Invitation for Participation

Campus Placement Programme

For Newly Qualified Chartered Accountants

September-October, 2019

Organised By
Committee for Members in Industry & Business (CMI&B)
The Institute of Chartered Accountants of India
(Set up by an Act of Parliament)
ICAI through its Committee for Members in Industry & Business (CMI&B) provides an opportunity both to employing organizations as well as young professional aspirants to interact together and explore the possibility of mutually beneficial employment. The Institute acts as an enabling channel to connect the Newly Qualified Chartered Accountants (NQCAs) and the recruiters on a common platform and has since long been facilitating them to fulfil their mutually beneficial requirements.

We welcome esteemed organizations and CA firms to join this Placement Programme in recruiting NQCAs in their reputed organizations.

The Placement Programme offers an excellent opportunity to the recruiters for picking the best and the brightest from a pool of talented professionals.

It is heartening to note that the CMI&B of ICAI is all set to hold the 50th edition of the Campus Placement Programme in September-October, 2019 across 18 centers in the country. We are sure that this Placement Programme would provide an unparalleled opportunity to the participating organizations to interview and recruit newly qualified CAs.

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“We wish the participating companies all the very best.”
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The Institute of Chartered Accountants of India (ICAI), apart from regulating the profession of Chartered Accountants of India, also plays a pivotal role as an educator and in standard formation. The Institute has been proactive in upgrading its course curriculum at par with the international standards. The mandatory requirement of 3 years training has its own benefits. The strong foundation of Chartered Accountancy course influences the budding CAs to capture a culture that's based on independence, integrity and excellence. Chartered Accountants equipped with their knowledge and skills enable the organizations with which they are associated to the path of success, thereby also contributing to the economic growth of the nation. The organizations also endeavour to achieve sustainable growth and continuity backed by the professionals who manage these entities by taking strategic decisions and executing them to the advantage of the organisations as a whole. That's the reason, CA's continue to be in great demand.

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About ICAI

- Statutory body set up under an Act of Parliament.
- Encompasses the role of standard setter, regulator and developer of accountancy profession in India.
- One amongst largest accounting bodies in the world.
- Founder member of International Federation of Accountants (IFAC), South Asia Federation of Accountants (SAFA) and Confederation of Asia Pacific Accountants (CAPA).
- Presence through 5 Regional offices, 164 branches in India and 34 Chapters abroad.
- Over 2,90,000 members and 8,00,000 students across the globe.
- Core Values – Independence, Integrity and Excellence.

Objectives of CMI&B

- Maintaining strong and spontaneous relationship with the industry and other business houses.
- An initiative to that effect remains the Campus Placement Programme (held twice a year) that provides a platform to both the Newly Qualified Chartered Accountants (NQCAs) and the organizations looking to hire the best available talent to fulfil their human resource requirements.

What ICAI can do for you?

- ICAI simply acts as a facilitator to bring the recruiter and NQCAs together.
- Facilitate your search for complete business solution provider.
- Online web portal for registration and shortlisting of candidates.
- Online Psychometric test and written test, if required.
- Facilitate interviews.

Why Newly Qualified CAs preferred over other freshers

As a matter of fact, the Chartered Accountants, because of their sound technical knowledge and on-the-job training, are looked upon as complete business solution providers and are preferred over other freshers. This Campus Placement Programme, being a one stop solution, offers a unique opportunity to the employers to interact with the NQCAs, peruse the particulars of a huge pool of promising professionals and recruit the suitable one(s) who is found to be better than the best.
Who can take part?

Any corporation, irrespective of its size, standing in the market and boundary of its business, can take part in this placement programme being held at several centers across the country during September/October, 2019.

