



Since 1994

**Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune**

**S. No. 18, Plot No. 5/3, CT5 No. 205, Behind Vandevi Temple, Karvenagar, Pune-
411052**



Appointment Orders of Teaching and Non-teaching Staff



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 dated 6/1/1967

Registration Under Bombay Public Trust Act 1950-f-338(P) dated 19/1/1967

Tel. : 020-25665320, 8149032328 Telefax: 020 - 25653039

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/IMERT/APNT/2022-2023/782

Date : 18th August , 2022

To,

Dr. Shubhangee Ramaswamy

Flat No. U-201, Jasminium,
Magarpatta City, Hadapsar,
Pune - 411 028

**Subject: Appointment for the post of Professor in Marathwada Mitra Mandal's
Institute of Management Education Research & Training ,Pune -411 052**

With reference to your application and subsequent interview by Local Staff Selection Committee dated 18/8/2022, we are pleased to appoint you on the post of **Professor** in Marathwada Mitra Marathwada Mitra Mandal's Institute of Management Education Research & Training S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411052 on purely fixed term basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the Marathwada Mitra Mandal's Institute of Management Education Research & Training is located at Karvenagar , Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the SPPU/DTE/ Assistant Commissioner B.C.Cell and accordingly, it has to recruit the appropriate candidate of appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. However, for the **Academic year 2022-2023**, no candidate on the post of **Professor** has been selected for Marathwada Mitra Mandal's Institute of Management Education Research & Training S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411 052 till date by the Savitribai Phule Pune University Selection Committee.
4. Due to the aforesaid situation, if the recruitment is not made by the Savitribai Phule Pune University on the post of **Professor** , not only the college but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, College is compelled to make your present appointment on tenure and adhoc basis i.e. for the **Academic year 2022-2023** and more specifically for the period starting from **18th August , 2022** or from the date of your joining to **31st May, 2023** or till the **appointment of Professor by Selection Committee Meeting , whichever is earlier.**
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the Institute of Management Education Research & Training S.No.18, Plot No.5/3,CTS No.205,Karvenagar,Pune-411052 your such employment being on the aforesaid background, cannot be treated as a permanent employment and / or you are not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the College.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT SHALL BE AS FOLLOWS.

1. As mentioned in the background clause herein above, your Appointment on the aforesaid post is made for a fixed Term starting from **18th August , 2022** or from the date of your joining to **31st May, 2023** or till the **appointment of Professor by Selection Committee Meeting , whichever is earlier.** Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof



[Handwritten signature]

from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.

2. You will be paid pay in pay Band of Rs. 50,640/- plus AGP of Rs.10,000/- in the pay band of Rs.37,400-67000 + AGP Rs.10,000/- as per VIth pay Commission along with D.A. @ 123% and HRA @ 20%, CLA Rs.240/- & TA Rs 1600/- per months which is as per the norms of M.M.Mandal. You will also paid special allowance of Rs.4,000/- per month. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.

You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.

3. You are appointed as a **Professor** against the vacancy of **reserved category** approved by the SPPU/DTE/ Assistant Commissioner B.C.Cell in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Karvenagar, Pune- 411 052 (IMERT) on full time basis.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
5. Your appointment as a **Professor** is purely on temporary basis for the period mentioned above and is subject to the approval from SPPU, Pune, University and minimum number of students and the workload prescribed for the post.
6. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certified true copies of the relevant testimonials, such as School Leaving Certificate, Mark Sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc., at the time of joining to your duties to College/Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The payment of your salary shall be subject to deduction of Income Tax payable in regard with the IT schedule and all other statutory deductions.
9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal File.
11. You will have to remain present for all working days as per College timings and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday (s), Sunday (s) and even during the period of vacation.





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Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College/Institute either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the College to practice castes, communalism or un-touch ability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
18. You will not conduct or engage yourself in any Private Tuition or in Private coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your services shall be liable to be transfer from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give **one month's** clear notice in writing to the College or will have to pay **one month's** salary in lieu thereof. However it will be the discretion of the College to accept **one month's** salary as stated herein above and relieve you from the employment or require you to undergo **one month's** notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you **one month's** clear notice in writing or will pay you **one month's** salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay three months salary to the College in lieu of notice as per Clause No. 20 herein above.
22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment either honorary or otherwise during the stipulated period of your employment in the College.
23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.



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24. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for **Open / OBC / SC / ST / VJ-(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate Category** is made available by the **Savitribai Phule Pune University Selection Committee**; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay as contemplated under Clause No. 20 herein above shall be payable to you.
25. It is to be noted that you will be free to appear for interview before the **Savitribai Phule Pune University Selection Committee**, if you so desire.

In case, the above terms and condition of your employment are acceptable to you in totality, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.

Yours Faithfully,



Prin.B.G.Jadhav
Executive President

DECLARATION

I, the undersigned **Dr. Shubhangee Ramaswamy** have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment withal its terms and conditions mentioned herein above in totality after assimilating them in their proper perspective and undertake to abide to the same.

Place: Pune

Signature: _____

Date: 19/08/22

Name: Dr. Shubhangee Ramaswamy

Witness:

Signature _____

Name: Mr. Himmat Salunke

Copy forwarded for information to:

1. **The Principal**
Marathwada Mitra Marathwada Mitra Mandal's
Institute of Management Education Research & Training
S.No.18, Plot No.5/3,CTS No.205, Karvenagar,
Pune- 411 052
2. Service file of **Dr. Shubhangee Ramaswamy**



Marathwada Mitra Mandal, Pune

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Shivajirao D. Ganage
President

Bhausaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

Date : 28/07/2015

Ref. No. : MMM/IMERT/00/2015-16/442

OFFICE ORDER

1. Dr. Jitendra B. Bhandari was appointed as Full Time Lecturer in Marathwada Mitra Mandal's, Institute of Management Education Research & Training, 302/A Deccan Gymkhana, Pune 411004 vide Appointment Order No. MMM/IMERT/APNT/2008-09/131 Dated 21/06/2008.
2. Vide Appointment Order No. MMM/IMERT/APNT/2009-10/21 Dated 24/04/2009 and University Approval No. CCO/2590 Dated 07/07/2009, he was redesignated as 'Assistant Professor'.
3. In view of Dr. Jitendra B. Bhandari being incumbent 'Assistant Professor' with more than 3 years of experience on the post of 'Assistant Professor' with pay scale of 12000-420-18300. Management of Marathwada Mitra Mandal has decided to re-designate Dr. Jitendra B. Bhandari as 'Associate Professor' w.e.f. 1st August, 2015.
4. The pay scale in the pay band of 37400-67000 with Grade Pay 9000 will be applicable to Dr. Jitendra B. Bhandari w.e.f. 1st August, 2015.
5. All other terms and conditions of the current appointment order will remain same.




Prin. B.G. Jadhav
Secretary

To,
Dr. Jitendra B. Bhandari
Assistant Professor
Marathwada Mitra Mandal's
Institute of Management Education Research & Training

Copy for information and necessary action to
Director
Marathwada Mitra Mandal's
Institute of Management Education Research & Training
Pune 411 004

Received
Shudh



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

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President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/IMERT/APNT/2017-18/1030

23rd October, 2017

ORDER OF APPOINTMENT

To,

Dr. Pranv S. Kayande,
C 4 / 603 , Sun Empire,
Anand Nagar,
Sinhagad Road,
Pune- 411 051

Subject: Appointment for the post of Associate Professor in Marathwada Mitra Mandal's Institute of Management Education Research & Training , Deccan Gymkhana, Pune – 411 004.

Dear Sir,

In response to our advertisement dated 27/07/2017, you had applied for the post of Associate Professor in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Deccan Gymkhana, 302/A, Deccan Gymkhana, Pune- 411 004. You were interviewed for the above post by Savitribai Phule Pune University Staff Selection Committee under Statue of Savitribai Phule Pune University on 14/10/2017.

We are pleased to appoint you as **full-time Associate Professor** in Marathwada Mitra Mandal's Institute of Management Education Research & Training , Deccan Gymkhana, 302/A, Deccan Gymkhana, Pune- 411 004 on starting basic pay of **Rs.37,400/- + AGP Rs.9,000/-** in the pay scale of **Rs.37400-67000 + AGP Rs.9,000** along with the other allowances as per the norms of the M.M.Mandal from the date of your joining. You are also eligible for the benefit of membership of Employees Provident Fund & Miscellaneous Provisions Act 1952.

Your appointment is subject to the following terms and conditions:-

1. Your services will be governed by the Maharashtra Universities Act, 2016, Statutes, Code of Conduct, Ordinances and rules and regulations laid down by the University of Pune, State Government, Marathwada Mitra Mandal, Pune from time to time.
2. Your appointment is on **Open category post against Open category vacancy** on full-time basis on **probation for a period of one year from 23/10/2017 or the date of your joining whichever is early.**
3. a) You will be paid basic pay of **Rs.37,400/- + AGP Rs.9,000/- p.m.** in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance and C.L.A. at the rates prescribed by the State Government/ M.M.Mandal from time to time.
b) Your appointment shall be subject to approval by the Savitribai Phule Pune University, and State Govt. as the case may be.
4. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
5. The examination work assigned by the College/Savitribai Phule Pune University, Pune, from time to time is obligatory on your part.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, degree certificate, discharge/relieving certificate, last pay certificate, caste certificate, caste validity certificate, change of name certificate (if any) etc., before joining your duties.





Marathwada Mitra Mandal, Pune

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Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

7. In case you accept the appointment, you shall have to execute a Deed of Contract/Undertaking of Service as prescribed in the Statutes at the time of joining the duties.
8. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
9. Subject to the fulfillment of the requirements mentioned in the Clause No.8 above, you will be allowed to join the duties on production of :-
 - a) Two Passport size photographs,
 - b) Character Certificate from two eminent persons, one of whom should be a Government Gazetted Officer; and
 - c) Discharge Certificate from previous employer (if any),
10. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment as the staff of the College.
11. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal in writing. It will be presumed that any letter sent by the Registered Post Acknowledgment Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
12. You will not conduct or engage yourself in any Private Tuition or in Private coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
13. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the Management / Competent Authority/ Management of Marathwada Mitra Mandal.
14. You will have to remain present for all working days as per College timings and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
15. You will not undertake any testing, consultancy or R&D work without the prior approval of the Competent Authority.
16. You will not register for any degree/diploma/certificate or other course without the prior permission of the Competent Authority. You will follow all the rules and regulations existing at the time of application for registration to any degree/diploma/certificate or other course.
17. For administrative purpose, Your services can be transferred to other Department / College / Institutions at the sole discretion of the Management of Marathwada Mitra Mandal, Pune. Similarly, the place of your deployment / posting could be changed at any time. You may be required to travel on official duties as and when needed.
18. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give three month's clear notice in writing to the College or will have to pay three month's salary in lieu thereof. However, it will be the discretion of the College / Institute to accept three month's salary as stated herein above and relieve you from the employment or require you to undergo three month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you three month's clear notice in writing or will pay you three month's salary in lieu thereof.



[Handwritten signature]



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Shivajirao D. Ganage
President

Bhausahab G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

19. If you are found absent continuously for more than thirty days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Competent Authority as provided for in the statutes. During the period of your services, you shall not directly or indirectly do such things, which are subversive to the interest of the Management / University / College / Students.
20. Application for jobs etc. to outside agencies is required to be submitted through the proper channel only. Further resignation given during the academic year shall not be entertained in the interest of the students/institution.
21. You are required to communicate your acceptance within 7 days from the date of this order of appointment, failing which it will be presumed that you are not interested in the offer and this appointment will be treated as cancelled. No further communication will be entertained in this regard after the due date.



B.G. Jadhav
Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned Dr. Pranav S. Kayande, have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment with its terms and conditions mentioned herein above in totality after assimilating them in their proper perspective and undertake to abide to the same.

Place: Pune

Date: 23/10/2017

Witness:

Signature: *Shailesh Mulaj*

Name: Shailesh Mulaj

Signature: *Pranav Kayande*

Name: Dr. Pranav Kayande

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's Institute of Management Education Research & Training 302/A,
Deccan Gymkhana, Pune- 411 004
2. Service file of Dr. Pranav S. Kayande

Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411 004. ☎ 020 - 25653039, 25665320. Fax : 020 - 25653039
Reg. No.: F-338/19-01-1967

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.: MMM/2MERT/APNT/2010-11/107

Date 30.04.2010

ORDER OF APPOINTMENT

To

Mrs Pranjali Jadhav
C/o H.No.6840,
Topkhna, Jadhav Wada
Ahmednagar - 414 001

Dear Sir/Madam,

Subject: Appointment to the post of Lecturer in Marathwada Mitra Mandal's Institute of Management Education Research & Training.

In response to our advertisement dated 08.12.2009 and 10.12.2009, you had applied for the post of Lecturer in Marathwada Mitra Mandal's Institute of Management Education Research & Training. You were interviewed for the post by University Staff Selection Committee under Statue No.415 of University of Pune on 29.04.2010

We are pleased to appoint you as Full time Lecturer in Management in Marathwada Mitra Mandal's Institute of Management Education Research & Training, 302/A, Deccan Gymkhana, Pune 411 004, in the pay scale of Rs. 8000- 275- 13500, with effect from 03.05.2010 or from the date of your joining whichever is later.

Your appointment is subject to the following terms and conditions:

1. Your services shall be governed by the Maharashtra Universities Act - 1994, Statutes, Code of conduct, Ordinances and rules and regulations laid down by the University of Pune, State Government and Marathwada Mitra Mandal, Pune from time to time.
2. Your appointment is in the OBC category against OBC Category vacancy on fulltime basis on probation for a period of one year from the date of joining.
3. a) You will be paid basic pay of Rs. 8000/- P.M. in the scale of indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance and C.L.A. at the rates prescribed by the State Government from time to time.
b) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education, Mumbai, as the case may be.
4. The examination work assigned by the College/ University of Pune, Pune from time to time is obligatory on your part.



[Handwritten signature]

*Accepted
Received
11/10*

22

Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411 004. ☎ : 020 - 25653039, 25665320, Fax : 020 - 25653039
Reg. No. : F-338/19-01-1967

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

Date:

5. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark-sheets, experience certificate, degree certificate, discharge /relieving certificate, last pay certificate, caste certificate, caste validity certificate, change of name certificate (if any) etc., before joining your duties.
6. In case you accept the appointment, you shall have to execute a Deed of Contract/ Undertaking of Service as prescribed in the Statutes at the time of joining the duties.
7. Subject to the fulfillment of the requirements mentioned in the Clause No.8 above, you will be allowed to join the duties on production of :
 - A) Two Passport size photographs,
 - B) Character Certificate from two eminent persons, one of whom should be a Government Gazette Officer, and
 - C) Discharge Certificate from previous employer (if any)
8. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment as the staff of the college.
9. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Director. It will be presumed that any letter sent by the Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
10. You will not conduct or engage yourself in any private tuitions or private coaching classes.
11. You will not engage yourself in any other job, paid fulltime, part-time or otherwise, during the continuance of your service, without the permission of the Management/ Competent Authority.
12. You will not undertake any testing, consultancy or R& D work without the prior approval of the Competent Authority.
13. You will not register for any degree/ diploma/certificate or other course without the prior permission of the Competent Authority. You will follow all the rules and regulations existing at the time of application for registration to any degree/ diploma/ certificate or other course.

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[Handwritten signature]

Marathwada Mitra Mandal, Pune

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Reg. No.: F-338/19-01-1967

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No. :

Date :

14. Your services can be transferred to other Department/ College/ Institutions at the sole discretion of the Management of Marathwada Mitra Mandal, Pune. Similarly the place of your deployment / posting could be changed at any time. You may be required to travel on official duties as and when needed.
15. Your appointment may be terminated at any time (by either side) by giving one month's notice or one month's pay in lieu of notice period .
16. If you are found absent continuously for more than thirty days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any term and/or condition mentioned above, you will be liable for disciplinary action and punishment decided by the Competent Authority as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things that are subversive to the interests of the Society / University / College / Students.
17. In view of this appointment order, the previous order is any stand to be cancelled.
18. You are required to communicate your acceptance on or before 10.05.2010 failing which it will be presumed that you are not interested in the offer and this appointment will be treated as cancelled. No further communication will be entertained in this regard after the due date.

