



SWARNNIM
STARTUP & INNOVATION
UNIVERSITY
WHERE DEAS COME ALIVE.

INDIA'S FIRST UNIVERSITY FOR STARTUP

REF: SWARNNIM/HR/APPOINTMENT ORDER/2023/1413

DATE: 15-June-2023

Dr. Shashikant Bhagat ,
C/202,Sparsh Residency,
Gota Housing,Ognaj,Daskroi
Ahmedabad,Gujarat-380060

Dear, **Dr. Shashikant Bhagat**, With reference to your application in the setup of Swarnnim Startup & Innovation University (herein after to be referred to as "the University" for the sake of convenience), we are pleased to appoint you for the position of an **Professor & HOD - Libral Arts & Mass Communication and journalism** in the setup of the University subject to following terms and conditions:

1. TERMS & CONDITIONS:

- a) Your date of appointment will be effective from the **15-June-2023**.
- b) Your monthly salary would be **1,20,000 CTC** as per the Norms subject to necessary deduction as per the compliance.
- c) Your services may be terminated by the University by giving you three month's notice or by paying your three month's salary in lieu of notice. The university may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period of three months as indicated herein above.
- d) If you desire to leave the University after being appointed, you may do it only after serving three month's notice or making payment of three month's salary in lieu of notice to the University. However, under no circumstance, you will leave the University without opting for either of the aforesaid two options. The aforesaid arrangement is subject to clarification that your resignation would not be accepted by the University in the midst of any semester/ academic term.
- e) The University reserves the right to terminate your services for any of the misconducts committed by you while in service without serving any notice or making payment in lieu thereof as indicated herein above.
- f) You will be liable to be transferred in such capacity as the University may from time to time determine to any other location, department, function, establishment or branch of the University or subsidiary, associate or affiliate institute. In such case you will be governed by the terms and conditions of service applicable to the new assignment.



Managed by G P Jain Charitable Trust

+91 9512343333 | info@swarnnim.edu.in | www.swarnnim.edu.in

H.O : Swarnnim House, At Urvasad Cross Road, Adalaj, SG Highway, Gandhinagar 382421

- g) You will be governed by the Rules and Regulations of the University, as may be in force from time to time.
- h) You will not be allowed to take any part time employment elsewhere during your term of appointment with our university.
- i) For securing the amount of notice pay payable by you at the time of leaving the University, you shall be required to issue blank cheque in favour of our university at the time of joining our university. The said cheque shall remain in the custody of our University and will be encashed in the event of there being any breach on your part of not fulfilling any of the obligations indicated in clause nos. e and g herein above.
- j) In the event of any dispute of whatsoever arising out of the present letter of employment, including the dispute with regard to non payment of amount in lieu of notice pay payable by you under the terms of present letter of employment at the time of leaving our university, the aforesaid dispute shall be referred to sole arbitrator to be appointed with the consent of both parties in accordance with the provisions of Arbitration and Conciliation Act, 1996. The venue and seat of Arbitration shall be at only.
- k) You will be required to execute a separate undertaking in favour of the University for either agreeing to issue blank cheque for the requisite amount in favour of the University or to agree for deduction of the requisite amount every month from your salary for securing the payment payable by you to the University for violating any terms and conditions concerning notice period referred to herein above. It will be open for the University to insert the date in the blank cheque in the event of the aforesaid cheque being presented for encashment. Or in the event of your opting for an option for deduction of the amount every month from your salary, it will be open for the University to appropriate the amount so deducted for breach of the terms and conditions concerning notice period mentioned herein above. However, in the event of there being compliance by you of the terms and conditions concerning notice period, either the cheque shall be returned to you or the amount deducted by the University every month shall be refunded to you at the time of your leaving the University, depending upon the option you opted for.

2. OTHER BENEFITS

- a) Leave, holidays and working hours as applicable to your category of employees and location, Department of posting.
- b) Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as and when applicable would be determine by the Management.
- c) You will be entitled to other compensation and benefits in accordance with the SSIU University policy as modified and intimated to you from time to time.



- d) Your performance would be reviewed periodically and necessary correction in the salary will be done accordingly.