Campus Interview Schedule

<table>
<thead>
<tr>
<th>No.</th>
<th>Centre</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Mumbai &amp; New Delhi</td>
<td>19th, 20th, 21st, 22nd, 23rd, 24th, 25th, 26th &amp; 27th September, 2019</td>
</tr>
<tr>
<td>2</td>
<td>Ahmedabad</td>
<td>18th, 19th, 20th &amp; 21st September, 2019</td>
</tr>
<tr>
<td>3</td>
<td>Chennai</td>
<td>28th &amp; 29th September, 2019</td>
</tr>
<tr>
<td>4</td>
<td>Mumbai &amp; New Delhi</td>
<td>20th, 21st, 22nd &amp; 23rd September, 2019</td>
</tr>
<tr>
<td>5</td>
<td>Kolkata</td>
<td>24th, 25th &amp; 26th September, 2019</td>
</tr>
<tr>
<td>6</td>
<td>Chandigarh</td>
<td>27th &amp; 28th September, 2019</td>
</tr>
<tr>
<td>7</td>
<td>Bhubaneshwar, Hyderabad</td>
<td>29th &amp; 30th September, 2019</td>
</tr>
<tr>
<td>8</td>
<td>Kanpur</td>
<td>30th &amp; 31st October, 2019</td>
</tr>
<tr>
<td>9</td>
<td>Noida</td>
<td>1st &amp; 2nd November, 2019</td>
</tr>
</tbody>
</table>

Tari  for the Recruiting Entities*

<table>
<thead>
<tr>
<th>Location</th>
<th>Day</th>
<th>Fee per centre per day (INR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mumbai &amp; New Delhi</td>
<td>Day 1</td>
<td>4,20,000</td>
</tr>
<tr>
<td>Ahmedabad, Hyderabad, Jaipur &amp; Pune</td>
<td>Day 2</td>
<td>2,00,000</td>
</tr>
<tr>
<td>Bhubaneshwar, Chandigarh, Coimbatore</td>
<td>Day 3</td>
<td>1,00,000</td>
</tr>
<tr>
<td>Kanpur</td>
<td>Day 4</td>
<td>50,000</td>
</tr>
<tr>
<td>Noida</td>
<td>Day 5</td>
<td>50,000</td>
</tr>
</tbody>
</table>

* Plus GST @ 18%

Mode of payment

Participation fee may be paid either online at https://nauyu.payments.co.in/nauyu/Payment?mid=ATrXvXYY1Y3 only or by Cheque/Demand Draft in favour of The Secretary, The Institute of Chartered Accountants of India payable at New Delhi and should be sent to Secretary, CMA&I, The Institute of Chartered Accountants of India, ICAL BHAWAN, Indraprastha Marg, New Delhi-110 002 via courier/speed post so as to reach on or before the last date of registration for companies at respective centres.

Note:

While making online payment

*Please select “ICAI Committee” under head “Concerned Committee or Branch”

*Please select “Committee for Members in Industry & Business” under head “Concerned Committee”

also note that the PAN No. of the Institute is AAAA7788H and GSTIN No. 07AAAK77898M12L
<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Centre</th>
<th>Last Date for company Registration</th>
<th>Last Date of online Short listing by Companies (1st Round)</th>
<th>Online Consent giving by Candidates (1st Round)</th>
<th>2nd round online Short listing by Companies</th>
<th>Online Consent giving by Candidates (2nd Round)</th>
<th>Written Test / Psychometric Test (if any)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.</td>
<td>Durgapur, Ernakulam, Indore, Kanpur</td>
<td>30th September, 2019</td>
<td>10th October, 2019</td>
<td>11th October, 2019</td>
<td>18th October, 2019</td>
<td>19th October, 2019</td>
<td>On the day of Interview</td>
</tr>
<tr>
<td>7.</td>
<td>Bhubaneswar, Chandigarh, Coimbatore, Noida &amp; Thane</td>
<td>30th September, 2019</td>
<td>16th October, 2019</td>
<td>17th October, 2019</td>
<td>18th October, 2019</td>
<td>19th October, 2019</td>
<td>22nd October, 2019</td>
</tr>
</tbody>
</table>

Notes:
1. Sharing of database for Companies registered at S. No. 1, 2, 3, 4 & 5 centres begins on 28th August, 2019
2. Sharing of database for Companies registered at S No. 6 & 7 centres begins on 10th October, 2019
3. Please specifically mention in the portal if Group Discussion would be required while registering.
1. STEPS FOR REGISTRATION BY RECRUITING ENTITIES & ONLINE SHORTLISTING CANDIDATES

Step 1.1:
A) Visit http:// cmb.icai.org/
B) Under the head “Company” first fill up the form as a New User and then proceed to some preliminary details and create a User Name and Password (If already registered may use the same User Name and Password to login)
C) Login as a Registered User
D) Click on Campus Interview and proceed to Proforma and Payment to get centre wise Day Slots based on CTC norms.