Yours sincerely,

Secretary,
Marathwada Mitra Mandal,
Pune 411004.



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Marathwada Mitra Mandal, Pune

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Reg. No.: F-338/19-01-1967

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No. MMM/IMERT/APNT/2010-1/110

Date
30.04.2010

ORDER OF APPOINTMENT

To

Ms Aparna Pramod Shastri
C-5, Krishnanagar Society,
Near Mhatre bridge,
Erundwane, Pune - 411 004

Dear Sir/Madam,

Subject: Appointment to the post of Lecturer in Marathwada Mitra Mandal's Institute of Management Education Research & Training.

In response to our advertisement dated 08.12.2009 and 10.12.2009, you had applied for the post of Lecturer in Marathwada Mitra Mandal's Institute of Management Education Research & Training. You were interviewed for the post by University Staff Selection Committee under Statue No.415 of University of Pune on 29.04.2010

We are pleased to appoint you as Full time Lecturer in Management in Marathwada Mitra Mandal's Institute of Management Education Research & Training, 302/A, Deccan Gymkhana, Pune 411 004, in the pay scale of Rs. 8000- 275- 13500, with effect from 03.05.2010 or from the date of your joining whichever is later.

Your appointment is subject to the following terms and conditions:

- 1 Your services shall be governed by the Maharashtra Universities Act - 1994, Statutes, Code of conduct, Ordinances and rules and regulations laid down by the University of Pune, State Government and Marathwada Mitra Mandal, Pune from time to time.
- 2 Your appointment is in the Open category against Open Category vacancy on fulltime basis on probation for a period of one year from the date of joining.
- 3 a) You will be paid basic pay of Rs. 8000/- P.M. in the scale of indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance and C.L.A. at the rates prescribed by the State Government from time to time.
b) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education, Mumbai, as the case may be.
- 4 The examination work assigned by the College/ University of Pune, Pune from time to time is obligatory on your part.



Received and
Accepted.
Shastri

shd

Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411 004. ☎ 020 - 25653039, 25665320, Fax : 020 - 25653039
Reg. No.: F-338/19-01-1967

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

Date:

5. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark-sheets, experience certificate, degree certificate, discharge /relieving certificate, last pay certificate, caste certificate, caste validity certificate, change of name certificate (if any) etc., before joining your duties.
6. In case you accept the appointment, you shall have to execute a Deed of Contract/ Undertaking of Service as prescribed in the Statutes at the time of joining the duties.
7. Subject to the fulfillment of the requirements mentioned in the Clause No.8 above, you will be allowed to join the duties on production of :
 - A) Two Passport size photographs,
 - B) Character Certificate from two eminent persons, one of whom should be a Government Gazette Officer, and
 - C) Discharge Certificate from previous employer (if any)
8. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment as the staff of the college.
9. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Director. It will be presumed that any letter sent by the Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
10. You will not conduct or engage yourself in any private tuitions or private coaching classes.
11. You will not engage yourself in any other job, paid fulltime, part-time or otherwise, during the continuance of your service, without the permission of the Management/ Competent Authority.
12. You will not undertake any testing, consultancy or R& D work without the prior approval of the Competent Authority.
13. You will not register for any degree/ diploma/certificate or other course without the prior permission of the Competent Authority. You will follow all the rules and regulations existing at the time of application for registration to any degree/ diploma/ certificate or other course.



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[Handwritten initials]

Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411 004. ☎ 020 - 25653039. 25665320. Fax : 020 - 25653039
Reg. No.: F-338/19-01-1967

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

Date :

14. Your services can be transferred to other Department/ College/ Institutions at the sole discretion of the Management of Marathwada Mitra Mandal, Pune. Similarly the place of your deployment / posting could be changed at any time. You may be required to travel on official duties as and when needed.
15. Your appointment may be terminated at any time (by either side) by giving one month's notice or one month's pay in lieu of notice period .
16. If you are found absent continuously for more than thirty days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any term and/or condition mentioned above, you will be liable for disciplinary action and punishment decided by the Competent Authority as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things that are subversive to the interests of the Society / University / College / Students.
17. In view of this appointment order, the previous order is any stand to be cancelled.
18. You are required to communicate your acceptance on or before 10.05.2010 failing which it will be presumed that you are not interested in the offer and this appointment will be treated as cancelled. No further communication will be entertained in this regard after the due date.

Yours sincerely,

Secretary,
Marathwada Mitra Mandal,
Pune 411004.



SND

Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411 004. ☎ 020 - 25653039, 25665320, Fax: 020 - 25653039
Reg. No.: F-338/19-01-1967

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.: MIMM/DMERT/APMT/2010-11/119

Date: 12.05.2010

ORDER OF APPOINTMENT

To

Mr. Vinod Bapurao Mohite
48/1/2 "Sundershrya" Bungalow,
Anand Park, Dhanori Road,
Pune - 400 015

Dear Sir/Madam,

Subject: Appointment to the post of Lecturer in Marathwada Mitra Mandal's Institute of Management Education Research & Training.

In response to our advertisement dated 08.12.2009 and 10.12.2009, you had applied for the post of Lecturer in Marathwada Mitra Mandal's Institute of Management Education Research & Training. You were interviewed for the post by University Staff Selection Committee under Statue No.415 of University of Pune on 29.04.2010

We are pleased to appoint you as Full time Lecturer in Management in Marathwada Mitra Mandal's Institute of Management Education Research & Training, 302/A, Deccan Gymkhana, Pune 411 004, in the pay scale of Rs. 8000- 275- 13500, with effect from 01.07.2010 or from the date of your joining whichever is later.

Your appointment is subject to the following terms and conditions:

1. Your services shall be governed by the Maharashtra Universities Act - 1994, Statutes, Code of conduct, Ordinances and rules and regulations laid down by the University of Pune, State Government and Marathwada Mitra Mandal, Pune from time to time.
2. Your appointment is in the SC category against SC/ST Category vacancy on fulltime basis on probation for a period of one year from the date of joining.
3. a) You will be paid basic pay of Rs. 8000/- P.M. in the scale of indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance and C.L.A. at the rates prescribed by the State Government from time to time.
b) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education, Mumbai, as the case may be.
4. The examination work assigned by the College/ University of Pune, Pune from time to time is obligatory on your part.

SM

Received & Accepted
Vinod
15/5/2010



- F.

Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411 004. ☎ : 020 - 25653039, 25665320, Fax : 020 - 25653039
Reg. No.: F-338/19-01-1967

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

Date:

5. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark-sheets, experience certificate, degree certificate, discharge /relieving certificate, last pay certificate, caste certificate, caste validity certificate, change of name certificate (if any) etc., before joining your duties.
6. In case you accept the appointment, you shall have to execute a Deed of Contract/ Undertaking of Service as prescribed in the Statutes at the time of joining the duties.
7. Subject to the fulfillment of the requirements mentioned in the Clause No.8 above, you will be allowed to join the duties on production of :
 - A) Two Passport size photographs,
 - B) Character Certificate from two eminent persons, one of whom should be a Government Gazette Officer, and
 - C) Discharge Certificate from previous employer (if any)
8. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment as the staff of the college.
9. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Director. It will be presumed that any letter sent by the Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
10. You will not conduct or engage yourself in any private tuitions or private coaching classes.
11. You will not engage yourself in any other job, paid fulltime, part-time or otherwise, during the continuance of your service, without the permission of the Management/ Competent Authority.
12. You will not undertake any testing, consultancy or R& D work without the prior approval of the Competent Authority.
13. You will not register for any degree/ diploma/certificate or other course without the prior permission of the Competent Authority. You will follow all the rules and regulations existing at the time of application for registration to any degree/ diploma/ certificate or other course.



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[Handwritten initials]

Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411 004. ☎ 020 - 25653039, 25665320, Fax : 020 - 25653039

Reg. No: F-338/19-01-1967

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

Date

14. Your services can be transferred to other Department/ College/ Institutions at the sole discretion of the Management of Marathwada Mitra Mandal, Pune. Similarly the place of your deployment / posting could be changed at any time. You may be required to travel on official duties as and when needed.
15. Your appointment may be terminated at any time (by either side) by giving one month's notice or one month's pay in lieu of notice period .
16. If you are found absent continuously for more than thirty days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any term and/or condition mentioned above, you will be liable for disciplinary action and punishment decided by the Competent Authority as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things that are subversive to the interests of the Society / University / College / Students.
17. In view of this appointment order, the previous order is any stand to be cancelled.
18. You are required to communicate your acceptance on or before 19.05.2010 failing which it will be presumed that you are not interested in the offer and this appointment will be treated as cancelled. No further communication will be entertained in this regard after the due date.

Yours sincerely,

Secretary,
Marathwada Mitra Mandal,
Pune 411004.



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411 004, ☎ : 020 - 25653039, 25665320, Fax : 020 - 25653039
Reg. No.: F-338/19-01-1967

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No. MMR/2MER/APP/2010-11/113

Date 12.05.2010

ORDER OF APPOINTMENT

To

Mr Vivek Dighe
B-5/4, Girija Shankar Vihar,
Karvenagar,
Pune - 411 052

Dear Sir/Madam,

Subject: Appointment to the post of Lecturer in Marathwada Mitra Mandal's Institute of Management Education Research & Training.

In response to our advertisement dated 08.12.2009 and 10.12.2009, you had applied for the post of Lecturer in Marathwada Mitra Mandal's Institute of Management Education Research & Training. You were interviewed for the post by University Staff Selection Committee under Statue No.415 of University of Pune on 29.04.2010

We are pleased to appoint you as Full time Lecturer in Management in Marathwada Mitra Mandal's Institute of Management Education Research & Training, 302/A, Deccan Gymkhana, Pune 411 004, in the pay scale of Rs. 8000- 275- 13500, with effect from 01.05.2010 or from the date of your joining whichever is later.

Your appointment is subject to the following terms and conditions:

- 1 Your services shall be governed by the Maharashtra Universities Act - 1994, Statutes, Code of conduct, Ordinances and rules and regulations laid down by the University of Pune, State Government and Marathwada Mitra Mandal, Pune from time to time.
- 2 Your appointment is in the Open category against Open Category vacancy on fulltime basis on probation for a period of one year from the date of joining.
- 3 a) You will be paid basic pay of Rs. 8000/- P.M. in the scale of indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance and C.L.A. at the rates prescribed by the State Government from time to time.
b) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education, Mumbai, as the case may be.
- 4 The examination work assigned by the College/ University of Pune, Pune from time to time is obligatory on your part.



[Handwritten signature]

Received &
accepted
V Dighe

[Handwritten initials]

Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411 004. ☎ : 020 - 25653039, 25665320, Fax : 020 - 25653039
Reg. No. F-338/19-01-1967

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No. _____

Date : _____

5. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark-sheets, experience certificate, degree certificate, discharge /relieving certificate, last pay certificate, caste certificate, caste validity certificate, change of name certificate (if any) etc., before joining your duties.
6. In case you accept the appointment, you shall have to execute a Deed of Contract/ Undertaking of Service as prescribed in the Statutes at the time of joining the duties.
7. Subject to the fulfillment of the requirements mentioned in the Clause No.8 above, you will be allowed to join the duties on production of :
 - A) Two Passport size photographs,
 - B) Character Certificate from two eminent persons, one of whom should be a Government Gazette Officer, and
 - C) Discharge Certificate from previous employer (if any)
8. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment as the staff of the college.
9. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Director. It will be presumed that any letter sent by the Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
10. You will not conduct or engage yourself in any private tuitions or private coaching classes.
11. You will not engage yourself in any other job, paid fulltime, part-time or otherwise, during the continuance of your service, without the permission of the Management/ Competent Authority.
12. You will not undertake any testing, consultancy or R& D work without the prior approval of the Competent Authority.
13. You will not register for any degree/ diploma/certificate or other course without the prior permission of the Competent Authority. You will follow all the rules and regulations existing at the time of application for registration to any degree/ diploma/ certificate or other course.



shd

Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411 004. ☎ 020 - 25653039, 25665320, Fax : 020 - 25653039
Reg. No.: F-338/19-01-1967

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

Date:

14. Your services can be transferred to other Department/ College/ Institutions at the sole discretion of the Management of Marathwada Mitra Mandal, Pune. Similarly the place of your deployment / posting could be changed at any time. You may be required to travel on official duties as and when needed.
15. Your appointment may be terminated at any time (by either side) by giving one month's notice or one month's pay in lieu of notice period .
16. If you are found absent continuously for more than thirty days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any term and/or condition mentioned above, you will be liable for disciplinary action and punishment decided by the Competent Authority as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things that are subversive to the interests of the Society / University / College / Students.
17. In view of this appointment order, the previous order is any stand to be cancelled.
18. You are required to communicate your acceptance on or before 19.05.2010 failing which it will be presumed that you are not interested in the offer and this appointment will be treated as cancelled. No further communication will be entertained in this regard after the due date.

Yours sincerely,

Shivajirao Ganage

Secretary,
Marathwada Mitra Mandal,
Pune 411004.



SLJ



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

Tel.: 020 - 25653039, Fax: 25653039 Reg. No. F - 338 (P)/ 19-01-1967

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausahab Jadhav
Secretary

MMM/IMERT/APNT/2011-12/ 765

30th November, 2011

ORDER OF APPOINTMENT

To,

Mr. Gaikwad Viveknand Yuvraj
At 37, Jawalga,
Taluka Renapur,
Dist - Latur,
PIN - 413 512

Subject: Appointment for the post of Assistant Professor in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Deccan Gymkhana, Pune- 411 004.

Dear Sir,

In response to our advertisement dated 13th September, 2011, you had applied for the post of Assistant Professor in Marathwada Mitra Mandal' Institute of Management Education Research & Training, 302/A, Deccan Gymkhana, Pune- 411 004. You were interviewed for the above post by University Staff Selection Committee under Statue No. 415 of University of Pune on 26th November, 2011.

I am pleased to appoint you as full-time Assistant Professor in Marathwada Mitra Mandal's Institute of Management Education Research & Training, 302/A, Deccan Gymkhana, Pune- 411 004 on starting basic pay of Rs. 8000/- in the pay scale of Rs. 8000-275-13500 from the date of your joining. You are requested to join immediately.

Your appointment is subject to the following terms and conditions:-

1. Your services will be governed by the Maharashtra Universities Act, 1994, Statutes, Code of Conduct, Ordinances and rules and regulations laid down by the University of Pune, State Government, Marathwada Mitra Mandal, Pune from time to time.
2. Your appointment is SC against SC category vacancy on full-time basis on probation for a period of two years from 1st December, 2011 or from the date of joining which is earlier.
3. a) You will be paid basic pay of Rs.8, 000/- p.m. in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance and C.L.A. at the rates prescribed by the State Government/M.M. Mandal from time to time.
b) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education, Mumbai, as the case may be.

Received
Gaikwad
12.12.2011





Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

Tel.: 020 - 25653039, Fax: 25653039 Reg. No. F - 338 (P)/ 19-01-1967

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausaheb Jadhav
Secretary

4. a) You shall have to qualify the NET or the SET or similar test (as the case may be) laid down by the University of Pune/State Government/UGC or the Central Council pertaining to your faculty within the stipulated period, as applicable.
b) You shall have to acquire the qualifications (M.Phil./Ph.D./M.E etc) as prescribed by the AICTE / University / State Govt. or the Central Councils concerned within the --- years period from the date of your joining, as applicable.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
6. The examination work assigned by the College/University of Pune, Pune, from time to time is obligatory on your part.
7. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, degree certificate, discharge/relieving certificate, last pay certificate, caste certificate, caste validity certificate, change of name certificate (if any) etc., before joining your duties.
8. In case you accept the appointment, you shall have to execute a Deed of Contract/Undertaking of Service as prescribed in the Statutes at the time of joining the duties.
9. Subject to the fulfillment of the requirements mentioned in the Clause No.8 above, you will be allowed to join the duties on production of :
 - A) Two Passport size photographs,
 - B) Character Certificate from two eminent persons, one of whom should be a Government Gazetted Officer; and
 - C) Discharge Certificate from previous employer (if any).
10. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment as the staff of the College.
11. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by the Registered Post Acknowledgment Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
12. You will not conduct or engage yourself in any private tuitions or private coaching classes.





Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

Tel.: 020 - 25653039, Fax: 25653039 Reg. No. F - 338 (P)/ 19-01-1967

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausahab Jadhav
Secretary

13. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the Management / Competent Authority/Management of M.M.Mandal.
14. You will not undertake any testing, consultancy or R&D work without the prior approval of the Competent Authority.
15. You will not register for any degree/diploma/certificate or other course without the prior permission of the Competent Authority. You will follow all the rules and regulations existing at the time of application for registration to any degree/diploma/certificate or other course.
16. Your services can be transferred to other Department / College / Institutions at the sole discretion of the Management of Marathwada Mitra Mandal, Pune. Similarly the place of your deployment / posting could be changed at any time. You may be required to travel on official duties as and when needed.
17. Your appointment may be terminated at any time (by either Side) by giving three months notice or one/three month's pay in lieu of notice period.
18. If you are found absent continuously for more than thirty days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Competent Authority as provided for in the statues. During the period of your services you shall not directly or indirectly do such things which are subversive to the interest of the Management / University / College / Students.
19. Application for jobs etc. to outside agencies is required to be submitted through the proper channel only. Further resignation given during the academic year shall not be entertained in the interest of the students/Institution.
20. In view of this appointment order, the previous order if any stand to be cancelled.
21. You are required to communicate your acceptance within 7 days from the date of this order of appointment, failing which it will be presumed that you are not interested in the offer and this appointment will be treated as cancelled. No further communication will be entertained in this regard after the due date.



S.D.Ganage
Executive President
Marathwada Mitra Mandal
Pune - 411 004



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

Registration under Societies Registration Act 1860-Mah./523 dated 6/1/1967
Registration under Bombay Public Trust Act 1950-F-338(P) dated 19/1/1967

Tel.: 020 - 25665320, 60122223
Telefax : 020 - 25653039

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/IMERT/APNT/2016-17/ 783

22nd August, 2016

ORDER OF APPOINTMENT

To,

Mr. Sachin Dattatraya Kshirsagar
79 Natraj Society,
Karvenagar,
Pune- 411 052

Subject: Appointment for the post of Assistant Professor in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Deccan Gymkhana, Pune - 411 004.

Dear Sir,

In response to our advertisement dated 16/6/2016, you had applied for the post of Assistant Professor in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Deccan Gymkhana, 302/A, Deccan Gymkhana, Pune- 411 004. You were interviewed for the above post by Savitribai Phule Pune University Staff Selection Committee under Statue No. 415 of University of Pune on 13/8/2016.

We are pleased to appoint you as **full-time Assistant Professor** in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Deccan Gymkhana, 302/A, Deccan Gymkhana, Pune- 411 004 on starting basic pay of **Rs.16,570/- + AGP Rs.6,000/-** in the pay scale of **Rs.15,600-39,100 + AGP Rs.6,000** along with the other allowances as per the norms of the M.M.Mandal from the date of your joining. You are also eligible for the benefit of membership of Employees Provident Fund & Miscellaneous Provisions Act 1952.

Your appointment is subject to the following terms and conditions:-

1. Your services will be governed by the Maharashtra Universities Act, 1994, Statutes, Code of Conduct, Ordinances and rules and regulations laid down by the University of Pune, State Government, Marathwada Mitra Mandal, Pune from time to time.
2. Your appointment is on **Open category post against OPEN category vacancy** on full-time basis **on probation for a period of one year from 22nd August, 2016** or from the date of your joining which is earlier.
3. a) You will be paid basic pay of of **Rs. 16,570/- + AGP Rs.6,000/-** p.m. in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance and C.L.A. at the rates prescribed by the State Government/ M.M.Mandal from time to time.
b) Your appointment shall be subject to approval by the University of Pune, and State Govt. as the case may be.
4. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
5. The examination work assigned by the College/University of Pune, Pune, from time to time is obligatory on your part.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, degree certificate, discharge/relieving certificate, last pay certificate, caste certificate, caste validity certificate, change of name certificate (if any) etc., before joining your duties.



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Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

Registration under Societies Registration Act 1860-Mah./523 dated 6/1/1967
Registration under Bombay Public Trust Act 1950-F-338(P) dated 19/1/1967

Tel.: 020 - 25665320, 60122223
Telefax : 020 - 25653039

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

7. In case you accept the appointment, you shall have to execute a Deed of Contract/Undertaking of Service as prescribed in the Statutes at the time of joining the duties.
8. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
9. Subject to the fulfillment of the requirements mentioned in the Clause No.8 above, you will be allowed to join the duties on production of :-
 - a) Two Passport size photographs,
 - b) Character Certificate from two eminent persons, one of whom should be a Government Gazetted Officer; and
 - c) Discharge Certificate from previous employer (if any).
10. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment as the staff of the College.
11. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal in writing. It will be presumed that any letter sent by the Registered Post Acknowledgment Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
12. You will not conduct or engage yourself in any Private Tuition or in Private coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
13. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the Management / Competent Authority/ Management of Marathwada Mitra Mandal.
14. You will have to remain present for all working days as per College timings and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
15. You will not undertake any testing, consultancy or R&D work without the prior approval of the Competent Authority.
16. You will not register for any degree/diploma/certificate or other course without the prior permission of the Competent Authority. You will follow all the rules and regulations existing at the time of application for registration to any degree/diploma/certificate or other course.
17. For administrative purpose, Your services can be transferred to other Department / College / Institutions at the sole discretion of the Management of Marathwada Mitra Mandal, Pune. Similarly, the place of your deployment / posting could be changed at any time. You may be required to travel on official duties as and when needed.



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Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

Registration under Societies Registration Act 1860-Mah./523 dated 6/1/1967
Registration under Bombay Public Trust Act 1950-F-338(P) dated 19/1/1967

Tel.: 020 - 25665320, 60122223
Telefax : 020 - 25653039

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

18. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give three month's clear notice in writing to the College or will have to pay three month's salary in lieu thereof. However, it will be the discretion of the College / Institute to accept three month's salary as stated herein above and relieve you from the employment or require you to undergo three month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you three month's clear notice in writing or will pay you three month's salary in lieu thereof.
19. If you are found absent continuously for more than thirty days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Competent Authority as provided for in the statutes. During the period of your services, you shall not directly or indirectly do such things, which are subversive to the interest of the Management / University / College / Students.
20. Application for jobs etc. to outside agencies is required to be submitted through the proper channel only. Further resignation given during the academic year shall not be entertained in the interest of the students/institution.
21. You are required to communicate your acceptance within 7 days from the date of this order of appointment, failing which it will be presumed that you are not interested in the offer and this appointment will be treated as cancelled. No further communication will be entertained in this regard after the due date.



Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned Mr. Sachin D. Kshirsagar, have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment with its terms and conditions mentioned herein above in totality after assimilating them in their proper perspective and undertake to abide to the same.

Place: Pune

Date: 22/8/2016

Signature: Sachin D. Kshirsagar

Name: Sachin Kshirsagar

Witness:

Signature: Shailesh Mulye

Name: Shailesh Mulye

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's Institute of Management Education Research & Training 302/A,
Deccan Gymkhana, Pune- 411 004
2. Service file of Mr. Sachin D. Kshirsagar



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

Registration under Societies Registration Act 1860-Mah./523 dated 5/1/1967
Registration under Bombay Public Trust Act 1950-F-338(P) dated 18/1/1967

Tel.: 020 - 25665320, 60122223
Telefax : 020 - 25653039

Shivajirao D. Ganage
President

Bhausahab G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/IMERT/APNT/2016-17/689

23rd August, 2016

ORDER OF APPOINTMENT

To,

Mr. Praful Devidas Sarangdhar

Flat No. 8, Sunrise Co-op. Hsg. Soc.,
Sr. No.127/1/54, Chaudhary Park, Near Kala Khadak,
Wakad, Pune- 411057

Subject: Appointment for the post of Assistant Professor in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Deccan Gymkhana, Pune - 411 004.

Dear Sir,

In response to our advertisement dated 16/6/2016, you had applied for the post of Assistant Professor in Marathwada Mitra Mandal' Institute of Management Education Research & Training, Deccan Gymkhana, 302/A, Deccan Gymkhana, Pune- 411 004. You were interviewed for the above post by Savitribai Phule Pune University Staff Selection Committee under Statute No. 415 of University of Pune on 13/8/2016.

We are pleased to appoint you as **full-time Assistant Professor** in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Deccan Gymkhana, 302/A, Deccan Gymkhana, Pune- 411 004 on starting basic pay of **Rs.16,250/- + AGP Rs.6,000/- in the pay scale of Rs.15,600-39100 + AGP Rs.6,000** along with the other allowances as per the norms of the M.M.Mandal from the date of your joining. You are also eligible for the benefit of membership of Employees Provident Fund & Miscellaneous Provisions Act 1952.

Your appointment is subject to the following terms and conditions:-

1. Your services will be governed by the Maharashtra Universities Act, 1994, Statutes, Code of Conduct, Ordinances and rules and regulations laid down by the University of Pune, State Government, Marathwada Mitra Mandal, Pune from time to time.
2. Your appointment is on **OBC category post against OBC category vacancy on full-time basis on probation for a period of one year from 1st September, 2016** or from the date of your joining which is earlier.
3. a) You will be paid basic pay of **Rs. 16,250+ AGP Rs. 6,000/- p.m.** in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance and C.L.A. at the rates prescribed by the State Government/ M.M.Mandal from time to time.
b) Your appointment shall be subject to approval by the University of Pune, and State Govt. as the case may be.
4. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
5. The examination work assigned by the College/University of Pune, Pune, from time to time is obligatory on your part.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, degree certificate, discharge/relieving certificate, last pay certificate, caste certificate, caste validity certificate, change of name certificate (if any) etc., before joining your duties.



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Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

"॥ विद्याया विमुक्तये ॥"

Registration under Societies Registration Act 1860-Meh./523 dated 6/1/1967
Registration under Bombay Public Trust Act 1950-F-338(P) dated 19/1/1967

Tel.: 020 - 25665320, 60122223
Telefax : 020 - 25653039

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

7. In case you accept the appointment, you shall have to execute a Deed of Contract/Undertaking of Service as prescribed in the Statutes at the time of joining the duties.
8. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
9. Subject to the fulfillment of the requirements mentioned in the Clause No.8 above, you will be allowed to join the duties on production of :-
 - a) Two Passport size photographs,
 - b) Character Certificate from two eminent persons, one of whom should be a Government Gazetted Officer, and
 - c) Discharge Certificate from previous employer (if any).
10. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment as the staff of the College.
11. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal in writing. It will be presumed that any letter sent by the Registered Post Acknowledgment Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
12. You will not conduct or engage yourself in any Private Tuition or in Private coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
13. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the Management / Competent Authority/ Management of Marathwada Mitra Mandal.
14. You will have to remain present for all working days as per College timings and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
15. You will not undertake any testing, consultancy or R&D work without the prior approval of the Competent Authority.
16. You will not register for any degree/diploma/certificate or other course without the prior permission of the Competent Authority. You will follow all the rules and regulations existing at the time of application for registration to any degree/diploma/certificate or other course.
17. For administrative purpose, Your services can be transferred to other Department / College / Institutions at the sole discretion of the Management of Marathwada Mitra Mandal, Pune. Similarly, the place of your deployment / posting could be changed at any time. You may be required to travel on official duties as and when needed.
18. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give three month's clear notice in writing to the College or will have to pay three month's salary in lieu thereof. However, it will be the discretion of the College / Institute to



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Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

"ॐ ज्ञानं विद्यां च"

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Telefax : 020 - 25653039

Shivajirao D. Ganage
President

Bhausahab G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

accept three month's salary as stated herein above and relieve you from the employment or require you to undergo three month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you three month's clear notice in writing or will pay you three month's salary in lieu thereof.

19. If you are found absent continuously for more than thirty days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Competent Authority as provided for in the statutes. During the period of your services, you shall not directly or indirectly do such things, which are subversive to the interest of the Management / University / College / Students.
20. Application for jobs etc. to outside agencies is required to be submitted through the proper channel only. Further resignation given during the academic year shall not be entertained in the interest of the students/institution.
21. You are required to communicate your acceptance within 7 days from the date of this order of appointment, failing which it will be presumed that you are not interested in the offer and this appointment will be treated as cancelled. No further communication will be entertained in this regard after the due date.




Prin. B. G. Jadhav
Executive President


DECLARATION

I, the undersigned Mr. Praful Devidas Sarangdhar have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment withal its terms and conditions mentioned herein above in totality after assimilating them in their proper perspective and undertake to abide to the same.

Place: Pune

Date: 24/8/16

Witness:

Signature: 

Name: Shailesh Mulay

Signature: 

Name: Praful D. Sarangdhar

Copy forwarded for information to:

1. **The Principal,**
Marathwada Mitra Mandal's Institute of Management Education Research & Training 302/A,
Deccan Gymkhana, Pune- 411 004
2. **Service file of Mr. Praful Devidas Sarangdhar**



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 Dated 06/01/1967

Registration Under Bombay Public Trust Act 1950-f-338(P) Dated 19/01/1967

Tel. : 020-25665320, 8149032328 | Telefax : 020 -25653039

E-mail : mmmandal57@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

ORDER OF APPOINTMENT

Ref No: MMM/IMERT/APNT/2018-19/926

Date: 30/09/2018

To,

Dr. Jagtap Milind Khasherao
19&21 Indu, Chittavihar Society
Dhankawadi
Pune-411043

**Subject: - Appointment to the post of Assistant Professor in Marathwada Mitra Mandal's
Institute of Management Education Research & Training, Karvenagar, Pune - 411 052.**

Dear Sir/Madam,

With reference to your application and the subsequent interview, the Management is pleased to appoint you as full time **Assistant Professor** in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Karvenagar, Pune 411 052 on starting basic pay Rs. 15,600/- + AGP 6,000 in the pay scale of Rs. 15,600-39,100, + AGP 6,000 along with the other allowances as per the norms of the M.M. Mandal. **w.e.f. 1st October 2018** or from the date of your joining, whichever is later on probation period of one year.

Your appointment is subject to the following terms and conditions:-

1. Your services will be governed by the Maharashtra Public Universities Act, 2016, Statutes, Code of Conduct, Ordinances and rules and regulations laid down by the University of Pune, State Government, Marathwada Mitra Mandal, Pune from time to time.
2. Your appointment and salary shall be subject to approval by the Savitribai Phule Pune University and Director of Technical Education, Central Council, New Delhi, as the case may be.
3. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark-sheets, experience certificate, degree certificate, discharge/relieving certificate, last pay certificate, caste certificate, caste validity certificate, change of name certificate (if any) etc., before joining your duties.
4. You are requested to submit the following documents at the time of joining: A) Two Passport size photographs, B) Character Certificate from two eminent persons, one of whom should be a Government Gazetted Officer; and C) Discharge Certificate from previous employer.
5. You are required to give the correct mailing address as soon as you join the duties and any change in the address given later should be communicated. It will be presumed that any letter sent by the Registered Post Acknowledgment Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
6. You will not engage yourself in any other full-time/ part-time / consultancy/Training, during the continuance of your service.
7. You will follow all the rules and regulations existing at the time of application for registration to any degree/diploma/certificate or other course.
8. Your services can be transferred to other College / Institutions at the sole discretion of the Management of Marathwada Mitra Mandal, Pune. Similarly, the place of your deployment / posting could be changed at any time. You may be required to travel on official duties as and when needed.
9. Your appointment may be terminated at any time (by either Side) by giving one month's notice or one month's pay in lieu of notice period.
 - a) You shall have to qualify the NET or the SET or B.Ed. or similar test (as the case may be) as laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
 - b) You shall have to acquire the qualifications **N.A.** (M.Phil./Ph.D.,M.S.,M.D.S.,M.E. etc.) as prescribed





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 Dated 06/01/1967

Registration Under Bombay Public Trust Act 1950-F-336(P) Dated 19/01/1967

Tel. : 020-25665320, 8149032328 | Telefax : 020 -25653039

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

by the University, State Govt. or the Central Councils concerned within the N.A. period.

