

**SCHEDULE AND TARIFF FOR THE NEXT CAMPUS PLACEMENT PROGRAMME SCHEDULED
DURING MARCH-APRIL, 2009**

A. The schedule for Campus Interviews March-April 2009

Placement Programmes for Chartered Accountants qualified in Nov 2008 Examinations will be held at 16 centres, viz. Ahmedabad, Bangalore, Chandigarh, Chennai, Coimbatore, Ernakulam, Hyderabad, Indore, Jaipur, Kanpur, Kolkata, Mumbai, Nagpur, New Delhi, Pune & Surat.

Start date for candidate Registration : 13th Feb 2009

Last date for candidate registration: 27th Feb 2009

Opening of database for Companies: 3rd March 2009

Campus Interview Dates:

Centre	Dates*
Ahmedabad, Chandigarh, Coimbatore, Ernakulam, Hyderabad, Indore, Jaipur, Kanpur, Nagpur, Pune & Surat	19 th March 2009 to 23 rd March 2009
Bangalore, Chennai, Kolkata, Mumbai and New Delhi	15 th April 2009 to 21 st April 2009

*Excluding Sunday

Centre	Maximum No. of companies in any single day	Last Date of Registration for Companies	Last Date of Short-listing by Companies	Dates of PPT	Consent sending by Candidates	Written Test (if any)
Chandigarh, Coimbatore Ernakulam, Indore Kanpur, Nagpur & Surat	3	6 th March 2009 (Upto 11 PM)	9 th March 2009 (Upto 11 PM)	PPT would be held on the days of interview	Not Required	17 th Mar 2009
Ahmedabad, Jaipur, Hyderabad & Pune	5	6 th March 2009 (Upto 11 PM)	9 th March 2009 (Upto 11 PM)	PPT would be held on the days of interview	12 th Mar-13 th Mar 2009	16 th Mar 2009
Bangalore, Chennai, Kolkata, Mumbai & New Delhi	6	2 nd April 2009 (Upto 11 PM)	6 th April 2009 (Upto 11 PM)	8 th - 9 th April 2009	09 th –11 th April 2009 (Upto 11 PM)	14 th April 2009

Orientation Programme Schedule:

Centre Name	Date
Chandigarh, Coimbatore Ernakulam, Indore Kanpur, Nagpur & Surat	18 th March 2009
Ahmedabad, Jaipur, Hyderabad & Pune	17 th -18 th March 2009
Mumbai	6 th –7 th April 2009
Bangalore	6 th –7 th April 2009
Kolkata	10 th –11 th April 2009
Chennai	10 th –11 th April 2009
Delhi	10 th –11 th April 2009

**NORMS FOR ALLOTING DAY SLOTS FOR PARTICIPATING IN THE CAMPUS INTERVIEWS
MARCH-APRIL 2009:**

The allotment of days in the Campus Placement Programme will be made by CMII Secretariat as per the following norms:

Centre		Priority 1	Priority 2
Delhi, Kolkata, Mumbai, Chennai and Bangalore	Day ZERO	Companies Paying CTC Rs. 7 lacs & above to all the candidates.	Companies which want to recruit more than 20 candidates from a centre & paying CTC more than Rs. 6 lacs to all the candidates.
	Day 1	Companies Paying CTC 6 lacs & above to all the candidates.	Companies which want to recruit more than 20 candidates from all locations & paying CTC more than Rs. 5 lacs to all the candidates.
	Day 2	Companies Paying CTC Rs. 5 lacs & above to all the candidates.	Companies which want to recruit 15 candidates from all locations & paying CTC more than Rs. 4.5 lacs to all the candidates.
	Day 3 Onwards	First come First Serve Basis	---
Ahmedabad, Hyderabad, Jaipur, Pune	Day 1	Companies Paying CTC Rs. 5 lacs & above to all the candidates	Companies which want to recruit more than 20 candidates from all locations & paying CTC more than Rs. 4 lacs to all the candidates
	Day 2 Onwards	First come First Serve Basis	---
Chandigarh, Coimbatore, Ernakulam, Indore, Kanpur Nagpur & Surat For all day/Slot First Come First Serve Basis			

All the above priorities are based on First come First Serve Basis

* Companies participating at day ZERO , day 1 and day 2 should give minimum salary to all the candidates as mentioned in priority table.