Step 1.2:
After the allotment of day slots, the recruiting entity is free to make the payment through Credit/Debit card or seek for proforma invoice to settle through cheque/DD/RTGS/NFT.

Step 1.3:
After completion of the online registration and upon receipt of the participation fees, the CMB& Secretariat would provide the online access to the database of the candidates on the dates specified in the brochure for short listing.

Step 1.4:
The recruiting entity is required to do the online shortlisting of the candidates within the specified time frame stated in the brochure for the respective centre.

STEP 2: STEPS FOR GETTING ACCESS TO DATABASE FOR SHORTLISTING OF CANDIDATES

Click selection button

Know your registered center (s)

Click center registered

Click number of candidate and see online details*

Click filter

Shortlist (1:10) and move to confirm button

* In case of Excel sheet shortlist as per your criteria and upload candidate (1:10) through centre code only.

3. DISCLOSURE OF INFORMATION

The recruiting entities need to specify the following information clearly (on the portal) in Proforma:

- Internal Selection criteria:
  a. Whether graduation was must
  b. Number of years to complete CA final exam from the date of registration
  c. Number of attempts in passing CA Final/Inter/CPT
  d. Reservation, if any, (UR, OBC, SC, ST, PH) should be specified on the portal.
  e. Bond, if any, (period and amount of Bond)
  f. Any other important point/aspect

- Recruiting entities opting registration for more than one centres should specifically mention the name and contact details of respective recruiting official.

- Declared vacancies should be mentioned centrewise along with actual place of posting rather than marking PAN India.

- Medical examination, if any, is to be conducted at the earliest possible date specified in the brochure for short listing.

- The various dates by which the companies have to submit their shortlists and the schedule of the interviews are also available on http:// cmb.icai.org/

4. UPLOADING BRIEF JOB PROFILES FOR PRIOR AWARENESS OF CANDIDATES

ICAI welcomes sharing of important inputs about a participating entity, in the form of its products, place(s) of operation, future plans, employee strength, organization chart, requirement for entering into any service bond, and so on, that could in turn help candidates understand their respective roles, responsibilities, challenges, opportunities and future growth prospects etc. But, such information should be provided in a standardized format, available at http:// cmb.icai.org to facilitate maintaining uniformity and making it purpose specific. Moreover, recruiting entities are free to share more information through PPT and that could be uploaded for viewing by the candidates given consent for appearing interview of respective entities.

5. SHORTLISTING PROCESS

- Sharing of Database only on payment of Participation Fees:- Access to the database of the candidates shall be allowed by the CMB& Secretariat only after the receipt of full participation fee. No refund of fees would be made in case a recruiting entity withdraws after confirming the participation and having access to database.
- Shortlisting in Two Rounds:- Companies shall short list the candidates in two rounds. After the first round of shortlisting, companies can see the database of the candidates who have not been shortlisted for and shortlist the remaining Candidates in the second round.
- Online Shortlisting:- Companies shall mark the shortlist of the candidates online within the last date of short listing at the respective centres.

Note: The various dates by which the companies have to submit their shortlists and the schedule of the interviews are also available on http:// cmb.icai.org/.

6. LIMIT ON SHORTLISTING

- Shortlisting by individual recruiting entities should be restricted to maximum 10 times of the number of vacancies declared to be filled up from a particular Campus Placement Programme centre.
- Candidates shall also be able to view the shortlists online.
- A candidate can select only four (4) recruiting entity irrespective of the number of recruiting entities shortlisted them.