11. If you are found absent continuously for more than thirty days without prior permission, your services will be terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Competent Authority as provided for in the statutes. During the period of your services you shall not directly or indirectly do such things which are subversive to the interest of the Society / University / College / Students.
12. You are required to communicate your acceptance within 7 days from the receipt of this order of appointment, failing which it will be presumed that you are not interested in the offer and this appointment will be treated as cancelled. No further communication will be entertained in this regard after the due date.

DECLARATION

I, the undersigned Dr. Jagtap Milind Khasherao have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment withal its terms and conditions mentioned herein above in totality after assimilating them in their proper perspective and undertake to abide to the same.


Exe. President
Marathwada Mitra Mandal
Deccan Gymkhana, Pune-4

Place : Pune - 411 052
Date :



Signature :
Name :

Witness :

Signature :

Name :

Copy forwarded for information to:

1. The Director,
Marathwada Mitra Mandal's
Institute of Management Education Research & Training,
Karvenagar, Pune - 411 052.
2. Service file of Dr. Jagtap Milind Khasherao



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/IMERT/APNT/2022-2023/ 783

Date : 18th August , 2022

To,

Dr. Mangalgouri S Patil

A-704, Sun Universe

Behind Aashinwad Hotel

Near Navale Lawn Narhe,

Pune - 411 041

Subject: Appointment for the post of Assistant Professor in Marathwada Mitra Mandal's Institute of Management Education Research & Training ,Pune -411 052

With reference to your application and subsequent interview by Local Staff Selection Committee dated 18/08/2022, we are pleased to appoint you on the post of an **Assistant Professor** in Marathwada Mitra Marathwada Mitra Mandal's Institute of Management Education Research & Training S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411052 on purely fixed term basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the Marathwada Mitra Mandal's Institute of Management Education Research & Training is located at Karvenagar , Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the SPPU/DTE/ Assistant Commissioner B.C.Cell and accordingly, it has to recruit the appropriate candidate of appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. However, for the **Academic year 2022-2023**, no candidate on the post of an **Assistant Professor** has been selected for Marathwada Mitra Mandal's Institute of Management Education Research & Training S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411 052 till date by the Savitribai Phule Pune University Selection Committee.
4. Due to the aforesaid situation, if the recruitment is not made by the Savitribai Phule Pune University on the post of an **Assistant Professor** , not only the college but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, College is compelled to make your present appointment on tenure and adhoc basis i.e. for the **Academic year 2022-2023** and more specifically for the period starting from **18th August , 2022** or from the date of your joining to **31st May, 2023** or till the **appointment of Professor by Selection Committee Meeting , whichever is earlier.**
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the Institute of Management Education Research & Training S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411 052 your such employment being on the aforesaid background, cannot be treated as a permanent employment and / or you are not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the College.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT SHALL BE AS FOLLOWS.

1. As mentioned in the background clause herein above, your Appointment on the aforesaid post is made for a fixed Term starting from **18th August , 2022** or from the date of your joining to **31st May, 2023** or till the **appointment of an Assistant Professor by Selection Committee Meeting , whichever is earlier.** Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in



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lieu thereof from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.

2. You will be paid pay in pay Band of Rs. 21,830/- plus AGP of Rs.6,000/- in the pay band of Rs.15,600-39,100 + AGP Rs. 6,000/- as per Vith pay Commission along with D.A. @ 123% and HRA @ 20%, CLA Rs.240/- & TA Rs 1600/- per months which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.

You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.

3. You are appointed as an **Assistant Professor** against the vacancy of **reserved category** approved by the SPPU/DTE/ Assistant Commissioner B.C.Cell in Marathwada Mitra Mandal's Institute of Management Education Research & Training ,Karvenagar, Pune- 411 052 (IMERT) on full time basis.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
5. Your appointment as an **Assistant Professor** is purely on temporary basis for the period mentioned above and is subject to the approval from SPPU, Pune ,University and minimum number of students and the workload prescribed for the post.
6. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certified true copies of the relevant testimonials, such as School Leaving Certificate, Mark Sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc., at the time of joining to your duties to College/Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The payment of your salary shall be subject to deduction of Income Tax payable in regard with the IT schedule and all other statutory deductions.
9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal File.
11. You will have to remain present for all working days as per College timings and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday (s), Sunday (s) and even during the period of vacation.





MARATHWADA MITRA MANDAL, PUNE

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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College/Institute either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the College to practice castes, communalism or un-touch ability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
18. You will not conduct or engage yourself in any Private Tuition or in Private coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your services shall be liable to be transfer from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give **one month's** clear notice in writing to the College or will have to pay **one month's** salary in lieu thereof. However it will be the discretion of the College to accept **one month's** salary as stated herein above and relieve you from the employment or require you to undergo **one month's** notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you **one month's** clear notice in writing or will pay you **one month's** salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay three months salary to the College in lieu of notice as per Clause No. 20 herein above.
22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment either honorary or otherwise during the stipulated period of your employment in the College.
23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.




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24. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for **Open / OBC / SC / ST / VJ-(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate Category** is made available by the **Savitribai Phule Pune University Selection Committee**; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay as contemplated under Clause No. 20 herein above shall be payable to you.
25. It is to be noted that you will be free to appear for interview before the **Savitribai Phule Pune University Selection Committee**, if you so desire.

In case, the above terms and condition of your employment are acceptable to you in totality, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.

Yours Faithfully,




Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned **Dr. Mangalgouri S Patil** have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment withal its terms and conditions mentioned herein above in totality after assimilating them in their proper perspective and undertake to abide to the same.

Place: Pune

Date: 18/8/2022

Witness:

Signature 

Name: Mr. Himmat Sakurke

Signature: 

Name: Dr. Mangalgouri S. Patil

Copy forwarded for information to:

1. The Principal
Marathwada Mitra Marathwada Mitra Mandal's
Institute of Management Education Research & Training
S.No.18, Plot No.5/3,CTS No.205, Karvenagar,
Pune- 411 052
2. Service file of **Dr. Mangalgouri S Patil**



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 dated 6/1/1967

Registration Under Bombay Public Trust Act 1950-f-338(P) dated 19/1/1967

Tel. : 020-25665320, 8149032328 Telefax: 020 - 25653039

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/IMERT/APNT/2022-2023/784

Date : 18th August , 2022

To,

Ms.Chaitrali Kale

House no.A-38,Ameya Arcade,
Mahatma Society Kothrud,
Pune - 411 038

Subject: Appointment for the post of Assistant Professor in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Pune -411 052

With reference to your application dated 08/07/2021 and subsequent interview by Local Staff Selection Committee dated 29/07/2021, we are pleased to appoint you on the post of an **Assistant Professor** in Marathwada Mitra Marathwada Mitra Mandal's Institute of Management Education Research & Training S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411052 on purely fixed term basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the Marathwada Mitra Mandal's Institute of Management Education Research & Training is located at Karvenagar , Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the SPPU/DTE/ Assistant Commissioner B.C.Cell and accordingly, it has to recruit the appropriate candidate of appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. However, for the **Academic year 2022-2023**, no candidate on the post of an **Assistant Professor** has been selected for Marathwada Mitra Mandal's Institute of Management Education Research & Training S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411 052 till date by the Savitribai Phule Pune University Selection Committee.
4. Due to the aforesaid situation, if the recruitment is not made by the Savitribai Phule Pune University on the post of an **Assistant Professor** , not only the college but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, College is compelled to make your present appointment on tenure and adhoc basis i.e. for the **Academic year 2022-2023** and more specifically for the period starting from **18th August , 2022** or from the date of your joining to **31st May, 2023** or till the **appointment of an Assistant Professor by Selection Committee Meeting , whichever is earlier.**
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the institute of Management Education Research & Training S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411 052 your such employment being on the aforesaid background, cannot be treated as a permanent employment and / or you are not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the College.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT SHALL BE AS FOLLOWS.

1. As mentioned in the background clause herein above, your Appointment on the aforesaid post is made for a fixed Term starting from **18th August , 2022** or from the date of your joining to **31st May, 2023** or till the **appointment of an Assistant Professor by Selection Committee Meeting , whichever is earlier.** Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in



[Handwritten signature]

lieu thereof from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.

2. You will be paid pay in pay Band of Rs. 16,250/- plus AGP of Rs.6,000/- in the pay band of Rs.15,600-39,100 + AGP Rs. 6,000/- as per Vith pay Commission along with D.A. @ 70% and HRA @ 20%, CLA Rs.240/- & TA Rs 1600/- per months which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.

You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.

3. You are appointed as an **Assistant Professor** against the vacancy of **reserved category** approved by the SPPU/DTE/ Assistant Commissioner B.C.Cell in Marathwada Mitra Mandal's Institute of Management Education Research & Training ,Karvenagar, Pune- 411 052 (IMERT) on full time basis.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
5. Your appointment as an **Assistant Professor** is purely on temporary basis for the period mentioned above and is subject to the approval from SPPU,Pune ,University and minimum number of students and the workload prescribed for the post.
6. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certified true copies of the relevant testimonials, such as School Leaving Certificate, Mark Sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc., at the time of joining to your duties to College/Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The payment of your salary shall be subject to deduction of Income Tax payable in regard with the IT schedule and all other statutory deductions.
9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal File.
11. You will have to remain present for all working days as per College timings and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday (s), Sunday (s) and even during the period of vacation.





MARATHWADA MITRA MANDAL, PUNE

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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College/Institute either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the College to practice castes, communalism or un-touch ability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
18. You will not conduct or engage yourself in any Private Tuition or in Private coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your services shall be liable to be transfer from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give **one month's** clear notice in writing to the College or will have to pay **one month's** salary in lieu thereof. However it will be the discretion of the College to accept **one month's** salary as stated herein above and relieve you from the employment or require you to undergo **one month's** notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you **one month's** clear notice in writing or will pay you **one month's** salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay three months salary to the College in lieu of notice as per Clause No. 20 herein above.
22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment either honorary or otherwise during the stipulated period of your employment in the College.
23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.



24. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for **Open / OBC / SC / ST / VJ(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate Category** is made available by the **Savitribai Phule Pune University Selection Committee**; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay as contemplated under Clause No. 20 herein above shall be payable to you.
25. It is to be noted that you will be free to appear for interview before the **Savitribai Phule Pune University Selection Committee**, if you so desire.

In case, the above terms and condition of your employment are acceptable to you in totality, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.

Yours Faithfully,



Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned **Ms. Chaitrali Kale** have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment with its terms and conditions mentioned herein above in totality after assimilating them in their proper perspective and undertake to abide to the same.

Place: Pune

Signature: _____

Date: 18/8/2022

Name: Chaitrali Kale

Witness:

Signature: Kavita

Name: Mrs. Kavita Dhanraj

Copy forwarded for information to:

1. The Principal
Marathwada Mitra Marathwada Mitra Mandal's
Institute of Management Education Research & Training
S.No.18, Plot No.5/3, CTS No.205, Karvenagar,
Pune- 411 052
2. Service file of Ms. Chaitrali Kale



MARATHWADA MITRA MANDAL, PUNE

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Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/iMERT/APNT/2021-2022/533

12th August ,2021

To,

Ms. Anushree Satpute

Suprabha, Plot No. 11,

Tapodham Warje,

Pune - 411 058

Subject: Appointment for the post of Assistant Professor in Marathwada Mitra Mandal's Institute of Management Education Research & Training ,Pune -411 052

With reference to your application dated 12/07/2021 and subsequent interview by Local Staff Selection Committee dated 29/07/2021, we are pleased to appoint you on the post of an **Assistant Professor** in Marathwada Mitra Marathwada Mitra Mandal's Institute of Management Education Research & Training S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411052 on purely fixed term basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the Marathwada Mitra Mandal's Institute of Management Education Research & Training is located at Karvenagar , Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the SPPU/DTE/ Assistant Commissioner B.C.Cell and accordingly, it has to recruit the appropriate candidate of appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. However, for the **Academic year 2021-2022**, no candidate on the post of an **Assistant Professor** has been selected for Marathwada Mitra Mandal's Institute of Management Education Research & Training S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411 052 till date by the Savitribai Phule Pune University Selection Committee.
4. Due to the aforesaid situation, if the recruitment is not made by the Savitribai Phule Pune University on the post of an **Assistant Professor** , not only the college but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, College is compelled to make your present appointment on tenure and adhoc basis i.e. for the **Academic year 2021-2022** and more specifically for the period starting from **16th August , 2021** or from the date of your joining to **30th April, 2022** or till the **appointment of an Assistant Professor by Selection Committee Meeting , whichever is earlier.**
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the Institute of Management Education Research & Training S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411 052 your such employment being on the aforesaid background, cannot be treated as a permanent employment and / or you are not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the College.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT SHALL BE AS FOLLOWS.

1. As mentioned in the background clause herein above, your Appointment on the aforesaid post is made for a fixed Term starting from **16th August , 2021** or from the date of your joining to **30th April, 2022** or till the



(Handwritten signature)

appointment of an Assistant Professor by Selection Committee Meeting , whicher is earlier. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.

2. You will be paid pay in pay Band of **Rs. 15,600/- plus AGP of Rs.6,000/-** in the pay band of **Rs.15,600-39,100 + AGP Rs. 6,000/-** as per Vith pay Commission along with D.A. @ 105% and HRA @ 20%, CLA Rs.240/- & TA Rs 1600/- per months which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monitory or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.

You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.

3. You are appointed as an **Assistant Professor** against the vacancy of **reserved category** approved by the SPPU/DTE/ Assistant Commissioner B.C.Cell in Marathwada Mitra Mandal's Institute of Management Education Research & Training ,Karvenagar, Pune- 411 052 (IMERT) on full time basis.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
5. Your appointment as an **Assistant Professor** is purely on temporary basis for the period mentioned above and is subject to the approval from SPPU, Pune ,University and minimum number of students and the workload prescribed for the post.
6. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certified true copies of the relevant testimonials, such as School Leaving Certificate, Mark Sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc., at the time of joining to your duties to College/Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The payment of your salary shall be subject to deduction of Income Tax payable in regard with the IT schedule and all other statutory deductions.
9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal File.
11. You will have to remain present for all working days as per College timings and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday (s), Sunday (s) and even during the period of vacation.





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Shivajirao D. Ganage, President

Bhausasheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College/Institute either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the College to practice castes, communalism or un-touch ability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
18. You will not conduct or engage yourself in any Private Tuition or in Private coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your services shall be liable to be transfer from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give **one month's** clear notice in writing to the College or will have to pay **one month's** salary in lieu thereof. However it will be the discretion of the College to accept **one month's** salary as stated herein above and relieve you from the employment or require you to undergo **one month's** notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you **one month's** clear notice in writing or will pay you **one month's** salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay three months salary to the College in lieu of notice as per Clause No. 20 herein above.
22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment either honorary or otherwise during the stipulated period of your employment in the College.
23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.



24. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for **Open / OBC / SC / ST / VJ-(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate Category** is made available by the **Savitribai Phule Pune University Selection Committee**; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay as contemplated under Clause No. 20 herein above shall be payable to you.
25. It is to be noted that you will be free to appear for interview before the **Savitribai Phule Pune University Selection Committee**, if you so desire.

In case, the above terms and condition of your employment are acceptable to you in totality, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



Yours Faithfully,

Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned **Ms. Anushree Satpute** have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment withal its terms and conditions mentioned herein above in totality after assimilating them in their proper perspective and undertake to abide to the same.

Place: Pune

Signature: _____

Date: 17/8/2021

Name: CS. Anushree Satpute

Witness:

Signature _____

Name: Himmab Satpute

Copy forwarded for information to:

- The Principal**
Marathwada Mitra Marathwada Mitra Mandal's
Institute of Management Education Research & Training
S.No.18, Plot No.5/3,CTS No.205, Karvenagar,
Pune- 411 052
- Service file of **Ms. Anushree Satpute**



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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/IMERT/APNT/2022-23/875

Date: 29th August 2022

To,

Dr. Ravi B. Achaliya
D-19, Soba Saveria Co. Soc.,
Near Vidya Sahakari Bank, Bibawewadi,
Pune-411 037

Subject:- Appointment for the post of Assistant Professor in M.B.A. at Marathwada Mitra Mandal's Institute of Management Education Research & Training S. No. 18, Plot No. 5/3, CTC No. 205, Karvenagar, Pune - 411 052.

