

## 7.2.1 Two best practices successfully implemented by the institution as per NAAC Format Provided in the Manual.

### Best Practice 1: IIBS Finishing School Program

#### 1) Title of the Practice:

IIBS Finishing school program is IIBS flagship program designed for all round personality development of students through experiential learning, cultural and social activities and this program is conducted by professionals with a minimum of 10-30 years of corporate experience. IIBS Finishing school program was restructured in 2022-2023 to make students industry ready.

IIBS finishing School is included as a part of curriculum delivered as add on certification courses scheduled systematically from the first semester till the penultimate semester. Syllabus for the IFS is drafted in consultation with the alumni, identifying the need of the students, inputs of corporates and observation by the IFS BOS Committee.

#### 2) Objectives of the Practice

With IIBS finishing school program specific skill sets may be imparted as value addition intended to complete the educational experience.

The curriculum at IIBS is well-designed, with highly relevant programmes developed by industry leaders and experienced faculty. This knowledge capital, without a doubt, distinguishes the IIBS finishing school programme from the competition and is one of the primary reasons for IIBS's goal of becoming one of the best business schools in India.

The diverse range of programmes instils in young minds the ability to excel at home or at work. These instil confidence in these minds, allowing them to stand their ground and be noticed.

#### 3) The Context

In today's competitive age, where a large number of professionals are graduating from various institutes and looking for work, recruiters have the upper hand when it comes to selecting the best people who meet their criteria. In other words, recruiters have the upper hand in selecting the best people. This employment competition has provided recruiters with the opportunity to screen job applicants using a variety of interview approaches that allow them to assess students' other skills in addition to their technical ability. As a consequence of this, students are expected to be knowledgeable about the most recent developments in technology as well as the work culture of the relevant industry. This helps to close the gap that exists between academia and the business world.

#### 4) The Practice


The IIBS finishing school programme has been designed to be semester specific, allowing the aspirant to gradually improve his skills and evolve while accumulating all market needs.

The Board of Syllabus Committee is responsible for developing the curriculum for the Finishing School Program, which is then made available to the students. The course outline is written in accordance with the standards of the university, and it includes both course objectives and course outcomes. Every single certification class is expected to last for a total of forty hours. At the end of each course, students are given a test that is designed to evaluate how well they have learned the material covered in that class. Students will be placed in different groups according to their grade levels, and additional remedial classes will be offered. The students' progress will be reassessed through testing after they have completed the remedial classes.

The placement officer has access to all of the available certification courses in order to ensure that they are placed in the organization that can provide them with the best benefits package.

The finishing school curriculum is intended to be taught primarily by industry experts. As a result, external resource persons will teach 70% of the IFS Syllabus and internal faculty will teach 30%.

Candidates for the certificate are evaluated by both an external and internal team in a 60:40 split.

  
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Major constraint in implementation of the IFS is to incorporate the timetable along with the university curriculum.

**Course Structure of IIBS Finishing School Program:**

<p><b>First 6 Months</b></p> <ul style="list-style-type: none"> <li>• Corporate Communication Skills</li> <li>• Corporate Etiquette for Business Leaders</li> <li>• Experiential Research for Corporate</li> <li>• Mind Control &amp; Leadership Development</li> <li>• Entrepreneurship Development and facilities in India</li> <li>• Utpad Prakshepan</li> </ul>	<p><b>6 to 9 Months</b></p> <ul style="list-style-type: none"> <li>• Placement Oriented Program</li> <li>• Excelloprudent: Aptitude Test</li> <li>• Solutionskraft: Business Solutions</li> <li>• Interview skills</li> <li>• Incubation</li> <li>• Virtual business environment</li> <li>• Mergers and Acquisitions</li> </ul>
<p><b>9- 12 months</b></p> <ul style="list-style-type: none"> <li>• Project viability assessment</li> <li>• Market analysis of the project</li> <li>• Seed fund creation</li> <li>• Government Grants – application to approval</li> <li>• Report on recent mergers and acquisitions</li> </ul>	<p><b>12- 18 Months</b></p> <ul style="list-style-type: none"> <li>• Technical Skills based on Specialization chosen</li> </ul>

**Specializations:**

<p><b>Finance</b></p> <ul style="list-style-type: none"> <li>• SAP - FICO,</li> <li>• India Database – CMIE</li> <li>• Advance Excel</li> <li>• Financial Markets</li> </ul>	<p><b>Digital Marketing</b></p> <ul style="list-style-type: none"> <li>• Google Analytics,</li> <li>• Google AdWords,</li> <li>• Facebook Marketing,</li> <li>• Twitter Advertising, and YouTube Marketing</li> <li>• Lead management and prospecting</li> </ul>	<p><b>Business Analytics</b></p> <ul style="list-style-type: none"> <li>• Bibilometric Analysis</li> <li>• R Package</li> <li>• Stata</li> <li>• E-View</li> <li>• Power BI</li> <li>• Python</li> <li>• SPSS</li> </ul>
<p><b>Operations Management</b></p> <ul style="list-style-type: none"> <li>• Product Automation</li> <li>• Inventory Management</li> <li>• Machine Sequencing</li> <li>• Techniques of Optimization</li> <li>• Data Processing</li> <li>• ERP &amp; SCM software</li> <li>• Artificial Intelligence in SCM</li> </ul>	<p><b>Logistics and supply chain management</b></p> <ul style="list-style-type: none"> <li>• Technological Aptitude</li> <li>• Inventory management</li> <li>• Warehouse Management</li> <li>• Procurement &amp; purchase process</li> <li>• International Trade Logistics</li> <li>• ERP &amp; SCM software</li> <li>• AI in SCM</li> </ul>	<p><b>Human Resource</b></p> <ul style="list-style-type: none"> <li>• Digital HRM</li> <li>• Leadership</li> <li>• Life cycle - Talent Management</li> <li>• Sourcing Training</li> <li>• HR analytics</li> <li>• HR Business Partner</li> <li>• PMS Model</li> <li>• Labour Law &amp; Industrial Relations</li> <li>• International HR</li> </ul>

  
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### 5) Evidence of Success


- a. IIBS Placement training program inception has provided a sense of momentum in students' self-confidence, language ability, and self-driven attitude.
- b. During placement, the institution's rigorous approach and devotion began to yield results. The students' attitude and approach to participatory learning has improved significantly the chances of placement.
- c. Success of IFS is evident in increasing average package and average placements of the students in the last 5 years.
- d. IIBS average package is increased from 6 Lakhs to 8 lakhs
- e. Percentage of the students placed has increased to 50%.
- f. Some of the achievements of IIBS:
  - i. Ranked TOP Prominent B-School of India by CSR Annual Report-2021
  - ii. Higher Education review recognized us as amongst BEYOND IIMs. B-School Survey - 2021
  - iii. Ranked 4th in Placement among the Best B School in India Silicon India 2019

### 6) Problems Encountered and Resources Required

- a. Putting the cultural activities, workshops, seminars, and industrial visits on a regular schedule and adjusting them as necessary.
- b. Availability of the resource person.
- c. Financial problem for arranging workshops and training programs.

Resources required:

- Management will involve and support for the best practices to be implemented.
- For success of such practices, positive attitude and willingness is required on the part of the facilitator with which it is possible to motivate students, the target audience of the Institute.

  
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## Best Practice 2: Ensured Student's Holistic Development

### 1) Title of the Practice "Ensured Student's Holistic Development"

### 2) Objectives of the Practice

- To be able to demonstrate a wide range of abilities, including leadership, problem-solving, critical thinking, and communication.
- To develop a broad perspective and understanding of various cultures and societies. Holistic development can assist them in gaining this perspective by exposing them to a variety of experiences and points of view.
- To help students manage stress and maintain a work-life balance.
- To ensure that graduates have not only academic excellence but also a variety of soft skills and personal qualities that set them apart from their peers.

### 3) The Context

Graduates must instil a diverse set of skills in today's world, including leadership, problem-solving, critical thinking, and communication. These abilities are not limited to the academic domain and must be nurtured holistically. Leadership skills, for example, can be developed through extracurricular activities or community service, whereas communication skills can be honed through cultural clubs or public speaking events.

IIBS through various events expects students to have a broad perspective and understanding of various cultures and societies in order to promote diversity and inclusion, foster creativity and innovation, and improve employee communication and collaboration. Participating in student exchange programmes or cultural clubs, for example, can help them understand and appreciate different cultures.

IIBS ensures a rigorous curriculum and demanding schedules with multiple events and initiatives organised by students to promote holistic development, enabling students to adapt and cope with stress while maintaining a work-life balance.

### 4) The Practice

- **Corporate connect:** To provide students with practical knowledge and industry insights, IIBS facilitates interaction between students and corporate representatives. This includes bringing in guest speakers from various industries to give lectures, as well as organizing workshops, seminars, and internships for students. Such interactions can help students understand industry expectations and better prepare them for the job market.
- **Alumni connect:** Staying in touch with alumni is critical for educational institutions to keep track of their graduates' success and provide guidance to current students. The IIBS Alumni Association has been registered, and the alumni committee holds regular meetings where alumni share their experiences and insights with current students, serve as mentors, and provide networking opportunities.
- **Student exchange:** IIBS has signed two Memorandums of Understanding (MOUs) with other educational institutions to facilitate student exchange programmes that allow students to study and learn about different cultures while broadening their perspectives. Students learn about various academic systems, acquire language skills, and engage in new cultural practices. Such programmes can provide invaluable opportunities for personal and academic development.

  
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- Clubs & Activities: IIBS constituted several clubs to promote student engagement, enhance the learning experience, and provide opportunities for students to develop leadership and organizational skills. These clubs can organize events such as festivals, sports, and women centric activities etc.
- Adoption of Villages & Schools: IIBS is adopting villages (Unnat Bharat Abhiyan) and government schools (Innovation Ambassador), respectively, to promote social responsibility and community service among students and to help uplift the rural community by providing them with knowledge and skills that can improve their quality of life.
- Blood donations: Blood donation drives are organized on campus to promote social responsibility and community service among students. Along with blood donations, students health is monitored twice an year through medical camp conducted within the campus. Such initiatives can help students understand the importance of maintaining healthy lifestyle and giving back to society and promoting the health and well-being of others.
- Best outgoing student award: Establishing an award for the best outgoing student can serve as a motivator for students to excel in all aspects of their lives. This award can be given to students who have demonstrated academic excellence, leadership qualities, community service, and creativity. Such an award can motivate students to strive for excellence and to become well-rounded individuals.

#### 5) Evidence of Success

- Students gained access to internships, mentorship opportunities, and job opportunities by forming partnerships with businesses and corporations.
- Students who participated in internships were able to secure full-time employment after graduation.
- Mentorship programmes by corporate and alumni helped students achieve their career goals by providing guidance and networking opportunities.
- By connecting with alumni, students gained insights into the job market, receive guidance on career paths, and even secured job interviews.
- The World Health Organization (WHO) estimates that India requires approximately 12 million units of blood per year, but only about 9 million units are collected. Initially only 30 units of blood is collected but now it is increased to 130.
- Furthermore, the health of students is monitored through biannual medical health camps held on the same day.
- The students actively participating in clubs developed leadership skills and gained experience in areas that are outside of their academic focus. The students participated in the club activities have better communication skills, awareness and had better package.
- Students gained an understanding of current world problems through NSS and Rotary Club activities.
- Students actively participating and showing outstanding multidimensional progress are awarded "Best outgoing student award" annually during graduation.

#### 6) Problems Encountered and Resources Required

- Social stigma towards blood donations is still a reality.


  
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Percentage of placement of outgoing students and students progressing to higher education during the last five years


Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2020-2022	Mr.N.Bhanu Vishal	MBA	2022	Property Pistol, 022 42738700	7.8L
	Yesu Babu Mangina	MBA	2022	Property Pistol, 022 42738700	7.8L
	Nagarjuna Pujari	MBA	2022	Property Pistol, 022 42738700	7.8L
	Priya	MBA	2022	Property Pistol, 022 42738700	7.68L
	Rishav Ghosh	MBA	2022	Property Pistol, 022 42738700	7.8L
	P Sai Vineeth	MBA	2022	Property Pistol, 022 42738700	7.8L
	Lokesh Sharma	MBA	2022	Property Pistol, 022 42738700	7.68L
	Mayuri Ramesh E	MBA	2022	Property Pistol, 022 42738700	7.8L
	Anjali Singh	MBA	2022	Property Pistol, 022 42738700	7.8L
	Manjunath S K	MBA	2022	Property Pistol, 022 42738700	7.8L
	Kabir Gonsalves	MBA	2022	oppo, 8951984815	5.4L
	Sagar Singh	MBA	2022	Property Pistol, 022 42738700	3L
	Ratheesh Agarwal	MBA	2022	Space Cubix	3L
	Raj Sharma	MBA	2022	Yes Bank	
	Bagavathy Subramanian	MBA	2022	property,9989314262	4L
	Nisha Singh	MBA	2022	Uniworks Designs Pvt Ltd,9989314262	4L
	Moganti Jahnavi	MBA	2022	Delloitte, 040 67621000	3.58L
	Nandini P	MBA	2022	Prop Times Team, 9535484441	5L
	V Chaitanya	MBA	2022	Prop Times Team, 9535484441	4.5L
	Angidi Rohit Kumar	MBA	2022	CareerNet, 080 66560000	3L
	K. Dheeraj Kumar	MBA	2022	HDFC Life, 022 67516666	3.1L
	Pinkey Kumar	MBA	2022	Elegance, 9035602000	2.6L
	Ashish Tripathi	MBA	2022	Elegance, 9035602000	2.6L
	Rishabh Pal	MBA	2022	HDB Financial Services, 022 79455000	2.129L
	Balaji Krishna	MBA	2022	Property Pistol, 022 42738700	8.4L

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	Priya Dey	MBA	2022	William O'Neil India, 080 67453800	2.8L
	Loknath Vijay	MBA	2022	Property Pistol, 022 42738700	7.8L
	Bhuvana	MBA	2022	Royal Oak, 080 42734500	3.18L
	Nethravathi R	MBA	2022	Royal Oak, 080 42734500	3.18L
	Aman Agarwal	MBA	2022	William O'Neil India, 080 67453800	2.8L
	Adarsh Tiwari	MBA	2022	William O'Neil India, 080 67453800	2.8L
	Leonard Thompson	MBA	2022	William O'Neil India, 080 67453800	2.8L
	Burhanuddin Kukshiwala	MBA	2022	William O'Neil India, 080 67453800	2.8L
	Shilpa M	MBA	2022	Broadridge, 040 66278000	4.122L
	Nikhil Krishnagiri	MBA	2022	Club Mahindra, 022 33684722	7.8L
	Nilesh Singh	MBA	2022	Club Mahindra, 022 33684722	7.8L
	Reshma Kommineni	MBA	2022	Extramarks, 18001025301	4.2L
	Shivam Sharma	MBA	2022	Reliance Smart Money	7.5L
	Mohammed Abdul Fardeen Ahmed	MBA	2022	Property Pistol, 022 42738700	7.8L
	Ramavath Vijay Kumar	MBA	2022	Property Pistol, 022 42738700	7.8L
	Priyanshu Kumari	MBA	2022	Club Mahindra, 022 33684722	7.8L
2019-21	Niharika Bharati	MBA	2021	Pentagon Space, 9901066669	2.51L
	Ankarani	MBA	2021	Pentagon Space, 9901066669	2.87L
	Akash Kumar Gupta	MBA	2021	Square Yards, 9036680116	3.13L
	Alex Victor	MBA	2021	ICICI Bank, 022 71872500	3L
	Barik Sravanthi	MBA	2021	Pentagon Space, 9901066669	2.51L
	Bhaumik Trivedi	MBA	2021	Pentagon Space, 9901066669	2.51L
	Apoorva Tiwari	MBA	2021	CareerNet	6L
	Moumita Jaishi	MBA	2021	CareerNet	6L
	Patchala Sowjanya	MBA	2021	CareerNet	6L
	Tamse Padmashree Prashant	MBA	2021	CareerNet	6L

  
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Kadiri Sudarshan Kumar	MBA	2021	XL Dynamics,+91-22-27781211	5L
K Lakshmi Priya	MBA	2021	Square Yards, 9036680116	3L
Krati Sharma	MBA	2021	Square Yards, 9036680116	3L
Krishna Singh	MBA	2021	Square Yards, 9036680116	3L
Akshay AK	MBA	2021	Property Pistol, 022 42738700	7.8L
Alston D Souza	MBA	2021	Property Pistol, 022 42738700	7.8L
Charan P	MBA	2021	Property Pistol, 022 42738700	7.8L
M Durga Prasad	MBA	2021	Property Pistol, 022 42738700	7.8L
Raghava Reddy	MBA	2021	Property Pistol, 022 42738700	7.8L
Rahul Chakraborty	MBA	2021	Property Pistol, 022 42738700	7.8L
Rishab Kumar	MBA	2021	Property Pistol, 022 42738700	7.8L
M Satish Kumar	MBA	2021	Property Pistol, 022 42738700	7.8L
Needha Rashid	MBA	2021	Oppo,+91 7356193730	4.75L
Neha Kumari	MBA	2021	Square Yards, 9036680116	3.13L
Nitika Singh	MBA	2021	Square Yards, 9036680116	3L
Noel John Paul	MBA	2021	People Education	4.56L
Pritish Kumar Behera	MBA	2021	Sonarame Pvt Ltd	3.6L
Shweta Bharadwaj	MBA	2021	XL Dynamics,+91-22-27781211	4L
Priyanka Das	MBA	2021	HealthPlex	3L
Gulla Raj Kumar	MBA	2021	Investo Xpert, 01204730440	2.16L
R Harshith	MBA	2021	Vedanthu	2.84L
Pooja	MBA	2021	Pentagon Space, 9901066669	2.51L
Arya Ajaya Kumar	MBA	2021	Pentagon Space, 9901066669	2.51L
Neha Bhadoriya	MBA	2021	Pentagon Space, 9901066669	2.51L
Swati Sharma	MBA	2021	Pentagon Space, 9901066669	2.51L
Pushpa Pretik Das	MBA	2021	Oppo,+91 7356193730	4.75L
Rahul Dhull	MBA	2021	R9V	3L
Ramji Raja Shaikh	MBA	2021	Expreis, 03340381111	
Savath Mounika Sai	MBA	2021	Square Yards, 9036680116	3.13L
Shaniya Elias	MBA	2021	Pentagon Space, 9901066669	2.51L
Sohandeep	MBA	2021	Square Yards, 9036680116	3.13L
Sujin G Das	MBA	2021	Square Yards, 9036680116	3.13L


  
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	Kadam Neharika	MBA	2021	Talchemist, 9008028809	3L
	Mohammed Ansid	MBA	2021	Talchemist, 9008028809	3L
	Neha Kumari	MBA	2021	Talchemist, 9008028809	3L
	Supriya Kumari	MBA	2021	Talchemist, 9008028809	3L
	Indana Nagasai Durga Surya Teja	MBA	2021	Talchemist, 9008028809	3L
	Urmila V	MBA	2021	Square Yards, 9036680116	3.13L
	Ankarani	MBA	2021	Pentagon Space, 9901066669	2.87L
	Akshay AK	MBA	2021	Property Pistol, 022 42738700	7.8L
	Barik Sravanthi	MBA	2021	Pentagon Space, 9901066669	2.51L
	Rahul Dhull	MBA	2021	Oppo, 70087 49173	4.75 L
	Shaniya Elias	MBA	2021	Pentagon Space, 9901066669	2.51L
		MBA	2021		
<b>2018-20</b>	ABHINAV KUMAR	MBA	2020	Carwale	6Lakhs
	AJANYA ASHADAM	MBA	2020	Intellipaat	6Lakhs
	ARIF OSMAN SK	MBA	2020	Square Yards	6Lakhs
	MANISH DUBEY	MBA	2020	Carwale	6Lakhs
	NAIR AMRITA PRASAD	MBA	2020	Byjus	10 Lakhs
	PREETAM SINGH	MBA	2020	Byjus	10Lakhs
	RAVULAPALLI	MBA	2020	Intellipaat	6Lakhs
	VENKATA SAI CHANDU	MBA	2020	Carwale	6Lakhs
	SHRAMON SIMLAI	MBA	2020	Property Pistol	7.8Lakhs
	YETUKURI BHARGAV KUMAR	MBA	2020	Hicare	6Lakhs
	AGNIVA CHAKRABORTY	MBA	2020	Extramarks/Colives	6Lakhs
	ARNAB BANERJEE	MBA	2020	Intellipaat	6Lakhs
	MANIKRISHNA	MBA	2020	Square Yards	19Lakhs
	MEENAKSHI DEVI	MBA	2020		

  
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	TIWARI SHANTANU	MBA	2020	Byjus	10Lakhs
	MANOJ	MBA	2020		
	TARUN	MBA	2020	Credvest	6.5Lakhs
	VINIT	MBA	2020	Credvest	6.5Lakhs
	P BABU	MBA	2020	Carwale	6Lakhs
	SAKSHI SHYAM NANWANI	MBA	2020	Federal Bank	7.3-
	AKSHAY GOEL	MBA	2020	Credvest	10.2Lakhs
	DEEPSHI SINGHAL	MBA	2020	Accenture	6.5Lakhs
	GOVIND SHARMA	MBA	2020	Clearfax	6Lakhs
	SAYYED MARIYAM	MBA	2020	Open Financial	6.4Lakhs
	MOHD FAISAL	MBA	2020		
2017-19	Aditya Thambi	MBA	2019	Colives	6 L
	Bidri Aishwarya Satish	MBA	2019	Property Pistol	7.2 L
	Devanapalli Akhila Ramesh	MBA	2019	Square Yards	15 L
	Gonuguntla Sahichowdary	MBA	2019	Shobha Developers	6 L
	Imtiteren Pongener	MBA	2019	Colives	6 L
	Mohammed Hashsamuddin	MBA	2019	Future Group	6 L
	Paluru Vishnuvardhan	MBA	2019	Colives	6 L
	Pankaj Sutar	MBA	2019	Extramarks	8 L
	Ranita kundu	MBA	2019	Colives	6 L
	Shalu Priya	MBA	2019	Future Group	6 L
	Anand Murali	MBA	2019	Altisource	6.5 L
	Bhopale Mitesh Sudhakar	MBA	2019	Brady	6.5 L
	Chennupati Anil	MBA	2019	CA Firm	6 L
	Gannamaneni Monika	MBA	2019	Sriram Finance	6 L
	M.B. Satish Kumar	MBA	2019	Thomson Reuters	6 L
	Manali Prateek	MBA	2019	Befree	6.5 L
	Adapa Naveen	MBA	2019	Geodraft	6 L
	Gannamaneni Sai Vishnu Priya	MBA	2019	Suventure Services	6.8 L

  
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	Riya sharma	MBA	2019	Edument Fiding Solution	6 L
	Sidharth Kabi	MBA	2019	Taj Hotels	6.5 L
<b>2016-18</b>	Debolina	MBA	2018	Flipkart	3.5 Lakh
	Rahul	MBA	2018	Times Group	6 Lakh
	Sonal	MBA	2018	KPMG	3.4 Lakh
	Sarabjeet	MBA	2018	KPMG	3.4 Lakh
	Vamsi	MBA	2018	KPMG	3.4 Lakh
	Chameli Das	MBA	2018	Anlage	2.04L
	Payel Verma	MBA	2018	SPECTRUM	2.76L
	Jasmine	MBA	2018	Axis rooms	3.51L
	Rahul Vinod	MBA	2018	Times Internet Ltd	5.4L
	Bhavatharini	MBA	2018	Byju's	3L
<b>Year</b>	<b>Name of student who enrolled for higher education</b>	<b>Program graduated from</b>	<b>Year of graduation</b>	<b>Name of institution joined</b>	<b>Name of program admitted to</b>
2021	Meghana YM	Bcom	2022	SB College of Management Studies	MBA
	Kavya S	Bcom	2022	SB College of Management Studies	MBA
	Pramod N	Bcom	2022	Garden City University	MBA
	Vinay M	Bcom	2022	Mewa Vanguard Business School	MBA
	Hemanth Kumar	BBA	2022	Impact Institute of Management Studies	MBA
	Bhavyashree	BBA	2022	Canara Bank School of Management Studies	MBA
	Venugopal S	BCom	2022	Nagarjuna Degree College	MBA
	Bhoomika	Bcom	2022	Akash Global College of Management & Science	MBA
	Srinivasa RV	Bcom	2022	University college of Education	Bed
	GuruPrasad	UG	2022	Visvesvaraya Technological University	MBA

  
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	Navaneeth HK	UG	2022	Visvesvaraya Technological University	MBA
	Supriya SA	Bcom	2022	Nagarjuna Degree College	MBA
	Charan GP	Bcom	2022	Akash Global College of Management & Science	MBA
	Deepashree B	Bcom	2022	Sindhi Institute of Management	MBA
	Nikitha NV	Bcom	2022	Jnana Bharathi Campus	MBA
	Madhu NM	UG	2022	Atria Institute of Technology	MBA
	Mithun B	UG	2022	Atria Institute of Technology	MBA
	Spoorthi CJ	Bcom	2022	Dhanwantari Academy for Management Studies	MBA
	Abhilash SM	Bcom	2022	Bangalore University	Mcom
	Ambika K	Bcom	2022	Nagarjuna Degree College	MBA
	Sunil Kumar	BBA	2022	Canara Bank School of Management Studies	M
	Vedha N	Bcom	2022	Nagarjuna Degree College	MBA
	Sneha S	Bcom	2022	Nagarjuna Degree College	MBA
	Balindra Athokpam	BBA	2019	Guru Nanak Institutions	MBA
	Soniya M	Bcom	2020	Impact Institute of Management Studies	MBA
	Chakravarthi S	BCA	2022	Sir M Visvesvaraya Technological University	MCA
	Chandana R	Bcom	2022	Akash Global College of Management & Science	MBA
	Chaithanya R	BCOM	2022	Nagarjuna Degree College	MBA
	Manisha M	Bcom	2022	Nagarjuna College of Management Studies	MBA
	Tejaswini P	Bcom	2022	Regional College of Management	MBA
	Bharath M	Bcom	2021	Kempegowda Law College	LLB

  
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	Velaga Sri Sai	MBA	2021	Geetam School of Business	Phd
	V Manikrishna	MBA	2021	Mangalayatan University	Phd
	J UTTARA	UG	2021	IIBS	MBA
	Subhrajyoti	UG	2021	Presidency college	MBA
	MONISHA M	UG	2021	DHI INSTITUTE OF MANAGEMENT	MBA
	Chaithanya A	Bcom	2021	Kuvempu First Grade College	Mcom
	ANUP KUMAR SUKLA	UG	2021	Presidency college	MBA
2020	Lokesh SC	UG	2020	Thumkur University	MBA
	Swarooparani	UG	2020	Sapthagiri	mba
	Syed Zabiulla	UG	2020	IIMT	MBA
	Sadir Alam	UG	2020	BCU	MBA
	Kekkashan Shomaiz	UG	2020	Rajiv Gandhi Institute of Techn	PGDP
	Nithin V	BCA	2020	AIMS	MCA
	Madan	UG	2020	Brindavan college	MBA
	Abhilash	BCOM	2020	VIT	MBA
	Likita	UG	2020	Narayana College of Mgt Stud	Mcom
2019	Valluri Venkata Naga Shiva Sai teja	BBA	2019	University of Greenwich	MBA
	K Bhanu prakash	BBA	2019	Bedforeshare	MBA
	Laxmipriya	BCA	2019	IIBS	MBA
	Jyothy C Reddy	BCA	2019	Sambhram	MBA
	Kehakashan Shomaiz	BCA	2019	Rajiv Gandhi Institute of Technology	MBA
	Pramod Kumar	BCOM	2019		
	Sameer	BCOM	2019		
	Uday B M	BCOM	2019		
	Yash M	BCOM	2019		
2018	Nithin V	BCA	2018	AIMS	MCA
	Mehaboob Jan	BBM	2018	Presidency Business School	MBA
	Pramod Kumar Upadhyay	Bcom	2018	Presidency Business School	MBA
	Nayeema Taj	UG	2018	Presidency University	MBA
	Varun	BCA	2018	Jain college	MCA
2017	Nihad Afsa	BCA	2017	Mount Carmel College	MCA

  
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S.Mitra	Bcom	2017	IIBS	IMBA
Adhikari Somarani Nalini	Bcom	2017	William's International College Mcom	

  
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Bangalore, Karnataka 560032

## IIBS Finishing School BoS Meeting

**Date of meeting:** 30<sup>th</sup> Nov, 2022

**Time:** 7 PM to 8.30 PM

**Venue:** Zoom Platform

**Meeting Link:**

<https://us06web.zoom.us/j/84167765018?pwd=SS9iUmlnYkZwZlJSVH0veHc2S3l1UT09>

**Meeting ID:** 841 6776 5018

**Passcode:** 234570

### Agenda of the meeting:

1. Upgrade IIBS Finishing school program
2. IIBS Finishing school program to be redefined beyond IIMs
3. Segregation and segmentation of syllabus as per student Outcome.
4. IIBS finishing school program Course matrix shall be drafted.
5. Continuous Evaluation process shall be designed.
6. Finalization of the syllabus must be defined.

### BoS members:

1. Dr. Jay Prakash, Chairman, International Institute of Business Studies.
2. Dr. Chetan Bajaj, DEAN at Firebird Institute of Research in Management.
3. Mr. Sourirajan Ranganathan, Director – Strategy, Sharda University. Senior Director, Covergys.
4. Dr. Gunjan Mohan Sharma, Associate Professor and Associate Dean, Chair - AACSB Accreditation Committee, at O.P. Jindal Global University (JGU)
5. Mr. Pradeep AM, Manager HR @ NJ India Invest Pvt Ltd
6. Pavan Kumar A G, Engineering Manager, Quality@NetSkope, Ex-(Navi, Nutanix: Calm Acq, Akamai, IBM Labs.
7. Mr. Jawahar Kumar, Research Scholar and faculty, IIT Kharagpur
8. Mr. Durga Prasad, HR Manager, TCS.
9. Mr. NSR Murthy, Registrar, IIBS.
10. Mr. Kuldeep Sharma, Academic Director, IIBS
11. Dr. Raja Sulochana, Principal - MBA, IIBS
12. Dr. Samiya Mubeen, Principal – PGDM, IIBS
13. Mr. Manoranjan, Placement Officer, International Institute of Business Studies.
14. Mr. Ashok Matcha, Assistant Professor, IIBS, IIT Kharagpur Alumni.
15. Dr. M. Ketan, IQAC Coordinator IIBS.
16. Dr. Tripuraneni Jaggaiah, IQAC Chairman, IIBS

  
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**Note:** Please find the IIBS finishing School Program Below

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# IIBS Finishing School Program Syllabus

## Contents

Corporate Communication Skills.....	2
Corporate Etiquette for Business Leaders .....	3
Experiential Research for Corporate.....	5
Mind Control & Leadership Development .....	7
Entrepreneurship Development and facilities in India .....	9
Utpad Prakshepan.....	10



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# Corporate Communication Skills

## Course Objectives:

1. To enhance communication skills with respect to the corporate requirements
2. To acquire the knowledge on the current along with contemporary issues and its assessment

## Course Outcomes:

1. Improving communication skills without carrying accent
2. To understand the recent business innovation & trends.

### Module 1: (12 Hours)

Confident speak: Communication Skills, Parts of speech, Tenses, Countable and uncountable, Prepositions, Rules of silent words; Reading: Passage, Stories, Newspaper; Writing: Essay writing, Precise Writing, Article writing; Listening: Audios, To listen and answer questions; Speaking: Current affairs, General, & abstract.

### Module 2: (12 Hours)

Accent- Pronunciation, MTI, Vocabulary: Words given, Meanings and make sentences by the students; Ex-tempo: Pick and speak, Switch off and switch on; Presentations: Group and individual; Telephone etiquettes, Email – formal and informal, Group discussion: Current affairs, General And abstract, Personality development: Positive attitude, Self esteem, SWOT Analysis, Do's and Don'ts of interview skills: Grooming, Body language.

### Module 3: (10 Hours)

**Creating podcast:** Creation of social media accounts and professional accounts, Model UN, creating group short films in English, translating videos in English, Book Reading: Summarize, Activities - Talk shows, Article writing; Campus to corporate culture; Resume Building, Covering letter, Meetings & Negotiation

### Module 4: (10 Hours)

**Current Events:** Business News, Financial News, Technological Advancements, Business plans, Issues of national and international importance, Investor Relations, Amendment to Government policies & Business Activities.

April 27<sup>th</sup>

May 7<sup>th</sup> and 8<sup>th</sup>



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# Corporate Etiquette for Business Leaders

## Objectives:

- To understand and practice appropriate behaviors in professional settings
- To develop the skills necessary for effective communication and interpersonal relationships in the workplace
- To learn the customs and conventions of formal business settings and events
- To increase self-awareness and confidence in social situations

## Outcomes:

- Ability to make a positive first impression and maintain a professional demeanor
- Understanding of appropriate dress, grooming, and body language
- Improved communication skills, including active listening, effective speaking, and managing difficult conversations
- Knowledge of table manners, etiquette for business meals and events
- Awareness of cultural differences and ability to adapt to diverse business environments
- Ability to network and build relationships with colleagues and clients

## Module 1: (8 Hours)

Definition and purpose of corporate etiquette, Importance of professional behavior in the workplace, Overview of common business situations and expectations for etiquette, Verbal communication techniques (e.g. active listening, nonverbal cues, tone of voice), Written communication techniques (e.g. email etiquette, report writing, business writing, Social media etiquette), Presentation skills (e.g. public speaking, visual aids, body language), Hands-on exercises in improving communication skills, including role-playing and feedback sessions

## Module 2: (8 Hours)

Professional Appearance and Dress: Overview of professional attire for different business settings, Grooming and hygiene in the workplace, Hands-on exercises in selecting appropriate attire for business situations and improving personal grooming habits, Business Dining Etiquette: Overview of business dining etiquette, including table manners, conversation topics, and cultural differences, Hands-on exercises in practicing business dining etiquette, including a mock business lunch or dinner

## Module 3: (10 Hours)

Networking and Business Relationships: Overview of networking and its importance in the business world, Building and maintaining professional relationships, Business gift-giving and receiving etiquette, Hands-on exercises in networking and building business relationships, including a networking event or workshop

## Module 4: (12 Hours)



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Cross-Cultural Awareness and Diversity: Understanding cultural differences and their impact on business etiquette, Awareness of diversity and inclusion in the workplace, Hands-on exercises in cross-cultural communication and understanding, including case studies and role-plays; Ethics and Professionalism in the Workplace: Overview of ethical behavior in the workplace, Conflicts of interest and business integrity, Hands-on exercises in ethical decision-making and problem-solving in business situations



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# Experiential Research for Corporate

## Course Objectives:

- To provide a comprehensive understanding of the principles and practices of marketing research
- To equip students with the skills and knowledge needed to design, implement, and analyze marketing research projects
- To develop students' critical thinking and problem-solving skills in the context of marketing research
- To familiarize students with the latest tools and techniques used in marketing research

## Course Outcomes:

- Define and understand the purpose of marketing research
- Design and execute a marketing research project from start to finish
- Analyze and interpret data from marketing research studies, Develop research questions, hypotheses, and surveys
- Evaluate and interpret the results of marketing research studies
- Communicate research results effectively in written and oral presentations
- Utilize statistical analysis software to analyze and interpret marketing research data

## Module 1: (6 Hours)

Definition and purpose of market research: Types of market research, Market research process and its components; Secondary Data Collection and Analysis: Overview of secondary data sources (e.g. industry reports, government statistics), Hands-on exercises in analyzing secondary data and interpreting results;

## Module 2: (6 Hours)

Primary Data Collection: Overview of primary data collection methods (e.g. surveys, focus groups, in-depth interviews), Planning and executing a survey project, including sampling design, questionnaire design, and data collection, Hands-on exercises in analyzing survey data using descriptive statistics and inferential statistics

## Module 3: (8 Hours)

Qualitative Research Methods, Overview of qualitative research methods (e.g. focus groups, in-depth interviews); Planning and conducting a focus group or in-depth interview project, Hands-on exercises in analyzing qualitative data using content analysis and thematic analysis

## Module 4: (8 Hours)

Research Design and Project Management: Overview of research design and its components; Steps in designing a market research project, including formulating research objectives, developing a research plan, and selecting research methods, Project management techniques for market research, including time and budget planning, resource allocation, and quality control, Hands-on exercises in designing and managing a market research project

  
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Module 5: (12 Hours)

Report Writing and Presentation of Findings: Overview of report writing and presentation techniques, Hands-on exercises in preparing and delivering a market research report, including report structure, content, and visual aids; Applications of Market Research: Overview of market research applications in product development, pricing and distribution, and advertising and promotion, Case studies and real-world examples of market research in action, and hands-on exercises in applying market research to business problems and decisions



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# Mind Control & Leadership Development

## Course Objectives:

- To understand the concepts and principles of mindfulness and emotional intelligence
- To develop the skills necessary for self-awareness and self-regulation
- To learn techniques for managing stress and increasing focus and productivity & to build resilience and emotional intelligence
- To understand the concepts and principles of teamwork and collaboration
- To develop the skills necessary for effective communication and problem-solving and to build strong and productive relationships with team members
- To learn how to work effectively in a team environment

## Outcomes:

- Increased self-awareness and emotional intelligence
- Improved ability to manage stress and negative emotions, Greater focus, clarity, and productivity
- Enhanced ability to communicate and interact with others, Increased resilience and mental toughness
- Improved ability to work collaboratively with others, Increased understanding of team dynamics and group behavior
- Enhanced communication and problem-solving skills, Stronger relationships and trust with team members & Greater ability to resolve conflicts and manage interpersonal issues in the workplace

## Module 1: (8 Hours)

Understanding the Mind and Emotions: Definition of mind control and its concept, Understanding the workings of the brain and emotions, How to control thoughts and emotions. Cognitive Flexibility: Techniques for improving mental agility, problem-solving skills, and decision-making. Relaxation Techniques: Introduction to various relaxation techniques, such as deep breathing, progressive muscle relaxation, and yoga.

## Module 2: (10 Hours)

Positive Thinking: Techniques for changing negative thought patterns and developing a positive outlook. Emotional Intelligence: Understanding emotions and how to manage them effectively. Stress Management: Techniques for reducing stress and improving coping skills. Communication and Interpersonal Skills: The role of communication in team building, Active listening and effective communication techniques, Building rapport and improving interpersonal skills.

## Module 3: (8 Hours)

Conflict Resolution and Problem-Solving: Understanding conflict in teams, Strategies for conflict resolution and problem-solving, Techniques for promoting teamwork and collaboration.

## Module 4: (12 Hours)

  
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Leadership and Motivation: Characteristics of effective leaders, Building leadership skills, Strategies for motivating and inspiring teams, Emotional intelligence and its role in team building, Team Dynamics: Understanding group dynamics, including group norms, roles, and power dynamics. Diversity and Inclusion: Understanding the importance of diversity and inclusion in team building, and strategies for promoting a inclusive team environment.



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# Entrepreneurship Development and facilities in India

## Course Objectives:

- To provide a comprehensive understanding of entrepreneurship and the entrepreneurial process
- To familiarize students with the opportunities and challenges of entrepreneurship in India
- To equip students with the skills and knowledge needed to develop and grow a successful business
- To expose students to the various facilities and resources available for entrepreneurship development in India

## Course Outcomes:

- Define entrepreneurship and understand the entrepreneurial mindset, Identify and evaluate business opportunities
- Develop a business plan and pitch, analyze market trends and competition, Manage finances and funding sources
- Utilize various facilities and resources available for entrepreneurship development in India
- Understand the legal and regulatory frameworks related to entrepreneurship in India

## Module 1: (10 Hours)

Introduction to Entrepreneurship Development: Definition and concept of entrepreneurship, Characteristics of entrepreneurs and entrepreneurial mindset, Importance of entrepreneurship for economic growth, Overview of entrepreneurship development in India

## Module 2: (10 Hours)

Legal and regulatory requirements for starting a business: Registering a business- Proprietorship, partnership, LLP, Private Ltd Company, Public limited company, PPP, MSMEs - Government compliances and policies, how to register GST; Schemes and plans, Filing methods, SEZs.

## Module 3: (10 Hours)

Entrepreneurship – Go forward: Entrepreneurship Facilities in India, Government schemes and programs for entrepreneurship development, Incubation centers and accelerators, financial institutions and funding sources, Support systems for entrepreneurship development, Entrepreneurship development facilities in IIBS.

## Module 4: (10 Hours)

Entrepreneurial Skills and Tools: Business planning, models and strategy, Marketing and sales strategies, financial management and bookkeeping, Operations management and supply chain management.



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# Utpad Prakshepan

## Objectives:

- To understand the concepts and principles of launching a new product
- To develop the skills necessary for conducting market research and product development
- To learn about branding and marketing strategies for launching a new product
- To understand the financial and operational aspects of launching a new product

## Outcomes:

- Increased understanding of the product launch process and the various factors involved
- Improved ability to conduct market research and analyze customer needs and market trends
- Enhanced product design and development skills, including prototyping and testing
- Knowledge of branding and marketing strategies for launching a new product
- Understanding of the financial and operational aspects of launching a new product, including business planning, production costs, and pricing strategies
- Ability to launch a new product successfully and monitor its performance in the market

## Syllabus:

### Module 1: (8 Hours)

Understanding the market and customer needs, Generating and evaluating ideas, Defining the target market and customer segment, Market Research: Conducting primary and secondary research, analyzing market trends and competitors, Validating product ideas through customer feedback

### Module 2: (10 Hours)

Product Design and Development: Creating prototypes and testing product features, refining product design based on feedback, determining production methods and materials; Branding and Marketing: Developing a brand strategy and identity, creating marketing plans and advertising campaigns, utilizing digital marketing to reach target customers.

### Module 3: (10 Hours)

Business Planning: Developing a business plan, including financial projections, identifying potential funding sources and investors, evaluating production costs and pricing strategies & break-even analysis.

### Module 4: (12 Hours)

Product Launch: Launching the product to market, Monitoring sales and customer feedback, Adjusting strategies based on performance and market response, Post-Launch Review and Iteration: Reviewing the product launch and customer feedback, Improving product offerings and marketing strategies, Planning for future product development and innovation.



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14-03-2023

## Finishing school program – Implementation report

### Initiatives:

- Drafted and submitted the syllabus to all the stakeholders.
- Conducted a meeting on the successful implementation of IFS Program.
- Principals' orientation is conducted
- Finishing school faculty orientation is conducted
- Students' orientation is initiated
- Syllabus completion Paper 1: Corporate Communication skills
  - 75% of syllabus is completed
  - 25 % is to be completed in 10 days.
  - Examination has been scheduled on 23<sup>rd</sup> March.
- 10 hours per week is allocated per section for IFS program to be incorporated into the timetable.
- New resource person is to be identified – instructions given to both the principals.
- Paper II: Corporate etiquette and business leaders Start time & End Time:
  - 24<sup>th</sup> March 2023 – 2<sup>nd</sup> April 2023
- Second paper Examination time: April 6<sup>th</sup> 2023.
- Note:
  - It is informed by IFS Faculty that PGDM attendance is not good.



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## IIBS Finishing School Program

### Why IIBS is Different From Others ?

Every B-school in India claims that we are the best/better than other. But IIBS can prove that we are different from others because we never follow Indian culture and teaching methodology. We follow American system and we compete our self.

After deep research and experiment we have found that the way Indian education system running their professional course which will not fetch a good no. of job or can create polished professionals, After going through the research of Harvard University. Harvard University attributed a survey and do you know? That survey took how many years? That survey took 15 years. And after survey they had found 15% times job, promotion and success in life due to facts and figures and 85% time success in life due to attitude.

The saddest part in world not in India the university and colleges spend 100% education dollars to teach facts and figures, which help you in your life to get success only 15%. And 85% area is left behind. That's why IIBS Management took decision that they will spend only 15% education money to teach facts and figures, remaining money and time to build a great attitude. That's why in IIBS you can find apart from MBA curriculum many more other activities which can create a successful formula.

### Stages of Professionalism Building Activities at IIBS

#### BEGINNING – I Semester (1 – 10)

##### 1. Shred Inhibio: Ice-Breaking

*Ice-Breaking Programme* is conducted on the first day of MOM (Management Orientation Module) programme to make them adjusted to the new atmosphere.

This programme is aimed making friends instantly and forming teams for upcoming events during the 2-week long MOM.

##### 2. Grow with Present: Current Events

*Current Events* is a business awareness programme in the current scenario for benefitting the students to be abreast with the present situation.