7. INFRASTRUCTURE AND OTHER FACILITIES

- Timing:- The timing for the Interviews at all days shall be from 10:00 A.M. to 6:00 P.M. (In the event of exigencies it may be extended up to 7:00 P.M., subject to other constraints). To conduct Group Discussion (GD), organizations need to come early as only one hour (9:00 A.M. to 10:00 A.M.) is allotted for the same. To conduct written test through computer, organizations need to confirm early or specify in the portal.
- The recruiting entity will be provided one room only for conducting the interview process. For requirement of any extra room, the recruiting entity should inform well in advance to ICAI and payment for the same will be borne by that recruiting entity. In case, any stay arrangement is required, ICAI would be informed before hand and actual amount spent for the same will be borne by the recruiting entity.
ICAI shall provide breakfast, lunch and evening tea to all the representatives of the recruiting entities. For extra item(s) the recruiting entity to pay the bill.

Recruiting entity is requested to intimate well in advance (4 days prior to interview) information regarding number of panels coming for G.D./ interview so as help us in slot allocation and hassle free process on the scheduled date of interview.

ICAI simply acts as a facilitator to bring the recruiter and ICAI together.

8. ISSUANCE OF OFFER LETTER TO SUCCESSFUL CANDIDATES

Recruiting entities are requested to upload result (offer) in their login on the same day of interview. The same can be accepted by the candidates through their login after submitting the on-line declaration form.

Candidates will be accepting offer letter of organizations or submit the same on declaration form of ICAI only after all the interviews, for which he/she has consented, were over.

9. COMPANIES CAN CALL FOR CA MEMBERSHIP NUMBERS OF THE NEWLY RECRUITS

Membership is must to use the two symbolic letters- "CA" that signify a symbol of trust. Specifically, Disciplinary action can be initiated against any newly recruit, in the event of any wrong doing, only if his/her name figured in the register of ICAI membership on the date of such commission. So, to avail benefit of the robust Disciplinary mechanism of ICAI, the recruiting entity must persuade the newly recruits to have their names registered in the membership list of ICAI.

Note: There would be no Pre-Placement talk; hence remains the above arrangement.

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Campus placement Programme Feb-Mar, 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of candidates registered</td>
<td>9011</td>
</tr>
<tr>
<td>No. of candidates finally appeared for the interview</td>
<td>9005</td>
</tr>
<tr>
<td>Number of jobs offered by the participating companies</td>
<td>3100</td>
</tr>
<tr>
<td>Number of jobs accepted by the candidates</td>
<td>3100</td>
</tr>
<tr>
<td>Highest salary (cost to company) offered for domestic posting</td>
<td>INR 22.50 lakh (per annum)</td>
</tr>
<tr>
<td>Highest salary (cost to company) offered for international posting</td>
<td>INR 50.00 lakh (per annum)</td>
</tr>
<tr>
<td>Average salary (cost to company)</td>
<td>INR 7,47,640 (per annum)</td>
</tr>
<tr>
<td>Percentage of placement (job offered/candidates appeared)</td>
<td>57.40%</td>
</tr>
</tbody>
</table>

List of some of the Regular Participating Corporates in Campus Placement Programme