In response to your interview conducted by Local Selection Committee on dated 29/08/2022 with reference to our advertisement in Indian Express and Loksatta dt.25/08/2022, we are pleased to appoint you on the post of Assistant Professor in M.B.A. Department in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Karvenagar, Pune 411052 on purely fixed term basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the Marathwada Mitra Mandal's Institute of Management Education Research & Training (IMERT), is located at Karvenagar, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Savitribai Phule Pune University / Assistant Commissioner B. C. Cell and accordingly, it has to recruit the appropriate candidate of appropriate category that too as approved by the University Selection Committee.
3. However, for the academic year 2022-23, no candidate on the post of Assistant Professor, which is reserved for Open / reserved category, has been selected for IMERT till date by the Savitribai Phule Pune University Selection Committee.
4. Due to the aforesaid situation, if the recruitment is not made by the IMERT on the post of Assistant professor against the post of Associate Professor / Professor, which is reserved for Open / reserved, not only the college but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, College is compelled to make your present appointment on tenure basis i.e. for the academic year 2022-23 and more specifically for the period starting from 30/08/2022 or date of your joining to 31/05/2023 or appointment of suitable candidate by University Selection Committee on this prescribed post / category.
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the IMERT, your such employment being on the aforesaid background, cannot be treated as a permanent employment and / or you are not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the College.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT SHALL BE AS FOLLOWS.

Page 1 of 4



O.C.
Ravita

[Handwritten signature]

1. You will be paid gross salary of Rs. 30, 024/- (Rs. Thirty Thousand Twenty Four only) in the VIth pay scale of Rs.15600-39100, Pay in Pay Band Rs. 15600/- + AGP of Rs. 6000/-. You will also get the benefit of the Employees Provident Fund and Miscellaneous provisions Act 1952. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s) / staff of the College / Trust or would be made available to them in future. The payment of your salary shall be subject to deduction of Income Tax payable in regard with the IT-schedule and all other statutory deductions.
2. As mentioned in the background clause herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 30/08/2022 or date of your joining to 31/05/2023. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.
3. You are appointed as an Assistant Professor against the vacancy of Professor / Associate Professor in the category of Open / reserved approved by the Savitribai Phule Pune University, in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Karvenagar, Pune 411052 (IMERT) on full time basis.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post also subject to Court case if any. In such case, your appointment will be terminated with immediate effect.
6. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
9. After joining, you should shift near to the Institute. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies



of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.

11. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
12. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Director of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
13. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Director.
14. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
15. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
16. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
17. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
18. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
19. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
20. In case of an illegal and unauthorized absence on the duty for the period of seven or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay on month salary to the College in lieu of notice as per Clause No.19 herein above.



21. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.
22. You will not undertake any testing, consultancy, R&D work without the prior approval of the Management/competent authority.
23. You will not register for any Ph.D./NET/SET/Degree/Diploma/Certificate or other course without the prior permission of the Management/competent authority.
24. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for **Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate** Category will be made available by the University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay as contemplated under Clause No. 19 herein above shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the University Selection Committee, if you so desire.

In case, the above terms and condition of your employment are acceptable to you in totally, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



[Signature]
Executive President
 Marathwada Mitra Mandal, Pune

DECLARATION

I, the undersigned **Dr. Ravi B. Achaliya**, have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment with all its terms and conditions mentioned herein above in totally after assimilating them in their proper perspective and undertake to abide to the same.

Place : Pune

Date : 30/8/2022

Witness: Ravita
 Signature: _____
 Name : Mrs Kavita Dhamed

Signature : _____

Name : Dr. Ravi B. Achaliya

Copy forwarded for information to:

1. **The Director**
 Marathwada Mitra Mandal's
 Institute of Management Education Research & Training,
 Karvenagar, Pune 411052.
2. Service file of **Dr. Ravi B. Achaliya**,



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 dated 6/1/1967

Registration Under Bombay Public Trust Act 1950-F-338(P) dated 19/1/1967

Tel. : 020-25665320, 8149032328 Telefax: 020 - 25653039

E-mail : mimmandal87@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungele, Secretary

MMM/IMERT/APNT/2022-23/377

Date: 29th August 2022

To,

Mr. Jaydatta G. Bangar
402, Sahyog Residency,
Lagad Colony, Sinhgad Road,
Pune - 411 041

Subject:- Appointment for the post of Assistant Professor in M.B.A. at Marathwada Mitra Mandal's Institute of Management Education Research & Training S. No. 18, Plot No. 5/3, CTC No. 205, Karvenagar, Pune - 411 052.

In response to your interview conducted by Local Selection Committee on dated 29/08/2022 with reference to our advertisement in Indian Express and Loksatta dt.25/08/2022, we are pleased to appoint you on the post of Assistant Professor in M.B.A. Department in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Karvenagar, Pune 411052 on purely fixed term basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the Marathwada Mitra Mandal's Institute of Management Education Research & Training (IMERT), is located at Karvenagar, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Savitribai Phule Pune University / Assistant Commissioner B. C. Cell and accordingly, it has to recruit the appropriate candidate of appropriate category that too as approved by the University Selection Committee.
3. However, for the academic year 2022-23, no candidate on the post of Assistant Professor, which is reserved for Open / reserved category, has been selected for IMERT till date by the Savitribai Phule Pune University Selection Committee
4. Due to the aforesaid situation, if the recruitment is not made by the IMERT on the post of Assistant professor against the post of Associate Professor / Professor, which is reserved for Open / reserved, not only the college but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, College is compelled to make your present appointment on tenure basis i.e. for the academic year 2022-23 and more specifically for the period starting from 30/08/2022 or date of your joining to 31/05/2023 or appointment of suitable candidate by University Selection Committee on this prescribed post / category.
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the IMERT, your such employment being on the aforesaid background, cannot be treated as a permanent employment and / or you are not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the College.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT SHALL BE AS FOLLOWS.

Page 1 of 4



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[Handwritten signature]

1. You will be paid gross salary of Rs. 51, 952/- (Rs. Fifty One Thousand Nine Hundred Fifty Two only) in the VIth pay scale of Rs.15600-39100, Pay in Pay Band Rs. 15600/- + AGP of Rs. 6000/- You will also get the benefit of the Employees Provident Fund and Miscellaneous provisions Act 1952. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s) / staff of the College / Trust or would be made available to them in future. The payment of your salary shall be subject to deduction of Income Tax payable in regard with the IT schedule and all other statutory deductions.
2. As mentioned in the background clause herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 30/08/2022 or date of your joining to 31/05/2023. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.
3. You are appointed as an Assistant Professor against the vacancy of Professor / Associate Professor in the category of Open / reserved approved by the Savitribai Phule Pune University, in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Karvenagar, Pune 411052 (IMERT) on full time basis.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post also subject to Court case if any. In such case, your appointment will be terminated with immediate effect.
6. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
9. After joining, you should shift near to the Institute. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies



of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.

11. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance of any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
12. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Director of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
13. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Director.
14. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
15. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
16. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
17. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
18. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
19. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
20. In case of an illegal and unauthorized absence on the duty for the period of seven or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay on month salary to the College in lieu of notice as per Clause No.19 herein above.



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21. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.
22. You will not undertake any testing, consultancy, R&D work without the prior approval of the Management/competent authority.
23. You will not register for any Ph.D./NET/SET/Degree/Diploma/Certificate or other course without the prior permission of the Management/competent authority.
24. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for **Open / OBC / SC / ST / VJ(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate** Category will be made available by the University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay as contemplated under Clause No. 19 herein above shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the University Selection Committee, if you so desire.

In case, the above terms and condition of your employment are acceptable to you in totally, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



[Handwritten Signature]

Executive President
Marathwada Mitra Mandal, Pune

DECLARATION

I, the undersigned **Mr. Jaydatta G. Bangar**, have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment with all its terms and conditions mentioned herein above in totally after assimilating them in their proper perspective and undertake to abide to the same.

Place : Pune

Date : 30/08/2022

Signature :

[Handwritten Signature]
Name : JAYDATTA BANGAR

Witness:

Signature:

Name : Mr. Himmat Salunkhe

Copy forwarded for information to:

1. **The Director**
Marathwada Mitra Mandal's
Institute of Management Education Research & Training,
Karvenagar, Pune 411052.
2. Service file of **Mr. Jaydatta G. Bangar**,



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 dated 6/1/1967

Registration Under Bombay Public Trust Act 1950-F-338(F) dated 19/1/1967

Tel. : 020-25665320, 8149032328 Telefax: 020 - 25653039

E-mail : mmmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauseheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/IMERT/APNT/2022-23/379

Date: 29th August 2022

To,

Mrs. Kshirsagar Amruta Vijayendra
Shikshak Nagar,
Kothrud,
Pune - 411 038

Subject:- Appointment for the post of Assistant Professor in M.B.A. at Marathwada Mitra Mandal's Institute of Management Education Research & Training S. No. 18, Plot No. 5/3, CTC No. 205, Karvenagar, Pune - 411 052.

In response to your interview conducted by Local Selection Committee on dated 29/08/2022 with reference to our advertisement in Indian Express and Loksatta dt.25/08/2022, we are pleased to appoint you on the post of Assistant Professor in M.B.A. Department in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Karvenagar, Pune 411052 on purely fixed term basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the Marathwada Mitra Mandal's Institute of Management Education Research & Training (IMERT), is located at Karvenagar, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Savitribai Phule Pune University / Assistant Commissioner B. C. Cell and accordingly, it has to recruit the appropriate candidate of appropriate category that too as approved by the University Selection Committee.
3. However, for the academic year 2022-23, no candidate on the post of Assistant Professor, which is reserved for Open / reserved category, has been selected for IMERT till date by the Savitribai Phule Pune University Selection Committee
4. Due to the aforesaid situation, if the recruitment is not made by the IMERT on the post of Assistant professor against the post of Associate Professor / Professor, which is reserved for Open / reserved, not only the college but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, College is compelled to make your present appointment on tenure basis i.e. for the academic year 2022-23 and more specifically for the period starting from 30/08/2022 or date of your joining to 31/05/2023 or appointment of suitable candidate by University Selection Committee on this prescribed post / category.
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the IMERT, your such employment being on the aforesaid background, cannot be treated as a permanent employment and / or you are not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the College.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT SHALL BE AS FOLLOWS.



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1. You will be paid gross salary of Rs. 63, 213/- (Rs. Sixty Three Thousand Two Hundred Thirteen only) in the VIth pay scale of Rs.15600-39100, Pay in Pay Band Rs. 19050/- + AGP of Rs. 6000/-. You will also get the benefit of the Employees Provident Fund and Miscellaneous provisions Act 1952. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s) / staff of the College / Trust or would be made available to them in future. The payment of your salary shall be subject to deduction of Income Tax payable in regard with the IT schedule and all other statutory deductions.
2. As mentioned in the background clause herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 30/08/2022 or date of your joining to 31/05/2023. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.
3. You are appointed as an Assistant Professor against the vacancy of Professor / Associate Professor in the category of Open / reserved approved by the Savitribai Phule Pune University, in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Karvenagar, Pune 411052 (IMERT) on full time basis.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post also subject to Court case if any. In such case, your appointment will be terminated with immediate effect.
6. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
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10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies



[Handwritten signature]

of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.

11. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
12. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Director of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
13. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Director.
14. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
15. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
16. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
17. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
18. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
19. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
20. In case of an illegal and unauthorized absence on the duty for the period of seven or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay on month salary to the College in lieu of notice as per Clause No.19 herein above.



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22. You will not undertake any testing, consultancy, R&D work without the prior approval of the Management/competent authority.
23. You will not register for any Ph.D./NET/SET/Degree/Diploma/Certificate or other course without the prior permission of the Management/competent authority.
24. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for **Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate** Category will be made available by the University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay as contemplated under Clause No. 19 herein above shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the University Selection Committee, if you so desire.

In case, the above terms and condition of your employment are acceptable to you in totally, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.




Executive President
Marathwada Mitra Mandal, Pune

DECLARATION

I, the undersigned **Mrs. Kshirsagar Amruta Vijayendra**, have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment with all its terms and conditions mentioned herein above in totally after assimilating them in their proper perspective and undertake to abide to the same.

Place : Pune

Date : 30/08/2022

Signature : 
Name : AMRUTA KSHIRSAGAR

Witness:

Signature: _____

Name : _____

Copy forwarded for information to:

1. **The Director**
Marathwada Mitra Mandal's
Institute of Management Education Research & Training,
Karvetnagar, Pune 411052.
2. Service file of **Mrs. Kshirsagar Amruta Vijayendra**,



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 dated 6/1/1967

Registration Under Bombay Public Trust Act 1950-f-338(P) dated 19/1/1967

Tel. : 020-25665320, 8149032328 Telefax: 020 - 25653039

E-mail : mmmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mangale, Secretary

MMM/IMERT/APNT/2022-23 **876**

Date: 29th August 2022

To,

Dr. Ms. Priya Pramod Vasagadehar
Flat No. 1, First Floor, Sr. No. 422,
Sukhadashree Apprt., Blast Lane, Narayan Peth,
Pune - 411 030

Subject:- Appointment for the post of Assistant Professor in M.B.A. at Marathwada Mitra Mandal's Institute of Management Education Research & Training S. No. 18, Plot No. 5/3, CTC No. 205, Karvenagar, Pune - 411 052.

In response to your interview conducted by Local Selection Committee on dated 29/08/2022 with reference to our advertisement in Indian Express and Loksatta dt.25/08/2022, we are pleased to appoint you on the post of Assistant Professor in M.B.A. Department in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Karvenagar, Pune 411052 on purely fixed term basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the Marathwada Mitra Mandal's Institute of Management Education Research & Training (IMERT), is located at Karvenagar, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Savitribai Phule Pune University / Assistant Commissioner B. C. Cell and accordingly, it has to recruit the appropriate candidate of appropriate category that too as approved by the University Selection Committee.
3. However, for the academic year 2022-23, no candidate on the post of Assistant Professor, which is reserved for Open / reserved category, has been selected for IMERT till date by the Savitribai Phule Pune University Selection Committee
4. Due to the aforesaid situation, if the recruitment is not made by the IMERT on the post of Assistant professor against the post of Associate Professor / Professor, which is reserved for Open / reserved, not only the college but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, College is compelled to make your present appointment on tenure basis i.e. for the academic year 2022-23 and more specifically for the period starting from 30/08/2022 or date of your joining to 31/05/2023 or appointment of suitable candidate by University Selection Committee on this prescribed post / category.
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the IMERT, your such employment being on the aforesaid background, cannot be treated as a permanent employment and / or you are not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the College.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT SHALL BE AS FOLLOWS.

Page 1 of 4



06
26/8/22

[Handwritten signature]

1. You will be paid gross salary of Rs. 65, 075/- (Rs. Sixty Five Thousand Seventy Five only) in the VIII pay scale of Rs.15600-39100, Pay in Pay Band Rs. 19810/- + AGP of Rs. 6000/-. You will also get the benefit of the Employees Provident Fund and Miscellaneous provisions Act 1952. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s) / staff of the College / Trust or would be made available to them in future. The payment of your salary shall be subject to deduction of Income Tax payable in regard with the IT schedule and all other statutory deductions.
2. As mentioned in the background clause herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 30/08/2022 or date of your joining to 31/05/2023. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.
3. You are appointed as an Assistant Professor against the vacancy of Professor / Associate Professor in the category of Open / reserved approved by the Savitribai Phule Pune University, in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Karvenagar, Pune 411052 (IMERT) on full time basis.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post also subject to Court case if any. In such case, your appointment will be terminated with immediate effect.
6. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
9. After joining, you should shift near to the Institute. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies



of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.

11. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
12. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Director of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
13. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Director.
14. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
15. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
16. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
17. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
18. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
19. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
20. In case of an illegal and unauthorized absence on the duty for the period of seven or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay on month salary to the College in lieu of notice as per Clause No.19 herein above.



21. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.
22. You will not undertake any testing, consultancy, R&D work without the prior approval of the Management/competent authority.
23. You will not register for any Ph.D./NET/SET/Degree/Diploma/Certificate or other course without the prior permission of the Management/competent authority.
24. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for **Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category** will be made available by the University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay as contemplated under Clause No. 19 herein above shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the University Selection Committee, if you so desire.