This begins after the MOM programme and is inducted in to the academic-time table and is a totally student driven programme. They collect the information related to New Product Launch, Mergers and Acquisitions, Stock Market etc.,

##### 3. C2B: Caterpillar to Butterfly

Caterpillar to Butterfly is a combination of a set of items in skill improvement sessions aimed at transforming the raw student into a full-fledged manager.

These sessions are administered after the need-based assessment of the students conducted periodically.

##### 4. Surface: Mega Talent Search Event of IIBS

*Surface* is a platform for the students to showcase their managerial and cultural talents by participating in the verticals like Best Manager, Case Analysis, Group Singing/Dance, Solo Singing/Dance, Skit etc.,

Surface is conducted every year as a Mega Talent Search Event of IIBS in one of the reputed auditoriums in Bangalore.

##### 5. MOM: Management Orientation Module

*MOM* is the flag-ship Orientation Programme of IIBS which forms the firm foundation for the students taking up the future challenges as a manager in corporates.

  
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This programme is spread across 2 weeks and embedded with a variety of events that mould the students in the initial stages for quicker growth.

## 6. Sensologic: Awareness of the Recent Developments

*Sensologic* gives the awareness of the recent developments in Technology which can be efficiently imbibed in business for its rapid growth.

This is an off-shoot of Current Events programme to impart the technology specific knowledge to the student.

## 7. Confidantspeak: Communication Skills

*Confidantspeak* sessions are interwoven with the subject classes to build the confidence in the students by removing their poor language habits and modifying their grammar, speech and writing.

The four skills of English Language; LSRW (Listening, Speaking, Reading and Writing) are thoroughly improved in students through a variety of technology driven sessions using internet and web based apps.

## 8. Mind Spa : Mind Control

*Mind Spa* gives the students a chance to peep into the inner realms of their mind; control it and guide it towards the achievement of higher goals in life.

It is a psychology oriented programme administered during MOM and points out the negative inhibitions of the students and provides a safe passage to drive them away from their minds.

## 9. Task Accomplishment: Assignments

*Task Accomplishment* activities are the real-time problems solving sessions which are recorded and presented to the subject teacher in the form of an assignment.

These assignments are the basic building blocks to get to know how the corporate works and also align theoretical knowledge acquired in class room to the practical situations.

## 10. See2Believe: Industrial Visit

*Industrial Visits* to large companies are arranged during the course of their study for the enhanced awareness of the real-time business.

Industrial Visits create an understanding of various departments like HR, Marketing, Finance and Operations work in unison towards a common goal.

## DEVELOPING – II Semester ( 11 – 20)


### 11. Pixel Perfect: Corporate Etiquette

*Corporate Etiquette* is a grooming session both externally and internally to make the management student Corporate Ready.

These sessions groom the students in respect of how they dress, present themselves and talk in a professional way when they are in corporate environment.

Step by step process of Pixel Perfect ensures every student get groomed and rise to the requirements. It is a comprehensive commencing from discipline, dress code, mannerism, etiquettes coupled with humbleness to change. The entire focus in pixel perfect is student centric. It aims at preparing the persons with perfections to take the reins of corporate world.

### 12. Mind Benders: Business Quiz

  
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*Business Quiz* prepares a student for taking larger-than-the-life-size canvasses of intellectual challenges in business knowledge. Their awareness of the business world multiplies with these sessions.

As this activity is competitive in nature, winning students are awarded cash prizes on the Graduation Day.

### 13. Excelloprudent: Aptitude Test

*Aptitude Test* performance determines the eligibility of the student in many of the placement tests. Therefore, every student is given enough inputs in cracking the toughest of the Aptitudes Tests conducted by the companies.

The preparation for Aptitude Tests starts immediately after the MOM and continues till the student gets placed in his choicest company.

### 14. Lagan: Annual Cricket Tournament

*Lagan*, the much sought after Annual Cricket Tournament keeps the students' physical energies at high levels. While preparing and participating in the event, they display their extraordinary sportsman spirit.

Physical fitness is an integral part of the overall health of the body and mind. A healthy mind lives only in a healthy body. Therefore, Lagan is an attempt to develop a health mind through intensive physical activities.

### 15. Mind Share: Group Discussions

*Group Discussions* either monitored or non-monitored manner are conducted to bring out the best competencies and talents among the best students in the group there by encouraging them find new solutions by way of brain-storming.

The preparation for Group Discussions starts immediately after the MOM and continues till the student gets placed in his choicest company.

### 16. SocioConnect: Corporate Social Responsibility

*SocioConnect* inculcates the idea of helping the society around us in which we live and without which no business exists.

The socio-responsible students of IIBS visit orphanages and spend some quality time with the underprivileged, distribute sweets and clothes. Also the environmentally aware students distribute saplings in nearby schools and plant some of them by themselves.

### 17. Mission Critical: Surprise Test

*Mission Critical* is a process of testing the assimilation of the subject by the students surprisingly at an unknown date and time. This is also a University requirement for internal assessment.

The Surprise Tests give the teacher an insight into the learning patterns of the students, by knowing which he would re-engineer the pedagogy to the needs of all the students.

### 18. Working Together Works: Team Building

*Team Building* is the basic structure of the corporate work culture and the students are trained right from the beginning to adopt it because the business activities happen in teams.

Nine students, with varied skill sets, from a team and one of them will act as a Team Leader (TL). Two will be Assistant Team Leaders (ATL-1 & ATL-2) and the remaining 6 will be the members. The team so formed will work in synergy to achieve educational and corporate goals.

### 19. Peer Facilitation: Supplementary Teaching

  
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*Supplementary Teaching* by peer members, i.e. the students who are good at a particular subject will take initiative in teaching their class-mates.

This activity is included to identify students with good knowledge and flair for teaching. This will bring about a sea of change in the teams in particular and facilitate the smooth flow of knowledge and skills.

## 20. Path to Glory: Career Building

*Career Building* is an incessant activity in the career path of a candidate. We identify right student for the right job and groom them for glory.

The innate qualities of the students qualify for a particular job for his career development and the career building activity addresses that aspect.

## PROGRESSING – III Semester ( 21 – 30 )

### 21. Market Vibes: Market Research

*Market Vibes* is a group activity conducted by the students to check, how to ascertain the demand for any product/service in the existing market.

Keeping this key issue and its awareness before entering corporate students will be made to take up systematic approaches to find the demand and supply for any product/service.

### 22. Success Winds: Financial Acumen Skills

*Success Winds* is a real-time activity ensuring future corporate executives to build financial acumen.

This will enhance their ability to take quick decision through apt judgment in relation with financial aspects of a business. Financial skills imparted include core financial concepts and streamlining processes such as budgeting, forecasting and reporting.

### 23. Avishkar: New Product Launch

*New Product Launch* is the part of Current Events programme in which students present the launch of a new product with the help of a power point presentation.

Product knowledge in this ever changing world is a must for all the management students who are venturing into corporate field.

### 24. Emerge: Mergers and Acquisitions

*Mergers and Acquisitions* are the strategic decisions made by the top level management. Students are given an insight into those decisions in present day scenario.

Corporate case studies in mergers and acquisitions are discussed in depth and the decisions taken by the top-brass managers are analysed for a thorough knowledge of the strategy.

### 25. Synergofocus: Collective Bargaining

*Synergofocus* is a means to achieve win-win situation in any kind of business transaction for the benefit of both the parties.

Role-plays depicting the collective bargaining are enacted to bring home the real impact of the concept. This helps the student to face the real time corporate situation and find a suitable solution.

### 26. Investoprogress: Investment Planning

*Investment Planning* aims at investing the surplus funds of an organisation in those ventures where optimum gains are expected.



# IIBS INTERNATIONAL INSTITUTE OF BUSINESS STUDIES

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Bangalore - 562157. Karnataka

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# 119, KHB Main Road,  
Kankanagar, R.T.Nagar, Post,  
Bangaluru, Karnataka 560032

Investtoprogress prepares the students to take up corporate challenges in investing the funds in lucrative and high yielding areas thereby maximizing the wealth of the investors.

## 27. POP: Placement Orientation Programme

*Placement Orientation Programme* is an attempt to fully prepare the students for the internship and the upcoming placement processes.

POP thoroughly energises the students to face the stresses of the placement process with positive attitude and get a good placement in a good company not less than 4 lakhs per annum.

POP is a very unique programme in IIBS, After 2<sup>nd</sup> semester and beginning of 3<sup>rd</sup> semester, We conduct 3 days of this programme in first day we take them to resort far from city full of jungle and teach them full day how to control your mind. It's conducted by very fine professional majority of other country This kind of programme you can see in America and next in India at IIBS.

Second day we call corporate professionals from top notch companies like VP, CEO, Country Head, Asia Head and Managing Directors. To teach how to prepare yourself to get internship and final placement.

Third Day, our placement team and faculties they will have one day complete workshop how to utilize 3<sup>rd</sup> semester along with internship. The beauty of this programme that our placement team will give 100 companies name their salary package 4lacs above and faculty member they will give plan how to prepare your within 2 months to crack intern in good corporate houses. IIBS is a first institution Indian who give 100 companies list in advance which will come for placement and their salary package above 4lacs.

## 28. Real time Performance: Internship

*Internship* is an opportunity given to the students for gaining practical knowledge by working in corporates for a period of three months in the third semester.

The real time performance of the students in the corporate environment gives them a chance to relate their theoretical knowledge what they gained in first and second semesters to the actual scenario.

## 29. Talent Exhibition: Management Fests

*Management Fests* are held in all Business Schools to hone the skills of the students in their respective specialisation by arranging competitions like Best Managers etc.,

These fests give ample of opportunities to exhibit their curricular and extra-curricular talents and get prizes in different areas like singing, dancing, skits etc.,

## 30. NP Conversions: Non Performer to Performer Conversion

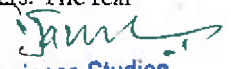
*NP Conversion* process identifies non-performing and under-performing students and gives them adequate drills to equate them with the performers over a period of time.

For getting 5 lakhs package, it is necessary for them to be the best performers in all the areas of knowledge and skills. For management students it is necessary to perform at their optimum.

## FINISHING – IV Semester ( 31 – 40 )

### 31. Exploration: Market Research

*Market Research* is necessary before and after the launch of any product to estimate its acceptance by the customers. The real-time research projects are assigned to students for the enhancement of their knowledge.

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This process of exploring the market is undertaken by the students in teams so as to have the first-hand feel of the real scenario.

### 32. Solutionskraft: Business Solutions

*Solutionskraft* is a creative activity which is more of entrepreneurial in nature. The innate business ideas of the students take the shape of a model project and presented before the invited audience.

Business solutions are the basis for start-ups which are gaining a lot of prominence in these days. A brilliant solution may transform into a business worth crores like that of the Facebook, Redbus.in etc.,

### 33. Thinktank Prosper: Entrepreneurship

*Thinktank Prosper* is the reservoir of ideas for future business models. Prospective students with entrepreneurial inclination may venture into their own business with novel idea generated in this think tank.

Above all, the students are given adequate training in nurturing the skills and knowledge needed for entrepreneurs apart from their innate risk taking ability.

### 34. Drag-to-Point: Focus for Success

*Focus for Success* is a finishing school activity which gives room for the students to introspect themselves and identify their specific area of interest.

Different verticals in all the specialisations are identified and focused by the student as their future career option. Adequate support is provided to students in this respect by the faculty and the placement department.

### 35. CorpExShare: Guest Lectures

*CorpExShare* brings the corporate talent to the campus in the form of corporate guest lectures.

Guest Lectures focus on the three main aspects like Communication Skills, Professional Skills and Core Employability Skills which enhance the chances of the candidate for getting a suitable placement in the corporate and also to gel with the corporate culture after joining the company.

### 36. Steer the Wheel: Event Management

*Event Management* is gaining prominence as one of the most important verticals of Marketing Management with many students opting for it.

Steer the Wheel gives the students an opportunity to try their hand at the event management activities by organising in-door and out-door activities. This could be planning a cultural/management event like Surface or a sports event like Lagaan.

### 37. Frutification: Incubation

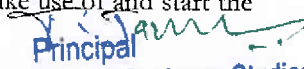
*Frutification* is precisely the crystallization of the business ideas that transform into future businesses.

New Business Idea generation and implementation are the two main pillars of the business now-a-days. Students are given enough guidance and support to come up with their own ideas for further development and finalizing when they are fully ripen.

### 38. Supports Aware: Facilities for Entrepreneurship

*Supports Aware* is an awareness programme designed to make the students informed of the opportunities provided by the government and other organisations for starting their own business.

An array of opportunities await entrepreneurs from different agencies like Venture Capitalists to make use of and start the business. This helps in nation building and providing employment to others as well.

  
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## 39. Business Simulations: Virtual Business Environment

*Business Simulations* are the main source of gaining skills before venturing into the real investment or business.

The Stock Market Game provided by the Dalal Street Journal on their web site is the best example for Business Simulations in which Rs. 10 lakh rupees of virtual money is made available to invest in the stocks.

## 40. Expert Directions: Delphi

*Expert Directions* are always the source of inspiration and encouragement in the business field.

Experts with their vast knowledge in business will be able to assess and estimate the risk bearing factors and also can prove better solutions than the novice.

\*\*\*

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Date: 17<sup>th</sup> July 2021

Name of Candidate: **Ms. Shweta Bhardwaj**

Subject: Offer Letter

Dear **Ms. Shweta Bhardwaj**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Dubai/Qatar/Abu Dhabi** Office of PropertyPistol Realty Pvt. Ltd. subject to successful completion of domestic induction.

Domestic induction program will be conducted in **Bangalore** for 7 days where you will be required to report to branch office of PropertyPistol Realty Pvt. Ltd.

During domestic induction program, the applicable salary shall be as mentioned in Annexure "A" (Domestic Salary).

Upon successful completion of program, you shall be transferred in Dubai/Qatar/Abu Dhabi subject to successful Visa application. In Dubai/Qatar/Abu Dhabi, the salary shall be as per Annexure "B" applicable.

In case your domestic induction program is not in your hometown then company shall bear your shared accommodation & food expenses on actual subject to a limit of Rs.1000/ day.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit / department / associate concern of the company in any other location as it may consider necessary "in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve a notice period of 7 days.

Your tentative date of Joining would be **02<sup>nd</sup> August 2021**, subject to resumption of flights to Dubai. Any changes with respect to the same will be intimated in advance.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**

Authorized Signatory

I accept the above offer of employment  
Signature:   
Name of candidate: **Ms. Shweta Bhardwaj**   
Principal

## Placement Details

MBA 2019-21 BATCH

TOTAL NO OF STUDENTS	MKTNG PLACED STUDENTS	FIN PLACED STUDENTS	HR PLACED STUDENTS	NO RESPONSE	TOTAL PLACED
95	42	19	18	16	79

HIGHEST PACKAGE	21l
AVERAGE PACKAGE	8.6l
LOWEST PACKAGE	4l



**Manoranjan H P**

**Placement Officer**



**Principal**

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**PENTAGON SPACE**  
*Mastering The Future*

Dear Shaniya Elias,

**LETTER OF APPOINTMENT**

Date: 27-Jan-2021

Following your recent discussions with our team, we are delighted to offer you a full-time job as a Recruiter Title with Our Company PENTAGONSPACE PRIVATE LIMITED. If you join Our Company, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. As a member of our team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the services, actions, advice, and results that you provide as a representative of Our Company. In return, we are committed to providing you with every opportunity to learn, grow, and stretch to the highest level of your ability and potential. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

**As Recruiter**

Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

✉ info@pentagonspace.in

Plot No.765,8th Cross Road, M.R.C.R Extension,  
Govindaraja Nagar, Bangalore-560040

+91 99010 66669

080 4163 2964

www.pentagonspace.in



# PENTAGON SPACE

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## **Job description:**

1. Conduct recruitment strategy meetings with Hiring Managers to ensure a complete understanding of the job requirements, candidate matches, and the qualifications needed to fill the role.
2. Develop and update job descriptions and job specifications.
3. Perform job and task analysis to document job requirements and objectives.
4. Onboard new employees in order to become fully integrated.
5. Provide analytical and well documented recruiting reports to the rest of the team

**Joining Date:** 01-Feb-2021

**Job Location:** Bangalore

**Salary:** As mentioned in Annexure-1

**Probation Duration:** As per discussions you will be on Probation for 6 months from the date of joining. Your performance will also be pursued during this period & based upon these factors you will be promoted as a permanent employee of Pentagonspace Private Limited. Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to date, and to clarify or modify this arrangement, as need may arise.



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



# PENTAGON SPACE

Mastering The Future

**Hours of work:** We at Pentagonspace Private Limited believe in output not in fixed office hours. We will expect from you to be flexible about your working hours depending upon project & client requirements. In General, we work 6 days in a week & 8 Hours (9.30AM - 6.30PM) Hours in a day. We'll seek your cooperation to maintain the same.

**Reporting relationship:** You are mapped to report to Our Senior Recruiter Mrs. Sumana Khan

**Vacation:** 12 Sick Leaves & 12 Casual Leaves.

**Exit Clause:** This arrangement may be terminated by either party upon 60 days' notice in writing to either party with notice that complies with Employment Standards (or Labor Standards) for Karnataka.

**Conflict of Interest:** During the Term of Employee's employment with Company Employee must not engage in any work, paid or unpaid, that creates an actual or potential conflict of interest with Company. If the Company believes such a conflict exists during the Term of this Agreement Company may ask the Employee to choose to discontinue the other work or resign employment with Company.



Sincerely,

Mr. Ravi Shankar Aradhya.  
Pentagonspace Private Limited

With the signature below, I accept this offer of employment.

Shaniya Elias

Date

✉ info@pentagonspace.in

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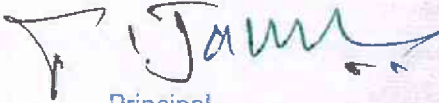
**ANNEXURE-1**  
**SALARY & OTHER BENEFITS**

Salary Components	Monthly(INR)	Annual(INR)
Basic Pay	8,400	1,00,800
HRA	4,200	50,400
Conveyance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	5,550	66,600
<b>Gross Salary</b>	<b>21,000</b>	<b>2,52,000</b>
Employee Contribution to PF	1,800	21,600
Professional Tax(PT)	200	2,400
TDS		
<b>In Hand</b>	<b>19,000</b>	<b>2,28,000</b>
Employer Contribution to PF	1,950	23,400
<b>Total</b>	<b>20,950</b>	<b>2,51,400</b>
Variable		
CTC		<b>2,51,400</b>

1. Other Benefits will be communicated during joining process.
2. Salary date is 5th day of every month.
3. Salary increment are based entirely on merit & company growth.



**Mr. Ravi Shankar Aradhya.**  
**PentagonSpace Private Ltd**

  
Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

✉ info@pentagon.space.in

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080 4163 2964

🌐 www.pentagon.space.in



Tejaswini IIBS B School <tejaswini@iibsonline.com>

**Fwd: Offer letter from Mahindra Integrated Business Solutions : Al Mamoon Ahmed**  
1 message

Manoranjan HP <placements@iibsonline.com>  
To: Tejaswini IIBS B School <tejaswini@iibsonline.com>

Tue, Sep 28, 2021 at 6:15 PM

----- Forwarded message -----  
From: **mamoon ahmed** <mamoonahmed028@gmail.com>  
Date: Tue, 28 Sep 2021, 5:50 pm  
Subject: Fwd: Offer letter from Mahindra Integrated Business Solutions : Al Mamoon Ahmed  
To: Manoranjan HP <placements@iibsonline.com>

----- Forwarded message -----  
From: **MORE SIDDHARTH - MIBS** <MORE.SIDDHARTH@mahindra.com>  
Date: Tue, Apr 27, 2021, 19:04  
Subject: Offer letter from Mahindra Integrated Business Solutions : Al Mamoon Ahmed  
To: Mamoonahmed028@gmail.com <Mamoonahmed028@gmail.com>  
Cc: ONBOARDINGTEAM-MIBS <ONBOARDINGTEAM-MIBS@mahindra.com>, VARMA GAURAV - MIBS <VARMA.GAURAV@mahindra.com>, SALIAN TRUPTHI - MIBS <SALIAN.TRUPTHI@mahindra.com>, KHADKE SUJAY - MIBS <KHADKE.SUJAY@mahindra.com>, SAKHIDA FORAM <SAKHIDA.FORAM@mahindra.com>

Dear Ahmed,

We are glad to inform you that you have been selected to join the team of **Mahindra Integrated Business Solutions Pvt. Ltd.** You will be on contract for **1 Year Fixed Term Contract**. You will be deputed at our client place **Mahindra Agri Solutions**.

An appointment letter detailing the terms of employment shall be issued to you at a later stage.

**Request you to please acknowledge the receipt of this mail and confirm your acceptance of the offer.**

Joining Date : 3<sup>rd</sup> May 2021

Joining Location : Bangalore

Please share with us the scanned copies of the following documents.

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S. No.	Particulars
1	All Educational Certificates + Mark sheets (Starting from 10th onwards).



2	Birth Certificate.
3	Cancelled Cheque.
4	PAN card.
5	Driving License or any other residence proof.
6	Relieving letter and Experience letter from current organization.
7	Recent Passport size color photographs.
8	Aadhar Card.
9	Resignation Acceptance Mail before joining Date is compulsory.

## CTC Calculator-MIBS CONTRACT

Name of the Employee	Al Mamoon Ahmed	
Grade	0	
Designation	Senior Executive – Sales and Operations	
Department	STAFFING	
Employee Mapping	Contract	
Component	Yearly (in Rs.)	Monthly (in Rs.)
Basic	178782	14898
Special Pay	1218	102
HRA	17878	1490
Bonus	14893	1241
Balance Flexi	123061	10255
Gross Salary (A)	335832	27986
ER PF	23400	1950



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## Appointment Letter

MrNoel Johnpaul

Ph No:8754335936

Dear Noel Johnpaul,

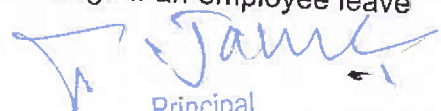
Further to our letter of offer we are pleased to inform you that you are hereby appointed as **Business Development Manager** in our Organization to be based at Bangalore as per terms and conditions discussed and agreed upon as under :-

This appointment will be effective from the date of your joining in our Organization.

CTC Composition	Monthly Pay (Rs.)	Annual Pay (Rs.)
Basic Salary	11,200	1,34,400
HRA	5,600	67,200
Conveyance	2,850	34,200
Special allowance	2,850	34,200
Incentives (based on target completion)	10,000	1,20,000
DTA (based on outdoor meeting)	3,000	36,000
Performance variable (individual)	2,500	30,000
CTC	38,000	4,56,000

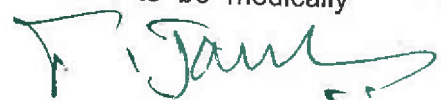
Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

1. Your job functions and responsibilities as **BDM** will be as defined and instructed broadly by the management time to time.
2. You will be placed on probation for a period of **six months** and the said period can be extended by another three months and on the expiry of the period of probation or extended period of probation, if you are not confirmed in writing, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing, you shall not be deemed to be permanent.
3. During probation, the notice period for resignation will be 30 Days and full and final settlement will be done within 45 days from the last date of working. if an employee leave

  
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the organization without serving the notice period then the employee is liable to pay onemonth salary to the company

4. After successful completion of your probation , you will be confirmed in writing as a permanent employee of the Company. You will be entitled to statutory and service benefits and be governed by discipline and other rules existing or may come into existence from time to time , as and when applicable as per rules of the Company and such other benefits as applicable to employees in force from time to time to the location / place wherever you are working.
5. Your future increments or promotion or any other salary increase shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.
6. During the period of service with the company, you shall not indulge and/ or take part in any activity of formation of council and / or association or become a member being part of management staff which is found to be detrimental in the interest of the company in any way. Such an action shall be deemed as infringement to service conditions of the company and amount to causing damage to its interest and shall call for disciplinary action being taken against you, as it may deem fit and appropriate.
7. During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the Company in writing. Any contravention of this condition will entail termination of your services from the Company.
8.
  - (i) Your services are liable to be transferred or loaned or assigned with / without transfer, wholly or partially, from one department to another or to office/ branch and vice-versa or office/ branch to another office/ branch of an associate company, existing or to come into existence in future or any of the Company's branch office or locations anywhere in India or abroad or any other concern where this Company has any interest. In such case, you will abide by responsibilities expressly vested or implied or communicated and shall follow rules and regulations of the department / office, establishment, jointly or separately, without any compensation or extra remuneration or provision of accommodation. You, thereupon, may be governed by service conditions and other terms of the said concern as may be applicable.
  - (ii) The aforesaid Clause (i) will not give you any right to claim employment in any associate or / sister concern or ask for a common seniority with the employee of sister / associate concern.
9. In the event you are absent from duty without information or permission of leave or you overstay your sanctioned leave, the Management will treat you as having voluntarily abandoned the services of the Company.
10. Your services are liable to be terminated at any time :
  - (i) During probation or after confirmation, in case you are found to be medically



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unfit by the Company's Authorized Medical practitioner, on examination.

- (ii) as and when the Company comes to know of any conviction by the Court of Law during the tenure of your service with us or conviction and / or any bad record in the past under the previous employer, or because of your giving false information at the time of your appointment or concealed any material information or given any false details in the application form or otherwise as regard age, education qualification , experience , salary etc.
- (iii) If you are found to be not possessing desired qualification which do not conform to custom authority and / govt. regulation as may be required from time to time and necessary for continuation of business or its exigencies or on account of redundancy .
- (iv) If the employee is not performing as per the requirement or they are continuously failed to achieve the target, your services can be terminated based on the decision taken by management full and final settlement will be done after 45-60 days for the days he/she served.

11. You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.

12. All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilize them for your own use or disclose to other persons during or after your employment.

During the course of employment with the Company, you will acquire, gain, generate, gather and develop knowledge of and be given access to business information about products activities, know - how, methods or refinements and business plans and business secrets and other information concerning the products / business of the Company, hereinafter called the "SECRETS". You will be liable for prosecution for damages for divulgence, sharing or parting any of such information during course of employment and on cessation for at least 2 years period.

13. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.

You will not seek membership of any local or public bodies without first obtaining specific permission of the management. In the event of your becoming member without following due process as mentioned , it shall amount to contravention of provision of employment condition and the management reserves the right to take appropriate action including dispensing with your services , as it may deem fit.

You will not give out to any one, by word of mouth or otherwise, particulars of our business or administrative or organizational matters of a confidential nature which may be your privilege to know by virtue of your being our employee.



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Bangalore North - 562 157.

14. While you are in employment of the company, you may be given or handed over company's property and / or equipment for official use and you shall take care of them including their upkeep. On cessation of employment with the Company, you shall return all documents, books, papers relating to the affairs of the Company, purchased with the Company's money, which may have come to you, and also any property of the Company in your possession.
15. Any balance of advance or loan taken by you from the Company, shall be fully recovered from your salary and any other legal dues including Gratuity, at the time of leaving the services of the Company.
16. While working as an employee if you enter into any business transaction with any party on behalf of the company within your permissible limits, it shall be your responsibility to ensure recovery of outstanding. If any outstanding remains at the time of leaving the services of the company, it shall be your responsibility to recover for remittance to the company before you proceed to settle your legal dues in full and final settlement of your account.
17. All disputes arising out of this letter will be subject to the jurisdiction of the Delhi Court. And that the courts, tribunals and/or authorities at Delhi only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times.


You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of your employment.

Hope that this will be the beginning of a long and successful career with us.

We welcome you to **People Education**.Family and look forward to a fruitful collaboration.

Yours faithfully, **Accepted**

For  
People Education Employee Name and Signature

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



**PENTAGON SPACE**  
*Mastering The Future*

Date: 27-Jan-2021

## LETTER OF APPOINTMENT

Dear Niharika Bharti,

Following your recent discussions with our team, we are delighted to offer you a full-time job as a Recruiter Title with Our Company PENTAGONSPACE PRIVATE LIMITED. If you join our Company, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the services, actions, advice, and results that you provide as a representative of Our Company. In return, we are committed to providing you with every opportunity to learn, grow, and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

**Title: Recruiter**

Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

✉ info@pentagon.space.in

📍 Plot No.765,8th Cross Road, M.R.C.R Extension,  
Govindaraja Nagar, Bangalore-560040

☎ +91 99010 66669  
080 4163 2964

🌐 www.pentagon.space.in



# PENTAGON SPACE

*Mastering The Future*

## **Job description:**

1. Conduct recruitment strategy meetings with Hiring Managers to ensure a complete understanding of the job requirements, candidate matches, and the qualifications needed to fill the role.
2. Develop and update job descriptions and job specifications.
3. Perform job and task analysis to document job requirements and objectives.
4. Onboard new employees in order to become fully integrated.
5. Provide analytical and well documented recruiting reports to the rest of the team

**Joining Date:** 01-Feb-2021

**Job Location:** Bangalore

**Salary:** As mentioned in Annexure-1

**Probation Duration:** As per discussions you will be on Probation for 6 months from the date of joining. Your performance will also be pursued during this period & based upon these factors you will be promoted as a permanent employee of Pentagonspace Private Limited. Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to date, and to clarify or modify this arrangement, as the need may arise.

Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

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080 4163 2964

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## PENTAGON SPACE

*Mastering The Future*

**Hours of work:** We at Pentagonspace Private Limited believe in output not in fixed office hours. We will expect from you to be flexible about your working hours depending upon project & client requirements. In General, we work 6 days in a week & 8 Hours (9.30AM - 6.30PM) Hours in a day. We'll seek your cooperation to maintain the same.

**Reporting relationship:** You are mapped to report to Our Senior Recruiter Ms. Sana

**Vacation:** 12 Sick Leaves & 12 Casual Leaves.

**Exit Clause:** This arrangement may be terminated by either party upon 60 days' notice in writing to either party with notice that complies with Employment Standards (or Labor Standards) for Karnataka.

**Conflict of Interest:** During the Term of Employee's employment with Company Employee must not engage in any work, paid or unpaid, that creates an actual or potential conflict of interest with Company. If the Company believes such a conflict exists during the Term of this Agreement Company may ask the Employee to choose to discontinue the other work or resign employment with Company.

Sincerely,



Mr. Ravi Shankar Aradhya.

Pentagonspace Private Limited

With the signature below, I accept this offer of employment.

\_\_\_\_\_  
Niharika Bharti

\_\_\_\_\_  
Date

✉ info@pentagonspace.in

📍 Plot No.765,8th Cross Road, M.R.C.R Extension,  
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Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157





**PENTAGON SPACE**  
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**ANNEXURE-1**  
**SALARY & OTHER BENEFITS**

Salary Components	Monthly(INR)	Annual(INR)
Basic Pay	8,400	1,00,800
HRA	4,200	50,400
Conveyance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	5,550	66,600
<b>Gross Salary</b>	<b>21,000</b>	<b>2,52,000</b>
Employee Contribution to PF	1,800	21,600
Professional Tax(PT)	200	2,400
TDS		
<b>In Hand</b>	<b>19,000</b>	<b>2,28,000</b>
Employer Contribution to PF	1,950	23,400
<b>Total</b>	<b>20,950</b>	<b>2,51,400</b>
Variable	-	-
CTC		2,51,400

1. Other Benefits will be communicated during joining process.
2. Salary date is 5th day of every month.
3. Salary increment are based entirely on merit & company growth.



**Mr. Ravi Shankar Aradhya.**  
**PentagonSpace Private Ltd**

*Ravi Shankar Aradhya*  
Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

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080 4163 2964

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**PENTAGON SPACE**  
*Mastering The Future*

**LETTER OF  
APPOINTMENT**

Date: 27-Jan-2021

Dear ARYA AJAYA KUMAR,

Following your recent discussions with our team, we are delighted to offer you a full-time job as a Recruiter Title with Our Company PENTAGONSPACE PRIVATE LIMITED. If you join Our Company, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the services, actions, advice, and results that you provide as a representative of Our Company. In return, we are committed to providing you with every opportunity to learn, grow, and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

**Title: Recruiter**

Principal  
International Institute of Business Studies  
# 75, Mulhugadahalli, Jala Hobli,  
Bangalore North - 562 157.

✉ info@pentagon.space.in

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**PENTAGON SPACE**

*Mastering The Future*

**ANNEXURE-1  
SALARY & OTHER**

Salary Components	Monthly(INR)	Annual(INR)
Basic Pay	8,400	1,00,800
HRA	4,200	50,400
Conveyance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	5,550	66,600
<b>Gross Salary</b>	<b>21,000</b>	<b>2,52,000</b>
Employee Contribution to PF	1,800	21,600
Professional Tax(PT)	200	2,400
TDS		
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Employer Contribution to PF	1,950	23,400
<b>Total</b>	<b>20,950</b>	<b>2,51,400</b>
Variable	-	-
CTC		2,51,400

1. Other Benefits will be communicated during joining process.
2. Salary date is 5th day of every month.
3. Salary increment are based entirely on merit & company growth.



**Mr. Ravi Shankar Aradhya.**  
**PentagonSpace Private Ltd**

*Ravi Shankar Aradhya*

Principal

International Institute of Business Studies  
# 75, Muthugachanalli, Jala Hobli,  
Bangalore North - 562 157.

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## PENTAGON SPACE

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### **Job description:**

1. Conduct recruitment strategy meetings with Hiring Managers to ensure a complete understanding of the job requirements, candidate matches, and the qualifications needed to fill the role.
2. Develop and update job descriptions and job specifications.
3. Perform job and task analysis to document job requirements and objectives.
4. Onboard new employees in order to become fully integrated.
5. Provide analytical and well documented recruiting reports to the rest of the team

**Joining Date:** 01-Feb-2021

**Job Location:** Bangalore

**Salary:** As mentioned in Annexure-1

Probation Duration: As per discussions you will be on Probation for 6 months from the date of joining. Your performance will also be pursued during this period & based upon these factors you will be promoted as a permanent employee of Pentagon space Private Limited.

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to date, and to clarify or modify this arrangement, as the need may arise.

Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
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## PENTAGON SPACE

*Mastering The Future*

**Hours of work:** We at Pentagonspace Private Limited believe in output not in fixed office hours. We will expect from you to be flexible about your working hours depending upon project & client requirements. In General, we work 6 days in a week & 8 Hours (9.30AM – 6.30PM) Hours in a day. We'll seek your cooperation to maintain the same.

**Reporting relationship:** You are mapped to report to Our Senior Recruiter Ms. Sana

**Vacation:** 12 Sick Leaves & 12 Casual Leaves.

**Exit Clause:** This arrangement may be terminated by either party upon 60 days' notice in writing to either party with notice that complies with Employment Standards (or Labor Standards) for Karnataka.

**Conflict of Interest:** During the Term of Employee's employment with Company Employee must not engage in any work, paid or unpaid, that creates an actual or potential conflict of interest with Company. If the Company believes such a conflict exists during the Term of this Agreement Company may ask the Employee to choose to discontinue the other work or resign employer with Company.

Sincerely,



Mr. Ravi Shankar Aradhya.

Pentagonspace Private Limited

With the signature below, I accept this offer of employment.

Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jata Hobli,  
Bangalore North - 562 157.

ARYA AJAYA KUMAR

Date

✉ info@pentagonspace.in

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080 4163 2964

🌐 www.pentagonspace.in



**PENTAGON SPACE**  
*Mastering The Future*

Date: 27-Jan-2021

## LETTER OF APPOINTMENT

Dear Barik Sravanthi,

Following your recent discussions with our team, we are delighted to offer you a full-time job as a Recruiter Title with Our Company PENTAGONSPACE PRIVATE LIMITED. If you join our Company, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the services, actions, advice, and results that you provide as a representative of Our Company. In return, we are committed to providing you with every opportunity to learn, grow, and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

**Title: Recruiter**

✉ info@pentagon.space.in

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Govindaraja Nagar, Bangalore-560040

☎ +91 99010 66669  
080 4163 2964

🌐 www.pentagon.space.in

Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



**PENTAGON SPACE**  
*Mastering The Future*

**ANNEXURE-1**  
**SALARY & OTHER BENEFITS**

Salary Components	Monthly(INR)	Annual(INR)
Basic Pay	8,400	1,00,800
HRA	4,200	50,400
Conveyance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	5,550	66,600
<b>Gross Salary</b>	<b>21,000</b>	<b>2,52,000</b>
Employee Contribution to PF	1,800	21,600
Professional Tax(PT)	200	2,400
TDS		
<b>In Hand</b>	<b>19,000</b>	<b>2,28,000</b>
Employer Contribution to PF	1,950	23,400
<b>Total</b>	<b>20,950</b>	<b>2,51,400</b>
Variable	-	-
<b>CTC</b>		<b>2,51,400</b>

1. Other Benefits will be communicated during joining process.
2. Salary date is 5th day of every month.
3. Salary increment are based entirely on merit & company growth.



**Mr. Ravi Shankar Aradhya.**  
**PentagonSpace Private Ltd**

*T. J. Jams*

Principal  
International Institute of Business Studies  
# 75, Muthugachalli, Jala Hobli,  
Bangalore North - 562 157.

✉ info@pentagonSpace.in

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080 4163 2964

🌐 www.pentagonSpace.in

Dear Krishna Singh,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Human Resource t Executive** in our Company. Your beginning annual remuneration will be **INR 320,000/-**.

In addition you will be eligible to participate in:

- **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be	<b>Bangalore</b>
Reporting Date & Time:	10-Jun-2021, 9:30 AM
Venue Detail:	150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001
Contact Person:	Syed Abdul Rasheed Shadab

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)**

1. Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)
2. Photo Id Proof - Passport / Driving License / Voter's ID
3. PAN card
4. Aadhar Card
5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Syed Abdul Rasheed Shadab, Tel: 9036680116 Email: [syed.shadab@squareyards.co.in](mailto:syed.shadab@squareyards.co.in)

We look forward to a mutually rewarding partnership.

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

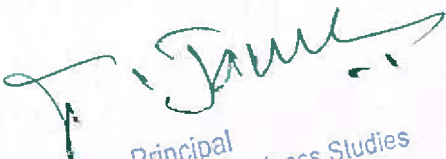


Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources  
Square Yards Consulting Pvt. Ltd.

*Note: You will be eligible for the above said scheme only in case you have performed according to the unified incentive and reimbursement structure as appraised by Company from time to time. The incentives and reimbursement are discretionary and may vary from time to time and are only to facilitate and motivate the employee. The Company reserves the right to alter/vary the terms and condition of this scheme or may completely revoke the scheme, at any time without any notice.*

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Dear Savanth Monika Bai,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/-**.

In addition you will be eligible to participate in:

- **Variable Incentive Structure** based on the revenue generated by you, (Or your team including yourself on per month basis)
- **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company. These may be contingent on performance threshold as defined from time to time.
- **Conveyance** is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be	<b>Bangalore</b>
Reporting Date & Time:	<b>25-Feb-2021, 9:30 AM</b>
venue Detail:	<b>150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001</b>
Contact Person:	<b>Syed Abdul Rasheed Shadab</b>

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

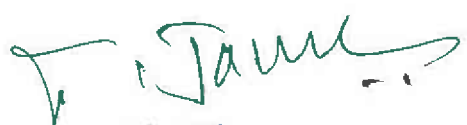
**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)**

1. Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)
2. Photo Id Proof - Passport / Driving License / Voter's ID
3. PAN card
4. Aadhar Card
5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Syed Abdul Rasheed Shadab, Tel. 9036680116 Email: [syed.shadab@squareyards.co.in](mailto:syed.shadab@squareyards.co.in)

We look forward to a mutually rewarding partnership.



  
Principal  
International Institute of Business Studies  
# 75, Muthugadanatti, Jala Hobli,  
Bangalore North - 562 157.

Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources  
Square Yards Consulting Pvt. Ltd.

*Note: You will be eligible for the above said scheme only in case you have performed according to the defined incentive and reimbursement structure as appraised by Company from time to time. The incentives and reimbursement are discretionary and may vary from time to time and are only to facilitate and motivate the employee. The Company reserves the right to alter/change the terms and condition of this scheme or may completely revoke the scheme at any time without any notice.*



Principal  
International Institute of Business Studies  
# 75, Muthugadaralli, Jala Hobli,  
Bangalore North - 562 157.

Dear Sujin G Dhas,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of Business Development Executive in our Company. Your beginning annual remuneration will be INR 300,000/- (Enclosed: CTC break-up).

In addition you will be eligible to participate in:

- **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company. These may be contingent on performance threshold as defined from time to time.
- **Conveyance** is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be	Bangalore
Reporting Date & Time:	25-Feb-2021, 9:30 AM
Work Details:	150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001
Contact Person:	Syed Abdul Rasheed Shadab

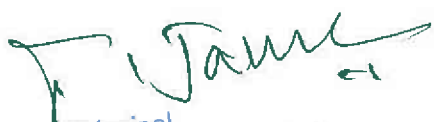
This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So kindly provide 2 references for background verification.

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9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Syed Abdul Rasheed Shadab, Tel: 9036680110 Email: [syed.shadab@squareyards.co.in](mailto:syed.shadab@squareyards.co.in)

We look forward to a mutually rewarding partnership.

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

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Regards,

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Sugarcare Yards Consulting Pvt. Ltd.

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Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



**PENTAGON SPACE**  
*Mastering The Future*

**LETTER OF  
APPOINTMENT**

Date: 27-Jan-2021

Dear Neha Bhadoriya,

Following your recent discussions with our team, we are delighted to offer you a full-time job as a Recruiter Title with Our Company PENTAGONSPACE PRIVATE LIMITED. If you join Our Company, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the services, actions, advice, and results that you provide as a representative of Our Company. In return, we are committed to providing you with every opportunity to learn, grow, and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

**Title: Recruiter**

✉ [info@pentagon.space.in](mailto:info@pentagon.space.in)

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080 4163 2964

🌐 [www.pentagon.space.in](http://www.pentagon.space.in)

Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



# PENTAGON SPACE

*Mastering The Future*

## Job description:

1. Conduct recruitment strategy meetings with Hiring Managers to ensure a complete understanding of the job requirements, candidate matches, and the qualifications needed to fill the role.
2. Develop and update job descriptions and job specifications.
3. Perform job and task analysis to document job requirements and objectives.
4. Onboard new employees in order to become fully integrated.
5. Provide analytical and well documented recruiting reports to the rest of the team

**Joining Date:** 01-Feb-2021

**Job Location:** Bangalore

**Salary:** As mentioned in Annexure-1

Probation Duration: As per discussions you will be on Probation for 6 months from the date of joining. Your performance will also be pursued during this period & based upon these factors you will be promoted as a permanent employee of Pentagon space Private Limited.

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to date, and to clarify or modify this arrangement, as the need may arise.

Principal

International Institute of Business Studies  
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## PENTAGON SPACE

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**Hours of work:** We at Pentagon space Private Limited believe in output not in fixed office hours. We will expect from you to be flexible about your working hours depending upon project & client requirements. In General, we work 6 days in a week & 8 Hours (9.30AM – 6.30PM) Hours in a day. We'll seek your cooperation to maintain the same.

**Reporting relationship:** You are mapped to report to Our Senior Recruiter Ms. Sana

**Vacation:** 12 Sick Leaves & 12 Casual Leaves.

**Exit Clause:** This arrangement may be terminated by either party upon 60 days' notice in writing to either party with notice that complies with Employment Standards (or Labor Standards) for Karnataka.

**Conflict of Interest:** During the Term of Employee's employment with Company Employee must not engage in any work, paid or unpaid, that creates an actual or potential conflict of interest with Company. If the Company believes such a conflict exists during the Term of this Agreement Company may ask the Employee to choose to discontinue the other work or resign employer with Company.

Sincerely,



Mr. Ravi Shankar Aradhya.

PentagonSpace Private Limited

With the signature below, I accept this offer of employment.

Neha Bhadoriya

Date

Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

✉ info@pentagonSpace.in

📍 Plot No.765,8th Cross Road, M.R.C.R Extension,  
Govindaraja Nagar, Bangalore-560040

☎ +91 99010 66669  
080 4163 2964

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**PENTAGON SPACE**

*Mastering The Future*

**ANNEXURE-1  
SALARY & OTHER**

Salary Components	Monthly(INR)	Annual(INR)
Basic Pay	8,400	1,00,800
HRA	4,200	50,400
Conveyance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	5,550	66,600
<b>Gross Salary</b>	<b>21,000</b>	<b>2,52,000</b>
Employee Contribution to PF	1,800	21,600
Professional Tax(PT)	200	2,400
TDS		
<b>In Hand</b>	<b>19,000</b>	<b>2,28,000</b>
Employer Contribution to PF	1,950	23,400
<b>Total</b>	<b>20,950</b>	<b>2,51,400</b>
Variable	-	-
<b>CTC</b>		<b>2,51,400</b>

1. Other Benefits will be communicated during joining process.
2. Salary date is 5th day of every month.
3. Salary increment are based entirely on merit & company growth.



