



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

APPOINTMENT ORDER

MMM/MMCC/APNT/2019-20/1533

Date :- 3/2/2020

To,

Dr. Devidas Genu Golhar
P- 6, Teachers Quarters,
Savitribai Phule Pune University
Ganeshkhind,
Pune- 411007

**Subject :Appointment on the post of Principal in Grant-in-aid college
of Marathwada Mitra Mandal's College of Commerce, Pune**

Sir,

In response to our advertisement dated 05.09.2019, you had applied for the post of **Principal in Grant-in-aid college of Marathwada Mitra Mandal's College of Commerce, Pune** for open category.

You were interviewed on 30/1/2020 for the above post by the Selection Committee appointed by Savitribai Phule Pune University, Pune

We are pleased to inform you that, you are selected for the post of Principal and are appointed in **Marathwada Mitra Mandal's College of Commerce**, 202/A, Deccan Gymkhana, Pune - 411 004 on starting pay in **Academic Level S-13A with rationalized entry pay of Rs. 1,31,400/- in the Pay Matrix band of Rs.1,31,400-2, 17,100 P.M.** in Seventh Central Pay Commission with effect from **20/02/2020** or from the date of your joining, whichever is earlier. Your appointment is subject to the following terms and conditions :

1. Your services will be governed by the Maharashtra Public Universities Act, 2016, Statutes, Code of Conduct, Ordinances and regulations laid down by the Savitribai Phule Pune University, Pune and State Government from time to time and also rules and regulations framed by UGC and Marathwada Mitra Mandal, Pune.
2. (a) Your appointment is in clear vacancy on full time / ~~part-time~~ basis on probation for a period of **Twelve months** from the date of joining the duties .
(b) Your appointment will be for a period of five years from the date of your joining , which may be extendable for another term of 5 years on the basis of performance assessment by a committee appointed by the University , Constituted as per these rules and as per the Maharashtra Government GR No. Misc-2018/C.R.56/18/UNI-1 dated 8th March, 2019.
(c) Your appointment is purely temporary from the date of joining the duties till the end for the academic year —2019-2020.
(d) Your appointment is in the leave vacancy of _____ for the period from _____ to _____ or till the day on _____ which she/he join hers her/his duties, whichever is earlier.
(e) The post is reserved for _____ Since you belongs to the said category, but as you have not passed NET/SET examination, you are appointed on full time basis on probation for a period of One Academic Years from _____ the date of joining the duties.



(f) The post is reserved for _____ Since you do not belong to the said category, you are appointed on _____ temporary basis against the reserved post for a period of _____ and your services will _____ automatically be terminated at the end of the period and no separate correspondence will be made in this _____ respect and you shall not have any claim on the said post in future.

(g) This is temporary vacancy caused by _____. Hence you are appointed full time on purely temporary basis _____ for a period of _____.

(h) Your appointment is on Clock Hour Basis (CHB) only.

3. (i) You will be paid on starting **rationalized entry pay of Rs. 1,31,400/- per month** in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance, Travel Allowance, C.L. A. and Special Allowance applicable to Principal at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment as per the rules in that behalf.

(ii) You will be paid remuneration at the rate of Rs. _____ per lecture/per hour.

(iii) Your appointment and salary shall be subject to the approval by the Savitribai Phule Pune University, Pune and Director / Joint Director of Higher Education, Pune Region, Pune (Maharashtra State).

4. (a) You may be exempted from the condition of acquiring the NET or the SET or similar test (as the case may be) laid down by the University or State Government / UGV or the Central Council pertaining to your faculty subject to fulfillment of conditions regarding exemption from the NET/SET specified in GR No. NGC1202/(166/2002)/vishi 4, dated 3rd April 2003 of Government of Maharashtra.

(b) You shall have to acquire the qualifications NET/SET as prescribed by the University / State Govt. or the Central Councils concerned within the Two Years, failing which your appointment will automatically come to an end on expiry of this appointment. (Ref: GR No. Sankrin 2003 / 143 Vishi 4 Dated 23 January, 2004 of Government of Maharashtra).

5. Your appointment is subject to the availability of minimum number of students and the workload prescribed for the post.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, discharge / relieving certificate, last pay certificate, caste certificate, caste validity certificate, non creamy layer certificate, change of name certificate (if applicable), small family declaration etc. before joining your duties (if not given earlier).
7. In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed in the Savitribai Phule Pune University, Pune Statutes at the time of joining the duties.
8. You will be allowed to join the duties on producing of
- (i) Two passport size photographs.
- (ii) Character certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
- (iii) Discharge certificate from previous employer (if any).
9. You shall undergo medical examination by the Medical Officer/Civil Surgeon at the place of your duty approved by the Marathwada Mitra Mandal, Pune / the college authority, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical





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Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the college / institution.

10. You are required to give the correct mailing address (along with due address proof) along with telephone and mobile numbers and E-mail address as soon as you join the duties and any change in the above should be communicated to the Principal, Marathwada Mitra Mandal College of Commerce, Pune immediately. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged and duly signed by you.
11. You will NOT conduct or engage yourself in any private tuitions or private coaching classes.
12. You will NOT engage yourself in any other jobs paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority and management of the Marathwada Mitra Mandal, Pune.
13. Your appointment may be terminated, at any time, during the probation period by either side / party, by giving one month's notice or one month's pay in lieu of notice period. After completion of probation, if you desire to leave or discontinue your service, you shall give three months prior notice or pay the amount equal to three months pay in lieu of notice.
14. If you are found absent continuously for more than thirty days without permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of service you shall not directly or indirectly do such things, which are subversive to the interests of the Society/University/Institute/College/ Students.
15. You (**Dr. Devidas Genu Golhar**) have to communicate your acceptance to the Management / College / Institution within seven days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled and you will have no claim for appointment on the said post.

Yours faithfully,



Secretary,

Marathwada Mitra Mandal, Pune

Copy for information and necessary action to :-

1. **Registrar, (academic),**
Savitribai Phule Pune Unveristy,
Pune – 411 007
2. **Joint Director**
Higher Education , Pune Region,
Pune – 411 001

MARATHWADA MITRA MANDAL
302/A, Deccan Gymkhana,
PUNE - 411 004.



Ref.No. : MM/G-1/EST/90-91

Date : 20.06.1990.

To,

SHRI M.R.GAIKWAD.....
At.Toramba
.....
Post. Takviki, Tal. & Dist.
'CEMENTWAD 413 506.'.....

Subject: - Order of Appointment...

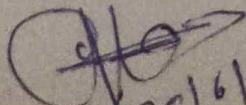
Ref:- Your application dated _____
& personal interview through Local /
~~distt/dnt~~ selection committee on
17.06.1990.

I have inform you that the Management of MARATHWADA MITRA MANDAL is pleased to appoint you as a Lecturer in the Subject of P.T.DIRECTOR in SENIOR COLLEGE WING with effect from 02.07.90 on full Time/~~Part Time~~ on the follow ing terms and conditions.

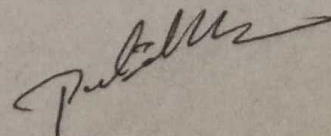
1. Your appointment is on purely temporary basis for this academic year i.e. 1990-91 only against reserved quota for SC/ST/DTNF category.
2. Though your appointment is for the specific period, your services can be terminated by one month's notice or one month's salary in lieu of notice, or as per the Directive of the University of Poona and the Government of Maharashtra.
3. Your appointment is subject to approval by the Vice-Chancellor University of Poona and the Government of Maharashtra.
4. You will be given the pay-scale, salary and other allowances as will be sanctioned by the University of Poona and the Government of Maharashtra.

5. Your basic salary is provisionally fixed at Rs. ~~2200/-~~ in the Pay-scale of Rs. ~~2200-75-2800-100-4000~~. You will be paid D.A. and other allowances as admissible by the Government.
6. Your services will be governed by the terms and service conditions as are laid down and will be laid down from time to time by the University of Poona and the Management of MARATHWADA MITRA MANDAL.
7. Besides teaching work, you will be assigned any other work suitable to your position.
8. The nature of your appointment will depend upon availability of work-load in the department at that time, and approval by the government.
9. You will have to undergo a medical examination within one month from the date of this appointment.
10. You will have to submit a Pass-port size photograph and certified true copies of the Degree and other certificates and testimonials.
11. You will have to acquire additional professional or other qualifications from time to time as will be required by University of Poona or Government of Maharashtra.
12. You will not say or do anything which is likely to prove harmful to the interest of the institution in the opinion of the authorities of our Mandal.
13. If a reply accepting the appointment with above terms and conditions is not received within eight days, this order will stand cancelled.

Received


20/6/90





Secretary
MARATHWADA MITRA MANDAL
PUNE -4.

MARATHWADA MITRA MANDAL
302/A, Deccan Gymkhana,
PUNE - 411 004.



Ref.No. : MMM/G-1/EST/
90-91

Date : 20.06.1990.

To,

Shri S.M.Edke
Sr. No. 110/4
Ramtekdi, Hadapsar,
PUNE - 411 013,

Subject: - Order of Appointment...

Ref:- Your application dated ~~3rd May, 1990.~~
& personal interview through Local /
~~constituent~~ selection committee on
~~17.06.1990.~~

I have ^{to} inform you that the Management of MARATHWADA MITRA MANDAL is pleased to appoint you as a Lecturer in the Subject of Commerce in SENIOR COLLEGE WING with effect from 02.07.90 on full Time/~~Part Time~~/C.H.B. on the following terms and conditions.

1. Your appointment is on purely temporary basis for this academic year i.e. 1990-91 only against reserved quota for SC/ST/DTMT category.
2. Though your appointment is for the specific period, your services can be terminated by one month's notice or one month's salary in lieu of notice, or as per the Directive of the University of Poona and the Government of Maharashtra.
3. Your appointment is subject to approval by the Vice-Chancellor University of Poona and the Government of Maharashtra.
4. You will be given the Pay-Scale, salary and other allowances as will be sanctioned by the University of Poona and the Government of Maharashtra.

5. Your basic salary is provisionally fixed at Rs. ~~2200/-~~
in the Pay-scale of Rs. ~~2200-75-2800-100-4000.~~
You will be paid D.A. and other allowances as admissible
by the Government.
6. Your services will be governed by the terms and service
conditions as are laid down and will be laid down from
time to time by the University of Poona and the
Management of MARATHWADA MITRA MANDAL.
7. Besides teaching work, you will be assigned any other
work suitable to your position.
8. The nature of your appointment will depend upon
availability of work-load in the department at that time,
and approval by the government.
9. You will have to undergo a medical examination within
one month from the date of this appointment.
10. You will have to submit a Pass-port size photograph and
certified true copies of the Degree and other certificates
and testimonials.
11. You will have to acquire additional professional or
other qualifications from time to time as will be required
by University of Poona or Government of Maharashtra.
12. You will not say or do anything which is likely to prove
harmful to the interest of the institution in the opinion
of the authorities of our Mandal.
13. If a reply accepting the appointment with above terms and
conditions is not received within eight days, this order
will stand cancelled.

Medk
20-6-90



Pal...

Secretary
MARATHWADA MITRA MANDAL
PUNE -4.



'येथे बहुतांचे हित ।'

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Kishor H. Mungale, Secretary

APPOINTMENT ORDER

MMM/MMCC Sr. Grant/APNT/2023-24/1694

Date :- 06/03/2024

To,

Dr. Ganesh Raosaheb Patare

C/O Prashant Mahajan, Nishant Building,
Satpuda Society, Old Sangvi,
Pune- 411027

Subject : Appointment on the post of Assistant Professor in the subject of Accountancy at Marathwada Mitra Mandal's College of Commerce (Grant-in-aid), Pune

Sir,

In response to our advertisement dated 25.09.2023, you had applied for the post of Assistant Professor in the subject of Accountancy at Marathwada Mitra Mandal's College of Commerce (Grant-in-aid), Pune for OBC category.

You were interviewed on 09.02.2024 for the above post by the Selection Committee appointed by Savitribai Phule Pune University, Pune.

We are pleased to inform you that, you are selected for the post of Assistant Professor and are appointed at Marathwada Mitra Mandal's College of Commerce (Grant-in-aid), 202/A, Deccan Gymkhana, Pune - 411 004 on starting pay in Academic Level 10 with rationalized entry pay of Rs. 57,700/- in the Pay Matrix band of Rs.57,700-1,82,400 P.M. in Seventh Central Pay Commission with effect from 06/03/2024 or from the date of your joining, whichever is earlier. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra Public Universities Act, 2016, Statutes, Code of Conduct, Ordinances and regulations laid down by the Savitribai Phule Pune University, Pune and State Government from time to time and also rules and regulations framed by UGC and Marathwada Mitra Mandal, Pune.
2. (a) Your appointment is in clear vacancy on full time basis on probation for a period of **Twelve months** from the date of joining the duties.
(b) The post is reserved for OBC category. Since you belong to the OBC category, you are appointed on full-time basis on probation for a period of 01 (one) year(s) from the date of joining
3. (i) You will be paid on starting **rationalized entry pay of Rs. 57,700/- per month** in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance, Travel Allowance, C.L. A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment as per the rules in that behalf.
(ii) Your appointment and salary shall be subject to the approval by the Savitribai Phule Pune University, Pune and Director / Joint Director of Higher Education, Pune Region, Pune (Maharashtra State).
4. Your appointment is subject to the availability of minimum number of students and the workload prescribed for the post.



[Handwritten signature]

5. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, discharge / relieving certificate, last pay certificate, caste certificate, caste validity certificate, non creamy layer certificate, change of name certificate (if applicable), small family declaration etc. before joining your duties (if not given earlier).
6. In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed in the Savitribai Phule Pune University, Pune Statutes at the time of joining the duties.
7. You will be allowed to join the duties on producing of
 - (i) Two passport size photographs.
 - (ii) Character certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
 - (iii) Relieving order from previous employer (if any).
8. You shall undergo medical examination by the Medical Officer/Civil Surgeon at the place of your duty approved by the Marathwada Mitra Mandal, Pune / the college authority, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the college / institution.
9. You are required to give the correct mailing address (along with due address proof) along with telephone and mobile numbers and E-mail address as soon as you join the duties and any change in the above should be communicated to the Principal, Marathwada Mitra Mandal College of Commerce, Pune immediately. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged and duly signed by you.
10. You will NOT conduct or engage yourself in any private tuitions or private coaching classes.
11. You will NOT engage yourself in any other jobs paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority and management of the Marathwada Mitra Mandal, Pune.
12. Your appointment may be terminated, at any time, during the probation period by either side / party, by giving one month's notice or one month's pay in lieu of notice period. After completion of probation, if you desire to leave or discontinue your service, you shall give three months prior notice or pay the amount equal to three months pay in lieu of notice.
13. If you are found absent continuously for more than thirty days without permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of service you shall not directly or indirectly do such things, which are subversive to the interests of the Society/University/Institute/College/ Students.
14. You are also further notified that, your candidature / appointment is always subject to the final approval from the SPPU, Pune and / or Jt. Director, Higher Education, Pune. During the process of your approval or thereafter, if there are any discrepancies towards the qualifications or anything therein observed by the said authorities leading to any deferment on pay and service conditions, Marathwada Mitra Mandal, Pune and or its Marathwada Mitra Mandal's College of Commerce, Pune will not be responsible.





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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

15. You are also hereby informed that in case of non-sanction / denial to your Appointment by any of the Competent Authorities as mentioned in Para No. 14 above, if your wage / salary confirmation does not take place and / or if you do not receive any salary / wages arrears arising there from, Marathwada Mitra Mandal, Pune and or it's College of Commerce, Pune or any of its Authorities shall not remain responsible for any of its costs and consequences.
16. You **Dr. Ganesh Raosaheb Patare** have to communicate your acceptance to the Management / College / Institution within seven days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled and you will have no claim for appointment on the said post.



Yours faithfully,

Executive President
Marathwada Mitra Mandal, Pune

Copy for information and necessary action to :-

1. **The Registrar, (Academic)**
Savitribai Phule Pune University,
Pune - 411 007
2. **The Joint Director**
Higher Education, Pune Region,
Pune - 411 001
3. **The Principal,**
Marathwada Mitra Mandal's College of Commerce (Grant-in-aid)
Deccan Gymkhana, Pune- 411 004
4. **Service file of Dr. Ganesh Raosaheb Patare**

'येथे बहुतांचे हित ।'

Received

09/03/2024



'येथे बहुतांचे हित ।'

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Shivajirao D. Ganage, President
Bhauasaheb G. Jadhav, Exe.President
Kishor H. Mungale, Secretary

APPOINTMENT ORDER

MMM/MMCC Sr. Grant/APNT/2023-24/ 1693

Date :- 06/03/2024

To,

Mr. Gavit Dasharath Reva

Room No. 01, Krishana Apt.

Mamata Nagar, Old Sangvi,

Pune- 411027

Subject : Appointment on the post of Assistant Professor in the subject of English at Marathwada Mitra Mandal's College of Commerce (Grant-in-aid), Pune

Sir,

In response to our advertisement dated 25.09.2023, you had applied for the post of **Assistant Professor in the subject of English at Marathwada Mitra Mandal's College of Commerce (Grant-in-aid), Pune** for ST category.

You were interviewed on 09.02.2024 for the above post by the Selection Committee appointed by Savitribai Phule Pune University, Pune

We are pleased to inform you that, you are selected for the post of Assistant Professor and are appointed at **Marathwada Mitra Mandal's College of Commerce (Grant-in-aid), 202/A, Deccan Gymkhana, Pune - 411 004** on starting pay in **Academic Level 10 with rationalized entry pay of Rs. 57,700/- in the Pay Matrix band of Rs.57,700-1,82,400 P.M.** in Seventh Central Pay Commission with effect from **06/03/2024** or from the date of your joining, whichever is earlier. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra Public Universities Act, 2016, Statutes, Code of Conduct, Ordinances and regulations laid down by the Savitribai Phule Pune University, Pune and State Government from time to time and also rules and regulations framed by UGC and Marathwada Mitra Mandal, Pune.
2. (a) Your appointment is in clear vacancy on full time basis on probation for a period of **Twelve months** from the date of joining the duties.
(b) The post is reserved for ST category. Since you belong to the ST category, you are appointed on full-time basis on probation for a period of 01 (one) year(s) from the date of joining
3. (i) You will be paid on starting **rationalized entry pay of Rs. 57,700/- per month** in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance, Travel Allowance, C.L. A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment as per the rules in that behalf.
(ii) Your appointment and salary shall be subject to the approval by the Savitribai Phule Pune University, Pune and Director / Joint Director of Higher Education, Pune Region, Pune (Maharashtra State).
4. Your appointment is subject to the availability of minimum number of students and the workload prescribed for the post.



[Handwritten signature]

5. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, discharge / relieving certificate, last pay certificate, caste certificate, caste validity certificate, non creamy layer certificate, change of name certificate (if applicable), small family declaration etc. before joining your duties (if not given earlier).
6. In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed in the Savitribai Phule Pune University, Pune Statutes at the time of joining the duties.
7. You will be allowed to join the duties on producing of
 - (i) Two passport size photographs.
 - (ii) Character certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
 - (iii) Relieving order from previous employer (if any).
8. You shall undergo medical examination by the Medical Officer/Civil Surgeon at the place of your duty approved by the Marathwada Mitra Mandal, Pune / the college authority, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the college / institution.
9. You are required to give the correct mailing address (along with due address proof) along with telephone and mobile numbers and E-mail address as soon as you join the duties and any change in the above should be communicated to the Principal, Marathwada Mitra Mandal College of Commerce, Pune immediately. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged and duly signed by you.
10. You will NOT conduct or engage yourself in any private tuitions or private coaching classes.
11. You will NOT engage yourself in any other jobs paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority and management of the Marathwada Mitra Mandal, Pune.
12. Your appointment may be terminated, at any time, during the probation period by either side / party, by giving one month's notice or one month's pay in lieu of notice period. After completion of probation, if you desire to leave or discontinue your service, you shall give three months prior notice or pay the amount equal to three months pay in lieu of notice.
13. If you are found absent continuously for more than thirty days without permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of service you shall not directly or indirectly do such things, which are subversive to the interests of the Society/University/Institute/College/ Students.
14. You are also further notified that, your candidature / appointment is always subject to the final approval from the SPPU, Pune and / or Jt. Director, Higher Education, Pune. During the process of your approval or thereafter, if there are any discrepancies towards the qualifications or anything therein observed by the said authorities leading to any deferment on pay and service conditions, Marathwada Mitra Mandal, Pune and or its Marathwada Mitra Mandal's College of Commerce, Pune will not be responsible.





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15. You are also hereby informed that in case of non-sanction / denial to your Appointment by any of the Competent Authorities as mentioned in Para No. 14 above, if your wage / salary confirmation does not take place and / or if you do not receive any salary / wages arrears arising there from, Marathwada Mitra Mandal, Pune and or it's College of Commerce, Pune or any of its Authorities shall not remain responsible for any of its costs and consequences.

16. You **Mr. Gavith Dasharath Reva** have to communicate your acceptance to the Management / College / Institution within seven days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled and you will have no claim for appointment on the said post.

Yours faithfully,



[Handwritten signature]

Executive President
Marathwada Mitra Mandal, Pune

Copy for information and necessary action to :-

1. **The Registrar, (Academic)**
Savitribai Phule Pune University,
Pune - 411 007
2. **The Joint Director**
Higher Education, Pune Region,
Pune - 411 001
3. **The Principal,**
Marathwada Mitra Mandal's College of Commerce (Grant-in-aid)
Deccan Gymkhana, Pune- 411 004
4. **Service file of Mr. Gavith Dasharath Reva**

Received

[Handwritten signature]
09/02/2024

'येथे बहुतांचे हित ।'



Handwritten text in the bottom right corner, possibly including the word "AC" and some illegible characters.



'वेद्ये बहुलायै क्लियः'

MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC / Sr.Non Grant (B.Com)/APNT/2023-24/ 770

Dated: 25/05/2023

To,

Mr. Gande Rahul Umaji

At. Chorpuri, Taluka - Georai,

Dist - Beed- 431127

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 15/05/2023 and your subsequent interview by Local Selection Committee on 23/05/2023, we are pleased to appoint you on the post of "Full Time Assistant Professor in Bachelor of Commerce" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2023 or from the date of your joining to 30/04/2024.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce (B.Com Department), 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is for the **Academic Year 2023-2024**, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the **Academic Year 2023-2024** only and more specifically for the period **starting from 25/07/2023 or from the date of your joining to 30/04/2024** or till the appointment of suitable candidate on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 25/07/2023 or from the date of your joining thereafter till 30/04/2024 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 27,200/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.





“वेद्ये बहुलांशे हिमः”

MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.



22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.

For Marathwada Mitra Mandal, Pune




Prin. B.G.Jadhav

Executive President

DECLARATION

I, the undersigned **Mr. Gande Rahul Umaji**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 25/07/23


Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Mr. Gande Rahul Umaji



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

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

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausaheb Jadhav
Secretary

MMM/MMCC-Sr-Non Grant /APNT/2015-16/ 680

Date : 24th June, 2015

ORDER OF APPOINTMENT

To,

Dr.Kabra Shilpa Vedant
B-903,Sun satelite,
Suncity Road, Anand Nagar,
Pune— 411 051

1. With reference to your application and subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of an ' Assistant Professor' in Marathwada Mitra Mandal's College of Commerce (Non-Grant Section),Deccan Gymkhana, Pune- 411 004 on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid a consolidated salary of **Rs.30,000/- (Rupees Thirty Thousand only.) per month**, subject to the deduction of profession tax, income tax as per the provisions of the Act.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce (Non-Grant Section), Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. Your appointment is **purely on temporary basis for a period from 1/7/2015 to 31/5/2016**. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M.M.Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and /or will made available in future, to the other permanently employed /similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.




B.G.Jadhav
Secretary

Copy forwarded for information to:

1 The Principal,

Marathwada Mitra Mandal's College of Commerce (hon-Grant Section)
302/A, Deccan Gymkhana,Pune-411 004

2. Service File of

Dr.Kabra Shilpa Vedant

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

received : shilpa



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

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

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Shivajirao D. Ganage
President

Bhausahab G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/Sr.Non Grant (M.Com)/APNT/2019-20/514

Date: 15th June, 2019

LETTER OF APPOINTMENT

To,

Ms. Tamphasana Rajkumari Devi
C/O. Fl. Lt. Rajkumar Herojit Singh, OMQ-305 B,
Air Force Station, Lohegaon, Pune- 411 047

SUBJECT: Your Appointment on purely Fixed Term basis.

With reference to your application dated 27/04/2019 and subsequent interview by Local Selection Committee on 28/05/2019, we are pleased to appoint you on the post of full time an **Assistant Professor in Master of Commerce Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 on purely fixed term basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the an **Assistant Professor in Master of Commerce Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is located at Deccan Gymkhana Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Savitribai Phule Pune University/Deputy Director of Higher Education/Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate of appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. However, for the **Academic Year 2019-2020**, no candidate on the post of **Assistant Professor in Master of Commerce Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 which is reserved for reserved category, has been selected for an **Assistant Professor in Master of Commerce Department** at Marathwada Mitra Mandal's College of Commerce till date by the Savitribai Phule Pune University Selection Committee.
4. Due to the aforesaid situation, if the recruitment is not made by the Marathwada Mitra Mandal's College of Commerce on the post of an **Assistant Professor in Master of Commerce Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 which is reserved for reserved category, not only the college but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the **Academic Year 2019-2020** and more specifically for the period starting **15th June, 2019 or from the date of your joining to 31st May, 2020** or appointment of suitable candidate by Savitribai Phule Pune University Selection Committee on this prescribed post / category, whichever is earlier.
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the Marathwada Mitra Mandal's College of Commerce, your such employment being on the aforesaid background, cannot be treated as a permanent employment and / or you are not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the College.

[Handwritten Signature]



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

1. As mentioned in the background clause herein above, your Appointment on the aforesaid post is made for a fixed Term starting from starting 15th June, 2019 or from the date of your joining to 31st May, 2020. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.
2. You will be paid pay in pay Band of Rs. 15,600/- plus AGP of Rs.6,000/- in the pay band of Rs.15,600-39100 + AGP Rs.6,000/- as per VIth pay Commission along with D.A. @ 35%, CLA Rs. 240/- HRA @ 20% & T.A. Rs. 1600/- per months which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
3. You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.
4. You are appointed as an Assistant Professor in Master of Commerce Department, against the vacancy of reserved category approved by the Savitribai Phule Pune University/Director of Higher Education/Assistant Commissioner B.C. Cell in Marathwada Mitra Mandal's College of Commerce ,Deccan Gymkhana, Pune-411 004 (MMCC) on full time basis.
5. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In such case, your appointment will be terminated with immediate effect.
7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
8. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
9. The payment of your salary shall be subject to deduction of Income Tax payable in regard with the IT schedule and all other statutory deductions.
10. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.

In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.



[Handwritten signature]



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

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

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Telefax: 020 - 25653039

Shivajirao D. Ganage
President

Bhausahab G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

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

B. M. M.



24. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay as contemplated under Clause No. 20 herein above shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.

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



Yours Faithfully,

Prin. B.G. Jadhav
Executive President

DECLARATION

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

Place : Pune

Signature : Rk Tamphasana

Date : 16/07/2019

Name : Dr. Rajkumari Tamphasana

Witness:

Signature: Harshala

Name : Harshala Wadkar

Copy forwarded for information to:

1. The Principal
Master of Commerce Department - Marathwada Mitra Mandal's College of Commerce ,
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of Ms. Tamphasana Rajkumari Devi



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

MMM/MMCC/Sr.NonGrant(B.Com)/APNT/2021-22/ 771

Dated: 11/10/2021

To,

Dr. Punam Pandurang Shinde
19, B, Hingne Home Colony,
Karvenagar, Pune - 411 052

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 10/08/2021 and your subsequent interview by Local Selection Committee on 11/10/2021, we are pleased to appoint you on the post of "Full Time Assistant Professor in Bachelor of Commerce" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 11/10/2021 till 30/04/2022.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. This appointment accordingly will be for the Academic Year 2021-2022 only and more specifically for the period starting from 11/10/2021 till 30/04/2022 or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
4. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 11/10/2021 or from the date of your joining thereafter till 30/04/2022 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;
a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.



b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principal, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 38,612/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.

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

4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Caste and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.





'वेद्ये बहुलायै हितम् ।'

MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

Tel. : 020-25665320, 8149032328 | Telefax : 020-256653039

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.



22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totally, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G.Jadhav
Executive President

DECLARATION

I, the undersigned **Dr. Punam Pandurang Shinde**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune
Date : 11/10/2021

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Dr. Punam Pandurang Shinde



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

'येथे बहुतांचे हित'

MMM/MMCC/Sr.NonGrant(B.Com)/APNT/2021-22/653

Dated: 11/09/2021

To,

Dr. Mrs. Uttara Akshay Bhosale
1352/4, Near Babajan Chowk,
Camp, Pune, - 411 001

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 10/08/2021 and your subsequent interview by Local Selection Committee on 11/09/2021, we are pleased to appoint you on the post of "Full Time Assistant Professor in Bachelor of Commerce" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 16/09/2021 till 30/04/2022.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. This appointment accordingly will be for the Academic Year 2021-2022 only and more specifically for the period starting from 16/09/2021 till 30/04/2022 or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
4. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 16/09/2021 or from the date of your joining thereafter till 30/04/2022 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;
a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.



b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principal, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 16,680/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Caste and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.





येवे महाराजे हिम ।

MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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Shivajirao D. Ganage, President
Bhauasaheb G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.



22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totally, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned **Dr. Mrs. Uttara Akshay Bhosale**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 16/09/21

Signature

Copy forwarded for information to:

1. **The Principal,**
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. **Service file of Dr. Mrs. Uttara Akshay Bhosale**



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

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

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausaheb Jadhav
Secretary

MMM/MMCC-Sr-Non Grant /APNT/2012-13/330

Date : 12th June, 2012

ORDER OF APPOINTMENT

To,

Mr. Sushil Madanrao Gangane

Flat No. 12, Wing-F, Gangai Apartments,
Dangat Garden Road, Vadaon Bk,
Pune- 411 041

1. With reference to your application and subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of an 'Assistant Professor' in Marathwada Mitra Mandal's College of Commerce (Non-Grant Section), Deccan Gymkhana, Pune- 411 004 on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid a consolidated salary of **8,400/- (Rupees Eight Thousand Four Hundred only.) per month**, subject to the deduction of profession tax, income tax as per the provisions of the Act.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce (Non-Grant Section), Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. Your appointment is purely on temporary basis for a period from **15/6/2012 to 30/4/2013**. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M.M.Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and /or will made available in future, to the other permanently employed /similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



B.G. Jadhav
B.G. Jadhav
Secretary

Copy forwarded for information to:

1 The Principal,

Marathwada Mitra Mandal's College of Commerce (Non-Grant Section)
302/A, Deccan Gymkhana, Pune-411 004

2. Service File of

Mr. Sushil Madanrao Gangane

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

Received
[Signature]



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

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

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausaheb Jadhav
Secretary

MMM/MMCC-Sr-Non Grant /APNT/2013-14/428

15th June, 2013


ORDER OF APPOINTMENT

To,

Mrs. Kitekar Jayashree Anand,
C/o Nivrutti Tukaram Kitekar
'Dnyanesh, 54 Shivprasad Sahakari
Gruharachana Sanstha Ltd. Panmala,
Vitthalwadi Road,
Pune-411 030

1. With reference to your application and the subsequent interview, the management of Marathwada Mitra Mandal is pleased to appoint you as a Full Time Lecturer in M.M.Mandal's College of commerce (Sr. College-Non grant),302/A Deccan Gymkhana,Pune-411 004 on consolidated payment of Rs.9000/- (Rupees Nine Thousand only.)
2. Your appointment is purely on temporary basis for a period from 17/6/2013 to 30/04/2014.After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
3. The terms of your employment and conditions of service shall be as laid down by the M M Mandal from time to time.
4. Your services are transferable to any other college Hostel/Institutions run by the Management of the M M Mandal.
5. Your Services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
6. You will get one casual leave per month and you will not be entitled to any other benefit.
7. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.




