



IIBS INTERNATIONAL INSTITUTE OF BUSINESS STUDIES

(Managed by Shrimati B. Devi Educational and Charitable Trust)

**National Head Off. and
Bangalore Campus (R.T.Nagar)**
70, 2nd Main Road,
Kanaka Nagar, Nagawara,
Bangalore - 560 032.

Bangalore Campus:
(Near International Air Port)
75, Muthugadahalli,
Bangalore North, Jala Hobli,
Bangalore - 562157.

Noida Campus :
B 119, IIBS Campus,
Sector - 63,
Noida - 201 309. (NCR)

Kolkata Campus :
Kamalgazi,
N.S.C Bose Road,
Kolkata - 700 103.

IIBS/HR/055/2017

Date: May 03, 2017

Dr. Tripuraneni Jaggaiah
100, 7th Cross,
Near Govt. School,
Matriguppe, BSK, 3rd Stage,
Bangalore - 560 085, India.

Dear Tripuraneni Jaggaiah,

Re: Your appointment in our institute as Professor in the position of Principal at our IIBS, Muthugadahalli. Bangalore Campus

We have pleasure in offering you as Professor in the position of Principal at our International Institute of Business Studies, Muthugadahalli. Bangalore Campus. Please note that the employment terms contained in this letter are subjected to changes in IIBS Service Rules, as may be determined by the management of the institution from time to time.

1. Appointment

- Your date of appointment is with immediate effect from the date of joining not later than **May 03, 2017** or if necessary we may request you join earlier with due consent from your selves.
- Till regular reporting, in case of necessity you may have to support academics at our IIBS, Muthugadahalli New campus in consultation with our Director.
- You will be on probation for a period of one year from the date of your joining. If in the opinion of the management, you are found suitable; your services may be confirmed earlier.
- You will be governed by the terms and conditions of service applicable as and when changes are made.

2. Compensation

- You will be on the institute's pay scale with total emolument of Rs.72,000/- per month
- You will be paid Basic salary and other allowances will be suitably fixed as per institute's existing policy
- You may avail the Group Insurance Scheme & other benefits as applicable, as per the policies of the institute.

3. Retirement

- The retirement age is 60 years

Tam R S



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4. Responsibilities

- In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- You shall ensure that you will comply with all the policies of the organization. Consequently, you are required to understand the scope and the intent of the policies and comply with the same. You shall also ensure to update yourself with the change or update policies, which the organization may effect from time to time and comply with the same.
- It also becomes your responsibility to bring the notice of the management, any such violations to the policies, committed by any member in the organization.
- You may be required to undertake travel on behalf of the organization for which you will be reimbursed travel expenses.

5. Leave

- You shall be eligible to such leave as is admissible under the leave policy of the organization from time to time after completion of probationary period. Till then, you are entitled for 12 days casual leave per year, available at the rate of one day after completion of every month of service. Apart from this, you are also eligible for pro-rata vacation leave after completion of one full semester, as per the leave policy.

6. Conflict of interest

- You are required to engage yourself exclusively in the worked assigned by the institute and shall not take up any other part time or full time employment with any other organization
- You shall not engage in any activity directly or indirectly that will affect in interests of the organization directly or indirectly.

7. Confidentiality

- As a member of the organization, you may gain access to such information that may be considered "confidential" by the organization. Therefore, you shall not divulge any confidential information to anyone outside the organization or to anyone inside who is not entitled to such information.

8. General

- We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us, if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement. One set of all testimonials, i.e., educational & experience proofs need to submitted at the time of reporting without fail.

Tan P. S.



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9. Notice Period

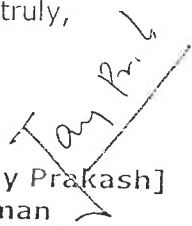
- This contract is terminable without reasons, by either party giving notice of 30 days during probation or three (3) months on confirmation. This organization reserves right to pay or recover the salary in lieu of the notice period
- The organization may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons.

10. On Separation

- On acceptance of separation notice, you shall ensure to handover all the materials of the organization in your possession that includes library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of the letter of appointment. We look forward to your contribution towards growth and prosperity of our organization along with your successful career.

Yours truly,


[Dr. Jay Prakash]
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: Dr. T. Jaggaraj
Place: Bangalore

Signature: T. James
Date: 03/05/2017



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Bangalore - 560 032, Karnataka

IIBS/HR/022/2020

Date: 06th July, 2020

Dr. A Rambabu

Dear Dr. A Rambabu

Re: Your appointment in our institute as an Associate Professor.