**Mr. Ravi Shankar Aradhya.**  
**PentagonSpace Private Ltd**

Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

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**PENTAGON SPACE**  
*Mastering The Future*

**LETTER OF  
APPOINTMENT**

Date: 27-Jan-2021

Dear Swati Sharma,

Following your recent discussions with our team, we are delighted to offer you a full-time job as a Recruiter Title with Our Company PENTAGONSPACE PRIVATE LIMITED. If you join Our Company, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the services, actions, advice, and results that you provide as a representative of Our Company. In return, we are committed to providing you with every opportunity to learn, grow, and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

**Title: Recruiter**

✉ info@pentagonspace.in

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Principal

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**PENTAGON SPACE**  
*Mastering The Future*

**ANNEXURE-1**  
**SALARY & OTHER**

Salary Components	Monthly(INR)	Annual(INR)
Basic Pay	8,400	1,00,800
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<b>Gross Salary</b>	<b>21,000</b>	<b>2,52,000</b>
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Professional Tax(PT)	200	2,400
TDS		
<b>In Hand</b>	<b>19,000</b>	<b>2,28,000</b>
Employer Contribution to PF	1,950	23,400
<b>Total</b>	<b>20,950</b>	<b>2,51,400</b>
Variable	-	-
CTC		<b>2,51,400</b>

1. Other Benefits will be communicated during joining process.
2. Salary date is 5th day of every month.
3. Salary increment are based entirely on merit & company growth.



**Mr. Ravi Shankar Aradhya.**  
**Pentagonspace Private Ltd**

*Ravi Shankar Aradhya*

**Principal**  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
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West Bengal, India  
T: +91 - 33 4038 1111  
F: +91 - 33 4038 1155  
Email: corporate@in.experis.com  
www.experisindia.com  
www.mapowergroup.co.in  
CIN No.: U72900WB1997PTC085392



To

**Mr. Ramij Raja Shaikh**  
Sahapur Village, Chhatina P.O,  
Tehatta PS, Nadia District,  
West Bengal -741160

Dear Mr. Ramij Raja,

We are pleased to appoint you as "Trainee - Financial Analyst" with effect from 17<sup>th</sup> May 2021. You are required to join at our Bangalore Office. The terms and conditions of your employment will be as per the details in the enclosed Annexure.

The General Terms and Conditions of Service of the Company with such modifications as may be made from time to time will apply to you. A copy of the current General Terms and Conditions is annexed hereto.

You will be required to do such work as will be assigned to you from time to time. The provisions of the Industrial Disputes Act will not be applicable to you, as you will not be a "workman" within the meaning of the said Act. In case you desire to work extra hours, at your sole discretion, over and above the company mandated hours, you are required to take a compensatory off in lieu of this with the prior approval of your supervisor.


During the term of your employment with the Company, you shall not engage in any employment or act in any way, which either conflicts with your duties and obligations to the company or are contrary to the policies or the interests of the Company or any of its associated companies.

You will maintain strict confidence and secrecy all matters relating to the Company.

In case of your default and loss of confidence in you, we shall be entitled to terminate this Agreement forthwith and without any notice and our decision shall be final and binding on you. However, this agreement could be terminated by either side without any default or any reason as per the instructions laid down in the terms of employment.

If the above terms (including the General Terms and Conditions) are acceptable to you kindly sign and return the duplicate copy of this letter in token of your acceptance.

Yours truly,  
For Experis IT Pvt. Ltd

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jafa Hobli,  
Bangalore North - 562 157.

**K. Anita Kumari**  
Head - HR

I accept

  
Mr. Ramij Raja Shaikh

Date: ( 10/05/21 )

Experis IT Pvt. Ltd. HMG Ambassador, 7th Floor, Next to Chancery Pavilion Hotel, 137 Residency Road, Bangalore  
- 560 025, Karnataka, India Ph: +91 80 6720 0700

Regd. Office:  
Experis IT Pvt. Ltd.  
J3, Block-GP, Sector-V, Salt Lake, Kolkata-700 091



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F: +91 - 33 4038 1155  
Email: corporate@in.experis.com  
www.experisindia.com  
www.mapowergroup.co.in



CIN No.: U72900WB1997PTC085392

You shall personally perform the work as directed by the Company and shall have no right to delegate, in any way, the responsibility. You shall have no right to hire, supervise or pay assistants, except as specifically directed in writing, in advance by the Company.

### **Medical Fitness**

You shall maintain yourself in state of medical (physical and mental) fitness and ensure frequent medical checkups. Any neglect on your part in this regard may render your services liable for termination with immediate effect not withstanding anything contained in this Agreement.

### **Transfer/Secondment**

The Company shall be entitled to transfer or second your services with continuity to any of the branches or sister concern companies or any third party / client, whether existing or which may be set up in future whether in or outside India without any change in the terms and conditions of the employment at the sole discretion of the Company.

### **Late and Early Working**

In case you desire to work extra hours, at your sole discretion, over and above the company mandated hours, you are required to take a compensatory off in lieu of this with the prior approval of your supervisor.

However, you will be entitled to all benefits available to you in accordance with the company policies in this regard.

### **Time and Attention**

During the continuance of your employment you shall unless prevented by incapacity devote your full time, energy and attention to the business of the Company and shall not be in any way directly or indirectly engage in any other undertaking, business, profession or employment whatsoever including part time employment or be concerned or interested in any other business of a similar nature or competitive with that carried on by the Company provided that nothing shall preclude you from the holding or being otherwise interested in any shares, debentures or other securities of the Company.

### **Leave**

Leave policy will be guided by our Leave Policy as provided in the Employee Handbook.

An officer should apply to the Company in writing for annual leave at least 15 days prior to the proposed date of commencement of leave. Sanction of such leave or any part thereof shall be solely at the discretion of the Company.

The Company may, solely at its discretion, require an Officer to avail to annual leave either in full or in part, at any time convenient to the Company.

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Email: corporate@in.experis.com  
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www.mapowergroup.co.in



CIN No.: U72900WB1997PTC085392

You shall disclose fully and promptly to the Company the following:

Any and all work done during the term of your employment including articles, write ups, reports, commentaries, analysis or drawings produced (hereinafter called "works"), inventions, processes, innovations, discoveries, developments, designs, techniques, formula improvements. Computer programs and other related technical material, relating to the business of the Company which you shall write, discover, conceive, make, generate to practice alone or jointly with others during your term of employment with the Company and resulting from such employment whether or not they are patentable and copyright-able. All such rights shall belong to the Company as the works have been carried out on work have been carried out on work for reward basis. No rights shall be reserved to you. You shall execute and transfer if necessary, at any time upon company's request, any certification affidavit or other documents confirming the ownership rights under this head. Upon request at any time during or after the term of this Agreement and at the expense of the Company you shall assist the Company including its attorneys in preparing and prosecuting application for patents or copyrights relating to such works, inventions, processes and other materials. You shall also execute all papers in connection with the performance of all tasks that may be reasonably necessary to protect the rights of the Company and to vest in it or its assigns ownership of the inventions, applications, copyrights and patents herein contemplated.

### Negligence

If you are guilty of any inattention to or negligence in the conduct of the business or of any other act or omission inconsistent with your duties or any breach of the terms and conditions of your employment for which the Company shall be the sole judge and you shall be liable for appropriate legal action including immediate termination of your employment.

### Non- Performance

Experis IT shall at any time be entitled to terminate the employment of the Employee in the event, inter-alia, of poor performance or the performance of the Employee not matching the expectation/requirement of Experis IT from time to time by giving notice period of 30 days. If any time, during the Training / Probation Period, the employee does not show the expected performance or remains absent without prior permission or misbehaves, his service can be terminated by giving One Day's Notice or by making payment of one day in lieu of notice.

### Income Tax

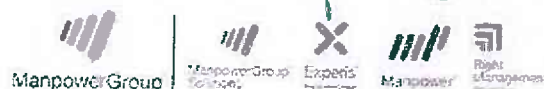
Income tax or any other taxes or levies that may be payable on the salary and the other benefits & perquisites shall be chargeable in the hands of the Officer concerned.

### Forfeiture

Notwithstanding anything contained herein before; the Company shall be entitled without prejudice to any other remedy available in law, to apply any money due to an Officer from the Company towards making good, in full or in part, any loss or damage that the Company may have suffered by reason of his/her default or misconduct.

### Disclosure of Facts

Regd. Office:  
Experis IT Pvt. Ltd.  
J3, Block-GP, Sector-V, Salt Lake, Kolkata-700 091



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International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
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CIN No.: U72900WB1997PTC085392

If any term in this Agreement is found by competent judicial authority to be unenforceable in any respect, the validity of the remainder of this Agreement will be unaffected, provided that such unenforceability does not materially affect the parties' rights under this Agreement.

### **Arbitration**

In the event of any dispute / disagreement/ difference of opinion over the interpretations of any of the terms herein above contained excluding those governed by Judicial Remedies abroad for any claim or liability, payable in India, the same shall be referred to the arbitration of Executive Director of the Company and the decision of the Arbitrator shall be final and binding upon all the parties hereto. Such reference shall be deemed to be a submission to arbitration under the Arbitration and Conciliation Act, 1996 or any modification or statutory re-enactment thereof. The venue of Arbitration shall be Kolkata, India subject to the jurisdiction of Courts in Kolkata, which shall have exclusive jurisdiction in proceedings to enforce the arbitration.

### **NSR Registration**

You are required to register your profile with National Skills Registry. This registration is mandatory and should be completed within 30 working days from the date of joining the Company.

### **General**

The Employee shall devote the whole his/her time, attention, abilities exclusively to the business of the Company and shall in all respects obey and conform to the regulations from time to time issued by the Company and applicable to him/her, and shall at all times well and faithfully serve the Company and use his/her best endeavors to promote the interests thereof. The Employee shall not, while in the employment of the Company be engaged in any other employment or business whatsoever or accept any other emoluments without the previous consent in writing of the Company.

The employee shall not, except in proper course of his/her duties, disclose or divulge to any person or persons whosoever or other than in connection with the Company's business, himself/herself make any use of information of secret or confidential character acquired by him during period of such employment relating to client proposals, software programs or other technical details used by the company or by any person in its employment.

Employees in general shall be governed in all matters by the Company's rules and regulations, which are in force from time to time. The above terms should be deemed to be a part of the Service Agreement.

The Company reserves the right at its sole discretion to alter, amend or substitute without notice these Terms of Employment or any one or more of them, either generally or in the application thereof to specified Officers. The facilities to which an Officer is eligible will be governed by the Terms of the Employment, as applicable to him/her in force from time to time and no claims will be entertained on superseded terms.

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Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



# HealthPlix

February 23rd, 2021

## PERSONAL & CONFIDENTIAL

Priyanka Das

Re: Offer of Employment

Dear Priyanka Das

On behalf of **HealthPlix Technologies Private Limited** (the "Company" or "HealthPlix Technologies"), we are pleased to offer you employment on the following terms. Your start date will be **8<sup>th</sup> February 2021** ("Start Date").

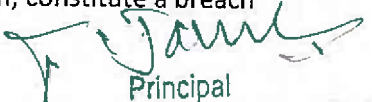
- **Position.** Your title will be **Operations executive**. You will render such business, design, and technical services in the performance of your duties, consistent with your position within the company and such other duties as will be assigned to you by the company.
- **Cash Compensation.** You will receive INR 3,00,000 (Rupees Three Lac Only) as CTC per annum.
- **Exploratory Period.** The first 6 months of your employment will be subject to an exploratory period.
- **Other Engagements.** You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your Director before being associated or contributing to any forums, groups, projects or non-profit seeking bodies. Any failure in this regard may be liable to dismissal by the Company without notice.
- **Termination.** Your employment may be terminated by either party by giving 60 days prior notice. In case you wish to resign there is a notice period of 60 days or in lieu thereof pay the company INR 75,000 or 2- months' salary whichever is higher. During the exploratory period, the employee is required to give a (2) months' notice for termination of employment. The company may terminate your employment by giving two (2) weeks' notice. In case the employee resigns/ give notice for termination of employment, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period.

The company may terminate your employment without notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties, you will be liable to dismissal by the Company without notice.

On termination, a reconciliation of reimbursements against monthly accrued allowances will be calculated. You agree for company to offset any overpayment against any money owing to you on termination of employment.

On termination of your employment, for any reason, you must immediately return to company all company property and all documents and items relating to the company's business. This includes, but is not limited to, any phones, laptops, car, equipment, papers, keys, reports, computers, information and programs, records and documents and other information in whatever form, relating in any way to company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

- **Prior Obligations.** By placing your signature below, you acknowledge that neither commencing employment with the Company, nor performing your duties on behalf of the Company, will conflict with, constitute a breach

  
Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore, North - 562,157,  
Karnataka

**HealthPlix Technologies Private Limited**

Regd. Office: Enzyme Teck Park, 27th Main Road, 480, 18th Cross Road, HSR Layout, Bengaluru, Karnataka  
560102





**PENTAGON SPACE**  
*Mastering The Future*

Date: 27-Jan-2021

## LETTER OF APPOINTMENT

Dear Ankarani,

Following your recent discussions with our team, we are delighted to offer you a full-time job as a Customer success executive Title with Our Company PENTAGONSPACE PRIVATE LIMITED. If you join Our Company, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the services, actions, advice, and results that you provide as a representative of Our Company. In return, we are committed to providing you with every opportunity to learn, grow, and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

### Role: Customer success executive

Principal

International Institute of Business Studies  
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# PENTAGON SPACE

*Mastering The Future*

## Job description:

- . Develop and manage client portfolios.
- . Sustain business growth and profitability by maximizing value.
- . Analyze customer data to improve customer experience.
- . Improve onboarding processes.
- . Mediate between clients and the organization.
- . Prepare various reports on operations and activities; recommend improvements in workflow, procedures, and the use of center facilities, equipment, and other resources.
- . Handle and resolve customer requests and complaints.

**Joining Date:** 01-Feb-2021

**Job Location:** Bangalore

**Salary:** As mentioned in Annexure-1

**Probation Duration:** As per discussions you will be on Probation for 6 months from the date of joining. Your performance will also be pursued during this period & based upon these factors you will be promoted as a permanent employee of Pentagonspace Private Limited.

Following the initial probationary period, a progression and performance review will be conducted quarterly basis to assess performance to date, and to clarify or modify this arrangement, as the need may arise.

Principal

International Institute of Business Studies  
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# PENTAGON SPACE

Mastering The Future

**Hours of work:** We at Pentagonspace Private Limited believe in output not in fixed office hours. We will expect from you to be flexible about your working hours depending upon project & client requirements. In General, we work 6 days in a week & 8 Hours (9.30AM – 6.30PM) Hours in a day. We'll seek your cooperation to maintain the same.

**Reporting relationship:** You are mapped to report to Our Senior Business Development Manager- Dhiman Sanyal.

**Vacation:** 12 Sick Leaves & 12 Casual Leaves.

**Exit Clause:** This arrangement may be terminated by either party upon 60 days' notice in writing to either party with notice that complies with Employment Standards (or Labor Standards) for Karnataka.

**Conflict of Interest:** During the Term of Employee's employment with Company Employee must not engage in any work, paid or unpaid, that creates an actual or potential conflict of interest w Company. If Company believes such a conflict exists during the Term of this Agreement, Company may ask Employee to choose to discontinue the other work or resign employment w Company.

Sincerely,



Mr. Ravi Shankar Aradhya.  
Pentagonspace Private Limited

With the signature below, I accept this offer of employment.

K.B Ankarani

Date

Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

✉ info@pentagonspace.in

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**PENTAGON SPACE**  
*Mastering The Future*

**ANNEXURE-1**  
**SALARY & OTHER BENEFITS**

Salary Components	Monthly(INR)	Annual(INR)
Basic Pay	8,800	1,05,600
HRA	4,400	52,800
Conveyance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	5,950	71,400
<b>Gross Salary</b>	<b>22,000</b>	<b>2,64,000</b>
Employee Contribution to PF	1,800	21,600
Professional Tax(PT)	200	2,400
TDS	-	-
<b>In Hand</b>	<b>20,000</b>	<b>2,40,000</b>
Employer Contribution to PF	1,950	23,400
<b>Total</b>	<b>23,950</b>	<b>2,87,400</b>
Variable	-	-
<b>CTC</b>		<b>2,87,400</b>

1. Other Benefits will be communicated during joining process.
2. Salary date is 5th day of every month.
3. Salary increment are based entirely on merit & company growth.



**Mr. Ravi Shankar Aradhya.**  
**PentagonSpace Private Ltd**

*Ravi Shankar Aradhya*  
Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
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Date: 09 August 2021

Dear Moumita Jaishi,

**LETTER OF OFFER**

Congratulations! We have the pleasure in offering to you for the post of "Talent Acquisition Recruiter" based out of **Bangalore**. Your date of joining would be **23-08-2021**.

**CAREERNET** believes in a work culture that encourages Winning with Integrity, performance and transparency. Whether it is delighting customers or innovating a new tomorrow, you will find **CAREERNET** is the place for a successful career.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best in work environment and facilities that allows them to deliver results to their full potential.

This offer is conditional on (i) satisfactory reference check of all qualifications and the accuracy of the employment history provided by you and (ii) the acceptance of the terms and conditions of your assignment as set forth below and the details as attached in Annexure.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential.

Please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions of employment offered to you.

Best Wishes,

Durba Roy  
Talent Acquisition Manager  
CareerNet




Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Annexure - 1

Name - Moumita Jaishi		Position - Talent Acquisition Recruiter
Component	Per Month INR (Rs)	Per Annum INR (Rs)
Basic Salary (A)	20,000	2,40,000
Special Allowance (B)	20,000	2,40,000
<b>Total Guaranteed Compensation (A+B)</b>	<b>40,000</b>	<b>4,80,000</b>
Target Incentive** (C)	10,000	1,20,000
<b>Estimated Total Earning Potential (A+B+C)</b>	<b>50,000</b>	<b>6,00,000</b>
<b>Estimated Total Earning Potential (in Words)</b>	<b>INR Fifty Thousand</b>	<b>INR Six Lakhs</b>

\*\* Incentive Bonus Plan: This plan entails payment of a cash award. The amount mentioned above is only an estimate and therefore not guaranteed. The incentive payable is calculated based on Company's and employee's performance. The amount, if any, and dates of pay-out are defined as per the company policy.

Durba Roy  
Talent Acquisition Manager  
CareerNet Consulting

  
**Principal**  
 International Institute of Business Studies  
 # 75, Muthugadahalli, Jala Hobli,  
 Bangalore North - 562 157.



**TALCHEMIST**<sup>®</sup>  
TALENT IS GOLD  
**TALCHEMY SOLUTIONS LLP**  
MR-406, Golden Blossom,  
Kadugodi, Bangalore – 560067  
LIN – AAJ-0714  
Tel: +91 9008028809 / +91 080-49532373  
Email: [contact@talchemist.com](mailto:contact@talchemist.com)

Date: May 11, 2021

**Mohammed Ansid. Ap**  
D-NO: 1-98/1,  
Srinagar colony,  
Gannavaram Krishna District  
PIN: 521101

Dear Ansid,

### LETTER OF OFFER

Congratulations! We have pleasure in making an offer to you for the post of "Senior Recruiter" based out of Bangalore. Your date of joining would be **May 11, 2021**.

**TALCHEMIST** believes in a work culture that encourages Winning with Integrity, performance and transparency. Winning is in our DNA. Whether it is delighting customers or innovating a new tomorrow, you will find **TALCHEMIST** is the place for a successful career.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best in work environment and facilities that allows them to deliver results to their full potential.

This offer is conditional on (i) satisfactory reference check of all qualifications and the accuracy of the employment history provided by you and (ii) the acceptance of the terms and conditions of your assignment as set forth below and the details as attached in Annexure. The term "Company" and "TALCHEMIST" below shall refer to "Talchemy Solutions LLP".

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential.

Please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions of employment offered to you.

Best Wishes,

**Cini Prakash**  
Sr Manager  
**TALCHEMY SOLUTIONS LLP**


**Principal**  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Annexure -1

Name – Mohammed Ansid. Ap		Position – Senior Recruiter
Component	Per Month INR (Rs)	Per Annum INR (Rs)
Basic Salary (A)	10,000	1,20,000
Special Allowance (B)	10,000	1,20,000
<b>Total Guaranteed Compensation (A+B)</b>	<b>20,000</b>	<b>2,40,000</b>
Target Incentive** (C)	5,000	60,000
<b>Estimated Total Earning Potential (A+B+C)</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Estimated Total Earning Potential (in Words)</b>	<b>INR Twenty Five Thousand</b>	<b>INR Three Lakhs</b>

\*\* Incentive Bonus Plan: This plan entails payment of a cash award. The amount mentioned above is only an estimate and therefore not guaranteed. The incentive payable is calculated based on Company's and employee's performance. The amount, if any, and dates of pay-out are defined as per the company policy.

**Cini Prakash**  
 Sr Manager  
 TALCHEMY SOLUTIONS LLP

  
 Principal  
 International Institute of Business Studies  
 # 75, Muthugadahalli, Jala Hobli,  
 Bangalore North - 562 157.



Annexure – 2

**OTHER TERMS AND CONDITIONS OF EMPLOYMENT**

These terms are not exhaustive and you are suggested to keep yourself updated of the same through TALCHEMIST's policies and other communication sent to employees from time to time. By accepting the offer and agreeing to join the services of the Company, you agree with the Company as follows:

**1. Work Rules and Code of Conduct**

**TALCHEMIST's Code of Conduct:** The Company looks forward to the application of the best of your skills and experience, while in service. In addition, it is a condition of this offer and your acceptance that your performance will be in accordance with TALCHEMIST's Code of Conduct of "Winning with Integrity" including observance of applicable legal requirements of each country in which the Company conducts business.

**Probation:** You will be on probation for a period of **three (3) months** from the date of joining. The period of probation may be extended for an additional **maximum period of three (3) months** by the company at its sole discretion. Upon completion of three (3) months from the date of joining, unless explicitly informed about extension of probation period, you shall be deemed confirmed.

**Notice Period / Pay:** During the period of probation, your services may be terminated by either party giving the other **fifteen (15) days'** notice or Basic Salary in lieu thereof. After confirmation and thereafter, your services may be terminated by either party giving the **thirty (30) days'** notice or Basic Salary in lieu thereof. The management however, reserves the right to (i) Waive the applicable notice and relieve you immediately upon paying you the Basic salary in lieu of the said notice period or (ii) Insist that you serve the company during the notice period in full or in part thereof, instead of accepting from you, salary in lieu of the said notice period.

**Transfer to Other Locations:** Your services may be transferred to any one of our Associate/Group companies or Units in India or Overseas to carry out any assignment arising out of the Company's business including transfers to any of its offices (or locations of its customers) in India or abroad on terms and conditions as applicable to such transfers. If this results in a change of your service conditions, the Company will issue you a prior communication of the same.

**Retirement:** You shall retire on the attainment of sixty-two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

**Medical Fitness:** By accepting this offer there is an implicit confirmation by you that you are medically fit to effectively perform the job for which you are being employed. You may be called upon, to undergo medical examinations, as the Management may deem necessary. In the event the examination reveals any ailment (including any physical or mental impairment) that (i) prevents or hinders you from performing your assignment effectively or (ii) could put the health of the other employees at risk, the same shall be a reasonable ground to discharge your services with immediate effect, without any compensation or notice.

**Secondary employment and outside business ventures:** While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without



Principal

pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

**Correctness of Information:** This appointment is based on the information supplied by you in your application for Employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

**Work Hours:** Your working hours will be governed by applicable law and may be revised from time to time.

**Duties:** During your employment with Company, you will be required to devote your entire time and attention to your duties and not engage in any other trade, business, or occupation.

**Service rules:** For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

## 2. Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in subparagraphs below.

(a) All products, services, databases, processes, plans, tactics and strategy for unannounced and announced products;

(b) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;


(c) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors. You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third-party information. You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

(d) Information Relating to Candidates – This includes all candidates, their employment details, phone numbers, email Ids, Companies in which they work, location or any other information that has been obtained either through job portals, social media, networking or any other channel while or due to your employment in the company. For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information.

For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

## 3. Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All

  
Principal



Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property. You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights. You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company. On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.

**Cini Prakash**  
**Sr Manager**  
**TALCHEMY SOLUTIONS LLP**

**Statement of Acceptance**

I, **Mohammed Ansid. Ap**, fully understand and accept the terms and conditions as stated in this letter.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Principal**  
**International Institute of Business Studies**  
**# 75, Muthugadahalli, Jala Hobli,**  
**Bangalore North - 562 157.**



**TALCHEMIST**  
TALENT IS GOLD  
**TALCHEMY SOLUTIONS LLP**

MR-406, Golden Blossom,

Kadugodi, Bangalore – 560067

LIN – AAJ-0714

Tel: +91 9008028809 / +91 080-49532373

Email: [contact@talchemist.com](mailto:contact@talchemist.com)

Date: May 10, 2021

**Supriya Kumari**

Naya Bazar Dalpatti

Lakhisarai, Bihar, Pin: 811311

Dear **Supriya**,

### LETTER OF OFFER

Congratulations! We have pleasure in making an offer to you for the post of “Senior Recruiter” based out of **Bangalore**. Your date of joining would be **May 10, 2021**.

**TALCHEMIST** believes in a work culture that encourages Winning with Integrity, performance and transparency. Winning is in our DNA. Whether it is delighting customers or innovating a new tomorrow, you will find **TALCHEMIST** is the place for a successful career.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best in work environment and facilities that allows them to deliver results to their full potential.

This offer is conditional on (i) satisfactory reference check of all qualifications and the accuracy of the employment history provided by you and (ii) the acceptance of the terms and conditions of your assignment as set forth below and the details as attached in Annexure. The term “Company” and “**TALCHEMIST**” below shall refer to “**Talchemy Solutions LLP**”.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential.

Please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions of employment offered to you.

Best Wishes,

**Cini Prakash**

**Sr Manager**

**TALCHEMY SOLUTIONS LLP**

Principal


International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Annexure - 1

Name – Supriya Kumari		Position – Senior Recruiter
Component	Per Month INR (Rs)	Per Annum INR (Rs)
Basic Salary (A)	10,000	1,20,000
Special Allowance (B)	10,000	1,20,000
<b>Total Guaranteed Compensation (A+B)</b>	<b>20,000</b>	<b>2,40,000</b>
Target Incentive** (C)	5,000	60,000
<b>Estimated Total Earning Potential (A+B+C)</b>	<b>25,000</b>	<b>3,00,000</b>
Estimated Total Earning Potential (in Words)	INR Twenty Five Thousand	INR Three Lakhs

\*\* Incentive Bonus Plan: This plan entails payment of a cash award. The amount mentioned above is only an estimate and therefore not guaranteed. The incentive payable is calculated based on Company's and employee's performance. The amount, if any, and dates of pay-out are defined as per the company policy.

**Cini Prakash**  
 Sr Manager  
 TALCHEMY SOLUTIONS LLP

  
 Principal  
 International Institute of Business Studies  
 # 75, Muthugadahalli, Jala Hobli,  
 Bangalore North - 562 157



**TALCHEMIST**  
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**TALCHEMY SOLUTIONS LLP**

MR-406, Golden Blossom,

Kadugodi, Bangalore – 560067

LIN – AAJ-0714

Tel: +91 9008028809 / +91 080-49532373

Email: [contact@talchemist.com](mailto:contact@talchemist.com)

Date: Apr 11, 2021

**Kadam Neharika**  
#46 3rd cross  
Vinayaka layout  
Hebbal kempapura  
Bangalore:560024

Dear Neharika,

### LETTER OF OFFER

Congratulations! We have pleasure in making an offer to you for the post of **"Senior Recruiter"** based out of **Bangalore**. Your date of joining would be **Apr 12, 2021**.

**TALCHEMIST** believes in a work culture that encourages Winning with Integrity, performance and transparency. Winning is in our DNA. Whether it is delighting customers or innovating a new tomorrow, you will find **TALCHEMIST** is the place for a successful career.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best in work environment and facilities that allows them to deliver results to their full potential.

This offer is conditional on (i) satisfactory reference check of all qualifications and the accuracy of the employment history provided by you and (ii) the acceptance of the terms and conditions of your assignment as set forth below and the details as attached in Annexure. The term "Company" and **"TALCHEMIST"** below shall refer to **"Talchemy Solutions LLP"**.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential.

Please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions of employment offered to you.

Best Wishes,

**Cini Prakash**  
Sr Manager  
**TALCHEMY SOLUTIONS LLP**



Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Annexure -1

Name – KADAM NEHARIKA		Position – Senior Recruiter
Component	Per Month INR (Rs)	Per Annum INR (Rs)
Basic Salary (A)	10,000	1,20,000
Special Allowance (B)	10,000	1,20,000
<b>Total Guaranteed Compensation (A+B)</b>	<b>20,000</b>	<b>2,40,000</b>
Target Incentive** (C)	5,000	60,000
<b>Estimated Total Earning Potential (A+B+C)</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Estimated Total Earning Potential (in Words)</b>	<b>INR Twenty Five Thousand</b>	<b>INR Three Lakhs</b>

\*\* Incentive Bonus Plan: This plan entails payment of a cash award. The amount mentioned above is only an estimate and therefore not guaranteed. The incentive payable is calculated based on Company's and employee's performance. The amount, if any, and dates of pay-out are defined as per the company policy.

**Cini Prakash**  
**Sr Manager**  
**TALCHEMY SOLUTIONS LLP**

  
 Principal  
 International Institute of Business Studies  
 # 75, Muthugadahalli, Jala Hobli,  
 Bangalore North - 562 157.

Date: 04<sup>th</sup> February 2021

Name of Candidate: **Mr. Durga Prasad**

Subject: Offer Letter

Dear **Mr. Durga Prasad**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at Bangalore Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **08<sup>th</sup> February 2021**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

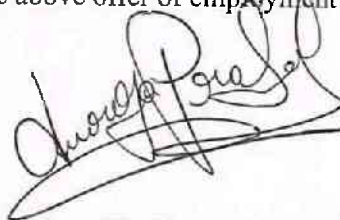
Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt.Ltd.**


**Authorized Signatory**

I **accept** the above offer of employment

Signature:



Name of candidate: **Mr. Durga Prasad**

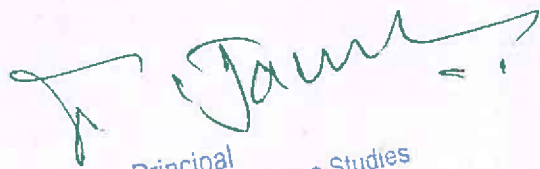
  
**Principal**  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



Annexure I

	Per Month	Annually
Basic Salary	15250	183000
HRA	6100	73200
Conveyance	800	9600
Others	2850	34200
Gross Salary	25000	300000
Indicative Incentive *	40,000	4,80,000
Total CTC (Including Incentive)	65,000	7,80,000

- *Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.*
- *\*There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.*

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Dear Akash Kumar Gupta,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/-**.

In addition you will be eligible to participate in:

- **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be	<b>Bangalore</b>
Reporting Date & Time:	25-Feb-2021, 9:30 AM
Venue Detail:	150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001
Contact Person:	Syed Abdul Rasheed Shadab


This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)**

1. Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)
2. Photo Id Proof - Passport / Driving License / Voter's ID
3. PAN card
4. Aadhar Card
5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Syed Abdul Rasheed Shadab, Tel: 9036680116 Email: [syed.shadab@squareyards.co.in](mailto:syed.shadab@squareyards.co.in)

We look forward to a mutually rewarding partnership.

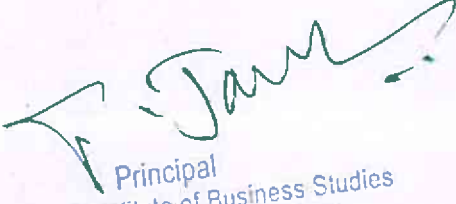
  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources  
Square Yards Consulting Pvt. Ltd.

*Note: You will be eligible for the above said scheme only in case you have performed according to the unified incentive and reimbursement structure as apprised by Company from time to time. The incentives and reimbursement are discretionary and may vary from time to time and are only to facilitate and motivate the employee. The Company reserves the right to alter/vary the terms and condition of this scheme or may completely revoke the scheme, at any time without any notice.*

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Dear **Sohandeep Sar,**

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/-**.

In addition you will be eligible to participate in:

- **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be	<b>Bangalore</b>
Reporting Date & Time:	25-Mar-2021, 9:30 AM
Venue Detail:	150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001
Contact Person:	Syed Abdul Rasheed Shadab

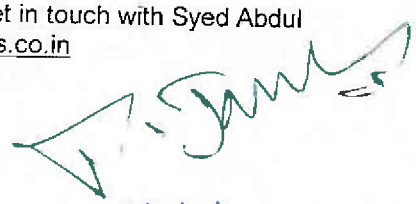
This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)**

1. Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)
2. Photo Id Proof - Passport / Driving License / Voter's ID
3. PAN card
4. Aadhar Card
5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Syed Abdul Rasheed Shadab, Tel: 9036680116 Email: [syed.shadab@squareyards.co.in](mailto:syed.shadab@squareyards.co.in)

We look forward to a mutually rewarding partnership.


  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jalahalli  
Bangalore North - 562 157.

Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources  
Square Yards Consulting Pvt. Ltd.

*Note: You will be eligible for the above said scheme only in case you have performed according to the unified incentive and reimbursement structure as appraised by Company from time to time. The incentives and reimbursement are discretionary and may vary from time to time and are only to facilitate and motivate the employee. The Company reserves the right to alter/vary the terms and condition of this scheme or may completely revoke the scheme, at any time without any notice.*

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Varsha Rajagopalan  
Bangalore

Date: Apr 05, 2021

Dear Varsha,

Congratulations!

We are pleased to offer you **Management Trainee – Finance** position at Intelligent Retail Pvt Ltd ("the Company"). This appointment will begin from **Apr 05, 2021**. You are required to report to the person in charge, who would be your mentor.

The terms of engagement are as follows:

1. **Role:** Management Trainee - Finance
2. **Stipend:** Rs. 15000/- per month
3. **Period of Engagement:** 6 months
4. **Permanent employment:** On successful completion of training period with exceptional performance will be offered full-time employment.
5. **Leave Policy:** Trainees will be eligible for 1 leave per month (Joined on or before 15<sup>th</sup> of month). Excess leave will be considered as LOP.

Please indicate your acceptance of this offer by signing and returning one copy of this letter.

This offer is confidential and should not be disclosed to others.

We are excited about you joining Intelligent Retail Pvt Ltd and look forward to you having a long and fruitful association with the company!

For Intelligent Retail Private Limited

Signature: *Varsha. R.*

*Santosh Dabke*  
Santosh Dabke  
Co-Founder

Name: Varsha Rajagopalan

*Principal*  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Intelligent Retail Pvt Ltd

Dear Urmila V,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/-**.

In addition you will be eligible to participate in:

- **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be	<b>Bangalore</b>
Reporting Date & Time:	25-Feb-2021, 9:30 AM
Venue Detail:	150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001
Contact Person:	Syed Abdul Rasheed Shadab


This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)**

1. Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)
2. Photo Id Proof - Passport / Driving License / Voter's ID
3. PAN card
4. Aadhar Card
5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Syed Abdul Rasheed Shadab, Tel: 9036680116 Email: [syed.shadab@squareyards.co.in](mailto:syed.shadab@squareyards.co.in)

We look forward to a mutually rewarding partnership.


  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jaia Hobli,  
Bangalore North - 562 157.

Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources  
Square Yards Consulting Pvt. Ltd.

*Note: You will be eligible for the above said scheme only in case you have performed according to the unified incentive and reimbursement structure as apprised by Company from time to time. The incentives and reimbursement are discretionary and may vary from time to time and are only to facilitate and motivate the employee. The Company reserves the right to alter/vary the terms and condition of this scheme or may completely revoke the scheme, at any time without any notice.*

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



Dear Krati Sharma,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/-**.

In addition you will be eligible to participate in:

- **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be	Bangalore
Reporting Date & Time:	25-Feb-2021, 9:30 AM
Venue Detail:	150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001
Contact Person:	Syed Abdul Rasheed Shadab

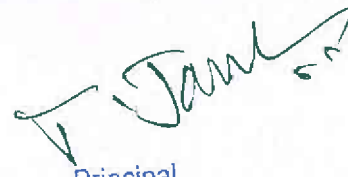
This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)**

1. Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)
2. Photo Id Proof - Passport / Driving License / Voter's ID
3. PAN card
4. Aadhar Card
5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Syed Abdul Rasheed Shadab, Tel: 9036680116 Email: [syed.shadab@squareyards.co.in](mailto:syed.shadab@squareyards.co.in)

We look forward to a mutually rewarding partnership.




Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

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Regards,

Human Resources  
Square Yards Consulting Pvt. Ltd.

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Principal  
International Institute of Business Studies  
# 75, Mulhugadahalli, Jaia Hobli,  
Bangalore North - 562 157.

Dear Kommindala Lakshmi Priya,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 600,000/-**.

In addition you will be eligible to participate in:

- **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be	<b>Bangalore</b>
Reporting Date & Time:	20-Mar-2021, 9:30 AM
Venue Detail:	150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001
Contact Person:	Syed Abdul Rasheed Shadab

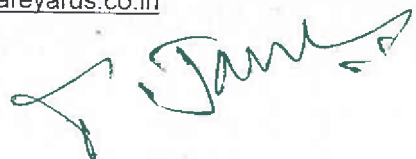
This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)**

1. Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)
2. Photo Id Proof - Passport / Driving License / Voter's ID
3. PAN card
4. Aadhar Card
5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
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10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Syed Abdul Rasheed Shadab, Tel: 9036680116 Email: [syed.shadab@squareyards.co.in](mailto:syed.shadab@squareyards.co.in)

We look forward to a mutually rewarding partnership.

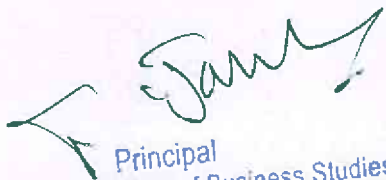
  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources  
Square Yards Consulting Pvt. Ltd.

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Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jais Hobli,  
Bangalore North - 562 157.



**PENTAGON SPACE**  
*Mastering The Future*

Date: 27-Jan-2021

## LETTER OF APPOINTMENT

Dear Pooja,

Following your recent discussions with our team, we are delighted to offer you a full-time job as a Recruiter Title with Our Company PENTAGONSPACE PRIVATE LIMITED. If you join Our Company, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the services, actions, advice, and results that you provide as a representative of Our Company. In return, we are committed to providing you with every opportunity to learn, grow, and stretch to the highest level of your ability and potential.

More confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.


**Role: Recruiter**

✉ info@pentagon.space.in

📍 Plot No.765,8th Cross Road, M.R.C.R Extension,  
Govindaraja Nagar, Bangalore-560040

☎ +91 99010 66669  
080 4163 2964

🌐 www.pentagon.space.in

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



# PENTAGON SPACE

*Mastering The Future*

## **Job description:**

1. Conduct recruitment strategy meetings with Hiring Managers to ensure a complete understanding of the job requirements, candidate matches, and the qualifications needed to fill the role.
2. Develop and update job descriptions and job specifications.
3. Perform job and task analysis to document job requirements and objectives.
4. Onboard new employees in order to become fully integrated.
5. Provide analytical and well documented recruiting reports to the rest of the team

**Joining Date:** 01-Feb-2021

**Job Location:** Bangalore

**Salary:** As mentioned in Annexure-1

**Probation Duration:** As per discussions you will be on Probation for 6 months from the date of joining. Your performance will also be pursued during this period & based upon these factors you will be promoted as a permanent employee of Pentagonspace Private Limited.

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to date, and to clarify or modify this arrangement, as the need may arise.

✉ info@pentagonspace.in

📍 Plot No.765,8th Cross Road, M.R.C.R Extension,  
Govindaraja Nagar, Bangalore-560040

☎ +91 99010 66669  
080 4163 2964

🌐 www.pentagonspace.in

Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



# PENTAGON SPACE

*Mastering The Future*

**Hours of work:** We at Pentagonspace Private Limited believe in output not in fixed office hours. We will expect from you to be flexible about your working hours depending upon project & client requirements. In General, we work 6 days in a week & 8 Hours (9.30AM – 6.30PM) Hours in a day. We'll seek your cooperation to maintain the same.

**Reporting relationship:** You are mapped to report to Our Senior Recruiter Mrs. Sumana Khan

**Vacation:** 12 Sick Leaves & 12 Casual Leaves.

**Exit Clause:** This arrangement may be terminated by either party upon 60 days' notice in writing to either party with notice that complies with Employment Standards (or Labor Standards) for Karnataka.

**Conflict of Interest:** During the Term of Employee's employment with Company Employee must not engage in any work, paid or unpaid, that creates an actual or potential conflict of interest with Company. If the Company believes such a conflict exists during the Term of this Agreement Company may ask the Employee to choose to discontinue the other work or resign employment with Company.

Sincerely,



Mr. Ravi Shankar Aradhya.  
Pentagonspace Private Limited

With the signature below, I accept this offer of employment.

Pooja M

Date

✉ info@pentagonspace.in

📍 Plot No.765,8th Cross Road, M.R.C.R Extension,  
Govindaraja Nagar, Bangalore-560040

☎ +91 99010 66669  
080 4163 2964

🌐 www.pentagonspace.in

Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



**PENTAGON SPACE**  
*Mastering The Future*

**ANNEXURE-1**  
**SALARY & OTHER BENEFITS**

Salary Components	Monthly(INR)	Annual(INR)
Basic Pay	8,400	1,00,800
HRA	4,200	50,400
Conveyance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	5,550	66,600
<b>Gross Salary</b>	<b>21,000</b>	<b>2,52,000</b>
Employee Contribution to PF	1,800	21,600
Professional Tax(PT)	200	2,400
TDS		
<b>In Hand</b>	<b>19,000</b>	<b>2,28,000</b>
Employer Contribution to PF	1,950	23,400
<b>Total</b>	<b>20,950</b>	<b>2,51,400</b>
Variable	-	-
<b>CTC</b>		<b>2,51,400</b>

1. Other Benefits will be communicated during joining process.
2. Salary date is 5th day of every month.
3. Salary increment are based entirely on merit & company growth.



**Mr. Ravi Shankar Aradhya.**  
**Pentagonspace Private Ltd**



Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

✉ info@pentagon.space.in

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080 4163 2964

🌐 www.pentagon.space.in





PENTAGON SPACE  
*Mastering The Future*

Date: 27-Jan-2021

## LETTER OF APPOINTMENT

Dear Bhaumik Trivedi,

Following your recent discussions with our team, we are delighted to offer you a full-time job as a Recruiter Title with Our Company PENTAGONSPACE PRIVATE LIMITED. If you join our Company, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our team, we would ask for your commitment to deliver outstanding quality work and results that exceed client expectations. In addition, we expect your personal accountability in all the services, actions, advice, and results that you provide as a representative of Our Company. In return, we are committed to providing you with every opportunity to learn, grow, and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

### Role: Recruiter

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

✉ info@pentagonspace.in

📍 Plot No.765,8th Cross Road, M.R.C.R Extension,  
Govindaraja Nagar, Bangalore-560040

☎ +91 99010 66669  
090 4163 2964



## PENTAGON SPACE

*Mastering The Future*

**Hours of work:** We at Pentagonspace Private Limited believe in output not in fixed office hours. We will expect from you to be flexible about your working hours depending upon project & client requirements. In General, we work 6 days in a week & 8 Hours (9.30AM – 6.30PM) Hours in a day. We'll seek your cooperation to maintain the same.

**Reporting relationship:** You are mapped to report to Our Senior Recruiter Ms. Sana

**Vacation:** 12 Sick Leaves & 12 Casual Leaves.

**Exit Clause:** This arrangement may be terminated by either party upon 60 days' notice in writing to either party with notice that complies with Employment Standards (or Labor Standards) for Karnataka.

**Conflict of Interest:** During the Term of Employee's employment with Company Employee must not engage in any work, paid or unpaid, that creates an actual or potential conflict of interest with Company. If the Company believes such a conflict exists during the Term of this Agreement, Company may ask the Employee to choose to discontinue the other work or resign employment with Company.

Sincerely,



Mr. Ravi Shankar Aradhya.

Pentagonspace Private Limited

With the signature below, I accept this offer of employment.