+However, the office shall monitor as is being done now. i. e. the highest salary paid to any candidate by the company shall be taken into consideration.

Note: CTC* means cost to company. It is the total cost that an Organisation is spending towards their employees which includes **Salary details** like Basic salary, House Rent Allowance, Company Leased Accommodation, Daily Allowance, City Compensatory Allowance, Special Allowance, Conveyance Allowance, Lunch Allowance, Entertainment Allowance, Books/Periodicals Allowance, Education Allowance, House Maintenance Allowance, Furnishing Allowance, Dress/Uniform Allowance, Other allowances; **Benefits/Perks/Reimbursements** like Value of company car, Car subsidy (or equivalent tax savings), Driver's salary, Maintenance and Petrol Expenses, Leave Travel Allowance, Canteen Subsidy, Telephone Expenses, Mobile Phone, Club Membership, Electricity/Gas, Servant/Gardener, Credit Cards, Furnishings/Durables, Holiday facilities, Medical reimbursements, Medical insurance, Personal Accident Scheme, other benefits; **Retirals** like Provident fund, Superannuation fund, Gratuity; **Bonus** like Fixed Bonus, Productivity linked Variable Bonus, Any other performance oriented incentive including Stock Option Plan and; **Soft Loans** like Interest subsidy, etc.

B. The tariffs for campus interviews March-April , 2009 shall be as follows:

I)For the Corporates*:

Participation at		Fee per centre per day				
		Day Zero	Day 1	Day 2	Day 3	Subsequent Days
a.	Mumbai and New Delhi	Rs. 3,50,000	Rs. 2,00,000	Rs. 1,60,000	Rs 1,20,000	Rs. 80,000
b.	Chennai, Kolkata, Bangalore	Rs. 2,50,000	Rs. 1,50,000	Rs. 1,20,000	Rs 90,000	Rs. 60,000
c.	Hyderabad	NA	Rs. 1,50,000	Rs. 1,20,000	Rs 90,000	Rs. 60,000
d.	Ahmedabad,Jaipur and Pune	NA	Rs 80,000	Rs. 70,000	Rs 60,000	Rs. 50,000
e.	Chandigarh,Coimbatore, Ernakulam, Indore, Kanpur Nagpur & Surat	NA	Rs. 40,000	Rs. 30,000	Rs 25,000	Rs. 20,000
f.	Additional Fee payable in case the recruiting entity continues the interview on the second day after Day 4 at Mumbai & New Delhi and Day 3 at other centres	Rs. 60,000 for Mumbai and New Delhi Rs. 50, 000 for Chennai, Kolkata, Bangalore and Hyderabad Rs. 40,000 for Ahmedabad ,Jaipur and Pune Rs. 20,000 for other centres				
g.	Fee payable for holding written test prior to the conduct of campus interviews	Rs. 50,000 for Mumbai and New Delhi Rs. 40, 000 for Chennai, Kolkata, Bangalore and Hyderabad Rs. 30,000 for Ahmedabad ,Jaipur and Pune Rs. 20,000 for other centres				
h.	Conducting of online psychometric test only at the day of written test	Rs. 1,00,000/- Per Centre				

*Plus service tax @12.36% applicable

@ The companies /CA Firms who have participated in Career Ascent programme held in Mumbai from 23rd to 25th January 2009 for Senior members ,shall be given preferential package of 50 % concession on the basic participation fee at any one of the Campus Interview Centres where the companies /CA Firms would like to participate in Campus Placement Programme for newly qualified Chartered Accountants to be held in March-April, 2009 .