- Accenture Solutions Pvt. Ltd.
- Aditya Birla Sun Life Insurance Co. Ltd.
- Amritsh Thermo India Pvt. Ltd.
- Arvind Lifestyle Brands Ltd.
- Ashok Leyland Ltd.
- Axis Bank Ltd.
- Bajaj Lifecare Life Insurance Co. Ltd.
- Barclays Global Service Centre Pvt. Ltd.
- Bharat Electronics Ltd.
- Bharat Petroleum Corp. Ltd.
- Birla Technologies Pvt. Ltd.
- Cagenni Business Services
- Capital First Ltd.
- Catalytics Solution And Management Services Pvt. Ltd.
- Cipla Ltd.
- Craftsmen Automation Ltd.
- Dell International Services India Pvt. Ltd.
- Eiweramer India Consultants Pvt. Ltd.
- ETG Group
- Evolutionary Systems Pvt. Ltd.
- Exide Life Insurance Company Ltd.
- Future First Info Services Pvt. Ltd.
- Galway Software Ltd.
- Geopact India Pvt. Ltd.
- Glenmark Pharmaceuticals Ltd.
- GlobalUp Financial Services Technologies (India) Pvt. Ltd.
- HCL Technologies Ltd.
- Hero MotoCorp Ltd.
- Hindalco Industries Ltd.
- Hindustan Coca Cola Beverages Pvt. Ltd.
- Home Credit India
- ICICI Bank Ltd.
- ICICI Prudential Ltd.
- Indian Oil Corp.
- Indraprastha Gas Ltd. (IPL)
- Infosys Ltd.
- Inopeptol Pvt. Ltd.
- ITC Ltd.
- John Deere India Pvt. Ltd.
- JSW Energy Ltd.
- Karnataka Kirloskar.
- KIRWANG Fertilizers Pvt. Ltd.
- L&T
- LIC Housing Finance Ltd.
- Lohia Corp Ltd.
- Loyale Textile Mills Ltd.
- Macquarie Global Services
- Maruti Suzuki India Ltd.
- Make Fertilizers And Chemicals Ltd.
- MELON Ltd.
- Mohoofl Finance Ltd.
- National Buildings Construction Corp. Ltd.
- Netika Consulting India Pvt. Ltd.
- NLC India Ltd.
- NMDC Ltd.
- NTI Data Information Processing Services Pvt. Ltd.
- Odlaka Livelihoods Mission
- ONDC Ltd.
- Oxazel Steels Pvt. Ltd.
- Prion Johnson Ltd.
- PTC Industries Ltd.
- Quest Corp
- Reliance Industries Ltd.
- Saint Gobain India Pvt. Ltd.
- Sasebo Technologies Ltd.
- Shell India Markets Pvt. Ltd.
- Sankirti Media Pvt. Ltd.
- Star Union Dai-ichi Life Insurance
- Tata Communications Ltd.
- Tata Consultancy Services Ltd.
- Tata International Ltd.
- Tata Motors Ltd.
- Tata Projects
- Tata Steel Ltd.
- Telesys Networks Pvt. Ltd.
- Tesco Bengaluru
- The Catholic Syrian Bank Ltd.
- The Federal Bank Ltd.
- The Indian Hotels Company Ltd.
- The Karur Vysya Bank Ltd.
- The KCP Ltd.
- Tolaram Group
- Torrent Power Ltd.
- TVS Motor Company Ltd.
- US Technology International Pvt. Ltd.
- Vardha Resources Pvt. Ltd.
- Viva Steel Ltd.
- Wealthsource Advisors Pvt. Ltd./MYCFO
- Wipro Ltd.
- Janssen Technologies Ltd.

Disclaimer: The CMIB of ICAI reserves the right to change its policy regarding the programme, dates, venue etc., at any point of time as per its discretion.
Even dream objects like objects of waking consciousness are due to the Supreme Person.

This, verily, is that, kamam kamam: desire after desire, really objects of desire.

Even dream consciousness is a proof of the existence of the self.

That is Brahman, that, indeed, is called the immortal. In it all the worlds exist and no one ever goes beyond it.

No one ever goes beyond it: cf. Eckhart: ‘On reaching God all progress ends.’

That person who is awake in those that sleep, shaping desire after desire, that, indeed, is the pure.

ICAI Motto

Ya esa suptesu jagarti kamam kamam Puruso nirmimanah
Tadeva sukram tad brahma tadavamartamucyate

(That person who is awake in those that sleep, shaping desire after desire, that, indeed, is the pure. That is Brahman, that, indeed, is called the immortal. In it all the worlds exist and no one ever goes beyond it. This, verily, is that, kamam kamam: desire after desire, really objects of desire. Even dream objects like objects of waking consciousness are due to the Supreme Person. Even dream consciousness is a proof of the existence of the self. No one ever goes beyond it: cf. Eckhart: ‘On reaching God all progress ends.’)

Source: Kathopanishad