We have pleasure in offering you in our **International Institute of Business Studies** as a **Associate Professor**. Please note that the employment terms contained in this letter are subjected to such conditions and service rules etc, as may be determined by the management of the institution from time to time.

1. Appointment

- a. Your date of appointment is with immediate effect from the date of joining not later than **July 09th 2020**, or if necessary we may request you join earlier with due consent from your selves.
- b. You will be on probation for a period of one year from the date of your joining. If in the opinion of the management, you are found suitable; your services may be confirmed earlier.
- c. You will be governed by the terms and conditions of service applicable as and when changes are made.

2. Compensation

- a. You will be on the institute scale with total emolument of **Rs.62, 000/-** per month. You will be paid Basic salary and other allowances will be suitably fixed as per institute's prevalent policy
- b. You will avail the Group Insurance Scheme & other benefits as applicable, as per the policies of the institute.

3. Retirement

- a. The retirement age is 60 years

4. Responsibilities

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organization. Consequently, you are required to understand the scope and the intent of the policies and comply with the same. You shall also ensure to update yourself with the change or update policies, which the organization may effect from time to time and comply with the same.

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- c. It also becomes your responsibility to bring the notice of the management, any such violations to the policies, committed by any member in the organization.
 - d. You may be required to undertake travel on behalf of the organization for which you will be reimbursed travel expenses.
5. Leave
 - a. You shall be eligible to such leave as is admissible under the leave policy of the organisation from time to time.
 6. Conflict of interest
 - a. You are required to engage yourself exclusively in the worked assigned by the institute and shall not take up any other part time or full time employment with any other organization
 - b. You shall not engage in any activity directly or indirectly that will affect in interests of the organization directly or indirectly.
 7. Confidentiality
 - a. As a member of the organization, you may gain access to such information that may be considered "confidential" by the organization. Therefore, you shall not divulge any confidential information to anyone outside the organization or to anyone inside who is not entitled to such information.
 8. General
 - a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.
 9. Notice Period
 - a. This contract is terminable without reasons, by either party giving three months' notice on confirmation. This organization reserves right to pay or recover the salary in lieu of the notice period
 - b. The organization may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons
 10. On Separation
 - a. On acceptance of separation notice, you shall ensure to handover all the materials of the organization in your possession that includes library books, presentation materials, data, literature, drawings, and

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documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of the letter of appointment. We look forward to your contribution to your growth and this organization and a successful career with us.

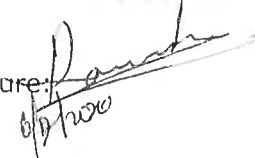
Yours truly,


[Jay Prakash]
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: **Dr. A Rambabu**

Place: Bangalore

Signature: 

Date: 02/10/2020



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IIBS/HR/021/2021

Date: 07th December, 2021

Dr. M Kethan

Dear Dr. M Kethan

Re: Your appointment in our institute as an Associate Professor.

We have pleasure in offering you in our **International Institute of Business Studies** as an **Associate Professor**. Please note that the employment terms contained in this letter are subjected to such conditions and service rules etc, as may be determined by the management of the institution from time to time.

1. Appointment

- a. Your date of appointment is with immediate effect from the date of joining not later than **December 14th 2021**, or if necessary we may request you join earlier with due consent from your selves.
- b. You will be on probation for a period of one year from the date of your joining. If in the opinion of the management, you are found suitable; your services may be confirmed earlier.
- c. You will be governed by the terms and conditions of service applicable as and when changes are made.

2. Compensation

- a. You will be on the institute scale with total emolument of **Rs.70, 000/-** per month. You will be paid Basic salary and other allowances will be suitably fixed as per institute's prevalent policy
- b. You will avail the Group Insurance Scheme & other benefits as applicable, as per the policies of the institute.

3. Retirement

- a. The retirement age is 60 years

4. Responsibilities

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organization. Consequently, you are required to understand the scope and the intent of the policies and comply with the same. You shall also ensure to update yourself with the change or update policies, which the organization may effect from time to time and comply with the same.