II) For the Firm of Chartered Accountants (having more than ten partners)*:

Participation at		Fee per centre per day				
		Day Zero	Day 1	Day 2	Day 3	Subsequent Days
a.	Mumbai and New Delhi	Rs. 3,50,000	Rs. 2,00,000	Rs. 1,60,000	Rs 1,20,000	Rs. 25,000
b.	Chennai, Kolkata, Bangalore	Rs. 2,50,000	Rs. 1,50,000	Rs. 1,20,000	Rs 90,000	Rs. 20,000
c.	Hyderabad	NA	Rs. 1,50,000	Rs. 1,20,000	Rs 90,000	Rs. 20,000
d.	Ahmedabad, Jaipur and Pune	NA	Rs 80,000	Rs. 70,000	Rs 60,000	Rs. 15,000
e.	Chandigarh, Coimbatore, Ernakulam, Indore, Kanpur, Nagpur & Surat	NA	Rs. 40,000	Rs. 30,000	Rs 25,000	Rs. 15,000
f.	Additional Fee payable in case the recruiting entity continues the interview on the second day after Day 3 at Mumbai & New Delhi and Day 2 at other centres	Rs. 30,000 for Mumbai and New Delhi Rs. 25, 000 for Chennai, Kolkata, Bangalore and Hyderabad Rs. 20,000 for Ahmedabad ,Jaipur and Pune Rs. 15,000 for other centres				
g.	Fee payable for holding written test prior to the conduct of campus interviews	Rs. 25,000 for Mumbai and New Delhi Rs. 20, 000 for Chennai, Kolkata, Bangalore and Hyderabad Rs. 15,000 for Ahmedabad ,Jaipur and Pune Rs. 10,000 for other centres				
h.	Conducting of online psychometric test only at the day of written test	Rs. 1,00,000/- Per Centre				

*Plus service tax @12.36% applicable

@ The companies /CA Firms who have participated in Career Ascent programme held in Mumbai from 23rd to 25th January 2009 for Senior members ,shall be given preferential package of 50 % concession on the basic participation fee at any one of the Campus Interview Centres where the companies /CA Firms would like to participate in Campus Placement Programme for newly qualified Chartered Accountants to be held in March-April, 2009 .

III) For the Firm of Chartered Accountants (upto ten partners)*:

Participation at		Fee per centre per day				
		Day Zero	Day 1	Day 2	Day 3	Subsequent Days
a.	Mumbai and New Delhi	Rs. 3,50,000	Rs. 2,00,000	Rs. 1,60,000	Rs 1,20,000	Rs. 15,000
b.	Chennai, Kolkata, Bangalore	Rs. 2,50,000	Rs. 1,50,000	Rs. 1,20,000	Rs 90,000	Rs. 15,000
c.	Hyderabad	NA	Rs. 1,50,000	Rs. 1,20,000	Rs 90,000	Rs. 15,000
d.	Ahmedabad, Jaipur and Pune	NA	Rs 80,000	Rs. 70,000	Rs 60,000	Rs. 15,000
e.	Chandigarh, Coimbatore, Ernakulam, Indore, Kanpur , Nagpur & Surat	NA	Rs. 40,000	Rs. 30,000	Rs 25,000	Rs. 15,000
f.	Additional Fee payable in case the recruiting entity continues the interview on the second day after Day 3 at Mumbai & New Delhi and Day 2 at other centres	Rs. 30,000 for Mumbai and New Delhi Rs. 25, 000 for Chennai, Kolkata, Bangalore and Hyderabad Rs. 20,000 for Ahmedabad ,Jaipur and Pune Rs. 15,000 for other centres				
g.	Fee payable for holding written test prior to the conduct of campus interviews	Rs. 25,000 for Mumbai and New Delhi Rs. 20, 000 for Chennai, Kolkata, Bangalore and Hyderabad Rs. 15,000 for Ahmedabad ,Jaipur and Pune Rs. 10,000 for other centres				
h.	Conducting of online psychometric test only at the day of written test	Rs. 1,00,000/- Per Centre				

* Plus service tax @12.36% applicable

@ The companies /CA Firms who have participated in Career Ascent programme held in Mumbai from 23rd to 25th January 2009 for Senior members ,shall be given preferential package of 50 % concession on the basic participation fee at any one of the Campus Interview Centres where the companies /CA Firms would like to participate in Campus Placement Programme for newly qualified Chartered Accountants to be held in March-April, 2009 .

