K.C. College of Engineering & Management Studies & Res





K. C. COLLEGE OF ENGINEERING &

MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Rel. No KCCETSILIY-17963

APPOINTMENT ORDER

Date: 17 |01 | 15

To, Mrs. Prasannati A. Kulkarni 19/104, 'Hibiscus' Highland Residency, Kolshet Road, Thane (West).

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane.

Madam,

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 10th January, 2015, I am pleased to inform you that you are appointed as a **Assistant Professor** in **Department of Electronics Engineering** w.e.f. 12.01.2015 subject to the following terms and conditions:

- You are being appointed on the basic pay of Rs.15,600/- p.m. in the time pay scale of 15600-39100 plus allowances (i.e. DA, HRA, AGP, TA & CLA).
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for a academic year 2014-15, (Second Semester) from 12.01.2015 to 30.06.2015. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

Mith Bunder Road, Near Sadgury Garden, Kopri, Thane (E) - 400 603.

Tel.: 2532 7100/ Fax: 2532 6496- E-mall.: kcce21@hotmail.com

Dr. Vilas N. Nitnaware

K.C. College of Engineering & Management Studies & Research.

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal & Approved by AICTE)

Ref. No.

Date:

- 3. You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 5. You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum eight days per year.
- You shall not associate with any such act of misconduct, i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
- 7. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.

Mith Bunder Road Sear Saggura Garden, Kopri, Thane (E) - 400 603. Tel.: 2532 7100 a Fax: 2532 6496 E-mail.: kcce21@hotmall.com

Dr. Vilas N. Nitnaware

Principal K.C. College of Engineering & Management Studies & Research.



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No.

...3...

Date:

- 8. You shall not resign your post during academic year in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be mandatory.
- At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 10. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- You will be joining on or before 12.01.2015, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering

Chairperson

THANE (E)

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I have gone through the Appointment Letter issued to me, understood and agreed to the same.

Mith Bunder Road, Near Sangura Garden, Kopri, Thane (E) - 400 603.

Tel.: 2532 71 6 Fax: 2532 6496 E-mail.: kcce21@hotmail.com

Cr. Vilas N. Nitnaware

Principal
College of Engineering &



MANAGEMENT STUDIES & RI

(Affiliated To University of Mumbal & Approved by AICTE)

Ref. No. KCEE 1113-14/384

Date: 11/10/2013

APPOINTMENT ORDER

10. Ms. Christina N. Bage 303 Gangotri, Moraj Riverview,

Takka Village, Panvel.

Subject - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane

Madam.

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 03rd Octomber 2013, I am pleased to inform you that you are appointed as an Assistant in Electronics & Telecommunication Engineering Department w.e.f. 07.10.2013 subject to the following terms and conditions:

- You will draw consolidated salary of Rs.28,000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for a academic year 2013-14, (Second Semoster) from 07.10.2013 to 30.06.2014. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of Technical Education and the Dr. Vilas N. Nitnaware University of Atumbai / AICTE

ollege of Engineering & Mith Bunder Road, Wear Sadguru Garden, Kopri, Thane (E) - 400 603.

Tel.: 2532 7100 • Fax: 2532 6496 • E-mail.: kcce21@hotmail.com





MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No.

Date:

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- 3. You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 5. You shall not associate with any such act of misconduct, i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
- 6. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.
- 7. You shall not resign your post during academic year in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be mandatory.

Dr. Vilas N. Nitnaware

Principal

CC College of Engineering **

Mith Bonder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Te 2532 7100 • Fax : 2532 6496 • E-mail.: kcce21@hotmail.com

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MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No.

Date:

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- At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 10. You will be joining on or before 07.10.2013, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering

Chairperson

THANE (E)

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

Dr. Vilas N. Nitnaware

K.C. College of Engineering & Management Studies & Research



K. C. COLLEGE OF ENGINEERING:& MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No. KCCE 51 115-16 400

Date: 22/7/2015

OFFER LETTER

To.

Ms. Archana A. Gupte Bldg No. A, Flat No. 2, Ground Floor, Paramsukh Society, Gawand Path, Thane (West).

Madam,

This has reference to your application for the post of Assistant Professor and subsequent interview held on 22/07/2015. Please note that after interview we have decided to appoint you in our Institute as Assistant Professor in Electronics Department and accordingly we offer your candidature for the same on the terms and conditions mutually agreed upon. You are requested to join on 27/07/2015.

After joining your duty, you shall be given Appointment Letter with detailed terms and conditions.

Thanking you,

Yours truly.

Chairperson



Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Tel.: 2532 7100 • Fax 2532 6496 • E-mail:: kcce21@hotmail.com

Dr. Vilas N. Nitnaware Principal .C. College of Engineering & · Him & Racoarch



K. C. COLLEGE OF ENGINEERING

(Affiliated To University of Mumbal & Approved by AICTE)

Ref. No. KCCE 151/06-07/1669

Date: 17/12/06

LETTER OF APPOINTMENT

Geetanjali V. Kale Anand Krupa Towers, B2/701, Hajuri Naka, Near Murphy Company, Thane (W), Mumbai - 400604.

Madam

This has reference to your application dated 06-07-06 for the post of Lecturer in Electronics and Telecommunications Engineering Dept. in OBC Category wherein you have shown your eagerness to serve the Institution and subsequently interview held on 10th day of August by the duly constituted staff selection committee (University of Mumbai), whereupon it is informed to you that you are appointed as a Full-time Lecturer in Electronics and Telecommunications Engineering Dept. in K. C. College of Engineering w.e.f. 01-01-07 on following terms and conditions:

- You are being appointed on the starting pay of 1. Rs. 8000 p.m. in the time pay scale of 8,000 - 275 - 13,000 plus allowances as prescribed by the Govt. of Maharashtra from time to time.
- Your appointment shall be purely on temporary basis for a specific period of two years. You may be confirmed only 2. after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D./Principal/CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai/AICTE.