\_\_\_\_\_  
Bhaumik Trivedi

\_\_\_\_\_  
Date

✉ info@pentagonspace.in

📍 Plot No.765,8th Cross Road, M.R.C.R Extension,  
Govindaraja Nagar, Bangalore-560040

☎ +91 99010 66669  
990 4163 9964

Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



PENTAGON SPACE

*Mastering The Future*

**Job description:**

- Conduct recruitment strategy meetings with Hiring Managers to ensure a complete understanding of the job requirements, candidate matches, and the qualifications needed to fill the role.
- Develop and update job descriptions and job specifications.
- Perform job and task analysis to document job requirements and objectives.
- Onboard new employees in order to become fully integrated.
- Provide analytical and well documented recruiting reports to the rest of the team

**Joining Date:** 01-Feb-2021

**Job Location:** Bangalore

**Salary:** As mentioned in Annexure-1

**Probation Duration:** As per discussions you will be on Probation for 6 months from the date of joining. Your performance will also be pursued during this period & based upon these factors you will be promoted as a permanent employee of Pentagonspace Private Limited.

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to date, and to clarify or modify this arrangement, as the need may arise.

Principal  
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Govindaraja Nagar, Bangalore-560040

☎ +91 99010 66669  
090 4163 2964

**OFFER LETTER**

To,  
Mr. Gulla Raj Kumar,  
Address:-H.No:-1-36, Madhya, Peta,  
Mahadevapatnam, West Godavari,  
Andhra Pradesh-534199.

Date: 18th February'2021.

Dear Raj Kumar,

Congratulations! With reference to your subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for employment in our organization (Investoxpert Advisors Pvt.Ltd.) as "Relationship Manager-Sales"

1. Your employment will commence from the date of your joining i.e. **19<sup>th</sup>February-2021.**
2. Your monthly salary will be **Rs.18, 000/-** Per Month including salary, allowances, monthly benefits, statutory payments etc.
3. The detailed terms & conditions are enclosed here with in Annexure.
4. Your reporting manager will be "VP-Sales"

**Terms of Employment**

1. You will be on probation for six months of your employment. This period may be extended at the discretion of the management by a period of 6 months at a time up to one Year and you will not be deemed to be confirmed until this period is completed. Till such time you shall be on probation on the terms and conditions applicable to the initial probationary period as mentioned in this letter. During the period of probation or such extended period of probation your services are liable to be terminated at any time without notice or without assigning any reason or payment of compensation in lieu thereof.
2. After confirmation, your employment can be terminated by giving one month's notice in writing or one month's salary in lieu thereof by either side. In case you leave your employment without giving notice in the said manner, the management shall have the right to deduct one month's salary or an amount equal to the number of days the notice falls short of from any amount that may be due to you or shall recover such amount in the manner it deem fit.
3. Your appointment and its continuance in the organization is subject to you remaining medically (physically and mentally) fit. Further, you shall appear before the Medical Officer of the company or any Medical Practitioner nominated for the purpose by the company and shall undergo such Medical Examination as required. If you are found medically unfit, your services are liable to be terminated. Also failure to comply with such instruction shall tantamount to gross misconduct entailing dismissal from services.

  
Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

**INVESTOXPRTADVISORS PVT. LTD.**

5. Your services are liable to be terminated without any notice if any information tendered by you in your application for employment on the basis of which this offer is made is found to be false misleading or certain facts are found to have been omitted or exaggerated in it.
6. Continued absence from duty for 7 days without express permission in writing of the management or overstay of sanctioned leave for 7 days shall tantamount to voluntary abandonment of service and your name will be struck off from the rolls of the company without any notice to you.
7. You may avail leave due to you with the prior sanction of the management. Even in case of leave on medical grounds you will have to inform the management within 24 hours. Your application for medical leave should be duly supported by a medical certificate granted by Medical Officer, if you are covered under the scheme, and you will be allowed to resume duty on the expiry of the medical leave on production of a proper fitness certificate.
8. You shall not resort to strike or adopt go slow tactics without giving prior, proper and requisite notice to the management. In the event of your resorting to go slow tactics, your wages shall be liable to be deducted to the extent of the shortage in the normal work besides rendering you liable for disciplinary action in accordance with law.
9. You, as & when required, shall be required to undertake such training for such period as may be decided by the company from time to time.
10. Your place of posting initially shall be at our Branch Office in Bangalore (Karnataka), but you are liable to be transferred from one office to another or any other location in which the company has any interest whatsoever, in the exigencies of the service / work.
11. Being a whole time member of the Company, you shall not engage yourself outside in any other job / assignment / work in any manner. In case, it is found contrary to this condition, you are liable to be terminated forthwith.
12. You shall maintain secrecy about the company's business and shall not divulge any secrets to the prejudice of the Company's business & goodwill.
13. The Company shall have the right to dismiss or discharge or terminate without any compensation whatsoever, should you be considered guilty of breach of service agreement, insobriety, dishonesty, and neglect of duty or conduct detrimental to the interest of the company.
14. This appointment is being made on the basis of various factual and documentary information about your qualifications, last salary drawn, experience and references as stated in your application / Curriculum Vitae. Dismissal from the company's employment if at any time we find that the information given to us is false or incorrect.

15. On termination & resignation of your services, you have to return all assets / belongings of the company in your possession.

**ANNEXURE**

- i. Monthly target would be (4X Revenue of your monthly salary).
- ii. **Performance Incentive:** In the course of your employment, you may be eligible for a variable component in the form of incentive payments made to you in consideration of the successful closure of a transaction involving the purchase and sale of a property. In such an event, the incentive would be paid to you only if you are an existing employee at the time of disbursement and at the time when the brokerage of the said unit has been received from the developer.
- iii. **Performance Improvement Plan (PIP) & Performance-Pay:** -Organization has performance benchmarks for the sales employees; you will be informed and communicated on your sales targets and performance benchmarks at the time of joining. In case you do not achieve your sales targets and deliver below expectations on performance benchmarks, management reserves the right to activate the "Performance Improvement Plan" (PIP) for a specified period. During PIP period, you will get extra support from your manager to deliver the expected performance benchmarks. During PIP period your entire fixed pay will be automatically converted into "Performance-Pay". You will be entitled to salary only in case of successfully achieving the performance benchmarks. You will have right to accept and Decline the PIP, in case of decline, your services will be terminated with immediate effect on account of non-performance and your will be relieved from services without any notice or notice pay in lieu.

For InvestoXpert Advisors Pvt. Ltd.

HUMAN RESOURCE DEPARTMENT

**DECLARATION**

I have carefully read and understood the above terms and conditions contained in this Offer Letter and also conditions of service and Service Rules of the company. The above terms and conditions of service rules have also been read out and explained to me and I confirm having accepted the appointment on the above terms and conditions without any reservations and have received the original copy of the Offer letter. & sign the duplicate copy of this Offer letter as a token of your acceptance of the above terms and conditions. I joined the duties of the company w.e.f. 19<sup>th</sup> February-2021.

Date: 18<sup>th</sup> February'2021.  
Place: Bangalore

Signature of Employee

(Gulla Raj Kumar)



Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Dear Neha Kumari,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/-**.

In addition you will be eligible to participate in:

- **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be	<b>Bangalore</b>
Reporting Date & Time:	25-Feb-2021, 9:30 AM
Venue Detail:	150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001
Contact Person:	Syed Abdul Rasheed Shadab

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

**Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)**

1. Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)
2. Photo Id Proof - Passport / Driving License / Voter's ID
3. PAN card
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6. Cancelled Cheque
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8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Syed Abdul Rasheed Shadab, Tel: 9036680116 Email: [syed.shadab@squareyards.co.in](mailto:syed.shadab@squareyards.co.in)

We look forward to a mutually rewarding partnership.



Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
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Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources  
Square Yards Consulting Pvt. Ltd.

*Note: You will be eligible for the above said scheme only in case you have performed according to the unified incentive and reimbursement structure as appraised by Company from time to time. The incentives and reimbursement are discretionary and may vary from time to time and are only to facilitate and motivate the employee. The Company reserves the right to alter/vary the terms and condition of this scheme or may completely revoke the scheme, at any time without any notice.*



Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



Date: 05<sup>th</sup> February 2021

Name of Candidate: **Mr. Raghava Reddy**

Subject: Offer Letter

Dear **Mr. Raghava Reddy**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Bangalore Office of PropertyPistol Realty Pvt. Ltd.**

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **01<sup>st</sup> March 2021.**

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt.Ltd.**

**Authorized Signatory**

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Raghava Reddy**

**Principal**

**International Institute of Business Studies**  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Annexure I

	Per Month	Annually
Basic Salary	15250	183000
HRA	6100	73200
Conveyance	800	9600
Others	2850	34200
Gross Salary	25000	300000
Indicative Incentive *	40,000	4,80,000
Total CTC (Including Incentive)	65,000	7,80,000

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- \*There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.



Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Date: 05<sup>th</sup> February 2021

Name of Candidate: **Mr. Rahul Chakraborty**

Subject: Offer Letter

Dear **Mr. Rahul Chakraborty**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **01<sup>st</sup> March 2021**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

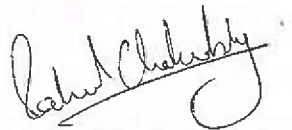
Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt.Ltd.**


Authorized Signatory

I **accept** the above offer of employment

Signature:




Name of candidate: **Mr. Rahul Chakraborty**

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jafa Hobli,  
Bangalore North - 562 157.

Annexure I

	Per Month	Annually
Basic Salary	15250	183000
HRA	6100	73200
Conveyance	800	9600
Others	2850	34200
Gross Salary	25000	300000
Indicative Incentive *	40,000	4,80,000
Total CTC (Including Incentive)	65,000	7,80,000

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- \*There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Date: 09 August 2021

Dear **Patchala Sowjanya**,

**LETTER OF OFFER**

Congratulations! We have the pleasure in offering to you for the post of "**Talent Acquisition Recruiter**" based out of **Bangalore**. Your date of joining would be **23-08-2021**.

**CAREERNET** believes in a work culture that encourages Winning with Integrity, performance and transparency. Whether it is delighting customers or innovating a new tomorrow, you will find **CAREERNET** is the place for a successful career.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best in work environment and facilities that allows them to deliver results to their full potential.


This offer is conditional on (i) satisfactory reference check of all qualifications and the accuracy of the employment history provided by you and (ii) the acceptance of the terms and conditions of your assignment as set forth below and the details as attached in Annexure.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential.

Please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions of employment offered to you.

Best Wishes,

**Durba Roy**  
**Talent Acquisition Manager**  
**CareerNet**



Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Annexure -1

Name - Patchala Sowjanya		Position - Talent Acquisition Recruiter
Component	Per Month INR (Rs)	Per Annum INR (Rs)
Basic Salary (A)	20,000	2,40,000
Special Allowance (B)	20,000	2,40,000
<b>Total Guaranteed Compensation (A+B)</b>	<b>40,000</b>	<b>4,80,000</b>
Target Incentive** (C)	10,000	1,20,000
<b>Estimated Total Earning Potential (A+B+C)</b>	<b>50,000</b>	<b>6,00,000</b>
<b>Estimated Total Earning Potential (in Words)</b>	<b>INR Fifty Thousand</b>	<b>INR Six Lakhs</b>

\*\* Incentive Bonus Plan: This plan entails payment of a cash award. The amount mentioned above is only an estimate and therefore not guaranteed. The incentive payable is calculated based on Company's and employee's performance. The amount, if any, and dates of pay-out are defined as per the company policy.

**Durba Roy**  
**Talent Acquisition Manager**  
**CareerNet Consulting**

  
**Principal**  
**International Institute of Business Studies**  
**# 75, Muthugadahalli, Jala Hobli,**  
**Bangalore North - 562 157.**

Date: 09 August 2021

Dear **Tamse Padmashree Prashant,**

**LETTER OF OFFER**

Congratulations! We have the pleasure in offering to you for the post of "**Talent Acquisition Recruiter**" based out of **Bangalore**. Your date of joining would be **23-08-2021**.

**CAREERNET** believes in a work culture that encourages Winning with Integrity, performance and transparency. Whether it is delighting customers or innovating a new tomorrow, you will find **CAREERNET** is the place for a successful career.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best in work environment and facilities that allows them to deliver results to their full potential.

This offer is conditional on (i) satisfactory reference check of all qualifications and the accuracy of the employment history provided by you and (ii) the acceptance of the terms and conditions of your assignment as set forth below and the details as attached in Annexure.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential.

Please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions of employment offered to you.

Best Wishes,

**Durba Roy**  
**Talent Acquisition Manager**  
**CareerNet**



Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Annexure -1

Name -Tamse Padmashree Prashant		Position - Talent Acquisition Recruiter
Component	Per Month INR (Rs)	Per Annum INR (Rs)
Basic Salary (A)	20,000	2,40,000
Special Allowance (B)	20,000	2,40,000
<b>Total Guaranteed Compensation (A+B)</b>	<b>40,000</b>	<b>4,80,000</b>
Target Incentive** (C)	10,000	1,20,000
<b>Estimated Total Earning Potential (A+B+C)</b>	<b>50,000</b>	<b>6,00,000</b>
<b>Estimated Total Earning Potential (in Words)</b>	<b>INR Fifty Thousand</b>	<b>INR Six Lakhs</b>

\*\* Incentive Bonus Plan: This plan entails payment of a cash award. The amount mentioned above is only an estimate and therefore not guaranteed. The incentive payable is calculated based on Company's and employee's performance. The amount, if any, and dates of pay-out are defined as per the company policy.

**Durba Roy**  
**Talent Acquisition Manager**  
**CareerNet Consulting**

  
**Principal**  
**International Institute of Business Studies**  
**# 75, Muthugadahalli, Jala Hobli,**  
**Bangalore North - 562 157.**



Date: 21<sup>st</sup> January 2021

Name of Candidate: **Mr. Rishab Kumar**

Subject: Offer Letter

Dear **Mr. Rishab Kumar**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **CBD Belapur Office of PropertyPistol Realty Pvt. Ltd.**

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **01<sup>st</sup> March 2021.**

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

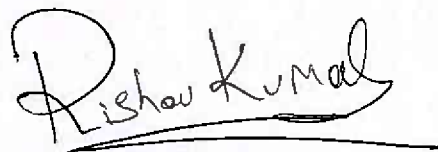
Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt.Ltd.**

**Authorized Signatory**

I accept the above offer of employment

Signature:



Name of candidate: **Mr. Rishab Kumar**




Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Annexure I

	Per Month	Annually
Basic Salary	15250	183000
HRA	6100	73200
Conveyance	800	9600
Others	2850	34200
Gross Salary	25000	300000
Indicative Incentive *	40,000	4,80,000
Total CTC (Including Incentive)	65,000	7,80,000

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- \*There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

**Date: 09 August 2021**

Dear **Apoorva Tiwari**,

**LETTER OF OFFER**

Congratulations! We have the pleasure in offering to you for the post of **"Talent Acquisition Recruiter"** based out of **Bangalore**. Your date of joining would be **23-08-2021**.

**CAREERNET** believes in a work culture that encourages Winning with Integrity, performance and transparency. Whether it is delighting customers or innovating a new tomorrow, you will find **CAREERNET** is the place for a successful career.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best in work environment and facilities that allows them to deliver results to their full potential.


This offer is conditional on (i) satisfactory reference check of all qualifications and the accuracy of the employment history provided by you and (ii) the acceptance of the terms and conditions of your assignment as set forth below and the details as attached in Annexure.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential.

Please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions of employment offered to you.

Best Wishes,

**Durba Roy**  
**Talent Acquisition Manager**  
**CareerNet**




Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jaia Hobli,  
Bangalore North - 562 157.

**Annexure -1**

Name - Apoorva Tiwari		Position - Talent Acquisition Recruiter
Component	Per Month INR (Rs)	Per Annum INR (Rs)
Basic Salary (A)	20,000	2,40,000
Special Allowance (B)	20,000	2,40,000
<b>Total Guaranteed Compensation (A+B)</b>	<b>40,000</b>	<b>4,80,000</b>
Target Incentive** (C)	10,000	1,20,000
<b>Estimated Total Earning Potential (A+B+C)</b>	<b>50,000</b>	<b>6,00,000</b>
<b>Estimated Total Earning Potential (in Words)</b>	<b>INR Fifty Thousand</b>	<b>INR Six Lakhs</b>

\*\* Incentive Bonus Plan: This plan entails payment of a cash award. The amount mentioned above is only an estimate and therefore not guaranteed. The incentive payable is calculated based on Company's and employee's performance. The amount, if any, and dates of pay-out are defined as per the company policy.

**Durba Roy**  
**Talent Acquisition Manager**  
**CareerNet Consulting**

  
**Principal**  
**International Institute of Business Studies**  
 # 75, Muthugadahalli, Jala Hobli,  
 Bangalore North - 562 157.



IBS-International Institute of Business Mail - (no subject)

**(no subject)**

Manoranjan HP &lt;placements@iibsonline.com&gt;

Rajen Patwari <recruitment@dreamgains.com>  
 To: Manoranjan HP <placements@iibsonline.com>

Dear Mr.Manoranjan,

Mon, Apr 5, 2021 at 1:28 PM

As we discussed, 4 candidates were shortlisted for the final round of interview tomorrow in our office by 3.45PM.

- Abhishak Pandey
- Shweta Bhardwaj
- Akshay Kumar
- Javeria Afroz

Interview Call Letter	
Date	06.04.21
Time	3:45PM
Designation	Client Relations Manager
Address	DreamGains Financials India Private Limited #219, 1st Floor, Gajjana Towers, 9th Cross Rd, Jeevan Griha Colony, 2nd Phase, J. P. Nagar, Bengaluru, Karnataka 560078
Contact Person	Map Link: <a href="https://g.page/dreamgains?address">https://g.page/dreamgains?address</a> Rajen(8073995349)

[Quoted text hidden]

Regards,

**Rajen Patwari**  
 Manager-Human Resource

Principal

International Institute of Business Studies  
 # 75, Muthugadahalli, Jala Hobli,  
 Bangalore North - 562 157.

**DreamGains Financials India Private limited**

**[www.dreamgains.com](http://www.dreamgains.com)**

**+91 8073995349**

**#219 1st Floor Gajamma towers, 9th Cross JP Nagar 2nd Phase Bangalore 560078**



**DreamGains**

**Principal**  
**International Institute of Business Studies**  
**# 75, Muthugadahalli, Jala Hobli,**  
**Bangalore North - 562 157.**



ripplr



Mail

Inbox 5,781

Starred

Snoozed

Important

Sent

Categories

Social 178

Updates 2,267

Forums 110

companies

greetings /wishes

More

Chat

Spaces

Meet

Kavyasree B <Kavyasree.B@ripplr.in>  
to me

Dear Manoranjan,

Thank you for supporting on the interview process. Please find the list of candidates below who has been short Trainee" position with Ripplr.

Once you confirm , we will send the reporting details. As already confirmed, we are looking forward for the stur (Monday).

Shortlisted Folks:

1. Alex Victor - Social Media Marketing
2. Varsha - Finance
3. Harshith - Operations of Distribution
4. Mahima - Finance
5. Akshay - Finance

Please let me know ,if you have any further queries.

From: Manoranjan HP <placements@iitsonline.com>

*Manoranjan HP*

Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Date: 05<sup>th</sup> February 2021

Name of Candidate: **Mr. Satish Kumar**

Subject: Offer Letter

Dear **Mr. Satish Kumar**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Bangalore Office of PropertyPistol Realty Pvt. Ltd.**

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **01<sup>st</sup> March 2021.**

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt.Ltd.**

Authorized Signatory

I accept the above offer of employment

Signature:



Name of candidate: **Mr. Satish Kumar**



Principal

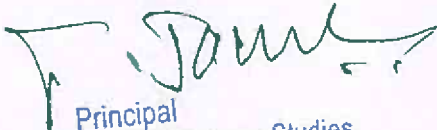
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



## Annexure I

	Per Month	Annually
Basic Salary	15250	183000
HRA	6100	73200
Conveyance	800	9600
Others	2850	34200
Gross Salary	25000	300000
Indicative Incentive *	40,000	4,80,000
Total CTC (Including Incentive)	65,000	7,80,000

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- \*There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Date: December 09, 2020

**Strictly Private & Confidential**

**Usnish Sanyal**

Dear Usnish Sanyal,

**Re: Offer Letter**

Congratulations! Further to your application for employment with us and the subsequent selection process, we are delighted to offer you the role of **Associate Analyst**. The role will be based in our office in "Navi Mumbai" but due to the current pandemic situation across the globe your role will be temporarily based in our temporary office in **Bangalore** (the exact address will be communicated to you via an e-mail) with the joining date of **Dec 15, 2020**. Please note that in accordance with the needs of the business or due to any unforeseen circumstances, you may be required, from time to time, to work from other locations in India or out of India. In case, you are required to work from other location due to whatsoever reason(s), all the terms and conditions mentioned in this offer letter / service agreement will remain same including the monetary terms. However, discretion to change / add / delete / amend any of the term including monetary terms in such a scenario will exclusively vest with the Company.

Your Gross CTC (Cost to Company) and the related important terms have been detailed in the Annexure A to this letter.

**Please note that this offer is subject to following conditions:**

- a. You satisfactorily clear the background check as per the company policy.
- b. You do not have any contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company.
- c. You do not have any health restrictions that might interfere with your ability to perform the inherent job requirements and job demands of the above-mentioned role.

**You are requested to note the important Terms:**

1. Your employment will be governed by the rules, regulations & policies of the Company. All the benefits are as per the Company's policies, which are subject to change from time to time.
2. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with XL Dynamics.
3. You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.



Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Annexure A


<b>Candidate's Name</b>	Usnish Sanyal
<b>Position Offered</b>	Associate Analyst
<b>Shift</b>	Night
<b>Contract</b>	NA
<b>Joining Date</b>	Dec 15, 2020

Salary Details

Fixed Components	Monthly	Annual
Basic	15000	180000
HRA	6000	72000
Medical Reimbursement	1250	15000
Conveyance	1600	19200
COLA	164	1968
<b>Variance Components (See notes)</b>		
Monthly Performance Incentive	5334	64008
Annual Bonus	1333	15996
<b>Medical Benefits (See notes)</b>		
Medicclaim	130	1560
<b>Retirements Benefits (See notes)</b>		
Provident Fund (Company Contribution)	1800	21600
Gratuity	722	8664
<b>Total CTC</b>	<b>33333</b>	<b>399996</b>

**Important Terms with respect to your CTC:**

- a. Shift Allowance:
  1. An additional Shift Allowance of Rs. 1,00,000/- Per Annum is applicable for all employees who are working in a Night Shift.
  2. An additional Shift Allowance of Rs. 50,000/- Per Annum is applicable for all employees who are working in a Mid Shift.
- b. Your monthly take home salary will consist of the components contained in the "Monthly Column" under "Fixed Components" of the Annexure, which includes Basic, HRA, Medical Reimbursement, Conveyance, COLA, and Shift Allowance (if applicable).
- c. Monthly Performance Incentive will be applicable post completion of your training once you start working/ contributing on productive tasks for the company's objectives. This may vary every month based on your performance during the month.

  
Principal

Date: December 28, 2020

Strictly Private & Confidential

Kadiri Sudarshan Kumar

Dear Kadiri Sudarshan Kumar,

**Re: Offer Letter**

Congratulations! Further to your application for employment with us and the subsequent selection process, we are delighted to offer you the role of **Associate Analyst**. The role will be based in our office at **Bangalore** (the exact address will be communicated to you via an e-mail) with the joining date of **12th Jan 2021**. Please note that in accordance with the needs of the business or due to any unforeseen circumstances, you may be required, from time to time, to work from other locations in India or out of India. In case, you are required to work from other location due to whatsoever reason(s), all the terms and conditions mentioned in this offer letter / service agreement will remain same including the monetary terms. However, discretion to change / add / delete / amend any of the term including monetary terms in such a scenario will exclusively vest with the Company.

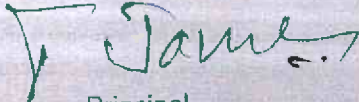
Your Gross CTC (Cost to Company) and the related important terms have been detailed in the Annexure A to this letter.

Please note that this offer is subject to following conditions:

- a. You satisfactorily clear the background check as per the company policy.
- b. You do not have any contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company.
- c. You do not have any health restrictions that might interfere with your ability to perform the inherent job requirements and job demands of the above-mentioned role.

You are requested to note the important Terms:

1. Your employment will be governed by the rules, regulations & policies of the Company. All the benefits are as per the Company's policies, which are subject to change from time to time.
2. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with XL Dynamics.
3. You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

  
Principal

International Institute of Business Studies  
# 75, Mulhugadahalli, Jafra Hobli,  
Bangalore North - 562 157.

- d. Annual Bonus if applicable will be paid once in a year depending on many factors including but not limited to the Employee's Individual performance, Team performance, Company performance, Market conditions, KRAs and Company Policies and Strategies at the time of Annual Bonus disbursement.
- e. Medical benefits will be applicable to you for self only from the day of your joining with XL Dynamics. This covers cashless hospitalization facility in case of listed hospitals or reimbursement of hospitalization expenses in case of non-listed hospitals. Accidental cover will also be provided to you for self from the date of your joining to the company.
- f. "Provident Fund" (Company Contribution) and "Gratuity" components are paid by XL Dynamics to concerned Government authorities. Your eligibility and the pay outs of Provident Fund & Gratuity amounts will be determined in strict accordance with the provisions of "The Employees Provident Fund Act, 1952" & "The Payment of Gratuity Act, 1972" respectively, including but not limited to the minimum service periods set forth therein.
- g. Deductions from your monthly salary would include, "Professional Tax", "Income Tax" and "Provident Fund" (Employee Contribution).
- h. Your Gross Monthly Salary would be the total of "Fixed Components" + "Monthly Performance Incentive" as applicable.
- i. Rs. 3500/- will be deducted from your monthly salary towards Interest free refundable security deposit against the company property/ies issued to you. This retained security deposit will be refunded to you as described in the clause No. 12 specified above in this letter.

Signed :


K. D. Kumar

Date :

29/12/2020

Print Name :

Kadiri Sudarshan Kumar

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

PRIVATE AND CONFIDENTIAL

**Reference No. - 1384062627**  
**Applicant ID - 4383579**

01-Apr-2021

Alex S

Dear Alex,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : [icicicareers@icicibank.com](mailto:icicicareers@icicibank.com)

Telephone No. : 022-71872500

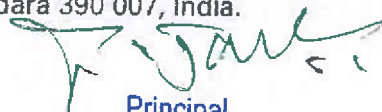
Yours sincerely,

ICICI Bank HR Team

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.



**Principal**  
International Institute of Business Studies  
# 75, Muthugadahalli, Jalahalli  
Bangalore North

Reference No. - 1384062627

Applicant ID - 4383579

01-Apr-2021

Alex S

Dear Alex,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in WEALTH MANAGEMENT at BENGALURU - RICHARDS TOWN\_BR.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

**Commencement/Term:**

- You shall be required to join the Bank on or before 22-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

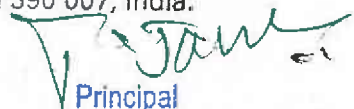
**Other Terms and Conditions of Service:**

- a) Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- b) IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.



**Principal**  
**International Institute of Business Studies**  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 560 057

:2:

**Reference No. - 1384062627**

Alex S

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
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Vadodara 390 007, India.

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



**Reference No. - 1384062627**

Alex S

**Benefits:**

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by AMIT ANAND  
Date: 2021.04.01 19:54:29 +05:30  
Reason: Offer Letter  
Location: Mumbai

Signature of Applicant



Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.

**Remuneration Details**
**Name :** Alex S

**Position:** Assistant Manager

**Group:** RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
<b>Total</b>	<b>23,550</b>	<b>2,82,600</b>
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
<b>Total CTC</b>	<b>25,933</b>	<b>3,11,196</b>
Performance Linked Retention Pay #	2,250	27,000
<b>Total (incl PLRP)</b>	<b>28,183</b>	<b>3,38,196</b>

\* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

\*\*\* You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

**Date:** 01-Apr-2021

Digitally signed by AMIT ANAND

Date: 2021.04.01 19:54:29 +05:30

Reason: Offer Letter

Location: Mumbai



Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157. Studies

**ICICI Bank Limited**  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.

Date: Apr 11, 2021

**Indana Naga Saidurga Surya Teja**

-NO: 1-98/1,  
Srinagar colony,  
Gannavaram Krishna District  
PIN: 521101

Dear Surya Teja,

### LETTER OF OFFER

Congratulations! We have pleasure in making an offer to you for the post of **"Senior Recruiter"** based out of **Bangalore**. Your date of joining would be **Apr 12, 2021**.

**TALCHEMIST** believes in a work culture that encourages Winning with Integrity, performance and transparency. Winning is in our DNA. Whether it is delighting customers or innovating a new tomorrow, you will find **TALCHEMIST** is the place for a successful career.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best in work environment and facilities that allows them to deliver results to their full potential.


This offer is conditional on (i) satisfactory reference check of all qualifications and the accuracy of the employment history provided by you and (ii) the acceptance of the terms and conditions of your assignment as set forth below and the details as attached in Annexure. The term "Company" and "**TALCHEMIST**" below shall refer to "**Talchemy Solutions LLP**".

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential.

Please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions of employment offered to you.

Best Wishes,

**Cini Prakash**  
Sr Manager  
**TALCHEMY SOLUTIONS LLP**


  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Annexure -1

Name – Surya Teja		Position – Senior Recruiter
Component	Per Month INR (Rs)	Per Annum INR (Rs)
Basic Salary (A)	10,000	1,20,000
Special Allowance (B)	10,000	1,20,000
<b>Total Guaranteed Compensation (A+B)</b>	<b>20,000</b>	<b>2,40,000</b>
Target Incentive** (C)	5,000	60,000
<b>Estimated Total Earning Potential (A+B+C)</b>	<b>25,000</b>	<b>3,00,000</b>
Estimated Total Earning Potential (in Words)	INR Twenty Five Thousand	INR Three Lakhs

\*\* Incentive Bonus Plan: This plan entails payment of a cash award. The amount mentioned above is only an estimate and therefore not guaranteed. The incentive payable is calculated based on Company's and employee's performance. The amount, if any, and dates of pay-out are defined as per the company policy.

**Cini Prakash**  
**Sr Manager**  
**TALCHEMY SOLUTIONS LLP**

  
 Principal  
 International Institute of Business Studies  
 # 75, Muthugadahalli, Jala Hobli,  
 Bangalore North - 562 157.

26 April 2021

Dear **R.Harshith**,

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a "**Academic Counselor**" in our **FOS** Team at **Bangalore**. We are sure your valuable experience and passion to excel will be of great value to Vedantu and will help Vedantu move faster towards its Global vision. We are looking forward to your date of joining on **06 May 2021**.

Your fixed remuneration would be **INR 330000 (Rupees Three Lakhs and Thirty Thousand per annum)**. Your salary will be revised post 3 month probation based on your performance

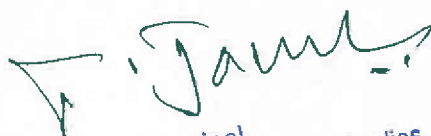
The employment is conditional upon completion of your background check. Should any information provided by you be determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of this offer and the Company may rescind this offer of employment without providing any notice or pay in lieu thereof. You are informed that this letter is meant to be an offer of employment and does not in itself give rise to an employer-employee relationship between Vedantu and yourself. Any employer-employee relationship is only meant to arise upon execution of an employment and confidentiality agreement with Vedantu.

This offer is valid until 5/5/2021. To accept, please send an email acknowledgement to [hroperations@vedantu.com](mailto:hroperations@vedantu.com) by 5/5/2021.

A wonderful experience awaits you here, that's a promise!

Cheers!

Anand Prakash  
Director & Co founder  
Vedantu Innovations Pvt. Ltd.

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

**Annexure A**

Sr. No.	Components Structure	Monthly	Yearly
1	Cost-to-company (CTC) as per Offer	27500	330000
2	Employer's Contribution to Provident Fund	1800	21600
3	Employer's Contribution to ESIC	0	0
	<b>NET CTC</b>	<b>25700</b>	<b>308400</b>
<b>Salary Break Up</b>			
A1.	Basic Salary	15000	180000
A2.	House Rent Allowance	6000	72000
A3.	Statutory Bonus	1350	16200
	<b>(A) Sub Total (A1+A2+A3)</b>	<b>22350</b>	<b>268200</b>
B1.	Mobile /Internet Reimbursement	0	0
B2.	Professional Development	0	0
B3.	Leave Travel Allowance	0	0
B4.	Special Allowance	3350	40200
	<b>(B) FBP Sub Total (B1+B2+B3+B4)</b>	<b>3350</b>	<b>40200</b>
	<b>Sub Total (A)+(B)</b>	<b>25700</b>	<b>308400</b>
<b>Deductions</b>			
C1.	Employee's Contribution to Provident Fund	1800	21600
C2.	PT	200	2400
C3.	Employee's Contribution to ESIC	0	0
	<b>(C) Sub Total (C1+C2+C3)</b>	<b>2000</b>	<b>24000</b>
	<b>*Estimated Take Home [(A)+(B)-(C)]</b>	<b>23700</b>	<b>284400</b>

\* TDS applicable as per Income Tax and other applicable law.

  
**Principal**  
**International Institute of Business Studies**  
 # 75, Muthugadahalli, Jala Hobli,  
 Bangalore North - 562 157.

HOHR/2021/1063

9<sup>th</sup> Sep, 2021

To,  
Mr. Needha Rashid  
16, Kanaka Nagar,  
Veerannapalya, Nagavara.  
Surya Royal home stay,  
Bengaluru-560045  
Karnataka

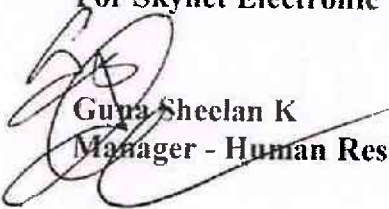
**OFFER LETTER**


Dear Needha,

With reference to your application for **OMT-Program** in our company and subsequent interview, we are pleased to offer you the position of **Management Trainee** at **Skynet Electronic Pvt. Ltd – Head Office Bangalore** with a start date of **17<sup>th</sup> Sep, 2021**. You will be having a **Probation period of 6 months**. And your absorption will be based upon your satisfactory performance inside the probation window. Your starting Annual CTC is **Rs. 4, 03,008/- (Four Lakh Three Thousand and Eight Rupees)**. You will receive a variable pay out of **Rs. 72,000/- (Rupees Seventy Two Thousand)** based on your performance rating after your completion of probation period.

As a formality we would request that you sign this offer letter below as your acceptance of this offer. We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Yours sincerely,  
For Skynet Electronic Pvt. Ltd.

  
Guna Sheelan K  
Manager - Human Resources


  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

ANNEXURE


Name : Needha Rashid  
 Designation: Management Trainee  
 DOJ : 17<sup>th</sup> Sep, 2021

Salary Structure		
Particulars	Monthly (Rs)	Annually (Rs)
<b>Fixed Components (A)</b>		
Basic Salary	16,720	2,00,640
House Rent Allowance	8,150	97,800
Medical Allowance	1,250	15,000
Leave Travel Allowance	3,260	39,120
Conveyance Allowance	1,600	19,200
<b>Gross Salary</b>	<b>30,980</b>	<b>3,71,760</b>
<b>Statutory Benefits (B)</b>		
PF Contribution by Employer	1,800	21,600
Gratuity	804	9,648
<b>Total Statutory Benefits</b>	<b>2,604</b>	<b>31,248</b>
<b>CTC(A+B)</b>	<b>33,584</b>	<b>4,03,008</b>
<b>Variable Pay(C)</b>	<b>6,000</b>	<b>72,000</b>
<b>Total CTC (A+B+C)</b>	<b>39,584</b>	<b>4,75,008</b>

Your Sincerely  
 For Skynet Electronic Pvt.Ltd.

  
 Guna Sheelan K  
 Manager - Human Resources

Signature and acceptance of the candidate.....

  
 Principal  
 International Institute of Business Studies  
 # 75, Muthugadahalli, Jala Hobli,  
 Bangalore North - 562 157.



HOHR/2021/1062

9<sup>th</sup> Sep, 2021

To,  
**Mr. Rahul Dhull**  
Venakata balaji PG,  
Electronic City Phase 2,  
Bangalore - 560100  
Karnataka

OFFER LETTER


Dear Rahul,

With reference to your application for **OMT-Program** in our company and subsequent interview, we are pleased to offer you the position of **Management Trainee** at **SkyNet Electronic Pvt. Ltd – Head Office Bangalore** with a start date of **17<sup>th</sup> Sep, 2021**. You will be having a **Probation period of 6 months**. And your absorption will be based upon your satisfactory performance inside the probation window. Your starting Annual CTC is **Rs. 4, 03,008/- (Four Lakh Three Thousand and Eight Rupees)**. You will receive a variable pay out of **Rs. 72,000/- (Rupees Seventy Two Thousand)** based on your performance rating after your completion of probation period.

As a formality we would request that you sign this offer letter below as your acceptance of this offer. We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Yours sincerely,  
For SkyNet Electronic Pvt. Ltd.

  
Guna Sheelan K  
Manager - Human Resources

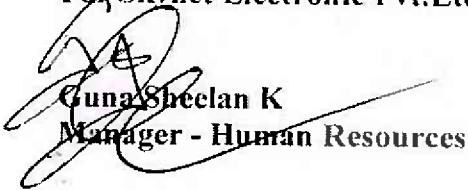
  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

ANNEXURE

Name : Rahul Dhull  
 Designation: Management Trainee  
 DOJ : 17<sup>th</sup> Sep, 2021

Salary Structure		
Particulars	Monthly (Rs)	Annually (Rs)
<b>Fixed Components (A)</b>		
Basic Salary	16,720	2,00,640
House Rent Allowance	8,150	97,800
Medical Allowance	1,250	15,000
Leave Travel Allowance	3,260	39,120
Conveyance Allowance	1,600	19,200
<b>Gross Salary</b>	<b>30,980</b>	<b>3,71,760</b>
<b>Statutory Benefits (B)</b>		
PF Contribution by Employer	1,800	21,600
Gratuity	804	9,648
<b>Total Statutory Benefits</b>	<b>2,604</b>	<b>31,248</b>
<b>CTC(A+B)</b>	<b>33,584</b>	<b>4,03,008</b>
<b>Variable Pay(C)</b>	<b>6,000</b>	<b>72,000</b>
<b>Total CTC (A+B+C)</b>	<b>39,584</b>	<b>4,75,008</b>

Your Sincerely  
 For Skynet Electronic Pvt.Ltd.

  
 Guna Sheelan K  
 Manager - Human Resources

Signature and acceptance of the candidate.....



Principal  
 International Institute of Business Studies  
 # 75, Muthugadahalli, Jala Hobli,  
 Bangalore North - 562 157.

HOHR/2021/1064

9<sup>th</sup> Sep, 2021

To,  
Mr. Puspa Pratik Das  
Maruthi Nagar, Yelahanka,  
Bangalore-560064  
Karnataka

OFFER LETTER


Dear Puspa,

With reference to your application for **OMT-Program** in our company and subsequent interview, we are pleased to offer you the position of **Management Trainee** at **Skynet Electronic Pvt. Ltd – Head Office Bangalore** with a start date of **17<sup>th</sup> Sep, 2021**. You will be having a **Probation period of 6 months**. And your absorption will be based upon your satisfactory performance inside the probation window. Your starting Annual CTC is **Rs. 4, 03,008/- (Four Lakh Three Thousand and Eight Rupees)**. You will receive a variable pay out of **Rs. 72,000/- (Rupees Seventy Two Thousand)** based on your performance rating after your completion of probation period.

As a formality we would request that you sign this offer letter below as your acceptance of this offer. We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Yours sincerely,  
For Skynet Electronic Pvt. Ltd.

  
Gunz Sheelan K  
Manager - Human Resources

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.




ANNEXURE


Name : Puspa Pratik Das  
 Designation: Management Trainee  
 DOJ : 17<sup>th</sup> Sep, 2021

Salary Structure		
Particulars	Monthly (Rs)	Annually (Rs)
<b>Fixed Components (A)</b>		
Basic Salary	16,720	2,00,640
House Rent Allowance	8,150	97,800
Medical Allowance	1,250	15,000
Leave Travel Allowance	3,260	39,120
Conveyance Allowance	1,600	19,200
<b>Gross Salary</b>	<b>30,980</b>	<b>3,71,760</b>
<b>Statutory Benefits (B)</b>		
PF Contribution by Employer	1,800	21,600
Gratuity	804	9,648
<b>Total Statutory Benefits</b>	<b>2,604</b>	<b>31,248</b>
<b>CTC(A+B)</b>	<b>33,584</b>	<b>4,03,008</b>
Variable Pay(C)	6,000	72,000
<b>Total CTC (A+B+C)</b>	<b>39,584</b>	<b>4,75,008</b>

Your Sincerely  
 For Skynet Electronic Pvt.Ltd.

  
 Gunj Sheelan K  
 Manager - Human Resources

Signature and acceptance of the candidate.....

  
 Principal  
 International Institute of Business Studies  
 # 75, Muthugadahalli, Jala Hobli,  
 Bangalore North - 562 157.

Date: 05<sup>th</sup> February 2021

Name of Candidate: **Mr. Akshay AK**

Subject: Offer Letter

Dear **Mr. Akshay AK**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **15<sup>th</sup> February 2021**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol RealtyPvt.Ltd.**

**Authorized Signatory**

I accept the above offer of employment

Signature:

Name of candidate: **Mr. Akshay AK**



**Principal**  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Annexure I

	Per Month	Annually
Basic Salary	15250	183000
HRA	6100	73200
Conveyance	800	9600
Others	2850	34200
Gross Salary	25000	300000
Indicative Incentive *	40,000	4,80,000
Total CTC (Including Incentive)	65,000	7,80,000

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- \*There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.



Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Date: 05<sup>th</sup> February 2021

Name of Candidate: **Mr. Charan P**

Subject: Offer Letter

Dear **Mr. Charan P**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **15<sup>th</sup> February 2021**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt.Ltd.**

**Authorized Signatory**

I accept the above offer of employment

Signature:

Name of candidate: **Mr. Charan P**

Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

Annexure I

	Per Month	Annually
Basic Salary	15250	183000
HRA	6100	73200
Conveyance	800	9600
Others	2850	34200
Gross Salary	25000	300000
Indicative Incentive *	40,000	4,80,000
Total CTC (Including Incentive)	65,000	7,80,000

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- \*There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.



Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



Date: 17<sup>th</sup> July 2021

Name of Candidate: **Mr. Alston D Souza**

Subject: Offer Letter

Dear **Mr. Alston D Souza**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Dubai/Qatar/Abu Dhabi** Office of PropertyPistol Realty Pvt. Ltd. subject to successful completion of domestic induction.

Domestic induction program will be conducted in **Mumbai** for 7 days where you will be required to report to branch office of PropertyPistol Realty Pvt. Ltd.

During domestic induction program, the applicable salary shall be as mentioned in Annexure "A" (Domestic Salary).

Upon successful completion of program, you shall be transferred in Dubai/Qatar/Abu Dhabi subject to successful Visa application. In Dubai/Qatar/Abu Dhabi, the salary shall be as per Annexure "B" applicable.

In case your domestic induction program is not in your hometown then company shall bear your shared accommodation & food expenses on actual subject to a limit of Rs.1000/ day.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit / department / associate concern of the company in any other location as it may consider necessary "in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve a notice period of 7 days.

Your tentative date of Joining would be **26<sup>th</sup> July 2021**, subject to resumption of flights to Dubai. Any changes with respect to the same will be intimated in advance.

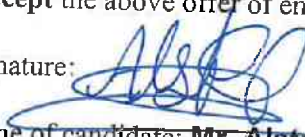
You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**

Authorized Signatory

I accept the above offer of employment  
Signature:   
Name of candidate: **Mr. Alston D Souza**  
Principal

International Institute of Business Studies

# 75, Muthugadahalli, Jala Hobli,

Bangalore North - 562 157.

022-42738700

info@propertypistol.com

Annexure A


	Per Month	Annually
Basic Salary	15250	183000
HRA	6100	73200
Conveyance	800	9600
Others	2850	34200
Gross Salary	25000	300000
Indicative Incentive *	40,000	4,80,000
Total CTC (Including Incentive)	65,000	7,80,000

Annexure B

Salary Break Up (AED)

	Per Month	Annually
Basic	3525	42300
HRA	1750	21000
Others	2810	33720
Gross Salary	8085	97020

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- \*There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.

  
Principal  
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# HealthPlix

To indicate your acceptance of HealthPlix Technologies's offer, please sign and date the enclosed **original** and the "Confidential Information, Invention Assignment and Arbitration Agreement" and returning them to Human Resources. A duplicate original is enclosed for your records.

