

Ref. JECRC 2016-17/245

Date: 15. 67.2016

APPOINTMENT LETTER

Mr. Naveen Kumar Kedia

1-Cha-28, Near J. B. Shah College, Housing Board Colony, Jhunjhunu (Raj) -333001

Dear. Mr. Kedia,

We have pleasure in appointing you as an **Assistant Professor** in the Department of Information Technology in Jaipur Engineering College and Research Centre. The terms and conditions of your appointment are outlined below:

1) Date of Appointment

Your Appointment will be effective from the date of your joining.

2) Nature of Appointment and Review

You will be on probation for a period of One year from the date of your joining. After the completion of probation period your services will be confirmed depending on your performance.

3) Reporting Officer

You shall be reporting to the Head of Department for all operational and administrative purpose.

4) Medical Fitness during service

Your continuous in service is subject to you being medically fit at the time of commencement of your service to the JECRC and at any time during your tenure of employment with the JECRC. You are requested to submit fitness certificate from Government medical practitioner.

5) Compensation Benefit Plan

You shall be paid a total salary of Rs. 32000/ month in the pay scale of Rs. 15600-39100, AGP -6000. Attached is the details breakup for the same in Annexure-A.

6) Compensation Confidentiality

You are required to maintain the confidentiality of your compensation plan, failure to comply shall lead to disciplinary action as deemed suitable by the JECRC.



Jaipur Engineering College and Research Centre
Approved by AICTE & Affiliated to RTU
JECRC Campus, Shri Ram Ki Nangal,
Via Sitapura RIICO, Opp. EPIP Gate, Tonk Road, Jaipur 302 022
t: 0141 2770120, 2770232 f: 0141 2770803 e: info@jecrcmail.com

You will be covered by leave, holidays and the working hour's policy of the JECRC /affiliating university. Leave will be administered on an academic calendar year basis.

8) Other Work

Your position is a whole time employment with the JECRC and you shall devote yourself exclusively in discharging functions of your role in the JECRC. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly in any other trade or business or hold directorship of any corporate body during the employment with the JECRC without permission in writing from the Principal.

9) Confidentiality of Information

You will not at any time, without the written consent of principal of the JECRC, disclose or divulge or make public except on legal obligation any information regarding the college's affairs or work carried out whether the same may be confided to you or become known to you in course of your services or otherwise..

10) Protection of Interest

If you conceive any new or advanced methods of improving process/formulae / system in relation to the operations and functioning of the JECRC, such developments will be fully communicated to the Principal and will be and remain the sole right/property of the JECRC.

11) Trade Secrets

You will not keep in your possession nor bring to our organization any information, materials, documents, floppies, charts and the like, containing any information which is or would be considered confidential or proprietary, from your present employer's all such information and proprietary material and not keep it in your possession after you are relieved from your duties. Please also delete any and all such information from your personal computers and data banks.

We expect you to take precautions and necessary actions to ensure a clean, honest and fair transition to your new position. Further, you shall not use any such information which you have been privy to in the past in you new position.

12) Notice period

During your period of service if for any reason your services are terminated, you shall be served a notice of one month on probation period and one month on service confirmation or given one month's salary in lieu of the notice. A similar notice or pay will have to be given by you in case you wish to leave the services of the JECRC. Either party is not bound to give any reason thereof.

13) Separation

On acceptance of the separation notice, you will immediately give up to the JECRC all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records etc. belonging to the JECRC or relating to its business and shall not make or retain any copies of these items.

14) Change of terms and condition

Your appointment is subject to ratification by the JECRC Faculty Selection Committee. The above terms & conditions of employment are subject to change and you will be communicated as and when the changes are affected.

You are requested to report on duty at the college campus within a month from the issue of this letter, failing which the same will stand cancelled.

Prof. V. K. Chandna Principal

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

Date: - 19-07-2016

Received.