Dr. Vilas N. Nitnaware Principal

Mith Bunder Road, Near Indian Huma Pipe, Kopd, Thane (East) 400,603 ment Studies & Research Tel.: 2532 7100 • Fax: 2532 6775 • E-mail-kcce21 @hotmail.com



K. C. COLLEGE OF ENGINEERRING

- 3. Your services may be terminated within specified period if found unsatisfactory without assigning any reason thereof after giving one month notice or salary in lieu thereof. You may also resign from the services after giving one month notice or payment in lieu thereof. The management reserves its rights to relieve you on your resignation with immediate effect without taking into account the notice
 - 4. Your services shall be covered by the rules, regulations and the Society/Institute/University Mumbai/AICTE/DTE and any other Statutory Body which are in force and may be added/deleted from time to time.
 - 5. You have to devote full time for the benefit of the students of the Institute and during the period of your appointment you shall not engage yourself for any activity including private tuition and classes without prior written permission from the management.
 - That you shall not raise any extra-financial burden on the 6. Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the Institution.
 - You shall not leave the Institution during the academic 7. session.
 - At the time of accepting this Appointment Letter, you are 8. required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.

Dr. Vilas N. Nitnaware Principal K.C. College of Engineering & Mana Sounded by CamScanner

K. C. COLLEGE OF ENGINEERRING

- 9. You are required to produce fitness certificate from any authorized or qualified doctor/medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
 - 10. Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Engineering

Chairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

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Dr. Vilas N. Nitnaware

K.C. College of Engineering & Management Studies & Research





K. C. COLLEGE OF ENGINEL.....G

Mith Bunder Road, Near Indian Hume Pipe, Kopri, Thane (East) - 400 603. Tel.: 2532 7100 • Fax: 2532 6775 • E-maill: kcce21@hotmail.com

Ref. No. KCCE (SI /06-07/1172

Date: 25/07/06

APPOINTMENT ORDER

Mrs. Geetanjali V. Kale 'Anand Krupa' Towers, B2/701, Hajuri Naka, Near Murphy Company, Thane(W) 400 604.

Madam.

With reference to your application dated 21.07.06, we are pleased to inform you that you are appointed as a Full-time Lecturer in Electronics and Telecommunications Dept. in K. C. College of Engineering, on a Consolidated Pay of Rs. 12,500/- p.m. w.e.f. 12 August, 2006.

- 1. Your appointment is made purely on temporary basis for the period ending 31st July, 2007.
- 2. Your appointment is subject to the confirmation/approval of the Directorate of Technical Education and the University of Mumbai/AICTE for which you may require to appear before the constituted selection committee.
- 3. You will be governed by the rules, regulations of our Institute/Society which are in force and may be added/deleted from time to time.



Dr. Vilas N. Nitnaware Principal

K.C. College of Engineering & Management Challes & Research





K. C. COLLEGE OF ENGINEERING

Mith Bunder Road, Near Indian Hume Pipe, Kopri, Thane (East) - 400 € 03, Tel. : 2532 7100 • Fax : 2532 6775 • E-maili : kcce21@hotmail.com

Ref. 70. NCCE/61/06-07/1172

Date: 25/01/06

- You have to devote full time for the benefit of our students and the institute. You are not permitted for any tuition classes paid/unpaid without written permission of the Principal.
- During your service with us, you will maintain cordial relationship with other staff and maintain proper decorum and discipline at all times.
- You will not indulge in any activities which are prejudicial to the interest of the institution.
- Your service shall be terminated by giving one months' notice from either side or one months' salary in lieu thereof.
- You will not leave from the employment of our institute during the academic session (except by the clause No. 6) since it will effect the career of students.
- Your appointment will be renewed in writing only as per your performance in the institute.
- 10. You are required to submit copies of all your certificates/testimonials duly attested at the time of joining. You are required to produce the discharge and salary certificate from your previous employer. You also have to produce a medical fitness certificate from authorized and qualified doctor.

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Dr. Vilas N. Nitnaware

Principal K.C. College of Engineering & Management Studies & Research.



K. C. COLLEGE OF ENGINEERING

Mith Bunder Road, Near Indian Hume Pipe, Kopri, Thane (East) - 400 6 03.

Tel.: 2532 7100 ● Fax: 2532 6775 ● E-maill: kcce21@hotmail.com

Ref. No. KCCE /SI /06-07/1172

Date: 25/07/06

If you are agreeable to the above terms and conditions, please sign the duplicate copy of this appointment order and return.

Looking forward to a mutual relationship.

Yours faithfully, For K.C. College of Engineering

(P.V.S. Krishnan)

Administrative Officer

Speznavala Director

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Dr. Vilas N. Nitnaware
Principal
K.C. College of Engineering &
Management Studies & Research.

K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

No. KCCE SI 13-14 | 664

Date: 25 01.2014

APPOINTMENT ORDER

To, Mrs. Rupinder Kaur C-2/904, Runwal Garden City, Balkum, Thane.

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane

Madam,

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 07th January, 2014, I am pleased to inform you that you are appointed as an Assistant Professor in Department of Electronics and Telecommunication Engineering w.e.f. 13.01.2014 subject to the following terms and conditions:

- 1. You will draw consolidated salary of Rs.35,000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for a academic year 2014-15, (Second Semester) from 13.01.2014 to 30.06.2014. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

Dr. Vilas N. Nitnaware

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Mith Bunder Road, Near Sadgulus parden, Kepin Thane (E) - 400 50

K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

M. No.

Date:

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- 3. You will be required to give three months prior notice or salary in lieu of to leave the service and you will be given one months notice or salary in lieu of if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AIC FE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 5. You shall not associate with any such act of misconduct, i.e. determental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management
 - 6 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.
 - 7. You shall not resign your post during academic year in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of nation shall be naware mandatory.

Principal K.C. College of Engineering & Management Studies & Research

K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

No

Date:

3

- At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 10. You will be joining on or before 13.01.2014, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the many

Dr. Vilas N. Nitnaware

K.C. College of Engineering & Management Studies & Research

Mith Bunder Road, Near Sadguru Garden, Roper, Thane (E) - 400 603.

Tel.: 2532 7100 • Fax: 2532 6496 • E-mail.: kcce21@hotmail.com



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No. KCCE SI 13-14 664.

Date: 25.01.2014

APPOINTMENT ORDER

To, Mrs. Rupinder Kaur C-2/904, Runwal Garden City, Balkum, Thane.

Subject: - Appointment to the post of Assistant Professor in K. C. College - Jof Engineering and Management Studies and Research, Thane

Madam.