C. Special Recruitment Window in www.icai.org and www.cmii.icai.org

A special recruitment window with a designated URL can be provided to the companies on the payment of Rs. 4,00,000 (Rs. Four lacs only) at www.icai.org and www.cmii.icai.org . The window shall be kept live for one month from the day of hosting. In addition there will be service tax applicable to be paid by them.

D. Supply of Database of All India Merit List along with contact details

The charges for the Supply of Database of All India Merit List along with contact details shall be as follows. In addition there will be service tax applicable to be paid by them.

1. Before the start of campus interview @ Rs.2,00,000/-
2. After Campus interviews are over @Rs. 50,000/-

E. Indicative guidelines for Companies:

1. Pre Placement Talk by the Companies to be arranged before the start of the Placement Programme at the respective centres.
2. Pre Placement Talk (Soft Copy Format) of the Companies shall be made available on the Placement Portal www.cmii.icai.org for the information of Newly Qualified Chartered Accountants. It will also be compulsory for the companies to send a soft copy of their Pre-Placement talk for uploading on the placement portal. The companies need to specify clearly
 - Geographical location & no. of positions of placement centrewise . It will be visible in the candidate's login that which other centres the company is participating other than the centre, from where the candidate has registered for the Campus Interviews.
 - Job profile with description + responsibilities + preferably Place of posting in Department.
e.g If a company 'Y' has posted 50 vacancies on portal for Corporate Banking, then the break-up of positions should be mentioned as Credit Mgr-20, Relationship Mgr-10, Global Investment Banking-20etc .
 - The timing of the shift i.e US ,UK or India.
 - Age limit,if any
 - Reservation Status e. g. How many vacancies for General/OBC/SC/ST/PH
 - If there is any cut off for percentage of Marks/attempt in CA Foundation/Inter/Final
 - The company should also inform the process of recruitment i.e whether the company will hold GD/WrittenTest/Personal Interviews
3. Companies participating in Campus Placement Programme March-April 2009 shall have to mandatorily to give offer letter to the selected candidates in writing on the same date of Interview itself.

4. Shortlisting by individual recruiting entities shall be restricted to maximum **fifteen times** of the number of vacancies in that particular organisation, which are expected to be filled up from a particular Campus Placement Programme centre.
5. The Committee has also decided minimum CTC for the companies who will participate in Campus Placement Programme March-April, 2009, are as follows.

At Bangalore, Chennai, Kolkata, Mumbai and New Delhi:

- (i) CA firms employing members – Rs.3.00 lacs
- (ii) Any other Company employing members – Rs.3.50 lacs

At other campus interview centres viz Chandigarh, Ernakulam, Nagpur, Coimbatore, Indore, Kanpur, Ahmedabad, Jaipur, Hyderabad, Pune and Surat:

- (i) CA firms employing members – Rs.2.50 lacs
- (ii) Any other Company employing members – Rs.3.00 lacs

6. Companies must now give us centre-wise indicative figure for recruitment and so that they can shortlist the candidates centre-wise accordingly.

7. Consideration of lowest CTC for allotting day/slot priority

If companies are giving two different pay packages i.e. to rank holders and non-rank holders, the lower amount paid to the candidates shall be taken into consideration for granting Day 1, Day 2 and Day 3 status. **e.g.** If a Co “X” mentioned the no. the CTC to be 8 lacs for Day 1 priority but bifurcated the offering into two halves i.e for rank holder- Rs.8 lacs & 5.6 lacs to other candidates. Then the 5.6lacs CTC would be considered for allotting the Days.

8. Requirement of Bond signed by companies- If any company is required bond with the candidates then they must specify the :

- a. Period of the bond
- b. The Amount of the Bond

9. At the time of interview, companies must have in the interview Board a representative from Technical side and a representative from HR side and decisions on the selection should be communicated to the candidates on the same day.