Prin. B.G Jadhav
Secretary

Copy forwarded for Information to:-

1. **The Principal,**
M.M.Mandal's College of Commerce (B.B.A)
302/A,Deccan Gymkhana
Pune-411 004.
2. **Service File of Mrs.Kitekar Jayshree Anand**

Note-Joining report of the candidate should be sent to the central office immediately after she reports on duty.


Received
Jayashree





Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

Regd No - F- 338(p) Date-19/1/1967

Mah / 523 Date- 06/1/1967

Tel: 020 - 25665320, 60122223

Telefax: 020 - 25653039

Shivajirao Ganage
Executive President

Bhauasaheb Jadhav
Secretary

MMM/MMCC-Sr.Non Grant/ APNT/2015-16/668

24th June, 2015

ORDER OF APPOINTMENT

To,

Mr. Talwar Renuka Basavraj

Sr.No.164/28,Dhaukan Vasti,
Gurudwara, Lohagaon,
Pune - 411 047

1. With reference to your application and subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of an 'Assistant Professor' in Marathwada Mitra Mandal's College of Commerce (Non-Grant Section),Deccan Gymkhana, Pune- 411 004 on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid a consolidated salary of **Rs.18,000/- (Rupees Eighteen Thousand only.) per month**, subject to the deduction of profession tax, income tax as per the provisions of the Act.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce (Non-Grant Section), Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. Your appointment is **purely on temporary basis for a period from 1/7/2015 to 30/4/2016**. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



B.G.Jadhav
Secretary

Copy forwarded for information to :

1. **The Principal,**
Marathwada Mitra Mandal's College of Commerce (Non-Grant Section)
302/A, Deccan Gymkhana,Pune- 411 004
2. **Service File of**
Mr. Talwar Renuka Basavraj

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

Renuka
12/09/2015
(Received)



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmandal67@gmail.com

Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

MMM/MMCC-Sr-Non Grant /APNT/2016-17/589

Date : 30th July, 2016

ORDER OF APPOINTMENT

To,

Mrs. Memane Rajashree Ajay
476 Somwar Peth, Janki Apartment,
Flat No.1, 1st Floor, Near Daruwala Pool,
Pune-411 011.

1. With reference to your application and subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of an 'Assistant Professor' in Marathwada Mitra Mandal's College of Commerce (Non-Grant Section), Deccan Gymkhana, Pune- 411 004 on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid a consolidated salary of **Rs.10,000/- (Rupees Ten Thousand only.) per month**, subject to the deduction of profession tax, income tax as per the provisions of the Act.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce (Non-Grant Section), Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. Your appointment is **purely on** temporary basis for a **period from 1/8/2016 to 30/4/2017**. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M.M.Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the work load prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will be made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



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

Copy forwarded for information to:

1. **The Principal,**
Marathwada Mitra Mandal's College of Commerce (Non-Grant Section)
302/A, Deccan Gymkhana, Pune-411 004
2. **Service File of Mrs. Memane Rajashree Ajay**

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

Received
(Signature)





'येथे काढून घेतले'.

MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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E-mail : mmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe.President

Kishor H. Mungale, Secretary

MMM/MMCC/Sr.NonGrant(B.Com)/APNT/2021-22/ 775

Dated: 11/10/2021

To,

Mrs. Yogita Renuse

C-206,Sai Sadan , Santnagar,
Aranyeshwar, Pune, - 411 009

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 08/10/2021 and your subsequent interview by Local Selection Committee on 11/10/2021, we are pleased to appoint you on the post of "Full Time Assistant Professor in Bachelor of Commerce" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 11/10/2021 till 30/04/2022.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. This appointment accordingly will be for the Academic Year 2021-2022 only and more specifically for the period starting from 11/10/2021 till 30/04/2022.. or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
4. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 11/10/2021 or from the date of your joining thereafter till 30/04/2022 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;
 - a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.



b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principal, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 41,250/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.

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

4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Caste and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausasheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.



21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month's salary in lieu thereof.
22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totally, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned **Mrs. Yogita Renuse**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 11/10/2021

Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Mrs. Yogita Renuse



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

MMM/MMCC/Sr.Non Grant (B.Com)/APNT/2022-23/1900

Dated: 05/09/2022

To,

Mr. Patil Tukaram Vinayakrao

Flat.No. 203-D, Suryakiran Apartment
Sector No. 06, Moshi Pradhikaran,
Pimpri - Chanchwad, Pune

SUBJECT: FIXED TERM APPOINTMENT ORDER.

In response to our advertisement published in Loksatta and The Indian Express dated 25/08/2022 and your application dated 01/09/2022 and your application dated 01/09/2022 and your subsequent interview by Local Selection Committee on 01/09/2022, we are pleased to appoint you on the post of "**Full Time Assistant Professor for English subject in Bachelor of Commerce Department**" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 05/09/2022 or from the date of your joining to 04/05/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce(B.Com Department), 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the **Academic Year 2022-2023**, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the **Academic Year 2022-2023** only and more specifically for the period **starting from 05/09/2022 or from the date of your joining to 04/05/2023** or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 05/09/2022 or from the date of your joining thereafter till 04/05/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



(Handwritten signature)

a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 38,000/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.

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

4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.



Bm

22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totally, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G.Jadhav
Executive President

DECLARATION

I, the undersigned **Mr. Patil Tukaram Vinayakrao**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 14/09/2022

Signature

Copy forwarded for information to:

- 1 **The Principal,**
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
- 2 **Service file of Mr. Patil Tukaram Vinayakrao**



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC/BBASr.Non Grant (B.Com) /APNT/2022-23/1020

Dated: 15/09/2022

To,

MRS. REKHA NANJIBHAI KATARMAL

Flat No. 403, A Wing, B2 Building,
Mahalaxmi Nagar Housing Society,
Opp. RMD Sinhgad Institute, Warje, Pune - 411058

SUBJECT: FIXED TERM APPOINTMENT ORDER.

In response to our advertisement published in Loksatta and The Indian Express dated 25/08/2022 and your application dated 14/09/2022 and your subsequent interview by Local Selection Committee on 14/09/2022, we are pleased to appoint you on the post of "**Full Time Assistant Professor for Bachelor of Commerce (B.Com) Department**" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 19/09/2022 or from the date of your joining to 30/04/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce (B.Com Department), 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the **Academic Year 2022-2023**, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the **Academic Year 2022-2023** only and more specifically for the period **starting from 19/09/2022 or from the date of your joining to 30/04/2023** or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 19/09/2022 or from the date of your joining thereafter till 30/04/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



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a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 35,000/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.

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

4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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E-mail : mmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.

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22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totally, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.

For Marathwada Mitra Mandal, Pune



Prin. B.G.Jadhav
Executive President

DECLARATION

I, the undersigned **MRS. REKHA NANJIBHAI KATARMAL**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 19-09-2022

Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of **MRS. REKHA NANJIBHAI KATARMAL**



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Shivajirao D. Ganage, President
Bhauseheb G. Jadhav, Exe.President
Kishor H. Mungale, Secretary

'येथे बहुतांचे हित'

MMM/MMCC/Sr.NonGrant(M.Com)/APNT/2020-21/212

Dated: 01/09/2020

To,

Mrs. Yogini Tilak

Flat No. 103, Aradhya Apartment,
Right Bhusari Colony,
Keshavnagar, Pune 411 038

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 07/09/2020 and your subsequent interview by Local Selection Committee on 01/08/2021, we are pleased to appoint you on the post of "Full Time Assistant Professor in Master of Commerce" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 01/09/2020 till 30/04/2021.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. This appointment accordingly will be for the Academic Year 2021-2022 only and more specifically for the period starting from 01/09/2020 till 30/04/2021. or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
4. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 01/09/2020 or from the date of your joining thereafter till 30/04/2021 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;
 - a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.



b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principal, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 16,000/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Caste and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Shivajirao D. Ganage, President
Bhauasaheb G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

‘येथे बहुतांचे हित ।’

9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.



22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totally, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned **Mrs. Yogini Tilak**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 01/09/20

Signature

Copy forwarded for information to:

1. **The Principal,**
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. **Service file of Mrs. Yogini Tilak**



MARATHWADA MITRA MANDAL, PUNE

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Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC/Sr.NonGrant(M.Com)/APNT/2022-23/ 723

Dated: 23/07/2022

To,

Mr. Hrishikesh Joshi

Flat No. 343, M-8 Ramnesh Housing Society,

Near Parvati, Pune- 411 009

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 21/07/2022 and your subsequent interview by Local Selection Committee on 23/07/2022, we are pleased to appoint you on the post of "Full Time Assistant Professor in Master of Commerce" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2022 till 30/04/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. This appointment accordingly will be for the Academic Year 2022-2023 only and more specifically for the period starting from 25/07/2022 till 30/04/2023 or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
4. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 25/07/2022 or from the date of your joining thereafter till 30/04/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;
 - a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.



b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principal, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 16,000/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Caste and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the College / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.



22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned Mr. Hrishikesh Joshi, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 24/7/22

Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Mr. Hrishikesh Joshi



'येथे महानांचे स्थान'

MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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Bhausaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC/Sr.Non Grant (B.Com)/APNT/2022-23/

Dated: 10/07/2022

To,

Mr. Hendge Shekhar Sandipan

C-206, Sai Sadan, Santnagar,

Arangeshwar, Pune - 411009

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 07/07/2022 and your subsequent interview by Local Selection Committee on 10/07/2022, we are pleased to appoint you on the post of **"Full Time Assistant Professor in Bachelor of Commerce"** of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 11/07/2022 or from the date of your joining to 04/05/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce (B.Com Department), 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is for the **Academic Year 2022-2023**, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the **Academic Year 2022-2023** only and more specifically for the period **starting from 11/07/2022 or from the date of your joining to 04/05/2023** or till the appointment of suitable candidate on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 11/07/2022 or from the date of your joining thereafter till 04/05/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 16,000/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.

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

4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Shivajirao D. Ganage, President

Bhausasheeb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in-cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications. of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.



22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totally, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.

For Marathwada Mitra Mandal, Pune



Prin. B.G.Jadhav

Executive President

DECLARATION

I, the undersigned **Mr. Hende Shekhar Sandipan**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 11/07/2022

Signature

Copy forwarded for information to:

1. **The Principal,**
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. **Service file of Mr. Hende Shekhar Sandipan**



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC/Sr. Non Grant (B.Com)/APNT/2021-22/440

Dated: 15/09/2021

To,

Mrs. Pradnya Abhijit Shinde

Parijat - , 15, Queens Garden,

General Arun Vaidya Road

Pune - 411 001

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 04/09/2021 and your subsequent interview by Local Selection Committee on 13/09/2021, we are pleased to appoint you on the post of "Full Time Assistant Professor in Bachelor of Commerce" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 21/09/2021 till 30/04/2022.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the Academic Year 2021-2022, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non-availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the Academic Year 2021-2022 only and more specifically for the period starting from 21/09/2021 till 30/04/2022 or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 21/09/2021 or from the date of your joining thereafter till 30/04/2022 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principal, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid Consolidated Rs.35, 000/- per month which is as per the norms of MMM. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc., as per all the relevant provisions of the various laws. You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausaheb G. Jadhav, Exo-President

Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or Interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice



period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.

22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ (A) / NT (B) / NT(C) / NT (D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G.Jadhav
Executive President

DECLARATION

I, the undersigned Mrs. Pradnya Abhijit Shinde, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 21/09/2021

Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Mrs. Pradnya Abhijit Shinde



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 Dated 06/01/1987

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Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe President

Kishor H. Mungale, Secretary

MMM/MMCC/Sr. Non Grant (B.Com)/APNT/2022-23/004

Dated: 12/09/2022

To,

Mrs. Smita Nitin Deshpande

Flat No. 102, Green Square Apartments,

Yogi Park, Baner,

Pune - 411 045

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 30/08/2022 and your subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of "Full Time Assistant Professor in Bachelor of Commerce" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 12/09/2022 or from the date of your joining to 04/05/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce (B.Com Department), 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the Academic Year 2022-2023, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non-availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the Academic Year 2022-2023 only and more specifically for the period starting from 12/09/2022 or from the date of your joining to 04/05/2023 or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT,

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 12/09/2022 or from the date of your joining thereafter till 04/05/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.



2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;

a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid Consolidated Rs.38, 000/-per month which is as per the norms of MMM. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc., as per all the relevant provisions of the various laws.

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

4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.

5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.

6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will be made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.

7. You shall produce all the original copies and submit true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 Dated 08/01/1967

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

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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausaheb G. Jadhav, Exa. President

Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice



- period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month's salary in lieu thereof.
22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
 23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
 24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
 25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
 26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
 27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned Mrs. Smita Nitin Deshpande, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune
Date : 12/09/22

Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Mrs. Smita Nitin Deshpande



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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Bhausahab G. Jadhav, Exo-President

Kishor H. Mungala, Secretary

‘देवे महानांवे विद्मः’

M:MM/MMCC/Sr. Non Grant (B.Com)/APNT/2021-22/१९१२

Dated: 28/11/2021

To,

Mrs. Anuja Abhijit Panchpor

Shri Swami Samarth Nagari,

D Building, Flat No. 12, Laxminagar- Chinchwadgaon,

Pune - 411033

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 24/11/2021 and your subsequent interview by Local Selection Committee on 28/11/2021, we are pleased to appoint you on the post of "Full Time Assistant Professor in Bachelor of Commerce" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 01/12/2021 till 30/04/2022.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the Academic Year 2021-2022, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non-availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the Academic Year 2021-2022 only and more specifically for the period starting from 01/12/2021 till 30/04/2022 or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 01/12/2021 or from the date of your joining thereafter till 30/04/2022 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principal, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid Consolidated Rs.20, 000/- per month which is as per the norms of MMM. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc., as per all the relevant provisions of the various laws.

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

4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

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Shivajirao D. Ganage, President

Bhausahob G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice



period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month's salary in lieu thereof.

22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ (A) / NT (B) / NT (C) / NT (D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G. Jadhav

Executive President

DECLARATION

I, the undersigned Mrs. Anuja Abhijit Panchpor, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 01/12/2021

Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Mrs. Anuja Abhijit Panchpor



MARATHWADA MITRAMANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahob G. Jadhav, Exo.President

Kishor H. Mungale, Secretary

MMM/ Sr.Non Grant (B.Com)/APNT/2020-21/३६१

Date: 27/01/2021

LETTER OF APPOINTMENT

To,

Mrs. Swati Bangar

Flat No. 14, Bld. No. 3,

Rahul Nagar, Karve Putla,

Kothrud, Pune – 411038.

SUBJECT: Your Appointment on purely Fixed Term basis.

With reference to your application dated 14/01/2021 and subsequent interview by Local Selection Committee on 27/01/2021, we are pleased to appoint you on the post of "Full Time Assistant Professor in Bachelor of Commerce Department" in Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis. If the below mentioned background / terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT:

1. It is to be noted that the post of **Assistant Professor in Bachelor of Commerce Department** of Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. However, for the **Academic Year 2020-2021**, no candidate on the post of an **Assistant Professor in Bachelor of Commerce Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 which is reserved for reserved category, has been selected for an **Assistant Professor in Bachelor of Commerce Department** at Marathwada Mitra Mandal's College of Commerce till date by the Savitribai Phule Pune University Selection Committee.
4. However, on account of non-availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the **Academic Year 2020-2021 only** and more specifically for the period starting **01/02/2021 or from the date of your joining thereafter to 30/04/2021** or appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the Marathwada Mitra Mandal's College of Commerce, your such employment being on the aforesaid background, cannot be treated as a permanent and or continuous employment and you will not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by Marathwada Mitra Mandal, Pune or by any of its Colleges.



OTHER TERMS AND CONDITIONS OF YOUR PRESENT APPOINTMENT SHALL BE AS FOLLOWS.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 01/02/2021 or from the date of your joining thereafter to 30/04/2021. After expiry of the aforesaid period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.
2. You will be paid Consolidated salary of Rs.22, 000/- per month. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc., as per all the relevant provisions of the various laws.
3. You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.
4. You are appointed as an Assistant Professor in Bachelor of Commerce Department, against the vacancy of reserved category approved by the Savitribai Phule Pune University/Director of Higher Education/Assistant Commissioner B.C. Cell in Marathwada Mitra Mandal's College of Commerce, Deccan Gymkhana, and Pune-411 004 (MMCC) on full time basis.
5. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
7. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
8. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
9. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
10. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
11. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

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



26. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
27. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
28. In case, all the above contents are acceptable to you in totally, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.

Yours Faithfully,



Prin. B. G. Jadhav
Executive President

DECLARATION

I, the undersigned Mrs. Swati Ramchandra Bangar have read and understood the background of my appointment and all the terms and conditions mentioned herein above. I accept and agree to the same in totally after assimilating them in their proper perspective and undertake to abide to the same.

Place : Pune

Signature : Swati

Date : 01/02/2021

Name : Swati Bangar

Witness:

Signature: _____

Name : _____

Copy forwarded for information to:

1. The Principal
Bachelor of Commerce Department, Marathwada Mitra Mandal's College of Commerce ,
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of Mrs. Swati Ramchandra Bangar



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MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe.President
Kishor H. Mungale, Secretary

Ref No. MMM/MMCC-B.Sc(CS)/APNT/2023-2024/759

Dated: 24/07/2023

To,

Ms. Roshni Gupta

Flat. No. 1, Bldg. No. 5,
Patil nagar, Yerwada, Pune - 41006

SUBJECT: FIXED TERM APPOINTMENT ORDER.

In response to our advertisement published in Loksatta and The Indian Express dated 10/07/2023 and your application dated 15th July, 2023 & the interview conducted by Local Staff Selection Committee on 24th July, 2023, appointed by the Management, we are pleased to appoint you on the post of "Assistant Professor for Mathematics Subjects in B.Com /B.Sc.CS at Marathwada Mitra Mandal's College of Commerce", 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2023 or from the date of your joining to 30/04/2024 and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. Be noted that Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 (hereinafter for short "MMM's College of Commerce") is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Zilla Parishad /Savitribai Phule Pune University/ Deputy Director, Pune /Assistant Commissioner B.C. Cell and accordingly, it has to recruit the suitable candidate of appropriate category that too as approved by the Zilla Parishad /Deputy Director/ Savitribai Phule Pune University Selection Committee.
3. However, for the Academic Year 2023-2024, due to certain unavoidable circumstances including non-availability, candidate on the post of Assistant Professor in MMM's College of Commerce, which is reserved for reserved category, is selected till date by the Selection Committee.
4. If the post of Assistant Professor in MMM's College of Commerce available for reserved category is kept vacant herein after during the present academic year, not only the College but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the Academic Year 2023-2024 and more specifically for the period starting 25th July, 2023 or from the date of your joining whichever is earlier till 30th April 2024 or till the selection of relevant reserved category candidates by Selection Committee, whichever is earlier.
6. If, prior to this Appointment, you have worked for the MMM's College of Commerce, your such employment tenure on the aforesaid background, cannot be treated as a permanent employment and / or you will not be entitled to claim any benefit(s), including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the MMM's College of Commerce.
7. In order to not to cause any academic damage, loss to the students of the College /Institute, the said appointment which is solely of a temporary nature is issued to you. After the selection of the candidate through the Savitribai Phule Pune University selection committee, your said appointment will automatically stand canceled from that date. Thereafter, you shall have no right on any of your employments / appointment in the College /Institute.

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

1. As mentioned herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 25th July, 2023 or from the date of your joining till 30th April 2024 or till the selection of candidates from the Savitribai Phule Pune University selection committee is made available, whichever is earlier. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof



from the MMM's College of Commerce / Trust. Due to your appointment, you shall not be entitled to claim permanency / permanency benefit for yourself from the MMM's College of Commerce/Trust.

2. As stated herein above MMM's College of Commerce, MAJMC Department is 100% non-grantable Educational Institution, it has no choice but to sustain on its own resources. In view of this, it is to be specifically noted that;
 - a) Due to pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.
 - b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.
 - c) Considering the erstwhile pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare and upgrade yourself for all such new techniques and challenges and effectively perform your duties and responsibilities accordingly. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.
 - d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.
3. You will be paid **Consolidated Rs. 40,000/- per month**. All your emolument from time to time will be subject to deduction of profession Tax, Income Tax etc. as per all the applicable provisions of the relevant laws.

Be noted that you will be eligible for the benefits of Membership under the Employees Provident Funds & Miscellaneous Provisions Act, 1952 and necessary compliances to that regard in the form of deduction from monthly your salary, etc., will be made.
4. As mentioned herein above, you are solely appointed as Assistant Professor in MMM's College of Commerce against the vacant posts available for reserved category to be finally approved by the Zilla Parishad / Savitribai Phule Pune University / Deputy Director, Pune / Assistant Commissioner B.C. Cell in MMM's College of Commerce on full time basis.
5. During the tenure of this appointment, other terms and conditions of your employment will be governed as per the rules and regulations laid down by the College Management from time to time.
6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of substantial fall in number of students, your appointment will be terminated with immediate effect.
7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
8. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as College Leaving Certificate, Mark-sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties in the MMM's College of Commerce. So also you will have to submit your fitness certificate from the Registered Medical Practitioner within one month from the date of your joining, failing which the College shall be free to make adverse inference against you in this regard.





‘येथे बहुतांचे हित ।’

MARATHWADA MITRA MANDAL, PUNE

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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College/Institute in this regard.
10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
11. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / MMM Trust either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College/Institute or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College/Institute.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the College/Institute.
18. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College/College/Institute to another, which is run by Marathwada Mitra Mandal, Pune in or outside Pune, purely at the sole discretion of Management of College/Institute/ MMM Trust.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College Management shall draw an obvious presumption within its sole discretion that you have no interest to further continue in your employment and as such have abandoned the same on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary in lieu of notice to the College.
22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.



23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College Management and shall carry out all the lawful orders / instructions given to you by the same in connection with the day to day discharge of your duties.
24. It is to be noted that during the tenure of this appointment, you will be free to appear for interview before the competent Selection Committee, if you so desire.
25. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you are prevented to attend College physically and perform your duties, you will have to conduct all your classes through electronic media as directed by the College Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
26. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.

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



DECLARATION

Yours Faithfully,

Prin. B. G. Jadhav
Executive President

I, the undersigned **Ms. Roshni Gupta**, have read and understood the background of my appointment and all the terms and conditions mentioned herein above and I accept the same in totality, after understanding them in their legal and proper perspective and undertake to abide to the same accordingly.

Place : Pune

Date : 26/07/23

Witness:
Signature:

Name : Hemande Shekhans,

Signature :

Name : Roshani Gupta

Copy forwarded for information to:

1. The Principal
Marathwada Mitra Mandal's College of Commerce
Department of Computer Science/Commerce (B.Sc. (CS)/B.Com Department)
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of **Ms. Roshni Gupta**



'येथे बहुतांचे हित ।'

MARATHWADA MITRA MANDAL, PUNE

Full Time
Appointment Order

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

Ref No. MMM/MMCC-B.Com/APNT/2023-2024/755

Dated: 24/07/2023

To,

Mr. Ajabe Omprakash Ashok

CO- 601, Mayur Kilbil Apartment

Dhanori Road, Pune- 411015

SUBJECT: FIXED TERM APPOINTMENT ORDER.

In response to our advertisement published in Loksatta and The Indian Express dated 10/07/2023 and your application dated 15th July, 2023 & the interview conducted by Local Staff Selection Committee on 24th July, 2023, appointed by the Management, we are pleased to appoint you on the post of "Assistant Professor for Economics Subjects in B.Com at Marathwada Mitra Mandal's College of Commerce", 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2023 or from the date of your joining to 30/04/2024 and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. Be noted that Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 (hereinafter for short "MMM's College of Commerce") is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Zilla Parishad /Savitribai Phule Pune University/ Deputy Director, Pune /Assistant Commissioner B.C. Cell and accordingly, it has to recruit the suitable candidate of appropriate category that too as approved by the Zilla Parishad /Deputy Director/ Savitribai Phule Pune University Selection Committee.
3. However, for the Academic Year 2023-2024, due to certain unavoidable circumstances including non-availability, candidate on the post of Assistant Professor in MMM's College of Commerce, which is reserved for reserved category, is selected till date by the Selection Committee.
4. If the post of Assistant Professor in MMM's College of Commerce available for reserved category is kept vacant herein after during the present academic year, not only the College but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the Academic Year 2023-2024 and more specifically for the period starting 25th July, 2023 or from the date of your joining whichever is earlier till 30th April 2024 or till the selection of relevant reserved category candidates by Selection Committee, whichever is earlier.
6. If, prior to this Appointment, you have worked for the MMM's College of Commerce, your such employment tenure on the aforesaid background, cannot be treated as a permanent employment and / or you will not be entitled to claim any benefit(s), including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the MMM's College of Commerce.
7. In order to not to cause any academic damage, loss to the students of the College /Institute, the said appointment which is solely of a temporary nature is issued to you. After the selection of the candidate through the Savitribai Phule Pune University selection committee, your said appointment will automatically stand canceled from that date. Thereafter, you shall have no right on any of your employments / appointment in the College /Institute.

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

1. As mentioned herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 25th July, 2023 or from the date of your joining till 30th April 2024 or till the selection of candidates from the Savitribai Phule Pune University selection committee is made available, whichever is earlier. Thereafter, the same shall



stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the MMM's College of Commerce / Trust. Due to your appointment, you shall not be entitled to claim permanency / permanency benefit for yourself from the MMM's College of Commerce/Trust.

2. As stated herein above MMM's College of Commerce, MAJMC Department is 100% non-grantable Educational Institution, it has no choice but to sustain on its own resources. In view of this, it is to be specifically noted that;

a) Due to pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the erstwhile pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare and upgrade yourself for all such new techniques and challenges and effectively perform your duties and responsibilities accordingly. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

3. You will be paid **Consolidated Rs. 34,000/- per month**. All your emolument from time to time will be subject to deduction of profession Tax, Income Tax etc. as per all the applicable provisions of the relevant laws.

Be noted that you will be eligible for the benefits of Membership under the Employees Provident Funds & Miscellaneous Provisions Act, 1952 and necessary compliances to that regard in the form of deduction from monthly your salary, etc., will be made.

4. As mentioned herein above, you are solely appointed as Assistant Professor in MMM's College of Commerce against the vacant posts available for reserved category to be finally approved by the Zilla Parishad / Savitribai Phule Pune University / Deputy Director, Pune / Assistant Commissioner B.C. Cell in MMM's College of Commerce on full time basis.

5. During the tenure of this appointment, other terms and conditions of your employment will be governed as per the rules and regulations laid down by the College Management from time to time.

6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of substantial fall in number of students, your appointment will be terminated with immediate effect.

7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.

8. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as College Leaving Certificate, Mark-sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties in the MMM's College of Commerce. So also you will have to submit your fitness certificate from the Registered Medical Practitioner within one month from the date of your joining, failing which the College shall be free to make adverse inference against you in this regard.





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MARATHWADA MITRA MANDAL, PUNE

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Shivajirao D. Ganage, President
Bhauasaheb G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College/Institute in this regard.
10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
11. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / MMM Trust either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College/Institute or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College/Institute.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the College/Institute.
18. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College/College/Institute to another, which is run by Marathwada Mitra Mandal, Pune in or outside Pune, purely at the sole discretion of Management of College/Institute/ MMM Trust.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College Management shall draw an obvious presumption within its sole discretion that you have no interest to further continue in your employment and as such have abandoned the same on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary in lieu of notice to the College.
22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.



23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College Management and shall carry out all the lawful orders / instructions given to you by the same in connection with the day to day discharge of your duties.
24. It is to be noted that during the tenure of this appointment, you will be free to appear for interview before the competent Selection Committee, if you so desire.
25. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you are prevented to attend College physically and perform your duties, you will have to conduct all your classes through electronic media as directed by the College Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
26. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.

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



Yours Faithfully,

Prin. B. G. Jadhav
Executive President

DECLARATION

I, the undersigned **Mr. Ajabe Omprakash Ashok** have read and understood the background of my appointment and all the terms and conditions mentioned herein above and I accept the same in totality, after understanding them in their legal and proper perspective and undertake to abide to the same accordingly.

Place : Pune

Date : 26/07/2023

Witness:
Signature:

Name : Wendge S. S.

Signature :

Name : Ajabe Omprakash Ashok

Copy forwarded for information to:

- The Principal**
Marathwada Mitra Mandal's College of Commerce
Department of Commerce (B.Com Department)
202/A, Deccan Gymkhana,
Pune - 411 033
- Service file of **Mr. Ajabe Omprakash Ashok**



'दक्षे बहुनामे हित ।'

MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Kishor H. Mungale, Secretary

MMM/MMCC / Sr.Non Grant (B.Com)/APNT/2023-24/ 764

Dated: 25/05/2023

To,

Mr. Sushil Savleram Walunj

At Post Rajuri, Tal - Junnar,

Dist - Pune, Pune - 412411.

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 15/05/2023 and your subsequent interview by Local Selection Committee on 23/05/2023, we are pleased to appoint you on the post of "Full Time Assistant Professor in Bachelor of Commerce" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 26/07/2023 or from the date of your joining to 30/04/2024.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce (B.Com Department), 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is for the **Academic Year 2023-2024**, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the **Academic Year 2023-2024** only and more specifically for the period **starting from 26/07/2023 or from the date of your joining to 30/04/2024** or till the appointment of suitable candidate on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 26/07/2023 or from the date of your joining thereafter till 30/04/2024 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 27,200/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.





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Shivajirao D. Ganage, President

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Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.



22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.

For Marathwada Mitra Mandal, Pune



B.G. Jadhav

Prin. B.G.Jadhav

Executive President

DECLARATION

I, the undersigned **Mr. Sushil Savleram Walunj**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 26/07/2023

Sushil Savleram Walunj

Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Mr. Sushil Savleram Walunj



‘वेद्ये बहुलायै शिरः ।’

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Kishor H. Mungale, Secretary

MMM/MMCC / Sr.Non Grant (B.Com)/APNT/2023-24/ 767

Dated: 25/05/2023

To,

Mrs. Jain Kashmira Jaydeep

Shubhlabh Society, Kahadakmal Ali,
Guruwar Peth, Pune- 411 042

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 15/05/2023 and your subsequent interview by Local Selection Committee on 23/05/2023, we are pleased to appoint you on the post of "Full Time Assistant Professor in Bachelor of Commerce" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2023 or from the date of your joining to 30/04/2024.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce (B.Com Department), 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is for the **Academic Year 2023-2024**, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the **Academic Year 2023-2024** only and more specifically for the period **starting from 25/07/2023 or from the date of your joining to 30/04/2024** or till the appointment of suitable candidate on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 25/07/2023 or from the date of your joining thereafter till 30/04/2024 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that:



a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 27,200/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.



- own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
 24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
 25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
 26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
 27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G. Jadhav

Executive President

DECLARATION

I, the undersigned **Mrs. Jain Kashmira Jaydeep**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 25/07/2023

Kashmira
Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Mrs. Jain Kashmira Jaydeep

Marathwada Mitra Mandal, Pune

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

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

MMM/MMCC-Sr-Non Grant /APNT/2008-09/ 146

Date :

20th April, 2008

ORDER OF APPOINTMENT

To,

Dr. Ashwini R. Parkhi

A-1/303, Laxmi Ganga Residency, Opp.Suncity,
Anandnagar, Sinhgad Road,
Pune-411051

1. With reference to your application dated and subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of an '**Assistant Professor**' in Marathwada Mitra Mandal's College of Commerce (Non Grant Section), Deccan Gymkhana, Pune-411 004 on fixed term basis and on purely temporary basis and importantly on the following Clear-cut background and terms and conditions.
2. You will be paid a consolidated salary of **Rs. 15,000/- (Fifteen Thousand only.) per month**, subject to the deduction of profession tax, Income tax as per the provisions of the Act.
3. It is to noted that the Marathwada Mitra Mandal's College of Commerce (Non-Grant Section), Deccan Gymkhana, Pune-411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. **Your appointment is purely on temporary basis for a period from 21/04/2008 to 30/4/2009.** After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
5. Your appointment is subject to the minimum number of students and workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and /or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and /or will made available and / or will made available in future, to the other permanently employed /similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



Prin. B.G.Jadhav
Treasurer

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce (Sr.Non-Grant)
302/A, Deccan Gymkhana ,Pune-411004.