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- c. It also becomes your responsibility to bring the notice of the management, any such violations to the policies, committed by any member in the organization.
 - d. You may be required to undertake travel on behalf of the organization for which you will be reimbursed travel expenses.
5. Leave
- a. You shall be eligible to such leave as is admissible under the leave policy of the organisation from time to time.
6. Conflict of interest
- a. You are required to engage yourself exclusively in the worked assigned by the institute and shall not take up any other part time or full time employment with any other organization
 - b. You shall not engage in any activity directly or indirectly that will affect in interests of the organization directly or indirectly.
7. Confidentiality
- a. As a member of the organization, you may gain access to such information that may be considered "confidential" by the organization. Therefore, you shall not divulge any confidential information to anyone outside the organization or to anyone inside who is not entitled to such information.
8. General
- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.
9. Notice Period
- a. This contract is terminable without reasons, by either party giving three months' notice on confirmation. This organization reserves right to pay or recover the salary in lieu of the notice period
 - b. The organization may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons
10. On Separation
- a. On acceptance of separation notice, you shall ensure to handover all the materials of the organization in your possession that includes library books, presentation materials, data, literature, drawings, and

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documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of the letter of appointment. We look forward to your contribution to your growth and this organization and a successful career with us.

Yours truly,


[Jay Prakash]
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: **Dr. M Kethan**

Place: Bangalore


Signature:

Date: 7/Dec/2021



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IIBS/HR/020/2021

Date: 02nd December, 2021

Dr. Syed Shahid Raza

Dear Dr. Syed Shahid Raza

Re: Your appointment in our institute as an Assistant Professor.

We have pleasure in offering you in our **International Institute of Business Studies** as an **Assistant Professor**. Please note that the employment terms contained in this letter are subjected to such conditions and service rules etc, as may be determined by the management of the institution from time to time.

1. Appointment
 - a. Your date of appointment is with immediate effect from the date of joining not later than **December 14th 2021**, or if necessary we may request you join earlier with due consent from your selves.
 - b. You will be on probation for a period of one year from the date of your joining. If in the opinion of the management, you are found suitable; your services may be confirmed earlier.
 - c. You will be governed by the terms and conditions of service applicable as and when changes are made.
2. Compensation
 - a. You will be on the institute scale with total emolument of **Rs.60, 000/-** per month. You will be paid Basic salary and other allowances will be suitably fixed as per institute's prevalent policy
 - b. You will avail the Group Insurance Scheme & other benefits as applicable, as per the policies of the institute.
3. Retirement
 - a. The retirement age is 60 years
4. Responsibilities
 - a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
 - b. You shall ensure that you will comply with all the policies of the organization. Consequently, you are required to understand the scope and the intent of the policies and comply with the same. You shall also ensure to update yourself with the change or update policies, which the organization may effect from time to time and comply with the same.

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- c. It also becomes your responsibility to bring the notice of the management, any such violations to the policies, committed by any member in the organization.
 - d. You may be required to undertake travel on behalf of the organization for which you will be reimbursed travel expenses.
5. Leave
 - a. You shall be eligible to such leave as is admissible under the leave policy of the organisation from time to time.
 6. Conflict of interest
 - a. You are required to engage yourself exclusively in the worked assigned by the institute and shall not take up any other part time or full time employment with any other organization
 - b. You shall not engage in any activity directly or indirectly that will affect in interests of the organization directly or indirectly.
 7. Confidentiality
 - a. As a member of the organization, you may gain access to such information that may be considered "confidential" by the organization. Therefore, you shall not divulge any confidential information to anyone outside the organization or to anyone inside who is not entitled to such information.
 8. General
 - a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.
 9. Notice Period
 - a. This contract is terminable without reasons, by either party giving three months' notice on confirmation. This organization reserves right to pay or recover the salary in lieu of the notice period
 - b. The organization may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons
 10. On Separation
 - a. On acceptance of separation notice, you shall ensure to handover all the materials of the organization in your possession that includes library books, presentation materials, data, literature, drawings, and

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Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of the letter of appointment. We look forward to your contribution to your growth and this organization and a successful career with us.

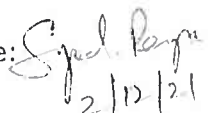
Yours truly,


[Jay Prakash]
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: **Dr. Syed Shahid Raza**

Place: Bangalore

Signature: 

Date: 2/12/21



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IIBS/HR/016/2018

Date: 30th August, 2018

Mr. Manoranjan H P

Dear Mr. Manoranjan H P

Re: Your appointment in our institute as an Assistant Professor.

We have pleasure in offering you in our **International Institute of Business Studies** as an **Assistant Professor**. Please note that the employment terms contained in this letter are subjected to such conditions and service rules etc, as may be determined by the management of the institution from time to time.