Signature: Naty

Annexure-A

Name:

Mr. Naveen Kumar Kedia

Designation:

Assistant Professor

Branch:

Information Technology

Scale:

15600-39100

Particular		
	Amount (Rs.)/Month	
Basic Pay	17603	
AGP	6000	
Special Allowance	8397	
Gross	32000/-	



Ref. JECAC/2017-18/54

Date: 24.07.17

APPOINTMENT LETTER

Ms. Yogita

147, Ward No. 5, Near Durga Mandir, Pataudi, Distt. –Gurgaon (Haryana)-122503

Dear Ms. Yogita,

We have pleasure in appointing you as an **Assistant Professor** in the Department of Electronics & Communication in Jaipur Engineering College and Research Centre. The terms and conditions of your appointment are outlined below:

1) Date of Appointment

Your Appointment will be effective from the date of your joining.

2) Nature of Appointment and Review

You will be on probation for a period of One year from the date of your joining. After the completion of probation period your services will be confirmed depending on your performance, which will be judged by a committee so appointed for that purpose.

3) Reporting Officer

You shall be reporting to the Head of Department for all operational and administrative purpose.

4) Medical Fitness during service

Your continuation in service is subject to your being medically fit at the time of commencement of your service to the JECRC and at any time during your tenure of employment with the JECRC. You are requested to submit fitness certificate from Government medical practitioner.

5) Compensation Benefit Plan

You shall be paid a total salary /consolidated salary of Rs 22248/per month in the pay scale of Rs.15600-39100, AGP 6000. Attached is the detailed breakup for the same in Annexure-A.

6) Compensation Confidentiality

You are required to maintain the confidentiality of your compensation plan, and failure to comply the same shall lead to disciplinary action as deemed suitable by the JECRC.



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You will be covered by leave, holidays and the working hour's policy of the JECRC /affiliating university. Leave will be administered on an academic calendar year basis.

8) Other Work

Your position in the institution is that of a whole time employment with the JECRC and you shall devote yourself exclusively in discharging functions of your role in the JECRC. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly in any other trade or business or hold directorship of any corporate body during the employment with the JECRC without permission in writing from the Principal.

9) Confidentiality of Information

You will not, at any time, without the written consent of principal of the JECRC, disclose or divulge or make public except on legal obligation any information regarding the college's affairs or work carried out whether the same may be confided to you or become known to you in course of your services or otherwise..

10) Protection of Interest

If you conceive any new or advanced methods of improving process/formulae / system in relation to the operations and functioning of the JECRC, such developments will be fully communicated to the Principal and will be and remain the sole right/property of the JECRC.

11) Trade Secrets

You will not keep in your possession nor bring to our organization any information, materials, documents, floppies, charts and the like, containing any information which is or would be considered confidential or proprietary of the former employer. All such information and proprietary material shall be kept in your possession after you join your duties in JECRC. Please also delete any and all such information from your personal computers and data banks.

We expect you to take precautions and necessary actions to ensure a clean, honest and fair transition to your new position. Further, you shall not use any such information which you have been privy to in the past in your new position.

12) Notice period

During your period of service, if for any reason, your services are terminated, you shall be served a notice of one month on probation period and one month on service confirmation or given one month's salary in lieu of the notice. A similar notice or pay will have to be given by you in case you wish to leave the services of the JECRC. Either party is not bound to give any reason thereof.

13) Separation

On acceptance of the separation notice, you will immediately handover to the JECRC all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records etc. belonging to it or relating to its business and shall not make or retain any copies/record of these items.

14) Change of terms and condition

Your appointment is subject to ratification by the JECRC Faculty Selection Committee. The above terms & conditions of employment are subject to change and you will be communicated as and when the changes are affected.

15) You are requested to report on duty at the college campus within a month from the issue of this letter, failing which the same will stand cancelled.

Prof. V. K. Chandna Principal

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

Date: - 24 7/17

Signature: You Fa

Annexure-A

Name:

Ms. Yogita

Designation:

Assistant Professor

Branch:

Electronics & Communication

Scale:

15600-39100

Particular	Amount (Rs.)/Month
Basic Pay	16248/-
AGP	6000/-
Special Allowance	Nil
Gross	22248/-

The above mentioned gross salary is subject to TDS and other statutory deductions applicable from time to time and to be borne by you.