2. **Service File of Dr. Ashwini R. Parkhi**

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

Received
21/04/08



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

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

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

Shivajirao D. Ganage
President

Bhousaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/MMCC-BBA/APNT/2017-18/ 438

1st June, 2017

ORDER OF APPOINTMENT

To,

Dr.Kulkarni Ashwini Gunderao

Sant Dnyaneshwar Nagar, Near Sutar Panchal,
Ring Road, Rajiv Gandhi Chowk, Larur,
PIN - 413 512

1. With reference to your application and subsequent interview by Local Selection Committee on 6/1/2017, we are pleased to appoint you on the post of 'Assistant Professor' in Marathwada Mitra Mandal's College of Commerce (B.B.A.Department), Deccan Gymkhana, Pune- 411 004 on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid consolidated salary of **Rs.30,000/- (Rupees Thirty Thousand only.)** per month, subject to the deduction of profession tax, income tax as per the provisions of the Act.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce (B.B.A.Department), Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. **Your appointment is purely on temporary basis for a period from 1/7/2017 or from the date of your joining to 31/5/2018.** After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



[Signature]

Prin. B.G.Jadhav
Executive President

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce (B.B.A.Department),
302/A, Deccan Gymkhana, Pune- 411 004
2. **Service File of**
Dr.Kulkarni Ashwini Gunderao

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

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Marathwada Mitra Mandal, Pune

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

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

Ref No.; - MMM/MMCC/APNT/2008-2009/ 199

Date :

DATE:-10/6/2008

To,

Smt. Kalpana Vaidya
C/o A.S.Dhole, S.No.943, C-3, P.M.C. Society,
Senapati Bapat Road, Hanuman Nagar,
Pune — 411016

1. With reference to your application dated 28.5.2008 and the subsequent interview on 21/5/2006, the management of Marathwada Mitra Mandal is pleased to appoint you as a Lecturer (B.B.A. / B.B.M.) on consolidated salary of Rs. 15,000/- (Rupees Fifteen Thousand Only.) Per month at M.M.Mandal's College of Commerce (B.B.A. / B.B.M.), 302/A, Deccan Gymkhana, Pune -411 004
2. Your appointment is purely on temporary basis for a period from 15th June 2008 to 30th April 2009.
3. The terms of your employment and conditions of service shall be as laid down by the University of Pune, state Government & M. M Mandal from time to time.
4. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



(Signature)

Prin. B.G. Jadhav
Treasurer

Copy forwarded for information to

1. **The Principal,**
M.M.Mandal's College of Commerce (B. B. A./ B.B.M.)
302/ A, Deccan Gymkhana,
Pune — 411 004
2. Service File of
Smt.Kalpana Vaidya

Note - Joining report of the candidate should be submitted to the Central Office Immediately after she reports on duty.

(Signature)
10.6.08



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

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

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'येथे बहुतांचे हित'

Shivajirao D. Ganage
President

Bhausahab G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/BBA/APNT/2019-20/584

Date: 1st July, 2019

LETTER OF APPOINTMENT

To,

Mrs. Snehal Hrushikesh Borkar
Akanksha Build, Kanchanganga Soc.1
Bibwewadi – Kondhwa Road, Near Kalyan Bhel
Pune - 411037

SUBJECT: Your Appointment on purely Fixed Term basis.

With reference to your application dated 20/04/2019 and subsequent interview by Local Selection Committee on 20/06/2019, we are pleased to appoint you on the post of full time an **Assistant Professor in B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 on purely fixed term basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the an **Assistant Professor B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is located at Deccan Gymkhana Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Savitribai Phule Pune University/Deputy Director of Higher Education/Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate of appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. However, for the **Academic Year 2019-2020**, no candidate on the post of an **Assistant Professor in B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 which is reserved for reserved category, has been selected for an **Assistant Professor in B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce till date by the Savitribai Phule Pune University Selection Committee.
4. Due to the aforesaid situation, if the recruitment is not made by the Marathwada Mitra Mandal's College of Commerce on the post of an **Assistant Professor in B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 which is reserved for reserved category, not only the college but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the **Academic Year 2019-2020** and more specifically for the period starting **1st July, 2019** or from the date of your joining to **30th April, 2020** or appointment of suitable candidate by Savitribai Phule Pune University Selection Committee on this prescribed post / category, whichever is earlier.
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the Marathwada Mitra Mandal's College of Commerce, your such employment being on the aforesaid background, cannot be treated as a permanent employment and / or you are not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the College.



Borkar

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

1. As mentioned in the background clause herein above, your Appointment on the aforesaid post is made for a fixed Term starting from starting **1st July, 2019 or from the date of your joining to 30th April, 2020**. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.
2. You will be paid **Consolidated Rs.26,000/- (Rupees Twenty Six Thousand Only.)** ~~20,000/-~~ which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
3. You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.
4. You are appointed as an **Assistant Professor in B.B.A. Department**, against the vacancy of **reserved category** approved by the Savitribai Phule Pune University/Director of Higher Education/Assistant Commissioner B.C. Cell in Marathwada Mitra Mandal's College of Commerce ,Deccan Gymkhana, Pune-411 004 (MMCC) on full time basis. Please note that your appointment is subject to acquiring of required qualification of NET/SET/Ph.D.
5. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In such case, your appointment will be terminated with immediate effect.
7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
8. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
9. The payment of your salary shall be subject to deduction of Income Tax payable in regard with the IT schedule and all other statutory deductions.
10. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
11. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.



B...



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

Registration under Societies Registration Act 1860-Mah./523 dated 6/1/1967
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'येथे बहुतांचे हित'

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

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



[Handwritten signature]

24. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for **Open / OBC / SC / ST / VJ(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate Category** will be made available by the **Savitribai Phule Pune University Selection Committee**; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay as contemplated under Clause No. 21 herein above shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.

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



Yours Faithfully,

Prin. B.G. Jadhav
Executive President

DECLARATION

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

Place : Pune

Signature :

Date : 1-7-19

Name : Snehal Borkar

Witness:

Signature:

Name : R. Chay Khan

Copy forwarded for information to:

1. The Principal
B.B.A. Department Marathwada Mitra Mandal's College of Commerce ,
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of Mrs. Snehal Hrushikesh Borkar



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

Registration No. - BPT - F - 338 (P) Date - 19/1/1967
Societies - Mah. /523 Date - 06/1/1967

Tel.: 020 - 25665320, 60122223
Tele fax : 020 - 25653039

SHIVAJIRAO GANAGE
Executive President

PRIN. BHAUSAHEB JADHAV
Secretary

MMM/MMCC-BBA/APNT/2013-17/366

19, August, 2013

ORDER OF APPOINTMENT

To,

Miss. Lazaree Gokhale .
10 Rasta Peth, Nr. Apolo Theater,
Pune - 411 011

1. With reference to your application and the subsequent interview, the Management of Marathwada Mitra Mandal is pleased to appoint you as a Full Time **Lecturer in B.B.A.** in Marathwada Mitra Mandal's at M.M.Mandal's College of Commerce (B.B.A.), 302/A, Deccan Gymkhana, Pune -411 004, on a consolidated salary of Rs.12,000/- (Rupees Twelve Thousand only) per month.
2. Your appointment is purely on temporary basis for a period from 20/8/2013 to 20/2/2014. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
3. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
4. Your services are transferable to any other College Hostel / Institutions run by the Management of the M.M. Mandal.
5. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
6. You will get one casual leave per month and you will not be entitled to any other benefit.
7. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



Prin.B.G.Jadhav
Secretary

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce (B.B.A.)
302/ A, Deccan Gymkhana, Pune- 411 004.
2. **Service File of**
Miss. Lazaree Gokhale.

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

Received
J. Gokhale
26/8/2013

12/



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauseheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/BBA/APNT/2020-21/118

Date: 30th August, 2020

LETTER OF APPOINTMENT

To,

MRS. SMITA KOPPAL

K-503 BALWANTPURAM, SAMRAJYA COMPLEX

KINARA HOTEL LANE, KOTHRUD PUNE-411 038.

SUBJECT: Your Appointment on purely Fixed Term basis.

With reference to your application dated 26/08/2020 and subsequent interview by Local Selection Committee on 29/08/2020, we are pleased to appoint you on the post of " **Full Time Assistant Professor in B.B.A. Department**" in Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis. If the below mentioned background / terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT:

1. It is to be noted that the post of **Assistant Professor in B.B.A. Department** of Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. However, for the **Academic Year 2020-2021**, no candidate on the post of an **Assistant Professor in B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 which is reserved for reserved category, has been selected for an **Assistant Professor in B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce till date by the Savitribai Phule Pune University Selection Committee.
4. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the **Academic Year 2020-2021 only** and more specifically for the period starting **1st September, 2020 or from the date of your joining thereafter to 30th April, 2021** or appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the Marathwada Mitra Mandal's College of Commerce, your such employment being on the aforesaid background, cannot be treated as a permanent and or continuous employment and you will not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by Marathwada Mitra Mandal, Pune or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR PRESENT APPOINTMENT SHALL BE AS FOLLOWS.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from **1st September, 2020 or from the date of your joining thereafter to 30th April, 2021**. After expiry of the aforesaid period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.



2. You will be paid **Consolidated Rs. 16000/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
3. You are appointed as an **Assistant Professor in B.B.A. Department**, against the vacancy of **reserved category** approved by the Savitribai Phule Pune University/Director of Higher Education/Assistant Commissioner B.C. Cell in Marathwada Mitra Mandal's College of Commerce ,Deccan Gymkhana, Pune-411 004 (MMCC) on full time basis.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the College / Management. Failure to do so will make you dis-entitled for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deemed necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.





'येवमे बहुलाये हित ।'

MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exa. President

Kishor H. Mungale, Secretary

14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give **one month's** notice in writing to the College or will have to pay **one month's** salary in lieu thereof. However, it will be the discretion of the College to accept either **one month's** salary as stated herein above and relieve you from the employment or require you to undergo **one month's** notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you **one month's** clear notice in writing or will pay you **one month's** salary in lieu thereof.
22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 22 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for **Open / OBC / SC / ST / VJ(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate** Category will be made available by the **Savitribal Phule Pune University Selection Committee**; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.



26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.

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



Yours Faithfully,

Prin. B. G. Jadhav
Executive President

DECLARATION

I, the undersigned **MRS.SMITA KOPPAL** have read and understood the background of my appointment and all the terms and conditions mentioned herein above. I accept and agree to the same in totally after assimilating them in their proper perspective and undertake to abide to the same.

Place : Pune

Signature :

Date : 1/9/20

Name : Smita Koppal

Witness:

Signature:

Name : Gurneet Kaur Bajpal

Copy forwarded for information to:

1. The Principal
B.B.A. Department Marathwada Mitra Mandal's College of Commerce ,
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of **MRS.SMITA KOPPAL**



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/BBA/APNT/2022-23/1560

Dated: 10/07/2022

To,

Mr. Pankaj Ghorpade
Flat no:- 404, Sadaphuli -B
Madhubhan Society, Kirkatwadi,
Sinhagad Road, Pune - 411024

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 26/06/2022 and your subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of "Full Time Assistant Professor In B.B.A Department" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2022 or from the date of your joining to 04/05/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for the Open category. However, for the Academic Year 2022-2023, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on a fixed term basis. This appointment accordingly will be for the Academic Year 2022-2023 only and more specifically for the period starting from 25/07/2022 or from the date of your joining to 04/05/2023, or till the appointment of suitable candidates from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 25/07/2022 or from the date of your joining thereafter till 04/05/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, the working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issues as deemed necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid Consolidated Rs. 11,500/- per months which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.

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

4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will be made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to work exigencies, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the College / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book sellers unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or untouchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purposes, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month's salary to the College in lieu of notice as per Clause No. 21 herein above.



23. You will be a whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for an interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.

For Marathwada Mitra Mandal, Pune



Prin. B.G. Jadhav

Executive President

DECLARATION

I, the undersigned Mr. Pankaj Ghorpade has read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide by the same.

Place : Pune

Date : 25/7/22



Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Mr. Pankaj Ghorpade



MARATHWADA MITRA MANDAL, PUNE

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E-mail : mmmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC-BSC-CS/APNT/2022-23/ 655

Dated: 19/07/2022

To,

Mrs. Manjushree Desai

587/4, 5B, Vivekananda Society,

Sinhgad Road, Pune - 411030

PIN - 413 512

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 07/07/2022 and your subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of "Full Time Assistant Professor in BBA, Department" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2022 or from the date of your joining to 04/05/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the Academic Year 2022-2023, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the Academic Year 2022-2023 only and more specifically for the period starting from 25/07/2022 or from the date of your joining to 04/05/2023. or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 25/07/2022 or from the date of your joining thereafter till 04/05/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.



2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that:
- a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.
- b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.
- c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.
- d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay, Apart from this, the Management shall have discretion to decide such issue as deem necessary.
- Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.
3. You will be paid **Consolidated Rs. 15600/- per months** which is as per the norms of M.M.Mandal, Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe.President

Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one



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

22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance; and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned **Mrs. Manjushree Desai**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 25/07/2022

Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Mrs. Manjushree Desai



MARATHWADA MITRA MANDAL, PUNE

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E-mail: mmmmandal87@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe President

Kishor H. Mungale, Secretary

Date: 15th June, 2019

MMM/BBA/APNT/2019-20/528

LETTER OF APPOINTMENT

To,

Ms. Rinkal M. Parmani
10-Ashiyana, Kulashree Society,
Karvenagar, Pune-411052.

SUBJECT: Your Appointment on purely Fixed Term basis.

With reference to your application dated 25/04/2019 and subsequent interview by Local Selection Committee on 28/05/2019, we are pleased to appoint you on the post of full time an Assistant Professor in B.B.A. Department at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 on purely fixed term basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the an Assistant Professor B.B.A. Department at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is located at Deccan Gymkhana Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Savitribai Phule Pune University/Deputy Director of Higher Education/Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate of appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. However, for the Academic Year 2019-2020, no candidate on the post of an Assistant Professor in B.B.A. Department at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 which is reserved for reserved category, has been selected for an Assistant Professor in B.B.A. Department at Marathwada Mitra Mandal's College of Commerce till date by the Savitribai Phule Pune University Selection Committee.
4. Due to the aforesaid situation, if the recruitment is not made by the Marathwada Mitra Mandal's College of Commerce on the post of an Assistant Professor in B.B.A. Department at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 which is reserved for reserved category, not only the college but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the Academic Year 2019-2020 and more specifically for the period starting 1st July, 2019 or from the date of your joining to 30th April, 2020 or appointment of suitable candidate by Savitribai Phule Pune University Selection Committee on this prescribed post / category, whichever is earlier.
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the Marathwada Mitra Mandal's College of Commerce, your such employment being on the aforesaid background, cannot be treated as a permanent employment and / or you are not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the College.

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

1. As mentioned in the background clause herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 1st July, 2019 or from the date of your joining to 30th April, 2020. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.
2. You will be paid Consolidated Rs. 22,000/- per months which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.



3. You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.
4. You are appointed as an Assistant Professor in B.B.A. Department, against the vacancy of reserved category approved by the Savitribai Phule Pune University/Director of Higher Education/Assistant Commissioner B.C. Cell in Marathwada Mitra Mandal's College of Commerce, Deccan Gymkhana, and Pune-411 004 (MMCC) on full time basis.
5. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In such case, your appointment will be terminated with immediate effect.
7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
8. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (If any), Discharge / Relieving Certificate (If applicable), Last pay certificate (If any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc., at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
9. The payment of your salary shall be subject to deduction of Income Tax payable in regard with the IT schedule and all other statutory deductions.
10. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
11. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
12. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or untouchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.





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Shivajirao D. Ganage, President

Bhausahob G. Jadhav, Exe.President

Kishor H. Mungale, Secretary

20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
 21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month's salary in lieu thereof.
 22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay three month salary to the College in lieu of notice as per Clause No. 20 herein above.
 23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.
 24. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
 25. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay as contemplated under Clause No. 20 herein above shall be payable to you.
 26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
- In case, the above terms and condition of your employment are acceptable to you in totally, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



DECLARATION

Yours Faithfully,

Prln. B.G.Jadhav
Executive President

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

Place: Pune

Date: 01/07/2019

Witness:

Signature: _____

Name: _____

Copy forwarded for information to:

1. The Principal
B.B.A. Department Marathwada Mitra Mandal's College of Commerce,
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of Ms. Rinkal M.Parmani

Signature:

Name: Rinkal Parmani





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Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe President

Kishor H. Mungale, Secretary

Ref No. MMM/MMCC-88A (IB)/APNT/2023-2024/757

Dated: 24/07/2023

To,

Ms. Vaishali Parmeshwar Suryawanshi
D-304, Golden Petals, Dudhane nagar,
Karve Nagar, Pune - 411052

SUBJECT: FIXED TERM APPOINTMENT ORDER.

In response to our advertisement published in LokSatta and The Indian Express dated 10/07/2023 and your application dated 15th July, 2023 & the interview conducted by Local Staff Selection Committee on 24th July, 2023, appointed by the Management, we are pleased to appoint you on the post of "Assistant Professor for BBA (IB) at Marathwada Mitra Mandal's College of Commerce", 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2023 or from the date of your joining to 30/04/2024 and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. Be noted that Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 (hereinafter for short "MMM's College of Commerce") is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Zilla Parishad /Savitribai Phule Pune University/ Deputy Director, Pune /Assistant Commissioner B.C. Cell and accordingly, it has to recruit the suitable candidate of appropriate category that too as approved by the Zilla Parishad /Deputy Director/ Savitribai Phule Pune University Selection Committee.
3. However, for the Academic Year 2023-2024, due to certain unavoidable circumstances including non-availability, candidate on the post of Assistant Professor in MMM's College of Commerce, which is reserved for reserved category, is selected till date by the Selection Committee.
4. If the post of Assistant Professor in MMM's College of Commerce available for reserved category is kept vacant herein after during the present academic year, not only the College but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the Academic Year 2023-2024 and more specifically for the period starting 25th July, 2023 or from the date of your joining whichever is earlier till 30th April 2024 or till the selection of relevant reserved category candidates by Selection Committee, whichever is earlier.
6. If, prior to this Appointment, you have worked for the MMM's College of Commerce, your such employment tenure on the aforesaid background, cannot be treated as a permanent employment and / or you will not be entitled to claim any benefit(s), including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the MMM's College of Commerce.
7. In order to not to cause any academic damage, loss to the students of the College /Institute, the said appointment which is solely of a temporary nature is issued to you. After the selection of the candidate through the Savitribai Phule Pune University selection committee, your said appointment will automatically stand canceled from that date. Thereafter, you shall have no right on any of your employments / appointment in the College /Institute.

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

1. As mentioned herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 25th July, 2023 or from the date of your joining till 30th April 2024 or till the selection of candidates from the Savitribai Phule Pune University selection committee is made available, whichever is earlier. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof



from the MMM's College of Commerce / Trust. Due to your appointment, you shall not be entitled to claim permanency / permanency benefit for yourself from the MMM's College of Commerce/Trust.

2. As stated herein above MMM's College of Commerce, MAJMC Department is 100% non-grantable Educational Institution, it has no choice but to sustain on its own resources. In view of this, it is to be specifically noted that:
 - a) Due to pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.
 - b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.
 - c) Considering the erstwhile pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare and upgrade yourself for all such new techniques and challenges and effectively perform your duties and responsibilities accordingly. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.
 - d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.
3. You will be paid **Consolidated Rs. 46,000/- per month**. All your emolument from time to time will be subject to deduction of profession Tax, Income Tax etc, as per all the applicable provisions of the relevant laws.

Be noted that you will be eligible for the benefits of Membership under the Employees Provident Funds & Miscellaneous Provisions Act, 1952 and necessary compliances to that regard in the form of deduction from monthly your salary, etc., will be made.
4. As mentioned herein above, you are solely appointed as Assistant Professor in MMM's College of Commerce against the vacant posts available for reserved category to be finally approved by the Zilla Parishad / Savitribai Phule Pune University / Deputy Director, Pune / Assistant Commissioner B.C. Cell in MMM's College of Commerce on full time basis.
5. During the tenure of this appointment, other terms and conditions of your employment will be governed as per the rules and regulations laid down by the College Management from time to time.
6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of substantial fall in number of students, your appointment will be terminated with immediate effect.
7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
8. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as College Leaving Certificate, Mark-sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties in the MMM's College of Commerce. So also you will have to submit your fitness certificate from the Registered Medical Practitioner within one month from the date of your joining, failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College/Institute in this regard.
10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
11. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / MMM Trust either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College/Institute or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College/Institute.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the College/Institute.
18. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College/College/Institute to another, which is run by Marathwada Mitra Mandal, Pune in or outside Pune, purely at the sole discretion of Management of College/Institute/ MMM Trust.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month's salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College Management shall draw an obvious presumption within its sole discretion that you have no interest to further continue in your employment and as such have abandoned the same on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary in lieu of notice to the College.
22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.



23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College Management and shall carry out all the lawful orders / instructions given to you by the same in connection with the day to day discharge of your duties.
24. It is to be noted that during the tenure of this appointment, you will be free to appear for interview before the competent Selection Committee, if you so desire.
25. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you are prevented to attend College physically and perform your duties, you will have to conduct all your classes through electronic media as directed by the College Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
26. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.

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



DECLARATION

Yours Faithfully,

Prin. B. G. Jadhav
Executive President

I, the undersigned **Ms. Vaishali Parmeshwar Suryawanshi** have read and understood the background of my appointment and all the terms and conditions mentioned herein above and I accept the same in totality, after understanding them in their legal and proper perspective and undertake to abide to the same accordingly.

Place : Pune

Date : 21/08/2023

Witness:

Signature: M. Sambare

Name : Maitheli V. Sambare

Signature : Alakar

Name : Vaishali Suryawanshi

Copy forwarded for information to:

1. The Principal
Marathwada Mitra Mandal's College of Commerce
Department of Business Administration (BBA (IB) Department)
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of Ms. Vaishali Parmeshwar Suryawanshi



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe.President

Kishor H. Mungale, Secretary

Ref No. MMM/MMCC-BBA (IB)/APNT/2023-2024/756

Dated: 24/07/2023

To,

Ms. Awati Reshma Hidayat

Penthouse 301A/B, Salamar Complex,

Pimpri, Pune-411018

SUBJECT: FIXED TERM APPOINTMENT ORDER.

In response to our advertisement published in Loksatta and The Indian Express dated 10/07/2023 and your application dated 15th July, 2023 & the interview conducted by Local Staff Selection Committee on 24th July, 2023, appointed by the Management, we are pleased to appoint you on the post of "Assistant Professor for BBA (IB) at Marathwada Mitra Mandal's College of Commerce", 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2023 or from the date of your joining to 30/04/2024 and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. Be noted that Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 (hereinafter for short "MMM's College of Commerce") is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Zilla Parishad /Savitribai Phule Pune University/ Deputy Director, Pune /Assistant Commissioner B.C. Cell and accordingly, it has to recruit the suitable candidate of appropriate category that too as approved by the Zilla Parishad /Deputy Director/ Savitribai Phule Pune University Selection Committee.
3. However, for the Academic Year 2023-2024, due to certain unavoidable circumstances including non-availability, candidate on the post of Assistant Professor in MMM's College of Commerce, which is reserved for reserved category, is selected till date by the Selection Committee.
4. If the post of Assistant Professor in MMM's College of Commerce available for reserved category is kept vacant herein after during the present academic year, not only the College but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the Academic Year 2023-2024 and more specifically for the period starting 25th July, 2023 or from the date of your joining whichever is earlier till 30th April 2024 or till the selection of relevant reserved category candidates by Selection Committee, whichever is earlier.
6. If, prior to this Appointment, you have worked for the MMM's College of Commerce, your such employment tenure on the aforesaid background, cannot be treated as a permanent employment and / or you will not be entitled to claim any benefit(s), including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the MMM's College of Commerce.
7. In order to not to cause any academic damage, loss to the students of the College /Institute, the said appointment which is solely of a temporary nature is issued to you. After the selection of the candidate through the Savitribai Phule Pune University selection committee, your said appointment will automatically stand canceled from that date. Thereafter, you shall have no right on any of your employments / appointment in the College /Institute.

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

1. As mentioned herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 25th July, 2023 or from the date of your joining till 30th April 2024 or till the selection of candidates from the Savitribai Phule Pune University selection committee is made available, whichever is earlier. Thereafter, the same shall



stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the MMM's College of Commerce / Trust. Due to your appointment, you shall not be entitled to claim permanency / permanency benefit for yourself from the MMM's College of Commerce/Trust.

2. As stated herein above MMM's College of Commerce, MAJMC Department is 100% non-grantable Educational Institution, it has no choice but to sustain on its own resources. In view of this, it is to be specifically noted that:

- a) Due to pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.
- b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.
- c) Considering the erstwhile pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare and upgrade yourself for all such new techniques and challenges and effectively perform your duties and responsibilities accordingly. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.
- d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

3. You will be paid **Consolidated Rs. 37,000/- per month**. All your emolument from time to time will be subject to deduction of profession Tax, Income Tax etc. as per all the applicable provisions of the relevant laws.

Be noted that you will be eligible for the benefits of Membership under the Employees Provident Funds & Miscellaneous Provisions Act, 1952 and necessary compliances to that regard in the form of deduction from monthly your salary, etc., will be made.

4. As mentioned herein above, you are solely appointed as Assistant Professor in MMM's College of Commerce against the vacant posts available for reserved category to be finally approved by the Zilla Parishad / Savitribai Phule Pune University / Deputy Director, Pune / Assistant Commissioner B.C. Cell in MMM's College of Commerce on full time basis.
5. During the tenure of this appointment, other terms and conditions of your employment will be governed as per the rules and regulations laid down by the College Management from time to time.
6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of substantial fall in number of students, your appointment will be terminated with immediate effect.
7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
8. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as College Leaving Certificate, Mark-sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties in the MMM's College of Commerce. So also you will have to submit your fitness certificate from the Registered Medical Practitioner within one month from the date of your joining, failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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E-mail : mmmandal87@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

'वेदे वेदनांचे जिन ।'

9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College/Institute in this regard.
10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
11. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / MMM Trust either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College/Institute or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College/Institute.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the College/Institute.
18. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College/College/Institute to another, which is run by Marathwada Mitra Mandal, Pune in or outside Pune, purely at the sole discretion of Management of College/Institute/ MMM Trust.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College Management shall draw an obvious presumption within its sole discretion that you have no interest to further continue in your employment and as such have abandoned the same on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary in lieu of notice to the College.
22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.



23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College Management and shall carry out all the lawful orders / instructions given to you by the same in connection with the day to day discharge of your duties.
24. It is to be noted that during the tenure of this appointment, you will be free to appear for interview before the competent Selection Committee, if you so desire.
25. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you are prevented to attend College physically and perform your duties, you will have to conduct all your classes through electronic media as directed by the College Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
26. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.

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



DECLARATION

Yours Faithfully,

Prin. B. G. Jadhav
Executive President

I, the undersigned **Ms. Awati Reshma Hidayat** have read and understood the background of my appointment and all the terms and conditions mentioned herein above and I accept the same in totality, after understanding them in their legal and proper perspective and undertake to abide to the same accordingly.

Place : Pune

Date : 05/08/2023

Witness:

Signature:

Name : Rupali B. Dhawate

Signature:

Name : Reshma Awati

Copy forwarded for information to:

1. The Principal
Marathwada Mitra Mandal's College of Commerce
Department of Business Administration (BBA (IB) Department)
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of Ms. Awati Reshma Hidayat



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

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

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

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/MMCC-BCA/APNT/2016-17/596

1st July, 2016

ORDER OF APPOINTMENT

To,

Dr. Kolhatkar Swapna Salil

B-301, Kumbare Hermitage,
Kumbare Township, Kothrud,
Pune - 411 038

1. With reference to your application dated 7/7/2016 and subsequent interview by Local Selection Committee on 30th July, 2016, we are pleased to appoint you on the post of Full Time **Lecturer in B.B.A.(C.A.)** at M.M.Mandal's College of Commerce, B.B.A.(C.A.) Dept., 302/A, Deccan Gymkhana, Pune - 411 004, on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid **basic pay Rs. 8,000/- in pay scale of Rs.8000-275-13500**. You will also be entitled to Dearness Allowance @ 168%, House Rent Allowance, Transport Allowance and C.L.A. at the rates prescribed by the M.M.Mandal from time to time and it will be subject to the deduction of Profession Tax, Income Tax etc as per the provisions of the Act. You are also eligible for the continuation of benefit of membership of Employees Provident Fund & Miscellaneous Provisions Act 1952.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce B.B.A.(C.A.) Dept., Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. **Your appointment is purely on temporary basis for a period from 1/8/2016 to 30/4/2017** against the reserved post. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce B.B.A.(C.A.) Dept.,
302/A, Deccan Gymkhana, Pune- 411 004
2. **Service File of**
Dr. Kolhatkar Swapna Salil

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




Prin. B.G.Jadhav
Executive President

Received





Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

Regd. No. - F- 338(p) Date-19/1/1967

Mah. / 523 Date- 06/1/1967

Tel.: 020 - 25665320, 60122223

Telefax: 020 - 25653039

Shivajirao Ganage
Executive President

Bhausahab Jadhav
Secretary

MMM/MMCC-Bsc.Comp./APNT/2015-16/441

3rd July, 2015

ORDER OF APPOINTMENT

To,

Mrs. Rajeshwari Biradar - ने. 11097

C/o Chandrabhan Rai, Rahul Co-Op.Society,
S.No.241-1-1, Plot No.10,
Road No.14C, Tingrenagar,
Pune - 411 032

1. With reference to your application dated 25th June, 2015 and subsequent interview by Local Selection Committee on 3/7/2015, we are pleased to appoint you on the post of 'Teacher for Electronic' in Marathwada Mitra Mandal's College of Commerce (B.Sc. Computer Science Department), Deccan Gymkhana, Pune- 411 004 on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid consolidated salary of **Rs.20,000/- (Rupees Twenty Thousand only.)**, subject to the deduction of profession tax, income tax as per the provisions of the Act.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce (B.Sc. Computer Science Department), Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. **Your appointment is purely on temporary basis for a period from 6/7/2015 to 30/4/2016.** After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



(Handwritten signature)

Secretary

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce (B.Sc. Computer Science Department),
302/A, Deccan Gymkhana, Pune- 411 004

2. **Service File of**
Mrs. Rajeshwari Biradar

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

Received.
(Handwritten signature)
2015



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

Registration Under Societies Registration Act 1860-mah./523 dated 6/1/1967
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Telefax : 020 - 25653039

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

LETTER OF APPOINTMENT

Ref No: MMM/B.Sc.Comp.Sci./APNT/2018-19/369

Date: 15th June, 2018

To,

Dr. Sandip Maruti Anpat
At Post Mukti Village Pahse 1, Flat No.3, Raje Amarsingh Colony,
Behind Rajwada Malegaon Bk. Baramati,
Pune - 411 038

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

**Subject:- Appointment to the post of Assistant Professor (Electronics) in B.Sc. Computer Science at
M.M.Mandal's College of Commerce , 302/A, Deccan Gymkhana, Pune - 411 004.**

Dear Sir/Madam ,

In response to your application dated 17th April, 2018 & the interview conducted by Local Staff Selection Committee on 6th June, 2018, appointed by the Management , I am pleased to inform you that the Management is pleased to appoint you as full time **Assistant Professor (Electronics) in B.Sc. Computer Science** in Marathwada Mitra Mandal's College of Commerce , 302/A, Deccan Gymkhana, Pune - 411 004 on starting pay in **pay band of Rs.15,600/- P.M. with academic grade pay of Rs.6,000/-** in sixth pay commission pay band of Rs.15,600-39,100, with effect from 18/6/2018 or from the date of your joining, whichever is later.