1. Appointment

- a. Your date of appointment is with immediate effect from the date of joining not later than **September 07th 2018**, or if necessary we may request you join earlier with due consent from your selves.
- b. You will be on probation for a period of one year from the date of your joining. If in the opinion of the management, you are found suitable; your services may be confirmed earlier.
- c. You will be governed by the terms and conditions of service applicable as and when changes are made.

2. Compensation

- a. You will be on the institute scale with total emolument of **Rs.28, 000/-** per month. You will be paid Basic salary and other allowances will be suitably fixed as per institute's prevalent policy
- b. You will avail the Group Insurance Scheme & other benefits as applicable, as per the policies of the institute.

3. Retirement

- a. The retirement age is 60 years

4. Responsibilities

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organization. Consequently, you are required to understand the scope

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- and the intent of the policies and comply with the same. You shall also ensure to update yourself with the change or update policies, which the organization may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring the notice of the management, any such violations to the policies, committed by any member in the organization.
 - d. You may be required to undertake travel on behalf of the organization for which you will be reimbursed travel expenses.
5. Leave
- a. You shall be eligible to such leave as is admissible under the leave policy of the organisation from time to time.
6. Conflict of interest
- a. You are required to engage yourself exclusively in the worked assigned by the institute and shall not take up any other part time or full time employment with any other organization
 - b. You shall not engage in any activity directly or indirectly that will affect in interests of the organization directly or indirectly.
7. Confidentiality
- a. As a member of the organization, you may gain access to such information that may be considered "confidential" by the organization. Therefore, you shall not divulge any confidential information to anyone outside the organization or to anyone inside who is not entitled to such information.
8. General
- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.
9. Notice Period
- a. This contract is terminable without reasons, by either party giving three months' notice on confirmation. This organization reserves right to pay or recover the salary in lieu of the notice period
 - b. The organization may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons

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10. On Separation

- a. On acceptance of separation notice, you shall ensure to handover all the materials of the organization in your possession that includes library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of the letter of appointment. We look forward to your contribution to your growth and this organization and a successful career with us.

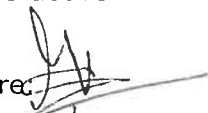
Yours truly,


[Jay Prakash]
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: **Mr. Manoranjan H P**

Place: Bangalore

Signature: 

Date: 30/08/2018.



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IIBS/HR/021/2017

Date: 1st November, 2017

Mrs. Susmitha T P

Dear Mrs. Susmitha T P

Re: Your appointment in our institute as an Assistant Professor.

We have pleasure in offering you in our **International Institute of Business Studies** as an **Assistant Professor**. Please note that the employment terms contained in this letter are subjected to such conditions and service rules etc, as may be determined by the management of the institution from time to time.

1. Appointment

- a. Your date of appointment is with immediate effect from the date of joining not later than **November 15th 2017**, or if necessary we may request you join earlier with due consent from your selves.
- b. You will be on probation for a period of one year from the date of your joining. If in the opinion of the management, you are found suitable; your services may be confirmed earlier.
- c. You will be governed by the terms and conditions of service applicable as and when changes are made.

2. Compensation

- a. You will be on the institute scale with total emolument of **Rs.40, 000/-** per month. You will be paid Basic salary and other allowances will be suitably fixed as per institute's prevalent policy
- b. You will avail the Group Insurance Scheme & other benefits as applicable, as per the policies of the institute.

3. Retirement

- a. The retirement age is 60 years

4. Responsibilities

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organization. Consequently, you are required to understand the scope

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Bangalore - 560 032, Karnataka

- and the intent of the policies and comply with the same. You shall also ensure to update yourself with the change or update policies, which the organization may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring the notice of the management, any such violations to the policies, committed by any member in the organization.
 - d. You may be required to undertake travel on behalf of the organization for which you will be reimbursed travel expenses.
5. Leave
- a. You shall be eligible to such leave as is admissible under the leave policy of the organisation from time to time.
6. Conflict of interest
- a. You are required to engage yourself exclusively in the worked assigned by the institute and shall not take up any other part time or full time employment with any other organization
 - b. You shall not engage in any activity directly or indirectly that will affect in interests of the organization directly or indirectly.
7. Confidentiality
- a. As a member of the organization, you may gain access to such information that may be considered "confidential" by the organization. Therefore, you shall not divulge any confidential information to anyone outside the organization or to anyone inside who is not entitled to such information.
8. General
- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.
9. Notice Period
- a. This contract is terminable without reasons, by either party giving three months' notice on confirmation. This organization reserves right to pay or recover the salary in lieu of the notice period
 - b. The organization may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons

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10. On Separation

- a. On acceptance of separation notice, you shall ensure to handover all the materials of the organization in your possession that includes library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of the letter of appointment. We look forward to your contribution to your growth and this organization and a successful career with us.