In case, the above terms and condition of your employment are acceptable to you in totally, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.




Executive President
 Marathwada Mitra Mandal, Pune

DECLARATION

I, the undersigned **Dr. Ms. Priya Pramod Vasagadekar**, have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment with all its terms and conditions mentioned herein above in totally after assimilating them in their proper perspective and undertake to abide to the same.

Place : Pune

Date : 30/08/2022

Witness:

Signature: _____

Name : _____

Signature : 

Name : Dr. Priya Vasagadekar

Copy forwarded for information to:

1. **The Director**
 Marathwada Mitra Mandal's
 Institute of Management Education Research & Training,
 Karvenagar, Pune 411052.
2. Service file of **Dr. Ms. Priya Pramod Vasagadekar**,



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 dated 6/1/1967

Registration Under Bombay Public Trust Act 1950-f-338(P) dated 19/1/1967

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Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/IMERT/APNT/2021-2022/1468

Date: 30th March, 2022

ORDER OF APPOINTMENT

To,

Mrs.Dhamal Kavita Gajendra

Avindu Housing Society, S.No. 585,

Plot No. 84+93, Market Yard,

Pune- 411 037

SUBJECT: Your Appointment on purely Fixed Term basis.

With reference to your application and subsequent interview by Staff Selection Committee, we are pleased to appoint you on the post of as an **Office Superintendent** at Marathwada Mitra Mandal's **Institute of Management Education Research & Training**, S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411 052 on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. You will be paid pay in pay Band of **Rs.15,070/- plus AGP of Rs.4,400/-** in the scale of **Rs.9,300-34,800 + AGP Rs.4,400/-** as per Vith pay Commission along with D.A. @125%, HRA @ 20%, CLA Rs.240/- & TA Rs.800/- per month as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax and other statutory deductions.etc.

You are also eligible for the benefit of membership of Employees Provident Fund & Miscellaneous Provisions Act 1952. You are requested to join immediately.
2. It is to be noted that the Marathwada Mitra Mandal's **Institute of Management Education Research & Training** is located at Karvanagar, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. Your appointment is **purely on temporary basis for a period from 1/4/2022 or from the date of your joining to 31/3/2023**. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.
3. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of the Trust/College.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal.
5. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give **one month's** clear notice in writing to the College or will have to pay **one month's** salary in lieu thereof. However it will be the discretion of the College to accept **one month's** salary as stated herein above and relieve you from the employment or require you to undergo **one month's** notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you **one month's** clear notice in writing or will pay you **one month's** salary in lieu thereof.
6. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non teaching employees of the College.



7. You will be required to maintain sense of subordination towards your seniors.
8. You are required to maintain strict privacy and not to disclose any information regarding the Trust / Institution, its activities or other details which becomes known to you during the course of your work, nor shall you hand over any file in part or full or any paper without seeking permission of authority or your Officer In charge
9. You are suggested to be sincere, loyal and committed towards responsibility entrusted to you from time to time and display a visible sense of integrity towards the Mandal and not to involve yourself in any activity of yours shall be treated as subversive and shall invite severe lawful disciplinary actions.
10. You shall produce all the original copies and submit certified true copies of the relevant testimonials, such as School Leaving Certificate, Mark Sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Character certificate from two eminent persons, Copy of PAN Card, Copy of Bank Pass-book etc., at the time of joining to your duties to College/Institute. So also, you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
11. You shall undergo medical examination by the approved medical officer or by the civil surgeon at the place of your duty within one month from the date of joining the duties. The appointment shall be provisional and conditional pending submission of the Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment.
12. In case you accept the appointment, you shall have to execute a Deed of Contract/ undertaking of Service as prescribed at the time of joining the duties.
13. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month's salary to the College in lieu of notice as per Clause No.5 herein above.
14. That nothing hereinabove mentioned shall restrict the Management of this Mandal, in one or any manner to take disciplinary action against you if your activities, behavior, performance is found unsatisfactory.
15. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
16. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal File.
17. You will have to remain present for all working days as per College timings and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday (s), Sunday (s) and even during the period of vacation.
18. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College/Institute either as parents, students or guardians.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 dated 6/1/1967

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Tel. : 020-25665320, 8149032328 Telefax: 020 - 25653039

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

19. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
20. You will not practice or incite any student, other employees of the College to practice castes, communalism or un-touch ability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
21. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
22. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
23. In case, the above terms and condition of your employment are acceptable to you in totality, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof



B.G. Jadhav

Prin. B.G.Jadhav
Executive President

DECLARATION

I, the undersigned **Mrs.Dhamal Kavita Gajendra** have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment withal its terms and conditions mentioned herein above in totality after assimilating them in their proper perspective and undertake to abide to the same.

Place: Pune

Date: 4-4-2022

Witness:

Signature: *[Signature]*

Name: Dr. Shubhangee Ramaswamy.

Copy forwarded for information to:

The Director

1. Marathwada Mitra Mandal's
Institute of Management Education Research & Training,
S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411052
2. Service file of Mrs.Dhamal Kavita Gajendra

Signature: *[Signature]* 4-4-2022

Name: Mrs. Kavita G. Dhamal



Marathwada Mitra Mandal

202/A, Deccan Gymkhana, Pune- 411 004

Date – 30/03/2022

Submitted: -

Sub: - Continuation of Service of Mrs. Kavita Gajendra Dhamal -Office Superintendent

Sir,

Please find enclosed herewith the office note dated 29/3/2022 received from In-charge Director, Institute of Management Education Research & Training, Pune -52 along with the Self appraisal form-2021-22 of Mrs Kavita Gajendra Dhamal, working as an Office Superintendent in Institute of Management Education Research & Training Pune- 52, regarding continuation of service. In this context following is the gist of his case.

Service Details :-

- 1) Full Name : Mrs. Kavita Gajendra Dhamal
- 2) Date of Birth : 03/08/1982
- 3) Address : Tavindu Housing Society, S.No.585, Plot No.84+93, Market Yard, Pune- 411 037
Mobile No.9922816263
email id- jkavita.3.82@gmail.com , kavitashamal@imert.edu.in

4) Qualification :

Qualification	Year of Passing	Board	% of Passing
S.S.C.	1997	Pune Board	
H.S.C.	1999	Pune Board	
B.Com.	2004	Pune University	
M.P.M.	2007	Pune University	
D.L.L. & L.W.	2009	Pune University	

5) Previous Experience

Organization	Designation	Period
HBL Global Pvt,	Tele Sales Executive	October,2005 to December ,2005- 3 Months
AKS Infotech Services	Sr. HR Executive	May 2007 to October 2007- 4 Months
i-Quest Consultants	Technical Consultant	October 2007 to July 2008- 9 Months
Singhgad Institute of Business Administration & Research	Administrative Assistant	August 2008 to March 2021- 12 Years 7 M.

Total Experience -13 Years 11 months

- 5) Appointment Order Details in MMM : Appointment Order No.MMM/IMERT/APNT/2020-21/973 dated 22/2/2021 – Temporary for a period from 1/4/2021 to 31/3/2022 as an Office Superintendent on consolidated salary of Rs.46,800/-P.M. with EPF benefit.

1846
30/3/2022
[Signature]

[Signature]

Recommendations:-

Considering the Educational Qualification, Experience of Office Work of 14 years and 11 months, & the requirement of the IMERT, it is recommended subject to your approval Mrs Kavita Gajendra Dhamal may be reappointed as an Office Superintendent as per the details given below :-

VI Pay Scale	: Rs.9,300-34,800 Plus AGP Rs. 4,400/-
Starting Basic Pay	: Rs. 15,070/- along with other allowances
Allowances	: DA @ 125%, HRA @ 20%, CLA Rs. 240/- and TA Rs.800/- (Gross Salary Rs.48,742/-)
Monthly Rise in Gross Salary	: Rs.1,942/- (as compared to current salary)
Effective date	: 01/04/2022
EPF Membership	Continuation of benefit of membership of Employees Provident Funds & Miscellaneous Provisions Act 1952 with equal share of Management Contribution.

Submitted for your approval & favorable consideration please.

Encl:- a /a.

To
Executive President
Marathwada Mitra Mandal,
202/A, Deccan Gymkhana,
Pune- 411 004

S.N.Kadam
30/3/2022
S.N.Kadam
Registrar

OK
P.L. Umre A.O. Recently

[Signature]
343/22



**Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune**

**S. No. 18, Plot No. 5/3, CT No. 205, Behind Vandevi Temple, Karvenagar,
Pune - 411052**



AY: 2021-22

Ref. MMM's/IMERT/2021-22/ 19

Date: 29.03.2022

To,
The Executive President,
Marathwada Mitra Mandal,
Pune - 411004

Marathwada Mitra Mandal, Pune-4	
Inward No.	1842
Date	30/3/2022
Sign.	<i>[Signature]</i>

Subject: Request for Continuation of Service as an "Office Superintendent" in MMM's IMERT

Reference: Appointment Order No. MMM/IMERT/APNT/2020-21/973, Dated 22.02.2021

Respected Sir,

With reference to the above mentioned subject, Mrs. Dhamal Kavita Gajendra, working as an "Office Superintendent" at IMERT since 1.04.2021. Her appointment order is for one year i.e. from 1.04.2021 to 31.03.2022. Mrs. Kavita Dhamal Madam is having total 15 Yrs. of work experience.

Sir, I kindly requests you to issue her continuation order and place in appropriate pay scale with permissible rise in salary as per the organizational policy.

Thanking You,

Yours Faithfully

[Signature]
29/03/2022

Dr. Shubhangee Ramaswamy
In-charge Director, IMERT

*Her service be continued for
one yr i.e. 1/4/2022 to 31/3/2023
She may be put up in propa scale*

B. S.
30/3/22

Encl:

1. Performance Report of above mentioned employee
2. Copy of Appointment Order



Marathwada Mitra Mandal's

COLLEGE OF ENGINEERING

S. No. 18, Plot No. 5/3, Near Vandevi Temple, Karve Nagar, Pune 411 052

Tel. : 020 - 25121363 / 9371836543 E-mail : mmcoe@mmcoe.edu.in

Web Site : www.mmcoe.edu.in

Ref. No.:- MMCOE/ADMIN/APP0/2007-08/001

10/08/07

APPOINTMENT ORDER

To,

Mrs. Deepali B. Maharnwar,
Sr.No 30, SwapnaPurti Appt.
Flat No B 210, Sasane Nagar,
Hadapsar, Pune 411 028.

Madam,

As per your application dated 27/7/2007 and subsequent interview held on 09/08/2007, we are pleased to appoint you as a full time Laboratory Assistant in Computer Engineering in our Marathwada Mitra Mandal's College of Engineering, Karvenagar, Pune 411 052. with effect from the date of your joining (not later than 31/08/2007) on the following terms and conditions:

1. You will be paid consolidated salary of Rs.7500/- (Seven thousand five hundred only) per month and
2. It will be subject to the deduction of Professional Tax and Income Tax etc as per the provisions of the Act.

Initially your appointment will be from date of joining to 31/07/2008. During this period you will get one C.L per month. During this period you will not be entitled to any other benefits.

Your services can be terminated by giving one month's notice either way.

You should confirm your acceptance.

Secretary

Marathwada Mitra Mandal, Pune.

Received

ok



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

Registration Under Societies Registration Act 1860-mah./523 dated 6/1/1967
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Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

Ref.No. :- MMM/COE/APNT/2018-19/09

Date:- 30/03/2019

OFFICE ORDER

1. Mrs. Deepali Babasaheb Maharwar is working as a "Technical Assistant" in Computer Engineering Department as per appointment order Ref. No. MMM/COE/OO/2013-2014/985 dated 21/03/2014.
2. The services of Mrs. Deepali B. Maharwar are transferred from Computer Engineering Department to IMERT From 01/04/2019 till further orders.
3. The other terms & conditions in her above mentioned appointment order will remain unchanged. The Personal file, Service book & Last pay Certificate of Mrs. Deepali B. Maharwar be sent to IMERT, Karvenagar, Pune - 411052.




Secretary

To,

1. **The Principal**
Marathwada Mitra Mandal's College of Engineering,
Karvenagar, Pune- 411052
2. **The Director**
IMERT
Karve nagar, Pune- 411052
3. **Central Office**
MMM, Deccan Gymkhana
Pune - 411004



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Tel. : 020-25665320, 8149032328 Telefax: 020 - 25653039

E-mail : mmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauszheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCOE/DO/2022-2023/ 315

Date : 13th June ,2022

Office order

- 1 Mr. Jadhav Sudhakar Sheserao , Residing at S.No.24, Gosavi Vasti, Sahavas Road, Karvenagara, Pune - 411 052 was appointed as an Accountant in Marathwada Mitra Mandal's College of Engineering, Karvenagar, Pune - 411 052 vide Appointment Order No. MMM/COE/APNT/2009-10/189A dated 28/06/2009.
- 2 The Services of Mr. Jadhav Sudhakar Sheserao are hereby transferred to Marathwada Mitra Mandal's Institute of Management Education Research and Training , Karvenagar, Pune - 411 052 with immediate effect from 16/6/2022.
- 3 The other Terms & Conditions of the appointment order No. MMM/COE/APNT/2009-10/189A dated 28/06/2009 of Mr. Jadhav Sudhakar Sheserao will remain unchanged.
- 4 The Personal file & Last pay certificate of Mr. Jadhav Sudhakar Sheserao be sent to Director , Marathwada Mitra Mandal's Institute of Management Education Research and Training , Karvenagar, Pune - 411 052.

Place : Pune-4
Date : 13th June, 2022



Secretary

Marathwada Mitra Mandal, Pune

To,

Mr. Jadhav Sudhakar Sheserao
Accountant
Marathwada Mitra Mandal's College of Engineering,
Karvenagar
Pune- 411 052

Received & Accepted
21/6/2022

Copy for information and necessary action to:-

1. Principal
Marathwada Mitra Mandal's
College of Engineering,
Karvenagar
Pune- 411 052
Directed to relieve Mr. Jadhav Sudhakar
Sheserao Immediately.
2. Director
Marathwada Mitra Mandal's Institute of
Management Education Research and Training
Karvenagar,
Pune- 411 052
Directed to submit the joining report as
mentioned above.

O/C

To
AO
12/6/2022



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

Tel.: 020 - 25653039, Fax: 25653039 Reg. No. F - 338 (P)/ 19-01-1967

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausaheb Jadhav
Secretary

Ref.No.MMM/MMIT/APNT/2011-12/25

Date: 30/3/2012

ORDER OF APPOINTMENT

To,

Mr. Satish Shivaji Patil
C/o Vilas Bhosle,
Bhosle Vasti, Bhosari,
Pune.

Dear Sir,

In response to your application, we are pleased to inform you that you are hereby appointed as a Full time **Lab Attendant** in M. M. Mandal's, Institute of Technology, Lohgaon, Pune-411032 on two years probation period starting from 01-04-2012 on a starting Basic of **Rs. 2660/-** per month in the pay scale of **Rs.2550-55-2660-60-3200**.

Your appointment is subject to the following service terms and conditions:-

1. Your appointment is on a full time basis on **Two years** probation period starting from **01-04-2012** to **31-03-2014**. After completion of this period, your services may be regularized in which case you shall be entitled to other facilities as per rules of the Mandal, applicable from time to time.
2. Your services will be governed by the Maharashtra Universities Act, 1994, Statues, Code of Conduct, Ordinances and Rules and Regulations laid down by the University of Pune, Pune, Government of Maharashtra and M.M. Mandal from time to time.
3. You will be paid Basic Pay of **Rs.2,660/-** in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance and C.L.A. at the rates prescribed by the M.M.Mandal from time to time.
4. If your performance during the above period is not found satisfactory, the probation period can further be extended to such period as the Management of this Mandal deems appropriate.
5. Your appointment may be terminated at any time by either side/party, by giving three month's notice or three month's pay in lieu of notice period.