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

- Your services will be governed by the Maharashtra Public Universities Act, 2016, Statutes, Code of Conduct, Ordinances and rules and regulations laid down by the University of Pune, State Government, Marathwada Mitra Mandal, and Pune from time to time.
- Your appointment is open against open category on full-time ad-hoc basis for a period from 18/6/2018 to 31/5/2019, subject to selection/approval by Pune University.
- You will be paid **basic pay of Rs.15,600/- + AGP of Rs.6,000/- p.m.** in the scale indicated above. You will also be entitled to Dearness Allowance @ 113 & , HRA @ 20%, Transport Allowance Rs.1,600/- and CLA Rs.240/- per month prescribed by the State Government/ Marathwada Mitra Mandal, Pune.
- Your appointment and salary shall be subject to approval by the Savitribai Phule Pune University and Director of Higher Education, Pune, as the case may be.
- You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark-sheets, experience certificate, degree certificate, discharge/relieving certificate, last pay certificate, caste certificate, caste validity certificate, change of name certificate (if any) etc., before joining your duties.
- You are requested to submit the following documents at the time of joining: A) Two Passport size photographs, B) Character Certificate from two eminent persons, one of whom should be a Government Gazetted Officer; and C) Discharge Certificate from previous employer.
- You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated. It will be presumed that any letter sent by the Registered Post Acknowledgment Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
- You will not engage yourself in any other full-time/ part-time / consultancy/Training, during the continuance of your service.



(Signature)



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

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

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

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

9. You will follow all the rules and regulations existing at the time of application for registration to any degree/diploma/certificate or other course.
10. Your services can be transferred to other College / Institutions at the sole discretion of the Management of Marathwada Mitra Mandal, Pune. Similarly, the place of your deployment / posting could be changed at any time. You may be required to travel on official duties as and when needed.
11. Your appointment may be terminated at any time (by either Side) by giving one month's notice or one month's pay in lieu of notice period.
12. a) You shall have to qualify the NET or the SET or B.Ed. or similar test (as the case may be) as laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
b) You shall have to acquire the qualifications **N.A.** (M.Phil./Ph.D.,M.S.,M.D.S.,M.E. etc.) as prescribed by the University State Govt. or the Central Councils concerned within the **N.A.** period.
13. If you are found absent continuously for more than thirty days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Competent Authority as provided for in the statutes. During the period of your services you shall not directly or indirectly do such things which are subversive to the interest of the Society / University / College / Students.
14. In addition to your appointment as Assistant Professor (Electronics) in B.Sc.Computer Science in Marathwada Mitra Mandal's College of Commerce , 302/A, Deccan Gymkhana, Pune - 411 004, you will be required to Co-ordinate and supervise the overall activities at B.Sc. Computer Science and B.B.A. (Computer Application) Department as a Head of Department till further order.
15. You are required to communicate your acceptance within 7 days from the receipt of this order of appointment, failing which it will be presumed that you are not interested in the offer and this appointment will be treated as cancelled. No further communication will be entertained in this regard after the due date.





Prin.B.G.Jadhav
Executive President

DECLARATION

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

Place: Pune

Signature: 

Date: _____

Name: 20/06/2018

Witness: _____

Signature _____

Name: _____

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's B.Sc.Computer Science
Marathwada Mitra Mandal's College of Commerce , 302/A, Deccan Gymkhana, Pune - 411 004
2. Service file of **Dr.Sandip Maruti Anpat**



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

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

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausaheb Jadhav
Secretary

MMM/MMCC-BCA./APNT/2012-13/469

29th August, 2012

ORDER OF APPOINTMENT

To,

Mrs.Raskar Pranita Prabhakar

73/A, Senadatta Peth,
Near Shivaji Statue,
Pune - 411 030

1. With reference to your application and the subsequent interview on 19th August, 2012, the Management of Marathwada Mitra Mandal is pleased to appoint you as a Full Time Lecturer in **B.C.A. Departments,,** in Marathwada Mitra Mandal's College of Commerce, 302/A, Deccan Gymkhana, Pune -411 004, on consolidated salary of Rs. 15,000/- (Rupees Fifteen Thousand Only) P.M. and it will be subject to the deduction of Profession Tax, Income Tax etc as per the provisions of the Act
2. Your appointment is purely on temporary basis for a period from 1/8/2012 to 30/4/2013. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
3. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
4. Your services are transferable to any other College Hostel / Institutions run by the Management of the M.M. Mandal.
5. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
6. You will get one casual leave per month and you will not be entitled to any other benefit.
7. Your appointment is subject to the minimum number of students and the workload prescribed for the post & subject to the approval of Staff Selection Committee appointed by University of Pune.
8. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.




Prin. B.G. Jadhav
Secretary

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce , B.C.A. Departments
302/ A, Deccan Gymkhana, Pune- 411 004.
2. **Service File of**
Mrs.Raskar Pranita Prabhakar

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

Received
with

received
& accepted
P.P. Raskar
29-08-12
Raskar Pranita P.

Marathwada Mitra Mandal, Pune

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

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

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

R ef No.- MMM/MMCC/APNT/2000-01/ 103

Date :

DATE:- 3/10/2000

ORDER OF APPOINTMENT

To,

Mrs. Vishakha Nitin Wagh

34, Sawarkar Society;
Sahakar Nagar No-2
Pune - 411 009.

1. With reference to your application and the subsequent interview the management of Marathwada Mitra Mandal is pleased to appoint you as a Computer Teacher, in Marathwada Mitra Mandal's College of Commerce (Non Grant) , 302/A, Deccan Gymkhana, Pune - 411 004 on consolidated salary of 3,000/- (Rupees Three Thousand Only.) Per month.
2. Your appointment is purely on temporary basis for a period from 5th October, 2000 to 30th April, 2001.
3. The terms of your employment and conditions of service shall be as laid down by the University of Pune, state Government & M. M Mandal from time to time.
4. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.




Prin. B.G.Jadhav
Treasurer

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce
302/A, Deccan Gymkhana ,Pune-411004.

2. **Service File of Mr. Uday Kiran**

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

V.N.W
3/10/2000

Marathwada Mitra Mandal, Pune

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

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

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

Ref No.; - MMM/MMCC/APNT/2006-2007/ 149

Date :

DATE:- 13/6/2006

ORDER OF APPOINTMENT

To,

Mrs. Nidhi Satavlekar,
C-69, Shree Trimurty Society,
110/2/1 Kothrud, Paud Road,
Pune-411038.

1. We are pleased to appoint you as Lecturer in our Institute of Management Education Research and Training with effect from 01-07-2006 to 30/4/2007 on the following terms and conditions:
2. You will be paid salary in the scale of Rs.8000-275-13500, and it will be subject to the deductions of Professional Tax & Income Tax as per the provisions of the Act.
3. Your services are governed by the rules and regulations of Marathwada Mitra Mandal and University of Pune. Your services will be terminated by giving one month notice either or side.
4. Your appointment is for the Academic year 2006-07, of which you will not be entitled to any other benefits such as Provident Fund, Pension and any Leave other than Casual Leave.
5. You should confirm your acceptance of the said post in writing by returning a copy of the same.

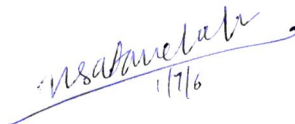



Prin. B.G. Jadhav
Treasurer

Copy forwarded for information to

1. **The Principal,**
M.M.Mandal's College of Commerce (B. B. A./ B.B.M.)
302/ A, Deccan Gymkhana,
Pune — 411 004
2. **Service File of Mrs. Nidhi Satavlekar,**

Note - Joining report of the candidate should be submitted to the Central Office Immediately after she reports on duty.


1/7/6

Marathwada Mitra Mandal, Pune

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

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

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

Ref No:- MMM/MMCC/BBA-CA/APNT/2009-10/ 408

Date :

Date:- 1/7/2009

ORDER OF APPOINTMENT

To,

Mrs. Meenal Kabra

B2/501, " Lake Town",
Near State Bank Colony,
Near State Bank Colony, Bibvewadi,
Pune-41103

1. With reference to your application and the subsequent interview, the Management of Marathwada Mitra Mandal is pleased to appoint you as a Lecturer (B.C.A.) on consolidated salary of Rs.12, 000/- (Rupees Twelve Thousand Only.) Per month at M.M.Mandal's College of Commerce (B.C A.), 302/A, Deccan Gymkhana, Pune -411 004
2. Your appointment is purely on adhoc/temporary basis for a period from 15th July, 2009 to 30th May, 2010. & Subject to the availability of number of students for the course/subject.
3. The terms of your employment and conditions of service shall be as laid down by the University of Pune, state Government & M. M. Mandal from time to time.
4. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



B. G. Jadhav
Prin. B.G. Jadhav
Treasurer

Copy forwarded for information to:

1. The Principal,
M.M.Mandal's College of Commerce (B.C.A.)
302/A, Deccan Gymkhana,
Pune - 411 004

2. Service File of Mrs.Meenal Kabra

Note:- joining report of the candidate should be sent to the Central Office immediately after her reports on duty

Meenal
1.7.9

Marathwada Mitra Mandal, Pune

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

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

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

Ref No:- MMM/MMCC/BBA-CA/APNT/2008-09/ 406

Date :

Date:- 14/7/2008

ORDER OF APPOINTMENT

To,

Miss. Geeta Patil

A-7/2, Aanchal Society, Opp.Rahul Nagar,
Near Karve Statue, Kothrud.

Pune - 411 038

1. With reference to your application and the subsequent interview, the Management of Marathwada Mitra Mandal is pleased to appoint you as a Lecturer (B.C.A.) on consolidated salary of **Rs.12, 000/- (Rupees Twelve Thousand Only.)** Per month at Pune-411 M.M.Mandal's College of Commerce (B.C A.), 302/A, Deccan Gymkhana, Pune -411 004
2. Your appointment is purely on adhoc/temporary basis for a period from 17th July, 2008 to 30th April , 2009 & Subject to the availability of number of students for the course/subject.
3. The terms of your employment and conditions of service shall be as laid down by the University of Pune, state Government & M. M. Mandal from time to time.
4. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



(Signature)
Prin . B.G. Jadhav
Treasurer

Copy forwarded for information to:

1. The Principal,
M.M.Mandal's College of Commerce (B.C.A.)
302/A, Deccan Gymkhana,
Pune - 411 004

2. Service File of
Miss. Geeta Patil

Note:- joining report of the candidate should be sent to the Central Office immediately after her reports on duty

(Signature)

Marathwada Mitra Mandal, Pune

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

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

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

Ref No:- MMM/MMCC/BBA-CA/APNT/2008-09/ 405

Date :

Date:- 14/7/2008

ORDER OF APPOINTMENT

To,

Miss. Neeta Patil

A-7/2, Aanchal Society, Opp.Rahul Nagar,
Near Karve Statue, Kothrud.
Pune - 411 038

With reference to your application and the subsequent interview, the Management of Marathwada Mitra Mandal is pleased to appoint you as a Lecturer (B.C.A.) on consolidated salary of **Rs.12, 000/- (Rupees Twelve Thousand Only.)** Per month at Pune-411 M.M.Mandal's College of Commerce (B.C A.), 302/A, Deccan Gymkhana, Pune -411 004.

Your appointment is purely on adhoc/temporary basis for a period from 17th July, 2008 to 30th April, 2009 & Subject to the availability of number of students for the course/subject.

The terms of your employment and conditions of service shall be as laid down by the University of Pune, state Government & M. M. Mandal from time to time.

You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.




Prin. B.G. Jadhav
Treasurer

Copy forwarded for information to:

1. The Principal,
M.M.Mandal's College of Commerce (B.C.A.)
302/A, Deccan Gymkhana,
Pune - 411 004

2. Service File of
Miss. Neeta Patil

Note - Joining report of the candidate should be submitted to the Central Office Immediately after she reports on duty.

Marathwada Mitra Mandal, Pune

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

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

Shri. Vilasrao Deshmukh
President



Shri. Shilvajirao Ganage
Secretary

Ref. No.:

Ref No.: - MMM/MMCC/APNT/2009-2010/287

Date :

DATE: - 16/7/2009

APPOINTMENT ORDER

To,

Shri.Kaiwade Amit Jayprakash
Q-66, Queens Garden,
Gen.A S Vaidya Chowk, Camp,
Pune-411001

1. With reference to your application dated 21.6.2009 and the subsequent interview on 23.6.2009, the management of Marathwada Mitra Mandal is pleased to appoint you As a Lecturer (B.sc (CS)) on consolidated salary of **18,957/-**(Rupees Eighteen Thousand Nine Hundred & Fifty Seven Only.) Per month at M.M.Mandal's College of Commerce (B.sc (CS)) 302/A, Deccan Gymkhana, Pune -411 004
2. Your appointment is purely on temporary basis for a period from 16th July 2009 to 30th April 2010.
3. The terms of your employment and conditions of service shall be as laid down by the University of Pune, state Government & M. M Mandal from time to time.
4. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



B.G. Jadhav
B.G. Jadhav
Treasurer

Copy forwarded for information to :

1. The Principal,
M.M.Mandal's College of Commerce (B.sc (CS))
302/ A, Deccan Gymkhana,
Pune — 411 004

Service File of

2. Shri.Kaiwade Amit Jayprakash

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

Received.
WT



Marathwada Mitra Mandal, Pune

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

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

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

Ref No.; - MMM/MMCC/APNT/2007-2008/ 209

Date :

DATE: 25/11/2007

ORDER OF APPOINTMENT

To,

Ms. Charushila Nigudkar
Madhuban Society,
Old Sangvi,
Pune-411037

1. With reference to your application dated 8.11.2007 and the subsequent interview on 13.11.2007, the management of Marathwada Mitra Mandal is pleased to appoint you as a Lecturer (BSC-CS) on consolidated salary of **11,000/- (Rupees Eleven Thousand Only.)** Per month at M.M.Mandal's College of Commerce (BSC-CS) 302/A, Deccan Gymkhana, Pune -411 004.
2. Your appointment is purely on temporary basis for a period from 27th Nov 2007 to 30th April 2008.
3. The terms of your employment and conditions of service shall be as laid down by the University of Pune, state Government & M. M Mandal from time to time.
4. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



B.G. Jadhav

B.G. Jadhav
Treasurer

Copy forwarded for information to :

1. The Principal,
M.M.Mandal's College of Commerce (B.sc (CS))
302/ A, Deccan Gymkhana,
Pune — 411 004

Service File of

2. Ms. Charushila Nigudkar

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

Charushila
25.11.07



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

Registration No. - BPT - F - 338 (P) Date - 19/1/1967

Tel.: 020 - 25665320, 60122223

Societies - Mah. /523 Date - 06/1/1967

Tele fax : 020 - 25653039

SHIVAJIRAO GANAGE
Executive President

PRIN. BHAUSAHEB JADHAV
Secretary

MMM/MMCC-BCA/APNT/2013-14/499

ORDER OF APPOINTMENT

10 SEP 2013

To,

Mrs. Subhangi Vikas Mate

C/o Dr.V.L.Mathe,
K-3, Teachers Quarters,
University of Pune
Pune - 411 007

1. With reference to your application and the subsequent interview on 7/9/2013, the Management of Marathwada Mitra Mandal is pleased to appoint you as a Full Time **Lecturer in Bachelor of Computer Science**, in Marathwada Mitra Mandal's College of Commerce (B.Sc.Comp. Department), 302/A, Deccan Gymkhana, Pune -411 004, on consolidated salary of **Rs.12, 000/- (Rupees Twelve Thousand only.) P.M.** and it will be subject to the deduction of Profession Tax, Income Tax etc as per the provisions of the Act.
2. Your appointment is purely on temporary & ad hoc basis for a **period from 11/9/2013 or from the date of your joining to 30/4/2014**. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
3. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
4. Your services are transferable to any other College Hostel / Institutions run by the Management of the M.M. Mandal.
5. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
6. You will get one casual leave per month and you will not be entitled to any other benefit.
7. Your appointment is subject to the minimum number of students and the workload prescribed for the post & subject to the approval of Staff Selection Committee appointed by University of Pune. Regular and systematic appraisal of performance of teachers shall be considered as an essential part of your job.
8. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



Prin.B.G.Jadhav
Secretary

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce (B.B.A.)
302/ A, Deccan Gymkhana, Pune- 411 004.
2. **Service File of**
Mrss. Subhangi Vikas Mate

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

Received
by
Mrs. Subhangi
Mathe



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

Registration No. - BPT - F - 338 (P) Date - 19/1/1967

Tel.: 020 - 25665320, 60122223

Societies - Mah. /523 Date - 06/1/1967

Tele fax : 020 - 25653039

SHIVAJIRAO GANAGE
Executive President

PRIN. BHAUSAHEB JADHAV
Secretary

MMM/MMCC-BCA/APNT/2013-14/368

31st July, 2013

ORDER OF APPOINTMENT

To,

Miss. Sonali Prashant Wagh

C/o Mr.Prashant R.Wagh,Flat No.10/11,
Patel Garden,Pawar Nagar,
Old Sanghvi,
Pune – 411 027

1. With reference to your application dated 6/8/2013 and the subsequent interview on 6/8/2013, the Management of Marathwada Mitra Mandal is pleased to appoint you as a Full Time **Lecturer in Bachelor of Computer Science**, in Marathwada Mitra Mandal's College of Commerce (B.C.A. Department), 302/A, Deccan Gymkhana, Pune -411 004, on consolidated salary of Rs.10,000/- (Rupees Ten Thousand only.) P.M.and it will be subject to the deduction of Profession Tax, Income Tax etc as per the provisions of the Act.
2. Your appointment is purely on temporary & ad hoc basis for a **period from 1/8/2013 or from the date of you are joining to 31/1/2014**. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
3. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
4. Your services are transferable to any other College Hostel / Institutions run by the Management of the M.M. Mandal.
5. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
6. You will get one casual leave per month and you will not be entitled to any other benefit.
7. Your appointment is subject to the minimum number of students and the workload prescribed for the post & subject to the approval of Staff Selection Committee appointed by University of Pune. Regular and systematic appraisal of performance of teachers shall be considered as an essential part of your job.
8. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



Prin.B.G.Jadhav
Secretary

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce (B.B.A.)
302/ A, Deccan Gymkhana, Pune- 411 004.
2. **Service File of**
Miss. Sonali Prashant Wagh

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



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

Registration No. - BPT - F - 338 (P) Date - 19/1/1967

Tel.: 020 - 25665320, 60122223

Societies - Mah. /523 Date - 06/1/1967

Tele fax : 020 - 25653039

SHIVAJIRAO GANAGE
Executive President

PRIN. BHAUSAHEB JADHAV
Secretary

MMM/BSc.Comp./APNT/2013-14/439

6th September, 2013

Order of Appointment

To,

Miss. Shaheen Mohiddin Mulani

A/P Sakharwadi, Taluka Phalthan,
Dist- Satara,
PIN - 415 522

1. With reference to your application dated 6/6/2013 and the subsequent interview on 29/8/2013, the Management of Marathwada Mitra Mandal is pleased to appoint you as a **Lecturer in Bachelor of Computer Science (B.Sc.Comp.)** Department at Marathwada Mitra Mandal's College of Commerce, 302/A, Deccan Gymkhana, Pune- 411 004 on consolidated salary of **Rs. 10,000/- (Rupees Ten Thousand only.)** per month, subject to the deduction of profession tax, income tax as per the provisions of the Act.
2. Your appointment is purely on temporary & ad hoc basis for a **period from 10/9/2013 or from the date of your joining to 30/4/2014**. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
3. The terms of your employment and conditions of service shall be as laid down by the Marathwada Mitra Mandal, Pune from time to time.
4. Your services are transferable to any other College/Institutions run by the Management of the M.M.Mandal.
5. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period either way.
6. You will get one casual leave per month and you will not be entitled to any other benefits.
7. Your appointment is subject to the minimum number of students and the workload prescribed for the post & subject to the approval of Staff Selection Committee appointed by University of Pune. Regular and systematic appraisal of performance of teachers shall be considered as an essential part of your job.
8. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within seven days from the date of receipt of the same.




Prin. B.G. Jadhav
Secretary

Copy forwarded for information to :

1. **The Principal,**
Marathwada Mitra M.Mandal's College of Commerce
B.Sc.Comp.Department
Pune - 411 004
2. **Service File of**
Miss. Shaheen Mohiddin Mulani

Mulani

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



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

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

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

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

1st July, 2016

MMM/MMCC-BSc.Comp.Science/APNT/2016-17/597

ORDER OF APPOINTMENT

To,

Mrs. Deshmukh Manjiri Suhas

C/o Mr. Deshmukh Suhas S.

D-1003, Sun Satalight, Sun City Road, Wadgaon Budruk,
Pune - 411 009

1. With reference to your application dated 7/7/2016 and subsequent interview by Local Selection Committee on 30th July, 2016, we are pleased to appoint you on the post of Full Time **Lecturer in B.Sc.Computer Science Dept.** at M.M.Mandal's College of Commerce, B.Sc.Computer Science Dept., 302/A, Deccan Gymkhana, Pune - 411 004, on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid **basic pay Rs. 8,000/- in pay scale of Rs.8000-275-13500**. You will also be entitled to Dearness Allowance @ 127%, House Rent Allowance, Transport Allowance and C.L.A. at the rates prescribed by the M.M.Mandal from time to time and it will be subject to the deduction of Profession Tax, Income Tax etc as per the provisions of the Act. You are also eligible for the continuation of benefit of membership of Employees Provident Fund & Miscellaneous Provisions Act 1952.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce B.Sc.Computer Science Dept., Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. **Your appointment is purely on temporary basis for a period from 1/8/2016 to 30/4/2017** against the reserved post. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



Prin. B.G.Jadhav
Executive President

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce B.Sc.Computer Science Dept-4
302/A, Deccan Gymkhana, Pune- 411 004
2. **Service File of**
Mrs. Deshmukh Manjiri Suhas
Note - Joining report of the candidate should be sent to the Central Office immediately after she reports on duty.

Received

Deshmukh



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

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

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausaheb Jadhav
Secretary

Ref No:- MMM/MMCC/BSC(CS)/APNT/2010-11/ 476

Date:- 1/2/2011

ORDER OF APPOINTMENT

To,

Mrs. Amruta Paranjape

B1-102, Dahanukar Regency,
Dahanukar Colony, Kothrud,
Pune-411029

1. With reference to your application and the subsequent interview, the Management of Marathwada Mitra Mandal is pleased to appoint you as a Lecturer (B.C.A.) on a consolidated salary of **Rs.15, 000/- (Rupees Fifteen Thousand Only.) Per month** at M.M.Mandal's College of Commerce (B.C A.), 302/A, Deccan Gymkhana, Pune -411 004
2. Your appointment is purely on an ad hoc/temporary basis for a period from 9th Feb 2011 to 30th April, 2011. & Subject to the availability of number of students for the course/subject.
3. The terms of your employment and conditions of service shall be as laid down by the University of Pune, state Government & M. M. Mandal from time to time.
4. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



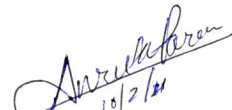

Prin. B.G. Jadhav
Secretary

Copy forwarded for information to:

1. The Principal,
M.M.Mandal's College of Commerce (B.C.A.)
302/A, Deccan Gymkhana,
Pune - 411 004

2. Service File of Mrs. Amruta Paranjape

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


10/2/11



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

Regd. No. - F - 338 (P) Date - 19/1/1967
Mah. /523 Date - 06/1/1967

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

SHIVAJIRAO GANAGE
Executive President

PRIN. BHAUSAHEB JADHAV
Secretary

MMM/MMCC-B.Sc.Comp./APNT/2014-15/544

14th July, 2014

ORDER OF APPOINTMENT

To,

Smt. Pritee Shailesh Garbhe
Flat No.1, Nityand Residency,
1285, Sadashiv Peth,
Pune - 411 030

1. With reference to your application and the subsequent interview on 12/7/2014 by Staff Selection Committee, the Management of Marathwada Mitra Mandal is pleased to appoint you as a **Full Time Lecturer for Mathematics in B.Sc.Computer Science Department** at M.M.Mandal's College of Commerce (B.Sc.Computer Science Dept.), 302/A, Deccan Gymkhana, Pune -411 004, on **consolidated salary of Rs.17,000/- (Rupees Seventeen Thousand only.)** per month and it will be subject to the deduction of Profession Tax, Income Tax etc as per the provisions of the Act.
2. Your appointment is purely on temporary basis for a period from **21/7/2014** or from the date of your joining to **30/4/2015**. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
3. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
4. Your services are transferable to any other College Hostel / Institutions run by the Management of the M.M. Mandal.
5. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period. If you are remain continuously absent from duty without any prior permission/sanction for a period of 15 days or more, your services shall remain terminated without any intimation and /or any further reference to you.
6. You will get one casual leave per month and you will not be entitled to any other benefit.
7. Your appointment is subject to the minimum number of students and the workload prescribed for the post & subject to the approval of Staff Selection Committee appointed by University of Pune.. Regular and systematic appraisal of performance of teachers shall be considered as an essential part of your job.
8. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.




Prin. B.G. Jadhav
Secretary

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce, B.Sc.Computer Science Dept.
302/ A, Deccan Gymkhana, Pune- 411 004.
2. **Service File of**
Smt. Pritee Shailesh Garbhe

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

Received
Jadhav



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

"सत्यं ज्ञानं विद्या"

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

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

Shivajirao D. Ganage
President

Bhauseheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/MMCC-B.Sc.Comp./APNT/2016-17/615

1st July, 2016

ORDER OF APPOINTMENT

To,

Miss. Dhoot Komal Tejprakash

830, Kasaba Peth, Near Kamala Nehru Hospital
Sunder Height, Flat No.9
Pune - 411 0011

1. With reference to your application dated 30/4/2016 and subsequent interview by Local Selection Committee on 1st July, 2016, we are pleased to appoint you on the post of **Lecturer in B.Sc.Computer Science Department** at M.M.Mandal's College of Commerce, B.Sc.Computer Science Department, 302/A, Deccan Gymkhana, Pune - 411 004, on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid consolidated salary of **Rs.14,000/- (Rupees Fourteen Thousand Only.) per month** and it will be subject to the deduction of Profession Tax, Income Tax etc as per the provisions of the Act. You are also eligible for the continuation of benefit of membership of Employees Provident Fund & Miscellaneous Provisions Act 1952.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce B.Sc.Computer Science Department, Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. **Your appointment is purely on temporary basis for a period from 7/7/2016 to 30/4/2017** against the reserved post. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce B.Sc.Computer Science Department,
302/A, Deccan Gymkhana, Pune- 411 004
2. Miss. Dhoot Komal Tejprakash

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




Prin. B.G.Jadhav
Executive President





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC/B.Sc. (CS)/APNT/2022-23/346

Dated: 19/07/2022

To,

Mrs. Padmaja Atul Tamboli

A2/17, Mahesh Paradise, Nagar Road,

Near Medi Point Hospital, Aundh Pune

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 07/07/2022 and your subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of "Full Time Assistant Professor In B.Sc. Computer Science Department" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2022 or from the date of your joining to 04/05/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A (B.Sc. (CS). Department), Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the Academic Year 2022-2023, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non-availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the Academic Year 2022-2023 only and more specifically for the period starting from 25/07/2022 or from the date of your joining to 04/05/2023. Or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 25/07/2022 or from the date of your joining thereafter till 04/05/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid Consolidated Rs. 48,750/- per months which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.

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

4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

Registration Under Bombay Public Trust Act 1950-F-338(P) Dated 10/01/1967

Tel: 020-25665320, 8149032328 | Telefax: 020-25663039

E-mail: mimmandal7@gmail.com

Silvajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe President

Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecunary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month's salary in lieu thereof.



22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ (A) / NT (B) / NT(C) / NT (D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

B.G. Jadhav

Prin, B.G.Jadhav

Executive President

DECLARATION

I, the undersigned Mrs. Padmaja Atul Tamboli, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 25/07/2022

PA Tamboli
Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Mrs. Padmaja Atul Tamboli



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah /523 Dated 06/01/1987

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungalo, Secretary

MMM/MMCC/B.Sc. (CS)/APNT/2022-23/347

Dated: 19/07/2022

To,

Mrs. Meenal Anand Sholapurkar

Bldg A-3, Flat No- 16, Seema Garden,

Shiv Tirth Nagar Paud Road, Kothrud, Pune-38

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 07/07/2022 and your subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of "Full Time Assistant Professor in B.Sc. Computer Science Department" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2022 or from the date of your joining to 04/05/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A (B.SC (CS). Department), Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the Academic Year 2022-2023, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non-availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the Academic Year 2022-2023 only and more specifically for the period starting from 25/07/2022 or from the date of your joining to 04/05/2023. Or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 25/07/2022 or from the date of your joining thereafter till 04/05/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid Consolidated Rs. 50,171/- per months which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act. .

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

4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRAMANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 Dated 00/01/1967

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahob G. Jadhav, Exo.President

Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitled for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month's salary in lieu thereof.



22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ (A) / NT (B)/ NT(C)/ NT (D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G.Jadhav

Executive President

DECLARATION

I, the undersigned Mrs. Meenal Anand Sholapurkar, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 25/07/2022

signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Mrs. Meenal Anand Sholapurkar



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

MMM/ MMCC/B.Sc(CS)/APNT/2021-22/1043

Dated: 28/12/2021

To,

Ms. Galande Komal Vilas
A/P, Galandwadi no1
Tal - Indapur, Dist- Pune - 413106

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 14/12/2021 and your subsequent interview by Local Selection Committee on 20/12/2021, we are pleased to appoint you on the post of "Assistant Professor in Statistics for B.Sc. Computer Science Department" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 01/01/2022 till 30/04/2022.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the Academic Year 2021-2022, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the Academic Year 2021-2022 only and more specifically for the period starting from 01/01/2022 till 30/04/2022 or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 01/01/2022 or from the date of your joining thereafter till 30/04/2022 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.



[Handwritten signature]

2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;
- a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.
- b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principal, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.
- c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.
- d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.
- Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.
3. You will be paid **Consolidated Rs. 18,500/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.





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Shivajirao D. Ganage, President

Bhausaeheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either



(Handwritten signature)

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

22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned Ms. Galande Komal Vilas, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune
Date : 03/01/2022

Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Ms. Galande Komal Vilas



MARATHWADA MITRA MANDAL, PUNE

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Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC/BBA/APNT/2022-23/905

Dated: 05/09/2022

To,

MRS. SWAPNILI RAMESH SOLE

AT POST BAHIROBAWADI TAL KARIJAT,
DIST A NAGAR

SUBJECT: FIXED TERM APPOINTMENT ORDER.

In response to our advertisement published in Loksatta and The Indian Express dated 25/08/2022 and your application dated 01/09/2022 and your application dated 01/09/2022 and your subsequent interview by Local Selection Committee on 01/09/2022, we are pleased to appoint you on the post of "Full Time Assistant Professor for Mathematics subject in Bachelor of Science (Computer Science) (B.Sc.(CS)) Department" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 05/09/2022 or from the date of your joining to 04/05/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce (B.Com Department), 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the Academic Year 2022-2023, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the Academic Year 2022-2023 only and more specifically for the period starting from 05/09/2022 or from the date of your joining to 04/05/2023 or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT,

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 05/09/2022 or from the date of your joining thereafter till 04/05/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



[Handwritten signature]

a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 24,200/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.

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

4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month's salary in lieu thereof.