We are very excited to have you join the HealthPlix Technologies team and contributing to our shared vision and future success! Many exciting challenges lie ahead. We are confident you can make a significant contribution to our future growth.

Sincerely,

---

**Sandeep Gudibanda**  
**Co-Founder & CEO.**  
**HealthPlix Technologies Private Limited.**

On Behalf of HealthPlix Technologies,

*Petrina Ann Pinto*

**Petrina Ann Pinto,**  
**Human Resources,**  
**HealthPlix Technologies Private Limited.**

I have read and accept this offer of employment with HealthPlix Technologies and agree to the terms and conditions contained in this letter.

---

**Priyanka Das**

**Enclosure(s): Annexure A, HealthPlix Technologies Confidential Information, Invention Assignment and Arbitration Agreement**

*J. James*  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

**HealthPlix Technologies Private Limited**

Regd. Office: Enzyme Teck Park, 27th Main Road, 480, 18th Cross Road, HSR Layout, Bengaluru, Karnataka 560102

## Best Practice 2: Ensured Student's Holistic Development

### 1) Title of the Practice "Ensured Student's Holistic Development"

### 2) Objectives of the Practice

- To be able to demonstrate a wide range of abilities, including leadership, problem-solving, critical thinking, and communication.
- To develop a broad perspective and understanding of various cultures and societies. Holistic development can assist them in gaining this perspective by exposing them to a variety of experiences and points of view.
- To help students manage stress and maintain a work-life balance.
- To ensure that graduates have not only academic excellence but also a variety of soft skills and personal qualities that set them apart from their peers.

### 3) The Context

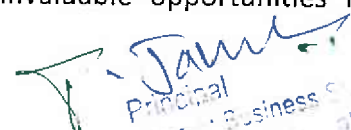
Graduates must instil a diverse set of skills in today's world, including leadership, problem-solving, critical thinking, and communication. These abilities are not limited to the academic domain and must be nurtured holistically. Leadership skills, for example, can be developed through extracurricular activities or community service, whereas communication skills can be honed through cultural clubs or public speaking events.

IIBS through various events expects students to have a broad perspective and understanding of various cultures and societies in order to promote diversity and inclusion, foster creativity and innovation, and improve employee communication and collaboration. Participating in student exchange programmes or cultural clubs, for example, can help them understand and appreciate different cultures.

IIBS ensures a rigorous curriculum and demanding schedules with multiple events and initiatives organised by students to promote holistic development, enabling students to adapt and cope with stress while maintaining a work-life balance.

### 4) The Practice

- **Corporate connect:** To provide students with practical knowledge and industry insights, IIBS facilitates interaction between students and corporate representatives. This includes bringing in guest speakers from various industries to give lectures, as well as organizing workshops, seminars, and internships for students. Such interactions can help students understand industry expectations and better prepare them for the job market.
- **Alumni connect:** Staying in touch with alumni is critical for educational institutions to keep track of their graduates' success and provide guidance to current students. The IIBS Alumni Association has been registered, and the alumni committee holds regular meetings where alumni share their experiences and insights with current students, serve as mentors, and provide networking opportunities.
- **Student exchange:** IIBS has signed two Memorandums of Understanding (MOUs) with other educational institutions to facilitate student exchange programmes that allow students to study and learn about different cultures while broadening their perspectives. Students learn about various academic systems, acquire language skills, and engage in new cultural practices. Such programmes can provide invaluable opportunities for personal and academic development.

  
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Bangalore North - 560075


- Clubs & Activities: IIBS constituted several clubs to promote student engagement, enhance the learning experience, and provide opportunities for students to develop leadership and organizational skills. These clubs can organize events such as festivals, sports, and women centric activities etc.
- Adoption of Villages & Schools: IIBS is adopting villages (Unnat Bharat Abhiyan) and government schools (Innovation Ambassador), respectively, to promote social responsibility and community service among students and to help uplift the rural community by providing them with knowledge and skills that can improve their quality of life.
- Blood donations: Blood donation drives are organized on campus to promote social responsibility and community service among students. Along with blood donations, students health is monitored twice an year through medical camp conducted within the campus. Such initiatives can help students understand the importance of maintaining healthy lifestyle and giving back to society and promoting the health and well-being of others.
- Best outgoing student award: Establishing an award for the best outgoing student can serve as a motivator for students to excel in all aspects of their lives. This award can be given to students who have demonstrated academic excellence, leadership qualities, community service, and creativity. Such an award can motivate students to strive for excellence and to become well-rounded individuals.

#### 5) Evidence of Success

- Students gained access to internships, mentorship opportunities, and job opportunities by forming partnerships with businesses and corporations.
- Students who participated in internships were able to secure full-time employment after graduation.
- Mentorship programmes by corporate and alumni helped students achieve their career goals by providing guidance and networking opportunities.
- By connecting with alumni, students gained insights into the job market, receive guidance on career paths, and even secured job interviews.
- The World Health Organization (WHO) estimates that India requires approximately 12 million units of blood per year, but only about 9 million units are collected. Initially only 30 units of blood is collected but now it is increased to 130.
- Furthermore, the health of students is monitored through biannual medical health camps held on the same day.
- The students actively participating in clubs developed leadership skills and gained experience in areas that are outside of their academic focus. The students participated in the club activities have better communication skills, awareness and had better package.
- Students gained an understanding of current world problems through NSS and Rotary Club activities.
- Students actively participating and showing outstanding multidimensional progress are awarded "Best outgoing student award" annually during graduation.

#### 6) Problems Encountered and Resources Required

- Social stigma towards blood donations is still a reality.

  
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 Bangalore North - 560077


**Report on Industrial Visit to EMMVEE Solar System Private  
Limited on 20<sup>th</sup> July 2022**



The students of BBA 2019, 2020 & 2021 Batch were taken for an industrial visit to EMMVEE Solar System Private Limited, incorporated in 25<sup>th</sup> September 1996, which is one of the pioneers of solar industry in India, with over 25years of experience. Industry is having world class production facility for solar water heating systems at Dabaspet, Karnataka. It has another unit near new Airport road and it has more than 150 strong dealer networks. EMMVEE adopts top quality components made in Germany. They produce Solarizer: Solar hot water systems, Solarizer Value, Solarizer Spring, Solarizer Elite, Solar Ultra, Solarizer Heat Pump.

Mr. Vishwanath and his colleague head of the department explained the uniqueness of the factory and process involved in the production of Solar systems and also explained about each product produced in their industry such as:

- Solarizer: Solar hot water systems- Prevents rusting of the tanks & ensures hygienic hot water supply.
- Solarizer Value- Economically sound hot water solution ever with Germany technology, quality tank & collector, laser welding technology transfers heat quicker.

  
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- Solarizer spring- its innovative technology prevents the formation of rest and bacteria. It provides hygienic hot water to keep your family safe & healthy.
- Solar Ultra- It has implemented most advanced technology to meet your water heating needs without the worry of hard water stains.




- Solarizer Elite- It is a superior quality solar water heater which delivers high volumes of hot water.
- Solarizer Heat Pump- It consumes less Electrical Energy and it has magnesium anode (anode has a stainless steel mounting head which makes it easier to remove and replace) protection.

Process involved in the production of EMMVEE solar systems Consisted of 4 stages. They are:

- Fabrication (Tank + Solar System Structure).
- Tank Enamel Coating.
- Tank Insulation (Puffing using two chemicals).
- Solar Panel Assembly.

Thus, we got to know its uniqueness & its products sold in different states such as Telangana, Kerala, Tamil Nadu, etc. Dabaspeta, Bengaluru unit has a combined production area over 25,000 square meters. These units are capable of producing solar water heater tanks ranging from 100 litres up to 3,000 litres suitable for residential and industrial purposes. As we learned many things such as efficient working of all the process and coordination among the departments is the most important skill to achieve goals. At the end of the Industrial Visit Mr. Vishwanath and his colleague answered all the queries of the students. Finally, our faculties Mrs. Sneha and Ms.

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 International Institute of Business Studies  
 # 76, Mutragudhalli, Jata Hobli,  
 Bangalore North - 562 157.

Abhilasha thanked Mr. Vishwanath and his colleague along with Manjunath Ullur, company secretary for their patience and valuable time.



We were very thankful to the management for arranging such a good and knowledge-based visit and creating a platform for us to learn skills and techniques involved in manufacturing and production.

Co-ordinators:

Mrs.Sneha R

Ms. Abhilasha

Organiser:

Mr. Mahabub Basha

Principal

Dr.Tripuraneni Jaggaiah

Principal

International Institute of Business Studies

# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.





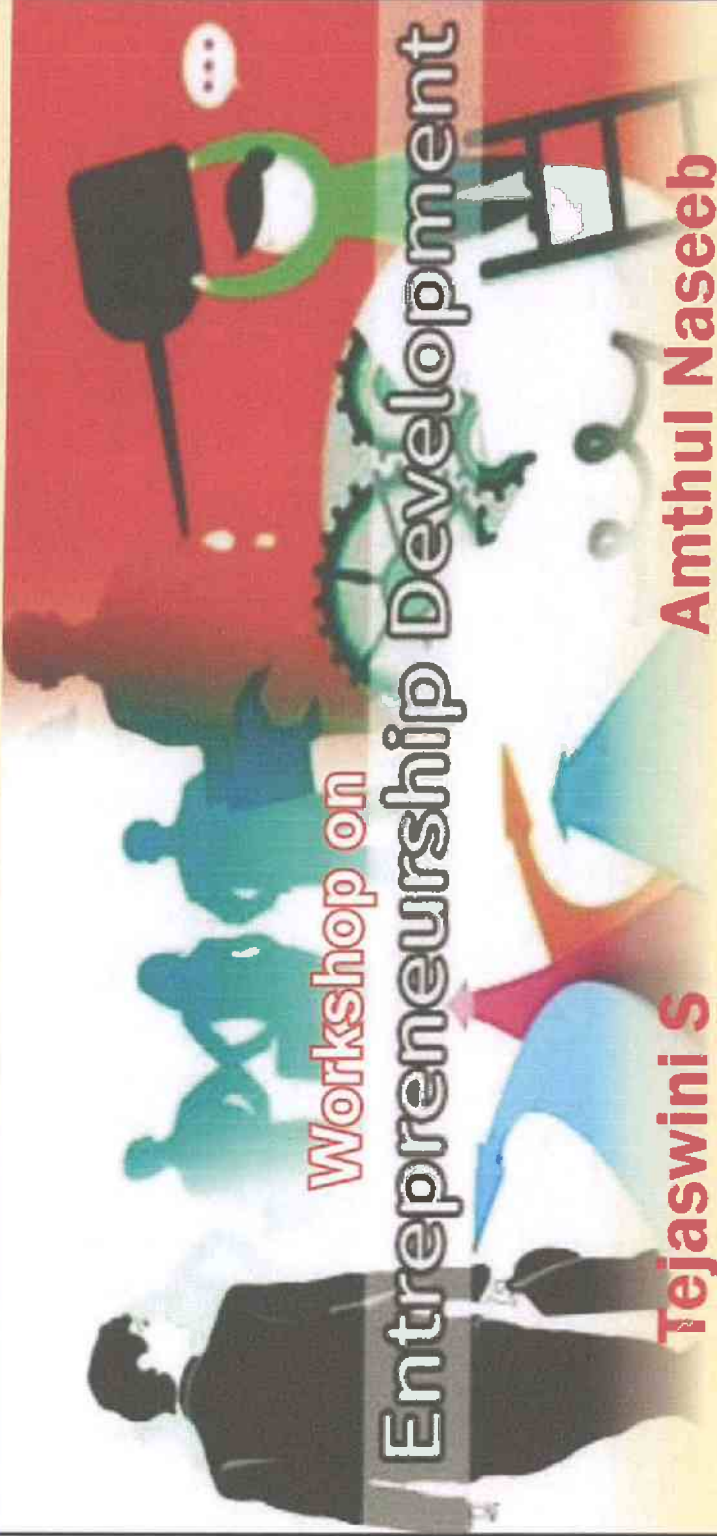
Redefining Leading Talents

# IIBS

Affiliated to Bengaluru City University

# International Institute of Business Studies

#75, Muthugadahalli, Bangalore North Jala Hobli,  
Near International Airport, Bangalore-562157



Workshop on

## Entrepreneurship Development

**Tejaswini S**

MCom, MBA, NET-Commerce,  
KSET-Commerce and Management,  
(PhD) Assistant Professor,  
University College of Arts,  
Tumkur University

**Amthul Naseeb**

MBA,  
Assistant Professor,  
Career Coach and Soft Skills Expert  
Shridevi Institute of Engg. and Tech.

**14th July, 2022 @ 10.30am to 2.00pm**

**Venue : Seminar hall - 2, IIBS Airport Campus, Bengaluru**

*Signature*  
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International Institute of Business Studies  
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Bangalore North - 562 157.



# IIBS

# International Institute of Business Studies

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Near International Airport, Bangalore-562157



## Workshop on Entrepreneurship Development

**Tejaswini S**

MCom, MBA, NET-Commerce,  
KSET-Commerce and Management,  
(PhD)Assistant Professor,  
University College of Arts,  
Tumkur University

**Amthul Naseeb**

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Career Coach and Soft Skills Expert  
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**Venue : Seminar hall - 2, IIBS Airport Campus, Bengaluru**

*T. James*

Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

## REPORT OF WORKSHOP ON ENTREPRENEURSHIP DEVELOPMENT

International Institute of Business Studies has organized one day workshop on Entrepreneurship Development on 14th July 2022 from 10:30AM to 2:00 PM at IIBS campus in seminar hall 2. The resource person for the workshop was Ms. Tejaswini S and Mrs Amthul Naseeb who are expert in field of management.

**Ms TEJASWINI S** is Assistant Professor, Department of Commerce and Management, University College of Arts, Tumkur University. **AMTHUL NASEEB** is Assistant Professor at Shridevi Institute of Engineering, & Technology, TUMKUR.

Our Principal Dr. Tripuraneni Jaggaiah, with his support the workshop was organized by the organizing team of IIBS. The whole program was coordinated by Prof. Mahabub Basha and Prof. Abhilasha T R. The workshop was hosted by Pratap Sarkar, student of 2<sup>nd</sup> year BBA . Deepika S Prabhakar and Bhavyashree, student of 3<sup>rd</sup> year BBA addressed the resource persons. Invocation song by Harshitha, student of 2<sup>nd</sup> year BBA. Vote of thanks was delivered by Keerthana, student of 2<sup>nd</sup> year BBA.

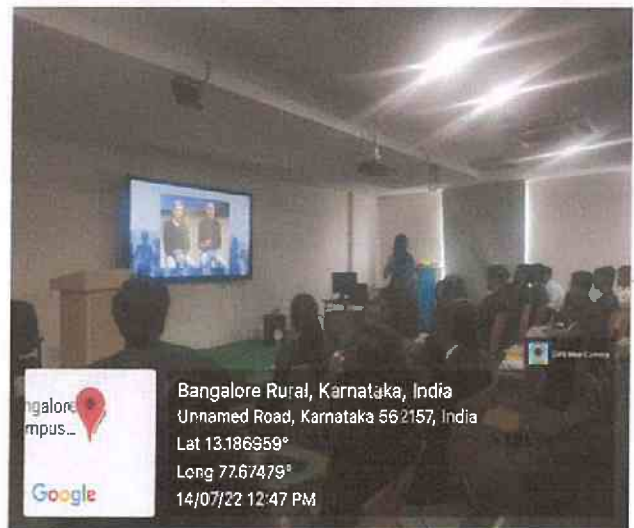
The program was designed to train and motivate the students to become an Entrepreneur. 50 students from the Department of Management were present for the workshop. This whole workshop contained two complete sessions with one snack break . The first session was handled by Ms. Tejaswini S, who explained about the Entrepreneurship and what are steps and activities to be followed to become an entrepreneur in life.

Second session was handled by Amthul Naseeb, who enlighten students about leadership to Entrepreneurship. The workshop was not only based on lecturing but few activities were conducted to ensure students will be motivated and encouraged towards the workshop. Over all the workshop was refreshing, new, helpful to set and achieve life goals.

At the end of the workshop feedback form was given to each students to know the opinion about the workshop from them.

  
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Photos during the workshop



*T. James*

**Principal**  
**International Institute of Business Studies**  
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*T. J. James*

Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jaia Hobli,  
Bangalore North - 562 157.

SL.NO.	NAME OF THE STUDENT	SIGNATURE
1	A Bhoomika	Bhoomika A
2	Ahamed Ulla Sharief	
3	Ajay Vishwanath Bhat	
4	Akshay Mahadeo Bondre	
5	Ankitha S M	
6	Cherukupalli Surya Sannutha	Sannutha S
7	Dudekula Azad Babu	
8	Gottam Akhil Vardhan Reddy	G. Akhil
9	Jahnavi S	
10	Jyothi P N	Jyothi. P.N
11	Karri Prudhvi	
12	Kavya M	Kavya.M
13	Keerthana V G	
14	Kolla Asha	K-Asha.
15	Lohith H	
16	M Rashmitha	Rashmitha.M
17	Madan Gowda B N	Madan B.N
18	Madhumitha B	
19	Manasvi Namdev	
20	Manikanta R	Manikanta R
21	Mude Kiran Kumar Naik	
22	Noor Fatima	
23	Pamidi Mohammad Firaaz Ahmed	
24	Papolu Sai Vardhan	Sai Vardhan
25	Parcha Praharshith	
26	Pasumarthi Venkata Manish	Manish
27	Perumalla Venkat	
28	Potnuru Kiranmayi	Kiranmayi P.
29	Puneeth Kumar M	Puneeth Kumar M.
30	Rottela Srinidhi	
31	Sandhyashree B	Sandhya Shree B
32	Sangeetham Avaneesh Bharadwaj Vashisht Aarya	Sangeetham
33	Shaik Babajaan	
34	Shivakumar G	
35	Shreya D N	
36	Shylendra K	
37	Siddarth P Patil	



## BBA 4th SEM

SLNO.	NAME	Signature
1	ADARSHJIT ROY	
2	AISHWARYA N	Aishwarya . N
3	ANITHA M	Anitha. M.
4	Anupam Suhas Reddy S	
5	ANUPRABHA K	Anuprabha.k
6	ANUSHREE H	Anushree.H
7	ASHUTOSH KUMAR	
8	ATHULURU JAYDEEP	A J
9	BALAJI V	Bhaji.V
10	BHASKARA YADHU NANDHAN	B. Yadhunandhan
11	BHIMASHANKAR	B
12	CHANDRA KIRAN YOGI A	Chandragiri
13	CHANDRASHEKAR M R	Chandrashekar M.R.
14	CHUNCHU SRIRAM YADAV	Chunchu Sriram
15	DIKSHA	
16	DILIP V C	
17	GAGAN J M	
18	Gloriah Unni	
19	GUDEPU PRAHALAD SANKEERTH	
20	HARSHITHA B R	Harshitha B.R.
21	IMPANA M	Impana . M
22	JEEVAN K	Jeevan K
23	JESWIN S	Jeswin S
24	KEERTHANA K	Keerthana K
25	LALITH B MALI	
26	LAVANYA .N	Lavanya . N
27	MAYANK SETHIA	M. Sethia
28	N ARVIND	
29	N MOHAN KUMAR	N. Mohan Kumar
30	POSHITH GOWDA. S	Poshith Gowda . S



**IIBS** INTERNATIONAL INSTITUTE OF BUSINESS STUDIES

(Managed by Sri. S. Devi Educational and Charitable Trust)

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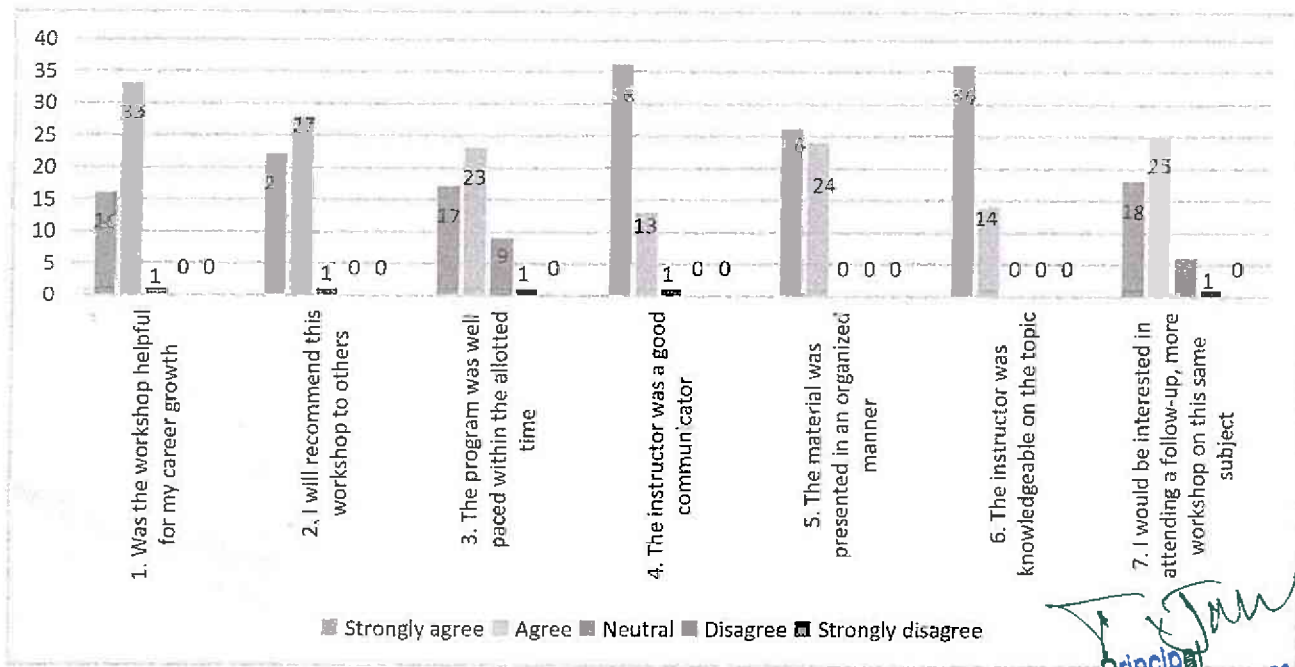
BBA 6th SEM		
SLNO.	NAME	Signature
1	Aiman kabir	
2	Bhavyashree B M	Bhavyashree. B.M
3	Charan s kumar	Charan :
4	Chenna pavan kumar	C. Pavan Kumar
5	Deepika s prabhakar	Deepika
6	Dhanush M	Dhanush. M.
7	Ganesh sravista kp	
8	Hemanth kumar e	Hemanth
9	Madankumar M	Madan
10	Mohammed tabrez	
11	Nagasarapu mahendra	N. Mahendra
12	Nigar sultana	
13	Pavithra S	Pavithra. S
14	Prakash K	Prakash.
15	Sahil abbas	
16	Shaziya s	
17	Sneha M	Sneha. M
18	Sunilkumar n	Sunil
19	Yerragudi vijaykumar	Y. Vijay
20	Yerranagula madhav	Y. Madhav
21	Adarsh S R	


  
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## FEEDBACK ANALYSIS

Questions	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
1. Was the workshop helpful for my career growth	16	33	1	0	0
2. I will recommend this workshop to others	22	27	1	0	0
3. The program was well paced within the allotted time	17	23	9	1	0
4. The instructor was a good communicator	36	13	1	0	0
5. The material was presented in an organized manner	26	24	0	0	0
6. The instructor was knowledgeable on the topic	36	14	0	0	0
7. I would be interested in attending a follow-up, more workshop on this same subject	18	25	6	1	0
	<b>Too short</b>	<b>Right length</b>	<b>Too long</b>		
8. Given the topic, was this workshop	0	39	11		
	<b>Introductory</b>	<b>Intermediate</b>	<b>Advanced</b>		
9. In your opinion, was this workshop	12	24	14		
10. Please rate the following	<b>Excellent</b>	<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>
Visuals	27	17	5	1	0
Acoustics/Audible	24	18	7	1	0
Meeting Space	23	18	8	1	0
Handouts/Benefit-able	25	16	7	2	0
The Program overall	26	17	5	2	0



  
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# PROFILE

*Ms TEJASWINI S*

- Assistant Professor, Department of Commerce and Management, University College of Arts, Tumkur University


As a young teaching professional, I try to employ all my efforts to improve the profession's standard and empower the students with the best and most updated skills. For this, I hold University 3rd rank for Master's degree in Commerce with Accounting and Taxation specialisation from Tumkur University and also hold Masters in Business Administration with Finance specialisation from Karnataka State Open University.

I have cleared Karnataka State Eligibility Test (KSET) in Commerce, National Eligibility Test (NET) in Commerce and also Karnataka State Eligibility Test (KSET) in Management.

As a part of the academic integration, I am a lifetime member of the Indian Academic Researchers' Association (IARA) since October 2021.

With teaching experience in both UG and PG, I have conducted several events at college and inter-college levels. I have presented several papers at national and international conferences and attended workshops, and faculty development programs. I also have research papers published in ABDC, UGC CARE and peer-reviewed journals on my account.

Currently, I'm working as an Assistant Professor at the University College of Arts, Tumkur University in the Department of Commerce and Management and also pursuing my PhD from the University of Mysore focusing on Financial empowerment, Independence and Progression of women entrepreneurs.

  
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**AMTHUL NASEEB**

Asst. Professor, Career Coach, Soft Skills Expert



Lecturing young minds in defining future. I have delivered 1500+ lectures in HR and Marketing Management. Instilling Soft Skills in Outgoing Graduates. I do lecturing to post graduates on Management and enhancing career defining soft skills of soon to be HR Capital. I am an Asst. Professor with a passion for Human Resource, Marketing Management and Applied Soft-Skills. And transform young graduates strengths into workable resources

I worked as a Process Trainer in Amazon Development Centre (India) Private Limited from for 3 yrs and Metamorphosis Trainer at Whilo India for 4 yrs 5 .At present working as an Asst. Professor at Shridevi Institute of Engg, & Technology, TUMKUR.

A handwritten signature in blue ink, appearing to read 'T. James'.

**Principal**  
**International Institute of Business Studies**  
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## Conference Report

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### “Enhancing innovative Practices in Commerce, Management & Technology”

International Institute of Business Studies, Bengaluru

17/6/2022

Principal  
International Institute of Business Studies  
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Bangalore North - 562 157.

# Table of Contents

- 1) Introduction
- 2) The Program
- 3) Participation

## DAY-1

### **Inaugural session**

### **Panel Discussion**

**Session 1:** Global Idea and National Importance of Technology Innovation & creativity

**Session 2:** Revolution of Technology in Industry, Trade and Commerce

### **Valedictory session**



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**Introduction**

Business management is the key source for keeping its operation. Good business management can promote the enterprise to achieve sustainable development. However, problems in business management will affect the development of enterprises. In order to enable enterprises to achieve sustainable development in the market economy environment, it is necessary to constantly update business management concepts. Only in this way can business management be guaranteed to adapt to social competition, and companies be allowed to stand out among competitors. However, the concept of business administration in some Chinese enterprises is still backward. In particular, traditional enterprises often ignore the update of management concepts when they carry out business management. The lack of recognition of the importance of renewal has hampered the development of enterprises and is indelible in our minds. It is conducive to the long-term development of enterprises. Market economy is constantly changing. In this context, enterprises will encounter some new problems during their development, which will impact on future development. In order to solve these problems quickly and efficiently and realize long-term development, enterprises must adapt to the changes of society and market economy, and carry out scientific and technological innovation to support the business management of enterprises.

**The Program**

The conference aimed at bringing the views of experts, researchers, academia and students to the forefront, with the purpose of creating substantial positive change in the Technology & Innovation.

**Participation**

The conference witnessed a participation of nearly 100 delegates including academicians and business executives from various institutions around the country like Pune, Maharashtra, Karnataka, Hyderabad, Bangalore, West Bengal, Assam, New Delhi, Rajasthan, Gujarat, U.P, Haryana and Madhya Pradesh. The Conference created a lot of excitement in the research community which was reflected in the form of 80 abstracts and 80 full-length research papers received from all over India. During the one day conference there were 2 sessions with Panel Discussion. 45 papers were presented. In spite of being organized at a small level, it owes to its credit a full length research paper from South Africa.

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## Inaugural Session



On the eve of National Conference, **Dr. Muninarayanappa, professor BCU**, **Dr. Jay Prakash Chairman, IIBS** inaugurated the One-day conference in presence of **Dr. Tripuraneni Jaggaiah Principal UG, IIBS**, **Dr. M. Kethan & Prof. Mahabub Basha Conference Convener**

**Dr. Triupuraneni Jaggaiah, & Prof Kuldeep Sharma** welcomed the dignitaries on dais and greeted one and all. He enlightened the gathering about initiative towards a socially responsible and highlighted recent issues. He officially declared the conference open. The dignitaries on the dais were then requested to light the lamp and the Chief Guest for the occasion was felicitated by the Chairman, Conference Patron briefed the gathering about the conference and called it a platform to learn and exchange information, hence discussing the unexplored issues by eminent researchers

Further, **Dr. Jay Prakash Chairman**, welcomed the delegates for the conference and gave a brief overview about the concepts of technology and Innovation and enlightened the gathering about the three essential requirements from the drivers of He expressed concern with respect to the lack Infrastructure .

**Prof Ashok** extended the vote of thanks and expressed his gratitude to one and all for gracing the occasion.

Principal

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Bangalore North - 562 157.

DAY-1 (17<sup>th</sup> June, 2022)

## Panel Discussion



Soon after the Inaugural session, the Panel Discussion on **“Corporate Social Responsibility: Global Idea and National Importance”** began. It was moderated by **Dr.M.kethan**, Panelist are **Dr .Nirmala, Chairperson, CBSMS-BCU, Dr. Farooq Pasha, Asst-Professor, GFGC, Dr. Mahesh Pavan, Senior Manager, Emphasis**

This doesn't mean that one agency or one organization has to cover the entire spectrum. In fact, different organizations have expertise in different areas. So it is helpful to involve an organization that knows how to do logistics, that knows how to stockpile and distribute, and that knows how to do higher-risk activities. The impact of AI on Teaching Learning Process for management education. explained the relevance between thought of Gautama Buddha and design thinking. After that Mr. Ketan Gandhi briefed case study method and its importance in management education. In the post lunch session, Swami Bodhmayanand shared inspiring stories of Swami Vivekananda. He guided students on how maintain spirituality and culture. He also discussed role of Spirituality in Education.

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The third paper was presented by Mr. Ayush Yadav, on Significance of Corporate Social Responsibility in National Welfare. The paper pointed out that CSR is about how companies manage the business processes to produce an overall positive impact on society. It was also pointed out that the intention to increase the participation in social welfare such that a company performs well in the long run.

The fourth paper was presented by Mr. Amankera from, Responsibility-Global Idea and National Importance. The author addressed the issue of expanding legal base lines caused by the emergence of CSR. The central theme of the paper was to understand the changing dynamics of CSR as a Global idea and understanding the significance / Implication in national scenario.

The fifth paper was presented by Mr. Siddharth Godha & Mr. Umang Dave, Globalization in India. The paper encouraged Indian corporate giants to perform Corporate Social Responsibility towards the under-privileged sections of the society, by promoting demand and providing them sufficient means to stand at par in order to compete with their competitors outside India so as to be able to participate in the existing system of globalization.

The sixth paper was presented by Emerging CSR Strategies in the Era of Globalization within the Indian Context. The paper discussed the CSR strategies, their impact on MNC's globally and the Indian scenario specifically.

The seventh paper was presented by Mr. Ronak: India at Centre Stage. The paper highlighted the importance of CSR under taken by Indian firms and foreign firms alike.

The eighth paper was presented by Ms. Shinjini Kharbanda Christ University on CSR of Transnational Corporations and Corporate Crimes- a Confluence. The paper provided a comparative view of preventing corporate crimes and inability of the adjudicative mechanism in effectively regulating transnational corporations specifically in the case of developed countries.

Prof. (Dr.)Farooq Pasha, session chair, concluded the session by giving an overall view about the research conducted/presented by the researchers.



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## Session

# 2

: Revolution of Technology in Industry, Trade and Commerce



The Second technical session on “**Legal Impact Analysis of CSR in Industry, Trade and Commerce**” was chaired by **Prof. S.K Jain**, Head of Department, IIT-DELHI. The key note speaker for the session was **Mr. B. Sai Chandravadhan**, Managing Director, Sand Legal Services Private Limited. He introduced the topic for the session and defined CSR as a business strategy adopted by the corporate sector at large and elucidated on the various laws prevalent in India for enhancing Corporate Governance. In this session, seven papers were presented.

The first paper of the session was presented by Ms. Kiran J. Pandya and Mr. Raunak Sharma, from Institute of Law, Nirma University, Ahmedabad, on the “Legal Perspectives of Corporate Social Responsibility on a Global level”. The paper focused on ensuring that corporations follow guidelines specified in various policies and compacts in order to understand their social responsibility at the National and International level.

The second paper of the session was presented by Ms. Arti Aneja, Faculty of Law, University of Delhi, on “Morality of Multinational Beverage Corporation in India: A Paradox of CSR”. The paper suggested for an extension of Corporate Governance theory and practices to take better account of the problems arising in the Beverage Industry and laid great stress on the Coca Cola case as a landmark in this sector

  
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## Valedictory session

**HERE IT ENDS.....** *“With the ending of the first conference another brick to our under construction building of achievements was added”*



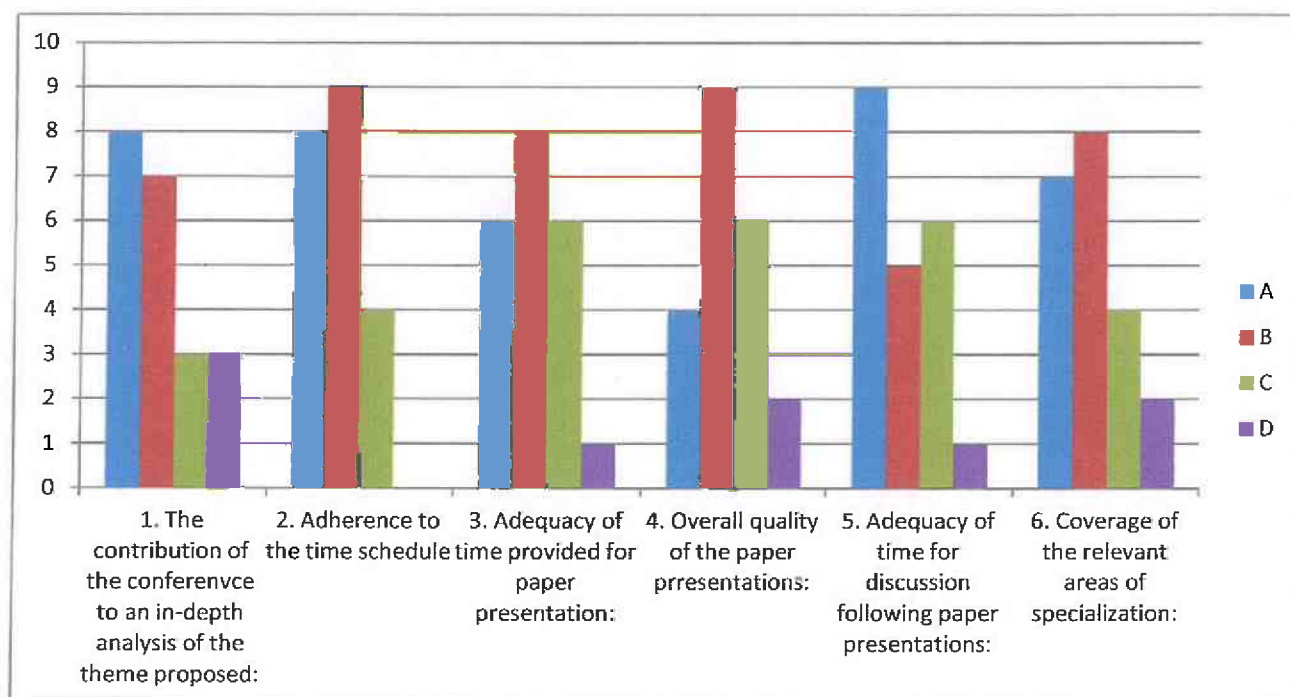
  
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Bangalore North - 562 157.

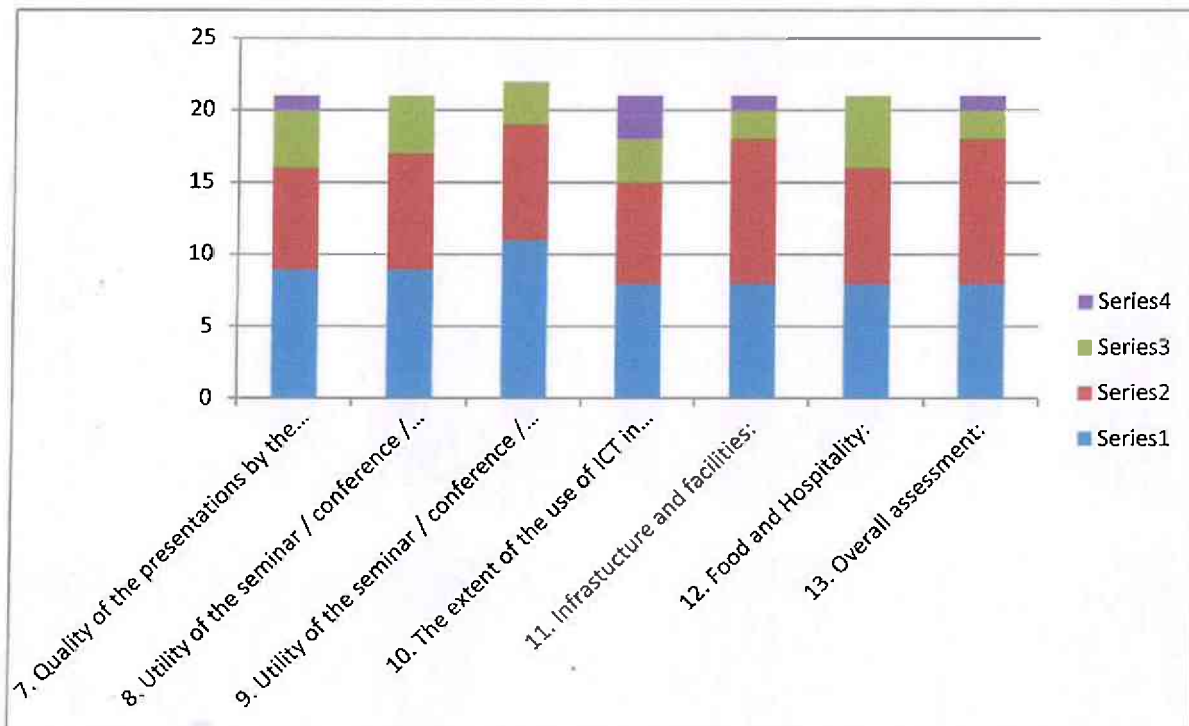
## NATIONAL CONFERENCE PARTICIPANT FEEDBACK ANALYSIS

The evaluation may be done on a four(4) point scale A, B, C, D where A is very good, B is good, C is satisfactory and D is not-satisfactory

	A	B	C	D
1. The contribution of the conference to an in-depth analysis of the theme proposed:	8	7	3	3
2. Adherence to the time schedule	8	9	4	0
3. Adequacy of time provided for paper presentation:	6	8	6	1
4. Overall quality of the paper presentations:	4	9	6	2
5. Adequacy of time for discussion following paper presentations:	9	5	6	1
6. Coverage of the relevant areas of specialization:	7	8	4	2
7. Quality of the presentations by the resource persons:	9	7	4	1
8. Utility of the seminar / conference / symposium from the point of view of identification of emerging areas of research for the young scholars:	9	8	4	0
9. Utility of the seminar / conference / symposium for enhancing the core skills of the participants:	11	8	3	0
10. The extent of the use of ICT in organizing the seminar / Conference / Symposium:	8	7	3	3
11. Infrastructure and facilities:	8	10	2	1
12. Food and Hospitality:	8	8	5	0
13. Overall assessment:	8	10	2	1



  
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# IIBS

**INTERNATIONAL INSTITUTE OF BUSINESS STUDIES**  
 # 75, Muthugadahalli, Bangalore North Jala Hobali Bangalore -562 157

SL. NO.	NAME OF THE PARTICIPANT	NAME OF THE COLLEGE	MOBILE NUMBER	E MAIL ID	PAYMENT (RS.)	SIGNATURE
1	N. Kanya	New Horizon College of Engineering	9606259600	n.kanya000@gmail.com	₹ 216633017563 ₹ 500/-	Kanya
2	Shiva Sai Vantarekh	New Horizon College of Engineering	9063880882	chaitanya.pantarekh@gmail.com	₹ 216642417354 ₹ 500/-	Chaitanya
3	Vishnu Kowlik	New Horizon College of Engineering	8286808182	kowlik.vishnu@gmail.com	₹ 21664442274 ₹ 500/-	Kowlik
4	VINOJ KILFRED	CITAM SCHOOL OF BUSINESS	9015914227	VINOJ.KILFRED@gmail.com	216208061455 500/-	
5	Moham mod Anooz	RCM, Bangalore	8496956899	anchoz.moham@gmail.com	216565336007 500/-	
6	PRAKASH.HV	BGS FGC	8904098850	prakash.hv@gmail.com	215079335772 750/-	Prakash
7	Kanya H.V.	BYS FYC	9945763195	kkanyahv@gmail.com	215053689481 750/-	
8	Lavanya CM	BGS FGC	8105880789	lavanyacm191@gmail.com	21501049158 - 8 (150)	
9	Anushka CN	Alp consulting Ltd	9113991015	anushkacn@gmail.com	215010632518 1500	
10	Anysia Taniya Vaz	BGS FGC	9980445474	anysia.vaz3012@gmail.com	214811833597 750	Anysia
11	Smitha M.H.	BYS FYC	9591078314	mhsmitka97@gmail.com	214811833597 750/-	Smitha
12	Hemadatha S	SBCMS	8951132462	hemadathas191@gmail.com	216848097067 ₹ 500/-	Hemadatha
13	SYED SHAHID RAZA	IIBS	9535511892	shahid_raza4u@gmail.com	9078207359	Shahid
14	SIBANANDA DAS	IIBS	9078207359	sibanand9@gmail.com	9535511892	Sibananda

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Sl. NO.	NAME OF THE PARTICIPANT	NAME OF THE COLLEGE	MOBILE NUMBER	E-MAIL ID	PAYMENT (RS.)	SIGNATURE
15	Drakshya Sai	I.B.S.	9972640959	drakshyasai.ks@gmail.com		
16	Yadavish Kumar	Dos in Commerce, UOM, Mysore	8183818553	yadavishp@gmail.com	2162870 77790 Rs 500/-	
17	B.M. Mahadevappa	Dos in Commerce, UOM, Mysore	8183808353	yadavishp@gmail.com	Rs 500/-	
18	Shilpa B.S	KOSHY'S INSTITUTE OF MANAGEMENT	9972007194	shilpanimi@gmail.com	₹22061711253 ₹1035557	
19	Sundaresht.M	MANAGEMENT	7892687023		₹5000	
20	Manjula B.C	RCM College	9972223964		₹750	
21	Bindu Shree . R	Shantrikwiketan College of Science & Management	8077660045	bindushree12@gmail.com	₹1511397084	
22	Sunil Kumar CB	Mangalore Institute of Management Studies	9611628337	Sunilkumarcb345@gmail.com	₹750	
23	Lakshmi P, Jay Kumar T	Nagarjuna Degree College	9886775824	196lakshmi postbox 94@gmail.com	215110561951	
24	Jay Kumar. T	Nagarjuna Degree College	76768837122	ajay 19902@gmail.com	1500/-	
25	Keshaash; R	Nagarjuna Degree College	7338485151	keshaashwa2@gmail.com	216819121256	
26	Murarijane Pank	I.B.S	9742356572	murarijanepank@gmail.com	21500/-	
27						
28						
29						

Principal

*J. J. J.*

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# IIBS INTERNATIONAL INSTITUTE OF BUSINESS STUDIES

Managed by Smt. B. Devi Educational and Charitable Trust  
Airport Campus : # 75, Muthugadahalli, Jala Hobli, Bangalore North - 562157  
Website : iibsonline.com

BBM / B.Com / BCA / MBA / PGDM

## General Receipt for Money Received

No. 1210

Date: 14/5/22

Name: Mohammed Anwar

Class: KCM College

No.	Particulars	Amount		Remarks
		Rs	Ps.	
1.	Admission Fee (BCU)			
2.	Registration Fee			
3.	Processing Fee			
4.	College Magazine Fee			
5.	Prospectus Fee			
6.	SWF / TBF			
7.	ID Card			
8.	Tuition Fee			
9.	Medical Examn. Fee			
10.	Library Fee			
11.	Sports Development			
12.	Cultural Activities Fee			
13.	Eligibility Fee			
14.	Fine / Penalty			
15.	Others <u>National Conference fee</u>	<u>500</u>		
	<u>STB: 216565386007</u>	<u>1</u>		
	<b>TOTAL</b>	<u>501</u>		

Rs. (In words): Five Hundred Rupees

For International Institute of Business Studies

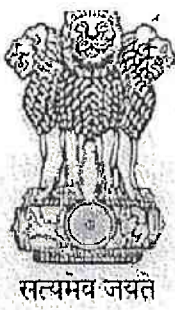
Principal

Accountant,

International Institute of Business Studies  
# 75 Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.