Yegita



Ref: JECRC/2018-19/483

Date: 18-12-19

APPOINTMENT LETTER

Ms. Mamta Rani H.No.52/54, Sector-5 Sanganer, Jaipur.

Dear Ms. Mamta Rani

We have pleasure in appointing you as an **Assistant Professor** in the Department of Electronics & Communication Engineering in Jaipur Engineering College and Research Centre. The terms and conditions of your appointment are outlined below: -

- 1) Date of Appointment Your Appointment will be effective from the date of your joining.
- 2) Nature of Appointment and Review
 You will be on probation for a period of One year from the date of your joining. After the completion of probation period your services will be confirmed depending on your performance, which will be judged by a committee so appointed for that purpose.
- 3) Reporting Officer
 You shall be reporting to the Head of Department for all operational and administrative purpose.
- 4) Medical Fitness during service
 Your continuation in service is subject to your being medically fit at the time of commencement of your service to the JECRC and at any time during your tenure of employment with the JECRC. You are requested to submit fitness certificate from Government medical practitioner.
- Compensation Benefit Plan You shall be paid a total salary /consolidated salary of Rs 25792/per month in the pay scale of Rs.15600-39100, AGP 6000. Attached is the detailed breakup for the same in Annexure-A.



Compensation Confidentiality 6)

You are required to maintain the confidentiality of your compensation plan, and failure to comply the same shall lead to disciplinary action as deemed suitable by the JECRC.

7)

You will be covered by leave, holidays and the working hour's policy of the JECRC /affiliating university. Leave will be administered on an academic calendar year basis.

8)

Your position in the institution is that of a whole time employment with the JECRC and you shall devote yourself exclusively in discharging functions of your role in the JECRC. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly in any other trade or business or hold directorship of any corporate body during the employment with the JECRC without permission in writing from the Principal.

Confidentiality of Information 9)

You will not, at any time, without the written consent of principal of the JECRC, disclose or divulge or make public except on legal obligation any information regarding the college's affairs or work carried out whether the same may be confided to you or become known to you in course of your services or otherwise...

Protection of Interest 10)

If you conceive any new or advanced methods of improving process/formulae / system in relation to the operations and functioning of the JECRC, such developments will be fully communicated to the Principal and will be and remain the sole right/property of the JECRC.

11)

You will not keep in your possession nor bring to our organization any information, materials, documents, floppies, charts and the like, containing any information which is or would be considered confidential or proprietary of the former employer. All such information and proprietary material shall be kept in your possession after you join your duties in JECRC. Please also delete any and all such information from your personal computers and data banks.

We expect you to take precautions and necessary actions to ensure a clean, honest and fair transition to your new position. Further, you shall not use any such information which you have been privy to in the past in your new position.

Notice period 12)

During your period of service, if for any reason, your services are terminated, you shall be served a notice of one month on probation period and one month on service confirmation or given one month's salary in lieu of the notice. A similar notice or pay will have to be given by you in case you wish to leave the services of the JECRC. Either party is not bound to give any reason thereof.

13)

On acceptance of the separation notice, you will immediately handover to the JECRC all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records etc. belonging to it or relating to its business and shall not make or retain any copies/record of these items.

Change of terms and condition 14)

Your appointment is subject to ratification by the JECRC Faculty Selection Committee. The above terms & conditions of employment are subject to change and you will be communicated as and when the changes are affected.

You are requested to report on duty at the college campus within a month from the issue of this letter, failing which the same will stand cancelled.

V. Clandna Principal

I agree to accept employment on the terms and conditions mentioned in the above letter of Signature: Just for appointment.

Date: -

Annexure-A

Name:

Ms. Mamta Rani

Designation:

Assistant Professor

Branch:

Electronics & Communication Engineering

Scale:

15600-39100 AGP -6000

Particular	Amount (Rs.)/Month
Basic Pay	18311
AGP	6000
DA 5% on Basic +AGP (18311+6000) = 1215/-	1215
Special Allowance	266
Gross	Rs.25792

The above mentioned gross salary is subject to TDS and other statutory deductions applicable from time to time and to be borne by you.