3. RESPONSIBILITIES

- a) You shall report to the **Dean/Director**.
- b) In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results.
- e) You will be required to undertake travel on University work for which you will be reimbursed travel expenses as per the University policy applicable to you.
- f) You shall be asked to perform other duties whether its Academic, Research or Administrative apart from your routine work as and when deemed necessary by the Management.

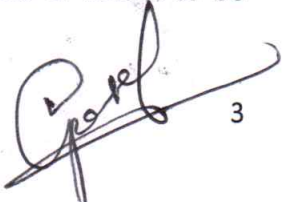
4. CONFIDENTIALITY

In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the University. Therefore, please ensure that you maintain as secret and confidential all Confidential Information and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by SSIU and in the course of your employment with written permission of Management. This covenant shall endure during your employment and for a period of one year from the cessation of your employment with SSIU (irrespective of the circumstances of, or the reasons for, the cessation). Apart from the above you must sign the Non-Disclosure Agreement with the university in order to maintain the confidentiality during your tenure. Please be informed that in case of any breach of confidentiality Legal Actions would be initiated against you.

5. GENERAL

- a) We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you found guilty or produce wrong information/ documentation, you will be removed from the service without prior notice/ intimation. 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.
- b) Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be




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void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

- c) These employment terms supersede and replace any existing agreement or understanding, if any, between SSIU and you relating to the same subject matter.

6. NOTICE PERIOD

- a) This contract of employment is terminable, without reasons, by either party giving **03 Month(90Days)** written notice. SSIU reserves the right to pay or recover salary in lieu of notice period.

7. ON SEPARATION

On acceptance of separation notice, you will have to immediately submit all correspondence, specifications, formulae, books, documents, cost of data, market data, literature, drawings, effects to the higher authority as per the university norms. You cannot 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 this letter of appointment.

Yours Sincerely,


Registrar

Registrar
Swarnim Startup & Innovation University
At: Chayan Pethod, Gandhinagar.

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

Name: Dr. Shashikant Bhagat

Signature: 

Place & Date: 15-June-2023



Date: 1st August 2003

To Whom It May Concern:

We are the No.1 Computer-Training Institute & Solution Provider in all different Emerging Technologies of IT in India, having more than 750 offices across the nation & abroad. We offer Quality Training through very experienced and well-trained trainers & **ISO - 9001** certified quality courseware, equipped all with all best available training facilities.

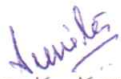
This is to verify that **Mr. Shashikant Bhagat** had been working with us from 20th August 2002 to 1st August 2003, as a **Faculty**.

His job profile revolves around taking care of different Batches conducted at the center. He is skilled with subjects like Windows, C, C++, Frontpage 2000, Java, VB 6.0, Jscript, Linux etc.

He is hard working, dedicated & committed to his assigned work profile. He has a high moral as well as character, and self-confidence and to work in a team.

We wish all the very best in whatever he does in future,

Thanking you,


Sunita K. Kanzaria
Centre Director.


Registrar
Swarnim Startup & Innovation University
At : Boyan Rathod, Gandhinagar.

Second Floor, A Wing, Pramukh Swami Arcade, Malaviya Chowk, Rajkot - 360 001
Phone (0281) 2241199



Skill

PRECISION BALLS PVT. LTD.

374, G.I.D.C. AJI PHASE-II, RAJKOT-360 003.

Date: June 28, 2008

To Whom It May Concern:

We are the leading manufacturer of various Steel Balls in different size for Automobile Industries since 1996 and our company is certified by **ISO/TS 16949:2002**.

This is to certify that **Mr. Shashikant Bhagat** had been working with us from 22nd April'2006 to 28th June'2008 in capacity of Management Representative (MR).

His job profile was revolved around taking care and maintaining Process and Procedure of QMS (Quality Management System) of said certificate. His additional responsibility also had included in Sales & Marketing and overall General Management.

During his working tenure, we found that he is a hard working, dedicated, committed and enthusiastic to his assigned work profile. He has a high moral as well as self-confident and "can do" attitude to work in a team.

We wish all the very best for his future endeavor.

For, Skill Precision Balls Pvt. Ltd.