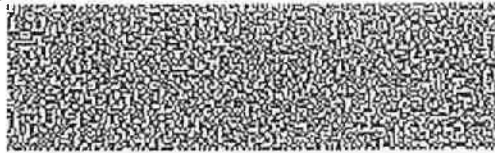
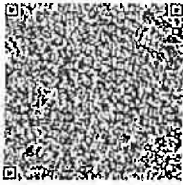
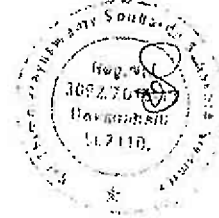


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Please write or type below the line

**Memorandum of Understanding for the Student Exchange Programme /  
Faculty Exchange Programme / Research Collaboration**

This Binding Memorandum of Understanding (herein after called as "Memorandum" or "MOU" is dated 04/08/2022

By and Between

International Institute of Business Studies, Bangalore – (herein after referred to as "First Party" which expression shall mean legal heirs, administrators and permitted assigns)

*First*

*Navin*  
*4/8/22*

Page 1 of 4

*Jam*  
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- The user on checking the authenticity for the users of the certificate
- In case of any discrepancy please inform the Subsequent Authority



**IIBS** INTERNATIONAL INSTITUTE OF BUSINESS STUDIES

(Managed by Smt. B. Devi Educational and Charitable Trust)

Near International Airport, #75, Muthugadahalli, Bangalore North, Jala Hobli, Bangalore - 562157

## REPORT ON STUDENT EXCHANGE PROGRAMME

### Department of Commerce & Management

**18-20 September 2022:** A novel idea of a Student Exchange Program in Bengaluru was initiated to facilitate the learners to foster innovative ideas, inculcate competent research and consultancy skills through exchange of ideas, culture and thoughts, with the students of Vemu Institute of Technology, Chittoor, Andhra Pradesh. This initiative gave scope to achieve the vision and the objectives of IIBS in enriching vibrancy. The whole process began to articulate from the month of July under the guidance and leadership of DR.T Jaggaiah IIBS. This idea took concrete shape in the month of September and took place from 18<sup>th</sup> - 20<sup>th</sup> September, 2022.

The program was coordinated by Mr. Mahabub Basha & Mrs. Bibi Hajira, faculties, IIBS. The success of this program lay in the team work of all the faculty & staff of IIBS. We thank and congratulate all for making this event memorable.

The event kick-started with the inauguration on 18<sup>th</sup> September. The students were on a campus tour in the morning to experience the world-class infrastructure and the diversity on campus. They were enthralled by the way the academic infrastructure and facilities were provided to the students at VEMU Institute of Technology. They enjoyed the Andhra Pradesh dishes provided at cafeteria. They were happily sharing their experiences after seeing the wonderful green campus.

The orientation program on 18<sup>th</sup> September 2022, began post lunch with the inauguration of VEMU by Dean and Director gave their valuable insights to the students. The orientation program continued with a faculty interaction with students followed by a brief introduction of IIBS and VEMU by Dr. Sambaiah (HOD), an introduction of Student Exchange Program and Its Importance

On 18<sup>th</sup> September special sessions were arranged for the students, by the VEMU faculty apart from the regular classes. \

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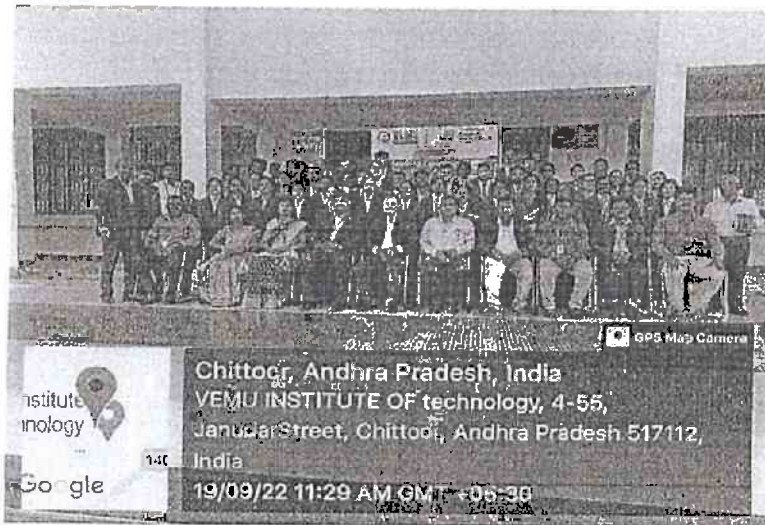
Special sessions have been taken by:

Dr. Bhaskar on Leadership

Dr. C Bhupathi conducted an exercise on Reading & learning practice

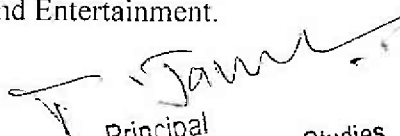
Mrs. Neelima on Corporate communication

Dr. Babu Naidu on Understanding Human Behaviour through experimental analysis



Industrial visit was arranged on 19<sup>th</sup> September 2022 by VEMU Institute of Technology to IBS students & Staff at Amaron Batteries manufacturing industry where, Students learnt about how an Industry Concentrates on Profit Motive & Employee welfare. This exposure enriched their academic profile in understanding the functioning of Manufacturing Industry.

The students B.Com BBA and the faculty members enjoyed the technical Endeavour at this organization a lot. The company persons also appreciated our students after the question answer sessions. Visit seems to be very informative and gives good learning experience. It was the unique example of 'Edutainment' i.e. Education and Entertainment.

  
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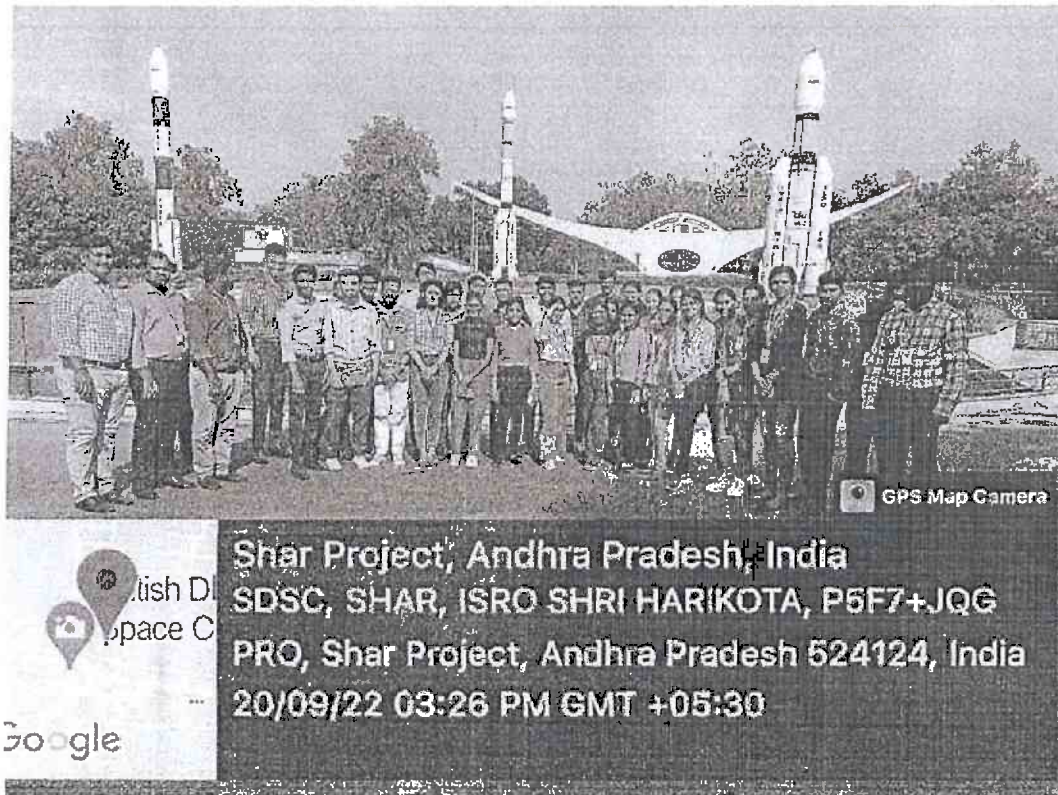
IIBS STUDENTS  
OUTSIDE AMARON FACILITY



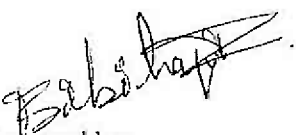
AMARON CONFERENCE HALL  
IIBS STUDENTS

*T. James*  
Principal  
International Institute of Business Studies  
# 75, Muthuganjahalli, Jala Hobli,  
Bangalore North - 562 157.


On 20th September, the students were taken to SHAR, ISRO, Sriharikota where the students enjoyed with an amazing view & they got lot of insights about space launching.



Finally the student exchange program was a fantastic experience. Total 30 students are getting benefited from this program

  
Prepared by:

Mrs. Bibi Hajira  
HOD Dept. of Management

  
Submitted To:

Mr. Mahabub Basha  
HOD Dept. of Commerce  
Department of Commerce  
International Institute of Business Studies (IIBS)  
# 75, Muthugadahalli, Jala Hobli  
Near International Airport, Bengaluru North-562157

**BENGALURU CAMPUS :**  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North Taluk, Bangalore Urban District,  
Bangalore - 562157. Karnataka

**TRUST OFFICE :**  
# 119, KHB Main Road,  
Kankanagar, R.T.Nagar, Post,  
Bangaluru, Karnataka 560032

## Memorandum of Understanding for the Student Exchange Programme / Faculty Exchange Programme.

This Binding Memorandum of Understanding (herein after called as "Memorandum" or "MOU" is dated 14/11/2019

### By and Between

International Institute of Business Studies, IIBS Bangalore Airport Campus #75, Muthugadahalli, Bangalore North Jala Hobli, Near International Airport Bangalore – (herein after referred to as "First Party" which expression shall mean legal heirs, administrators and permitted assigns)

Sri Chaitanya Degree College, Survey No: 71/1, Gooty Road, Opp: Anantapuram Market Yard, Bukkarayasamudram (M), Anantapuramu. - (herein after referred to as "Second Party" which expression shall mean legal heirs, administrators and permitted assigns)

Referred to herein as "Parties" or individually as "Party" are associating through an MOU with a purpose to establish a mutual understanding of student exchange agreement.

### PARTICIPATING PARTIES

- I. International Institute of Business Studies, Bangalore
- II. Sri Chaitanya Degree College, Anantapur

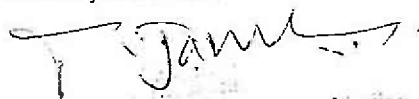
Whereas:

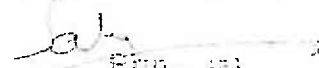
- A. The parties are interested in working together in connection with the purpose which is described in this memorandum.
- B. This memorandum sets out the initial relationship between parties as well as respective rights and responsibilities of each party.
- C. Each party is expected to act in good faith in accordance with this memorandum.

### TERMS OF THE MOU

### GENERAL REGULATIONS, ELIGIBILITY AND ENROLMENT

7. The two parties agree to enter into a student exchange agreement, commencing from the academic year 2019



  
Principal  
Sri Chaitanya Degree College  
BKS (M), Anantapur (of 24)

**BENGALURU CAMPUS :**  
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Kankanagar, R.T.Nagar, Post,  
Bengaluru, Karnataka 560032

2. The participating students will register at the Home Institution for the 2 years / 3 years of academic Terms as per their needs and requirements.
3. Each institution may send up to 30 students per academic year to participate in the exchange programme. Both/either of institutions may send the students for one full programme term rather than a full academic year, the number of participants may be increased subject to the mutual agreement of both Institutions.
4. It is expected that in any given year there will either be an equal exchange or exchange may be carried out as per the preference of institution.
5. Notwithstanding Clauses 3 and 4, if equal numbers in every year is not possible, efforts will be made to have equal numbers exchanged over a period **two-years**.
6. The candidates will be students who are completing an undergraduate program or post graduate program at their respective institutions.
7. The candidates will be selected by their respective institutions to participate in the exchange and will then be considered for Add-On Courses by the host institutions. Candidates must satisfy admission requirements including language proficiency of the host institution or the host department.
8. Programme Duration will be based on Proposal 1 and Proposal 2 and changes can be made by both the Parties on mutual understanding with respect to duration & course curriculum.
9. Each institution will appoint an individual to act as the co-ordinator for the exchange and thereby facilitating the exchange through coordinators of each institution.
10. The host institutions will have the right of refusal of any candidate who may appear to be unacceptable for the exchange. Each sending institution will follow the exchange application deadlines set by the receiving institution.
11. The incidence of faculty-staff exchange programs, is one way that Indian higher education institutions can ascertain and sustain quality education. These programs are mutual, inter-institutional arrangements through which the proficiency and services of one institute's faculties are exchanged with the other institution for limited time periods. The primary aim of an academic exchange program is to provide the opportunity for the exchanged personnel to serve as "employees" of the host institution; to encourage professional development through the stimulation of a different setting; and for the host organizations to benefit from the knowledge and skills of the exchanged personnel for the duration of 3 / 4 hrs per day.
12. Faculty will be given a free hand to take up the subject as per her/his convenience (That Reflect with the latest Trends).

*[Signature]*

Principal  
Sri Chaitanya Degree College of 4  
BKS (M), Anantapur (Dt.)



**BENGALURU CAMPUS :**  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North Taluk, Bangalore Urban District,  
Bangalore - 562157, Karnataka

**TRUST OFFICE :**  
# 119, KHB Main Road,  
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Bangaluru, Karnataka 560032

13. To encourage collaboration in research and education in areas of mutual interest, through reciprocal and feasible arrangements contingent upon cognizant parent organization or departmental approval, the administrations of the two institutions agree to assist their respective faculty members in developing scholarly exchanges that may include a range of interactions such as research collaboration, specialized lectures, seminars and teaching or submission of joint research proposals, FDPs and Conferences.

#### FINANCIAL ARRANGEMENTS

14. The Student Exchange Programme does not involve any financial obligations, the host institution will bear the expenses (Teaching, Food & Accommodation Only) and Vice Versa by the participating institute.
15. The Faculty Exchange Programme does not involve any financial obligations, the Host Institution will bear the expenses (Teaching, Food & Accommodation Only) and a honorarium of Rs 1000/- per day will be paid to the faculty, vice versa by the participating institute.

#### RESOURCES AND REGULATIONS AT THE HOST INSTITUTION

16. Students from Home institute are eligible to choose courses from the curriculum designed for SEP based on the importance and industry requirement of the Home Institution and vice versa if they satisfy the individual course prerequisites, and on the understanding that additional selection procedures may be required for courses with limited enrolment.
17. At the end of the academic year, the participants in the exchange will request the host institution to send a report/official transcript of their academic achievement to the home institution
18. Exchange program students are subject to the rules and regulations of the host institution. The host institution reserves the right to dismiss any participating student at any time for academic or personal misconduct. The dismissal of a participant shall not abrogate the agreement for the arrangements of other participants.

#### DURATION, AMENDMENT AND TERMINATION OF THIS AGREEMENT

19. The parties will review the terms of the MOU annually to assess the success of the exchange, and will determine whether to continue, modify or discontinue the MOU. Each party reserves the right to terminate this MOU upon six months of written notice to the other. Any exchange of students taking place at the time of termination will not be affected; exchanged students already staying at the host institution will be allowed to complete the exchange program.
20. This MOU shall take effect when signed by both parties and will remain in effect for a period of two years. Thereafter, it must be renewed for another period.

#### Proposal -1

**Duration: 3 Days**

For the International Institute of Business Studies

**Dr. Tripuraneni Jaggaiah**

**Principal**

Date: 14/11/2019

#### Proposal -1

**Duration: 3 Days**

For the Sri Chaitanya Degree College,

**R.Sathyannarayanappa**

**Chairman**

Date: 14/11/2019  
Sri Chaitanya Degree College  
BKS (M), Anantapur (Dt.)

Page 3 of 4

**REPORT OF THE WEBINAR ON  
“National Education Policy: 2020”**

On 01.10.2021 Department of Commerce and Management organized webinar on “National Education Policy: 2020” from 01.30 pm to 03.30 pm to our UG – 2021 Batch students.

The Speaker of the webinar was Dr. M Muninarayanappa who is serving as Professor, Dean and Chairman of Department of Commerce & Management, Bangalore City University. He is a subject expert for Central Institute of Vocational Education a constituent unit of NCERT-Ministry of HRD, Govt. of India. He is an active researcher and recognized research guide, BOS, BOE etc for various universities in India. He is recipient of Rajeev Gandhi Excellent award 1998. He is General Secretary of Indian Council for Business Education (ICBE), a professional body and published bi-Annual journal.

The online webinar began with the prayers of Saraswati Vandana, presented by student volunteer Nayana from First Semester B.Com

Then, our honourable Principal Dr.Tripuraneni Jaggaiah welcomed the speaker **Dr. M Muninarayanappa**.

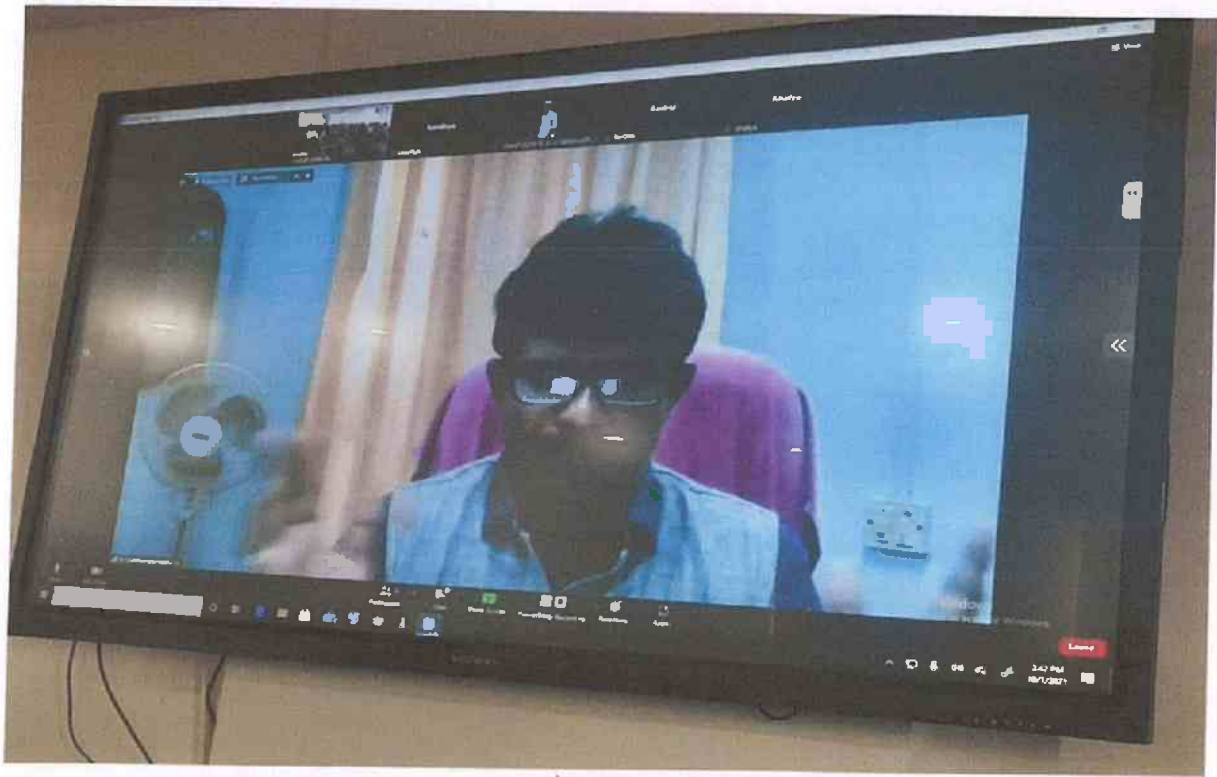
Prof. Bibi Hajira & Prof. Sneha R the organizers of the webinar along with the faculty coordinators Prof. Drakshayini and Prof. Amaresh introduced the speaker to the students.

The speaker addressed the participants about the salient features of NEP 2020 that is going to be implemented soon by all the institutes of the country & Karnataka is first state to implement National Education Policy 2020. How it can bring positive changes in the education system from school to higher education to research institutes. How teachers can be great facilitator in this reformation? What challenges can arise in the policy implementation? He also focused on Academic Bank of Credits (ABC) proposed in NEP which will offer flexibility among students of different branches, enhance their skills and knowledge.

The Webinar created an awareness about the newly launched National Education Policy - 2020 amongst teachers, students and to provide a platform for an open discussion about the shifting paradigm of education policy; to have a discussion about the role and function of educationists, teacher educators in the implementation of NEP 2020 in its true spirit to throw light on the need and significance of higher education policy. Webinar was organized through ZOOM and it was very interactive throughout.

The webinar was concluded with vote of thanks by Prof. Ashok Matcha

  
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International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



*T. J. J. J.*  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



# IIBS



## International Institute of Business Studies

#75 Muthugadahalli Bangalore North Jala Hobli, Begur, Bengaluru, Karnataka 562157

Affiliated to Bengaluru City University

*Department of Commerce and Management*

*Organizing*

*“ Webinar on National Education Policy -2020 ”*



*Resource Person*

*Dr. M. Muninarayanappa*

*Professor, Dean and Chairman*

*Faculty of Commerce and Management, Academic Council and General Secretary*

*Indian Council for Business Education (ICBE)*

**Date : 01.10.2021**

**Time : 1 : 30 PM**

**Platform : ZOOM**



Meeting ID: 942 0069 6494

Passcode: IIBS2021

*Dr. Tripuraneni Jaggaiah*

*Principal of IIBS*

*Co-Ordinators : Bibi Hajira HOD Dept. of BBA*

*Sneha.R HOD Dept. of Bcom*

*Drakshayani HOD Dept. of BCA*

*Amaresh HOD Dept. of BA*

*Management, Academic Director and Staff Cordially*

*Invites you to the Session*

<https://zoom.us/j/94200696494?pwd=enZkNmJScEhSfSUJCeVjvQm9lIiSGJmQT09>

*Principal  
International Institute of Business Studies  
#75, Muthugadahalli, Jala Hobli,  
Bengaluru North - 562 157*

### A Report of Workshop on “E-Marketing”

We are glad to inform you that Commerce & Management Department had organized the workshop on “E-Marketing”. The main goal of this workshop is to bring awareness of E-Marketing & how it used in Social Media. E-Marketing workshop was designed and planned for student of today to gear up for real-industry based case scenarios in the field of E-marketing and social media.

Speaker	Mr.Yogith, Manager of Bright Advertisement
Date & Time	4 <sup>th</sup> March 2022, Friday & 10:00 Am to 12:00Pm
Venue	Seminar Hall 2
Targeted Audience	Faculty Members and Students of B.Com & BBA
Coordinated By	Mrs. Bibi Hajira & Mrs. Sneha .R
Participants	86+22


Mrs. Sneha., Assistant Professor Department of Commerce & Management welcomed Mr.Yogith and his team members Nagaswapna- Digital Marketing Executive and Ranjan-Content Writer.

Mr. Yogith and his team addressed the students and covered topics like

- What is E-Marketing?
- Why use E-Marketing?
- Importance of E-Marketing?
- Difference between offline and online marketing
- E-marketing strategies
- Overview of all modules of E-marketing
- Opportunities in E-marketing

Mr. Yogith and his team shared his in-depth and inspirational experience with students about the E-Marketing, he also explained Google Adwords & Google Analytics Tools. Google AdWords is an advertising service by Google for businesses wanting to display ads on Google and its advertising network. Google analytics service offered by Google that tracks and reports website traffic from different region. This workshop will really help them to build their career in this field.

Ms. Abhilasha presented a vote of thanks and gave summary of the workshop.

  
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## ABOUT ME

□ Having professional experience of 6.4 years in Digital Marketing, Execute all web, SEO, SEM, Email, User acquisition like CPM, CPC, CPV, CPI, CPR, CPD & Social Media display advertising campaigns and 5 years in Branding, Brand Awareness, Vendor Management, Road Shows, Market Research, Marketing Communication, Digital marketing, Promotional Activities, Event Management, ATL, BTL Activities & Team Management.

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## INTERNATIONAL INSTITUTE OF BUSINESS STUDIES

Activities Completed for NAAC scoring Programs

### REPORT ON INDUSTRIAL VISIT TO IndianOil Skytanking Limited (IOSL)

#### **Aim for Industrial Visit:**

Industrial visit is considered as one of the tactical methods of teaching. The main reason behind this industrial visit was to let students know things practically through interaction, working methods and employment practices. Moreover, it gives exposure from academic point of view. Main aim of industrial visit is to provide an exposure to students about practical working environment. They also provide students a good opportunity to gain full awareness about industrial practices.

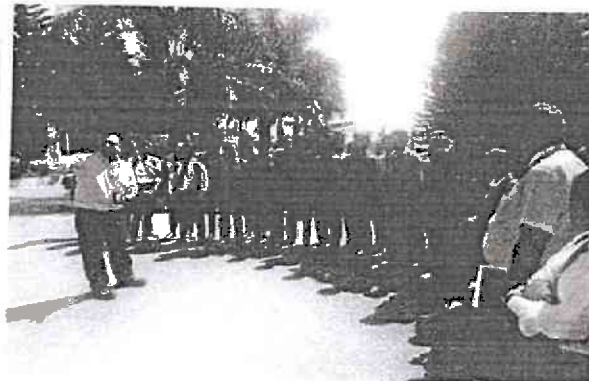
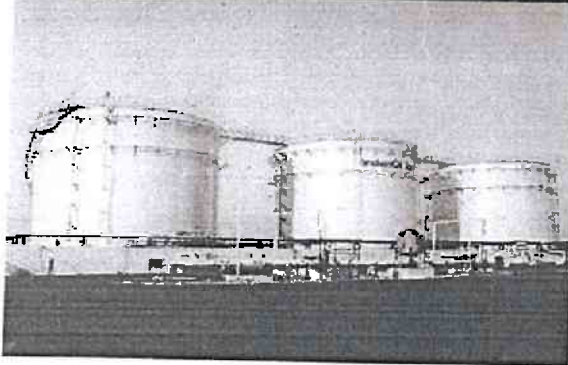
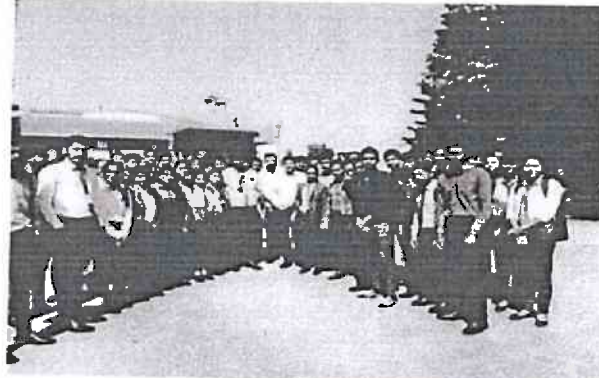
#### **Details of Industrial Visit are as below:**

**Name :** IndianOil Skytanking Limited (IOSL) BANGALORE

**Date of Visit:** 04 NOVEMBER 2019

**Faculty :** Prof.R.GUNASEKARAN and Prof.H.MANORANJAN

**Students :** BCU MBA 2019 Batch and AU MBA 2019 Batch



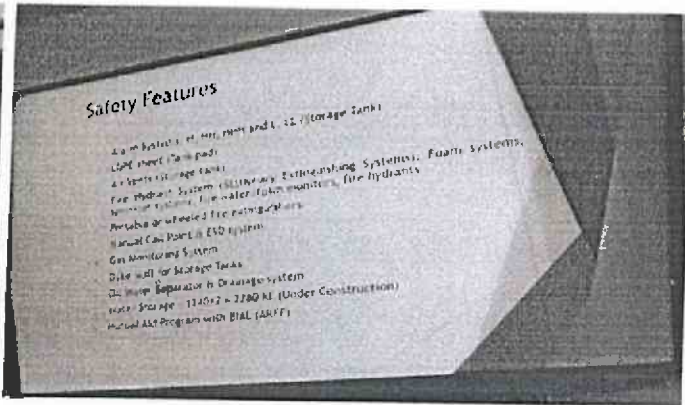
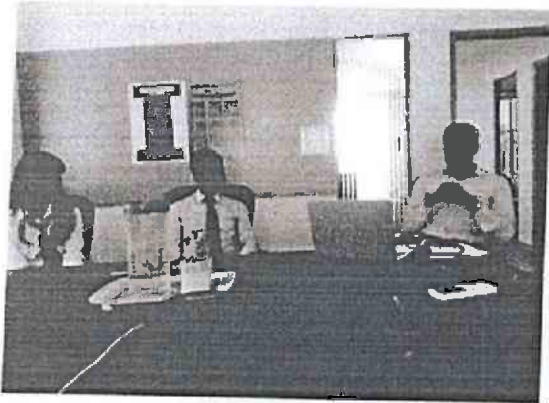


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IndianOil Skytanking Limited (IOSL), is a Joint Venture company promoted by Indian Oil Corporation Limited (IOCL) and M/s Skytanking Holding GmbH, Germany (ST) with equal equity participation.

Incorporated on 21st August 2006 IOSL is the forerunner in implementing Open Access Model in Fuel Farm Operations and Single Man Refuelling in India. IndianOil Skytanking is in the business of handling Jet Fuel for Airlines on behalf of the suppliers. The decade long journey commenced its operations in May 2008 at Bangalore International Airport through a BOOT business model.

1. 50% share of both Indian oil and sky tanking.
2. It was established in 2006.
3. Commenced operations in 2008 at banglore airport as an into plane service provider and as the fuel farm owner (BOOT Contact)
4. Provides services to airlines, airport , etc
5. Currently present in 20 locations across India.
6. They have 10 days of fuel storage everytime .
7. 500+ employees
8. One refueling every 90 seconds
9. 40% market shares of ATF Volumes across India .
10. Financial performance :
  - a revenue CAGR of 29% and PAT CARG 21% since start up of operations.
11. Operate at a PAT margin of ~7-10%
12. Aviation fuel is used by them .
13. Proposed future expansion plan

*T. J. Jamm*  
Principal

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a) Additional 2 nos. tanks

b) BIAL Expansion plan for T3

c ) Additional tankages and pumps

d) Hydrant line for T3

14. Fuel management :- open access model.

15. Suppliers :

a Hindustan petroleum co.

Ltd b Bharat petroleum

co.ltd

16. Equipments run on diesel.



Principal

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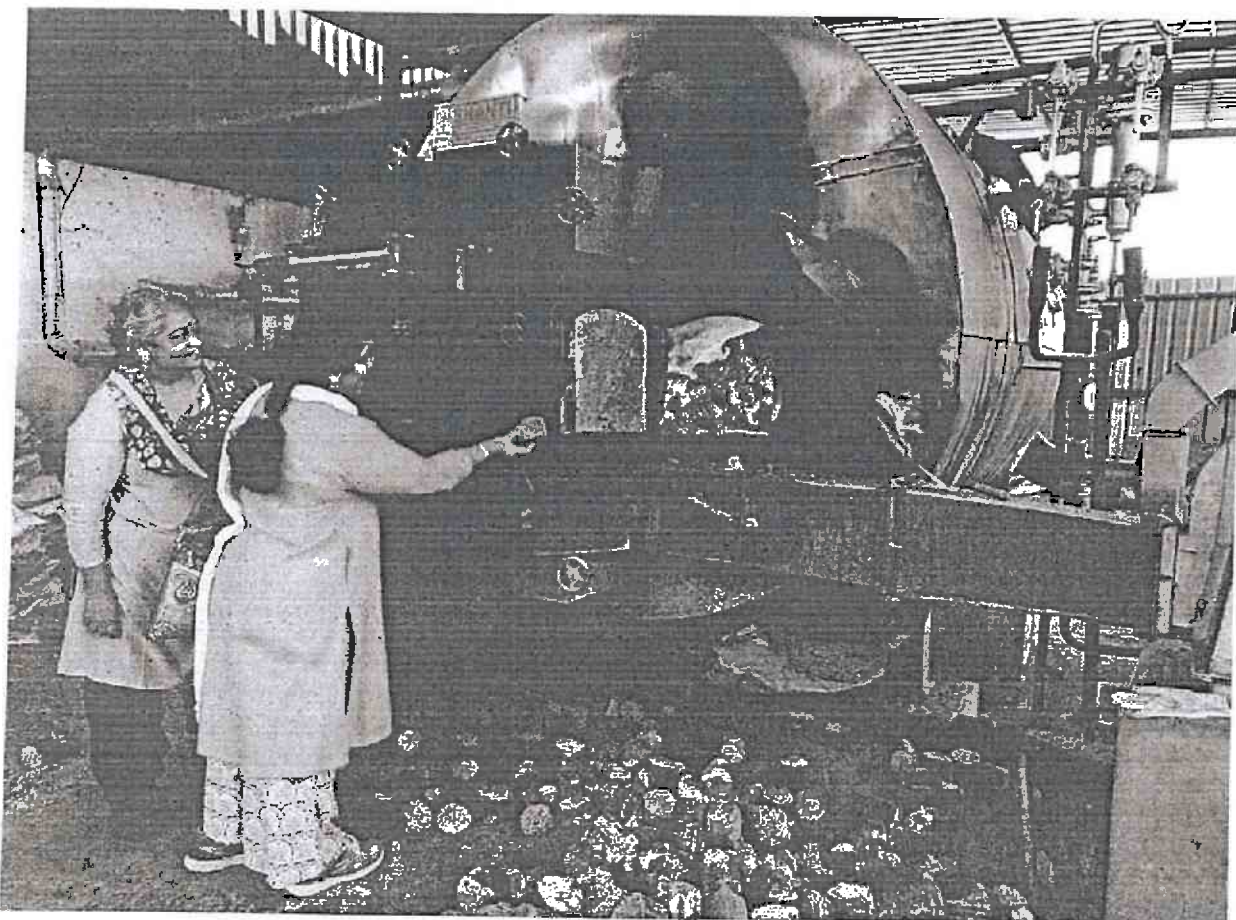
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## REPORT ON INDUSTRIAL VISIT (HINDPAC)

Industrial visit was organized for management students of IIBS on 16/05/2019, Bengaluru in association with Rotary Heritage – NCC to HINDPAC, Advanced packaging systems. Advanced Packing systems is a managed group of eminent and dedicated professionals and are engaged in manufacturing "HINDPAC" automatic form fill and seal machines since 1995. We insist on extremely high standard of quality. The HINDPAC machines are available in various models in mechanical & Pneumatic (with single & double heads) for different type of products.

Mr. Ramesh Devadiga, Chairman and functional heads briefed the students about the raw materials, functionalities of machines; process involved in manufacturing thermocol, which is used for packaging by electronics, home appliances companies. Students had an exposure about various practices such as material management, Quality management which will help them understand the management concepts from practical perspective.

Mr. Ramesh Devadiga also gave input to the students about starting the business and factors to be considered which involves taking care of 6 M's of an organization from Manpower to markets that form crucial part of the business. Students were accompanied by Rotarians Ms. Rashmi Tanksali . Ms.Thamarai Selvi, Rtr Rahul Parashar faculties Prof. Rubina, Prof. Manoranjan and Prof. Chaitra.



*T. Sankar*  
Principal

International Institute of Business Studies  
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Principal

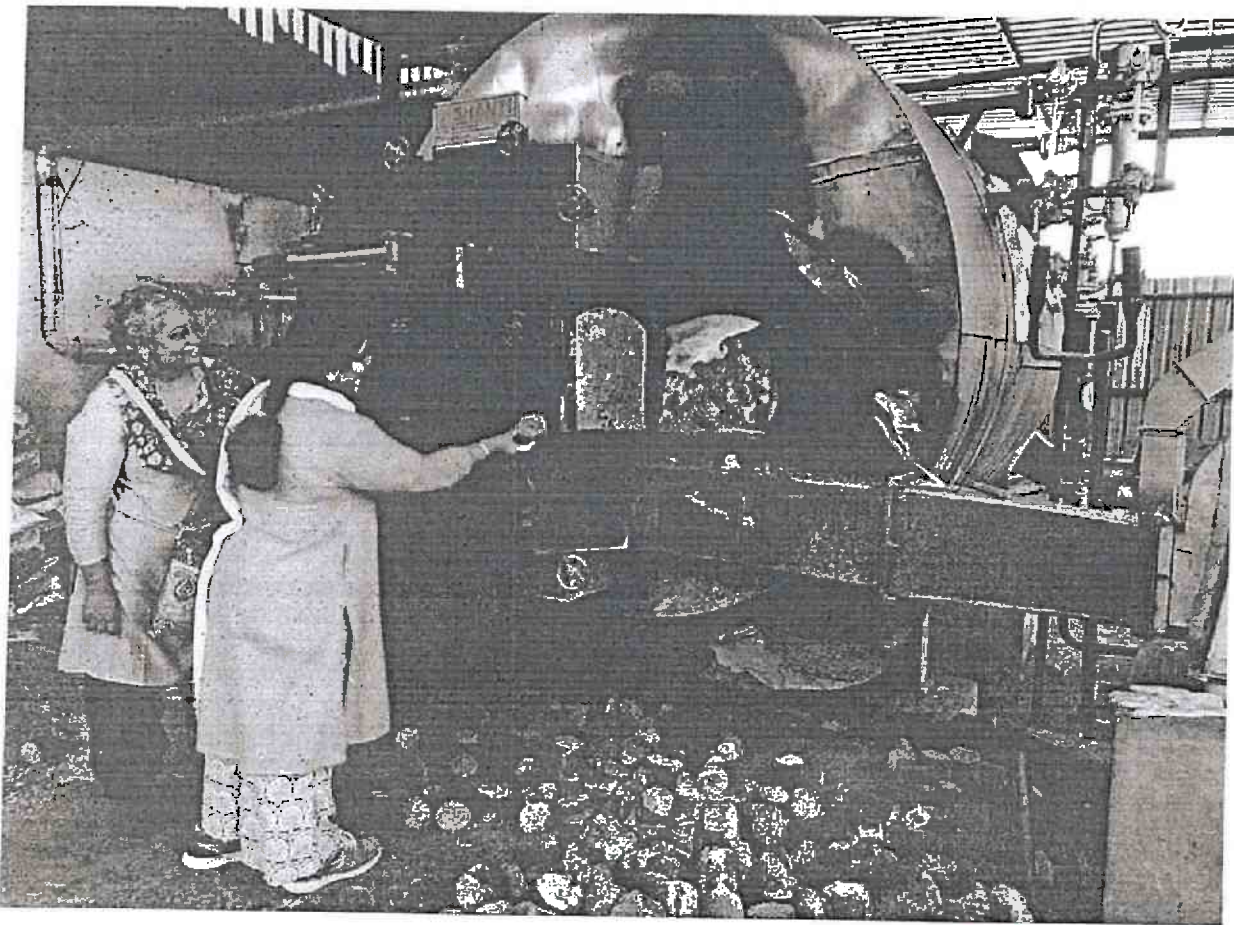
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Principal

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ಕರ್ನಾಟಕ ಸರ್ಕಾರ



ಸರ್ಕಾರ ಇಲಾಖೆ



ಸರ್ಕಾರ ಸಂಘಗಳ ಉಪನಿಬಂಧಕರು ಹಾಗೂ  
ಜಿಲ್ಲಾ ಸಂಘಗಳ ನೋಂದಣಾಧಿಕಾರಿಗಳು  
ಬೆಂಗಳೂರು ವಲಯ 1 ಜಿಲ್ಲೆ

ನೋಂದಣಿ ಪ್ರಮಾಣ ಪತ್ರ

ದಿನಾಂಕ: 13/01/2022

ನೋಂದಣಿ ಸಂಖ್ಯೆ : DRB1/SOR/346/2021-2022.

ಕರ್ನಾಟಕ ಸಂಘಗಳ ನೋಂದಣಿ ಕಾಯ್ದೆ 1960 (1960 ನೆಯ ಇಸವಿ 17 ನೇ ಕ್ರಮಾಂಕದ ಕರ್ನಾಟಕ  
ಆಧಿನಿಯಮ) ಮೇರೆಗೆ ಈ ಕೆಳಕಂಡ ಹೆಸರಿನ

IIBS ALUMNI ASSOCIATION, INTERNATIONAL INSTITUTE OF BUSINESS  
STUDIES, MUTHUGADAHALLY, BANGALORE ZONE 1  
BYATARAYANAPURA VIDYARANAYAPURA - 562157, BENGALURU  
ZONE 1

ಸಂಘವನ್ನು ನೋಂದಾಯಿಸಲಾಗಿದೆ ಎಂದು ಈ ಮೂಲಕ ಪ್ರಮಾಣೀಕರಿಸುತ್ತೇನೆ.

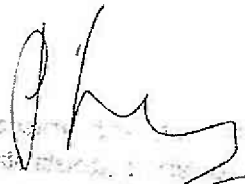
ನೋಂದಣಿ ಶುಲ್ಕ ರೂಪಾಯಿ (ಅಂಕಿಗಳಲ್ಲಿ) 1000.00/-

(ಅಕ್ಷರಗಳಲ್ಲಿ ಒಂದು ಸಾವಿರ ರೂಪಾಯಿಗಳು ಮಾತ್ರ) ಗಳನ್ನು ಪಾವತಿಸಲಾಗಿದೆ.

13/01/2022 ದಿನಾಂಕದಂದು ನನ್ನ ಸಹಿ ಮತ್ತು ಮುದ್ರೆಯೊಂದಿಗೆ ನೀಡಲಾಯಿತು.

Class of Society :GENERAL



  
Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

#### The Alumni Association Contribution:-

1. Book Donation: Contribution by donating Books.
2. Donation towards alumni fund ( for purchasing mementos for annual cultural and sports events and for 10<sup>th</sup> year celebration of college)
3. Alumni Interaction: They've been asked to speak as resource people at a variety of events, including guest lectures and panel discussions. They contribute ideas and share their experiences in the areas of skills, new technologies and trends in the workplace, knowledge application, and corporate culture.
4. Placement & Career Guidance Assistance: Alumni are employed in a variety of positions by organisations. They keep the professors and the placement officer up to date on current job openings. They help and advice students through the interview process. They also share their experiences with students and encourage them to pursue careers in a variety of fields.
5. Entrepreneurship Awareness: Some of our alumni have started businesses in a variety of fields, and many of them are first-generation entrepreneurs. During their time at IBS, they decided to pursue a career as entrepreneurs. They acquired a variety of talents and information during their entrepreneurial adventure. They share their success stories and struggles with the students.



Principal

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## IIBS ALUMNI ASSOCIATION

IIBS Alumni Association, act as cultural ambassadors for the institution and serve as role models for current students. Alumni are key stakeholders who can help the institution grow both financially and non-financially. Over the last five years, the IIBS Alumni Association has made considerable financial and non-financial contributions to the development of the institution.

The IIBS Alumni Association was established in 2016 and it is recently registered under the Societies Registration Act 1960 with registration number DRB.1/SOR/346/2021-22. All students who have graduated are eligible to join the alumni association. The following are some of the ways our alumni help their alma mater:

- Alumni have contributed to the Alumni Fund
- Alumni serve on IQAC and give valuable suggestions for the development of the institution.
- Alumni help in getting HR managers from MNC's through their contacts for campus placements.
- Alumni have delivered guest lectures and motivating the current students.
- Alumni provide their support for conducting Co-curricular and extra-curricular activities.

Several efforts are being initiated to strengthen the link with the Alumni in the coming years.