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 07th January, 2014, I am pleased to inform you that you are appointed as an Assistant Professor in Department of Electronics and Telecommunication Engineering w.e.f. 13.01.2014 subject to the following terms and conditions:

- 1. You will draw consolidated salary of Rs.35,000/- per month.
- Your appointment shall be purely on Adhoc & Temporary Basis for a academic year 2014-15, (Second Semester) from 13.01.2014 to 30.06.2014. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

Mith Bunder Road, Near Sadgurn Garden, Kopri, Thane (E) - 460,603

Tel.: 2532 7100 • Fax: 2532 6496 • E-mail.: kcce21@notmatteomEngineering & Management Studies & Research.



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No.

Date:

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- 3. You will be required to give three months prior notice or salary in lieu of to leave the service and you will be given one months notice or salary in lieu of if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AIC LE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 5. You shall not associate with any such act of misconduct, i.e. determental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
- 6 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.
- You shall not resign your post during academic year in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be mandatory.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Dr Vilas N. Nieneu

Tel.: 2532 7100 • Fax: 2532 6496 • E-mail.: kcce21@hotmail.com

K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

Ref. No.

Date:

...3...

- 8. At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area. ' ,
- 10. You will be joining on or before 13.01.2014, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

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Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Salguru Garden, Kopri, Thane (E) - 400 603 pal
Tel.: 2532 7100 - Fax: 2572 6496 E-mail: kcce21@hotmail.com





K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal & Approved by AICTE)

1201 NO KICE 151/14-15/766

Date: 17101115

APPOINTMENT ORDER

To, Mrs. Tejal P. Patil Flat No. 203, Shivdarshan CHS, Opp. Kalwa Post Office Bidg, Old Belapur Rd, Kalwa (W), Thane.

Subject: - Appointment to the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Thane.

Madam,

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 13th January, 2015, I am pleased to inform you that you are appointed as a Assistant Professor in Department of Electronics and Telecommunication Engineering w.e.f. 19.01.2015 subject to the following terms and conditions:

- You will draw consolidated salary of Rs.35,000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for a academic year 2014-15, (Second Semester) from 19.01.2015 to 30.06.2015. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTE.

Mith Bunder Road, Near Sadguru Garden, Koprl, Thane (E) - 400 603.

Tel.: 2532 7100 • Fax: 2532 6496 • E-mail.: kcce21@hotmail.com

Dr. Vilas N. Nitnaware
Principal
K.C. College of Engineering &

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal & Approved by AICTE)

Ref. No

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Date:

- 3. You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 5. You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum eight days per year.
- 6. You shall not associate with any such act of misconduct, i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
 - 7. That you shall not raise any extra-financial burden on the institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603.

Tel.: 2532 1100 Fax: 2532 6496 . E-mail.: kcce21@hotmail.com

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Dr. Vilas N. Nitnaware

Principal

K.C. College of Engineering &



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal & Approved by AICTE)

Ref. No.

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Date:

- 8. You shall not resign your post during academic year in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be mandatory.
- 9. At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- You are required to produce fitness certificate from authorized 10. or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- You will be joining on or before 19.01.2015, failing which 11. appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering

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I have gone through the Appointment Letter issued to me, understood and agreed to the same.

dies and A Mith Bunder Road Near Sagguru Garden, Kopri, Thane (E) - 400 603.

Tel.: 25327100 - ax: 2632,6496 - E-mail.: kcce21@hotmail.com

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Vilas N. Nitnaware Principal

C. College of Engineering & Studies & Research.



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai & Approved by AICTE)

KCCE | SI | 12-13 | 186.

Date: 08.09,2013

APPOINTMENT ORDER

To. Ms. Jayshree Katkar Chendani Koliwada, Mith Bunder Road, K/26, Dharmatya Chawl, Thane (East).

Sub : Appointment as a "Assistant Professor" in the Department of Electronics and Telecommunication Engg. in K. C. College of Engineering, Thane.

Madam,

With reference to your application, in response to the above mentioned advertisement, after personal interview on dated 03rd September, .2012, I am pleased to inform you that you are appointed as a Assistant Professor in Department of Electronics & Telecommunication Engineering w.e.f. 05.09.2012 subject to the following terms and conditions:

- 1. You will draw consolidated salary of Rs.25,000/- per month.
- 2. Your appointment shall be purely on Adhoc & Temporary Basis for a academic year 2012-13, from 05.09.2012 to 30.06.2013. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the H.O.D. / Principal / Campus Director and also subject to approval of the Directorate of Teathing Succation and the University of Mumbai / AICTE.

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E

Tel.: 2532 7100 • Fax: 2532 6496 • E-mail.: kcce21@hotmail.comincering &



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal & Approved by AICTE)

Ref. No.

Date:

- 3. You will be required to give three months prior notice to leave the service and you will be given one months notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of student's community.
- 4. Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- 5. You shall not associate with any such act of misconduct, i.e. detrimental to the prestige and smooth functioning of the institution as well as the welfare of the students. You shall have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity including private tuitions, business and classes, nor shall accept any job from other organization without prior written permission from the management.
 - 6. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline.
 - 7. You shall not resign your post during academic in any case, in case you desire to resign after the academic session, three month notice or payment of gross salary in lieu of notice shall be mandatory.

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Tel.: 2532 7100 - Fax: 2532 6496 E math.: kcce21@hotmail.com; Engineering & Management Studies & Research.



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal & Approved by AICTE)

Ref. No.

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Date :

- At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 9. You are required to produce fitness certificate from authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 10. You will be joining on or before 05.09.2012, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal.

You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully,

For K.C. College of Engineering

Chairperson

I have gone through the Appointment Letter issued to me, understood and agreed to the same.

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Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) 400.603.



K. C. COLLEC OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

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Date 301617016

APPOINTMENT ORDER

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Mr. Nitin Bhatt

Dear Sir.

This has reference to your application and subsequent personal interview held on dated NII., we are pleased to inform you that you have been selected for the post of Assistant Professor in MMS with effect from 01st July, 2016.

rou are requested to note that:-

- 1. You are appointed on Adhoc Basis for the period of one year commencing from 01/07/2016, at the consolidated salary of Rs. 26,000/- p.m. (including perks).
- 2. You shall be required to possess requisite qualification as laid down by the University of Mumbai.
- 3. You should submit Original and Xerox copies of Certificates of qualification from 10th Class onwards and Experience Certificate/s and Relieving Certificate before joining duty in the institute.
- 4. Your services shall be governed by the policy of the institution as well as per the Mumbai University Act Service Rules. You shall be required to perform the duties as enumerated in the Act.
- 5. You shall have to undergo a medical examination within 3 months from the date of joining the post. Your appointment shall be conditionally pending till the submission of physical fitness certificate from a registered Medical Practioner by you.

Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Sadgfru Garden, Kopri, Thane (E) s400 6838eses inder Roso, Nax: 2532 6496 -mail.: kcce21@hotmail.com

....gu. Under Public Trust Act. 1950 Regd,No. F-638 K. C. COLLEGE OF ENGINEERING &

MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Date:

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- 6. Your appointment is subject to the approval of All India Council for Technical Education, The University of Mumbai & the provisions of the Maharashtra Universities Act 1991.
- During the above period, your services can be dispensed with, without assigning any reason at one months notice or salary in lieu there on either side. On confirmation, however the separation from services would be three months notice or salary in lieu thereof on either side,
- 8. The institute has a structured student's/ peer education system. Your performance shall be evaluated under this system and you would be communicated the feedback.
- You shall be responsible and accountable for the performance of the students. You shall also be responsible to strive for adopting better teaching skills so as to inculcate good education to the students. You shall be responsible for carrying out the activities like discussions, seminars, tutorials, workshops, providing technical experiences, projects, encouraging original thinking in the minds of the
- 10. You shall be responsible for improvement of academic standard of subject taught by you and to perform assigned teaching work by making advance policies for teaching and to generate academic values.
- 11. You shall not be allowed to leave the institution in the middle of academic year
- 12. The appointment is a full time one and does not permit the holder to engage himself/ herself in any outside work either with or without remuneration without the express sanction of the institute authorities.

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Dr. Vilas N. Nitnaward

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Regd. Under Public Trust Act. 1950 Regd.No. F-638

K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Date .

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- 13. After submitting the joining report if you did not join the institute or if you will leave the institute before the closure of the second term without giving one month written notice, you will have to give one month salary in lieu of it for advertisement expenses etc. It is expected that once you will accept this appointment, you will continue to work in the institute till the end of the academic year.
- 14. You will not be entitled for any other leave except One day Casual leave per month only if sanctioned by the Director at least 48hrs in advance till your services are on Adhoc basis. While taking any casual leave you will have to take care that your teaching programme will not suffer. Leave application on phone will not be entertained under normal circumstances. You are entitled to avail for one day Casual leave per month and 15 days holidays in a year that be split as 7+8 per semester as per the convenience of the institute, If you are found absent for more than three days without intimation your services will be terminated.

You are advised to sign a copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Thanking you,

Yours faithfully,

Managing Director

I have gone through the Appointment Letter issued to me, understood and agreed to the same

Dr. Vilas N. Nitnaware Principal

K.C. College of Engineering &

Mith Bunder Road, Near Sadguru Orgen, Kopy Strane (EM-9400 603 Tel.: 2532 7100 Fax: 2532 6496 • Earth Rece21@hotmail.com



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K. C. COLLEC OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE)

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Date: 19 3 201/

APPOINTMENT ORDER

To.

Ms. Priya Sengupta

Dear Madam.

This has reference to your application and subsequent personal interview held on dated NIL, we are pleased to inform you that you have been selected for the post of Assistant Professor in MMS with effect from 21st March 2016.

You are requested to note that:-

- You are appointed on Adhoc Basis for the period of one year commencing from 21/03/2016, at the consolidated salary of Rs. 26,000/- p.m. (including perks).
- You shall be required to possess requisite qualification as laid down by the University of Mumbai.
- You should submit Original and Xerox copies of Certificates of qualification from 10th Class onwards and Experience Certificate/s and Relieving Certificate before loining duty in the institute.
- 1. Your services shall be governed by the policy of the institution as well as per the Mumbai University Act Service Rules. You shall be required to perform the duties as enumerated in the Act.
- You shall have to undergo a medical examination within 3 months from the date of joining the post. Your appointment shall be conditionally pending till the submission of physical fitness certificate from a registered Medical Practioner by

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Dr. Vilas N. Nitnawar-Principal K.C. College of Engineering Management Studies & Resea

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTE) (DTE Code 3210)

Date

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- 6. Your appointment is subject to the approval of All India Council for Technical Education, The University of Mumbai & the provisions of the Maharashtra Universities Act 1991.
- 7 During the above period, your services can be dispensed with, without assigning any reason at one months notice or salary in lieu there on either side. On confirmation, however the separation from services would be three months notice or salary in lieu thereof on either side,
- 8 The institute has a structured student's/ peer education system. Your performance shall be evaluated under this system and you would be
- You shall be responsible and accountable for the performance of the students. You shall also be responsible to strive for adopting better teaching skills so as to inculcate good education to the students. You shall be responsible for carrying out the activities like discussions, seminars, tutorials, workshops, providing technical experiences, projects, encouraging original thinking in the minds of the
- 10. You shall be responsible for improvement of academic standard of subject taught by you and to perform assigned teaching work by making advance policies for
- teaching and to generate academic values 11 You shall not be allowed to leave the institution in the middle of academic year
- 12. The appointment is a full time one and does not permit the holder to engage himself/ herself in any outside work either with or without remuneration without the express sanction of the institute authorities Dr. Vilas N. Nitnaware Ludles and Rese

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Tel.: 2532 7100 Fax

M. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbai, Approved by AICTE & DTF)

(DTE Code 3210)

Date

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- 13 After submitting the joining report if you did not join the institute or if you will leave the institute before the closure of the second term without giving one month written notice, you will have to give one month salary in lieu of it for advertisement expenses etc. It is expected that once you will accept this appointment, you will continue to work in the institute till the end of the academic year.
- 14. You will not be entitled for any other leave except One day Casual leave per month only if sanctioned by the Director at least 48hrs in advance till your services are on Adhoc basis. While taking any casual leave you will have to take care that your teaching programme will not suffer. Leave application on phone will not be entertained under normal circumstances. You are entitled to avail for one day Casual leave per month and 15 days holidays in a year that be split as 7+8 per semester as per the convenience of the institute, If you are found absent for more than three days without intimation your services will be terminated.

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above terms and conditions are agreeable to you.

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is faithfully,

aging Director



I have gone through the Appointment Letter issued to the same

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Dr. Vilas N. Nitnawar Principal K.C. College of Engineerin-

Management Studies & Re-

Mana Mana Lauru Garden, Kopri, Inana Le . 400 603. - mail: kcce21@notmail.com



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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

KCCE /51/17.18/376.