MPatel

Manish Patel
(Director)



Opad
Registrar

Swarnim Startup & Innovation University
At : Boyan Rathod, Gandhinagar.



Peoples Empowerment Group

INTERNATIONAL SCHOOL OF BUSINESS & MEDIA

S. No. 44/1, 44/1/2, Nande Village, Taluka Mulshi, Pune 411042 Phone: +91-20-66754600/66754651/66754664
Fax: +91-20-66754678 E-mail: admissions@isbm.ac.in Website: www.isbm.ac.in

May 21, 2010

TO WHOM IT MAY CONCERN

It is to mention that Mr. Shashikant Bhagat was a faculty with us from June 30, 2008 to January 31, 2010. Mr. Bhagat was released from his services from International School of Business & Media, Pune with effect from the closing hours of January 31, 2010.

We wish him all the best in ~~his~~ future endeavours.

(Dr. P. K. De)
Executive Director

Registrar
Swarmim Startup & Innovation University
At : Boyan Rathod, Gandhinagar.



AEK RANG

REGD. NO. F-1614 RAJ.
GUJ. / 1747
GUJ. S.N.A REGD. NO. / 200

CHILDREN'S DEVELOPMENT INSTITUTE

53, VISHVKARMA SOCIETY, STREET-NO-4, OPP. SADHANA SCHOOL, AJANTA
PARK MAIN ROAD, UNI. ROAD, RAJKOT GUJARAT-360005 - PH. 2589410

Date : 20/12/08

To The Director,
International School of Business and Media,
Pune.

Respected Sir / Madam,

Aekrang Children's Development Institute, Rajkot (Gujarat) is an active coordinator on behalf of west zone for Uttranchal Sanskrutik Shodh Abhinay Natya Vidhyalaya. The national competition has been scheduled from 26th December to 1st January, 2009 at Dehradun, Uttranchal. Our Institute has been award winning since last 3 years and this year we are cordially invited for the competition. **Shashikant Bhagat** has been performing since last 2 years and as an active participant in national events he is invited for above mentioned event. His name has been registered as participant for this year by our institute so we request to oblige his leave.



Thanking You
Yours Sincerely
Kamlesh Prajapati
(Director)
DIRECTOR,
Aekrang Childrens
Development Institute

Registrar
Swarnim Startup & Innovation University
At : Boyan Rathod, Gandhinagar.



National Institute of Mass Communication & Journalism

(Recognised by Gujarat University)

Established by Vishwa Samvad Education Foundation

4th Floor, Shapath-1, Opp. Rajpath club, S.G. Road, Bodakdev, Ahmedabad 380015.
Tel.: 079 26870443 / 65120097, website : www.nimcj.org, e-mail : info@nimcj.org

To,
Mr. Shashikant Bhagat
47, Samarth Society
Nr. Memnagar Lake (Manav Mandir)
Ahmedabad – 380 052

Dear Mr. Shashikant Bhagat,

We are pleased to offer you an appointment in our institute on the following terms & conditions:

1. Appointment:

- a. You will be appointed in the position of **Full Time Faculty**.
- b. This appointment shall take effect from the date you join duty.
- c. On joining you shall report to the DIRECTOR.
- d. Your employment with the institute is subject to your providing documentary proof of your last drawn salary, relieving letter from last job(if applicable), photographs, educational qualifications and their documentary proof, an undertaking that you are not subject to any contractual restrictions.

2. Remuneration :-

You will be paid a gross Rs. 22,000/- (Rupees Twenty two thousand) fixed salary (inclusive of all) for one year probation period.

3. Probation :-

You will be on probation for a period of one year. During probationary period your employment is liable to be terminated without any prior notice. Your services will be confirmed on successful completion of the probation period. Your probation can be further extended, if your performance is found to be unsatisfactory.

4. Jurisdiction :-

All Terms and conditions of employment framed from time to time by the institute will be applicable to you, and you will strictly adhere to them. This contract is subject to the laws of India and shall be subject to jurisdiction of the competent court at Ahmedabad.

Registrar

Swarnim Startup & Innovation University
At : Boyan Rathod, Gandhinagar.