10. Company should ensure that the personals who are coming at PPT should also be present at the time of interviews.

11. Companies should not interact directly with candidates for collecting hardcopies of Bio data etc.

12. Once the access of database has been provided to the companies, the participation fee shall neither be refunded nor adjusted under any circumstances.

F. Indicative guidelines for Candidates:

1. A candidate can appear for only **Five** interviews irrespective of the fact that he/she is short listed by several organisation but at the moment he is offered job by any organisation and is accepted by him/her in writing then the candidate will not be permitted to attend the rest of the campus interviews.
2. **Eligibility for appearing in Campus Placement Programme to be held in March-April 2009**
The candidates who fulfil the following criteria are eligible to appear in the Campus Placement Programme to be held in March-April 2009:
 - (i) who have qualified in CA final examination held in November 2008, subject to completion of their Articleship and GMCS Course latest by **31st March, 2009** and also undertaking to become member of the Institute latest by 1st April, 2009
 - (ii) or who have qualified CA Final Examination held in May 2008 but were unable to participate in Campus Placement Programme during Aug-Sep, 2008 because their articleship or GMCS was pending as on 31st December, 2008, subject to completion of their Articleship latest by **30th April, 2009** and GMCS Course latest by **31st March, 2009** and also undertaking to become member of the Institute latest by 1st May, 2009.
 - (iii) or who have qualified CA Final Examination held in May, 2008 but whose results were declared after 8th August, 2008 and have not participated in Campus Placement programme Aug-Sep, 2008, subject to completion of their Articleship latest by **30th April, 2009** and GMCS Course latest by **31st March, 2009** and also undertaking to become member of the Institute latest by 1st May, 2009.

The Candidates should carry the relevant proof of applying for membership of the Institute, while attending the Orientation Programme/PPT/Campus Interviews. In case, they do not show the satisfactory proof of having applied for the membership of the Institute as on 1st April, 2009 or 1st May, 2009 (for category (ii) & (iii)) they shall not be allowed to participate in Campus Placement Programme being organised in March-April, 2009.

However in cases where the articleship and GMCS is pending as on **31st March, 2009** but have qualified as Chartered Accountant in **November, 2008** examination shall be permitted to appear in the Campus Placement Programme to be held in **August-September, 2009**.

The candidates who are in category (ii) & (iii) are requested to get in touch with CMII Secretariat by registering themselves online on www.cmii.icaai.org (A separate provision has been made online for getting information).

3. Attending of Orientation Programme for the Newly Qualified Chartered Accountants shall be compulsory for participation in Campus Placement Programme.
4. Attending of PPT by the newly qualified Chartered Accountants shall also be compulsory.
5. Dress Code as prescribed and approved by the Council for the Members of ICAI has been made mandatory for attending the Campus Placement Programme March-April 2009. Kindly visit <http://www.cmii.icaai.org/imgs/recommend.pdf>.
6. From Day 3 (**i.e from fourth day of Interviews**) in Campus Placement Programme at bigger centre (Bangalore, Delhi, Chennai, Kolkata and Mumbai) and Day 2 onwards at smaller respective centres a candidate may be allowed to appear for interview, if not selected earlier, in case, there is an open interview by any company.

INVITATION TO EMPLOYERS

The **CMII** provides opportunity to the employers to interact with newly qualified Chartered Accountants and makes all arrangements at its centres, thereby providing a cost effective mode of recruiting newly qualified Chartered Accountants. An organisation and firms of Chartered Accountants can participate in one or more centres.

Organisations intending to recruit such Chartered Accountants through the above said scheme are requested to get in touch with Dr. T. Paramasivan, Secretary, Committee for Members in Industry, Indraprastha Marg, New Delhi - 110002, Tel. No. (011) 30110450/491 E-mail: placements@icaai.org, tparamasivan@icaai.org ; Fax- +91(11) 30110583 (or) Mr. Ajeet Nath Tiwari, Placement Coordinator, at Tel +91(11) 30110450 or log on to www.cmii.icaai.org or <http://www.icaai.org> .

CA. Vijay Kumar Gupta

Chairman, CMII