Date: 25/08/2017

LETTER OF APPOINTMENT

To. Mr. Shrikesh S. Poojari 4/301, Neelam Nagar, Mulund (East), Mumbai - 400081.

Sir.

This has reference to your application dated 19/05/2017 for the post of Assistant Professor in Finance in MMS Department, wherein you have shown your eagerness to serve the Institution and subsequent interview held on 23/06/2017 by the duly constituted Staff Selection Committee (USSC), whereupon it is informed to you that you are appointed as a Full-Time Assistant Professor in Finance in MMS Department in K.C. College of Engineering & Management Studies & Research w.e.f. 20th August, 2017 on following terms and conditions:

- 1. You are being appointed on probation on the basic pay of Rs.20,976/p.m. in the time pay scale of 15600-39100 plus allowances (i.e. DA,
- 2. Your appointment shall be on probation for a specific period of two Your appointment snall be on probable. It a specific period of two years. You may be confirmed only after the recruitment rules and years. You may be society subject to your working efficients years. You may be committeed only and recomment rules and procedures of the HOD / Principal / CEO and also subject to your working efficiency and procedures of the Society Subject to your working efficiency and appraisal from the H.O.D. / Principal / CEO and also subject to appraisal from Circulaterate of Technical Education and the University of Technical Education and the Universit appraisal from the H.O.D. Technical Education and the University of approval of the Directorate of Technical Education and the University of

Mumbal / AICTE.

Dr. Vilas N. Nitnawar Principal

K.C. College of Engineering & Management Studies & Research

Mith Bunder Road, Near Sadguru Garden, Kopri, Thana (E) - 400 603.



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affillated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

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Date:

- Regular appointment may be considered after satisfactory completion of probation and upon confirmation in writing to this offer by management.
- 4. You will be required to give three months prior notice or salary in lieu of to leave the service and you will be given one months' notice or salary in lieu of if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent students' community.
- Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body which are in force and may be added / deleted from time to time.
- You shall not be entitled for any kind of leave during the period of probation except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum eight days per year.
- You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity without prior written permission from the management.
- 8. That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline. During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution.

9. You shall not leave the Institution during the academic session.



Dr. Vilas N. Nitnaware Principal

K.C. College of Engineering & Management Studies & Research



K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

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(DTE Gode 3210)

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- 10.At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimonials to the Principal and also to produce Discharge Certificate from your previous employer.
- 11. You are required to produce filness certificate from any authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 12.Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in lieu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

For K.C. College of Engineering and Management Studies and Research

Managing Director



I have gone through the Appointment Letter issued to me, understood and agreed to the same.



Dr. Vilas N. Nitnaware

Principal

K.C. College of Engineering & Management Studies & Rose

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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal, Approved by AICTE & OTE)
(DTE Code 3210)

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LETTER OF APPOINTMENT

Date: /1/05/2014

To. Mr. Shawn Langford 101/4 Lotus Building Regency Estate. Dombivili (East)

Sir

This has reference to your application dated 19/05/2017 for the post of Assistant Professor in HR in MMS Department, wherein you have shown your eagerness to serve the Institution and subsequent interview held on 23/06/2017 by the duly constituted Staff Selection Committee (USSC), whereupon it is informed to you that you are appointed as a Full-Time Assistant Professor in HR in MMS Department in K.C. College of Engineering & Management Studies & Research w.e.f. 20th August, 2017 on following terms and conditions

- You are being appointed on probation on the basic pay of Rs 9,796/p m in the time pay scale of 8000-13500 plus allowances (i.e. DA, HRA AGP TA & CLA)
- 2 Your appointment shall be on probation for a specific period of two years. You may be confirmed only after the recruitment rules and procedures of the Society subject to your working efficiency and appraisal from the HOD. / Principal / CEO and also subject to approval of the Directorate of Technical Education and the University of Mumbai / AICTL.

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Dr. Vilas N. Nitnaware
Principal
K.C. College of Engineering &
Management Studies & Research

Mish Bunder Road, Near State Carldon, Kopri, Thane (E) - 400 603.

Tel.: 2532 7100 Fax 2532 6496 'E-mail | kcce2'@hotmail.com



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MANAGEMENT STUDIES & RESEARCH

(Afficiated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

3 Regular approximate Date completes of problem and upon information in writing to this offer may be considered after satisfactory by management

- 4 You will be required to give three months prior notice or salary in lieu of to leave the service and you will be given one months' notice or salary in heu of if your services are to be terminated by the management. This is to all this to safe guard the academic welfare & interest of faculty in permit if students' community
- 5 Your services shall be governed by the rules and regulations and policies adopted by Management / Institute / University of Mumbai / AICTE | DTE and any other Statutory Body which are in force and may be added deleted from time to time
- 6 You shall not be entitled for any kind of leave during the period of probation except declared and other holidays. However One day Casual Leave per month is admissible subject to maximum eight days per year
- 7 You have to devote full time for the benefit of the students of the institute and during the period of your appointment you shall not engage yourself for any activity without prior written permission from the management
- 3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext. You shall maintain cordial relation with all the staff members of the Society and maintain proper decorum and discipline During the tenure of your employment you will also not indulge yourself in any activities which may cause embarrassment to the Institution and become prejudicial to the interest of the institution 9 You shar not ease the institution during the academic session

Dr. Vilas N. Nitnaware Principal K.C. College of Engineering & Management Studies & P.



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K. C. COLLEGE OF ENGINEERING & MANAGEMENT STUDIES & RESEARCH

(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(D1E Code 3210)

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Date .

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- to At the time of accepting this Appointment Letter, you are required to furnish original copies of your testimentals to the Principal and also to produce Discharge Cortificate from your previous employer.
- 11 You are required to produce fitness certificate from any authorized or qualified doctor / medical practitioner at the time of joining your duty or within 15 days thereafter. You are also required to submit two passport size photographs along with character certificate duly authorized by any Gazette Officer from your area.
- 12 Contravention of any of the points as mentioned hereinabove shall be termed as misconduct on your part and in that case your services can be terminated without any notice or pay in liqu thereof.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you

Yours faithfully.

For K.C. College of Engineering and Management Studies and Research

Managing Director

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Dr. Vilas N. Nitnaware

K.C. College of Engineering & Management Studies & Reset.