(Handwritten signature)

22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned **MRS. SWAPNILI RAMESH SOLE**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 17/9/22


Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of **MRS. SWAPNILI RAMESH SOLE**



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganago, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

Dated: 30/10/2022

MMM/B.Sc(CS)/APNT/2022-23/ 1530

To,

Mrs. Reshma Ladda

Flat No 6 , Veena 4B , Naadbrahma Society,

Warje Pune-411058

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 20/10/2022 and your subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of "Full Time Assistant Professor in B.Sc (CS) Department" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 1/11/2022 or from the date of your joining to 04/05/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for the Open category. However, for the Academic Year 2022-2023, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on a fixed term basis. This appointment accordingly will be for the Academic Year 2022-2023 only and more specifically for the period starting from 01/11/2022 or from the date of your joining to 04/05/2023. or till the appointment of suitable candidates from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 01/11/2022 or from the date of your joining thereafter till 04/05/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, the working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issues as deemed necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid Consolidated Rs. 30,000/- per months which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will be made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining falling which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.





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9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to work exigencies, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the College / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book sellers unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or untouchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purposes, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your



own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month's salary to the College in lieu of notice as per Clause No. 21 herein above.

23. You will be a whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / Instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for an interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned Mrs. Reshma Ladda have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide by the same.

Place : Pune
Date : 01/11/2022

Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service File of Mrs. Reshma Ladda



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC-BSC-CS/APNT/2022-23/ 1532

Dated: 19/07/2022

To,

Mrs. Shruti Joshi

Sant Dnyaneshwar Nagar, Near Sutar Pancha

Ring Road, Rajiv Gandhi Chowk, Latur,

PIN - 413 512

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 07/07/2022 and your subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of "Full Time Assistant Professor in BSC-CS. Department" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2022 or from the date of your joining to 04/05/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the Academic Year 2022-2023, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the Academic Year 2022-2023 only and more specifically for the period starting from 25/07/2022 or from the date of your joining to 04/05/2023. or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 25/07/2022 or from the date of your joining thereafter till 04/05/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly, it is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deemed necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 16000/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will be made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.





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9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the collage.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.



23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipt thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned **Mrs. Shruti Joshi**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 25/07/2022

Shruti J.
Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Mrs. Shruti Joshi



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

Tel. : 020-25665320, 8149032328 | Telefax : 020 -256653039

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

Ref No. MMM/MMCC-B.Sc(CS)/APNT/2023-2024/741

Dated: 24/07/2023

To,

Ms. Rushika Deepak Kinjawadkar
Flat no. 25 B Wing Anand Villa,
Ambegaon, Dhabadi, Pune - 411046

SUBJECT: FIXED TERM APPOINTMENT ORDER.

In response to our advertisement published in Loksatta and The Indian Express dated 10/07/2023 and your application dated 15th July, 2023 & the interview conducted by Local Staff Selection Committee on 24th July, 2023, appointed by the Management, we are pleased to appoint you on the post of "Assistant Professor for Mathematics Subjects in B.Sc.CS. at Marathwada Mitra Mandal's College of Commerce", 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2023 or from the date of your joining to 30/04/2024 and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. Be noted that Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 (hereinafter for short "MMM's College of Commerce") is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Zilla Parishad /Savitribai Phule Pune University/ Deputy Director, Pune /Assistant Commissioner B.C. Cell and accordingly, it has to recruit the suitable candidate of appropriate category that too as approved by the Zilla Parishad /Deputy Director/ Savitribai Phule Pune University Selection Committee.
3. However, for the Academic Year 2023-2024, due to certain unavoidable circumstances including non-availability, candidate on the post of Assistant Professor in MMM's College of Commerce, which is reserved for reserved category, is selected till date by the Selection Committee.
4. If the post of Assistant Professor in MMM's College of Commerce available for reserved category is kept vacant herein after during the present academic year, not only the College but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the Academic Year 2023-2024 and more specifically for the period starting 25th July, 2023 or from the date of your joining whichever is earlier till 30th April 2024 or till the selection of relevant reserved category candidates by Selection Committee, whichever is earlier.
6. If, prior to this Appointment, you have worked for the MMM's College of Commerce, your such employment tenure on the aforesaid background, cannot be treated as a permanent employment and / or you will not be entitled to claim any benefit(s), including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the MMM's College of Commerce.
7. In order to not to cause any academic damage, loss to the students of the College /Institute, the said appointment which is solely of a temporary nature is issued to you. After the selection of the candidate through the Savitribai Phule Pune University selection committee, your said appointment will automatically stand canceled from that date. Thereafter, you shall have no right on any of your employments / appointment in the College /Institute.

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

1. As mentioned herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 25th July, 2023 or from the date of your joining till 30th April 2024 or till the selection of candidates from the Savitribai Phule Pune University selection committee is made available, whichever is earlier. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof



- from the MMM's College of Commerce / Trust. Due to your appointment, you shall not be entitled to claim permanency / permanency benefit for yourself from the MMM's College of Commerce/Trust.
2. As stated herein above MMM's College of Commerce, MAJMC Department is 100% non-grantable Educational Institution, it has no choice but to sustain on its own resources. In view of this, it is to be specifically noted that,
 - a) Due to pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.
 - b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, **NO WORK NO SALARY**, you will not be entitled to receive any salary for such a period.
 - c) Considering the erstwhile pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare and upgrade yourself for all such new techniques and challenges and effectively perform your duties and responsibilities accordingly. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.
 - d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.
 3. You will be paid **Consolidated Rs. 55,000/- per month**. All your emolument from time to time will be subject to deduction of profession Tax, Income Tax etc. as per all the applicable provisions of the relevant laws.
Be noted that you will be eligible for the benefits of Membership under the Employees Provident Funds & Miscellaneous Provisions Act, 1952 and necessary compliances to that regard in the form of deduction from monthly your salary, etc., will be made.
 4. As mentioned herein above, you are solely appointed as Assistant Professor in MMM's College of Commerce against the vacant posts available for reserved category to be finally approved by the Zilla Parishad / Savitribai Phule Pune University / Deputy Director, Pune / Assistant Commissioner B.C. Cell in MMM's College of Commerce on full time basis.
 5. During the tenure of this appointment, other terms and conditions of your employment will be governed as per the rules and regulations laid down by the College Management from time to time.
 6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of substantial fall in number of students, your appointment will be terminated with immediate effect.
 7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
 8. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as College Leaving Certificate, Mark-sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties in the MMM's College of Commerce. So also you will have to submit your fitness certificate from the Registered Medical Practitioner within one month from the date of your joining, failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

Registration Under Bombay Public Trust Act 1950-f-338(P) Dated 18/01/1967

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President
Bhauasaheb G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College/Institute in this regard.
10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
11. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / MMM Trust either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College/Institute or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College/Institute.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the College/Institute.
18. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College/College/Institute to another, which is run by Marathwada Mitra Mandal, Pune in or outside Pune, purely at the sole discretion of Management of College/Institute/ MMM Trust.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month's salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College Management shall draw an obvious presumption within its sole discretion that you have no interest to further continue in your employment and as such have abandoned the same on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary in lieu of notice to the College.
22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.



23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College Management and shall carry out all the lawful orders / instructions given to you by the same in connection with the day to day discharge of your duties.
24. It is to be noted that during the tenure of this appointment, you will be free to appear for interview before the competent Selection Committee, if you so desire.
25. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you are prevented to attend College physically and perform your duties, you will have to conduct all your classes through electronic media as directed by the College Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
26. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.

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



Yours Faithfully,

Prin. B. G. Jadhav
Executive President

DECLARATION

I, the undersigned Ms. Rushika Deepak Kinjawadekar, have read and understood the background of my appointment and all the terms and conditions mentioned herein above and I accept the same in totality, after understanding them in their legal and proper perspective and undertake to abide to the same accordingly.

Place : Pune

Date : 26-7-2023

Witness:
Signature:

Name : Sushil Walyaj

Signature :

Name : Rushika Kinjawadekar

Copy forwarded for information to:

1. The Principal
Marathwada Mitra Mandal's College of Commerce
Department of Computer Science (B.Sc. (CS) Department)
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of Ms. Rushika Deepak Kinjawadekar

Joining Report / Undertaking

I, the undersigned, Ms. Rushika Deepak Kinjawadekar, Residing at Flat no ,25 B Wing Anand Villa, Ambegaon, Dhabadi, Pune – 411046, Acknowledge with thanks the receipt of the Appointment Order No.: MMM/MMCC/-B.Sc (CS)/APNT/2023-24/761 dated 24/07/2023 for the post of Assistant Professor for Mathematics Subjects in B.Sc CS at M.M.Mandal's College of Commerce , 202/A, Deccan Gymkhana, Pune - 411 004.

I, am joining today the 26/07/2023 BN the said post , and to be the best of my knowledge and belief , I am giving the following undertaking :

1. The terms and conditions mentioned in the above said appointment order are fully acceptable to me , I shall abide by them.
2. I shall work as a full – time teacher in the Institute , and shall not accept any part time or so employment outside the Institution.
3. I shall observe strictly the code for professional ethics for college teachers as stipulated in Appendix VI , under University of Pune , Pune , Statues , under Section 42 and / or 73 of the Pune University Act, 1974 , and I shall not run any tuition / coaching classes , nor shall I undertake any consultancy work without the prior permission of the Institute.
4. I, shall not register myself for any for any degree / diploma / certificate or any other course without the prior permission of the Institute.
5. I fully understand and am aware of the facts that my services shall be liable to be terminated forthwith without assigning any reason whatsoever in case of :
 - a. Any breach of the points.
 - b. Any breach of my part related to the ethics of teaching profession .
 - c. Disseverance of the orders from the Institute / Management given from time to time
 - d. in the ultimate interest of the Institute.
 - e. Or any other such reason / action deemed fit to terminate my service.

Place : Pune- 411 004

Date : 26/07/2023

Signature :



Name : Ms. Rushika Deepak Kinjawadekar
Address : Flat no ,25 B Wing Anand Villa,
Ambegaon, Dhabadi, Pune - 411046

To,

The Principal
Marathwada Mitra Mandal's
College of Commerce,
202/A, Deccan Gymkhana,
Pune- 411 004.




Principal
Marathwada Mitra Mandal's
College of Commerce
Pune - 411004

LETTER OF ACCEPTANCE

Date :26/07/2023

To,

The Secretary / Executive President
Marathwada Mitra Mandal
202 / A, Deccan Gymkhana,
Pune – 411 004

Respected sir,

1. With reference to your order number **MMM/MMCC/-B.Sc (CS)/APNT/2023-24/761** dated **24/07/2023** sent by your office regarding my appointment as **Assistant Professor for Mathematics Subjects in B.Sc CS** at **M.M.Mandal's College of Commerce , 202/A, Deccan Gymkhana, Pune - 411 004** . I wish to state that I accepted the appointment on the terms, conditions and the salary as mentioned in the order and I shall join the duties in the Institution on **26/07/2023**.
2. I do hereby agree to abide by the conditions of services and other rules and regulations of the Marathwada Mitra Mandal.
3. I further agree to serve the College/institution to the best of my ability; to abide by rules and regulations of the Marathwada Mitra Mandal's College of Commerce as well as of the Marathwada Mitra Mandal and to obey the orders that are issued from time to time by the principal/head of the institution and/or the Marathwada Mitra Mandal.
4. I also agree to reimburse the amount paid in excess (if any) of the stipulated salary if the management pays the same and would bring immediately to the notice of the principal/head of institution and/or the management.

Thanking You,

Yours faithfully,

Place : Pune- 411 004

Signature :



Date : 26/07/2023

Name : **Ms. Rushika Deepak Kinjawadekar**
Address : **Flat no ,25 B Wing Anand Villa,
Ambegaon, Dhabadi, Pune - 411046**

To,

The Principal
Marathwada Mitra Mandal's
College of Commerce,
202/A, Deccan Gymkhana,
Pune- 411 004.




Principal
Marathwada Mitra Mandal's
College of Commerce
Pune-411004



MARATHWADA MITRA MANDAL, PUNE

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Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

Ref No. MMM/MMCC-B.Sc(CS)/APNT/2023-2024/785

Dated: 24/07/2023

To,

Ms. Dhawale Rupali Bhimrao

'501 A Arc Glory, Mahadev

Nagar Manjri, Hadapsar, Pune - 411028

SUBJECT: FIXED TERM APPOINTMENT ORDER.

In response to our advertisement published in Loksatta and The Indian Express dated 10/07/2023 and your application dated 15th July, 2023 & the interview conducted by Local Staff Selection Committee on 24th July, 2023, appointed by the Management, we are pleased to appoint you on the post of "Assistant Professor for Mathematics Subjects in B.Com /B.Sc.CS at Marathwada Mitra Mandal's College of Commerce", 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2023 or from the date of your joining to 30/04/2024 and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. Be noted that Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 (hereinafter for short "MMM's College of Commerce") is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Zilla Parishad /Savitribai Phule Pune University/ Deputy Director, Pune /Assistant Commissioner B.C. Cell and accordingly, it has to recruit the suitable candidate of appropriate category that too as approved by the Zilla Parishad /Deputy Director/ Savitribai Phule Pune University Selection Committee.
3. However, for the Academic Year 2023-2024, due to certain unavoidable circumstances including non-availability, candidate on the post of Assistant Professor in MMM's College of Commerce, which is reserved for reserved category, is selected till date by the Selection Committee.
4. If the post of Assistant Professor in MMM's College of Commerce available for reserved category is kept vacant herein after during the present academic year, not only the College but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the Academic Year 2023-2024 and more specifically for the period starting 25th July, 2023 or from the date of your joining whichever is earlier till 30th April 2024 or till the selection of relevant reserved category candidates by Selection Committee, whichever is earlier.
6. If, prior to this Appointment, you have worked for the MMM's College of Commerce, your such employment tenure on the aforesaid background, cannot be treated as a permanent employment and / or you will not be entitled to claim any benefit(s), including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the MMM's College of Commerce.
7. In order to not to cause any academic damage, loss to the students of the College /Institute, the said appointment which is solely of a temporary nature is issued to you. After the selection of the candidate through the Savitribai Phule Pune University selection committee, your said appointment will automatically stand canceled from that date. Thereafter, you shall have no right on any of your employments / appointment in the College /Institute.

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

- 1 As mentioned herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 25th July, 2023 or from the date of your joining till 30th April 2024 or till the selection of candidates from the Savitribai Phule Pune University selection committee is made available, whichever is earlier. Thereafter, the same shall



[Handwritten signature]

stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the MMM's College of Commerce / Trust. Due to your appointment, you shall not be entitled to claim permanency / permanency benefit for yourself from the MMM's College of Commerce/Trust.

2. As stated herein above MMM's College of Commerce, MAJMC Department is 100% non-grantable Educational Institution, it has no choice but to sustain on its own resources. In view of this, it is to be specifically noted that;

a) Due to pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the erstwhile pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare and upgrade yourself for all such new techniques and challenges and effectively perform your duties and responsibilities accordingly. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

3. You will be paid **Consolidated Rs. 25,000/- per month**. All your emolument from time to time will be subject to deduction of profession Tax, Income Tax etc. as per all the applicable provisions of the relevant laws.

Be noted that you will be eligible for the benefits of Membership under the Employees Provident Funds & Miscellaneous Provisions Act, 1952 and necessary compliances to that regard in the form of deduction from monthly your salary, etc., will be made.

4. As mentioned herein above, you are solely appointed as Assistant Professor in MMM's College of Commerce against the vacant posts available for reserved category to be finally approved by the Zilla Parishad / Savitribai Phule Pune University / Deputy Director, Pune / Assistant Commissioner B.C. Cell in MMM's College of Commerce on full time basis.

5. During the tenure of this appointment, other terms and conditions of your employment will be governed as per the rules and regulations laid down by the College Management from time to time.

6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of substantial fall in number of students, your appointment will be terminated with immediate effect.

7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.

8. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as College Leaving Certificate, Mark-sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties in the MMM's College of Commerce. So also you will have to submit your fitness certificate from the Registered Medical Practitioner within one month from the date of your joining, failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

‘येथे बहुतांचे हित।’

9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College/Institute in this regard.
10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
11. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / MMM Trust either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College/Institute or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College/Institute.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the College/Institute.
18. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College/College/Institute to another, which is run by Marathwada Mitra Mandal, Pune in or outside Pune, purely at the sole discretion of Management of College/Institute/ MMM Trust.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College Management shall draw an obvious presumption within its sole discretion that you have no interest to further continue in your employment and as such have abandoned the same on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary in lieu of notice to the College.
22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.



[Handwritten signature]

23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College Management and shall carry out all the lawful orders / instructions given to you by the same in connection with the day to day discharge of your duties.
24. It is to be noted that during the tenure of this appointment, you will be free to appear for interview before the competent Selection Committee, if you so desire.
25. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you are prevented to attend College physically and perform your duties, you will have to conduct all your classes through electronic media as directed by the College Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
26. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.

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



Yours Faithfully,

Prin. B. G. Jadhav
Executive President

DECLARATION

I, the undersigned **Ms. Dhawale Rupali Bhimrao**, have read and understood the background of my appointment and all the terms and conditions mentioned herein above and I accept the same in totality, after understanding them in their legal and proper perspective and undertake to abide to the same accordingly.

Place : Pune

Signature :

Date : 27/07/2023

Name : Rupali B. Dhawale

Witness:
Signature:

Name : Reehma Awati

Copy forwarded for information to:

1. The Principal
Marathwada Mitra Mandal's College of Commerce
Department of Computer Science/Commerce (B.Sc. (CS)/B.Com Department)
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of **Ms. Dhawale Rupali Bhimrao**



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausaheb G. Jadhav, Exe.President

Kishor H. Mungale, Secretary

Ref No. MMM/MMCC-B.Sc(CS)/APNT/2023-2024/805

Dated: 27/07/2023

To,

Mrs. Vaishali Vaijanath Nimbalkar

Flat no. 203, Soundarya Edifice, Udyog Nagar,

Opp. Patil Mansion, Chinchwad, Pune - 411033

SUBJECT: FIXED TERM APPOINTMENT ORDER.

In response to our advertisement published in Loksatta and The Indian Express dated 10/07/2023 and your application dated 15th July, 2023 & the interview conducted by Local Staff Selection Committee on 24th July, 2023, appointed by the Management, we are pleased to appoint you on the post of "Assistant Professor for Electronics Subjects in B.Sc.CS. at Marathwada Mitra Mandal's College of Commerce", 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 01/08/2023 or from the date of your joining to 30/04/2024 and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. Be noted that Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 (hereinafter for short "MMM's College of Commerce") is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Zilla Parishad /Savitribai Phule Pune University/ Deputy Director, Pune /Assistant Commissioner B.C. Cell and accordingly, it has to recruit the suitable candidate of appropriate category that too as approved by the Zilla Parishad /Deputy Director/ Savitribai Phule Pune University Selection Committee.
3. However, for the Academic Year 2023-2024, due to certain unavoidable circumstances including non-availability, candidate on the post of Assistant Professor in MMM's College of Commerce, which is reserved for reserved category, is selected till date by the Selection Committee.
4. If the post of Assistant Professor in MMM's College of Commerce available for reserved category is kept vacant herein after during the present academic year, not only the College but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the Academic Year 2023-2024 and more specifically for the period starting 1st August, 2023 or from the date of your joining whichever is earlier till 30th April 2024 or till the selection of relevant reserved category candidates by Selection Committee, whichever is earlier.
6. If, prior to this Appointment, you have worked for the MMM's College of Commerce, your such employment tenure on the aforesaid background, cannot be treated as a permanent employment and / or you will not be entitled to claim any benefit(s), including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the MMM's College of Commerce.
7. In order to not to cause any academic damage, loss to the students of the College /Institute, the said appointment which is solely of a temporary nature is issued to you. After the selection of the candidate through the Savitribai Phule Pune University selection committee, your said appointment will automatically stand canceled from that date. Thereafter, you shall have no right on any of your employments / appointment in the College /Institute.

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

1. As mentioned herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 1st August, or from the date of your joining till 30th April 2024 or till the selection of candidates from the Savitribai Phule Pune University selection committee is made available, whichever is earlier. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof



from the MMM's College of Commerce / Trust. Due to your appointment, you shall not be entitled to claim permanency / permanency benefit for yourself from the MMM's College of Commerce/Trust.

2. As stated herein above MMM's College of Commerce, MAJMC Department is 100% non-grantable Educational Institution, it has no choice but to sustain on its own resources. In view of this, it is to be specifically noted that:
 - e) Due to pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.
 - f) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.
 - g) Considering the erstwhile pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare and upgrade yourself for all such new techniques and challenges and effectively perform your duties and responsibilities accordingly. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.
 - h) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.
3. You will be paid **Consolidated Rs. 30,000/- per month**. All your emolument from time to time will be subject to deduction of profession Tax, Income Tax etc. as per all the applicable provisions of the relevant laws.
Be noted that you will be eligible for the benefits of Membership under the Employees Provident Funds & Miscellaneous Provisions Act, 1952 and necessary compliances to that regard in the form of deduction from monthly your salary, etc., will be made.
4. As mentioned herein above, you are solely appointed as Assistant Professor in MMM's College of Commerce against the vacant posts available for reserved category to be finally approved by the Zilla Parishad / Savitribai Phule Pune University / Deputy Director, Pune / Assistant Commissioner B.C. Cell in MMM's College of Commerce on full time basis.
5. During the tenure of this appointment, other terms and conditions of your employment will be governed as per the rules and regulations laid down by the College Management from time to time.
6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of substantial fall in number of students, your appointment will be terminated with immediate effect.
7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
8. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as College Leaving Certificate, Mark-sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties in the MMM's College of Commerce. So also you will have to submit your fitness certificate from the Registered Medical Practitioner within one month from the date of your joining, failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College/Institute in this regard.
10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
11. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / MMM Trust either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College/Institute or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College/Institute.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the College/Institute.
18. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College/College/Institute to another, which is run by Marathwada Mitra Mandal, Pune in or outside Pune, purely at the sole discretion of Management of College/Institute/ MMM Trust.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College Management shall draw an obvious presumption within its sole discretion that you have no interest to further continue in your employment and as such have abandoned the same on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary in lieu of notice to the College.
22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.



[Handwritten signature]

23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College Management and shall carry out all the lawful orders / instructions given to you by the same in connection with the day to day discharge of your duties.
24. It is to be noted that during the tenure of this appointment, you will be free to appear for interview before the competent Selection Committee, if you so desire.
25. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you are prevented to attend College physically and perform your duties, you will have to conduct all your classes through electronic media as directed by the College Management. Failure to do so will make you dis-entitled for getting the salary for the entire concerned period.
26. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.

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



Yours Faithfully,

Prin. B. G. Jadhav
Executive President

I, the undersigned **Mrs. Vaishali Vaijanath Nimbalkar**, have read and understood the background of my appointment and all the terms and conditions mentioned herein above and I accept the same in totality, after understanding them in their legal and proper perspective and undertake to abide to the same accordingly.

Place : Pune

Date : 02/08/2023

Witness:

Signature: AKshada H. Denge

Name : AKshada H. Denge

Signature : Vaishali Nimbalkar

Name : Vaishali Nimbalkar

Copy forwarded for information to:

1. The Principal
Marathwada Mitra Mandal's College of Commerce
Department of Computer Science (B.Sc. (CS) Department)
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of **Mrs. Vaishali Vaijanath Nimbalkar**



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmamanda67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC-BSC(CS)/APNT/2023-24/ 755

Dated: 20/08/2023

To,

Mr. Anand Gaikwad

Home No. 313, Gokuldas Lane ,

Near Jain Mandir ,

Trimbakeshwar, Nashik- 422212

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 16/08/2023 and your subsequent interview by Local Selection Committee dated 20/08/2023, we are pleased to appoint you on the post of **"Full Time Assistant Professor in B.SC (CS) Department"** of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 02/09/2023 or from the date of your joining to 30/04/2024 and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. Be noted that Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 (hereinafter for short "MMM's College of Commerce") is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Zilla Parishad /Savitribai Phule Pune University/ Deputy Director, Pune /Assistant Commissioner B.C. Cell and accordingly, it has to recruit the suitable candidate of appropriate category that too as approved by the Zilla Parishad /Deputy Director/ Savitribai Phule Pune University Selection Committee.
3. However, for the Academic Year 2023-2024, due to certain unavoidable circumstances including non-availability, candidate on the post of Assistant Professor in MMM's College of Commerce, which is reserved for reserved category, is selected till date by the Selection Committee.
4. If the post of Assistant Professor in MMM's College of Commerce available for reserved category is kept vacant herein after during the present academic year, not only the College but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the Academic Year 2023-2024 and more specifically for the period starting 2nd September, 2023 or from the date of your joining whichever is earlier till 30th April 2024 or till the selection of relevant reserved category candidates by Selection Committee, whichever is earlier.
6. If, prior to this Appointment, you have worked for the MMM's College of Commerce, your such employment tenure on the aforesaid background, cannot be treated as a permanent employment and / or you will not be entitled to claim any benefit(s), including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the MMM's College of Commerce.
7. In order to not to cause any academic damage, loss to the students of the College /Institute, the said appointment which is solely of a temporary nature is issued to you. After the selection of the candidate through the Savitribai Phule Pune University selection committee, your said appointment will automatically stand canceled from that date. Thereafter, you shall have no right on any of your employments / appointment in the College /Institute.

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

1. As mentioned herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 2nd September, 2023 or from the date of your joining till 30th April 2024 or till the selection of candidates from the Savitribai Phule Pune University selection committee is made available, whichever is earlier. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the MMM's College of Commerce / Trust. Due to your appointment, you shall not be entitled to claim permanency / permanency benefit for yourself from the MMM's College of Commerce/Trust.



2. As stated herein above MMM's College of Commerce, B.Sc CS. Department is 100% non-grantable Educational Institution, it has no choice but to sustain on its own resources. In view of this, it is to be specifically noted that:
- Due to pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.
 - Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.
 - Considering the erstwhile pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare and upgrade yourself for all such new techniques and challenges and effectively perform your duties and responsibilities accordingly. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.
 - During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

You will be paid **Consolidated Rs. 16000/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.

All your emolument from time to time will be subject to deduction of profession Tax, Income Tax etc. as per all the applicable provisions of the relevant laws.

- As mentioned herein above, you are solely appointed as Assistant Professor in MMM's College of Commerce against the vacant posts available for reserved category to be finally approved by the Zilla Parishad / Savitribai Phule Pune University / Deputy Director, Pune / Assistant Commissioner B.C. Cell in MMM's College of Commerce on full time basis.
- During the tenure of this appointment, other terms and conditions of your employment will be governed as per the rules and regulations laid down by the College Management from time to time.
- Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of substantial fall in number of students, your appointment will be terminated with immediate effect.
- Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
- You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as College Leaving Certificate, Mark-sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties in the MMM's College of Commerce. So also you will have to submit your fitness certificate from the Registered Medical Practitioner within one month from the date of your joining, failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College/Institute in this regard.
9. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / MMM Trust either as parents, students or guardians.
12. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
13. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
14. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
15. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College/Institute or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College/Institute.
16. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the College/Institute.
17. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
18. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College/College/Institute to another, which is run by Marathwada Mitra Mandal, Pune in or outside Pune, purely at the sole discretion of Management of College/Institute/ MMM Trust.
19. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
20. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College Management shall draw an obvious presumption within its sole discretion that you have no interest to further continue in your employment and as such have abandoned the same on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary in lieu of notice to the College.



21. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.
22. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College Management and shall carry out all the lawful orders / instructions given to you by the same in connection with the day to day discharge of your duties.
23. It is to be noted that during the tenure of this appointment, you will be free to appear for interview before the competent Selection Committee, if you so desire.
24. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you are prevented to attend College physically and perform your duties, you will have to conduct all your classes through electronic media as directed by the College Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
25. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.

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



Yours Faithfully,

Prin. B. G. Jadhav
Executive President

DECLARATION

I, the undersigned **Mr. Anand Gaikwad** have read and understood the background of my appointment and all the terms and conditions mentioned herein above and I accept the same in totality, after understanding them in their legal and proper perspective and undertake to abide to the same accordingly.

Place : Pune

Signature :

Date : 02/09/2023

Name : Anand Gaikwad

Witness:

Signature:

Name : Reshmi Burador

Copy forwarded for information to:

1. The Principal
Marathwada Mitra Mandal's College of Commerce
Department of Business Administration (B.B.A. Department)
202/A, Deccan Gymkhana,
Pune - 411 033
2. Service file of Mr. Anand Gaikwad



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe.President

Kishor H. Mungale, Secretary

MMM/MMCC-BSC(CS)/APNT/2023-24/549

Dated: 27/11/2023

To,

Mrs. Varsha Purohit

Undale Complex, Opp. Bhagirathi Nagar,

Warje Malwadi,

Pune-411058

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 15/11/2023 and your subsequent interview by Local Selection Committee dated 20/11/2023, we are pleased to appoint you on the post of "Full Time Assistant Professor in B.SC (CS) Department" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 01/12/2023 or from the date of your joining to 30/04/2024 and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. Be noted that Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 (hereinafter for short "MMM's College of Commerce") is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Zilla Parishad /Savitribal Phule Pune University/ Deputy Director, Pune /Assistant Commissioner B.C. Cell and accordingly, it has to recruit the suitable candidate of appropriate category that too as approved by the Zilla Parishad /Deputy Director/ Savitribal Phule Pune University Selection Committee.
3. However, for the Academic Year 2023-2024, due to certain unavoidable circumstances including non-availability, candidate on the post of Assistant Professor in MMM's College of Commerce, which is reserved for reserved category, is selected till date by the Selection Committee.
4. If the post of Assistant Professor in MMM's College of Commerce available for reserved category is kept vacant herein after during the present academic year, not only the College but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the Academic Year 2023-2024 and more specifically for the period starting 1st December, 2023 or from the date of your joining whichever is earlier till 30th April 2024 or till the selection of relevant reserved category candidates by Selection Committee, whichever is earlier.
6. If, prior to this Appointment, you have worked for the MMM's College of Commerce, your such employment tenure on the aforesaid background, cannot be treated as a permanent employment and / or you will not be entitled to claim any benefit(s), including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the MMM's College of Commerce.
7. In order to not to cause any academic damage, loss to the students of the College /Institute, the said appointment which is solely of a temporary nature is issued to you. After the selection of the candidate through the Savitribal Phule Pune University selection committee, your said appointment will automatically stand canceled from that date. Thereafter, you shall have no right on any of your employments / appointment in the College /Institute.



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

1. As mentioned herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 1st December, 2023 or from the date of your joining till 30th April 2024 or till the selection of candidates from the Savitribai Phule Pune University selection committee is made available, whichever is earlier. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the MMM's College of Commerce / Trust. Due to your appointment, you shall not be entitled to claim permanency / permanency benefit for yourself from the MMM's College of Commerce/Trust.
 2. As stated herein above MMM's College of Commerce, B.Sc CS Department is 100% non-grantable Educational Institution, it has no choice but to sustain on its own resources. In view of this, it is to be specifically noted that:
 - a) Due to pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.
 - b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.
 - c) Considering the erstwhile pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare and upgrade yourself for all such new techniques and challenges and effectively perform your duties and responsibilities accordingly. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.
 - d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.
- You will be paid **Consolidated Rs. 24700/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
- All your emolument from time to time will be subject to deduction of profession Tax, Income Tax etc. as per all the applicable provisions of the relevant laws.
3. As mentioned herein above, you are solely appointed as Assistant Professor in MMM's College of Commerce against the vacant posts available for reserved category to be finally approved by the Zilla Parishad / Savitribai Phule Pune University / Deputy Director, Pune / Assistant Commissioner B.C. Cell in MMM's College of Commerce on full time basis.
 4. During the tenure of this appointment, other terms and conditions of your employment will be governed as per the rules and regulations laid down by the College Management from time to time.
 5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of substantial fall in number of students, your appointment will be terminated with immediate effect.
 6. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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E-mail : mmmandai67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

- You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as College Leaving Certificate, Mark-sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties in the MMM's College of Commerce. So also you will have to submit your fitness certificate from the Registered Medical Practitioner within one month from the date of your joining, failing which the College shall be free to make adverse inference against you in this regard.
- The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College/Institute in this regard.
- In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
- You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
- You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / MMM Trust either as parents, students or guardians.
- You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
- Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
- You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
- You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College/Institute or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College/Institute.
- You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the College/Institute.
- You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
- For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College/College/Institute to another, which is run by Marathwada Mitra Mandal, Pune in or outside Pune, purely at the sole discretion of Management of College/Institute/ MMM Trust.
- During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month's salary in lieu thereof.



20. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College Management shall draw an obvious presumption within its sole discretion that you have no interest to further continue in your employment and as such have abandoned the same on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary in lieu of notice to the College.
21. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.
22. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College Management and shall carry out all the lawful orders / instructions given to you by the same in connection with the day to day discharge of your duties.
23. It is to be noted that during the tenure of this appointment, you will be free to appear for interview before the competent Selection Committee, if you so desire.
24. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you are prevented to attend College physically and perform your duties, you will have to conduct all your classes through electronic media as directed by the College Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
25. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.

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



Yours Faithfully,

Prin. B. G. Jadhav
Executive President

DECLARATION

I, the undersigned **Mrs. Varsha Purohit** have read and understood the background of my appointment and all the terms and conditions mentioned herein above and I accept the same in totality, after understanding them in their legal and proper perspective and undertake to abide to the same accordingly.

Place : Pune

Signature :

Date : 01/12/23

Name :

Varsha Purohit

Witness:

Signature: Nidhi Satavelkar

Name : nsatavelkar

Copy forwarded for information to:

1. The Principal
Marathwada Mitra Mandal's College of Commerce
Department of Business Administration (B.B.A. Department)
202/A, Deccan Gymkhana,
Pune - 411 033
2. Service file of Mrs. Varsha Purohit

Marathwada Mitra Mandal, Pune

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

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

MMCC/APNT/DCJ/2003-04/ 212

Date :

2/1/2004

Appointment Order

To,

Mr. Santosh Shenai

A1/3 , Sundar Rachana,
Vitthal Nagar, Vadgaon Budruk,
Pune - 411051

1. We are pleased to appoint you as Lecturer in our Marathwada Mitra Mandal's College of Commerce in Diploma in Communication and Journalism Dept. with effect from 06-01-2004 on the following terms and conditions:
2. You will be paid a consolidated salary of Rs.10,000/- (Rupees Ten Thousand Only.) and it will be subject to the deductions of Professional Tax & Income Tax as per the provisions of the Act.
3. Your services are governed by the rules and regulations of Marathwada Mitra Mandal and University of Pune. Your services will be terminated by giving one month notice either side.
4. Your appointment is for the Academic year 2003-04, of which you will not be entitled to any other benefits such as Provident Fund, Pension and any Leave other than Casual Leave.
5. You should confirm your acceptance of the said post in writing by returning a copy of the Same.



B.G. Jadhav

Prin. B.G. Jadhav
Treasurer

Copy forwarded for information to:

1. The Principal,
M.M.Mandal's College of Commerce (B.C.A.)
302/A, Deccan Gymkhana,
Pune - 411 004

2. Service File of Mr. Santosh Shenai



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC / MJMC / APNT/2023-24/447

Dated: 27/05/2023

To,

Mr. Swapnil Sunil Kamble

84/21, Type II, Range Hills

Pune 411020

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 15/05/2023 and your subsequent interview by Local Selection Committee dated 20/05/2023, we are pleased to appoint you on the post of "**Assistant Professor in Department of Journalism & Mass Communication**" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 01/06/2023 or from the date of your joining to 30/04/2024 and importantly on the following clear-cut background and terms and conditions:

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. Be noted that Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 (hereinafter for short "MMM's College of Commerce") is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Zilla Parishad /Savitribai Phule Pune University/ Deputy Director, Pune /Assistant Commissioner B.C. Cell and accordingly, it has to recruit the suitable candidate of appropriate category that too as approved by the Zilla Parishad /Deputy Director/ Savitribai Phule Pune University Selection Committee.
3. However, for the Academic Year 2023-2024, due to certain unavoidable circumstances including non-availability, candidate on the post of Assistant Professor in MMM's College of Commerce, which is reserved for reserved category, is selected till date by the Selection Committee.
4. If the post of Assistant Professor in MMM's College of Commerce available for reserved category is kept vacant herein after during the present academic year, not only the College but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the Academic Year 2023-2024 and more specifically for the period starting 1st June, 2023 or from the date of your joining whichever is earlier till 30th April 2024 or till the selection of relevant reserved category candidates by Selection Committee, whichever is earlier.
6. If, prior to this Appointment, you have worked for the MMM's College of Commerce, your such employment tenure on the aforesaid background, cannot be treated as a permanent employment and / or you will not be entitled to claim any benefit(s), including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the MMM's College of Commerce.
7. In order to not to cause any academic damage, loss to the students of the College /Institute, the said appointment which is solely of a temporary nature is issued to you. After the selection of the candidate through the Savitribai Phule Pune University selection committee, your said appointment will automatically stand canceled from that date. Thereafter, you shall have no right on any of your employments / appointment in the College /Institute.

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

1. As mentioned herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 1st June, 2023 or from the date of your joining till 30th April 2024 or till the selection of candidates from the Savitribai Phule Pune University selection committee is made available, whichever is earlier. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in



lieu thereof from the MMM's College of Commerce / Trust. Due to your appointment, you shall not be entitled to claim permanency / permanency benefit for yourself from the MMM's College of Commerce/Trust.

2. As stated herein above MMM's College of Commerce, MAJMC Department is 100% non-grantable Educational Institution, it has no choice but to sustain on its own resources. In view of this, it is to be specifically noted that:
 - a) Due to pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.
 - b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.
 - c) Considering the erstwhile pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare and upgrade yourself for all such new techniques and challenges and effectively perform your duties and responsibilities accordingly. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.
 - d) During the course of your employment, if you are required to remain absent on account of any illness and/or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.
3. You will be paid starting basic pay of **Rs.15600/- Plus AGP Rs. 6000/-** in the pay band of **Rs. 15600-39100 plus AGP Rs. 6000/- along with D.A. @90% and H.R.A. @ 30%, City Compensatory Allowance Rs.240/- & Travelling Allowance Rs.2400/- per month.**

All your emolument from time to time will be subject to deduction of profession Tax, Income Tax etc. as per all the applicable provisions of the relevant laws.

Be noted that you will be eligible for the benefits of Membership under the Employees Provident Funds & Miscellaneous Provisions Act, 1952 and necessary compliances to that regard in the form of deduction from monthly your salary, etc., will be made.

4. As mentioned herein above, you are solely appointed as Assistant Professor in MMM's College of Commerce against the vacant posts available for reserved category to be finally approved by the Zilla Parishad / Savitribai Phule Pune University / Deputy Director, Pune / Assistant Commissioner B.C. Cell in MMM's College of Commerce on full time basis.
5. During the tenure of this appointment, other terms and conditions of your employment will be governed as per the rules and regulations laid down by the College Management from time to time.
6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of substantial fall in number of students, your appointment will be terminated with immediate effect.
7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
8. You shall produce all the original copies and submit true copies of the relevant testimonials such as College Leaving Certificate, Mark-sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties in the MMM's College of Commerce. So also you will have to submit your fitness certificate from the Registered Medical Practitioner





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

within one month from the date of your joining, failing which the College shall be free to make adverse inference against you in this regard.

9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College/Institute in this regard.
10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
11. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / MMM Trust either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College/Institute or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College/Institute.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the College/Institute.
18. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College/College/Institute to another, which is run by Marathwada Mitra Mandal, Pune in or outside Pune, purely at the sole discretion of Management of College/Institute/ MMM Trust.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College Management shall draw an obvious presumption within its sole discretion that you have no interest to further continue in your employment and as such have abandoned the same on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary in lieu of notice to the College.



22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.
23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College Management and shall carry out all the lawful orders / instructions given to you by the same in connection with the day to day discharge of your duties.
24. It is to be noted that during the tenure of this appointment, you will be free to appear for interview before the competent Selection Committee, if you so desire.
25. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you are prevented to attend College physically and perform your duties, you will have to conduct all your classes through electronic media as directed by the College Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
26. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.

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



Yours Faithfully,

Prin. B. G. Jadhav
Executive President

DECLARATION

I, the undersigned **Mr. Swapnil Sunil Kamble** have read and understood the background of my appointment and all the terms and conditions mentioned herein above and I accept the same in totality, after understanding them in their legal and proper perspective and undertake to abide to the same accordingly.

Place : Pune

Date : 1/06/23

Witness:
Signature:

Name : Sapika Kulkarni

Signature :

Name : Swapnil Kamble

Copy forwarded for information to:

1. **The Principal**
Marathwada Mitra Mandal's College of Commerce
Department of Journalism & Mass Communication (MA IMC Department)
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of **Mr. Swapnil Sunil Kamble**



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC / MJMC / APNT/2023-24/448

Dated: 27/05/2023

To,

Ms. Sanika Kulkarni

H. No. -705, Malunge Road,
Gajanan Mangal Karyalay Chowk, Near Varsha Garden,
Baner, Pune - 411 045

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 15/05/2023 and your subsequent interview by Local Selection Committee dated 20/05/2023, we are pleased to appoint you on the post of "Assistant Professor in Department of Journalism & Mass Communication" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 01/06/2023 or from the date of your joining to 30/04/2024 and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. Be noted that Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 (hereinafter for short "MMM's College of Commerce") is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Zilla Parishad /Savitribai Phule Pune University/ Deputy Director, Pune /Assistant Commissioner B.C. Cell and accordingly, it has to recruit the suitable candidate of appropriate category that too as approved by the Zilla Parishad /Deputy Director/ Savitribai Phule Pune University Selection Committee.
3. However, for the Academic Year 2023-2024, due to certain unavoidable circumstances including non-availability, candidate on the post of Assistant Professor in MMM's College of Commerce, which is reserved for reserved category, is selected till date by the Selection Committee.
4. If the post of Assistant Professor in MMM's College of Commerce available for reserved category is kept vacant herein after during the present academic year, not only the College but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the Academic Year 2023-2024 and more specifically for the period starting 1st June, 2023 or from the date of your joining whichever is earlier till 30th April 2024 or till the selection of relevant reserved category candidates by Selection Committee, whichever is earlier.
6. If, prior to this Appointment, you have worked for the MMM's College of Commerce, your such employment tenure on the aforesaid background, cannot be treated as a permanent employment and / or you will not be entitled to claim any benefit(s), including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the MMM's College of Commerce.
7. In order to not to cause any academic damage, loss to the students of the College /Institute, the said appointment which is solely of a temporary nature is issued to you. After the selection of the candidate through the Savitribai Phule Pune University selection committee, your said appointment will automatically stand canceled from that date. Thereafter, you shall have no right on any of your employments / appointment in the College /Institute.

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

1. As mentioned herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 1st June, 2023 or from the date of your joining till 30th April 2024 or till the selection of candidates from the Savitribai Phule Pune University selection committee is made available, whichever is earlier. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in



lieu thereof from the MMM's College of Commerce / Trust. Due to your appointment, you shall not be entitled to claim permanency / permanency benefit for yourself from the MMM's College of Commerce/Trust.

2. As stated herein above MMM's College of Commerce, MAJMC Department is 100% non-grantable Educational Institution, it has no choice but to sustain on its own resources. In view of this, it is to be specifically noted that;
 - a) Due to pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.
 - b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.
 - c) Considering the erstwhile pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare and upgrade yourself for all such new techniques and challenges and effectively perform your duties and responsibilities accordingly, if you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.
 - d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.
3. You will be paid Consolidated Rs. 34650/- per month. All your emolument from time to time will be subject to deduction of profession Tax, Income Tax etc. as per all the applicable provisions of the relevant laws.
Be noted that you will be eligible for the benefits of Membership under the Employees Provident Funds & Miscellaneous Provisions Act, 1952 and necessary compliances to that regard in the form of deduction from monthly your salary, etc., will be made.
4. As mentioned herein above, you are solely appointed as Assistant Professor in MMM's College of Commerce against the vacant posts available for reserved category to be finally approved by the Zilla Parishad / Savitribai Phule Pune University / Deputy Director, Pune / Assistant Commissioner B.C. Cell in MMM's College of Commerce on full time basis.
5. During the tenure of this appointment, other terms and conditions of your employment will be governed as per the rules and regulations laid down by the College Management from time to time.
6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of substantial fall in number of students, your appointment will be terminated with immediate effect.
7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
8. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as College Leaving Certificate, Mark-sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties in the MMM's College of Commerce. So also you will have to submit your fitness certificate from the Registered Medical Practitioner within one month from the date of your joining, failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College/Institute in this regard.
10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
11. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / MMM Trust either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College/Institute or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College/Institute.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the College/Institute.
18. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College/College/Institute to another, which is run by Marathwada Mitra Mandal, Pune in or outside Pune, purely at the sole discretion of Management of College/Institute/ MMM Trust.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College Management shall draw an obvious presumption within its sole discretion that you have no interest to further continue in your employment and as such have abandoned the same on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary in lieu of notice to the College.
22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.



23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College Management and shall carry out all the lawful orders / instructions given to you by the same in connection with the day to day discharge of your duties.
24. It is to be noted that during the tenure of this appointment, you will be free to appear for interview before the competent Selection Committee, if you so desire.
25. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you are prevented to attend College physically and perform your duties, you will have to conduct all your classes through electronic media as directed by the College Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
26. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.

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



Yours Faithfully,

[Handwritten Signature]

Prin. B. G. Jadhav
Executive President

[Handwritten Initials]

DECLARATION

I, the undersigned Ms. Sanika Kulkarni have read and understood the background of my appointment and all the terms and conditions mentioned herein above and I accept the same in totality, after understanding them in their legal and proper perspective and undertake to abide to the same accordingly.

Place : Pune

Date : 01/06/2023

Witness:

Signature: *[Handwritten Signature]*

Name : Swarnil Kamble

Signature : *[Handwritten Signature]*

Name : Sanika Kulkarni

Copy forwarded for information to:

1. The Principal
Marathwada Mitra Mandal's College of Commerce
Department of Journalism & Mass Communication (MA JMC Department)
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of Ms. Sanika Kulkarni

Joining Report / Undertaking

I, the undersigned, Ms. Sanika Kulkarni, H. No. 705, Malunge Road, Gajanan Mangal Karyalay Chowk, Near Varsha Garden, Baner, Pune - 411045, Acknowledge with thanks the receipt of the Office Order No. MMM/ MMCC/MJMC/APNT/2023-24/448 dated 27/05/2023 for the post of Assistant Professor in Department of Journalism & Mass Communication at Marathwada Mitra Mandal's College of Commerce (MA JMC Department - Non Grant), 202/A, Deccan Gymkhana, Pune - 411 004.

I, am joining today the 01/06/2023 BN the said post, and to be the best of my knowledge and belief, I am giving the following undertaking :

1. The terms and conditions mentioned in the above said appointment order are fully acceptable to me, I shall abide by them.
2. I shall work as a full - time teacher in the Institute, and shall not accept any part time or so employment outside the Institution.
3. I shall observe strictly the code for professional ethics for college teachers as stipulated in Appendix VI, under University of Pune, Pune, Statues, under Section 42 and / or 73 of the Pune University Act, 1974, and I shall not run any tuition / coaching classes, nor shall I undertake any consultancy work without the prior permission of the Institute.
4. I, shall not register myself for any for any degree / diploma / certificate or any other course without the prior permission of the Institute.
5. I fully understand and am aware of the facts that my services shall be liable to be terminated forthwith without assigning any reason whatsoever in case of :
 - a. Any breach of the points.
 - b. Any breach of my part related to the ethics of teaching profession.
 - c. Disseverance of the orders from the Institute / Management given from time to time
 - d. in the ultimate interest of the Institute.
 - e. Or any other such reason / action deemed fit to terminate my service.

Place : Pune- 411 004

Date : 01/06/2023

Signature :



Name :

Ms. Sanika Kulkarni

Address :

H. No. 705, Malunge Road, Gajanan Mangal Karyalay Chowk, Near Varsha Garden, Baner, Pune - 411045

To,

The Principal
Marathwada Mitra Mandal's
College of Commerce,
202/A, Deccan Gymkhana,
Pune- 411 004.


Principal
Marathwada Mitra Mandal's
College of Commerce
Pune-411004



LETTER OF ACCEPTANCE

Date :01/06/2023

To,

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

Respected sir,

1. With reference to your order Office Order No. Office Order No. MMM/MMCC/MJMC/APNT/2023-24/448 dated 27/05/2023 sent by your office regarding my appointment Assistant Professor in Department of Journalism & Mass Communication Marathwada Mitra Mandal's College of Commerce (MA JMC Department- Non Grant), 202/A, Deccan Gymkhana, Pune - 411 004. I wish to state that I accepted the appointment on the terms, conditions and the salary as mentioned in the order and I shall join the duties in the Institution on **01/06/2023**.
2. I do hereby agree to abide by the conditions of services and other rules and regulations of the Marathwada Mitra Mandal.
3. I further agree to serve the College/institution to the best of my ability; to abide by rules and regulations of the **Marathwada Mitra Mandal's College of Commerce (Non Grant)** as well as of the Marathwada Mitra Mandal and to obey the orders that are issued from time to time by the principal/head of the institution and/or the Marathwada Mitra Mandal.
4. I also agree to reimburse the amount paid in excess (if any) of the stipulated salary if the management pays the same and would bring immediately to the notice of the principal/head of institution and/or the management.

Thanking You,

Yours faithfully,

Place : Pune- 411 004

Signature :



Date : 01/06/2023

Name :

Ms. Sanika Kulkarni

Address :

H. No. 705, Malunge Road, Gajanan
Mangal Karyalay Chowk, Near
Varsha Garden, Baner, Pune -
411045

To,

The Principal
Marathwada Mitra Mandal's
College of Commerce,
202/A, Deccan Gymkhana,
Pune- 411 004


Principal
Marathwada Mitra Mandal's
College of Commerce
Pune-411004



FROM:
SANIKA KULKARNI,
A-1 102, JANKI RAINBOW APARTMENT,
BANER ROAD, PUNE - 45

Date: 15/05/2023

To,

**The Hon. Secretary,
Marathwada Mitra Mandal,
202/A, Deccan Gymkhana,
Pune - 411004**

**Subject: - Application for the post of Assistant Professor at Marathwada Mitra Mandal's
College of Commerce, Communication and Journalism Department, Pune- 4 for the A.Y.
2023-2024**

Respected Sir,

I graduated from Sir Parsurambhau College (B.A.) in 2016 and have received Master's degree in
Communication and Journalism (MACJ) from Mumbai University, DGMC Institute in 2018

I have 2 years of experience in Advertising, PR and Social Media Marketing (Industry) and 4
years of experience in the education field as an assistant professor. The details resume is
enclosed herewith for your perusal.

I am actively involved in departmental activities like MMCC connect newsletter, etc. and college
activities including NAAC, cultural, etc.

I will be grateful if you consider my application for the post of Assistant Professor at
Marathwada Mitra Mandal's College of Commerce, Pune- 4

Thanking you,

Yours Sincerely,



SANIKA KULKARNI

SANIKA KULKARNI

Phone Number: 9860953047

Email: sanika1395@gmail.com

Address: A1-102, Janki Rainbow Apartment, Opp. Primrose Mall, Baner Road, Pune - 45

Languages: English, Marathi, Hindi

LinkedIN Profile: <https://www.linkedin.com/in/sanika-kulkarni1395/>



PROFESSIONAL SUMMARY

Motivated, talented and quality-driven to inspire students in pursuing academic and personal excellence. Will consistently strive to create a challenging and engaged learning environment in which students become life-long scholars. Progeny track record of five years in the relevant field.

EMPLOYMENT HISTORY

<p>Assistant Professor, Tilak Maharashtra Vidyapeeth, Pune (Aug. 2019 – May 2022)</p>	<ul style="list-style-type: none">• Classroom teaching with practical lessons (Subjects: Print Journalism, Reporting & Writing for Media, Online Journalism, New Media, Communication Theory, Advertising & Public Relations)• Apart from teaching, guidance for dissertations and projects (Final Year Students)• Participation in extra-curricular activities of the university (hosting, anchoring, organizing events, etc.)• Co-ordinator of NAAC criterion; working under third criteria specially• Exam coordinator for academic semester 2020• Syllabus building• Student counselling and mentoring• Research work with six published papers, one research project• Handling the Social Media Accounts for the Department
<p>Social Media Executive, I Knowledge Factory, Pune (July 2018 – May 2019)</p>	<ul style="list-style-type: none">• Client Building• Pre-sales presentations• Social Media Management• Paid and organic promotions• Content creation

Assistant Publicist, PR
Prashant Golecha
Consultancy, Mumbai (Dec.
2016 – Dec. 2017)

- Client Building
- Client promotions
- Interviews and press releases
- Social media management
- Event management

EDUCATIONAL QUALIFICATIONS

1. Master of Arts: Communication & Journalism (June 2018) – Deviprasad Goenka Management College of Media Studies, Mumbai
2. Bachelor of Arts: Sociology (June, 2016) – Sir Parshurambhau College, Pune
3. High School Diploma: Understanding Contemporary World Politics (Mar. 2014) – UGC Sponsored Diploma, Pune
4. HSC Certificate (June 2013) – Sir Parshurambhau College, Pune
5. SSC Certificate (June 2011) – Bharatiya Vidya Bhavan, Pune

SKILLS

Journalism	Experienced
Advertising	Experienced
Public Relations Management	Expert
Online Marketing	Experienced
Social Media Marketing	Expert
Microsoft Office	Expert

AWARDS & RECOGNITIONS

- Filmmaking Competition 3rd Prize (2013) - MIT, Pune
- Participation in Ecological awareness programme Indradhanu (2013)
- Academic excellence in Department of Sociology, SP College (2014)
- Short Film Selection in National Film Festival in Top 50 (2016)
- Editor of College Magazine "Calyx" (2016)

- Poster presentation first prize in International Conference "Lokmanya Tilak The Maker of Modern India", TMV (2020)
 - Participation in TMV Sports League (2021)
-

RESEARCH & TEXTBOOK PUBLICATIONS

1. Media Selection and Planning (Kesari Press, 2020)
 2. Business of Advertising & Types of Ads (Kesari Press, 2020)
 3. Media & Psychology (Kesari Press, 2020)

 1. Understanding Cultural Cringe Among the Youth of India (Age – 18-29) with reference to Bollywood Mainstream Cinema (May, 2022)
 2. Need for Adoption of Digital Communication Skills in the Teaching-Learning Process Post Covid Crisis (April, 2021)
 3. Visual Parallels between Two Auteur Directors in Hindi Cinema: Vishal Bhardwaj & Sanjay Leela Bhansali (Feb, 2021)
 4. A Study of Retellings in Indian Mythology with special reference to Sita, a book by Devdutt Pattanaik (Aug, 2020)
 5. Swaraj, Social Media and Freedom of speech (May, 2020)
 6. Crisis Communication and Social Activism: The use of social advertising in times of crisis (Feb, 2020)
 7. A Post-Modernist Approach (2016) - Calyx Magazine Editorial (Celebrating Centenary year of S P College, 2016) - Calyx Magazine
 8. Changing Marriage Institutions - With reference to Interreligious, Inter-caste, contract and love marriages (2014) - Recent Trends in Family and Marriage Institutions (Conference Proceedings)
-

CONFERENCES & FACULTY DEVELOPMENT PROGRAMS

1. One Day National Conference on Crisis Communication (January, 2020)
2. Three Day International Conference on Lokmanya Tilak: Maker of Modern India (February, 2020)
3. Faculty Development Program on Teaching and Learning Skills (October, 2020)
4. Web Lecture Series: TRP: The India Story (October, 2020)
5. Faculty Development Program on Digital Era Tools for Teaching, Learning and Research (November, 2020)
6. Two Day International Conference on Visual Communication (January, 2021)

7. Two Day International Conference on New Edge Education and Experiential Learning (April, 2021)
8. Online Webinar on Digital Transformation & Emergence of Social Media in the Post-Covid Era (June, 2021)
9. International Webinar on Hindi Cinema & Third Gender Discourse (July, 2021)
10. Faculty Development Program on Assessment Methods in Education (September, 2021)
11. Faculty Development Program on An Organization of Psychologists, Counsellors and Teachers (October 2021)
12. Faculty Development Program on Importance of Intellectual Property Rights for Educational Institutions with special Focus on Copyrights (December, 2021)
13. Two Day International Conference on Critical & Cultural Studies: Youth, Gender & Communication (January, 2022)
14. Two Day International Conference on Sustainable Development & Social Equity (May, 2022)
15. One Day Workshop on National Education Policy 2020: Reforms in Higher Education (October, 2022)
16. Two Day State Level Workshop on Implementation of National Education Policy 2020 – Industry Institute Linkages (February, 2023)
17. One Day State Level Seminar on Redefining Institutional Perspective Plans in view of NEP 2020 (February, 2023)



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Tel. : 020-25665320, 8149032328 | Telefax : 020 -256653039

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe.President

Kishor H. Mungale, Secretary

MMM/MMCC-MAJMC/APNT/2023-24/322

Dated: 01/07/2023

To,

Mr. Sunil Mali

Flat No. 701, Meghdoot Tower,
Near Chate School, Taljai
Pune - 411 043

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 15/05/2023 and your subsequent interview by Local Selection Committee dated 26/06/2023, we are pleased to appoint you on the post of "Full Time Assistant Professor in M.A.J.M.C. Department" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 20/07/2023 or from the date of your joining to 30/04/2024 and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. Be noted that Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 (hereinafter for short "MMM's College of Commerce") is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Zilla Parishad /Savitribai Phule Pune University/ Deputy Director, Pune /Assistant Commissioner B.C. Cell and accordingly, it has to recruit the suitable candidate of appropriate category that too as approved by the Zilla Parishad /Deputy Director/ Savitribai Phule Pune University Selection Committee.
3. However, for the Academic Year 2023-2024, due to certain unavoidable circumstances including non-availability, candidate on the post of Assistant Professor in MMM's College of Commerce, which is reserved for reserved category, is selected till date by the Selection Committee.
4. If the post of Assistant Professor in MMM's College of Commerce available for reserved category is kept vacant herein after during the present academic year, not only the College but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the Academic Year 2023-2024 and more specifically for the period starting 20th July, 2023 or from the date of your joining whichever is earlier till 30th April 2024 or till the selection of relevant reserved category candidates by Selection Committee, whichever is earlier.
6. If, prior to this Appointment, you have worked for the MMM's College of Commerce, your such employment tenure on the aforesaid background, cannot be treated as a permanent employment and / or you will not be entitled to claim any benefit(s), including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the MMM's College of Commerce.
7. In order to not to cause any academic damage, loss to the students of the College /Institute, the said appointment which is solely of a temporary nature is issued to you. After the selection of the candidate through the Savitribai Phule Pune University selection committee, your said appointment will automatically stand canceled from that date. Thereafter, you shall have no right on any of your employments / appointment in the College /Institute.

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

1. As mentioned herein above, your Appointment on the aforesaid post is made for a fixed Term starting from 20 July , 2023 or from the date of your joining till 30th April 2024 or till the selection of candidates from the Savitribai Phule Pune University selection committee is made available, whichever is earlier. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the MMM's College of Commerce / Trust. Due to your appointment, you shall not be entitled to claim permanency / permanency benefit for yourself from the MMM's College of Commerce/Trust.
2. As stated herein above MMM's College of Commerce, MAJMC Department is 100% non-grantable Educational Institution, it has no choice but to sustain on its own resources. In view of this, it is to be specifically noted that;



- a) Due to pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.
 - b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.
 - c) Considering the erstwhile pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare and upgrade yourself for all such new techniques and challenges and effectively perform your duties and responsibilities accordingly. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.
 - d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.
3. You will be paid **Consolidated Rs. 16000/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
- All your emolument from time to time will be subject to deduction of profession Tax, Income Tax etc. as per all the applicable provisions of the relevant laws.
4. As mentioned herein above, you are solely appointed as Assistant Professor in MMM's College of Commerce against the vacant posts available for reserved category to be finally approved by the Zilla Parishad / Savitribai Phule Pune University / Deputy Director, Pune / Assistant Commissioner B.C. Cell in MMM's College of Commerce on full time basis.
 5. During the tenure of this appointment, other terms and conditions of your employment will be governed as per the rules and regulations laid down by the College Management from time to time.
 6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of substantial fall in number of students, your appointment will be terminated with immediate effect.
 7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
 8. You shall produce all the original copies and submit true copies of the relevant testimonials such as College Leaving Certificate, Mark-sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc. at the time of joining to your duties in the MMM's College of Commerce. So also you will have to submit your fitness certificate from the Registered Medical Practitioner within one month from the date of your joining, failing which the College shall be free to make adverse inference against you in this regard.
 9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College/Institute in this regard.
 10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

Tel. : 020-25665320, 8149032328 | Telefax : 020 -256653039

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

11. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / MMM Trust either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the college to practice castes communalism or untouchability or cause and / or incite to be caused any other person to damage the property of the College/institute or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College/institute.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the College/institute.
18. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College/College/institute to another, which is run by Marathwada Mitra Mandal, Pune in or outside Pune, purely at the sole discretion of Management of College/institute/ MMM Trust.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the College Management shall draw an obvious presumption within its sole discretion that you have no interest to further continue in your employment and as such have abandoned the same on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary in lieu of notice to the College.
22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.
23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College Management and shall carry out all the lawful orders / instructions given to you by the same in connection with the day to day discharge of your duties.
24. It is to be noted that during the tenure of this appointment, you will be free to appear for interview before the competent Selection Committee, if you so desire.
25. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you are prevented to attend College physically and perform your duties, you will have to conduct all your classes through electronic media as directed by the College Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.



26. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.

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



Yours Faithfully,

Prin. B. G. Jadhav
Executive President

DECLARATION

I, the undersigned **Mr.Sunil Mali** have read and understood the background of my appointment and all the terms and conditions mentioned herein above and I accept the same in totality, after understanding them in their legal and proper perspective and undertake to abide to the same accordingly.

Place : Pune

Date : 20/1/23

Witness:

Signature: Swapnil

Name : Swapnil Kamble

Signature : MSunil

Name : Sunil Mali

Copy forwarded for information to:

1. The Principal
Marathwada Mitra Mandal's College of Commerce
Department of Business Administration (MA JMC Department)
202/A, Deccan Gymkhana,
Pune - 411 033
2. Service file of **Mr.Sunil Mali**



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Shivajirao D. Ganage, President
Bhauasaheb G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

MMM/MMCC-MAJMC/APNT/2022-23/ 635

Dated: 01/07/2022

To,

To,

Ms. Chaitrali Chandorkar

B-3,34, Sadbhav Co-operative Society,

Opp. Vaibhav Society, Near Mahatma Society,

Kothrud, Pune- 411038

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 26/06/2022 and your subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of "Full Time Assistant Professor in M.A.J.M.C Department" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2022 or from the date of your joining to 04/05/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the Academic Year 2022-2023, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the Academic Year 2022-2023 only and more specifically for the period starting from 25/07/2022 or from the date of your joining to 04/05/2023, or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 25/07/2022 or from the date of your joining thereafter till 04/05/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 16000/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

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Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the College / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.



22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.

For Marathwada Mitra Mandal, Pune



Prin. B.G. Jadhav

Executive President

DECLARATION

I, the undersigned Ms. Chaitrali Chandorkar have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 25/07/2022

Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Ms. Chaitrali Chandorkar



MARATHWADA MITRA MANDAL, PUNE

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Bhauasaheb G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

MMM/MMCC-MAJMC/APNT/2022-23/833

Dated: 01/07/2022

To,

Mr. Niranjan Agashe
35 B Hanuman Nagar,
Off Senapati Bapat Road, Pune - 411006

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 26/06/2022 and your subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of "Full Time Assistant Professor in M.A.J.M.C Department" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 25/07/2022 or from the date of your joining to 04/05/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the Academic Year 2022-2023, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non-availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the Academic Year 2022-2023 only and more specifically for the period starting from 25/07/2022 or from the date of your joining to 04/05/2023, or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 25/07/2022 or from the date of your joining thereafter till 04/05/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 16000/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.

Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc., as per all the relevant provisions of the various laws.

4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the College / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month's salary in lieu thereof.



22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.

For Marathwada Mitra Mandal, Pune



Prin. B.G. Jadhav

Executive President

DECLARATION

I, the undersigned **Niranjan Agashe** have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 25/7/22

Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Niranjan Agashe

No.:

208 b

Marathwada Mitra Mandal,
302/A, Deccan Gymkhana,
Pune-411 004.

Date : 27.06.1988.

To,

Shri M.D. Lawrence
207, Kalpana Apartments
Opp. Poona College
Bhavani Peth Pune 2.

Subject :- A P P O I N T M E N T O R D E R

With reference to your application dated ---~~23 May, 1988~~---

I have pleasure in informing you that you have been appointed as

a Full-time/~~Part-time~~ Prof./Asstt. Prof./Lecturer in Commerce

at Marathwada Mitra Mandal's College of Commerce

conducted by Marathwada Mitra Mandal, Pune, with effect from

~~1 July, 1988~~ in the scale of 700-40-1200-50-1300-50-1600

subject to approval of the Poona University/Director of Technical

Education.
XXXXXXXXXX

You should note that your services are purely temporary and terminable without any prior notice and transferable in any of the Colleges conducted by the Mandal.

If you are willing to accept this appointment on the above conditions. You should join your duties and take charge on ~~1 July, 1988~~ and forward your acceptance & Joining report through the Principal of your College.

If no reply accepting the appointment is received within seven days from the date of receipt of the same, the order shall be treated as cancelled.



Executive President,
Marathwada Mitra Mandal, Pune-411 004. Secretary

Copy forwarded for information to :-

The Principal,
M.M. College of Commerce

MARATHWADA MITRA MANDAL
302/A, Deccan Gymkhana,
PUNE - 411 004.



Ref.No. : MMM/G-1/EST/ 90-91

Date : 20.06.1990.

To,

MRS. S. S. POKHARNA
C/o Ujwal Book Stall
Dhahkar Bldg.
Wadgaon Sheri, Tal. Haveli
PUNE

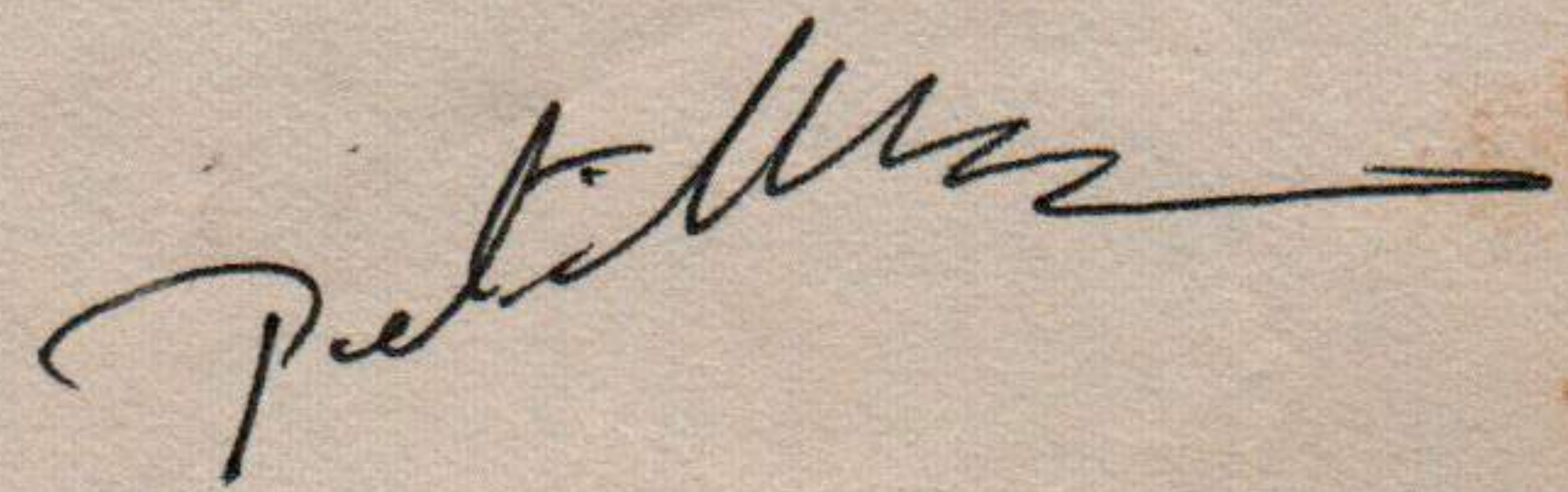
Subject: - Order of Appointment...

Ref:- Your application dated 07.05.90
& personal interview through Local /
~~constituent~~ selection committee on
17.06.1990.

I have inform you that the Management of MARATHWADA MITRA MANDAL is pleased to appoint you as a Lecturer in the Subject of Accountancy in SENIOR COLLEGE WING with effect from 02.07.90 on ~~full~~ / ~~Time~~ // Part Time / ~~C.H.H.~~ on the following terms and conditions.

1. Your appointment is on purely temporary basis for this academic year i.e. 1990-91 only against reserved quota for SC/ST/DTNT category.
2. Though your appointment is for the specific period, your services can be terminated by one month's notice or one month's salary in lieu of notice, or as per the Directive of the University of Poona and the Government of Maharashtra.
3. Your appointment is subject to approval by the Vice-Chancellor University of Poona and the Government of Maharashtra.
4. You will be given the Pay-Scale, salary and other allowances as will be sanctioned by the University of Poona and the Government of Maharashtra.

5. Your basic salary is provisionally fixed at Rs. ~~350/-~~ in the Pay-scale of Rs. 350-600.
You will be paid D.A. and other allowances as admissible by the Government.
6. Your services will be governed by the terms and service conditions as are laid down and will be laid down from time to time by the University of Poona and the Management of MARATHWADA MITRA MANDAL.
7. Besides teaching work, you will be assigned any other work suitable to your position.
8. The nature of your appointment will depend upon availability of work-load in the department at that time, and approval by the government.
9. You will have to undergo a medical examination within one month from the date of this appointment.
10. You will have to submit a Pass-port size photograph and certified true copies of the Degree and other certificates and testimonials.
11. You will have to acquire additional professional or other qualifications from time to time as will be required by University of Poona or Government of Maharashtra.
12. You will not say or do anything which is likely to prove harmful to the interest of the institution in the opinion of the authorities of our Mandal.
13. If a reply accepting the appointment with above terms and conditions is not received within eight days, this order will stand cancelled.



Secretary
MARATHWADA MITRA MANDAL
PUNE -4.

MARATHWADA MITRA MANDAL
302/A, Deccan Gymkhana,
PUNE - 411 004.



Ref.No. : MMM/G-1/EST/ 90-91

Date : 20.06.90.

To,
SHRI N.B.SHAIKH
.....
21/3, Laxminagar
.....
PUNE - 411 009.....
.....

Subject: - Order of Appointment...

Ref:- Your application dated 06.05.90,
& personal interview through Local /
constituent selection committee on
17.06.1990.

I have inform you that the Management of MARATHWADA MITRA MANDAL is pleased to appoint you as a Lecturer in the Subject of Economics in SENIOR COLLEGE WING with effect from 02.07.90 on full Time/~~Part~~/~~Time~~/~~C.A.P.~~ on the following terms and conditions.

1. Your appointment is on purely temporary basis for this academic year i.e. 1990-91 only against reserved quota for SC/ST/DTNT category.
2. Though your appointment is for the specific period, your services can be terminated by one month's notice or one month's salary in lieu of notice, or as per the Directive of the University of Poona and the Government of Maharashtra.
3. Your appointment is subject to approval by the Vice-Chancellor University of Poona and the Government of Maharashtra.
4. You will be given the Pay-Scale, salary and other allowances as will be sanctioned by the University of Poona and the Government of Maharashtra.

5. Your basic salary is provisionally fixed at Rs. ~~350/-~~
in the Pay-scale of Rs. ~~350-500~~.
You will be paid D.A. and other allowances as admissible
by the Government.
6. Your services will be governed by the terms and service
conditions as are laid down and will be laid down from
time to time by the University of Poona and the
Management of MARATHWADA MITRA MANDAL.
7. Besides teaching work, you will be assigned any other
work suitable to your position.
8. The nature of your appointment will depend upon
availability of work-load in the department at that time,
and approval by the government.
9. You will have to undergo a medical examination within
one month from the date of this appointment.
10. You will have to submit a Pass-port size photograph and
certified true copies of the Degree and other certificates
and testimonials.
11. You will have to acquire additional professional or
other qualifications from time to time as will be required
by University of Poona or Government of Maharashtra.
12. You will not say or do anything which is likely to prove
harmful to the interest of the institution in the opinion
of the authorities of our Mandal.
13. If a reply accepting the appointment with above terms and
conditions is not received within eight days, this order
will stand cancelled.

SSP/H
20/6/70



A handwritten signature in black ink, appearing to be "P. K. ...".

Secretary
MARATHWADA MITRA MANDAL
PUNE -4.

MARATHWADA MITRA MANDAL
302/A, Deccan Gymkhana,
PUNE - 411 004.



Ref.No. : MMM/G-1/EST/
90-91.

Date : 20.06.1990.

To,

..Shri.S.D.Pawar.....
105, Ganesh Path,
.....
PUNE - 411 002.
.....

Subject: - Order of Appointment...

Ref:- Your application dated 5.5.90
& personal interview through local /
~~constituent~~ selection committee on
~~17.06.1990~~.

I have ^{to} inform you that the Management of MARATHWADA MITRA
MANDAL is pleased to appoint you as a Lecturer in
the Subject of Commerce in SENIOR COLLEGE WING with
effect from 02.07.1990 on full Time/Part Time/C.H.B. on the
following terms and conditions.

1. Your appointment is on purely temporary basis for this
academic year i.e. 1990-91 only against reserved
~~quota for SC/ST/NT category~~
2. Though your appointment is for the specific period, your
services can be terminated by one month's notice or one
month's salary in lieu of notice, or as per the Directive
of the University of Poona and the Government of
Maharashtra.
3. Your appointment is subject to approval by the Vice-
Chancellor University of Poona and the Government of
Maharashtra.
4. You will be given the Pay-Scale, salary and other allowan-
ces as will be sanctioned by the University of Poona and
the Government of Maharashtra.

5. Your basic salary is provisionally fixed at Rs. ~~2200/-~~
in the Pay-scale of Rs. 2200-75-2800-100-4000.
You will be paid D.A. and other allowances as admissible
by the Government.
6. Your services will be governed by the terms and service
conditions as are laid down and will be laid down from
time to time by the University of Poona and the
Management of MARATHWADA MITRA MANDAL.
7. Besides teaching work, you will be assigned any other
work suitable to your position.
8. The nature of your appointment will depend upon
availability of work-load in the department at that time,
and approval by the government.
9. You will have to undergo a medical examination within
one month from the date of this appointment.
10. You will have to submit a Pass-port size photograph and
certified true copies of the Degree and other certificates
and testimonials.
11. You will have to acquire additional professional or
other qualifications from time to time as will be required
by University of Poona or Government of Maharashtra.
12. You will not say or do anything which is likely to prove
harmful to the interest of the institution in the opinion
of the authorities of our Mandal.
13. If a reply accepting the appointment with above terms and
conditions is not received within eight days, this order
will stand cancelled.

Recd
Barwal
20-6-90



P. S. Patil

Secretary
MARATHWADA MITRA MANDAL
PUNE -4.



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

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

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausaheb Jadhav
Secretary

MMM/MMCC-Sr.Non-Grant/APNT/2014-15/ 672

Date : 24th June, 2014

ORDER OF APPOINTMENT

To,

Mrs. Teja Dighe

B-5/4, GirijashankarVihar,
Near Shardha Niketan Hostel, Karvenagar,
Pune – 411052

1. With reference to your application dated and subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of an 'Assistant Professor' in Marathwada Mitra Mandal's College of Commerce (Non Grant Section), Deccan Gymkhana, Pune-411 004 on fixed term basis and on purely temporary basis and importantly on the following Clear-cut background and terms and conditions.
2. You will be paid a consolidated salary of Rs. 13,000/- (Thirteen Thousand only.) per month, subject to the deduction of profession tax, Income tax as per the provisions of the Act.
3. It is to noted that the Marathwada Mitra Mandal's College of Commerce (Non-Grant Section), Deccan Gymkhana, Pune-411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. **Your appointment is purely on temporary basis for a period from 1/7/2014 to 30/4/2015.** After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post .
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
5. Your appointment is subject to the minimum number of students and workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and /or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and /or will made available and / or will made available in future, to the other permanently employed /similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



B. G. Jadhav
Prin. B.G.Jadhav
Secretary

Copy forwarded for information to :

1. The Principal,
M.M.Mandal's College of Commerce (Sr.Non-Grant)
302/A, Deccan Gymkhana ,Pune-411004.

2. Service File of Mrs. Teja Dighe

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

Teja Dighe
01/07/14



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

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

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

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/MMCC-Sr.Non-Grant/APNT/2017-18/1122

29th November, 2017

ORDER OF APPOINTMENT

To,

Mr. Chaudhari Amol Dilip

C/O Varsha Jadhav, Sr.No.7/1/5A, Near M.K. Hotel,
Samata Nagar, Lane No.2, New Sanghvi,
Pune - 411 061

1. With reference to your application dated 29/11/2017 and subsequent interview by Local Selection Committee on 29/11/2017, we are pleased to appoint you on the post of ' **Full Time Assistant Professor for Economics** ' in Marathwada Mitra Mandal's College of Commerce (Sr.Non-Grant), Deccan Gymkhana, Pune- 411 004 on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be consolidated salary of **Rs.30,000/- per month**, subject to the deduction of profession tax, income tax as per the provisions of the Act.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce (Sr.Non-Grant), Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. **Your appointment is purely on temporary basis for a period from 1/12/2017 to 30/4/2018** against the reserved post. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will be made available in future, to the other permanently employed / similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.




Secretary

Marathwada Mitra Mandal, Pune

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce (Sr.Non-Grant)
302/A, Deccan Gymkhana, Pune- 411 004
2. **Service File of**
Mr. Chaudhari Amol Dilip

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

Marathwada Mitra Mandal, Pune

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

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

Ref No.; - MMM/MMCC/APNT/2008-2009/ 145

Date :

DATE:- 27/5/2008


ORDER OF APPOINTMENT

To,

Mr. Uday Kiran
D-1, Parvathi Park, B.TKawade Road.
Ghorpadi Goan ,
Pune- 411 036

1. With reference to your application dated 21.5.2008 and the subsequent interview on 23.5.2008, the management of Marathwada Mitra Mandal is pleased to appoint you as a Lecturer (B.B.A. / B.B.M.) on consolidated salary of 12,000/- (Rupees twelve Thousand Only.) Per month at M.M.Mandal's College of Commerce (B.B.A. / B.B.M.), 302/A, Deccan Gymkhana, Pune -411 004
2. Your appointment is purely on temporary basis for a period from 8th June 2008 to 30th April 2009.
3. The terms of your employment and conditions of service shall be as laid down by the University of Pune, state Government & M. M Mandal from time to time.
4. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.





Prin. B.G.Jadhav
Treasurer

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce (B.B.A. / B.B.M.)
302/A, Deccan Gymkhana ,Pune-411004.
2. **Service File of Mr. Uday Kiran**

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


8/6/08



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

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

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

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/BBA/APNT/2018-19/794

te: 6th August, 2018

LETTER OF APPOINTMENT

To,

Dr. Gangalay Shrishti Rajhesh
1, Siddheshwar Nagar, Building No. S-2,
Flat No.16, Vishrantwadi,
Pune- 411 015

SUBJECT: Your Appointment on purely Fixed Term basis.

With reference to your application dated 6/8/2018 and subsequent interview by Local Selection Committee on 07/06/2018, we are pleased to appoint you on the post of full time an **Assistant Professor in B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 on purely fixed term basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the an **Assistant Professor B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is located at Deccan Gymkhana Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Savitribai Phule Pune University/Deputy Director of Higher Education/Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate of appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. However, for the **Academic Year 2018-2019**, no candidate on the post of an **Assistant Professor in B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 which is reserved for reserved category, has been selected for an **Assistant Professor in B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce till date by the Savitribai Phule Pune University Selection Committee.
4. Due to the aforesaid situation, if the recruitment is not made by the Marathwada Mitra Mandal's College of Commerce on the post of an **Assistant Professor in B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 which is reserved for reserved category, not only the college but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the **Academic Year 2018-19** and more specifically for the period starting **10th August, 2018** or from the date of your joining to **30th April, 2019** or appointment of suitable candidate by Savitribai Phule Pune University Selection Committee on this prescribed post / category, whichever is earlier.
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the Marathwada Mitra Mandal's College of Commerce, your such employment being on the aforesaid background, cannot be treated as a permanent employment and / or you are not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the College.

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

As mentioned in the background clause herein above, your Appointment on the aforesaid post is made for a fixed Term starting from **10th August, 2018** or from the date of your joining to **30th April, 2019**. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to



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

2. You will be paid consolidated salary of **Rs.50,000/- (Rupees Fifty Thousand Only.) per month.** Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s) / staff of the College / Trust or would be made available to them in future.
3. You are appointed as an **Assistant Professor in B.B.A.Department,** against the vacancy of **reserved category** approved by the Savitribai Phule Pune University/Director of Higher Education/Assistant Commissioner B.C. Cell in Marathwada Mitra Mandal's College of Commerce ,Deccan Gymkhana, Pune-411 004 (MMCC) on full time basis.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In such case, your appointment will be terminated with immediate effect.
6. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The payment of your salary shall be subject to deduction of Income Tax payable in regard with the IT schedule and all other statutory deductions.
9. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
10. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.
11. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
12. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
13. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.





Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

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

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

Shivajirao D. Ganage
President

Bhausahab G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

14. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
15. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
16. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
17. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
18. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
19. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
20. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give **one month's** notice in writing to the College or will have to pay **one month's** salary in lieu thereof. However, it will be the discretion of the College to accept **one month's** salary as stated herein above and relieve you from the employment or require you to undergo **one month's** notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you **one month's** clear notice in writing or will pay you **one month's** salary in lieu thereof.
21. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay three month salary to the College in lieu of notice as per Clause No. 20 herein above.
22. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work profession or employment either honorary or otherwise during the stipulated period of your employment in the College.
23. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
24. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for **Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate** Category will be made available by the **Savitribai Phule Pune University Selection Committee**; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay as contemplated under Clause No. 20 herein above shall be payable to you.
25. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.



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



Yours Faithfully,

Mud
Secretary
Marathwada Mitra Mandal, Pune

DECLARATION

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

Place : Pune

Signature : _____

Date : 08/08/18

Name : Dr. Shrishti Gangalay

Witness:

Signature: _____

Name : _____

Copy forwarded for information to:

1. The Principal
B.B.A.Department Marathwada Mitra Mandal's College of Commerce ,
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of **Dr.Gangalay Shrishti Rajhesh**



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

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

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

'येथे बहुतांचे हित'

Shivajirao D. Ganage
President

Bhauseheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/BBA/APNT/2019-20/582

Date: 1st July, 2019

LETTER OF APPOINTMENT

To,

Dr. Joe Lopez

Flat No.403, Silver Valley Acacia
Behind Taty Tope Society, Wanowrie, Pune - 411040

SUBJECT: Your Appointment on purely Fixed Term basis.

With reference to your application dated 26/04/2019 and subsequent interview by Local Selection Committee on 20/06/2019, we are pleased to appoint you on the post of full time an **Assistant Professor in B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 on purely fixed term basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the an **Assistant Professor B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is located at Deccan Gymkhana Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Savitribai Phule Pune University/Deputy Director of Higher Education/Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate of appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. However, for the **Academic Year 2019-2020**, no candidate on the post of an **Assistant Professor in B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 which is reserved for reserved category, has been selected for an **Assistant Professor in B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce till date by the Savitribai Phule Pune University Selection Committee.
4. Due to the aforesaid situation, if the recruitment is not made by the Marathwada Mitra Mandal's College of Commerce on the post of an **Assistant Professor in B.B.A. Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 which is reserved for reserved category, not only the college but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the **Academic Year 2019-2020** and more specifically for the period starting **1st July, 2019** or from the date of your joining to **31st May, 2020** or appointment of suitable candidate by Savitribai Phule Pune University Selection Committee on this prescribed post / category, whichever is earlier.
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the Marathwada Mitra Mandal's College of Commerce, your such employment being on the aforesaid background, cannot be treated as a permanent employment and / or you are not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the College.



[Handwritten signature]

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

1. As mentioned in the background clause herein above, your Appointment on the aforesaid post is made for a fixed Term starting from starting **1st July, 2019** or from the date of your joining to **31st May, 2020**. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.
2. You will be paid **Consolidated Rs. 50,000/-** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
3. You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.
4. You are appointed as an **Assistant Professor in B.B.A. Department**, against the vacancy of reserved category approved by the Savitribai Phule Pune University/Director of Higher Education/Assistant Commissioner B.C. Cell in Marathwada Mitra Mandal's College of Commerce, Deccan Gymkhana, Pune-411 004 (MMCC) on full time basis. Besides to your workload you are also given an additional Charge of HOD for BBA and BBA-IB Department and to look after all academic and Administrative day to day activities and will directly report to the Management of M.M.Mandal.
5. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In such case, your appointment will be terminated with immediate effect.
7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
8. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
9. The payment of your salary shall be subject to deduction of Income Tax payable in regard with the IT schedule and all other statutory deductions.
10. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
11. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.



[Handwritten signature]



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

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

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

Shivajirao D. Ganage
President

Bhausahab G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

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



B. Mungale

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

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

Yours Faithfully,



Prin. B.G.Jadhav
Executive President

DECLARATION

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

Place : Pune

Date : 1/7/19

Witness:

Signature: K. Vijay Kiran

Name : K. Vijay Kiran

Signature : Joe Lopez

Name : (DR. JOE LOPEZ)

Copy forwarded for information to:

1. The Principal
B.B.A. /BBA (IB) Department Marathwada Mitra Mandal's College of Commerce ,
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of Dr. Joe Lopez

Marathwada Mitra Mandal, Pune

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

Shri. Vilasrao Deshmukh
President



Shri. Shivajirao Ganage
Secretary

Ref. No.:

Ref No.; - MMM/MMCC/APNT/2008-2009/ 146

Date :

DATE:- 13/6/2008

ORDER OF APPOINTMENT

To,

Mrs. Gauri Jadhav,
L-401, Shri Venkatesh lake Vista ,
Jambhulwadi Road,
Ambegaon (Khurd)
Pune-416046

1. With reference to your application dated 12.6.2008 and the subsequent interview on 13.6.2008, the management of Marathwada Mitra Mandal is pleased to appoint you as a Lecturer (B.B.A. / B.B.M.) on consolidated salary of Rs. 12,000/- (Rupees twelve Thousand Only) Per month at M.M.Mandal's College of Commerce (B.B.A. / B.B.M.), 302/A, Deccan Gymkhana, Pune -411 004.
2. Your appointment is purely on temporary basis for a period from 15th June 2008 to 30th April 2009.
3. The terms of your employment and conditions of service shall be as laid down by the University of Pune, state Government & M. M Mandal from time to time.
4. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.




Prin. B.G. Jadhav
Treasurer

Copy forwarded for information to

1. The Principal,
M.M.Mandal's College of Commerce (B. B. A./ B.B.M.)
302/ A, Deccan Gymkhana,
Pune — 411 004

2. Service File of
Mrs. Gauri Jadhav,

Note - Joining report of the candidate should be submitted to the Central Office Immediately after she reports on duty.


13/6/08



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

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

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausaheb Jadhav
Secretary

MMM/MMCC-Sr-Non Grant /APNT/2015-16/ 667

Date : 24th June, 2015

ORDER OF APPOINTMENT

To,
Dr. Mukti Bapna
D 603, Yuthikav Veerbhadra Nagar,,
BanerRoad,
Pune— 411 045

1. With reference to your application and subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of an 'Assistant Professor' in Marathwada Mitra Mandal's College of Commerce (Non-Grant Section), Deccan Gymkhana, Pune- 411 004 on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid a consolidated salary of **Rs.20,000/- (Rupees Twenty Thousand only.) per month**, subject to the deduction of profession tax, income tax as per the provisions of the Act.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce (Non-Grant Section), Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. Your appointment is **purely on temporary basis for a period from 1/7/2015 to 30/4/2016**. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M.M.Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and /or will made available in future, to the other permanently employed /similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



B.G. Jadhav

B.G.Jadhav
Secretary

Copy forwarded for information to:

1 The Principal,

Marathwada Mitra Mandal's College of Commerce (hon-Grant Section)
302/A, Deccan Gymkhana, Pune-411 004

2 Service File of

Dr. Mukti Bapna

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

Received
Musli
11/07/15



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

Regd. No. - F - 338 (P) Date - 19/1/1967
Mah. /523 Date - 06/1/1967

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

SHIVAJIRAO GANAGE
Executive President

PRIN. BHAUSAHEB JADHAV
Secretary

MMM/MMCC-DCJ./APNT/2014-15/555

30th June, 2014


ORDER OF APPOINTMENT

To

Ms. Swapnaja Vinod Marathe
Pratapgad, First Floor,
Dainik Hindusthan Press,
Khaparde Bagigha, Amaravati.

1. With reference to your application and the subsequent interview by Staff Selection Committee, the Management of Marathwada Mitra Mandal is pleased to appoint you as a **Lecturer Mass Communication & Journalism Department** on consolidated remuneration of **Rs.15,000/- (Rupees Fifteen Thousand Only.)** Per month at M.M.Mandal's College of Commerce, Communication & Journalism Department, 302/A, Deccan Gymkhana, Pune - 411 004.
2. Your appointment is purely on temporary basis for a period from **16/7/2014** or from the date of your joining to **30/4/2015**. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
3. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
4. Your appointment is subject to the minimum number of students and the workload prescribed for the post & subject to the approval of Staff Selection Committee appointed by University of Pune.. Regular and systematic appraisal of performance of teachers shall be considered as an essential part of your job.
5. Your services are transferable to any other College/Institutions run by the Management of the M.M. Mandal.
6. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period. If you are remain continuously absent from duty without any prior permission/sanction for a period of 15 days or more, your services shall remain terminated without any intimation and /or any further reference to you.
7. You will get one casual leave per month and you will not be entitled to any other benefit.
8. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.




Prin.B.G.Jadhav
Secretary

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce, Communication & Journalism Department,
302/ A, Deccan Gymkhana,
Pune - 411 004
2. **Service File of**
Ms. Swapnaja Vinod Marathe

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



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

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

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausaheb Jadhav
Secretary

MMM/MMCC-B.B.A./APNT/2014-15/614

8th July, 2014

Order of Appointment

To,

Mrs. Reetuja Pankaj Deshpande

Flat No.103,Sai Datta Nowas,
Ambegaon Khurd, Jambulwadi Road,
Pune- 411 046

1. With reference to your application and the subsequent interview by Local Staff Selection Committee , the Management of Marathwada Mitra Mandal is pleased to appoint you as a **Lecturer In Bachelor of Business Administration (B.B.A.) Dept.** of Marathwada Mitra Mandal's College of Commerce, 302/A, Deccan Gymkhana, Pune -411 004, on consolidated salary of **Rs. 23,000/- (Rupees Twenty Three Thousand only.)** per month , subject to the deduction of profession tax, income tax as per the provisions of the Act
2. Your appointment is purely on temporary & ad hoc basis for a **period from 16/7/2014 or from the date of your joining to 30/4/2015.** After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
3. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time. Regular and systematic appraisal of performance of shall be considered as an essential part of your job.
4. Your services are transferable to any other College/Institutions run by the Management of the M.M.Mandal.
5. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period either way. If you are remain continuously absent from duty without any prior permission/sanction for a period of 15 days or more, your services shall remain terminated without any intimation and /or any further reference to you.
6. You will get one casual leave per month and you will not be entitled to any other benefits.
7. Your appointment is subject to the minimum number of students and the workload prescribed for the post & subject to the approval of Staff Selection Committee appointed by University of Pune . Regular and systematic appraisal of performance of teachers shall be considered as an essential part of your job.
8. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within 3 days from the date of receipt of the same.



Bhausaheb Jadhav
Prin.B.G.Jadhav
Secretary

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce (B.B.A.Department)
302/ A, Deccan Gymkhana, Pune- 411 004.
Pune- 411 004.

2. **Service File of**

Mrs. Reetuja Pankaj Deshpande

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

Bhausaheb Jadhav
8/7/14



'येथे बहुतांचे हित !'

MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC-Sr.Non-Grant/APNT/2015-16/812

14th July, 2016

ORDER OF APPOINTMENT

To

Miss. Kanegaonkara Nutan Pramod

Rasik Suderban Society,

Navi Peth

Pune - 411 030

1. With reference to your application dated 11th July, 2016 and subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of Lecturer Mass Communication & Journalism Department in Marathwada Mitra Mandal's College of Commerce, Communication & Journalism Department (Non-Grant), 302/A, Deccan Gymkhana, Pune - 411 004, on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid a consolidated salary of Rs.15,100/- (Rupees Fifteen Thousand One Hundred only.) per month, subject to the deduction of profession tax, income tax as per the provisions of the Act.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce Communication & Journalism Department (Non-Grant), Deccan Gymkhana, Pune-411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. Your appointment is purely on temporary basis for a period from 15/7/2016 to 30/4/2017. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and/or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and/or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



B.G. Jadhav

Prin. B.G.Jadhav
Executive President

Copy forwarded for information to :

1. The Principal,

M.M.Mandal's College of Commerce (Communication & Journalism Department)
302/A, Deccan Gymkhana, Pune-411004.

2. Service File of Miss. Kanegaonkara Nutan Pramod

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



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

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

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausaheb Jadhav
Secretary

MMM/MMCC-BSc.Comp./APNT/2012-13/264

2nd July, 2012

ORDER OF APPOINTMENT

To,

Ms. Shubhangi Madhukar Choudhary

Room No.204, Aditya Girl's Hostel, Aditya Terrace,
S.No.20, Bharat Colony, Karvenagar,
Pune - 411 052

1. With reference to your application and the subsequent interview on 30th June, 2012, the Management of Marathwada Mitra Mandal is pleased to appoint you as a Full Time Lecturer in **B.Sc. Computer Departments**, in Marathwada Mitra Mandal's College of Commerce, 302/A, Deccan Gymkhana, Pune -411 004, on consolidated salary of Rs. 20,000/- (Rupees Twenty Thousand Only) P.M. and it will be subject to the deduction of Profession Tax, Income Tax etc as per the provisions of the Act
2. Your appointment is purely on temporary basis for a period from 4/7/2012 to 30/4/2013. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
3. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
4. Your services are transferable to any other College Hostel / Institutions run by the Management of the M.M. Mandal.
5. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
6. You will get one casual leave per month and you will not be entitled to any other benefit.
7. Your appointment is subject to the minimum number of students and the workload prescribed for the post & subject to the approval of Staff Selection Committee appointed by University of Pune.
8. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.





Prin. B.G. Jadhav
Secretary

Copy forwarded for information to :

1. **The Principal,**
M.M. Mandal's College of Commerce, B.Sc. Computer Departments
302/ A, Deccan Gymkhana, Pune- 411 004.
2. **Service File of**
Ms. Shubhangi Madhukar Choudhary

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


12/7/12



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

MMM/ MMCC/B.Sc(CS)/APNT/2021-22/1421

Dated: 31/03/2022

To,

Mr. Somnath Maruti Sarate
A/P: Rajuri, Tal - Karmala
Dist - Solapur - 413106

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 11/03/2022 and your subsequent interview by Local Selection Committee on 22/03/2021, we are pleased to appoint you on the post of "Assistant Professor In Mathematics for B.Sc. Computer Science Department" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 01/04/2022 till 20/06/2022.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the Academic Year 2021-2022, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the Academic Year 2021-2022 only and more specifically for the period starting from 01/04/2022 till 20/06/2022 or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 01/04/2022 or from the date of your joining thereafter till 20/06/2022 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



[Handwritten signature]

a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principal, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 22,000/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on



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

Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

your part, your appointment shall stand immediately concluded.