Yours truly,


[Jay Prakash]
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: **Mrs. Susmitha T P**

Place: Bangalore

Signature: 

Date: 11/1/2017



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IIBS/HR/018/2018

Date: 5th September, 2018

Mrs. Sneha

Dear Mrs. Sneha

Re: Your appointment in our institute as an Assistant Professor.

We have pleasure in offering you in our **International Institute of Business Studies** as an **Assistant Professor**. Please note that the employment terms contained in this letter are subjected to such conditions and service rules etc, as may be determined by the management of the institution from time to time.

1. Appointment

- a. Your date of appointment is with immediate effect from the date of joining not later than **September 17th 2018**, or if necessary we may request you join earlier with due consent from your selves.
- b. You will be on probation for a period of one year from the date of your joining. If in the opinion of the management, you are found suitable; your services may be confirmed earlier.
- c. You will be governed by the terms and conditions of service applicable as and when changes are made.

2. Compensation

- a. You will be on the institute scale with total emolument of **Rs.21, 000/-** per month. You will be paid Basic salary and other allowances will be suitably fixed as per institute's prevalent policy
- b. You will avail the Group Insurance Scheme & other benefits as applicable, as per the policies of the institute.

3. Retirement

- a. The retirement age is 60 years

4. Responsibilities

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organization. Consequently, you are required to understand the scope

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- and the intent of the policies and comply with the same. You shall also ensure to update yourself with the change or update policies, which the organization may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring the notice of the management, any such violations to the policies, committed by any member in the organization.
 - d. You may be required to undertake travel on behalf of the organization for which you will be reimbursed travel expenses.
5. Leave
- a. You shall be eligible to such leave as is admissible under the leave policy of the organisation from time to time.
6. Conflict of interest
- a. You are required to engage yourself exclusively in the worked assigned by the institute and shall not take up any other part time or full time employment with any other organization
 - b. You shall not engage in any activity directly or indirectly that will affect in interests of the organization directly or indirectly.
7. Confidentiality
- a. As a member of the organization, you may gain access to such information that may be considered "confidential" by the organization. Therefore, you shall not divulge any confidential information to anyone outside the organization or to anyone inside who is not entitled to such information.
8. General
- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.
9. Notice Period
- a. This contract is terminable without reasons, by either party giving three months' notice on confirmation. This organization reserves right to pay or recover the salary in lieu of the notice period
 - b. The organization may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons

Jan P



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10. On Separation

- a. On acceptance of separation notice, you shall ensure to handover all the materials of the organization in your possession that includes library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of the letter of appointment. We look forward to your contribution to your growth and this organization and a successful career with us.

Yours truly,


[Jay Prakash]
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: **Mrs. Sneha**
Place: Bangalore

Signature: 

Date: 15/4/2018



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IIBS/HR/021/2021

Date: 01st April, 2021

Mr. Narayan Prasad

Dear Mr. Narayan Prasad

Re: Your appointment in our institute as an Assistant Professor.

We have pleasure in offering you in our **International Institute of Business Studies** as an **Assistant Professor**. Please note that the employment terms contained in this letter are subjected to such conditions and service rules etc, as may be determined by the management of the institution from time to time.

1. Appointment

- a. Your date of appointment is with immediate effect from the date of joining not later than **April 30th 2021**, or if necessary we may request you join earlier with due consent from your selves.
- b. You will be on probation for a period of one year from the date of your joining. If in the opinion of the management, you are found suitable; your services may be confirmed earlier.
- c. You will be governed by the terms and conditions of service applicable as and when changes are made.

2. Compensation

- a. You will be on the institute scale with total emolument of **Rs.60, 000/-** per month. You will be paid Basic salary and other allowances will be suitably fixed as per institute's prevalent policy
- b. You will avail the Group Insurance Scheme & other benefits as applicable, as per the policies of the institute.

3. Retirement

- a. The retirement age is 60 years

4. Responsibilities

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organization. Consequently, you are required to understand the scope and the intent of the policies and comply with the same. You shall also ensure to update yourself with the change or update policies, which the organization may effect from time to time and comply with the same.