Prof. V. K. Chandna



Date: 18-12-15

APPOINTMENT LETTER

Ms. Ritu Soni B-147, Narayan Vihar Jaipur...

Sec.

Dear Ms. Ritu Soni

We have pleasure in appointing you as an **Assistant Professor** in the Department of Electrical Engineering in Jaipur Engineering College and Research Centre. The terms and conditions of your appointment are outlined below:

- 1) Date of Appointment
 Your Appointment will be effective from the date of your joining.
- Nature of Appointment and Review
 You will be on probation for a period of One year from the date of your joining. After the completion of probation period your services will be confirmed depending on your performance, which will be judged by a committee so appointed for that purpose.
- Reporting Officer
 You shall be reporting to the Head of Department for all operational and administrative purpose.
- Medical Fitness during service
 Your continuation in service is subject to your being medically fit at the time of commencement of your service to the JECRC and at any time during your tenure of employment with the JECRC. You are requested to submit fitness certificate from Government medical practitioner.
- Compensation Benefit Flan You shall be paid a total salary /consolidated salary of Rs 27362/per month in the pay scale of Rs.15600-39100, AGP 6000. Attached is the detailed breakup for the same in Annexure-A.



6)

Compensation Confidentiality You are required to maintain the confidentiality of your compensation plan, and failure to comply the same shall lead to disciplinary action as deemed suitable by the JECRC.

7)

You will be covered by leave, holidays and the working hour's policy of the JECRC /affiliating university. Leave will be administered on an academic calendar year basis.

8)

Your position in the institution is that of a whole time employment with the JECRC and you shall devote yourself exclusively in discharging functions of your role in the JECRC. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly in any other trade or business or hold directorship of any corporate body during the employment with the JECRC without permission in writing from the Principal.

9)

You will not, at any time, without the written consent of principal of the JECRC, disclose or divulge or make public except on legal obligation any information regarding the college's affairs or work carried out whether the same may be confided to you or become known to you in course of your services or otherwise..

10)

If you conceive any new or advanced methods of improving process/formulae / system Protection of Interest in relation to the operations and functioning of the JECRC, such developments will be fully communicated to the Principal and will be and remain the sole right/property of the JECRC .

11)

You will not keep in your possession nor bring to our organization any information, **Trade Secrets** materials, documents, floppies, charts and the like, containing any information which is or would be considered confidential or proprietary of the former employer. All such information and proprietary material shall be kept in your possession after you join your duties in JECRC. Please also delete any and all such information from your personal computers and data banks.

We expect you to take precautions and necessary actions to ensure a clean, honest and fair transition to your new position. Further, you shall not use any such information which you have been privy to in the past in your new position.

Notice period 12)

During your period of service, if for any reason, your services are terminated, you shall be served a notice of one month on probation period and one month on service confirmation or given one month's salary in lieu of the notice. A similar notice or pay will have to be given by you in case you wish to leave the services of the JECRC. Either party is not bound to give any reason thereof.

13) Separation

On acceptance of the separation notice, you will immediately handover to the JECRC all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records etc. belonging to it or relating to its business and shall not make or retain any copies/record of these items.

14)

Change of terms and condition Your appointment is subject to ratification by the JECRC Faculty Selection Committee. The above terms & conditions of employment are subject to change and you will be communicated as and when the changes are affected.

You are requested to report on duty at the college campus within a month from the issue of this letter, failing which the same will stand cancelled. 15)

Prof. V. K. Chandna

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

Date: -

Annexure-A

Name:

Ms. Ritu Soni

Designation:

Assistant Professor

Branch:

Electrical Engineering

Scale:

15600-39100 AGP -6000

Amount (Rs.)/Month
16915
6000
1145
3302
27362/-

The above mentioned gross salary is subject to TDS and other statutory deductions applicable from time to time and to be borne by you.