Mith Hunder Hoad, Near Sadgurii Cordon, Kopil, Thane (E) - 400 603 Tel 2517 7100 Fax 2532 6496 * E-mail | Ecce21@hotmail.com

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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

NAAC Accredited B++ Grade (Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

LCCE | 51/22-23/179

Date: 26/09/2022

To. Ms Hemalata Mahesh Mote

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Which is also known as KCCEMSR, Thane.

Madam.

Reference to your application and subsequent interview by the Management on 08/08/2022 we are glad to inform you that you are appointed as Assistant Professor in Electronics & Telecommunication Engineering on a contractual basis for a period of from 26th August 2022 to 25th August 2023 on the following terms and condition:

Nature of appointment:

1) You have been appointed on full time post of Assistant Professor. Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibdity

Salary and other benefits:

2.1 You shall draw a consolidated salary of Rs. 48,000/- per month, inclusive of all heads. This will be pay band of basic pay of Rs. 15600-39100/-. It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon valurs circumstances

against this appointment lefts

2 2 You shall got be united to any TAV DA or reimbursement of relocation expenses for joining against this appointment letter.

Dr. Vilas N. Nitnawareses for joining

Principal K.C. College of Engineering & Management Studies & Res-

Other terms and Conditions

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccomsr.edu.in



K. C. COLLEGE OF ENGINEERING AND

MANAGEMENT STUDIES AND RESEARCH

(Affiliated To University of Mumbal, Approved by AICTE & DTE) (DTE Code 3210)

Ref. No.

Date: 26/09/2022

- 3.1 You have given the management to understand that you comply with the expertise and qualification needed for the post of Assistant Professor.
- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext.
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal Director, KCCEMSR.
- 3 5 You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management.
- 3.7 Your services are transferable to any other Institute / College of Excelsior Education Society or KCCEMSR.
- 3.8 You shall be governed by the rules, regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the Management / Institute / University of Mumbai / AICTE / DTE and any other Statutory Body. responsibilities, assignments and day to day functioning.
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.

Relieving letter/ Discharge certificate from previous employer (if any).

6 H Fittiess Certificate from a Government Recognized Health Care Centre.

Dr. Vilas N. Nitnaware Principal

M.C. College of Engineering & Management Studies & Research

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603. Tel.: 2532 7100 Fax: 2532 6496 * E-mail.: principal@kccemsr.edu.in

K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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Ref. No.

Date: 26/09/2022

- c. Certified true copies of relevant testimonials such as certificates of qualifications, mark-sheets, birth certificate, experience certificate, last pay certificate/ Salary Slips (Three months), caste certificate (if applicable), change of name certificate(if any) etc.
- Reference report from eminent person from your field.
- 3.10 You are required to give correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by you.
- 3.11 Your appointment can be terminated by the management, at any time during your association with the institution by giving a notice of one month or by paying a month's salary in fieu thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR, in terms of payment of the salary would be final. However you are not allowed to resign in middle of the term i.e January to June & July to December.
- After signing this document, you shall complete the term (January to June & July to December) and shall have no right or excuse to put in a resignation/discontinue barring such resignation being for a reason of person health, marriage, change of residence or any such reason approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted.

3 13 You will be tendired to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR. N. Nitnaware Dr. Vilas N. Nitnaware

3.14 If you are found guilty of violation of any terms and conditions, you shall be diable for disciplinary action and punishment including damages as provided for in the rules, regulations, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the University of Mumbai / AICTE / DTE and any other

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K. C. COLLEGE OF ENGINEERING AND MANAGEMENT STUDIES AND RESEARCH

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(Affiliated To University of Mumbal, Approved by AICTE & DTE)
(DTE Code 3210)

Ref. No.

Date: 26/09/2022

Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable time to time.

- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post.
- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute.
- 3.17 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided.
- 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.
- 3.19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.20 On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads /Principal and to obtain "No Due Clearance" from all departments duly Process Heads /Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements.

nellypalicalamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitle to resign during or at least for a month thereafter such period. Also, during

Principal

K.C. College of Engineering &

Appagement Studies & Research

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(Affiliated To University of Mumbal, Approved by AICTE & DTE)

(DTE Code 3210)

Ref. No.

Date: 26/09/2022

such period, the decision of Management of the KCCEMSR with regard to payment of remuneration would be final.

- 3.22 In case of any dispute, Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply.
- 3,23 You will be joining on or before 26th August 2022, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal
- 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order.

Yours faithfully.

For K.C. College of Engineering and Management Studies and Research

I have gone through the Appointment Letter issued to me, understood and

Agreed to the same.

Received Accepted



Dr. Vilas N. Nitnaware principal K.C. College of Engineering & Management Studies & Research.

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Ref. No. KCCE/S. /22-23/359

Date: 19/12/2022

To.

Ms. Neha Kale

Madam.

This has reference to your application for the post of Assistant Professor in the Department of Computer Engineering and subsequent final interview held on 19th December 2022. Please note that after interview the management committee has decided to appoint you in our Institute as Assistant Professor on contractual basis and accordingly we offer your candidature for the same on the terms and conditions mutually agreed upon. You are requested to join on 09th January 2023.

After joining your duty, you shall be given Appointment Letter with terms and conditions.

Details regarding Acceptance

Kindly acknowledge your acceptance and confirm your joining on the said date.

Thanking you,

Yours truly.

For K. C. College of Engineering and Management Studies and Research.

Direction



Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603, C. College of En Mith Bunder Road, Near Saugus E-mail: principal@kccomsr.edu.in.agement Studie:



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Rof. No. RCCE | SI | 22-23 | 4151

Date: 17/01/2023

OFFER LETTER

To.

Ms. Sheetal P. Jadhav

Madam.

This has reference to your application for the post of Assistant Professor in the Department of Computer Engineering and subsequent final interview held on 17th January 2023. Please note that after interview the management committee has decided to appoint you in our Institute as Assistant Professor on contractual basis and accordingly we offer your candidature for the same on the terms and conditions mutually agreed upon. You are requested to join on 23rd January 2023

After joining your duty, you shall be given Appointment Letter with terms and conditions.

Details regarding Acceptance

Kindly acknowledge your acceptance and confirm your joining on the said date.

Thanking you.