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- c. It also becomes your responsibility to bring the notice of the management, any such violations to the policies, committed by any member in the organization.
 - d. You may be required to undertake travel on behalf of the organization for which you will be reimbursed travel expenses.
5. Leave
 - a. You shall be eligible to such leave as is admissible under the leave policy of the organisation from time to time.
 6. Conflict of interest
 - a. You are required to engage yourself exclusively in the worked assigned by the institute and shall not take up any other part time or full time employment with any other organization
 - b. You shall not engage in any activity directly or indirectly that will affect in interests of the organization directly or indirectly.
 7. Confidentiality
 - a. As a member of the organization, you may gain access to such information that may be considered "confidential" by the organization. Therefore, you shall not divulge any confidential information to anyone outside the organization or to anyone inside who is not entitled to such information.
 8. General
 - a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.
 9. Notice Period
 - a. This contract is terminable without reasons, by either party giving three months' notice on confirmation. This organization reserves right to pay or recover the salary in lieu of the notice period
 - b. The organization may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons
 10. On Separation
 - a. On acceptance of separation notice, you shall ensure to handover all the materials of the organization in your possession that includes library books, presentation materials, data, literature, drawings, and

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documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of the letter of appointment. We look forward to your contribution to your growth and this organization and a successful career with us.

Yours truly,

[Jay Prakash]
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: **Mr. Narayan Prasad**

Place: Bangalore

Signature:

Date:


11/4/2021



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IIBS/HR/001/2021

Date: 01st January, 2021

Mr. Amarjeeth Gowtham,

Dear Mr. Amarjeeth Gowtham

Re: Your appointment in our institute as an Assistant Professor.

We have pleasure in offering you in our **International Institute of Business Studies** as an **Assistant Professor**. Please note that the employment terms contained in this letter are subjected to such conditions and service rules etc, as may be determined by the management of the institution from time to time.

1. Appointment

- a. Your date of appointment is with immediate effect from the date of joining not later than **January 04th 2021**, or if necessary we may request you join earlier with due consent from your selves.
- b. You will be on probation for a period of one year from the date of your joining. If in the opinion of the management, you are found suitable; your services may be confirmed earlier.
- c. You will be governed by the terms and conditions of service applicable as and when changes are made.

2. Compensation

- a. You will be on the institute scale with total emolument of **Rs.35, 000/-** per month. You will be paid Basic salary and other allowances will be suitably fixed as per institute's prevalent policy
- b. You will avail the Group Insurance Scheme & other benefits as applicable, as per the policies of the institute.

3. Retirement

- a. The retirement age is 60 years

4. Responsibilities

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organization. Consequently, you are required to understand the scope and the intent of the policies and comply with the same. You shall also

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- ensure to update yourself with the change or update policies, which the organization may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring the notice of the management, any such violations to the policies, committed by any member in the organization.
 - d. You may be required to undertake travel on behalf of the organization for which you will be reimbursed travel expenses.
5. Leave
 - a. You shall be eligible to such leave as is admissible under the leave policy of the organisation from time to time.
 6. Conflict of interest
 - a. You are required to engage yourself exclusively in the worked assigned by the institute and shall not take up any other part time or full time employment with any other organization
 - b. You shall not engage in any activity directly or indirectly that will affect in interests of the organization directly or indirectly.
 7. Confidentiality
 - a. As a member of the organization, you may gain access to such information that may be considered "confidential" by the organization. Therefore, you shall not divulge any confidential information to anyone outside the organization or to anyone inside who is not entitled to such information.
 8. General
 - a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.
 9. Notice Period
 - a. This contract is terminable without reasons, by either party giving three months' notice on confirmation. This organization reserves right to pay or recover the salary in lieu of the notice period
 - b. The organization may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons
 10. On Separation
 - a. On acceptance of separation notice, you shall ensure to handover all the materials of the organization in your possession that includes

J. A. B.



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library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of the letter of appointment. We look forward to your contribution to your growth and this organization and a successful career with us.

Yours truly,


[Jay Prakash]
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: **Mr. Amarjeeth Gowtham**

Place: Bangalore

Signature: 

Date: 11/01/2021



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IIBS/HR/007/2021

Date: March 19, 2021

Mrs T. Lakshamma

Dear Mrs T. Lakshamma

Re: Your appointment in our institute as an Assistant Professor.

We have pleasure in offering you in our **International Institute of Business Studies** as an **Assistant Professor**. Please note that the employment terms contained in this letter are subjected to such conditions and service rules etc, as may be determined by the management of the institution from time to time.