9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.



[Handwritten signature]

22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totally, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned Mr. Somnath Maruti Sarate, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 04/09/2022

Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Mr. Somnath Maruti Sarate



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

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

Bhausahab G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

LETTER OF APPOINTMENT

Ref No: MMM/B.Sc.Comp.Sci./APNT/2018-19/370

Date: 15th June, 2018

To,

Mr. Karande Yogesh Nagnatharao
At Post Aloor, Taluka-Degloor, Dist- Nanded,
PIN- 431 723

Subject:- Appointment to the post of Assistant Professor (Mathematics) in B.Sc. Computer Science at M.M.Mandal's College of Commerce , 302/A, Deccan Gymkhana, Pune - 411 004.

Dear Sir/Madam ,

In response to your application dated 26th April, 2018 & the interview conducted by Local Staff Selection Committee on 6th June, 2018, appointed by the Management , I am pleased to inform you that the Management is pleased to appoint you as full time Assistant Professor (Mathematics) in B.Sc. Computer Science in Marathwada Mitra Mandal's College of Commerce , 302/A, Deccan Gymkhana, Pune - 411 004 on starting pay in pay band of Rs.15,600/- P.M. with academic grade pay of Rs.6,000/- in sixth pay commission pay band of Rs.15,600-39,100, with effect from 18/6/2018 or from the date of your joining, whichever is later.

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

1. Your services will be governed by the Maharashtra Public Universities Act, 2016, Statutes, Code of Conduct, Ordinances and rules and regulations laid down by the University of Pune, State Government, Marathwada Mitra Mandal, and Pune from time to time.
2. Your appointment is open against open category on full-time ad-hoc basis for a period from 18/6/2018 or from the date of your joining to 30/4/2019, subject to selection/approval by Pune University.
3. You will be paid basic pay of Rs.15,600/- + AGP of Rs.6,000/- p.m. in the scale indicated above. You will also other allowances as per the norms prescribed by the State Government/ Marathwada Mitra Mandal, Pune.
4. Your appointment and salary shall be subject to approval by the Savitribai Phule Pune University and Director of Higher Education, Pune, as the case may be.
5. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark-sheets, experience certificate, degree certificate, discharge/relieving certificate, last pay certificate, caste certificate, caste validity certificate, change of name certificate (if any) etc., before joining your duties.
6. You are requested to submit the following documents at the time of joining: A) Two Passport size photographs, B) Character Certificate from two eminent persons, one of whom should be a Government Gazetted Officer; and C) Discharge Certificate from previous employer.
7. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated. It will be presumed that any letter sent by the Registered Post Acknowledgment Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
8. You will not engage yourself in any other full-time/ part-time / consultancy/Training, during the continuance of your service.
9. You will follow all the rules and regulations existing at the time of application for registration to any degree/diploma/certificate or other course.



[Handwritten signature]

Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

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Shivaji Rao D. Ganage
President

Bhau Saheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

10. Your services can be transferred to other College / Institutions at the sole discretion of the Management of Marathwada Mitra Mandal, Pune. Similarly, the place of your deployment / posting could be changed at any time. You may be required to travel on official duties as and when needed.
11. Your appointment may be terminated at any time (by either Side) by giving one month's notice or one month's pay in lieu of notice period.
12. a) You shall have to qualify the NET or the SET or B.Ed. or similar test (as the case may be) as laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
b) You shall have to acquire the qualifications N.A. (M.Phil./Ph.D.,M.S.,M.D.S.,M.E. etc.) as prescribed by the University State Govt. or the Central Councils concerned within the N.A. period.
13. If you are found absent continuously for more than thirty days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Competent Authority as provided for in the statutes. During the period of your services you shall not directly or indirectly do such things which are subversive to the interest of the Society / University / College / Students.
14. In addition to your appointment as Assistant Professor (Electronics) in B.Sc.Computer Science in Marathwada Mitra Mandal's College of Commerce , 302/A, Deccan Gymkhana, Pune - 411 004, you will be required to Co-ordinate and supervise the overall activities at B.Sc. Computer Science and B.B.A. (Computer Application) Department as a Head of Department till further order.
15. You are required to communicate your acceptance within 7 days from the receipt of this order of appointment, failing which it will be presumed that you are not interested in the offer and this appointment will be treated as cancelled. No further communication will be entertained in this regard after the due date.




Prin. B.G. Jadhav
Executive President

DECLARATION

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

Place: Pune

Signature: 

Date: _____

Name: Karande Y. N.

Witness: _____

Signature _____

Name: _____

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's B.Sc. Computer Science
Marathwada Mitra Mandal's College of Commerce , 302/A, Deccan Gymkhana, Pune - 411 004

2. Service file of **Mr. Karande Yogesh Nagnatharao**



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

Regd. No. - F- 338(p) Date-19/1/1967

Mah. / 523 Date- 06/1/1967

Tel.: 020 - 25665320, 60122223

Telefax: 020 - 25653039

Shivajirao Ganage
Executive President

Bhausahab Jadhav
Secretary

MMM/MMCC-Bsc.Comp./APNT/2015-16/440

3rd July, 2015

ORDER OF APPOINTMENT

To,

Miss.Swati Vilas Shelar

Flat No.B -203, Visharantwadi,
Kalas,Laxmi Township -III,
Pune - 411 015

1. With reference to your application dated 25th June, 2015 and subsequent interview by Local Selection Committee on 3/7/2015, we are pleased to appoint you on the post of 'Teacher for Electronic' in Marathwada Mitra Mandal's College of Commerce (B.Sc. Computer Science Department), Deccan Gymkhana, Pune- 411 004 on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid consolidated salary of Rs.16,000/- (Rupees Sixteen Thousand only.),subject to the deduction of profession tax, income tax as per the provisions of the Act.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce (B.Sc. Computer Science Department), Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana,Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. **Your appointment is purely on temporary basis for a period from 6/7/2015 to 30/4/2016.** After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.





Secretary

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce (B.Sc. Computer Science Department),
302/A, Deccan Gymkhana,Pune- 411 004
2. **Service File of**
Miss.Swati Vilas Shelar

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

Received 
swati vilas shelar.



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC/BBA/APNT/2022-23/906

Dated: 05/09/2022

To,

MISS. RUTI VIKRAM RAWAL

A-801 PARK LANDMARK SOCIETY, LAKETOWN ROAD,
BIBVEWADI, PUNE-411 037.

SUBJECT: FIXED TERM APPOINTMENT ORDER.

In response to our advertisement published in Loksatta and The Indian Express dated 25/08/2022 and your application dated 01/09/2022 and your application dated 01/09/2022 and your subsequent interview by Local Selection Committee on 01/09/2022, we are pleased to appoint you on the post of "Full Time Assistant Professor In Bachelor of Business Administration (BBA) Department" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 05/09/2022 or from the date of your joining to 04/05/2023.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce(B.Com Department), 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. It is to be noted that the post offered to you is reserved for Open category. However, for the Academic Year 2022-2023, no candidate on the said post and category is available and as such, has been selected till date by the Savitribai Phule Pune University Selection Committee. However, on account of non availability of the proper candidate, if this post is kept vacant, not only the college but even the students will also obviously suffer huge irreparable loss and prejudice.
4. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the required category, College is compelled to make your present appointment on fixed term basis. This appointment accordingly will be for the Academic Year 2022-2023 only and more specifically for the period starting from 05/09/2022 or from the date of your joining to 04/05/2023 or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
5. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 05/09/2022 or from the date of your joining thereafter till 04/05/2023 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;



M.

a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.

b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principle, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 33,000/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President
Bhausahab G. Jadhav, Exe. President
Kishor H. Mungale, Secretary

9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.




[Handwritten signature]

22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totality, please return the Copy of this Appointment Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.

For Marathwada Mitra Mandal, Pune

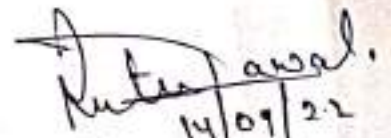



Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned MISS.RUTI VIKRAM RAWAL, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune
Date : 14/09/22


14/09/22
Signature

Copy forwarded for information to:

- 1 The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
- 2 Service file of MISS.RUTI VIKRAM RAWAL



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

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

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

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/MMCC-BBA(CA)/APNT/2017-18/406

6th July, 2017

ORDER OF APPOINTMENT

To,

Miss. Kitekar Ashwini Shivajirao

S.No.28/1/1, Shree Santh Abhang Colony,
Pimple Gurav,
Pune - 411 061

1. With reference to your application dated 18/6/2017 and subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of 'Laboratory Assistant' in Marathwada Mitra Mandal's College of Commerce BBA (CA) Department, 302/A, Deccan Gymkhana, Pune- 411 004 on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid Consolidated salary of Rs.8,000/- (Rupees Eight Thousand only.) per month ,subject to the deduction of profession tax, income tax as per the provisions of the Act. You are also eligible for the continuation of benefit of membership of Employees Provident Fund & Miscellaneous Provisions Act 1952.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce (B.B.A.Department), Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana,Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. **Your appointment is purely on temporary basis for a period from 6/7/2017 or from the date of your joining to 31/5/2018.** After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.

Copy forwarded for information to :

1. **The Principal,**
M.M.Mandal's College of Commerce B.B.A. (CA) Department
302/A, Deccan Gymkhana,Pune- 411 004
2. **Service File of**
Miss. Kitekar Ashwini Shivajirao

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



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

Recd
17.7.2017

Received & Accept
Ashwini S.
Kitekar Ashwini S.



Marathwada Mitra Mandal, Pune

302/A, Deccan Gymkhana, Pune - 411004.

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

Vilasrao Deshmukh
President

Shivajirao Ganage
Executive President

Prin. Bhausaheb Jadhav
Secretary

MMM/MMCC-Sr-Non Grant /APNT/2013-14/ 275

Date : 9th June, 2013

To,
Mrs. Madhuri Dilip Pawar
Soba Sankul, Gananjay Soc.,
Kothrud, Pune - 411038

1. With reference to your application and subsequent interview by Local Selection Committee, we are pleased to appoint you on the post of an 'Assistant Professor' in Marathwada Mitra Mandal's College of Commerce (Non-Grant Section), Deccan Gymkhana, Pune- 411 004 on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid a consolidated salary of **Rs. 18,000/- (Rupees Eighteen Thousand Four Hundred only.) per month**, subject to the deduction of profession tax, income tax as per the provisions of the Act.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce (Non-Grant Section), Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. Your appointment is **purely on** temporary basis for a **period** from **15/6/2013 to 30/4/2014**. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M.M.Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and /or will made available in future, to the other permanently employed /similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.



B.G. Jadhav
B.G. Jadhav
Secretary

Copy forwarded for information to:

1 The Principal,
Marathwada Mitra Mandal's College of Commerce (Non-Grant Section)
302/A, Deccan Gymkhana, Pune-411 004

2 Service File of
Mrs. Madhuri Dilip Pawar

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

Receive
MPaw
15/06/13



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

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

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Shivajirao D. Ganage
President

Bhausahab G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMIM/Sr.Non Grant (B.Com)/APNT/2019-20/585

Date: 1st July, 2019

LETTER OF APPOINTMENT

To,

Mr. Pramod Babanrao Sapkal
Samrudhi Apt., A Wing, 3rd Floor
Flat No. 303, Behind Ravi Park, Handewadi, Hadapsar,
Pune - 411028

SUBJECT: Your Appointment on purely Fixed Term basis.

With reference to your application dated 02/05/2019 and subsequent interview by Local Selection Committee on 20/06/2019, we are pleased to appoint you on the post of full time an **Assistant Professor in Bachelor of Commerce Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 on purely fixed term basis and importantly on the following clear-cut background and terms and conditions.

BACKGROUND IN BRIEF OF YOUR APPOINTMENT

1. It is to be noted that the an **Assistant Professor Bachelor of Commerce Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is located at Deccan Gymkhana Pune is totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment of teaching faculty category, College is under legal compulsion to follow the roster sanctioned by the Savitribai Phule Pune University/Deputy Director of Higher Education/Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate of appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. However, for the **Academic Year 2019-2020**, no candidate on the post of an **Assistant Professor in Bachelor of Commerce Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 which is reserved for reserved category, has been selected for an **Assistant Professor in Bachelor of Commerce Department** at Marathwada Mitra Mandal's College of Commerce till date by the Savitribai Phule Pune University Selection Committee.
4. Due to the aforesaid situation, if the recruitment is not made by the Marathwada Mitra Mandal's College of Commerce on the post of an **Assistant Professor in Bachelor of Commerce Department** at Marathwada Mitra Mandal's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 which is reserved for reserved category, not only the college but even the students will also suffer huge irreparable loss and prejudice.
5. Hence, to avoid any such unwarranted situation / loss / prejudice, although you do belong to the open category, College is compelled to make your present appointment on tenure basis i.e. for the **Academic Year 2019-2020** and more specifically for the period starting **1st July, 2019** or from the date of your joining to **30th April, 2020** or appointment of suitable candidate by Savitribai Phule Pune University Selection Committee on this prescribed post / category, whichever is earlier.
6. If, prior to the tenure mentioned in this Appointment Order, you have worked for the Marathwada Mitra Mandal's College of Commerce, your such employment being on the aforesaid background, cannot be treated as a permanent employment and / or you are not entitled to claim any benefit, including the benefit of permanency, out of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by the Trust and / or by the College.



B. Ganage

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

1. As mentioned in the background clause herein above, your Appointment on the aforesaid post is made for a fixed Term starting from starting **1st July, 2019 or from the date of your joining to 30th April, 2020**. Thereafter, the same shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. Due to this, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / Trust.
2. You will be paid **Consolidated Rs. 23,000/- (Twenty Three Thousand only.) per month**, which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
3. You are also eligible for the benefit of Membership for Employees Provident Funds & Miscellaneous Provisions Act 1952.
4. You are appointed as an **Assistant Professor in Bachelor of Commerce Department**, against the vacancy of **reserved category** approved by the Savitribai Phule Pune University/Director of Higher Education/Assistant Commissioner B.C. Cell in Marathwada Mitra Mandal's College of Commerce ,Deccan Gymkhana, Pune-411 004 (MMCC) on full time basis.
5. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College from time to time.
6. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In such case, your appointment will be terminated with immediate effect.
7. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
8. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Cast and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
9. The payment of your salary shall be subject to deduction of Income Tax payable in regard with the IT schedule and all other statutory deductions.
10. The Appointment and continuation of your employment in the College shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard.
11. In case of change in your residential address, during the course of your employment in the College, it will be your duty to intimate the new address in writing, to the Principal within fortnight from such change and shall also ensure to get the said change so recorded in the Personal file.



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Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune - 411004

Registration Under Societies Registration Act 1860-Mah./523 dated /1/1967
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Telefax: 020 - 25653039

Shivajirao D. Ganage
President

Bhausahab G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

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



B...

24. You will adhere all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate of the said post reserved for **Open / OBC / SC / ST / VJ(A) / NT(B) / NT(C) / NT(D) / PH / Ladies Candidate** Category will be made available by the **Savitribai Phule Pune University Selection Committee**; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay as contemplated under Clause No. 20 herein above shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.

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

Yours Faithfully,



B.G. Jadhav

Prin. B.G.Jadhav
Executive President

DECLARATION

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

Place : Pune

Signature : *Pramod B. Sapkal*

Date : 17/12/19

Name : Pramod B. Sapkal

Witness:

Signature: *Vishnupant S. Patil*

Name : Vishnupant S. Patil

Copy forwarded for information to:

1. The Principal
Bachelor of Commerce Department- Marathwada Mitra Mandal's College of Commerce ,
202/A, Deccan Gymkhana,
Pune - 411 004
2. Service file of **Mr. Pramod Babanrao Sapkal**

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Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

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

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

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

MMM/MIMCC-M.Com./APNT/2017-18/ 719

29th August, 2017

ORDER OF APPOINTMENT

To,

Shri.Kad Pravin Tryambak
Sadashiv Peth, Waman Smruti Hostel
Near Perugate Chauki,
Pune - 411 030

1. With reference to your application dated 16/6/2017 and subsequent interview by Local Selection Committee dated 29/8/2017, we are pleased to appoint you on the post of 'Full Time Assistant Professor' in Marathwada Mitra Mandal's College of Commerce (M.Com.Department), Deccan Gymkhana, Pune- 411 004 on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be consolidated salary of Rs.25,000/- (Rupees Twenty Five Thousand Only.) per month, subject to the deduction of profession tax, income tax as per the provisions of the Act.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce (Sr.Non-Grant), Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. Your appointment is purely on temporary basis for a period from 1/9/2017 to 31/5/2018 against the reserved post .After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.




Secretary

Marathwada Mitra Mandal, Pune

Copy forwarded for information to :

1. The Principal,
M.M.Mandal's College of Commerce (M.Com.Department)
302/A, Deccan Gymkhana, Pune- 411 004
2. Service File of
Shri.Kad Pravin Tryambak

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



'येने बहुताये जिन ।'

MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

MMM/MMCC/Sr.NonGrant(B.Com)/APNT/2021-22/ 76

Dated: 11/10/2021

To,

Mr. Birajdar Balaji Sidramappa

Flat no. 302, Sairatna Apartment,
Ambegaon Bk. Behind Deccan Pavilion Hotel,
Pune - 411 046

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 08/10/2021 and your subsequent interview by Local Selection Committee on 11/10/2021, we are pleased to appoint you on the post of "**Full Time Assistant Professor in Bachelor of Commerce**" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 12/10/2021 till 30/04/2022.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. This appointment accordingly will be for the Academic Year 2021-2022 only and more specifically for the period starting from 12/10/2021 till 30/04/2022 or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
4. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 12/10/2021 or from the date of your joining thereafter till 30/04/2022 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;
a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.



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b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principal, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 38,750/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will be made available in future, to the other permanently employed / similarly placed teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Caste and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.





MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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E-mail : mmmandal67@gmail.com

Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month's salary in lieu thereof.



(Handwritten signature)

22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totally, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G.Jadhav
Executive President

DECLARATION

I, the undersigned **Mr. Birajdar Balaji Sidramappa**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 12/10/2021

Signature

Copy forwarded for information to:

1. **The Principal,**
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. **Service file of Mr. Birajdar Balaji Sidramappa**



MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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

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

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Shivajirao D. Ganage, President

Bhausahab G. Jadhav, Exe.President

Kishor H. Mungale, Secretary

MMM/MMCC/Sr.NonGrant(B.Com)/APNT/2021-22/ ७ ७

Dated: 11/10/2021

To,

Dr. Brahmane Madhuri Vishwanath
Apnagar B5/6, Shanker Shet Road,
Pune - 411 042

SUBJECT: FIXED TERM APPOINTMENT ORDER.

With reference to your application dated 08/10/2021 and your subsequent interview by Local Selection Committee on 11/10/2021, we are pleased to appoint you on the post of "Full Time Assistant Professor in Bachelor of Commerce" of Marathwada Mitra Mandal's (MMM's) College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 purely on fixed term basis starting from 12/10/2021 till 30/04/2022.

If the below mentioned terms and conditions are acceptable to you, you are requested to confirm your acceptance as stated in this order.

BACKGROUND IN BREIF OF YOUR APPOINTMENT

1. It is to be noted that the MMM's College of Commerce, 202/A, Deccan Gymkhana, Pune - 411 004 is from the beginning totally non-grantable in nature and as such, it has to sustain on its own resources.
2. While making any recruitment as a teaching staff, College is under strict legal compulsion to follow the roster sanctioned by Savitribai Phule Pune University / Deputy Director of Higher Education/ Assistant Commissioner B.C. Cell and accordingly, it has to recruit the appropriate candidate from appropriate category that too as approved by the Savitribai Phule Pune University Selection Committee.
3. This appointment accordingly will be for the Academic Year 2021-2022 only and more specifically for the period starting from 12/10/2021 till 30/04/2022 or till the appointment of suitable candidate from the required category on this post by Savitribai Phule Pune University Selection Committee, whichever is earlier.
4. Your prior employment / appointment with either MMM or any of its Colleges, if any, cannot be treated as a permanent and or continuous employment and you will not be entitled to claim any benefit, including the benefit of permanency on account of the same. In short, this order shall supersede all other previous appointment orders, if any, issued to you by MMM or by any of its Colleges.

OTHER TERMS AND CONDITIONS OF YOUR EMPLOYMENT.

1. As mentioned in the background herein above, your Appointment on the aforesaid post is specifically made for a fixed Term starting from 12/10/2021 or from the date of your joining thereafter till 30/04/2022 on full time basis. After expiry of this period, this appointment shall stand automatically concluded. In that case, you shall not be entitled to any notice or notice pay in lieu thereof from the College / Trust. So also even thereafter, you shall not be entitled to claim permanency / permanency benefit for yourself from the College / MMM.
2. As stated herein above MMM's College of Commerce, Deccan Gymkhana, Pune- 411 004 is a totally non-grantable Institution and as such, it has to sustain on its own resources. In view of this, it is to be specifically noted that;
a) Due to the pandemic or any other situation, which will be beyond the control of the management, there can be a delay in commencement and conclusion of the academic year. Under these circumstances, commencement and conclusion of your employment shall always be subject to such delays and you will have to shoulder all your duties and responsibilities accordingly.



b) Since the beginning of the year 2020, the Management has been witnessing very poor admissions for all the trends / faculties. In view of this, if due to the situation, which would be beyond the control of the Management, if no work can be provided to you during the course of your employment, on the basis of the principal, NO WORK NO SALARY, you will not be entitled to receive any salary for such a period.

c) Considering the pandemic situation and otherwise also, in future, working / teaching pattern is certainly going to be changed and will have to be situation friendly. It is going to be more electronically controlled. For this purpose, you will have to prepare yourself for all such new techniques and effectively perform your duties and responsibilities. If you are found lagging behind in this respect and could not perform up to the satisfaction of the Management, apart from the appropriate disciplinary action, proportionate and appropriate deductions from salaries will be made.

d) During the course of your employment, if you are required to remain absent on account of any illness and or for any other plausible reasons, which will be in excess of all your available leaves, such absenteeism shall always be considered as an absence without pay. Apart from this, the Management shall have discretion to decide such issue as deem necessary.

Be noted that during the course of your employment, apart from the previously declared paid holidays, you will only be entitled to one paid casual leave per month and no other leaves / benefits will be payable to you.

3. You will be paid **Consolidated Rs. 40,000/- per months** which is as per the norms of M.M.Mandal. Besides this you will not be entitled to any other monetary or otherwise benefits, which are available to other employee(s)/ staff of the College / Trust or would be made available to them in future. Your emolument will be subject to the deduction of profession Tax, Income Tax etc. as per the provisions of the Act.
4. During the tenure of this appointment, your employment will be governed as per the rules and regulations laid down by the College / MMM from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for your aforesaid post. In case of non-availability of minimum students and or the workload prescribed, your appointment will be terminated with immediate effect without any compensation and or any prior notice.
6. Except made admissible, expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly place teaching and / or non-teaching employees of the College.
7. You shall produce all the original copies and submit certificate true copies of the relevant testimonials such as School Leaving Certificate, Mark sheets, Degree Certificates, Experience Certificate (if any), Discharge / Relieving Certificate (if applicable), Last pay certificate (if any), Caste and Validity Certificate (if applicable), Non-creamy layer Certificate (if applicable), Change of Name Certificate (if applicable), Two passport size photograph, Copy of PAN Card, Copy of Bank Pass-book etc, at the time of joining to your duties to College / Institute. So also you will have to submit your fitness certificate from the registered medical practitioner within one month from the date of your joining failing which the College shall be free to make adverse inference against you in this regard.
8. The Appointment and continuation of your employment in the College during this fixed tenure shall be subject to you being physically and mentally fit. As and when required, you shall undergo specific and / or general Medical Examination from the Registered Medical Practitioner, specified by the College in this regard. In the absence of desired minimum physical and mental fitness on your part, your appointment shall stand immediately concluded.
9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.





‘वेद्ये बहुलांशे विनः ।’

MARATHWADA MITRA MANDAL, PUNE

202/A, Deccan Gymkhana, Pune - 411004

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Shivajirao D. Ganage, President

Bhauasaheb G. Jadhav, Exe. President

Kishor H. Mungale, Secretary

9. In case of change in your residential address, during the course of your employment in the College, it shall be your duty to intimate your new address in writing, to the Principal and you will also ensure to get the said change so recorded in the college record and also in your Personal file.
10. You will have to remain present for all working days as per College timing and work wholeheartedly for the development of the College as per the instructions given to you by any higher Authorities. Due to exigencies of work, you may be required to remain present on any holiday(s), Sunday(s) and even during the period of vacation.
11. If due to any situation beyond the control of the Management, such as epidemic, natural calamity, etc., you could not attend college and perform your duties, you will have to conduct all your classes through electronic media as directed by the Collage / Management. Failure to do so will make you dis-entitle for getting the salary for the entire concerned period.
12. Also in the aforesaid situation, if the classes could not be even conducted through the electronic media as stated above, the Management shall have a right to conclude your services as deem necessary and in that situation, no notice or notice pay shall be payable to you.
13. You will not accept any contribution and will not associate yourself with any fund raising or collection whether in cash or in any kind, in pursuance or any subject whatsoever, or accept or demand any subscription contribution, from anyone connected or interested with the College / Institute either as parents, students or guardians.
14. You will neither prepare any book or books or paper including guest papers for the purpose or publications without a prior permission written permission of the Principal of the College nor you will assist anybody either directly or indirectly in the publications of any such books / works, etc.
15. Similarly, you will not canvas for any publication or any publishing house of book seller unless so permitted by the Principal.
16. You will not enter into any monetary transaction with any student or his parents or guardians or otherwise and shall not misuse your positions in whatsoever capacity for personal gains in any manner.
17. You will not practice or incite any student, other employees of the college to practice castes communalism or un-touchability or cause and / or incite to be caused any other person to damage the property of the College or encourage or incite any student, teacher or any member of the staff to behave in a disorderly manner in the premises of the College.
18. You will not accept or permit any member of your family or any other person or representative to accept any gift including free transport, lodging or any other service or any pecuniary advantage / benefit from any student, parent / guardian or any such student or other person with whom you may come into contact by virtue of your employment in the college.
19. You will not conduct or engage yourself in any private Tuition or in Private Coaching classes. If found guilty of this clause, your employment shall be liable to termination forthwith that too without any notice or any pay in lieu thereof.
20. For administrative purpose, your service shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
21. During the tenure of your present employment, if you choose to resign for whatsoever reason, you will be under legal obligation to give one month's notice in writing to the College or will have to pay one month's salary in lieu thereof. However, it will be the discretion of the College to accept either one month's salary as stated herein above and relieve you from the employment or require you to undergo one month's notice period. However, in case of termination of your employment for the appropriate grounds the College will either give you one month's clear notice in writing or will pay you one month' salary in lieu thereof.



22. In case of an illegal and unauthorized absence on the duty for the period of fifteen or more consecutive days or if you overstay the sanctioned leave, the college shall draw a presumption within its sole discretion that you have no interest to further perform your duties and as such have abandoned the employment on your own accord. Thereafter, your services shall stand automatically concluded. In that case, you shall be liable to pay one month salary to the College in lieu of notice as per Clause No. 21 herein above.
23. You will be whole time employee of the College and shall not without the permission of the Management engage yourself in any work, profession or employment, either honorary or otherwise during the stipulated period of your employment in the College.
24. You shall adhere to all the rules and regulations either existing or amended or extended from time to time by the College and shall carry out all the lawful orders / instructions given to you by the College in connection with the day to day discharge of your duties.
25. During the tenure of your appointment under this order, if an appropriate and approved candidate on the said post reserved for Open / OBC / SC / ST / VJ(A) / NT(B)/ NT(C)/ NT(D) / PH / Ladies Candidate Category will be made available by the Savitribai Phule Pune University Selection Committee; your current appointment will automatically come to an end on joining of such candidate. In that case, no notice or notice pay shall be payable to you.
26. It is to be noted that you will be free to appear for interview before the Savitribai Phule Pune University Selection Committee, if you so desire.
27. In case, all the above contents are acceptable to you in totally, please return the Copy of this Order after endorsing your signatures on the same in token of your acceptance, and to make commitments to represent yourself for the duty immediately or within 3 days from the receipts thereof.



For Marathwada Mitra Mandal, Pune

Prin. B.G. Jadhav
Executive President

DECLARATION

I, the undersigned **Dr. Brahmane Madhuri Vishwanath**, have read and understood all the terms and conditions mentioned herein above in their proper and legal perspective. I accept this Appointment with all the terms and conditions mentioned herein above in totality and undertake to abide to the same.

Place : Pune

Date : 12/10/2021

Signature

Copy forwarded for information to:

1. The Principal,
Marathwada Mitra Mandal's College of Commerce
Deccan Gymkhana, Pune- 411 004
2. Service file of Dr. Brahmane Madhuri Vishwanath



Marathwada Mitra Mandal, Pune

202/A, Deccan Gymkhana, Pune-411004

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

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

येथे बहुतांशे दिना

Shivajirao D. Ganage
President

Bhauasaheb G. Jadhav
Exe. President

Kishor H. Mungale
Secretary

Ref No: MMM/DCJ-MCJ/APNT/2018-19/372

Date: 15th June, 2018

ORDER OF APPOINTMENT

To,


Mr Shinkhede Chaitanya Sunil

804, Kedarnath Residency Muraraji Peth,
Near Khamitkar Apartment, Solapur,
PIN Code - 413 007

1. With reference to your application dated **17/4/2018** and subsequent interview by Local Selection Committee on **8/6/2018**, we are pleased to appoint you on the post of **Assistant Professor in Master in Journalism and Mass Communication Department** at M.M.Mandal's College of Commerce, 302/A, Deccan Gymkhana, Pune - 411 004, on fixed term basis and on purely temporary basis and importantly on the following clear-cut background and terms and conditions.
2. You will be paid consolidated salary of **Rs.19,000/- (Rupees Nineteen Thousand Only.) per month** and it will be subject to the deduction of Profession Tax, Income Tax etc as per the provisions of the Act.
3. It is to be noted that the Marathwada Mitra Mandal's College of Commerce B.Sc.Computer Science Department, Deccan Gymkhana, Pune- 411 004 is located at Deccan Gymkhana, Pune is totally non-grantable in nature and as such, it has to sustain on its own resources. **Your appointment is purely on temporary basis for a period from 18/6/2018 or from the date of your joining to 30/4/2019** against the reserved post. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the post.
4. The terms of your employment and conditions of service shall be as laid down by the M. M. Mandal from time to time.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post. Regular and systematic appraisal of performance of staff shall be considered as an essential part of your job.
6. For administrative purpose, your services shall be liable to be transferred from any department or branches and / or from one College to another, being run by Marathwada Mitra Mandal, Pune purely at the sole discretion of Management of College.
7. Your services may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period.
8. You will get one casual leave per month and you will not be entitled to any other benefit. Except made admissible expressly in writing, you will not be entitled to get any benefit, which is presently made available and / or will made available in future, to the other permanently employed / similarly placed teaching and / or non teaching employees of the College.
9. You are requested to acknowledge the receipt of this order of appointment and communicate the acceptance of the same within three days from the date of receipt of the same.

येथे बहुतांशे दिना




Prin.B.G.Jadhav
Executive President

DECLARATION

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

Place: Pune

Signature: 

Date: 21-6-18

Name: Chaitanya Shinkhede

Copy forwarded for information to:

1. The Principal, Marathwada Mitra Mandal's B.Sc.Computer Science Marathwada Mitra Mandal's College of Commerce, 302/A, Deccan Gymkhana, Pune - 411 004
2. Service file of **Mr Shinkhede Chaitanya Sunil**