PRINCIPAL

**Principal**  
**International Institute of Business Studies**  
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T. James

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PRINCIPAL

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**ALUMNI FUND 2016-17**

DATE	DETAILS	AMOUNT	AMOUNT
	Contribution towards National conference		5,000
	Contribution towards Surface program for mementos		10,000
29-10-2016	Alumni meet expenses	5,000	
	Alumni membership fees collected 2013 batch(500 x 69)		34,500
	<b>Total</b>	<b>5,000</b>	<b>49,500</b>
	<b>Balance</b>		<b>44,500</b>

**ALUMNI FUND 2017-18**

DATE	DETAILS	AMOUNT	AMOUNT
	Opening balance		44,500
	Contribution towards Annual Sports		2,000
	Contribution towards Surface program for momentos		5,000
14-10-17	Alumni meet expenses	26,500	
	Alumni membership fess collected 2014 batch (500 x 95)		47,500
	<b>Total</b>	<b>1,06,000</b>	<b>99,000</b>
	<b>Balance</b>		<b>72,500</b>

  
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**ALUMNI FUND 2018-19**

DATE	DETAILS	AMOUNT	AMOUNT
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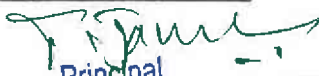
	Opening balance		72,500
	Contribution towards International conference		10,000
	Contribution towards 10 <sup>th</sup> year celebration		15,000
	Alumni meet expenses (Moven pick UG)	1,06,000	
	Alumni meet expense (PG)	86,769	
	Honorarium (Alumni Suman Naidu)	3,000	
	Alumni membership fess collected (1000 x 112 UG and 38 x 1000 PG)		1,50,000
	<b>Total</b>	<b>1,95,769</b>	<b>2,47,500</b>
	<b>Balance</b>		<b>51,731</b>

#### ALUMNI FUND 2019-20

DATE	DETAILS	AMOUNT	AMOUNT
	Opening balance		51,731
	Honorarium paid		
	Alumni membership fess collected (1000 x 59 UG and 40 x 1000 PG)		99,000
	Honorarium paid	7,000	
	<b>Total</b>		<b>1,50,731</b>
	<b>Balance</b>		<b>1,43,731</b>

#### ALUMNI FUND 2020-21

DATE	DETAILS	AMOUNT	AMOUNT
	Opening balance		1,43,731

  
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	Alumni membership fess collected (1000 x 47 UG and 58 x 1000 PG)		1,05,000
	Alumni expenses	14,128	
	Honorarium paid	10,000	
	<b>Total</b>	<b>24,128</b>	<b>2,24,603</b>
	<b>Balance</b>		

ALUMNI FUND 2021 -22

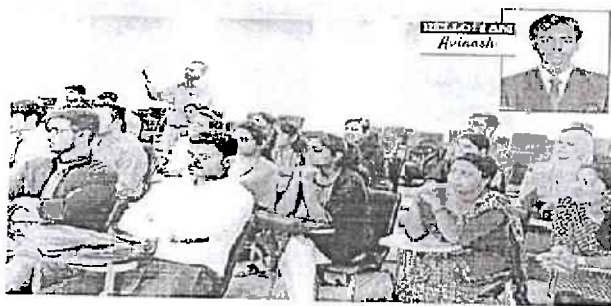
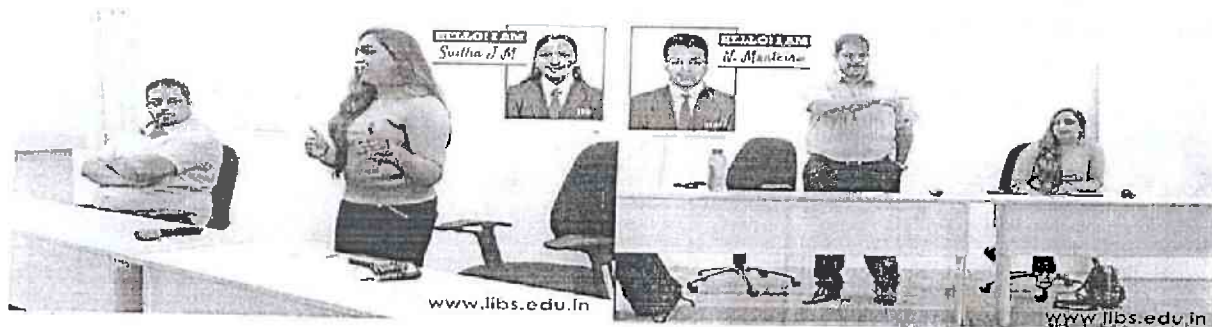
DATE	DETAILS	AMOUNT	AMOUNT
	Opening balance		2,24,603
	Alumni membership fess collected (1000 x 76 UG and 100 x 1000 PG)		1,76,000
	<b>Total</b>		<b>4,00,603</b>
	<b>Balance</b>		<b>4,00,603</b>

  
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As CSR activity KMF supplies 7 lakh liters of milk to Govt. Schools daily as Charity

## Career Guidance Session by Alumni at IIBS Bangalore Campus

Posted by Prof. Susmitha TP On 23/07/2018 06:34:40



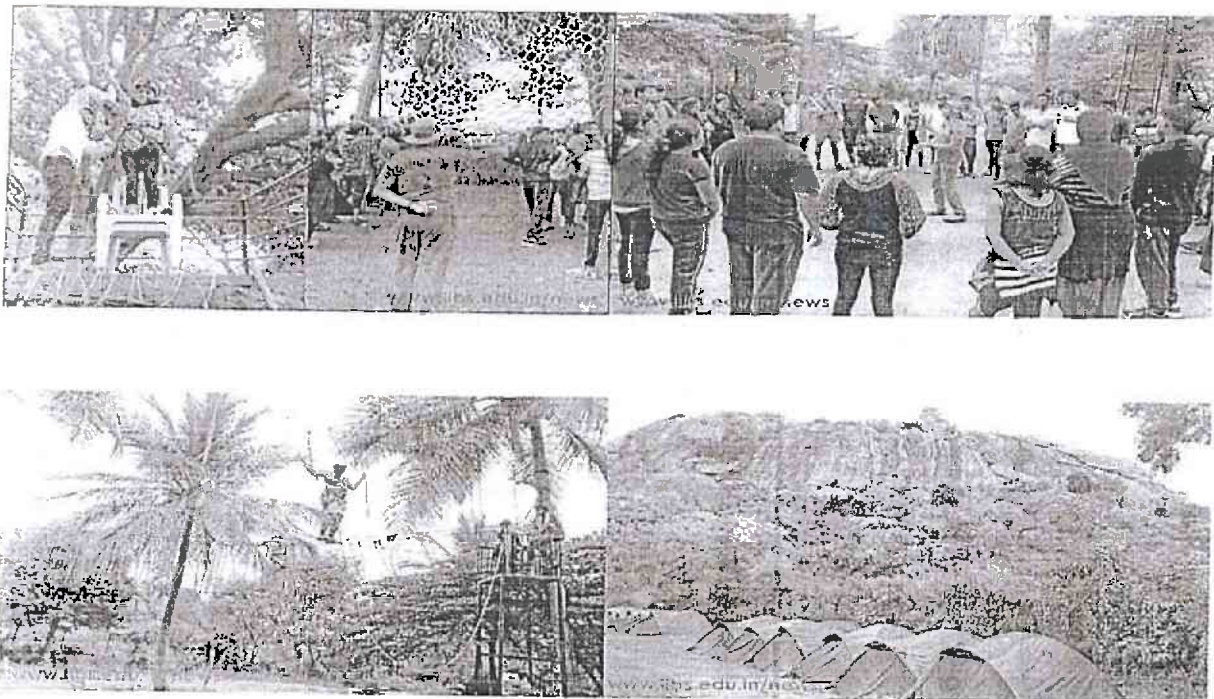
Mr. Avinash Reddy (Business consultant, Greene step Technologies Pvt Ltd), Mr. Nigel Monteiro (Finance Analyst, Smart Pensions UK Ltd), Ms. Sudha J M (Sr HR Operations, Societe Generale) were invited to interact with students and they shared their experience, particularly in respect of how IIBS helped them in grooming their personalities.

The speakers highlighted the importance of attending the various skill-based sessions in the college and how it helps to get placed in a well-known company. They emphasized that the activities of IIBS are such designed so as to equip the students with skill sets that are valued for professional growth in the corporate world. Students were informed of the different activities of the placement cell and how it would help them to bridge the gap from campus to corporate life.

  
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## Adventure Learning Programs: Building teams & leaders at IIBS

Posted by *Dr. Rajasulochana* On 19/07/2018 06:42:33



IIBS distinguishes itself as an institution for practical & well-rounded learning. **Adventure Learning Programme (ALP)** to help develop our Students in the following areas i.e. Trust, Support, Planning, Delegation, Leadership, Communication, Problem Solving, Time Management, Building Relationships, Creativity & Innovation.

Today's Corporate World requires an individual to portray self-determination, problem-solving ability, restraint, team working and poise and an adventures activity develops it in a person. This also helps an MBA aspirant to have a dynamic personality to face the global corporate world. Therefore, it becomes essential for a management student to be introduced to adventure

*T. Jamm*  
Principal

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programs that offer ample scope for developing distinctive management ethos, personality traits, and cross-cultural demands of the corporate world.

ALP is conducted before the commencement of the academic session as it helps students in the following areas i.e., Planning, Leadership, Communication, Listening Skills, Problem Solving, Time Management, Relationship Building, Creativity and Delegation.

The students were taken from **IIBS Bangalore** to **Ramnagar** in the morning on 11 July 2018 (A section) & 12 July 2018 (B section). After reaching the venue breakfast was provided and after that everyone was asked to assemble for an introduction and warm-up session. Students were divided into two groups for the activities. The very first activity was Rippling, followed by Zipline, Jumaring and other learning activities.

The entire day program ended with dinner followed by a bonfire with a musical event. The very next morning students were taken for morning trekking. The entire program really worked as an energy booster to start the academic session.

The biggest adventure you can ever take is to live life of your dreams.



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**IIBS****INTERNATIONAL INSTITUTE OF BUSINESS STUDIES**(Managed by Sri B. Devi Educational and Charitable Trust)**70, 2<sup>nd</sup> Main Road, Kanaka Nagar, Nagawara, Bangalore – 560 032**

## **Alumni Association**

Bye-laws Govern Association's Internal Affairs

Association of Alumni Bye-laws:

- Article I. Name
- Article II. Members
- Article III. Executive team
- Article IV. Officers
- Article V. Committees of the Association
- Article VI. Other Alumni Communities or Groups
- Article VII. IIBS Annual Fund
- Article VIII. Publications
- Article IX. Amendments

### **ARTICLE I.**

#### **NAME**

The official name of this Association is The Association of Alumni Association of International Institute of Business Studies (the "Alumni Association").

The Association may also be referred to as "The IIBS Alumni Association" and International Institute of Business Studies shall be referred to herein as the "IIBS".

### **ARTICLE II.**

#### **MEMBERS**

The Association shall have such Alumni, Associate Members, and Honorary Members with such privileges as are specified in the Association's Constitution. (the "Constitution"). Alumni Members, Associate Members, and Honorary Members shall collectively be referred to as "Members".

### **Article III.**

#### **EXECUTIVE TEAM OF ASSOCIATION**

Section 1. General Authority. The Executive team of Association (the "Executive Team") shall guide the business and affairs of the Association.

Section 2. Number; Election; Chairperson. The Executive team shall consist of Four (4) and shall be comprised of: (i) The Chairman of IIBS, (ii) The President, (iii) The Secretary and (iv) Treasurer

("Term Executive team") appointed by the Alumni Association Selection Committee in accordance with Articles stated below, the President of the Association, the

  
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President-Elect of the Association, the immediate past president of the Association, the chairperson of the IIBS Annual Fund, and the Secretary, each of whom shall serve ex officio ("Ex Officio Executive team")

Section 3. Term; Vacancies; Removal. Term Executive team shall each serve for one year term, provided that the terms immediately following the adoption of these byelaws shall be altered and staggered so that approximately one-third of the Executive team's terms conclude each year. The Executive team shall each serve for a one-year term. No individual may serve as a Executive team for sequential terms. After one term of service, and then a break of at least one year, an individual may serve as a Executive team for a second term. This process of service and break from service may be repeated indefinitely. All terms shall commence on (Day/Month) and end on (Day/Month). The Executive team shall have the power to fill (for the then remaining term) all vacancies arising among the Executive team. An Executive team member may be removed for any reason by a vote of three-fourths the Association.

Section 4. Meetings. The Executive team shall meet at least two times per year. Meetings of the Executive team may be held at such time and at such place as, from time to time, shall be determined by the Executive team.

Section 5. Responsibilities of Executive team. All members of Executive team shall be responsible for staying informed about Association activities and exercising their best judgment on matters before them for the benefit of the Institute and the Association. The Executive team will be expected to serve on at least one committee, and to regularly attend meetings of the Executive team and such committee(s).

Section 6. Quorum; Required Vote; Participation in Meetings. A majority of the Executive team (i.e. 50% plus one), or committee thereof, shall constitute a quorum for the transaction of business at any meeting, and the act of a majority of the members present at any meeting at which there is a quorum shall be the act of the Executive team, or committee thereof, except as may be otherwise provided by the Bye-law. In case of a tie in a vote by the Executive team, the President shall decide the outcome of the vote. In case of a tie in a vote by a committee, the chairperson of the committee shall decide the outcome of the vote. Executive team may participate in meetings by telephone conference, consistent with the Teleconference Policy of the Board as amended from time to time. Members of committees may also participate in committee meetings by teleconference, in the discretion of the chairperson. The subcommittees of the Nominating Committee must meet at least once in person when making their selections, but may hold any additional meetings beyond the in person meeting via teleconference.

#### ARTICLE IV. OFFICERS

Section 1. Number. The officers of the Association shall consist of the Chairman, (Chairman of IIBS) President, Secretary, and Treasurer and such other officers as determined, from time to time, by the Executive team.

  
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Section 2. The Association members shall elect a President in accordance with election process. The President shall serve as the Chief Executive of Association, shall set its agenda and shall lead meetings. The President shall also be responsible for overseeing Association initiatives and shall serve as the Association's representative. The President shall serve for a term of one year, or until his or her resignation or removal by the Executive team. Each person elected to be President shall be selected at least one year in advance of assuming the position of President, and shall serve for one year as President-elect before assuming the role of President. The President-elect shall be responsible for learning the role of the President and considering long-term strategy issues in preparation for assuming the role of President.

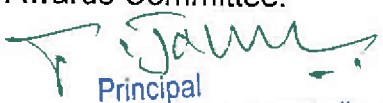
Section 3. Secretary. The Association members shall elect a Secretary in accordance with election process. The secretary shall be responsible for the day-to-day operation of the Association and for managing all activities of Association.

Section 4. Treasurer: The Association members shall elect a Treasurer in accordance with election process. The Treasurer shall be responsible for the Finance & Accounts of the Association and for managing all activities of Association.

#### **ARTICLE V. COMMITTEES OF THE ASSOCIATION**

Section 1. Appointment of Members and Chairpersons; Terms.

- (a) Membership on committees of the Association is an important means of encouraging out-going students of IIBS and active participation by members of the Association in its activities.
- (b) The President shall appoint the chairperson of each committee of the Association from among the members of that committee, provided that the President shall appoint the chairperson of the Alumni Association Selection Committee in addition to the members of that committee who are elected in accordance with Section 2(e)(i)(x) below.
- (c) Except as otherwise provided in these Byelaws or the Constitution, the President, with the concurrence of the Board, shall appoint the members of each committee of the Association from among the members of the Association.
- (d) The President shall be an ex officio member of all committees of the Association other than the Finance Committee, the Alumni Association Selection Committee, the Awards Committee and such other Committee.
- (e) The President shall be an ex officio member of all committees of the Association other than the Alumni Association Selection Committee and the Awards Committee.

  
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(f) Except as provided in the Constitution, terms of service on committees shall be determined by the Executive Team in its discretion from time to time, and terms shall be staggered where possible to allow for continuity.

## Section 2. Standing Committees of the Association.

(a) Finance Committee. There shall be a Finance Committee. The Finance Committee will monitor spending and performance against the Association's annual budget and will advise the Executive Team on spending and budget issues.

(b) President's Committee. There shall be a President's Committee consisting of the President, the President-elect, the immediate past president, and the second past president. The President's Committee will assist and advise the President as requested.

(c) IIBS Annual Fund Committee. There shall be an IIBS Annual Fund, as described in Article VII below.

(d) Program Committee. There shall be a Program Committee. The Program Committee shall assess the programmatic offerings of the Association.

(d) Awards Committee. There shall be an Awards Committee which shall make recommendations to the Executive Team for recipients of Association awards and for the establishment of new awards.

Section 3. Special Committees. In addition to the standing committees specifically provided for in these Byelaws, the President, with the concurrence of Executive Team, shall have the power to appoint additional committees in his or her discretion to carry out the mission of the Association.

## ARTICLE VI.

### OTHER ALUMNI COMMUNITIES OR GROUPS


Members of the Association residing in a given locality or having a special set of goals or interests may form an alumni community or group, which, upon approval of the Executive Team, shall be designated as a club or by another appropriate designation. Such groups shall be subject to the policies of the Association.

## ARTICLE VII.

### IIBS ANNUAL FUND

Section 1. IIBS Annual Fund. The Association shall undertake the solicitation of an annual fund for the benefit of the Institute.

Section 2. Powers and Duties. The IIBS Annual Fund Board shall, working in collaboration with the Institute, set goals for the IIBS Annual Fund. The IIBS Annual Fund shall be operated in accordance with the policies and procedures of the Institute. The IIBS Annual Fund shall have the power to establish committees as it sees fit to carry out any of the responsibilities of the IIBS Annual Fund. The IIBS

  
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Annual Fund with the Treasurer shall publish an annual report and presents to the IIBS

Section 3. Meetings. The Treasurer shall hold at least three meetings each year.

Section 4. Sole Solicitation. The solicitation and collection of the IIBS Annual Fund shall be the only general solicitation of funds from alumni on an annual basis and shall be conducted as prescribed in these Byelaws.

Section 5. IIBS Funds : Contributions to the IIBS Annual Fund are contributions to the Institute to be handled at the Institute's discretion subject to donor designation.

#### **ARTICLE VIII. PUBLICATIONS**

Section 1. Official Organ. The alumni webpages of review shall be the official publication of this Association.

Section 2. Subscription to Publication: Every Alumni Member and Honorary Member of the Association shall be entitled to receive an annual publications review, including the alumni pages.

#### **ARTICLE IX. AMENDMENTS**

These Bylaws may be amended at any meeting of the Executive Team by the act of two-thirds of the full Executive Team, provided that at least ten (10) days prior written notice is given to each member stating that the subject of amendment of the Byelaws will be voted upon and, if practicable, providing a copy of the proposed amendment.



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### List of Books Donated by Alumni Students

Sl No	Title	Author	Donated By	Course & Batch
1	Indian Financial System	Ashok Kumar Bhagat	P Aparna	MBA & 2016-18
2	Strategic Management & Corporate Governance	S Gopalakrishnan	Debashish Agarwal	MBA & 2018-20
3	Projects & Operations Management	Simha V L N	Guad Avinash Ramesh	MBA & 2018-20
4	Learning & Development			
5	Strategic Management & Corporate Governance	S GopalaKrishnan	Gagandeep Singh	MBA & 2016-18
6	International Business Dynamics	L R S Mani	Anchal Jain	MBA & 2018-20
7	Investment Analysis and Management	Saroj Kumar	Gagandeep Singh	MBA & 2016-18
8	Indian Financial System	Ashok Kumar Bhagat	Gagandeep Singh	MBA & 2016-18
9	Performance Management System	Salem Sreevena	Anchal Jain	MBA & 2018-20
10	Investment Analysis and Management	L R S Mani	Anchal Jain	MBA & 2018-20
11	Corporate Valuation and Restructuring	D Govindappa	Guad Avinash Ramesh	MBA & 2018-20
12	International Business Dynamics	L R S Mani	Anchal Jain	MBA & 2018-20
13	Projects and Operations Management	Simha V L N	Anchal Jain	MBA & 2018-20
14	Strategic Management & Corporate Governance	S GopalaKrishnan	Guad Avinash Ramesh	MBA & 2018-20
15	Learning & Development	Hrishikesh M P	Anchal Jain	MBA & 2018-20
16	Strategic Management & Corporate Governance	S Gopalakrishnan	Md. Kayum	MBA & 2018-20
17	Projects & Operations Management	Simha V L N	Gagandeep	MBA & 2018-20
18	Strategic Brand Management	Noor Firdoos Jahan	Anchal Jain	MBA & 2018-20
19	Projects and Operations Management	Simha V L N	Debasis Agarwal	MBA & 2018-20
20	Digital Marketing	Suriya Kala Pala	Anchal Jain	MBA & 2018-20
21	Strategic Management & Corporate Governance	S Gopalakrishnan		MBA & 2018-20
22	Indian Financial System	Ashok Kumar Bhagat	Debasis Agarwal	MBA & 2016-18
23	Industrial Employee Relations			

  
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### Success Winds

students had a very interactive session with the alumni's of IIBS who are working with reputed organizations. Mr. Arnab Banerjee (batch 2018 - 20) Marketing Manager, PNB Bank, has been the runner up of a popular T.V show called Indian Idol, introduced IIBS to the new batch students in a students' point of view and was happy to share that he was crowned as Mr. IIBS in Surface -2018. Also, our students with all the enthusiasm asked doubts and got it clarified with their senior.



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Compose

Mail

Inbox

1,760

Chat

Starred

Snoozed

Spaces

Sent

Drafts

63

Meet

More

## Alumni Association Meet

Reply



Registrar IBS &lt;registrar@iibsonline.com&gt;

to Chaitra, Deepika, Krishna, Kuldeep, MChen, NSR, Prakash, Prabhakar, Rubina, Sanak, Samiya, Samiya, Suchitra, Sulf

Dear Ali,

We are happy to inform you all that the alumni Association Meet is scheduled on 17/11/2018 at I success of the program.

## Labels

Following members have been assigned the responsibilities of arrangements of the event.

Sl.No	Name of Faculty/Staff	Responsibility
1.	Prof. Kuldeep Sharma	Inviting the chief Guests and arranging conveyance & Transportation of the Guests Procurement of mementos Printing of ID Cards and Tags
2	Prof. N.S.R. Murthy	Nominations of Alumni office Bearers & Their Profiles
3.	Prof. Rubina Chettri	Overall Co-ordination , Anchoring and Video
4.	Dr. Raja Sulochane	Pause mobile notifications while you're using this device X
5	Prof. Ramakrishna	To pause Gmail mobile notifications while you're active on this device, allow your browser to detect if you're active or away. Click Continue and then Allow when prompted by your browser.
6.	Prof. Susmitha T.P	
7.	Prof. Mohan Kumar	
8.	Prof. Gunasekaran	
9.	Prof. Samiya Mubir	
10.	Dr. Prabhakar H.	
11.	Dr. Prakash A & AI Team	No thanks
12.	Academic Admin Team	In charge of Transportation

*T. J. J.*  
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Redefining Leading Talents

# IIBS



**IIBS ALUMNI ASSOCIATION**

**Meet - 2022**  
**08-01-2022**  
**@ 11 am**

**IIBS**

*T. J. James*  
Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



# IIBS

IIBS ALUMNI is inviting you to a scheduled Zoom meeting.

Topic: IIBS ALUMNI MEET-2022 (2011-Batch)

Date & Time: 8<sup>th</sup> Jan, 2022 @ 10:30 AM India

Join Zoom Meeting

<https://us06web.zoom.us/j/89163774586?pwd=VVNrQlhBUmtGTmU0YVVVRN3pZdGZXZz09>

Meeting ID: 891 6377 4586

Passcode: iibs2011

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## Minutes of Meeting

The Weekly IIBS Alumni Committee Meeting was held on 2<sup>nd</sup> Jan 2022 and the following committee members have attended.

**Date:** 02 Jan 2022

**Time:** 3:00 noon to 4:30 pm

**Venue:** Registrar's Cabin

**Attended by:**

1. Prof. NSR Murthy, Registrar
2. Prof. Susmitha TP, Faculty Member
3. Prof. Drakshayini, Faculty Member
5. Mr. Suman Kumar Naidu, IAA (On Telephone)

### Agenda Points Discussed/Resolved:

The below mentioned point that came for discussion in the previous meeting would be given a serious thought and will be discussed at length before finally coming to a conclusion.

1. **Platform for IAA:** The Common Platform for all the IIBS Alumni Members could be a website rather than an app, because the website could cater to more facilities than the app.


Monthly Alumni Meets are finalised after a thorough discussion with the attending alumni and the alumni committee members

Work is in progress with the existing database and the alumni are also accessed using Facebook.

After the preliminary round of contacting, the non-available alumni members will be accessed on Facebook or Instagram

An account in LinkedIn is created and one month prime membership is taken but it has still got some teething troubles to be overcome

4. **Alumni Accession on LinkedIn:** Alumni could be accessed easily on LinkedIn a premium account is approved by Chairman sir and the same is forwarded to Mr. Bانش and the result is awaited.



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**Whatsapp groups are created and 20 to 30 alumni members are joined in the groups.**

**5. Creation of Whatsapp groups:** Whatsapp groups were created separately and the Alumni Faculty were joined in those groups and the activity of interacting with the alumni members has already started.

**Google sheet is created and being circulated.**

**Google Sheet Creation:** A Google sheet has to be created with all the minute details suggested by Chairman sir and circulated among the alumni members.

**Alumni Meet agenda is on the anvil and will be finalised within a couple of days.**

**7. Activities in the Meets:** The major activities during the meeting are under discussion and will be finalised in the next meeting to be held on 12 June 2022.

**Efforts are 'on' to increase the target members who attend the meet from 25 to 50**

**8. Target Participants in the Meet:** At Least 25 members from each batch are to be assured to attend the meet at any cost. Maximum efforts are being put in this direction.

**New Agenda Points for this week:**

**Dedicated Pages for Alumni on Facebook/Instagram/Twitter are to be created before the Webpage or App are developed.**

**10. Alumni Interaction is to be build up first.**

**11. Alumni & Freshers interaction session is planned and being worked upon.**

Tks & reg,

Prof. NSR Murthy,  
Registrar.



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# IIBS

## Report of Alumni Meet 2022

Greetings of the Day from IIBS.

It is a remarkable day for all of us to have an Alumni Meet in the morning session at 10.30 am.

### **The Meet:**

The meeting started with Chairman sir giving the permission to start the event followed by the introduction of the IAA Office Bearers and the Dignitaries.

### **Lamp Lighting and Invocation Song:**

The virtual lamp-lighting was done online using a college and IAA logo embedded videoclip.

### **Inaugural Speech:**

In his inaugural speech, Prof. Kuldeep Sharma, Director has expressed his gratitude for the alumni members for joining the meet and urged them to share their decade-long experiences

### **Presidential Address by Dr. Jay Prakash, Chairman:**

Chairman sir in his presidential address has emphasized the need of day in enhancing our network, improving the technology leading to innovation. He has reiterated the need to unite all the potential alumni of IIBS towards mutual growth.

### **Key-note address by Prof, NSR Murthy, Registrar:**

The registrar has welcome all the alumni members and thanked them for joining with enthusiasm. Has also conveyed the message of Chairman sir of having a common platform for all the alumni members in the form of an App and also to have an offline meet in the month of Dec 2022.

### **Alumni Experience Sharing:**

The major part of the meet was the alumni experience sharing by a number of enthusiastic alumni members. They all have expressed their gratitude for creating a platform for them to share their views in the form of this Alumni Meet after a long time. They have welcomed the idea of an off line alumni meet in Dec 2022.

They also have fondly remembered their college days, how the teachers have groomed them and made them knowledgeable ultimately made them corporate ready. They have expressed all their help and support for college whenever it tis needed.



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**Challenges faced in conducting the Meet Today:**

1. Due to the intermittent failure of power supply, the internet connectivity has interrupted very frequently making many participants log off involuntarily.
2. As the lack of proper technical support in the form of a better system with a reliable storage capacity and proper recording of the meet has de-moralized the volunteers of the event.

**Alumni Participation in the Meet:**

More than 20 alumni members have participated in the meeting even. On some or the other pre-text, many members have not joined. But, whoever have joined have given an extraordinary feed back about the college and the faculty and staff.

**Requirements for forthcoming Meets:**

1. Reliable Internet Connection
2. An high end laptop with at least 2 TB of hard-disk capacity for recording all the meets.
3. An external hard disk with 2 TB capacity for storing the data.
4. Dedicated technical staff support in terms of trouble shooting and solution finding instantly.

Tks & reg,

Prof. NSR Murthy,  
Registrar.



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## Assessment for Rural Immersion Program



A panel of experts from IIBS, Dr. Venkateshwarulu, Dr. Samiya Mubeen Prof. Susmitha TP, held a great session with the Panchayat Secretary Shri.Thimmegowda at Gangavara Chawdapanahalli Grama Panchayat on 12<sup>th</sup> December 2021. This discussion aims to undertake a Rural Immersion Program by our MBA students, helping towards Unnat Bharat Abhiyan. Unnat Bharat Abhiyan is a flagship initiative of the Ministry for Human Resource Development (MHRD). It intends to connect the higher education institutions with a group of at least five (5) villages so that these institutions may contribute to the economic and social advancement of these village communities by utilising their knowledge base.

The visit resulted in IIBS students planning a socio-economic survey in one of the villages under Grama Panchayath limits and initiating a tree plantation campaign at the village's designated government schools and public road.

### **About the Rural Immersion Program:**

The Rural Immersion programme helps the students to view village life differently, understand with an open mind and absorb the rustic charm, savour the natural beauty of its environs, perceive people's indigenous ways founded on indigenous knowledge, learn age-old ways of life, and analyse livelihood options that define their intelligence and skills.

**BENGALURU CAMPUS :**  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North Taluk, Bangalore Urban District,  
Bangalore - 562157. Karnataka

**TRUST OFFICE :**  
# 119, KHB Main Road,  
Kankanagar, R.T.Nagar, Post,  
Bangaluru, Karnataka 560032

This is aimed at simplifying the process of learning for any student interested in understanding rural life in all its beauty and complexity via the use of proper approaches. Basically, throughout the Rural Immersion Programme, a student is supposed to adopt a "participatory approach," which is focused on open-ended field inquiry and action-oriented. These procedures are unique from the ones utilised for ordinary "academic research". It is both practical and experiential. It is live.

Report Prepared by

Susmitha T P

Assistant Professor



Dr Tripuraneni Jaggaiah

Principal

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**INTERNATIONAL INSTITUTE OF BUSINESS DEGREE COLLEGE**  
 # 75, Muthugadahalli, Near International Airport, Jala Hobli, Bangalore North - 562157

**Blood Donation and Free health Check-Up Camp**

**Date: 21st March 2023**

**Venue: IIBS College**

**Number of beneficiaries: 140**

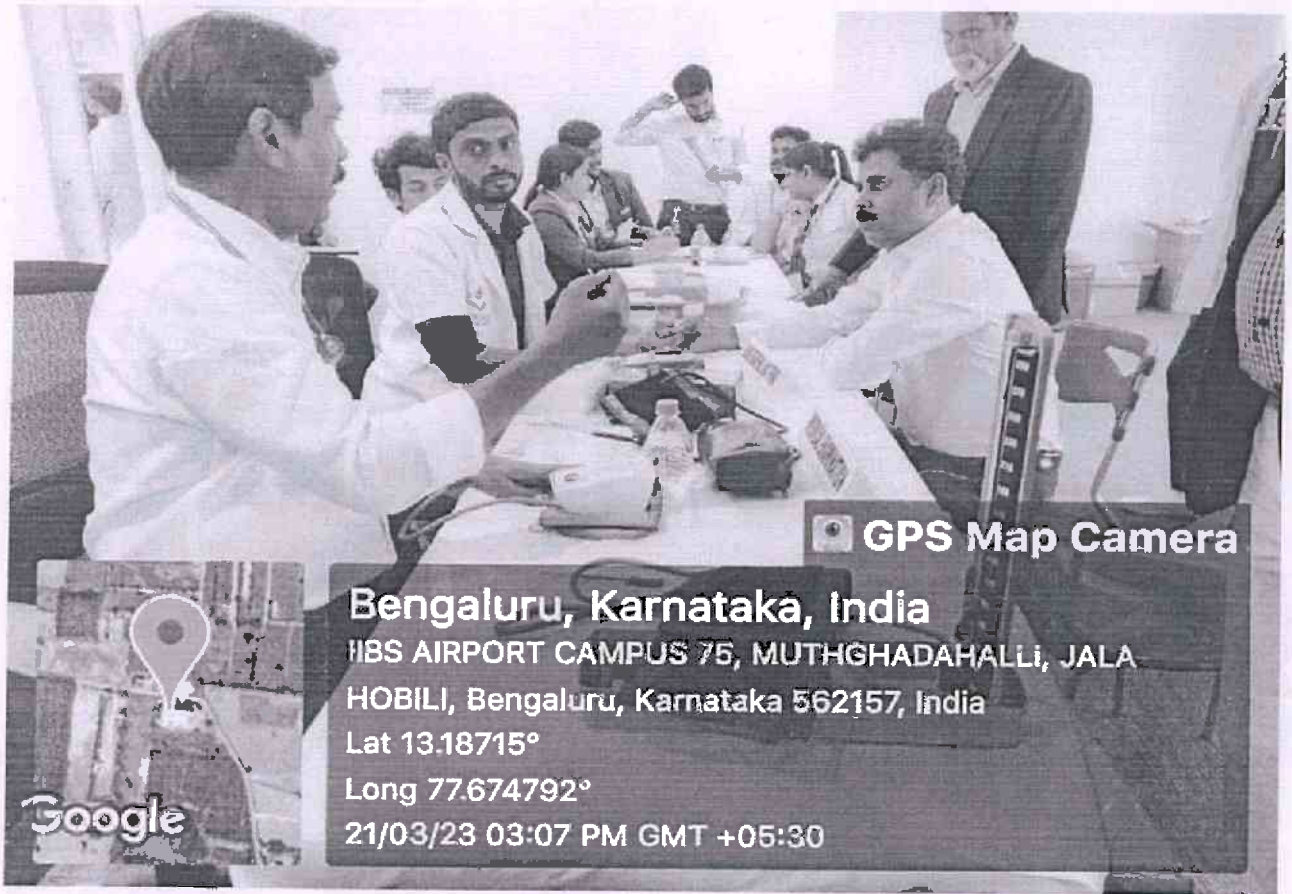


(Inauguration of the Blood and Health check-up camp done by The Chairman of IIBS, Dr. Jay Prakash)

On March 21<sup>st</sup>, 2023 the NSS Unit of IIBS, organised a blood donation and Free health check-up services in honour of 'Founder's Day' (Birth Day of Dr. Jay Prakash, Founder Chairman of IIBS), in collaboration with Jeeva Raksha Voluntary Blood Bank and the Lions Club of Bengaluru.


*J. Prakash*  
**Principal**  
**International Institute of Business Studies**  
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The camp officially started at 9:30 a.m. with a brief opening ceremony where the Jeeva Raksha Voluntary Blood Bank team was welcomed with flowers. The group emphasised the state's increasing need for blood and praised the young volunteers for their selfless deed.

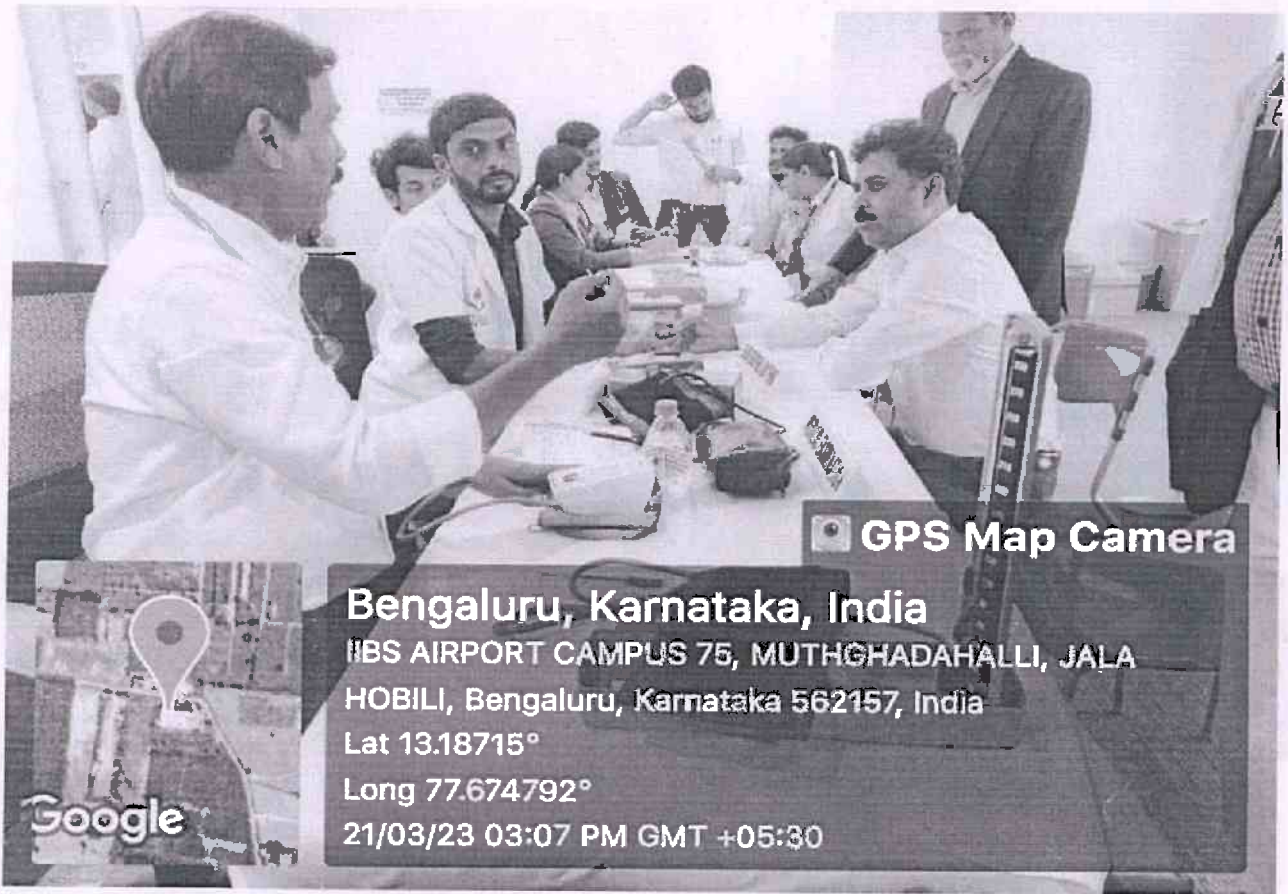


(Doctor consultation after BP and Haemoglobin check-up)

Around 140 people –including members of the teaching and non-teaching staff, students–volunteered to give blood. 109 units of blood were collected in total. After giving blood, the blood donors were given biscuits and juice to help them feel more energised. To all the donors, the blood donation certificates were given.

  
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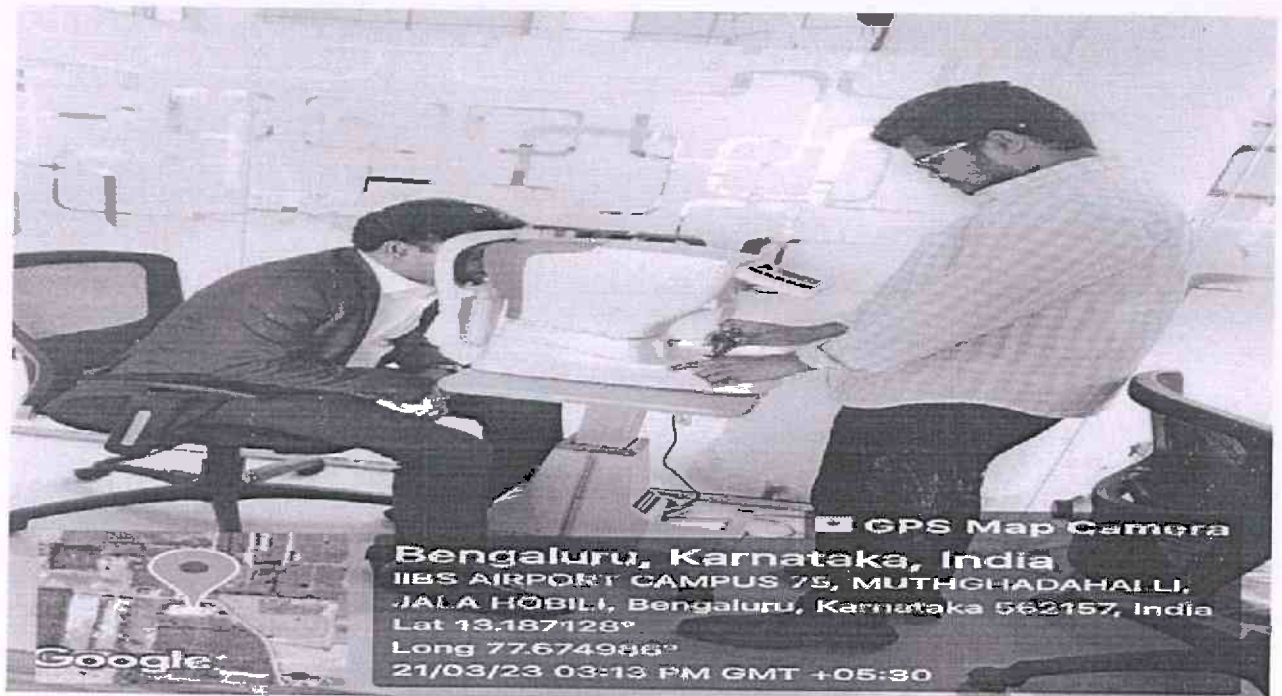
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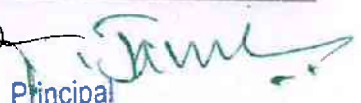
  
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(Students donating Blood on the occasion of 'Founder's Day')



(Eye check-up is being done by the college to the students and staff)

  
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In addition to blood donation, The participants were given a free full body check-up such as Eye test, BP test, Sugar test, Dental Check-up, ECG and free doctor consultancy. There were a lot of specialist doctors in the camp. Following an examination, some of the necessary medications were also given to those in need. The medical camp ended successfully at around 4:4000 p.m. with the help of comprehensive coordination between various sectors.



(Sugar test was done to the students and staff of the college)

Prof. Munianjanappa, the IIBS's N.S.S. Programme Officer, successfully led the blood donation camp. As volunteers, the students of UG and PG took care of the crowd and line in maintaining the discipline.

**NSS Program Officer**

**PROGRAMME OFFICER**  
**National Service Scheme**  
**IIBS First Grade College**  
**Muthughadahalli,**  
**Bangaluru North - 562157**

**Principal**  
**Principal**  
**International Institute of Business Studies**  
**# 75, Muthughadahalli, Jala Hobli,**  
**Bangalore North - 562 157.**

**Principal**  
**International Institute of Business Studies**  
**# 75, Muthughadahalli, Jala Hobli,**  
**Bangalore North - 562 157.**



# IIBS

## INTERNATIONAL INSTITUTE OF BUSINESS STUDIES

(Managed by Smt. B. Devi Educational and Charitable Trust)

Near International Airport, #75, Muthugadahalli, Bangalore North, Jala Hobli, Bangalore - 562157

### INDENT FOR TRANSPORT

Date: 24/12/22

Date of Requirement:

1	Purpose of Visit:	Community Service (NSS)
2	Course:	B.Com, BBA, BA, BCA
3	Batch:	2022
4	Pick up Time:	9:00 Am (Everyday) from 26/12/22 to 31/12/22
5	Pick Up Point:	IIBS college (From 26/12/22 to 31/12/22)
6	Drop Point (Destination):	As per side mentioned.
7	Return Departure Time:	1:00 pm (Everyday) from 26/12/22 to 31/12/22
8	Arrival Time at Campus:	1:30 pm Everyday from 26/12/22 to 31/12/22
9	Total Students:	40
10	Number of Buses Needed:	01
11	No of Faculties On Board:	03
12	Name & Phone no of Faculty:	9845120995 / 97612356572
13	Any Other Significant Info:	From 26/12/22 to 31/12/22 continuously the Awareness program will be conducted in 6 villages.