1. Appointment

- a. Your date of appointment is with immediate effect from the date of joining not later than **March 25th 2021**, or if necessary we may request you join earlier with due consent from your selves.
- b. You will be on probation for a period of one year from the date of your joining. If in the opinion of the management, you are found suitable; your services may be confirmed earlier.
- c. You will be governed by the terms and conditions of service applicable as and when changes are made.

2. Compensation

- a. You will be on the institute scale with total emolument of **Rs.22, 000/-** per month. You will be paid Basic salary and other allowances will be suitably fixed as per institute's prevalent policy
- b. You will avail the Group Insurance Scheme & other benefits as applicable, as per the policies of the institute.

3. Retirement

- a. The retirement age is 60 years

4. Responsibilities

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organization. Consequently, you are required to understand the scope

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- and the intent of the policies and comply with the same. You shall also ensure to update yourself with the change or update policies, which the organization may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring the notice of the management, any such violations to the policies, committed by any member in the organization.
 - d. You may be required to undertake travel on behalf of the organization for which you will be reimbursed travel expenses.
5. Leave
 - a. You shall be eligible to such leave as is admissible under the leave policy of the organisation from time to time.
 6. Conflict of interest
 - a. You are required to engage yourself exclusively in the worked assigned by the institute and shall not take up any other part time or full time employment with any other organization
 - b. You shall not engage in any activity directly or indirectly that will affect in interests of the organization directly or indirectly.
 7. Confidentiality
 - a. As a member of the organization, you may gain access to such information that may be considered "confidential" by the organization. Therefore, you shall not divulge any confidential information to anyone outside the organization or to anyone inside who is not entitled to such information.
 8. General
 - a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.
 9. Notice Period
 - a. This contract is terminable without reasons, by either party giving three months' notice on confirmation. This organization reserves right to pay or recover the salary in lieu of the notice period
 - b. The organization may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons

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10. On Separation

- a. On acceptance of separation notice, you shall ensure to handover all the materials of the organization in your possession that includes library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.


Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of the letter of appointment. We look forward to your contribution to your growth and this organization and a successful career with us.

Yours truly,


[Jay Prakash]
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: **Mrs T. Lakshamma**
Place: Bangalore

Signature: 
Date: 19/03/2021



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Bangalore - 560 032. Karnataka

IIBS/HR/019/2018

Date: 5th November, 2018

Dr. Shankar Narayan Shastry

Dear Dr. Shankar Narayan Shastry

Re: Your appointment in our institute as an Assistant Professor.

We have pleasure in offering you in our **International Institute of Business Studies** as an **Assistant Professor**. Please note that the employment terms contained in this letter are subjected to such conditions and service rules etc, as may be determined by the management of the institution from time to time.

1. Appointment
 - a. Your date of appointment is with immediate effect from the date of joining not later than **November 19th 2018**, or if necessary we may request you join earlier with due consent from your selves.
 - b. You will be on probation for a period of one year from the date of your joining. If in the opinion of the management, you are found suitable; your services may be confirmed earlier.
 - c. You will be governed by the terms and conditions of service applicable as and when changes are made.
2. Compensation
 - a. You will be on the institute scale with total emolument of **Rs.25, 000/-** per month. You will be paid Basic salary and other allowances will be suitably fixed as per institute's prevalent policy
 - b. You will avail the Group Insurance Scheme & other benefits as applicable, as per the policies of the institute.
3. Retirement
 - a. The retirement age is 60 years
4. Responsibilities
 - a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
 - b. You shall ensure that you will comply with all the policies of the organization. Consequently, you are required to understand the scope and the intent of the policies and comply with the same. You shall also

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- ensure to update yourself with the change or update policies, which the organization may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring the notice of the management, any such violations to the policies, committed by any member in the organization.
 - d. You may be required to undertake travel on behalf of the organization for which you will be reimbursed travel expenses.
5. Leave
- a. You shall be eligible to such leave as is admissible under the leave policy of the organisation from time to time.
6. Conflict of interest
- a. You are required to engage yourself exclusively in the worked assigned by the institute and shall not take up any other part time or full time employment with any other organization
 - b. You shall not engage in any activity directly or indirectly that will affect in interests of the organization directly or indirectly.
7. Confidentiality
- a. As a member of the organization, you may gain access to such information that may be considered "confidential" by the organization. Therefore, you shall not divulge any confidential information to anyone outside the organization or to anyone inside who is not entitled to such information.
8. General
- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.
9. Notice Period
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library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.


Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of the letter of appointment. We look forward to your contribution to your growth and this organization and a successful career with us.