Recd
26/4/12



6. You are not entitled to vacation or any leave other than casual leave during the appointment period as mentioned above.
7. You will be required to maintain sense of subordination towards your seniors.
8. You are required to maintain strict privacy and not to disclose any information regarding the Trust / Institution, its activities or other details which becomes known to you during the course of your work, nor shall you hand over any file in part or full or any paper without seeking permission of authority or your Officer In-charge.
9. You are suggested to be sincere, loyal and committed towards responsibility entrusted to you from time to time and display a visible sense of integrity towards this Mandal and not to involve yourself in any activity which adversely affects the reputation and activities of Mandal. Such activity of yours shall be treated as subversive and shall invite severe lawful disciplinary actions.
10. You shall submit the original as well as certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, degree certificate, discharge/relieving certificate, last pay certificate, caste validity certificate, change of name certificate (if any), etc., as the case may be, before joining the duties.
11. Subject to the fulfillment of the requirements mentioned in the Clause No.10 above, you will be allowed to join the duties on production of (a) Two passport size photographs (b) Character Certificate from two eminent persons, one of them should be a Government Gazetted Officer and (c) Discharge Certificate from previous employer (if any).
12. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within one month from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment.
13. In case you accept the appointment you shall have to execute deed of contract / undertaking of service as prescribed at the time of joining the duties.



[Handwritten signature]

14. You will not engage yourself in any other job paid full time, Part time or otherwise, during the continuance of your service, without the permission of the competent authority / Management.
15. Your services can be transferred to other Department / Institute at the sole discretion of the Management of the Mandal. Similarly the place of your deployment / posting could be changed at any time. You may be required to travel on official duties.
16. If you are found absent continuously for more than 15 days without permission, your service shall stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the Management. During the period of your service you shall not directly or indirectly do such things which are subversive to the interest of the Mandal / Management / Students / Institutions.
17. That nothing hereinabove mentioned shall restrict the Management of this Mandal, in one or any manner to take disciplinary action against you if your activities, behavior, performance is found unsatisfactory.
18. You have to communicate your acceptance to the Management/ Institution within seven days from the date of receipt of this order of appointment, failing which your appointment is liable to be cancelled.



Secretary
Marathwada Mitra Mandal, Pune

Revised saikh



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

Registration Under Societies Registration Act 1860-mah./523 dated 6/1/1967
Registration Under Bombay Public Trust Act 1950-f-338(P) dated 19/1/1967

Tel : 020-25665320, 020-65232328
Telefax : 020 - 256653039

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/MMIT/DO/2018-19/781

10th August ,2018

Office order

1. Mr. Patil Satish Shivaji was appointed as Full Time Laboratory Attendant in Marathwada Mitra Mandal's Institute of Technology, Lohagaon, Pune – 411 047 vide appointment order No. MMM/MMIT/APNT/ 2010-11/125 dated 30/3/2012.
2. Vide Office Order No.MMM/MMIT/DO/2014-15/62 dated Mr. Patil Satish Sivaji was promoted to the post of Library Assistant and his salary was revised with effect from 1/4/2015.
3. In view of the Decision of the Management , the Services of Mr. Patil Satish Shivaji are hereby transferred to Marathwada Mitra Mandal's Institute of Management Education Research & Training , Karvenagar, Pune – 411 052 with effect from 10/8/2018 till further order.
4. The other Terms & Conditions of the appointment order No. MMM/ MMIT/APNT/ 2010-11/125 dated 30/3/2012 of Mr. Patil Satish Shivaji will remain the same.
5. The Personal file, Service book & Last pay certificate of Mr. Patil Satish Shivaji be sent to Marathwada Mitra Mandal's Institute of Management Education Research & Training , Karvenagar, Pune – 411 052.



Prin.B.G.Jadhav
Executive President

To,

Mr. Patil Satish Shivaji
Library Assistant
Marathwada Mitra Mandal's Institute of Technology, Lohagaon,
Pune- 411 047

Copy to:-

1. Principal,
Marathwada Mitra Mandal's
Institute of Technology , Lohagaon,
Pune- 411 047
2. Principal,
Marathwada Mitra Mandal's
Institute of Management Education Research &
Training, Karvenagar,
Pune – 411 052

) Directed to relieve Mr. Patil Satish Shivaji
) immediately.

) Directed to submit the joining report
) as mentioned above.

Received *Accepted*
Sumit



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

Tel.: 020 - 25653039, Fax: 25653039 Reg. No. F - 338 (P)/ 19-01-1967

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausaheb Jadhav
Secretary

MMM/IMERT./APNT/2012-13/50

30 APR 2013

ORDER OF APPOINTMENT

To,

Shri. Maruti Dhondiram Khatal
At Selu, Taluka Jawalga, Post Kharola,
Taluka Renapur,
Dist - Latur

1. With reference to your application and the subsequent interview, the Management of Marathwada Mitra Mandal is pleased to appoint you as an **Account Assistant** in M.M.Mandal's Institute of Management Education Research & Training, 302/A, Deccan Gymkhana, Pune -411 004 on a consolidated salary of Rs.8,000/- (Rupees Eight Thousand Hundred only) per month. You are also eligible for the continuation of benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.
2. Your appointment is purely on temporary basis for a period from 1/5/2013 to 31/3/2014. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
3. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
4. Your services are transferable to any other College/Institutions run by the Management of the M.M. Mandal.
5. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
6. You will get one casual leave per month and you will not be entitled to any other benefit.
7. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



Prin. B.G. Jadhav
Secretary

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's Institute of Management Education Research & Training,
302/ A, Deccan Gymkhana, Pune - 411 004.
2. **Service File of**
Shri. Maruti Dhondiram Khatal

Note - Joining report of the candidate should be sent to the Central Office immediately after he reports on duty.

Handwritten note:
B. Bhat
1/5/2013
Kharol M.O.



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah/523 dated 8/1/1967

Registration Under Bombay Public Trust Act 1950-f-338(P) dated 19/1/1967

Tel. : 020-25665320, 8149032328 Telefax: 020 - 25653039

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/IMERT/ APNT/2020-21/557

1st April ,2020

ORDER OF APPOINTMENT

To,

Shri. Khatal Maruti Dhondiram

At Selu, Taluka - Jawalga, Post- Kharola,

Taluka - Renapur, Dist- Latur

PIN - 413 527

SUBJECT: Your Appointment on purely Fixed Term basis.

With reference to your application and subsequent interview by Staff Selection, we are pleased to appoint you on the post of 'Accounts Assistant' at Marathwada Mitra Marathwada Mitra Mandal's Institute of Management Education Research & Training S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411 052 on probation period of one year from 1/4/2020 and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. You will be paid starting basic pay of Rs.5,200/- in the pay scale of Rs. 5200-20200 Plus AGP Rs.1,900/- as per VI Pay Scale along with D.A. @ 113% , HRA @ 20% , CLA Rs.150/- and TA Rs.200/- as per the norms of the M.M. Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax and other statutory deductions etc.
- You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.
2. It is to be noted that the Marathwada Mitra Marathwada Mitra Mandal's Institute of Management Education Research & Training S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411 052 is located at Karenagar , Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. Your appointment is on probation period for one year starting from 1/4/2020 or from the date of joining to 31/3/2021. After the expiry of the above period, your services if found satisfactory, may be regularized in which case you shall be entitled to other facilities as per the rules of the M.M.Mandal, applicable from time to time.
3. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of the Trust/College.
4. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part. If your performance during the above period is not found satisfactory, the probation period can further be extended to such period as the Management of this Mandal deems appropriate.
5. The terms of your employment and conditions of service shall be as laid down by the M, M. Mandal
6. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's clear notice in writing to the College or will have to pay one month's salary in lieu thereof. However it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month's salary in lieu thereof.
7. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available

Received
[Signature]

and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non teaching employees of the College.

8. You will be required to maintain sense of subordination towards your seniors.
9. You are required to maintain strict privacy and not to disclose any information regarding the Trust / Institution, its activities or other details which becomes known to you during the course of your work, nor shall you hand over any file in part or full or any paper without seeking permission of authority or your Officer In charge.
10. You are suggested to be sincere, loyal and committed towards responsibility entrusted to you from time to time and display a visible sense of integrity towards the M.M. Mandal and not to involve yourself in any activity of yours shall be treated as subversive and shall invite severe lawful disciplinary actions.
11. You shall produce all the original copies and submit certified true copies of the relevant testimonials, such as School Leaving Certificate, Mark Sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Character certificate from two eminent persons, Copy of PAN Card, Copy of Bank Pass-book etc. at the time of joining to your duties to College/Institute. So also, you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
12. You shall undergo medical examination by the approved medical officer or by the civil surgeon at the place of your duty within one month from the date of joining the duties. The appointment shall be provisional and conditional pending submission of the Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment.
13. In case you accept the appointment, you shall have to execute a Deed of Contract/ undertaking of Service as prescribed at the time of joining the duties.
14. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month's salary to the College in lieu of notice as per Clause No.6 herein above
15. That nothing hereinabove mentioned shall restrict the Management of this M.M. Mandal, in one or any manner to take disciplinary action against you if your activities, behavior, performance is found unsatisfactory.
16. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
17. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal File.
18. You will have to remain present for all working days as per College timings and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday (s), Sunday (s) and even during the period of vacation.
19. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College/Institute either as parents, students or guardians.



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 dated 6/1/1967

Registration Under Bombay Public Trust Act 1950-f-338(P) dated 19/1/1967

Tel. : 020-25665320, 8149032328 Telefax: 020 - 25653039

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungate, Secretary

20. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
21. You will not practice or incite any student, other employees of the College to practice castes, communalism or un-touch ability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
22. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
24. In case, the above terms and condition of your employment are acceptable to you in totality, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereto.

Yours Faithfully,

Prin. B.G. Jadhav
Executive President



DECLARATION

I, the undersigned **Shri. Khatal Maruti Dhondiram** have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment withal its terms and conditions mentioned herein above in totality after assimilating them in their proper perspective and undertake to abide to the same.

Place: Pune

Date:

Signature: _____

Name: _____

Witness:

Signature _____

Name: Salunke Himmat S.

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Pharmacy,
S.No. 4/17, Sector No. 34, PCNTDA, Off Kalewadi Phata - Pimpri Road, Thergaon (Kalewadi),
Pune - 411 033
2. Service file of **Shri. Khatal Maruti Dhondiram**

JOINING REPORT

Date: 02/04/2020

To,
The Secretary,
Marathwada Mitra Mandal's,
202 / A, Deccan Gymkhana,
Pune- 4110004.

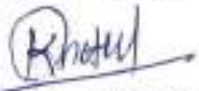
Subject: Joining Report

Respected Sir,

With reference to the Office order no **MMM/IMERT/APNT/2020-21/557** dated **01/04/2020** regarding my appointment as an **Junior Clerk** in '**Institute of Management Education Research & Training**', **Pune**, I wish to confirm that, I have accepted the appointment and I have joined my duties in the Institute from the start of working hours on **01/04/2020**.

Thanking You,

Yours Faithfully,



Mr. Maruti D. Khatal

PLACE: Pune

DATE: 02/04/2020




I/C Director
MM'S IMERT,



मराठवाडा मित्र मंडळ, पुणे

रजि.नं. एफ - 33C/९९-०१-६७

(मराठवाडा सदन)

३०२/अ, डेक्कन जिमखाना, पुणे ४११ ००४.

फोन : ५६५३०३९, फॅक्स : (०२०) ५६५६५४६

● अध्यक्ष ●

श्री. शंकररावजी चव्हाण

● कार्यध्यक्ष ●

श्री. विलासरावजी देशमुख

● वित्तीय ●

श्री. शिवाजीराव गणगे

संदर्भ : एम्एमएम/जीईएम/२०००-२००१

दिनांक 29/10/२०००.

-: आ दे रा :-

संस्थेच्या आदेशानुसार आपणांस सूचित करण्यांत केले की,
दिनांक १.४.२००० पासून "शिपाई" या पदावर रु ७५०/-१२-८००दरवी-१४-१४०/-
वेतनश्रेणीत ७५०/- या मूळ पगारावर आपणांस वग केले आहे.

वेतनश्रेणीसाठी असलेले अनुधारित अनुज्ञेय भत्ते आपणांस देण्यांत येतील
आपल्या पदासाठी विहित केलेली दैनंदिन कर्तव्ये व जबाबदा-या
व्यतिरिक्त संस्थेने व संस्थेच्या पदाधिका-यांनी कामासाठी दिलेले आदेश
आपणावर बंधकारक राहतील पुढे असेहि सूचित करण्यांत केले की,
आपणा विना अनुदानित संस्थेमध्ये काम करत असल्यामुळे आशापात्रे अनुदानित
संस्थांमध्ये काम करणा-या सेवागिरी सेवा निवृत्ती वेतन / वेतनापदान इत्यादीस
लाभ मिळणार नाहीत, याची नोंद घ्यावी.

आपले काम व वर्तणूक साधनकारक नाही, असे संस्थेला दिसून
आल्यास आपल्याविरुद्ध कारवाई करता येईल.

संस्थेला वाटल्यास व गरजेनुसार इतर विना अनुदानित संस्थेत
बदली करता येईल, ती स्विकारणे आपणांवर बंधकारक राहिल.

आदेशातील सर्व अटी आणि असल्याचे ह्या पत्र संस्थेला लेखी स्वरूपात
घावे.

प्रति,

श्री. / श्री.

साबुकी संदीप कारिाराम

मराठवाडा मित्र मंडळ, पुणे-४११००४.



सचिव

मराठवाडा मित्रमंडळ,

डेक्कन जिमखाना, पुणे-४११००४.

(Signature)

Secretary

Marathwada Mitra Mandal, Pune

प्रत:- मराठवाडा मित्र मंडळाचे

स्कुल ऑफ इंटीरिअर डिझाईन अँड टेकोरेशन.



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

Registration Under Societies Registration Act 1860-mah./523 dated 6/1/1967
Registration Under Bombay Public Trust Act 1950-f-338(P) dated 19/1/1967

Tel : 020-25665320, 020-65232328
Telefax : 020 - 25653039

Shivajirao D. Ganage
President

Bhausahab G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/ID/00/2018-19/14

1st April, 2018

Office order

1. Mr.Salvi Sandeep Kashiram was appointed as a Full Peon in Marathwada Mitra Mandal's School of Interior Design & Decoration, 302/A, Deccan Gymkhana, Pune - 411 004 vide appointment order No. MMM/GEN62- D/2000-2001 dated 21/7/2000.
2. The Services of Mr.Salvi Sandeep Kashiram are hereby transferred to Marathwada Mitra Mandal's Institute of Management Education Research & Training , 302/A, Deccan Gymkhana, Pune- 411 004 with effect from 1/4/2018.
3. The other Terms & Conditions of the appointment order No. MMM/GEN62- D/2000-2001 dated 21/7/2000.of Mr.Salvi Sandeep Kashiram will remain the same.
4. The Personal file, Service book & Last pay certificate of Mr.Salvi Sandeep Kashiram be sent to Director , Marathwada Mitra Mandal's Institute of Management Education Research & Training , 302/A, Deccan Gymkhana, Pune- 411 004.




Secretary

Marathwada Mitra Mandal, Pune.