*T. Jagan*  
Principal  
Signature

*T. Jagan*  
Principal

*G.V. Maheshwar Reddy*  
G.V. Maheshwar Reddy  
Executive Director



Sahakar Nagar, Hebbal, Bengaluru - 560092

Seshadripuram Educational Trust

Permanently affiliated to Bengaluru City University and Recognized Under Section 2(f) & 12(B) of UGC Act, 1956

MAAC Accredited with Grade "A" and ISO 9001: 2015 Certified Institution  
An IQAC Initiative

ESHAU PURAM GRADE COLLEGE

# NATIONAL SERVICE SCHEME (NSS) & RED RIBBON CLUB (RRC)

## *Certificate of Appreciation*

This is to certify that **Mr/Ms/Dr/Prof. L. AHARI.S** has participated in **Walkathon** from SFGC Campus to Yelahanka Dairy Circle for the Cause of **Awareness on Women Health and Hygiene**, On the occasion of **International Girl Child Day**, On **28 October 2022 (Friday)**. His/ Her Participation is highly Appreciated.

**Mr. Raghunandan.M.R**  
Facility Director, Motherhood Hospital, Hebbal

**Principal**  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157

**Dr. S.N.Venkatesh**  
Principal, SFGC

**Naveen Kumar.K.S**  
NSS & RRC Officer, SFGC



# MOTHERHOOD HOSPITAL

Sahakar Nagar, Hebbal, Bengaluru -560092

motherhood  
women & children's hospital

Seshadripuram Educational Trust

## SESHADRIPURAM FIRST GRADE COLLEGE

Yelahanka New Town, Bengaluru-560064

Permanently affiliated to Bengaluru City University and Recognized Under Section 2(f) & 12(B) of UGC Act, 1956

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An IQAC Initiative

### NATIONAL SERVICE SCHEME (NSS) & RED RIBBON CLUB (RRC)

#### *Certificate of Appreciation*

This is to certify that Students/ NSS Volunteers of

INTERNATIONAL INSTITUTE OF BUSINESS STUDIES

College has Participated in Walkathon from SFGC Campus to Yelahanka Dairy Circle for the Cause of Awareness on Women Health and Hygiene, On the occasion of International Girl Child Day, On 28 October 2022 (Friday).

Mr. Raghunandan.M.R

Facility Director, Motherhood Hospital, Hebbal

Principal

International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bengaluru North - 562 157

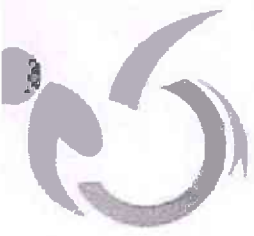
Dr. S.N.Venkatesh

Principal, SFGC

Dr. Aaveen Kumar.K.S

NSS & RRC Officer, SFGC





# ABHIVRUDDHI

## FOUNDATION ( R )

BEO Office Campus, Behind Gurubhavan, Devanahalli Town-562110

Registration Number RJN-4-000369-2013-2014

# Certificate of Honor

PRESENTED TO

*Mr. Muniyinjappa. K*

NSS PROGRAM OFFICER OF IIBS COLLEGE

This Certificate of Honor is proudly Presented to Mr. Muniyinjappa. K of IIBS NSS Program officer as 'The Best Service Provider' from the NSS unit of IIBS to disabled students of Abhivruddhi Foundation.

22<sup>nd</sup> Dec 2022  
DATE

*T. Jambur*

Principal  
International Institute of Business Studies  
# 75, Muttugadahalli, Jala Hobli,  
Bangalore North - 562 157.



*[Signature]*  
FOUNDER




**CERTIFICATE OF PARTICIPATION**  
**National Service Scheme(NSS) CELL**


in association with  
State NSS Cell

**Department of Youth Empowerment and Sports, Government of Karnataka**  
**Regional Directorate of NSS, Ministry of Youth Affairs and Sports, GOI**


This is to certify that


Mr./Mrs./Ms. KAUVYA . M  
of BENGAALORE CITY UNIVERSITY  
has participated as a Volunteer/ Program Officer in the **National Integration Camp**, held  
from 22<sup>nd</sup> to 28<sup>th</sup> November, 2022.

  
NSS Programme Coordinator, NSS  
REVA University

  
State NSS Officer  
State NSS Cell,  
Ministry of Youth Affairs and Sports,  
Government of Karnataka

  
Regional Director  
Regional Directorate of NSS  
Ministry of Youth Affairs and Sports,  
Bengaluru

  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jata Hobli,  
Bengaluru North - 562 157.

  
Vice Chancellor  
REVA University

8

ನಂ. 1 ಕನ್ನಡ ದಿನಪತ್ರಿಕೆ  
ವಿಜಯವಾಣಿ

• VIJAYAVANI • BENGALURU  
ಗುರುವಾರ 1 ಡಿಸೆಂಬರ್ 2022  
1 DECEMBER 2022

ಬೆಂ.ಗ್ರಾಮಾಂತರ  
ಲೋಕಲ್ ಎಕ್ಸ್‌ಪ್ರೆಸ್

# ಪ್ರತಿಯೊಬ್ಬ ಪ್ರಜೆಗೂ ರಕ್ಷಣೆ ನೀಡಿದ ಸಂವಿಧಾನ

ವಿಜಯವಾಣಿ ಸುದ್ದಿಪಾಲ ದೇವನಹಳ್ಳಿ  
ಸಂವಿಧಾನ ಈ ದೇಶದಲ್ಲಿ ವಾಸಿಸುವ ಪ್ರತಿಯೊಬ್ಬ ಪ್ರಜೆಗೂ  
ನೋಡಿದ ರಕ್ಷಣೆ ಕೊಟ್ಟಿದೆ ಎಂದು ಮಾನವ ಹಕ್ಕುಗಳ ಜಾಗೃತಿ  
ಮಿತಿ ಅಧ್ಯಕ್ಷ ಸಮೇತನಹಳ್ಳಿ ಲಕ್ಷ್ಮಣ ಸಿಂಗ್ ಹೇಳಿದರು.

ಪಟ್ಟಣ ಸಮೀಪದ ಐಐಬಿಎಸ್ ಕಾಲೇಜಿನಲ್ಲಿ ಇತ್ತೀಚೆಗೆ  
ಮೈಕೊಂಡಿದ್ದ ಸಂವಿಧಾನ ಸಮರ್ಪಣಾ ಕಾರ್ಯಕ್ರಮದಲ್ಲಿ  
ನಾಡು, ನಾವೆಲ್ಲರೂ ಕಾನೂನಿನ ಚೌಕಟ್ಟಿನಲ್ಲಿ ಜೀವಿಸುವ  
ತೆಗೆ ನಮ್ಮ ಮೂಲಭೂತ ಕರ್ತವ್ಯ ಮರೆಯಬಾರದು ಎಂದು  
ಹೇಳಿದರು.

ಪ್ರಾಂಶುಪಾಲ ಲಕ್ಷಂ ಈ.ನಾರಾಯಣ್ ಮಾತನಾಡಿ,  
ಕ್ಷೇತ್ರದಲ್ಲೇ ದೊಡ್ಡದಾದ ಕ್ಷೇತ್ರ ಸಂವಿಧಾನವನ್ನು ಭಾರತ  
ರಾಜ್ಯ ಸಮರ್ಪಿಸಿದ ದಿನವನ್ನು ಸಂವಿಧಾನ ಸಮರ್ಪಣಾ  
ದಿನವಾಗಿ ಆಚರಿಸಲಾಗುತ್ತಿದೆ. ಎಲ್ಲರೂ ಸಂವಿಧಾನದ  
ಸಿಯ ಎತ್ತಿ ಹಿಡಿಯೋಣ. ವಿದ್ಯಾರ್ಥಿಗಳು ಶಿಸ್ತಿನಿಂದ  
ವ್ಯಾಖ್ಯಾನ ಮಾಡಿದರೆ ಕನಸು ನನಸಾಗಲಿದೆ ಎಂದು ತಿಳಿಸಿದರು.

ಐಐಬಿಎಸ್ ಪ್ರಾಂಶುಪಾಲ ತ್ರಿಪುರನೇನಿ ಜಗ್ಗಯ್ಯ  
ಪ್ರಜಾವಿಜಯಕ್ಕೆ ದೇಶವಾದ ಭಾರತದ ಸಂವಿಧಾನ  
ಮರ ಪುಟಗಳ ಲಿಖಿತರೂಪದಲ್ಲಿರುವ ದೊಡ್ಡ  
ವಿಧಾನವಾಗಿದೆ. ಅಂಬೇಡ್ಕರ್ ಹಾಗೂ ಸಂವಿಧಾನ ರಚನಾ



ಸಮಿತಿ ಪ್ರಜಾವಿಜಯ ವ್ಯವಸ್ಥೆಯ ಹೊಂದಿರುವ 60 ದೇಶಗಳ  
ಸಂವಿಧಾನಗಳನ್ನು ಅಧ್ಯಯನ ಮಾಡಿ ಅವುಗಳಲ್ಲಿನ  
ಪ್ರಮುಖ ಅಂಶಗಳನ್ನು ಅಳವಡಿಸಿಕೊಂಡು ಸಂವಿಧಾನ  
ರಚಿಸಲಾಗಿದೆ. ಕಾಲೇಜು ಶಿಕ್ಷಣ ಮುಗಿಸಿ ನಾಗರಿಕ  
ಸಮಾಜದ ಪ್ರಜೆಗಳಾಗುವ ವಿದ್ಯಾರ್ಥಿಗಳು ಸಂವಿಧಾನದ ಬಗ್ಗೆ  
ಅರಿಯುವುದು ಅಗತ್ಯವಿದೆ ಎಂದರು.  
ಜನವದ ಕಲಾವಿದ ಜನಘಟ್ಟ ಕೃಷ್ಣಮೂರ್ತಿ

ದೇವನಹಳ್ಳಿಯ  
ಐಐಬಿಎಸ್ ಕಾಲೇಜಿನಲ್ಲಿ  
ಹಮ್ಮಿಕೊಂಡಿದ್ದ ಸಂವಿಧಾನ  
ಸಮರ್ಪಣಾ ದಿನವನ್ನು  
ದೀಪ ಬೆಳಗಿಸುವ ಮೂಲಕ  
ಉದ್ಘಾಟಿಸಲಾಯಿತು.  
ಮಾನವ ಹಕ್ಕುಗಳ ಜಾಗೃತಿ  
ಸಮಿತಿ ಅಧ್ಯಕ್ಷ ಸಮೇತನಹಳ್ಳಿ  
ಲಕ್ಷ್ಮಣ ಸಿಂಗ್,  
ಪ್ರಾಂಶುಪಾಲರಾದ ಲಕ್ಷಂ ಈ.  
ನಾರಾಯಣ್, ತ್ರಿಪುರನೇನಿ  
ಜಗ್ಗಯ್ಯ ಇತರರು ಇದ್ದರು.

ಗಾಯನ ಕಾರ್ಯಕ್ರಮ ನಡೆಸಿಕೊಟ್ಟರು. ಮಾನವ ಹಕ್ಕುಗಳ  
ಜಾಗೃತಿ ಸಮಿತಿ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ ಬಿ.ಆರ್.ಮಂಜುನಾಥ್,  
ತಾಲೂಕು ಗೌರವಾಧ್ಯಕ್ಷ ಡಿ.ವೆಂಕಟೇಶ್, ತಾಲೂಕು ಅಧ್ಯಕ್ಷ  
ಎ.ಎಂ.ನಾರಾಯಣಸ್ವಾಮಿ, ಕಾರ್ಮಿಕ ಘಟಕದ ನಾಗರಾಜ್,  
ಮಹಿಳಾ ಅಧ್ಯಕ್ಷ ಲಕ್ಷ್ಮೀದೇವಮ್ಮ, ಸದಾಧಿಕಾರಿಗಳಾದ  
ಪ್ರಮೀಳಾ, ಗಾಯತ್ರಿ, ಐನ್‌ಎಸ್‌ಎಸ್ ಅಧಿಕಾರಿ ಮುನೀಶ್‌ವರನ್  
ಮತ್ತಿತರರು ಉಪಸ್ಥಿತರಿದ್ದರು.

we celebrated Indian constitution Day on November  
28<sup>th</sup> venue Seminar hall 2 In I.I.B.S college.  
were all the U.g. Student's are participated in this  
Event, were NSS Volentuers volentured them with  
the help of program co-ordinator Prof Munianjinappa

S:G.

Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North



University of Mysore  
National Service Scheme  
Department of Youth Empowerment and Sports  
Government of Karnataka

## STATE LEVEL YOUTH FESTIVAL - 2022

### CERTIFICATE

This is to certify that Mr./ Ms./Mrs. KAVYA.M  
of International Institute of Business Studies College  
has participated in the STATE LEVEL YOUTH FESTIVAL 2022 held from  
21st to 25th August 2022 at Fine Arts College, Manasagangothri, UOM, Mysuru.

**K.V. Khadri Narasimhaiah**  
Regional Director,  
Regional Directorate of NSS  
Government of India, Bengaluru

**Prathap Lingaiah**  
State NSS Officer, NSS Cell  
Government of Karnataka  
Bengaluru

**Dr. M.B. Suresha**  
Programme Co-ordinator  
National Service Scheme  
University Of Mysore, Mysuru

**Principal**  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

**Prof. G. Hemantha Kumar**  
Vice Chancellor  
University of Mysore  
Mysuru.



# MOTHERHOOD HOSPITAL

Sahakar Nagar, Hebbal, Bengaluru -560092

motherhood  
women & children's hospital

Seshadripuram Educational Trust

## SESHADRIPURAM FIRST GRADE COLLEGE

Yelahanka New Town, Bengaluru-560064

Permanently affiliated to Bengaluru City University and Recognized Under Section 2(f) & 12(B) of UGC Act, 1956

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An IQAC Initiative

### NATIONAL SERVICE SCHEME (NSS) & RED RIBBON CLUB (RRC)

#### *Certificate of Appreciation*

This is to certify that Mr/Ms/Dr/Prof. MUNI ANJINAPPA . K has Participated in Walkathon from SFGC Campus to Yelahanka Dairy Circle for the Cause of Awareness on Women Health and Hygiene, On the occasion of International Girl Child Day, On 28 October 2022 (Friday). His/ Her Participation is highly Appreciated.

**Mr. Raghunandan.M.R**

Facility Director, Motherhood Hospital, Hebbal

Principal

International Institute of Business Studies  
# 75 Muthugaganahalli, Jala Hobli,  
Bengaluru North - 562 157.

**Dr. S.N.Venkatesh**

Principal, SFGC

**Naveen Kumar.K.S**

NSS & RRC Officer, SFGC



Sahakar Nagar, Hebbal, Bengaluru -560092

Seshadripuram Educational Trust

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# NATIONAL SERVICE SCHEME (NSS) & RED RIBBON CLUB (RRC)

## *Certificate of Appreciation*

This is to certify that Students/ NSS Volunteers of

INTERNATIONAL INSTITUTE OF BUSINESS STUDIES

College has Participated in Marathon from SFGC Campus to Yelahanka Dairy Circle for the Cause of Awareness on Women Health and Hygiene, On the occasion of International Girl Child Day, On 28 October 2022 (Friday).

**Mr. Raghunandan.M.R**  
Facility Director, Motherhood Hospital, Hebbal

Principal  
International Institute of Business Studies  
# 75 Motherhood Hospital, Jalahalli, Bengaluru - 560067

**Dr. S.N. Venkatesh**  
Principal, SFGC

**Naveen Kumar.K.S**  
NSS & RRC Officer, SFGC



Sabakar Nagar, Hebbal, Bengaluru -560092

Seshadripuram Educational Trust

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An IQAC Initiative

## NATIONAL SERVICE SCHEME (NSS) & RED RIBBON CLUB (RRC)

### *Certificate of Appreciation*

This is to certify that **Mr/Ms/Dr/Prof..... KRUPA. H.R** has Participated in Walkathon from SFGC Campus to Yelahanka Dairy Circle for the Cause of Awareness on Women Health and Hygiene, On the occasion of International Girl Child Day, On 28 October 2022 (Friday). His/ Her Participation is highly Appreciated.

**Dr. Raghunandan.M.R**  
Faculty Director, Motherhood Hospital, Hebbal

**T.James**  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.

**Naveen Kumar.K.S**  
NSS & RRC Officer, SFGC

From  
The Program Officer  
NSS Unit  
IIBS College  
Bengaluru

Date: 7<sup>th</sup> December, 2022

To  
The Principal  
IIBS College  
Bengaluru

Respected Sir

Subject: Requesting for permission to send NSS students for helping disabled students.

With reference to the above subject, I would like to inform you that the NSS volunteers of IIBS College have voluntarily decided to collect fund for specially abled students of Abhivruddi Foundation on 08-12-2022 which is located in Devanahalli taluk.

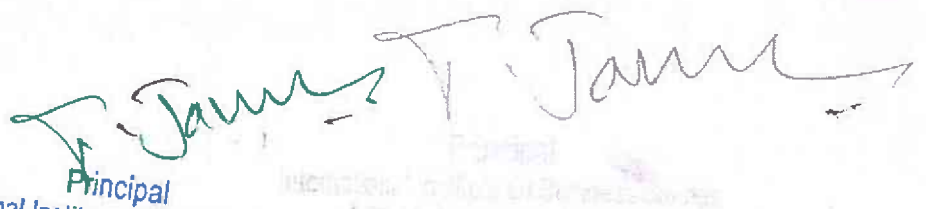
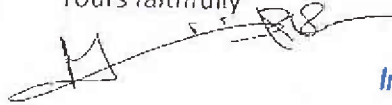
In accordance with this, the volunteers are going to Devanahalli town for the fund collection so on behalf of students, I request you to give permission. And also I request all the faculties to provide one day attendance to them.

Participating students list is as shown below

Sl. no	Student name	
1	Bhanu Prakash	Vth sem B.Com
2	Rajesh B M	Vth sem B.Com
3	Ravi Chandra B	Vth sem B.Com
4	Mohan. R	Vth sem B.Com
5	Pavithra B R	Vth sem B.Com
6	Mohan Kumar K	Vth sem B.Com
7	Rajini. M	Vth sem B.Com
8	Sushma	III sem B.Com
9	Jyothi P N	III sem B.Com
10	Sandyashree B	III sem B.Com
11	Abhishek M	Vth sem B.Com
12	Uday Kiran S R	Vth sem B.Com
13	Meghana	Vth sem B.Com

Thank you

Yours faithfully



Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jala Hobli,  
Bangalore North - 562 157.



NSS PROGRAMME OFFICER'S OUT-OF-POCKET ALLOWANCE BILL

- 1. Name of the NSS Programme Officer : Munianjinappa K
- 2. Name & address id the college : IBS College, #75, Muthugadahalli, Bengaluru - 562157
- 3. Rate of allowance per month : 300
- 4. Allowance claimed for the month of November 2021
- 5. Total amount claimed : 3,600/-

(Rupees Three thousand and six hundred only)

*Munianjinappa K*  
12/11/21

CONTENTS RECEIVED

Date..... 12.11.21.....

*[Signature]*

Signature with the seal of the  
NSS Programme Officer

*T. James*  
Principal  
International Institute of Business Studies  
# 75, Muthugadahalli, Jata Hobli,  
Bangalore North - 562 157.

- 1. Certified the NSS work at college was satisfactory during the preceding period.
- 2. Certified that the Progress Report for the corresponding period is enclosed.
- 3. Certified that the amount claimed against this bill has not been claimed in any of the Previous bills.

Date:  
Place:

*T. James*

## Student Registration Report

Generated for IBS International Institute of Business Studies from 2021-04-01 till 2022-03-31

Sl No	Registration No	Name	Gender	Email	Mobile No	Course	Branch	Programme
1	U18DM21A0020	Keerthana V	Female	keerthanav715@gmail.com	6374301419	Bachelor of Arts	Bachelor of Arts	UG
2	U18DM21A001	Srinivas B	Male	srinivasips48@gmail.com	7795030345	Bachelor of Arts	Bachelor of Arts	UG
3	U18DM21A002	Karthik G	Male	venkateshnikarhikgali@gmail.com	9108073115	Bachelor of Arts	Bachelor of Arts	UG
4	A2015804	Bapugouda Desai	Male	bapugou.dadesai17@gmail.com	8197730925	Bachelor of Arts	Bachelor of Arts	UG
5	U18DM21A0008	M.p.subhasini Alias Thamarai	Female	subhashinihamarai@gmail.com	9361335326	Bachelor of Arts	Bachelor of Arts	UG
6	C 2015681	Vandana	Female	vandhubaby2@gmail.com	9353769843	Bachelor of Commerce	Bachelor of Commerce	UG
7	C2015659	B Ravichandra	Male	ravirappu5057@gmail.com	8792171155	Bachelor of Commerce	Bachelor of Commerce	UG
8	C2015611	Chandana Kb	Female	chandargowda35666@gmail.com	8088672368	Bachelor of Commerce	Bachelor of Commerce	UG
9	U18DM21C0035	Ahalya Cs	Female	ahalyaaimmu015@gmail.com	7204140200	Bachelor of Commerce	Bachelor of Commerce	UG
10	U18DM21C0016	Harsha M	Male	harshaharsh2818@gmail.com	8861178591	Bachelor of Commerce	Bachelor of Commerce	UG
11	U18DM21C0012	Samer Joshi	Male	sameerjoshi822@gmail.com	733602553	Bachelor of Commerce	Bachelor of Commerce	UG
12	U18DM21C0030	Lahari S	Female	laharisrin3@gmail.com	7760323034	Bachelor of Commerce	Bachelor of Commerce	UG
13	C1915667	Somasundar S	Male	somasomasundars4@gmail.com	7892270360	Bachelor of Commerce	Bachelor of Commerce	UG
14	U18DM21C0022	Mahantesh N	Male	mahantesh6363@gmail.com	6363051387	Bachelor of Commerce	Bachelor of Commerce	UG
15	U18DM21C0017	Manjunath S	Male	manjunath.s2357@gmail.com	9008183901	Bachelor of Commerce	Bachelor of Commerce	UG
16	C1915656	Pavan Kumar P	Male	pkumarp248@gmail.com	8861837329	Bachelor of Commerce	Bachelor of Commerce	UG
17	303933	Rajani N	Female	rajani0303@gmail.com	8618624404	Bachelor of Commerce	Bachelor of Commerce	UG
18	C191672	Sunil	Male	sunis92001@gmail.com	9900426174	Bachelor of Commerce	Bachelor of Commerce	UG
19	U18DM21C0061	Shwetha Kumari	Female	shwethashwetha4616@gmail.com	9945888167	Bachelor of Commerce	Bachelor of Commerce	UG
20	C1915637	Meghana Y M	Female	meganaym24@gmail.com	9108488373	Bachelor of Commerce	Bachelor of Commerce	UG
21	C1915629	Kavya	Female	skavya2246@gmail.com	8197906676	Bachelor of Commerce	Bachelor of Commerce	UG
22	C1915656	Praimod N	Male	pramodn4959@gmail.com	8431935508	Bachelor of Commerce	Bachelor of Commerce	UG
23	2018C170001	Sindhu R	Female	ravikumarmala398@gmail.com	7899811731	Bachelor of Commerce	Bachelor of Commerce	UG
24	C1915022	Ganashree R	Female	ganashreer4@gmail.com	9741785571	Bachelor of Commerce	Bachelor of Commerce	UG
25	U18DM 21C0023	Ranjith Kumar Bc	Male	bcranjithv@gmail.com	9731913526	Bachelor of Commerce	Bachelor of Commerce	UG
26	U18DM21C0005	Nisarga.r	Female	nisargaramu2004@gmail.com	9886930710	Bachelor of Commerce	Bachelor of Commerce	UG
27	U18DM21C0073	Rindushree B V	Female	bindushreevathsav@gmail.com	7338006878	Bachelor of Commerce	Bachelor of Commerce	UG

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Sl No	Registration No	Name	Gender	Email	Mobile No	Course	Branch	Programme
28	U18DM21C0043	Mohan Kumar K	Male	mk4517242@gmail.com	7676511543	Bachelor of Commerce	Bachelor of Commerce	UG
29	U18DM21C0020	Lakshya M	Female	lakshyachand99@gmail.com	7892379522	Bachelor of Commerce	Bachelor of Commerce	UG
30	U18DM21C0066	Nanda Kumar V	Male	aaryao51004@gmail.com	8971113236	Bachelor of Commerce	Bachelor of Commerce	UG
31	U18DM21C0050	Sahana V	Female	vsahana515@gmail.com	9902267512	Bachelor of Commerce	Bachelor of Commerce	UG
32	U18DM21C0026	Krupa Hr	Female	krupamuniraju1234@gmail.com	8217828847	Bachelor of Commerce	Bachelor of Commerce	UG
33	U18DM21C009	Pavan Kumar N	Male	pavankumar647@gmail.com	9901895437	Bachelor of Commerce	Bachelor of Commerce	UG
34	U18DM21C0072	Keerthana S	Female	skeerthana8475@gmail.com	97402355361	Bachelor of Commerce	Bachelor of Commerce	UG
35	U18DM21C0018	Shivraj N	Male	shivrajn5445@gmail.com	7204146611	Bachelor of Commerce	Bachelor of Commerce	UG
36	U18DM21C0058	K Mounika	Female	mounu981@gmail.com	9148121248	Bachelor of Commerce	Bachelor of Commerce	UG
37	U18DM21C0045	Lahari M	Female	alahari15@gmail.com	9743124826	Bachelor of Commerce	Bachelor of Commerce	UG
38	U18DM21C0029	Deekshitha S	Female	deekshithasrinivas1430@gmail.com	7795328442	Bachelor of Commerce	Bachelor of Commerce	UG
39	U18DM21C0044	Ankitha Km	Female	g204ankthakm.pragathi@gmail.com	9663918825	Bachelor of Commerce	Bachelor of Commerce	UG
40	U18DM21C0046	Parshitha C	Female	harshic.mohith@gmail.com	9900195321	Bachelor of Commerce	Bachelor of Commerce	UG
41	U18DM21C0003	Brindha Sree. V	Female	vkasthuri.2017@gmail.com	8754074234	Bachelor of Commerce	Bachelor of Commerce	UG
42	U18DM2C0043	Priyanka M	Female	priyanka4692p@gmail.com	9980583962	Bachelor of Commerce	Bachelor of Commerce	UG
43	U18DM21C0004	Nayana S	Female	nayanacs977@gmail.com	7899830459	Bachelor of Commerce	Bachelor of Commerce	UG
44	U18DM21C0007	Dimpal J	Female	pc117dimpal.pji@gmail.com	8310011546	Bachelor of Commerce	Bachelor of Commerce	UG
45	U18DM21C0063	Drakshayini N	Female	drakshayini56@gmail.com	9008861798	Bachelor of Commerce	Bachelor of Commerce	UG
46	U18DM21C0042	Divya H S	Female	hdivya10@gmail.com	7795345488	Bachelor of Commerce	Bachelor of Commerce	UG
47	U18DM21C0033	Narendra Gowda N	Male	narendragowda46@gmail.com	9632290347	Bachelor of Commerce	Bachelor of Commerce	UG
48	U18DM21C0034	Ganesh M N	Male	mnganesh91@gmail.com	9606043350	Bachelor of Commerce	Bachelor of Commerce	UG
49	U18DM21C0082	Akash R	Male	royalakash11222@gmail.com	8088180212	Bachelor of Commerce	Bachelor of Commerce	UG
50	U18DM21C0074	Kavan Kumar K N	Male	kavankumar41@gmail.com	7204697508	Bachelor of Commerce	Bachelor of Commerce	UG
51	U18DM21C0049	Manasa V	Female	manasag763@gmail.com	8722808670	Bachelor of Commerce	Bachelor of Commerce	UG
52	U18DM21C0075	Kushal Kumar K M	Male	kushalkumar4@gmail.com	8792172247	Bachelor of Commerce	Bachelor of Commerce	UG
53	U18DM21C0028	Sneha H M	Female	durairajpovunraj@gmail.com	6366637178	Bachelor of Commerce	Bachelor of Commerce	UG
54	U18DM21C0047	Shalini K M	Female	shelini4692s@gmail.com	9980066011	Bachelor of Commerce	Bachelor of Commerce	UG
55	U18DM21C0006	Meghana V	Female	meghanavgowdameghnavgowda@gmail.com	7411289269	Bachelor of Commerce	Bachelor of Commerce	UG
56	C2015607	Shamuprakash R	Male	shamuprakashr8590@gmail.com	9686708590	Bachelor of Commerce	Bachelor of Commerce	UG
57	C1915654	Nishanth M	Male	nishanth542@gmail.com	78999358998	Bachelor of Commerce	Bachelor of Commerce	UG
58	U18DM21C0050	Anusha P R	Female	anupalegara2002@gmail.com	9110209140	Bachelor of Commerce	Bachelor of Commerce	UG

ISI No.	Registration No.	Name	Gender	Email	Mobile No.	Course	Branch	Programme
59	U18DM21C0041	Sarithoshi Kumar km	Male	sarithosh6865143@gmail.com	9591781990	Bachelor of Commerce	Bachelor of Commerce	UG
60	U18DM21C0028	Snehal h m	Female	diurairajpov.inraj@gmail.com	6366637178	Bachelor of Commerce	Bachelor of Commerce	UG
61	U18DM21M0053	Jalinaraj	Female	janvijaywda13@gmail.com	8105059031	Bachelor of Business Management	Bachelor of Business Management	UG
62	U18DM21M0044	Sab Vashisht Aanya	Male	sabvaaya@gmail.com	7893930438	Bachelor of Business Management	Bachelor of Business Management	UG
63	U18DM21S0013	Darshan B K	Male	Dharadharshan9@gmail.com	98866597239	Bachelor of Computer Application	Bachelor of Computer Application	UG
64	U18DM21S0028	Y Pavan Reddy	Male	pavanreddyyk23@gmail.com	9740078854	Bachelor of Computer Application	Bachelor of Computer Application	UG
65	U18DM21S0025	Madhan R	Male	madhanmadhu5874@gmail.com	9945224650	Bachelor of Computer Application	Bachelor of Computer Application	UG
66	U18DM21S0012	Sunil S	Male	sunils2B112002@gmail.com	8310166562	Bachelor of Computer Application	Bachelor of Computer Application	UG
67	U18DM21S0033	Manoj Hk	Male	ko8511020@gmail.com	8792046827	Bachelor of Computer Application	Bachelor of Computer Application	UG
68	U18DM21S0016	Nithin M	Male	nithin9731951520@gmail.com	9731951520	Bachelor of Computer Application	Bachelor of Computer Application	UG
69	U18DM21S0008	Kushal Gowda N	Male	kushalgowda84261@gmail.com	9902577204	Bachelor of Computer Application	Bachelor of Computer Application	UG
70	U18DM21S0002	Sushma G R	Female	sushmazaradhyaradhy@gmail.com	6366602539	Bachelor of Computer Application	Bachelor of Computer Application	UG
71	U18DM21S0031	Bokkasam Bharath Kumar Naidu	Male	bharathnaidu1234@gmail.com	8105901465	Bachelor of Computer Application	Bachelor of Computer Application	UG
72	U18DM21S0001	Ruchelha N	Female	ruchithanagraj07@gmail.com	7022517732	Bachelor of Computer Application	Bachelor of Computer Application	UG
73	U18DM21S0015	Meghana K	Female	krishnamegnana69@gmail.com	7676571390	Bachelor of Computer Application	Bachelor of Computer Application	UG
74	R2010834	Tejas S	Male	tejas3002@gmail.com	8971411822	Bachelor of Computer Application	Bachelor of Computer Application	UG
75	U18DM21S0003	Bhavana N	Female	bhavananagaraj2512@gmail.com	8892182821	Bachelor of Computer Application	Bachelor of Computer Application	UG
76	U18DM21S0004	Varshith R	Male	varshithvarshith235@gmail.com	6561721131	Bachelor of Computer Application	Bachelor of Computer Application	UG
77	U18DM21S0022	Rakeshit.h.m	Male	rk66353@gmail.com	9071839159	Bachelor of Computer Application	Bachelor of Computer Application	UG

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Sl No	Registration No	Name	Gender	Email	Mobile No	Course	Branch	Programme
78	U18DM21S0019	Jayalakshmi B M	Female	bjayalakshmi564@gmail.com	7899066306	Bachelor of Computer Application	Bachelor of Computer Application	UG
79	U18DM21S0030	Deekshitha.s	Female	deekshathequeen36@gmail.com	7019719442	Bachelor of Computer Application	Bachelor of Computer Application	UG
80	U18DM21S0026	Dhanush r	Male	dhanushram454@gmail.com	7204736959	Bachelor of Computer Application	Bachelor of Computer Application	UG
81	U18DM21S0010	Manu Kumar H D	Male	manugowda456@gmail.com	8050101729	Bachelor of Computer Application	Bachelor of Computer Application	UG
82	U18DM21S0029	Lavanya S	Female	lavufavanyah80@gmail.com	9019677680	Bachelor of Computer Application	Bachelor of Computer Application	UG
83	U18DM21S0009	M Vikram Kumar	Male	vikramkumar10604@gmail.com	9901898754	Bachelor of Computer Application	Bachelor of Computer Application	UG
84	U18DM21S0017	Manoj N	Male	manumanoj372003@gmail.com	7348873125	Bachelor of Computer Application	Bachelor of Computer Application	UG
85	U18DM21S0035	Shaik Mohammed Mukthiyar	Male	s.dadu9959@gmail.com	7989457144	Bachelor of Computer Application	Bachelor of Computer Application	UG
86	R2010830	Sathish M	Male	sm9683477@gmail.com	8867164484	Bachelor of Computer Application	Bachelor of Computer Application	UG
87	R1910803	Chakravarthi S	Male	chakkrachakravarthi@gmail.com	9980744125	Bachelor of Computer Application	Bachelor of Computer Application	UG
88	U18DM21S0007	Utkarsh Tyagi	Male	utkarsh1057@gmail.com	9907279391	Bachelor of Computer Application	Bachelor of Computer Application	UG
89	U18DM21S0014	Ananya B V	Female	ananyabv3@gmail.com	6361165856	Bachelor of Computer Application	Bachelor of Computer Application	UG
90	U18DM21S0011	Hemanth m	Male	hemanth/86588@gmail.com	9663158449	Bachelor of Computer Application	Bachelor of Computer Application	UG
91	U18DM21S0014	Dharali S	Male	mrgbarath@gmail.com	7619437205	Bachelor of Computer Application	Bachelor of Computer Application	UG
92	UUCMS	Gottam Akhil Vardhan Reddy	Male	gottamakhilvardhanreddy@gmail.com	7670957350	Bachelor of Business Administration	Bachelor of Business Administration	UG
93	U18DM21M0036	Manikanta R	Male	kanlamani6096@gmail.com	8123277298	Bachelor of Business Administration	Bachelor of Business Administration	UG
94	U18DM21M0019	Madan Gowda B N	Male	madangowda.n003@gmail.com	9342974959	Bachelor of Business Administration	Bachelor of Business Administration	UG
95	U18DM21M0037	Vijay C	Male	varunsardar143@gmail.com	8105737820	Bachelor of Business Administration	Bachelor of Business Administration	UG

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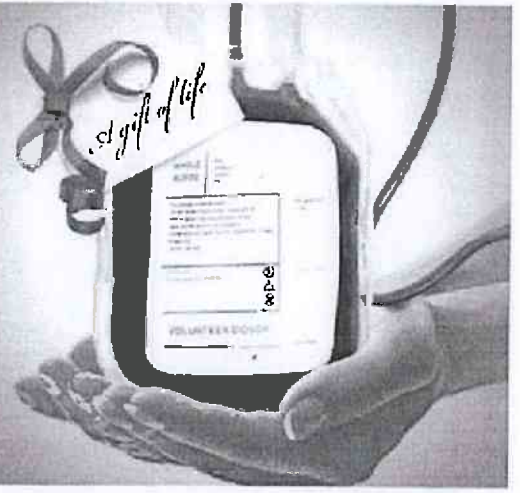
Sl No	Registration No	Name	Gender	Email	Mobile No	Course	Branch	Programme
96	U18DM21M0018	Sumama	Male	sksumarna786@gmail.com	9178428520	Bachelor of Business Administration	Bachelor of Business Administration	UG
97	U18DM21M0046	Syed Yaseen	Male	syedyascenabbar@gmail.com	9380247801	Bachelor of Business Administration	Bachelor of Business Administration	UG
98	U18DM21M0047	Supriya C	Female	suprihanajk09@gmail.com	9019819769	Bachelor of Business Administration	Bachelor of Business Administration	UG
99	U18DM21M0020	Kavya M	Female	chiruk742@gmail.com	7996262015	Bachelor of Business Administration	Bachelor of Business Administration	UG
100	U18DM21M0043	Keerthana Vg	Female	keerthanav55@gmail.com	7406111693	Bachelor of Business Administration	Bachelor of Business Administration	UG
101	U18DM21M0054	Kiran Nayak	Male	nayakkratos@gmail.com	9850096199	Bachelor of Business Administration	Bachelor of Business Administration	UG
102	U18DM21M0031	Manish Pasumarthi	Male	manishpasumarthi@gmail.com	9397715766	Bachelor of Business Administration	Bachelor of Business Administration	UG
103	U18DM21M0001	Shreya Devershetty	Female	shreyadevershetty28@gmail.com	6361863767	Bachelor of Business Administration	Bachelor of Business Administration	UG
104	U18DM21M0042	Dutekula Azad Babu	Male	azadbabuazadbabu@gmail.com	93998731197	Bachelor of Business Administration	Bachelor of Business Administration	UG
105	U18DM21M0005	Potnuru Kiran Mayi	Female	kiranmayipotnuru1@gmail.com	9492348055	Bachelor of Business Administration	Bachelor of Business Administration	UG
106	2001114621	C.surya Sannutha	Female	suryasannu03@gmail.com	7799841177	Bachelor of Business Administration	Bachelor of Business Administration	UG
107	U18DM21M0052	Vinay Kumar D	Male	vinaydolly714@gmail.com	8197117267	Bachelor of Business Administration	Bachelor of Business Administration	UG
108	B2012256	Prajwal K C	Male	prajwalprajwal3078@gmail.com	7338187836	Bachelor of Business Administration	Bachelor of Business Administration	UG
109	B2012211	Bhaskara Vadhu Nandhan	Male	yadhunandhan0710@gmail.com	7382990866	Bachelor of Business Administration	Bachelor of Business Administration	UG
110	U18DM21M0005	Kolla Asha	Female	kollaasha43@gmail.com	+91 79977	Bachelor of Business Administration	Bachelor of Business Administration	UG
111	B2012212	Bhimashankar	Male	bhimashankargouda350@gmail.com	9483096180	Bachelor of Business Administration	Bachelor of Business Administration	UG

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ಶ್ರೀ: **ರಾಷ್ಟ್ರೋತ್ಥಾನ ರಕ್ತಕೇಂದ್ರ**  
ಪ್ರಾದೇಶಿಕ ರಕ್ತಜಾಲನಾ ಕೇಂದ್ರ



ಪ್ರಧಾನ ಪ್ರಾಯೋಜಕರು: ಶ್ರೀಮತಿ ಸುಬದ್ರಾಬೆನ್ ಜಯಂತಿಲಾಲ್ ನಾಗರದಾಸ್ ಶಾ (ಜೈನ್)  
ನಂ.7, ಗವಿಪುರಂ ಗುತ್ತಹಳ್ಳಿ, ಕೆಂಪೇಗೌಡನಗರ, ಬೆಂಗಳೂರು - 560 019  
☎ : 080-26608870, 080-29747870 E mail : bloodcentre@rashtrotthana.org  
Website : www.bloodcentre\_rashtrotthana.org

**Letter of Appreciation | ಪ್ರಶಂಸಾ ಪತ್ರ**

**I. I. B. S. DEGREE COLLEGE [NSS UNIT]**

ನೀವು ರಕ್ತದಾನ ಶಿಖರ ನಡೆಸುವುದರ ಮೂಲಕ ನಮ್ಮ ರಕ್ತಕೇಂದ್ರಕ್ಕೆ ..... ರಕ್ತದಾನಿಗಳಿಂದ ಅಮೂಲ್ಯವಾದ 'ರಕ್ತದಾನ' ಮಾಡಿಸಿದ್ದೀರಿ. ನಿಮ್ಮಿಂದ ಹಲವರಿಗೆ 'ಜೀವದಾನ'ವಾಗಿದೆ. ನಿಮ್ಮ ಸಾಮಾಜಿಕ ಕಳಕಳ, ಕರ್ತವ್ಯಪ್ರಜ್ಞೆ ಪ್ರಶಂಸಾರ್ಹವಾಗಿದೆ. ನಿಮಗೆ 'ರಾಷ್ಟ್ರೋತ್ಥಾನ ರಕ್ತಕೇಂದ್ರ' ಋಣಿಯಾಗಿದೆ.

*This Letter of Appreciation*

*is issued to you for your kind gesture of organizing a voluntary Blood Donation Camp and thereby collecting..... No. of units for saving precious lives. Your social concern and responsibility is laudable. Rashtrotthana Blood Centre is grateful to you for the same.*

Place of Camp..... Doddajjala ..... Date..... 5<sup>th</sup> September 2019

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*T. Janna*

General Secretary  
RASHTROTTHANA PARISHAT

*[Signature]*

**Rashtrotthana Blood Centre**

Regional Blood Transfusion Centre, Recognised by Government of Karnataka

Principal Sponsor : Smt. Subhadraaben Jayantilal Nagardas Shah (Jain)

# 7, Gavipuram Guttahalli, Kempegowda Nagar, Bengaluru-560 019

Ph : 080-29747870, 080-26608870 E-mail : bloodcentre@rashtrotthana.org Website : www.bloodcentre.rashtrotthana.org

Licence No. : KTK/28C-61/2018



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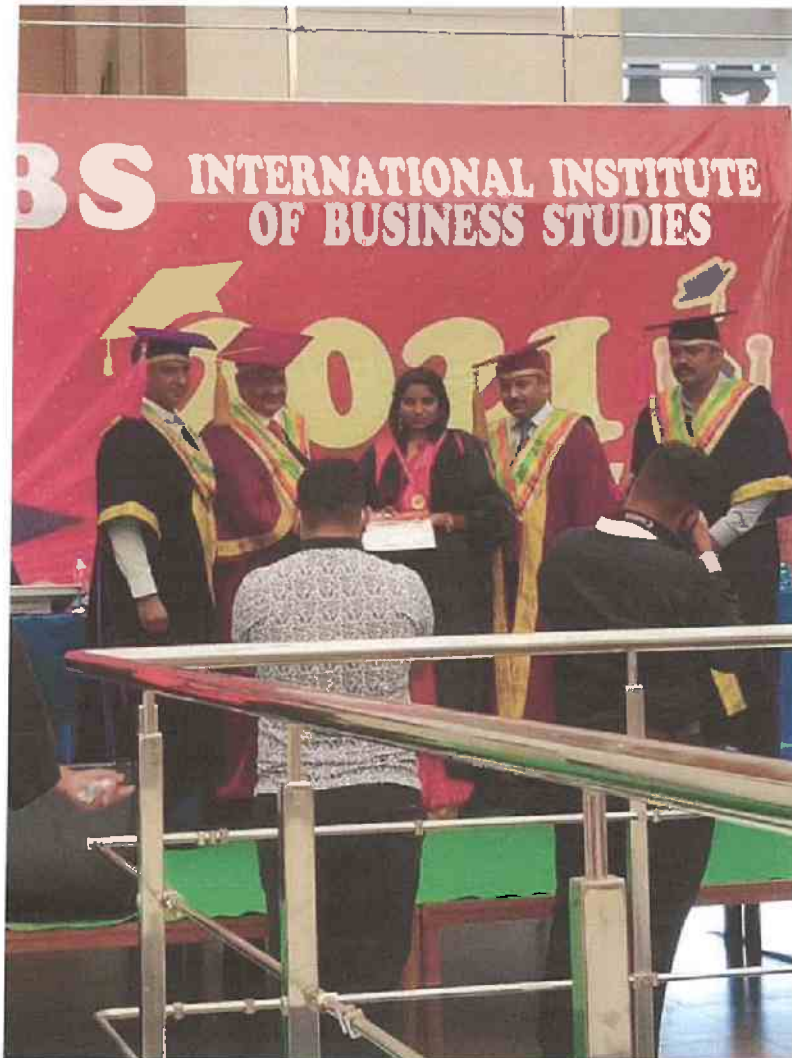
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## Students Receiving Best Academic Performance Award and Best Outstanding Performance Award

Students Receive the Best Academic Performance Award and Best Outstanding Performance Award during their graduation day upon evaluation of the students performance in curricular and Extracurricular activities

### Graduation Day – Batch 2018-2021



**Pooja MR Receiving Outstanding Performance Award**

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Uttara Kumari receiving Best Academic Performance award

*V. Jambhale*

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**Graduation Day – Batch 2019-2022**



**Deepika Receiving Outstanding Performance Award**



**Bhavya Shree Receiving Best Academic Performance Award**

*T. Janu*  
Principal  
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Bangalore North - 562 157.