Yours truly

For K.C. College of Engineering and Management Studies and Research

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Dr. Vilas N. Nitr Principal K.C. College of Engire

Mith Bunder Road Wear Sadder Garden, Kopri, Thane (E) - 400 603. Mith Bunder Rosa 15582 8496 * E-mail. : principal@kccemsr.edu.in



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Ref. No. K((C) 51 202 -22 | 04 A

Date: 05 . 07 . 2024

To. Ms. Soumya Kini

Subject: - Appointment for the post of Assistant Professor in K. C. College of Engineering and Management Studies and Research, Which is also known as KCCEMSR, Thane

Madam.

Reference to your application and subsequent interview by the Management on 30/06/2021 we are glad to inform you that you are appointed as Assistant Professor in Electronics & Telecommunication Engineering on a contractual basis for a period of from 12th July 2021 to 11th July 2022 on the following terms and condition

Nature of appointment:

1) You have been appointed on full time post of Assistant Professor, Needless to add, the continuation and confirmation of this appointment is subject to prevailing laws and permissibility.

Salary and other benefits:

2.1 You shall draw a consolidated salary of Rs. 35,000/- per month, inclusive of all heads. This will be pay band of basic pay of Rs 15600-39100/-. It is made clear that the amount receivable would be subject to decisions of the management taken from time to time depending upon prevailing circumstances

2.2 You shall not be entitled to any TA/ DA or reimbursement of relocation expenses for joining

appointment letter

Dr. Vilas N. Nitnaware

Principal K.C. College of Engineering & Management Studies & Research.

nd Conditions:

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Ref. No.

Date: 05 07 204

- 3.1 You have given the management to understand that you comply with the expertise and qualification needed for the post of Assistant Professor
- 3.2 You shall not be entitled for any kind of leave during this period except, declared and other holidays. However, One day Casual Leave per month is admissible subject to maximum twelve days per year.
- 3.3 That you shall not raise any extra-financial burden on the Institution during the specified period including the demand in hike in wages on any pretext
- 3.4 You will be a full time employee of KCCEMSR and shall not engage yourself anywhere full time (part time either honorary or otherwise except with prior permission of the Principal Director KCCEMSR.
- 3.5 You shall not conduct or engage yourself in any private tuition or private coaching class
- 3.6 The minimum period of this contractual appointment shall be one year extendable by further at the will and decision of the management
- 3.7 Your services are transferable to any other Institute. College of Excelsion Education Society or KCCEMSR.
- 3.8 You shall be governed by the rules regulation statutes code of conduct ordinances notifications and office orders in force and as amended from time to time by the Management / Institute / University of Mumbal AICTE / DTE and any other Statutory Body responsibilities assignments and day to day functioning
- 3.9 You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.

a. Relieving letter Discrarge of thate from previous employer of anyon

and Mapage mess Certificate from a captiers of the orgin zert fleatin Care Centre

Dr. Vilas N. Nitnaware

Principal
K.C. College of Engineering &
Management Studies & Researc's

Mith Bunder Road, Near Sadguru Garden, Kopri, Thane (E) - 400 603, Tel.: 2532 7100 Fax 2532 6496 E-mail: principal@kccemsr.edu.in



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Ref. No.

Date: 05 07.2021

- c Certified true copies of relevant testimonials such as certificates of qualifications. mark-sheets, birth certificate experience certificate last pay certificate/ Salary Slips (Three months), caste certificate (if applicable), change of name certificate(if any)
- d. Reference report from eminent person from your field
- 3.10 You are required to give correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Management of KCCEMSR. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received acknowledgement and sign by you
- 3.11 Your appointment can be terminated by the management, at any time during your association with the institution by giving a notice of one month or by paying a month's salary in lieu thereof, without assigning any reason. In case of a resignation, the decision of the management of KCCEMSR, in terms of payment of the salary would be final. However you are not allowed to resign in middle of the term i.e January to June & July to December
- After signing this document you shall complete the term (January to June & July to 3.12 December) and shall have no right or excuse to put in a resignation/discontinue barring such resignation being for a reason of person health, marriage, change of residence or any such reason approved by the management. In case you desire to resign, one month notice period or salary in lieu of the notice period shall be mandatory and you shall be liable to be discharged of your duties after the completion of said term above during which the resignation is submitted
 - 3.13 You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of KCCEMSR
- 3.14 If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment including damages as provided for in the rules. Managementalions, statutes, code of conduct ordinances notifications and office orders in force and amended from time to time by the University of Mumbai. AICTE Det and any other Dr. Vilas N. Nitnaware

Mith Bunder Road, Near Sadguru Garden, Kopri, M.Kane (E) 400 60303ering & Mith Bunder Roos, 12532 6496 * F-mail : principal@kcoemsreduting Section



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Ref. No.

Date: 05.07.2021

Statutory Body, and by the Management of KCCEMSR or any such statutory authority applicable time to time

- 3.15 On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim or have any right to be continued or automatic reappointment to the said post
- 3.16 The institute has a structured student's/ peer evaluation system. Your performance will be evaluated under this system and you would be communicated the feedback. This feedback will be an integral part in decision making of your appraisal / increment / incentives / continuation of services and as per the HR policy of the institute
- 3.17 You shall be entitled to annual increment, provided your tenure of appointment is extended at the discretion of the management of KCCEMSR provided
- 3.18 You shall be allotted assignments related to students' activities, assessment, evaluation. supervision, examination related work and other academic administrative work in addition to the teaching assignments
- 3.19 You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of KCCEMSR
- 3.20 On termination of this contract, for whatever cause/ reason, you shall hand over the charge of your post in accordance to authorized hand over process owner assigned through HOD / Process Heads /Principal and to obtain "No Due Clearance" from all departments duly verified and signed by the IQAC coordinator of institute in the specified format. The management of KCCEMSR shall issue necessary relieving / discharge certificate only after compliance of these requirements

3.21 In case of emergency or any such force majeure event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you and Manager rounde entitle to resign during or at least for a month thereafter such period. Also, during

Dr. Vilas N. Nitnaware Principal

K.C. College of Engineering &

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Ref. No.

Date 05 07 2074

such period, the decision of Management of the KCCEMSR with regard to payment of remuneration would be final

- 3.22 In case of any dispute. Sole Arbitrator appointment by the management shall adjudicate the dispute and the jurisdiction be of Thane and laws of Arbitration and Conciliation shall apply
- 3.23. You will be joining on or before 12" July 2021, failing which appointment order is liable to be cancelled, unless you seek extension in writing from the Principal
- 3.24 You are requested to sign a copy of this appointment order and submit as an acceptance of all terms and conditions within 3 days from the receipt of this order

Yours faithfully

For K C College of Engineering and Management Studies and Research

Chairperson

I have gone through the Appointment Letter ssued to me, understood and

Agreed to the same



Dr. Vilas N. Nitnaware

Principal K.C. College of Engineering & Management Studies & Research



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(DTE Code 3210)

Ref. No. KCCE/S1/20-21/731.

