



SWARNNIM
STARTUP & INNOVATION
UNIVERSITY
WHERE IDEAS COME ALIVE.

INDIA'S FIRST UNIVERSITY FOR STARTUP

Ref: SWARNNIM/HR/APPT.LETTER/2022/253

01st February, 2022

Mr. Kaushal Khamar,
C-804, Savya Sky-2, Near DCIS Circle,
Spring Road, Ahmedabad-382421.

Dear Mr. Kaushal Khamar,

We take great pleasure in inviting you to be an integral part of Swarnnim Startup & Innovation University.

Congratulations! on being selected for the position of **Assistant Professor -Mechanical Engineering** in **Swarnnim Institute of Technology** constituent institute of **Swarnnim Startup & Innovation University**.

Please note that the employment terms contained in this letter are subject to University policy.

1. APPOINTMENT

- Your date of appointment is effective from the **01st February, 2022** which shall be as soon as possible but not later than the mentioned date.
- You will be on probation for a period of Six Months from the date of your appointment. If in the opinion of the University you are found suitable in the appointed post you will be confirmed and intimated accordingly.
- 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.

2. COMPENSATION

- Your monthly salary would be **Rs: 25, 000/-** (Twenty Five Thousand Rupees) as per the Norms subject to necessary deduction as per the compliance.
- 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.
- Your performance would be reviewed periodically and necessary correction in the salary will be done accordingly.


3. OTHER BENEFITS

- Leave, holidays and working hours as applicable to your category of employees and location, Department of posting.
- 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.

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

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4. RESPONSIBILITIES

- a) You shall report to the **Principal**.
- 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.
- c) 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.
- d) 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.

5. CONFIDENTIALITY

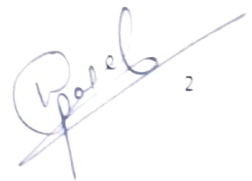
In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the University. Therefore, please ensure that you maintain as secret and confidential all Confidential Information 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.

6. 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 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.

7. 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.
- b) Further, 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.

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- c) Management reserves the right to terminate the employment terms without giving any notice either verbal or written in case of any misconduct or integrity or any kind of similar issue, if found.
- d) No resignation would be accepted by the Authorities/ Management in between the semester/ academic term. In such case written approval from President/ Vice President should be required in order to complete the smooth relieving process.

8. 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.: Bhoyan Rathod, Gandhinagar.

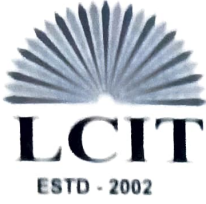
I agree to accept employment on the terms and conditions mentioned in the above letter.

Name: Kaushal Khamar

Signature: K.P. Khamar

Place & Date: Bhoyan Rathod 8 10/02/2022





Laljibhai Chaturbhai Institute of Technology

Managed by : M.L.Charitable Trust, Mumbai

At & Post : BHANDU 384120, Ta : Visnagar, Dist : Mehsana, Gujarat, India

Phone : 02765 - 287145, 287357, 287368 Fax No : 02765 - 287945

Web: www.lcit.org Email : lcit@lcit.org, principal@lcit.org

LCIT/HRD/ME/Exp/2018/4463

Date:12/03/2018

TO WHOM SO EVER IT MAY CONCERN


This is to certify that Mr. Kaushal P. Khamar had worked at this institute in Mechanical Engineering Department. His service records are as under:

Designation : Assistant Professor.

Duration : From 2nd July 2012 to 6th February 2018

He was found honest, sincere and hardworking during his tenure with us.

We wish him all the success in his future endeavors.


Principal | 14/03/2018

LCIT

ESTD - 2002



TO WHOM SO EVER IT MAY CONCERN

It is to certify that **Mr. Kaushal Khamar** has been working with our organization as a "**Assistant Professor**" for the period from **14th February, 2018** to **16th October, 2019**.

During the job we found him very hard working, honest, punctual and reliable to his job as well as up to our expectation. We are sure about his capability that he would fully be able to do justice to his profession.

"Silver oak College of Engineering and Technology" wishes him All the Best for betterment of his future and success in his coming life for endeavors.

A handwritten signature in black ink, appearing to read "Dr. Saurin Shah", is written over a horizontal line.

Dr. Saurin Shah
Principal

Silver Oak College of Engg. & Technology
Ahmedabad.



SILVER OAK COLLEGE OF ENGINEERING & TECHNOLOGY



॥ Shree Swaminarayan Vijaytelaram ॥
Shree Swaminarayan Vishwamangal Gurukul Manages

Swaminarayan College of Engineering & Technology (Degree)

GTU CODE - 115

Ref. No. : SSGT/2021-221420

Date : 09/02/2022

Experience Certificate

This is to certify that KAUSHAL KHAMAR worked as ASSISTANT PROFESSOR in DEGREE MECHANICAL DEPARTMENT at SWAMINARAYAN COLLEGE OF ENGINEERING & TECHNOLOGY (DEGREE), SAIJ, KALOL, from 18/01/2021 to 09/02/2022. The short span of service he was sincere, honest and hard-working enthusiasm and professional attitude.

For, Swaminarayan College of Engineering & Technology Saij, Kalol.



Principal

PRINCIPAL
SWAMINARAYAN COLLEGE OF
ENGG. & TECH, KALOL (DEGREE)