Mr. Hemant Bansal

12, G-2, Krishi Anusandhan Nagar, Near Airport, Jaipur, Rajasthan -203033

Dear Mr. Hemant Bansal,

We have pleasure in appointing you as an **Assistant Professor** in the Department of Mechanical Engineering in Jaipur Engineering College and Research Centre. The terms and conditions of your appointment are outlined below:

1) Date of Appointment

Your Appointment will be effective from the date of your joining.

2) Nature of Appointment and Review

You will be on probation for a period of One year from the date of your joining. After the completion of probation period your services will be confirmed depending on your performance, which will be judged by a committee so appointed for that purpose.

3) Reporting Officer

You shall be reporting to the Head of Department for all operational and administrative purpose.

4) Medical Fitness during service

Your continuation in service is subject to your being medically fit at the time of commencement of your service to the JECRC and at any time during your tenure of employment with the JECRC. You are requested to submit fitness certificate from Government medical practitioner.

5) Compensation Benefit Plan

You shall be paid a total salary /consolidated salary of Rs 30796/per month in the pay scale of Rs.15600-39100, AGP 6000. Attached is the detailed breakup for the same in Annexure-A.

6) Compensation Confidentiality

JECRC Foundation

ecrcfoundation.com

You are required to maintain the confidentiality of your compensation plan, and failure to comply the same shall lead to disciplinary action as deemed suitable by the JECRC.

Jaipur Engineering College and Research Centre
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JECRC Campus, Shri Ram Ki Nangal,

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You will be covered by leave, holidays and the working hour's policy of the JECRC /affiliating university. Leave will be administered on an academic calendar year basis.

8) Other Work

Your position in the institution is that of a whole time employment with the JECRC and you shall devote yourself exclusively in discharging functions of your role in the JECRC. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly in any other trade or business or hold directorship of any corporate body during the employment with the JECRC without permission in writing from the Principal.

9) Confidentiality of Information

You will not, at any time, without the written consent of principal of the JECRC, disclose or divulge or make public except on legal obligation any information regarding the college's affairs or work carried out whether the same may be confided to you or become known to you in course of your services or otherwise..

10) Protection of Interest

If you conceive any new or advanced methods of improving process/formulae / system in relation to the operations and functioning of the JECRC, such developments will be fully communicated to the Principal and will be and remain the sole right/property of the JECRC .

11) Trade Secrets

You will not keep in your possession nor bring to our organization any information, materials, documents, floppies, charts and the like, containing any information which is or would be considered confidential or proprietary of the former employer. All such information and proprietary material shall be kept in your possession after you join your duties in JECRC. Please also delete any and all such information from your personal computers and data banks.

We expect you to take precautions and necessary actions to ensure a clean, honest and fair transition to your new position. Further, you shall not use any such information which you have been privy to in the past in your new position.

12) Notice period

During your period of service, if for any reason, your services are terminated, you shall be served a notice of one month on probation period and one month on service confirmation or given one month's salary in lieu of the notice. A similar notice or pay will have to be given by you in case you wish to leave the services of the JECRC. Either party is not bound to give any reason thereof.

13) Separation

On acceptance of the separation notice, you will immediately handover to the JECRC all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records etc. belonging to it or relating to its business and shall not make or retain any copies/record of these items.

- 14) Change of terms and condition
 Your appointment is subject to ratification by the JECRC Faculty Selection
 Committee. The above terms & conditions of employment are subject to change and
 you will be communicated as and when the changes are affected.
- You are requested to report on duty at the college campus within a month from the issue of this letter, failing which the same will stand cancelled.

Prof. V. K. Chandna Principal

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

Date: - 02/01/17

fectived original Signature: Junt

Annexure-A

Name: Mr. Hemant Bansal

Designation: Assistant Professor

Branch: Mechanical Engineering

Scale: 15600-39100 AGP -6000

Particular	Amount (Rs.)/Month
Basic Pay	24796
AGP	6000
Special Allowance	Nil
Gross	30796/-

The above mentioned gross salary is subject to TDS and other statutory deductions applicable from time to time and to be borne by you.