National Institute of Mass Communication & Journalism

(Recognised by Gujarat University)

Established by Vishwa Samvad Education Foundation

4th Floor, Shapath-1, Opp. Rajpath club, S.G. Road, Bodakdev, Ahmedabad 380015.
Tel.: 079 26870443 / 65120097, website : www.nimcj.org, e-mail : info@nimcj.org

5. Notice:

In case, if you leave the organization, you need to give 3 months notice or salary in lieu of. The organization has the right to end your services by giving you one month notice, if your performance is found to be unsatisfactory.

On behalf of the institute, I welcome you to NATIONAL INSTITUTE OF MASS COMMUNICATION AND JOURNALISM. In token of your acceptance of your appointment under the above terms and conditions, you are requested to sign the duplicate copy of this letter and return the same to us within 7 days from the date of receipt of the appointment letter indicating your intended date of joining.

Looking forward to your having along and happy career with us.

S. P. Kashikar

Dr. Shirish Kashikar
Director



Date: 13th July 2010
Place:: Ahmedabad

Boyan Rathod
Registrar

Swarmim Startup & Innovation University
At : Boyan Rathod, Gandhinagar.

ACCEPTANCE LETTER

I, accept the offer of employment of 13th July 2010 letter subject to the terms and conditions of offer letter.



Mr. Shashikant Bhagat

Current date: 13th July 2010

Place: Ahmedabad

Proposed date of joining: 13/07/2010



Registrar
Swarnim Startup & Innovation University
At : Boyan Rathod, Gandhinagar.

EXPERIENCE CERTIFICATE

This is to certify that **Dr. Shashikant Bhagat, Associate Professor** has worked as Full time faculty in our institute since July 2010. He was taking care of the subjects of Advertising, Public Relations, Digital Media and Media Research. He taught to the Post-Graduation course students and Under Graduate course students too.

Apart from teaching, he had introduced many new initiatives in our institute for students' practical exposure viz. IMP (Independent Mass Power), ACCENDO, Gyan Symphony, Media Musings and many more.

He is very sincere, punctual and hard working person. He has contributed a lot for the growth of the institute.

We wish him great success in his future endeavors.

S. P. Kashikar

Dr. Shirish Kashikar

Director



Date : June 12, 2023

Registrar

Swarmim Startup & Innovation University
At : Boyan Rathod, Gandhinagar.



National Institute of Mass Communication & Journalism

(Recognized by Gujarat University)

Established by Vishwa Samvad Education Foundation

4th Floor, Shapath-1, Opp. Rajpath Club, S.G. Road, Bodakdev, Ahmedabad-380015

Tel. : 079-26870443, 7600068443 | Email : os@nimcj.org | Web. : www.nimcj.org

To,

June 12, 2023

Dr. Shashikant Bhagat

Associate Professor

NIMCJ

Ahmedabad.

Dear Dr. Bhagat,

Subject: Relieving letter

This is in furtherance to your resignation letter, wherein you have requested to relieve you before June 15, 2023 from your services. We wish to inform you that your resignation has been accepted and you will be relieved from your duties after the completion of working hours on June 12, 2023.

Your full and final settlement will be processed and communicated to you in next 15 days. We appreciate your contribution to NIMCJ and wish you all the best for your future endeavors.

Thanks,

S. P. Kashikar

Dr. Shirish Kashikar

Director




Registrar

Swarnim Startup & Innovation University
At : Boyan Rathod, Gandhinagar.



Skill

PRECISION BALLS PVT. LTD.

374, G.I.D.C. AJI PHASE II, ROAD "O",
RAJKOT - 360 003. INDIA.

CIN : U 29120 GJ 1995 PTC 0274941

Date : 14/10/2018

Dear Dr. Shashikant Bhagat,

We are pleased to appoint you as a "Communication Consultant" in our company for the period of 2017-18. We revise this annual contract every year.

You are expected to deliver value addition in overall performance of the company. You are welcome in the skill family.

For, Skill Precision Balls Pvt. Ltd.

MPatil

Director.



Boyan Rathod

Registrar

Swarmim Startup & Innovation University
At : Boyan Rathod, Gandhinagar.