Date: 31/02/2020.

LETTER OF APPOINTMENT

To, Dr. Shobha Tyagi, C-402 ISM House, Thakur Village, Kandivali [East], Mumbai – 400101.

Madam,

This has Reference to your application and subsequent interview held on 26th August 2020, The management Committee had given you offer letter on 27th August 2020 through Email. Wherein you have shown your eager- ness to serve the Institution, we are glad to inform you that you are appointed as 'Associate Professor [Adhoc Basis]' in the Department of Informational Technology with effect from 29th August 2020 till the completion of academic session 2020-21 or one year which ever is earlier from the date of appointment on the following terms and condition:

► Nature of appointment:

 You have been appointed on full time post of 'Associate Professor [Adhoc Basis]'. The continuation and confirmation of this appointment is subject to the current guidelines prescribed by the AICTE & University OF Mumbai with regards to position of 'Associate Professor."

► Salary and other benefits:

2) You shall draw a consolidated salary of Rs.75000/- month, inclusive of all heads. Which will be pay band of basic pay of Rs. 37400-67000 p.m. However, this amount will be payable on the resumption of physical classes. During the period of lockdown and/or as against the ongoing online teaching scenario, you shall be eligible to draw a salary to the extend of Rs.55000/- Only inclusive of all heads. Further, post lockdown and on resumption of the physical classes, you will be paid the mutually agreed amount.

► Other terms and Conditions:

3.1) You shall have to acquire the qualification as prescribed by the University Grants commission in the Notification on minimum qualification of Teachers in

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Ref. No. Kcce/S1/20-21/731.

Date: 31/08/2020.

Universities / Colleges and compliance of the same shall be the prerequisite for your further continuation / career advancement, subject to satisfactory performance and recommendations by the head of the institute as per K.C. College of Engineering & Management Studies & Research.

3.2) You will be a full time employee of K.C College of Engineering & Management Studies & Research and shall not engage yourself anywhere full time /part time either honorary or otherwise, except with prior permission of the Principal Director, K.C College of Engineering & Management Studies & Research.

- 3.3) The minimum period of probation shall be one year extendable by a maximum period of one more year in case of unsatisfactory performance.
- 3.4) Your services are transferable to any other institute / college of K.C College of Engineering & Management Studies & Research.
- 3.5) You shall not conduct or engage yourself in any private tuition or private coaching class.
- 3.6) You shall be governed by the rules, regulation, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the University of Mumbai and Management of the
- K.C College of Engineering & Management Studies & Research in relation to you duties, responsibilities, assignments and day to day functioning.
- 3.7) You shall be allowed to join duties on submission of following documents and your appointment shall be provisional and conditional pending of these documents.
 - e) Relieving letter/ Discharge certificate from previous employer (if any).
 - f) Fitness Certificate from a Government Recognized Health Care
 - g) Certificated true copies of relevant testimonials such as certificates of qualifications, mark-sheets, date of birth certificate, experience certificate, last pay certificate, caste certificate (if applicable), change of name certificate(if any) etc.
 - h) Reference report from eminent person from your field.

3.8) You are required to give correct mailing address as soon as you join the

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Dr. Vilas N. Nitnawa K.C. College of Engineering Management Studies & Re

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(DTE Code 3210)

Ref. No. KCCE/S1/20-21/731.

Date: 31/08/2020.

duties and any change in the address given earlier should be communicated to the Management of K.C College of Engineering & Management Studies & Research. It will be presumed that any letter sent by registered Post Acknowledgement on the address given shall be deemed to have been received, acknowledgement and sign by you.

3.9) You will be required to give three months prior notice to leave the service / or salary in lieu thereof and you will be given one month's notice if your services are to be terminated by the management. This is mandatory to safe guard the academic welfare & interest of faculty dependent student's community.

3.10) You will be required to give an undertaking for confidentiality and non-disclosure (including IPR and other policy matters) as per HR policy of K.C College of Engineering & Management Studies & Research.

- 3.11) If you are found absent continuously for more than thirty days with- out prior written permission, your service shall stand terminated automatically.
- 3.12) If you are found guilty of violation of any terms and conditions, you shall be liable for disciplinary action and punishment as provided for in the rules, regulations, statutes, code of conduct, ordinances, notifications and office orders in force and as amended from time to time by the University of Mumbai and by the Management of K.C College of Engineering & Management Studies & Research or any such statutory authority applicable time to time.

3.13) On expiry of the period of appointment and in the event of termination of appointment in any manner whatsoever, you shall not claim any lie or any right to be continued or automatic reappointment to the said post.

3.14) You shall be entitle to annual increment, at the discretion of the management of K.C College of Engineering & Management Studies & Research.

3.15) You shall be allotted assignments related to students' activities, assessment, evaluation, supervision, examination related work and other academic administrative work in addition to the teaching assignments.

3.16) You may take assignments as examiner/assessor/evaluator/invigilator elsewhere with prior permission of the competent authority of K.C College of Engineering & Management Studies & Research

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(DTE Code 3210)

Ref. No. KCCE/S1/20-21/731.

Date: 31/08/2020

3.17) On termination of this appointment, for whatever person cause/ reason, you shall hand over the charge of your post to a duly authorized person after clearing all dues, books, apparatus, records, and such other articles belonging to K.C College of Engineering & Management Studies & Research, as may be due from you. The management of K.C College of Engineering & Management Studies & Research shall issue necessary relieving / discharge certificate only after compliance of these requirement. 3.18) In case of emergency or any such force major event such as pandemic or any other natural calamity, resulting into stoppage of routine work and functioning of the institution, you shall not be entitle to resign during or at least for a month thereafter such period. Also, during such period, the decision of Management of the K.C College of Engineering & Management Studies & Research with regard to payment of remuneration would be final.

You shall not be entitle to any TA/DA or reimbursement of relocation expenses for joining against this appointment letter.

You are advised to sign the duplicate copy of this appointment order as a token of your acceptance, if the above terms and conditions are agreeable to you.

Yours faithfully,

K.C. College of Engineering And Management Studies And Research

Managing Director

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