To,

Mr.Salvi Sandeep Kashiram
Peon , Marathwada Mitra Mandal's
School of Interior Design & Decoration,
302/A, Deccan Gymkhana,
Pune - 411 004

Copy to:-

1. Principal) Directed to relieve Mr.Sandeep Salvi
Marathwada Mitra Mandal's) immediately.
School of Interior Design & Decoration,
Pune- 411 004
2. Director) Directed to submit the joining report
Marathwada Mitra Mandal's) as mentioned above.
Institute of Management Education Research &
Training , 302/A, Deccan Gymkhana,
Pune- 411 004

3.Guard File





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 dated /1/1967

Registration Under Bombay Public Trust Act 1950-1-338(P) dated 19/1/1967

Tel. : 020-25665320, 8149032328 Telefax: 020 - 25653039

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/IMERT/00/2019-20/1495

14th December, 2019

Office order

- 1 Mr. Salvi Sandeep Kashiram was appointed as a full time Peon in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Karvenagar, Pune - 411 052 vide order of appointment No.MMM/GEN62-D/2000-2001 dated 21/7/2000.
- 2 The Management of the Mandal has decided to revise the pay scale of Mr.Salvi S .as under :-

Designation	: Peon
Basic Pay	: Rs.5,960 + AGP Rs. 1,300/- per month + DA @ 113%, HRA % 20% and all other eligible allowances
Pay Scale	: Pay Band Rs. 4,400-7440 Grade Pay Rs.1,300/
Effective Date	: 1 st June,2019
Date of Next Annual Increment	: 1 st July ,2020
E.P.F. Membership	: to be Continued
- 3 The other Terms & Conditions of the appointment order of Mr. Salvi Sandeep Kashiram will remain unchanged



Prin.B.G.Jadhav
Executive President

To,

1. Mr. Salvi Sandeep Kashiram

Peon

Marathwada Mitra Mandal's Institute Management Education Research & Training,

Karvenagar ,

Pune - 411 052

2. Director,

Marathwada Mitra Mandal's

Institute Management Education Research & Training,

Pune - 411 052

Received
Salvi
S.K.Salvi



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

Registration Under Societies Registration Act 1860-mah./523 dated 6/1/1967
Registration Under Bombay Public Trust Act 1950-f-338(P) dated 19/1/1967

Tel : 020-25665320, 020-85232328
Telefax : 020 - 25653039

'वेदे वर्तमाने दिन'

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/IMERT/APNT/2018-19/462

28th April, 2018

To,

Shri. Salunke Sudhakar Vikram

C/o Shri.Shilimkar Nirmala Bajirao
Sr.No.45/1A, Balaji Colony, NDA Road, Warje Malwadi,
Pune- 411 058

With reference to your application dated 27/4/2018 and the subsequent interview, the Management of Marathwada Mitra Mandal is pleased to appoint you as a **Junior Clerk** in Marathwada Mitra Mandal's Institute of Management Education Research & Training, Sr.No.18, Plot No.5/3, CTS No.205, Karve Nagar, Pune- 411 052 on starting basic pay in pay band of **Rs.5,680/- with grade pay of Rs.1,900/- in the pay scale of Rs.5,200-20,200 plus AGP Rs.1,900.**

Your appointment is subject to the following service terms and conditions:-

1. Your appointment is on a full time basis on **probation period of one year starting from 1st May, 2018 or from the date of your joining to 30th April, 2019.**
2. Your services will be governed by the rules and regulations framed by the concerned University, State Government and M.M.Mandal from time to time.
3. You will be paid pay band of **Rs.5,680/- with grade pay of Rs.1,900/-** in the scale indicated above. You will also be entitled to Dearness Allowance @ 80%, House Rent Allowance @ 20%, Transport Allowance Rs.200/- and C.L.A. Rs.95/- per month, as per the rates prescribed by the M.M.Mandal from time to time. Your emolument is subject to the deduction of profession tax, income tax as per the provisions of the Act. Your Next Annual increment date will be 1st July,2019.
4. You are also eligible for the continuation of benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.
5. If your performance during the above period is not found satisfactory, the probation period can further extended to such period as the Management of this Mandal deems appropriate.
6. Your appointment may be terminated at any time by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
7. You are not entitled to vacation or any leave other than casual leave during the appointment period as mentioned above.
8. You will be required to maintain sense of subordination towards your seniors.
9. You are suggested to be sincere, loyal and committed towards responsibility entrusted to you from time to time and display a visible sense of integrity towards this Mandal and not to involve yourself in any activity which adversely affects the reputation and activities of Mandal. Such activity of yours shall be treated as subversive and shall invite severe lawful disciplinary actions.
10. You shall submit the original as well as certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, degree certificate, discharge/relieving certificate, last pay certificate, caste validity certificate, change of name certificate (if any), etc., as the case may be, before joining the duties.
11. Subject to the fulfillment of the requirements mentioned in the Clause No.10 above, you will be allowed to join the duties on production of (a) Two passport size photographs (b) Character Certificate from two eminent persons, one of them should be a Government Gazetted Officer and (c) Discharge Certificate from previous employer (if any).
12. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within one month from the date of joining the duties. The appointment shall be provisional and conditional,



[Handwritten Signature]



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

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Tel. : 020-25665320, 020-65232328
Telefax : 020 - 25653039

'वेदे ब्रह्मवे दिन'

Shivajirao D. Ganage
President

Bhausaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

- pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment.
13. In case you accept the appointment, you shall have to execute deed of contract / undertaking of service as prescribed at the time of joining the duties.
 14. You will not engage yourself in any other job paid full time, Part time or otherwise, during the continuance of your service, without the permission of the competent authority / Management.
 15. Your services can be transferred to other Department / Institute at the sole discretion of the Management of the Mandal. Similarly, the place of your deployment / posting could be changed at any time. You may be required to travel on official duties.
 16. If you are found absent continuously for more than 15 days without permission, your service shall stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the Management. During the period of your service you shall not directly or indirectly do such things which are subversive to the interest of the Mandal / Management / Students / Institutions.
 17. That nothing hereinabove mentioned shall restrict the Management of this Mandal, in one or any manner to take disciplinary action against you if your activities, behavior, performance is found unsatisfactory.
 18. You have to communicate your acceptance to the Management / institution within seven days from the date of receipt of this order of appointment, failing which your appointment is liable to be cancelled.



B.G. Jadhav

Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned **Shri. Salunke Sudhakar Vikram** have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment withal its terms and conditions mentioned herein above in totality after assimilating them in their proper perspective and undertake to abide to the same.

Place: Pune

Signature: *Salunke Sudhakar Vikram*

Date: 01/05/2018

Name: Mr. Salunke Sudhakar Vikram

Witness:

Signature: *Shailesh Mulay*

Name: Shailesh Mulay

Copy forwarded for information to:

1. **The Director,**
Institute of Management Education Research & Training,
Sr. No. 18, Plot No. 5/3, CTS No. 205, Karve Nagar,
Pune- 411 052
2. Service file of **Shri. Salunke Sudhakar Vikram**

Note - Joining report of the candidate should be sent to the Central Office immediately after he reports on duty.



MARATHWADA MITRA MANDAL, PUNE

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Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/IMERT/00/2020-21/820

8th February ,2021

Office order

- 1 Mr. Salunke Sudhakar Vikram was appointed as a Junior Clerk in Marathwada Mitra Mandal's Institute of Management Education Research & Training , Karvenagar, Pune – 411 052 vide order of appointment No.MMM/IMERT/APNT/2018-19/462 dated 28/4/2018.
- 2 The Management of the Mandal has decided to revise the pay scale of Mr. Salunke Sudhakar Vikram as under :-

Designation	:	Junior Clerk
Basic Pay	:	Rs.6,910 + AGP Rs. 1,900/- per month + DA @ 113%, HRA % 20% , TA Rs.200/- and CCA Rs. 240/-
Pay Scale	:	Pay Band Rs. 5,200-20,200 Grade Pay Rs.1,900/
Effective Date	:	1 st January, 2021.
E.P.F. Membership	:	Continuation of benefit of membership of Employees Provident Funds & Miscellaneous Provisions Act 1952 with equal share of Management Contribution.
- 3 The other Terms & Conditions of the appointment order of Mr. Salunke Sudhakar Vikram will remain unchanged



Prin.B.G.Jadhav
Executive President

To,

1. Mr. Salunke Sudhakar Vikram

Marathwada Mitra Mandal's Institute Management Education Research & Training,
Karvenagar ,
Pune - 411 052

2. Director,

Marathwada Mitra Mandal's
Institute Management Education Research & Training,
Pune - 411 052

Received

Sudhakar Vikram
Salunke

JOINING REPORT

Date: 1/05/2018

To,
The Secretary,
Marathwada Mitra Mandal's,
302 / A, Deccan Gymkhana,
Pune - 411004

Subject: Joining Report

Respected sir,

With reference to your Appointment order No **MMM/IMERT/APNT/2018-19/462** dated **28/04/2018** regarding my appointment as **Junior Clerk** in 'Institute of Management Education Research & Training', Pune, I wish to confirm that I have accepted the appointment and I have joined my duties in the Institute from the start of working hours on **1/05/2018**

Thanking you,

Yours faithfully,



Sudhakar Salunke

PLACE: Pune

DATE: 1/05/2018



Registrar
Marathwada Mitra Mandal



Director
MM'S IMERT,



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/IMERT/APNT/2021-2022/ 1121

Date : 1st February, 2022

ORDER OF APPOINTMENT

To,

Mr. Jadhav Manoj Chandrakant

At Jawalga, Post Selu,

Taluka - Remapur, Dist - Latur,

PIN - 413 527

SUBJECT: Your Appointment on purely Fixed Term basis.

With reference to your application dated 29/01/2022 and subsequent interview by Staff Selection Committee, we are pleased to appoint you on the post of **Library Attendant** Marathwada Mitra Mandal's **Institute of Management Education Research & Training**, S.No.18, Plot No.5/3, CTS No.205, Karvenagar, Pune- 411 052 on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. You will be paid consolidated salary of **Rs.14,000/- (Rupees Fourteen Thousand only.) per month**. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax and other statutory deductions.etc. You will get one casual leave per month and you will not be entitled to any other benefit.

You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.

2. It is to be noted that the Marathwada Mitra Mandal's **Institute of Management Education Research & Training** is located at Karvenagar, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. Your appointment is **purely on temporary basis for a period from 1/2/2022 to 31/01/2023**. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.
3. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of the Trust/College.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal
5. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give **one month's** clear notice in writing to the College or will have to pay **one month's** salary in lieu thereof. However it will be the discretion of the College to accept **one month's** salary as stated herein above and relieve you from the employment or require you to undergo **one month's** notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you **one month's** clear notice in writing or will pay you **one month's** salary in lieu thereof.
6. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non teaching employees of the College.
7. You will be required to maintain sense of subordination towards your seniors.



[Handwritten signature]

8. You are required to maintain strict privacy and not to disclose any information regarding the Trust / Institution, its activities or other details which becomes known to you during the course of your work, nor shall you hand over any file in part or full or any paper without seeking permission of authority or your Officer incharge.
9. You are suggested to be sincere, loyal and committed towards responsibility entrusted to you from time to time and display a visible sense of integrity towards the Mandal and not to involve yourself in any activity of yours shall be treated as subversive and shall invite severe lawful disciplinary actions.
10. You shall produce all the original copies and submit certified true copies of the relevant testimonials, such as School Leaving Certificate, Mark Sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Character certificate from two eminent persons, Copy of PAN Card, Copy of Bank Pass-book etc., at the time of joining to your duties to College/Institute. So also, you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
11. You shall undergo medical examination by the approved medical officer or by the civil surgeon at the place of your duty within one month from the date of joining the duties. The appointment shall be provisional and conditional pending submission of the Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment.
12. In case you accept the appointment, you shall have to execute a Deed of Contract/ undertaking of Service as prescribed at the time of joining the duties.
13. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one months salary to the College in lieu of notice as per Clause No.5 herein above
14. That nothing hereinabove mentioned shall restrict the Management of this Mandal, in one or any manner to take disciplinary action against you if your activities, behavior, performance is found unsatisfactory.
15. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
16. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal File.
17. You will have to remain present for all working days as per College timings and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday (s), Sunday (s) and even during the period of vacation.
18. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College/Institute either as parents, students or guardians.
19. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.





MARATHWADA MITRA MANDAL, PUNE

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Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

20. You will not practice or incite any student, other employees of the College to practice castes, communalism or un-touch ability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
21. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
22. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
23. In case, the above terms and condition of your employment are acceptable to you in totality, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.

Yours Faithfully,



Prin. B.G.Jadhav
Executive President

DECLARATION

I, the undersigned **Mr. Jadhav Manoj Chandrakant** have read and understood the background of my appointment and all the terms and conditions, I accept the Appointment withal its terms and conditions mentioned herein above in totality after assimilating them in their proper perspective and undertake to abide to the same.

Place: Pune

Signature: Jadhav

Date: 23/12/22

Name: Manoj Chandrakant Jadhav

Witness:

Signature _____

Name: _____

Copy forwarded for information to :-

The Director

Marathwada Mitra Mandal's Institute of Management Education Research & Training ,S.No.18, Plot No.5/3,CTS No.205, Karvenagar, Pune- 411 052

Service File of Mr. Jadhav Manoj Chandrakant

Note - Joining report of the candidate should be sent to the Central Office immediately after he reports on duty.



Marathwada Mitra Mandal, Pune

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Shivajirao D. Ganage
President

Bhausahab G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/IMERT/00/2017-18/546

3rd August, 2017

Office order

1. Mr. Baji Ravaji Gujale was appointed as a Junior Clerk at Marathwada Mitra Mandal's Institute Management Education Research & Training, 302/A, Deccan Gymkhana, Pune-411 004.
2. Considering the number of years of service of Mr. Gujale Baji the Management of the Mandal has decided to revise pay scale of Mr. Gujale as under :-
Basic Pay : Rs. 4,730/- + all other eligible allowances
Pay Scale : Rs 3200-85- 4900
Effective Date : 1st June ,2017
Date of Next Increment : 1st June,2018
- 3 The other Terms & Conditions of the appointment order of Mr. Gujale will remain unchanged.




Prin. B.G. Jadhav
Executive President
Marathwada Mitra Mandal, Pune

To,

1. **Mr. Baji Ravaji Gujale**
Junior Clerk
Marathwada Mitra Mandal's Institute Management Education Research & Training,
302/ A, Deccan Gymkhana,
Pune - 411 004
2. **Director,**
Marathwada Mitra Mandal's
Institute Management Education Research & Training,
302/ A, Deccan Gymkhana,
Pune - 411 004


4/8/17



मराठवाडा मित्र मंडळ, पुणे

रजि.नं. पुफ - 33C/१९-०१-६७

(मराठवाडा सदन)

३०२/अ, डेक्कन जिमखाना, पुणे ४११ ००४.

फोन : ५६५३०३९, फॅक्स : (०२०) ५६५६५४६

● अध्यक्ष ●

श्री. शंकररावजी चव्हाण

● कार्याध्यक्ष ●

श्री. विलासरावजी देशमुख

● वित्तीय ●

श्री. शिवाजीराव गणगे

संदर्भ : एमएमएम/जीईएम/ ६३२ /२०००-२००१

दिनांक २१/७/२०००.

-: आदेश :-

संस्थेच्या आदेशानुसार आपणांस सूचित करण्यांत येते की,
दिनांक १.९.१९९९ पासून रिपार्ड या पदावर रु ७५०/- १२-८७०-दरो-१५
वेतनश्रेणीत ७५०/- या मूळ पगारावर आपणांस वेतन देले जावे.

वेतनश्रेणीसाठी असलेले अनुधारित अनुज्ञेय मन्ते आपणांस देण्यात येतील
आपल्या पदासाठी विहित केलेली दैनंदिन कार्याचे न लक्षाबद्धा-या
व्यतिरिक्त संस्थेने व संस्थेच्या पदाधिकार्यांनी कामासाठी दिलेले आदेश
आपणावर बंधकारक राहतील पुढे असेल सूचित करण्यांत येते की,
आपणां विना अनुदानित संस्थेमध्ये काम करत असल्यामुळे आपणांस अनुदानित
संस्थांमध्ये काम करणा-या वेतनाचे वेतानिद्वली वेतन / वेतानुदान इत्यादि
लाभ मिळणार नाहीत, याली नोंद घ्यावी.

आपले काम व वर्तणूक कायधानकारक नाही, असे संस्थेच्या विस्तृत
आल्यास आपल्याविरुद्ध कारवाई करता येईल.

संस्थेला वाटल्यास व गरजेनुसार इतर विना अनुदानित संस्थेत
बदली करता येईल, ती स्विकारणे आपणांवर बंधकारक राहिल.

आदेशातील सर्व अटी मान्य असल्याचे ह्या पत्र संस्थेला लेखी स्वरूपात
घावे.

प्रति,
श्री. / श्री. गुणदे बाजी
मराठवाडा मित्र मंडळ,
डेक्कन जिमखाना, पुणे-४११००४.



सचिव
मराठवाडा मित्रमंडळ,
डेक्कन जिमखाना, पुणे-४११००४.

(Signature)

Secretary

पत्र:- मराठवाडा मित्र मंडळाने

आय.एम.ई.आर.टी., डेक्कन जिमखाना, पुणे-४११००४.

Marathwada Mitra Mandal Pune-4