Yours truly,


[Jay Prakash]
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: **Dr. Shankar Narayan Shastry**
Place: Bangalore


Signature:
Date: 05.11.2015



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Bangalore Campus:
(Near International Air Port)
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Bangalore North, Jala Hobli,
Bangalore - 562157.

Noida Campus :
B 119, IIBS Campus,
Sector - 63,
Noida - 201 309. (NCR)

Kolkata Campus :
Kamal Gazi,
N.S.C Bose Road,
Kolkata - 700 103.

Date: August 30, 2017

IIBS/HR/063/2017

Mrs. Samiya Mubeen,
MIG-167, D Block, 2nd Stage,
Kallahalli, Vinobha Nagar,
Shimoga - 577 204.

Dear Mrs. Samiya Mubeen,

Re: Your appointment in our institute as Asst. Professor at our IIBS, International Airport Campus.

We have pleasure in offering you in our International Institute of Business Studies as Asst. Professor at our International Airport Campus. Please note that the employment terms contained in this letter are subjected to such conditions and service rules etc, as may be determined by the management of the institution from time to time.

1. Appointment

- Your date of appointment is with immediate effect from the date of joining not later than **September 06, 2017** or if necessary we may request you join earlier with due consent from your selves.
- Till regular reporting, in case of necessity you may have to support academics at our IIBS, New campus in consultation with our Director.
- You will be on probation for a period of one year from the date of your joining. If in the opinion of the management, you are found suitable; your services may be confirmed earlier.
- You will be governed by the terms and conditions of service applicable as and when changes are made.

2. Compensation

- You will be on the institute scale with total emolument of Rs.45,000/- per month
- You will be paid Basic salary and other allowances will be suitably fixed as per institute's prevalent policy
- You will avail the Group Insurance Scheme & other benefits as applicable, as per the policies of the institute.

3. Retirement

- The retirement age is 60 years

4. Responsibilities

- In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.

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1 of 3



IIBS INTERNATIONAL INSTITUTE OF BUSINESS STUDIES

(Managed by Shrimati B. Devi Educational and Charitable Trust)

Redefining Leading Talents

**National Head Off. and
Bangalore Campus (R.T.Nagar)**
70, 2nd Main Road,
Kanaka Nagar, Nagawara,
Bangalore - 560 032.

Bangalore Campus:
(Near International Air Port)
75, Muthugadahalli,
Bangalore North, Jala Hobli,
Bangalore - 562157.

Noida Campus :
B 119, IIBS Campus,
Sector - 63,
Noida - 201 309. (NCR)

Kolkata Campus :
Kamalgazi,
N.S.C Bose Road,
Kolkata - 700 103.

- b. You shall ensure that you will comply with all the policies of the organization. Consequently, you are required to understand the scope and the intent of the policies and comply with the same. You shall also ensure to update yourself with the change or update policies, which the organization may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring the notice of the management, any such violations to the policies, committed by any member in the organization.
- d. You may be required to undertake travel on behalf of the organization for which you will be reimbursed travel expenses.

5. Leave

- a. You shall be eligible to such leave as is admissible under the leave policy of the organization from time to time after completion of probationary period. Till then you are entitled for 12 days casual leave per year, available at the rate of one day after completion of every month of service. Apart from this, you are also eligible for pro-rata vacation leave after completion of one full semester, as per the leave policy.

6. Conflict of interest

- a. You are required to engage yourself exclusively in the worked assigned by the institute and shall not take up any other part time or full time employment with any other organization
- b. You shall not engage in any activity directly or indirectly that will affect in interests of the organization directly or indirectly.

7. Confidentiality

- a. As a member of the organization, you may gain access to such information that may be considered "confidential" by the organization. Therefore, you shall not divulge any confidential information to anyone outside the organization or to anyone inside who is not entitled to such information.

8. General

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us, if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.

9. Notice Period

- a. This contract is terminable without reasons, by either party giving notice of 15 days during probation or 1 ½ month's on confirmation. This

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organization reserves right to pay or recover the salary in lieu of the notice period

- b. The organization may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons.

10. On Separation

- a. On acceptance of separation notice, you shall ensure to handover all the materials of the organization in your possession that includes library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.

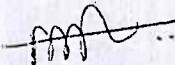
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of the letter of appointment. We look forward to your contribution to your growth and this organization and a successful career with us.

Yours truly,

[Dr. Jay Prakash]
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: SAMIYA MUBEEN
Place: Bangalore

Signature: 
Date: 30/8/2017