Ref. JECRC /2018-19/38

Date: 13 - 08 - 2018

APPOINTMENT LETTER

Ms. Shivangni Khandelwal

21, Ganesh Vihar, Model Town, Jagapura, Jaipur (Raj) -302017

Dear Ms. Shivangni Khandelwal,

We have pleasure in appointing you as an **Assistant Professor** in the Department of Civil Engineering in Jaipur Engineering College and Research Centre. The terms and conditions of your appointment are outlined below:

1) Date of Appointment

Your Appointment will be effective from the date of your joining.

2) Nature of Appointment and Review

You will be on probation for a period of One year from the date of your joining. After the completion of probation period your services will be confirmed depending on your performance, which will be judged by a committee so appointed for that purpose.

3) Reporting Officer

You shall be reporting to the Head of Department for all operational and administrative purpose.

4) Medical Fitness during service

Your continuation in service is subject to your being medically fit at the time of commencement of your service to the JECRC and at any time during your tenure of employment with the JECRC. You are requested to submit fitness certificate from Government medical practitioner.

5) Compensation Benefit Plan

You shall be paid a total salary /consolidated salary of Rs.24311/per month in the pay scale of Rs.15600-39100, AGP 6000. Attached is the detailed breakup for the same in Annexure-A.

6) Compensation Confidentiality

You are required to maintain the confidentiality of your compensation plan, and failure to comply the same shall lead to disciplinary action as deemed suitable by the JECRC.



Jaipur Engineering College and Research Centre
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tt 0141 2770120, 2770232 ft 0141 2770803 et info@jecrcmail.com

You will be covered by leave, holidays and the working hour's policy of the JECRC /affiliating university. Leave will be administered on an academic calendar year basis.

8) Other Work

Your position in the institution is that of a whole time employment with the JECRC and you shall devote yourself exclusively in discharging functions of your role in the JECRC. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly in any other trade or business or hold directorship of any corporate body during the employment with the JECRC without permission in writing from the Principal.

9) Confidentiality of Information

You will not, at any time, without the written consent of principal of the JECRC, disclose or divulge or make public except on legal obligation any information regarding the college's affairs or work carried out whether the same may be confided to you or become known to you in course of your services or otherwise..

10) Protection of Interest

If you conceive any new or advanced methods of improving process/formulae / system in relation to the operations and functioning of the JECRC, such developments will be fully communicated to the Principal and will be and remain the sole right/property of the JECRC.

11) Trade Secrets

You will not keep in your possession nor bring to our organization any information, materials, documents, floppies, charts and the like, containing any information which is or would be considered confidential or proprietary of the former employer. All such information and proprietary material shall be kept in your possession after you join your duties in JECRC. Please also delete any and all such information from your personal computers and data banks.

We expect you to take precautions and necessary actions to ensure a clean, honest and fair transition to your new position. Further, you shall not use any such information which you have been privy to in the past in your new position.

12) Notice period

During your period of service, if for any reason, your services are terminated, you shall be served a notice of one month on probation period and one month on service confirmation or given one month's salary in lieu of the notice. A similar notice or pay will have to be given by you in case you wish to leave the services of the JECRC. Either party is not bound to give any reason thereof.

13) Separation

On acceptance of the separation notice, you will immediately handover to the JECRC all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records etc. belonging to it or relating to its business and shall not make or retain any copies/record of these items.

Shirt

14) Change of terms and condition

Your appointment is subject to ratification by the JECRC Faculty Selection Committee. The above terms & conditions of employment are subject to change and you will be communicated as and when the changes are affected.

15) You are requested to report on duty at the college campus within a month from the issue of this letter, failing which the same will stand cancelled.

Prof. V. K. Chandna Principal

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

Date: - 13 8 2018

Signature:

Annexure-A

Name: Ms. Shivangni Khandelwal

Designation: Assistant Professor

Branch: Civil Engineering

Scale: 15600-39100

Particular	Amount (Rs.)/Month
Basic Pay	18311/-
AGP	6000/-
Special Allowance	Nil
Gross	24311/-

The above mentioned gross salary is subject to TDS and other statutory deductions applicable from time to time and to be borne by you.