



Regd. No. U65910UP2002NPL027113

(Providers of financial services to the rural poor)

## **CASHPOR® MICRO CREDIT**

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CASHPOR is a leading MFI in India. We are a poverty-focused, Not-for-Profit NBFC-MFI Company exempted from Income Tax. We have been providing Health, Education and Microfinance Services exclusively to BPL families in eastern UP, Bihar, MP/Bundelkhand, Jharkhand, Chhattisgarh and Odisha for the last over 26 years. We are operating our business in 34 Regions through 780 Branches, employing staff of approx. 5,500 members. CASHPOR is fully complying with RBI regulations for Priority Sector Lending.

We look for our prospective Managers who are seeking a position for excellent opportunities for personal and professional growth. We recruit professionals across a wide variety of disciplines, especially those who are willing to work amongst the poor in the rural areas of eastern UP, Bihar, MP/Bundelkhand, Jharkhand, Chattisgarh and Odisha. CASHPOR has a strong SOCIAL MISSION with a considerable SOCIAL IMPACT.

We provide a congenial working environment, opportunities for career advancement, and offer good remunerations and other monetary and non-monetary benefits. Our Head Office is in Varanasi.

For more details, please visit [www.cashpor.in](http://www.cashpor.in)

### **Final Placement Opportunity as BM-MT under MDP Program: -**

#### **Training**

Management Trainees selected through Campus placement Drive as BM-MT will be given Operational training of 6 months, which are divided into two phases:

- The Initial phase of training period would be for three months as a Trainee Center Manager in which they would be responsible to add 30 BPL clients including formation of at least one center (JLG) with 15 ALCs and you would manage and handle centers independently maximum up to 15 Centers in a Week.
- The second phase of training will be for 3 months where they will get training as a Trainee ABM.

**Regd. & Head Office:** S-8/107,107-A-12nd Floor, Varanasi Trade Center, Khajuri, Maqbool Alam Road, Varanasi-221002

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- On Completion of their training as Trainee ABM, they may be absorbed on probation as ABM independently for next 6 months to assist BM at bigger size of Branches.
- After completion of their probation period, they will be confirmed as a BM-MT (Branch Manager-Management Trainee) at Branch.

### Reporting

During the training period, Management Trainees will report to the Regional Manager.

### Note-

- 1.) Attainment of stipulated targets with a satisfactory level of quality in work in line with the Company's Vision and Mission as well as duties and responsibilities assigned to Management Trainee would be essential to continue.
- 2.) At the end of each level of basic training and after probation, Management trainees will have to qualify for the written test with 60% marks and their performance will be evaluated.
- 3.) During each phase of training and probation period, their performance would be evaluated by the Supervisor's evaluation.

Please note that in case Management Trainees don't fulfill the allocated tasks and targets during the training period, the contract will either be extended or will stand automatically terminated.

### Salary & benefits during intial period of One Year

Monthly Consolidated Salary (In Rs.) for MTs during one year	
New Phases Structure	Proposed
First 3 months as a Trainee CM	28000
Next 3 months as a Trainee ABM	30000
Last 6 months as a ABM on probation	32000

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**Note:** This is inclusive of all routine expenses and no other claim whatsoever will be considered.

Apart from the fixed salary as stated above, the actual fuel re-imburement maximum up to RS.2000/- and Mobile Reimbursement of Rs.250/- per month will be provided during training & probation period. Additionally, while travelling outside from the operating area to other places, Daily Substantial Allowance (DSA) would be paid as per position and rank.

Apart, there would be Deductions as well in salary i.e., Rs. 400 as security up to 10000/- and Rs.1440/- towards the contribution of Provident Fund during the training and probation Period of one year.

### Leave Benefits during Training and probation period:

They will be entitled for 1.25 non-encashable leave per month during their Training & probation period

### Salary & benefits after confirmation at the position of BM-MT at the Rank of Manager-2

Sl. No.	Fixed/Variable	Salary Components	Amount in Rs.
1	Fixed	Basic	12000
2		Dearness Allowance	10845
3		*HRA	1000/Facility
4		*MT- Full time MBA allowance (It is applicable up to Sr. Manager-2 Rank)	5000
5		(PF (12%) (Employer Contribution)	1800
6		Medical Reimbursement	500
7		Mobile & Internet Reimbursement	500
8		Special Allowance	1000
9		Conveyance and Vehicle Maintenance Reimbursement	2725
1	Others/Variable	*Bonus (On achievement of 100% business plan target and achievement)	5000

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		*Monthly Value of Gratuity	1521
2		*Monthly value of EL benefits	952
3		Monthly value of Family Health Insurance (coverage of Rs.100000/- for employee spouse, two children and parents)	183
<b>Monthly CTC</b>			<b>43,026</b>
<b>Deduction in Monthly CTC for computing Monthly Net Take Home</b>			
1		PF deduction (Employee + Employer Contribution)	3600
2		Monthly value of Family Health Insurance (coverage of Rs.100000/- for employee spouse, two children and parents)	183
3		Security Deduction up to 10000 (refundable)	400
4		*Monthly Value of Gratuity	1521
5		*Monthly value of EL benefits (Annually)	952
6		Staff welfare Fund	150
<b>Total Deduction</b>			<b>6,806</b>
<b>Monthly Net Take Home</b>			<b>36,220</b>

### \*Leave and Leave Benefits after Confirmation:

They will be entitled to get 30 leave per year, comprised of 10 Medical Leave, 5 Casual leave and 15 Earned leave after Confirmation.

EL is paid on a yearly basis. Unused EL can be En-cashed by the employer at the end of financial year.

### \*Gratuity:

Gratuity calculation method: (Basic + DA) \*15/26 (Annually) as per Gratuity Act.

### Annual Surplus Bonus:

The company provides an Annual Surplus bonus to employees based on Operational Performance and surplus generated by the Company.

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### **Ex-gratia Bonus:**

The said bonus is provided to staff at the time of Diwali festival considering the financial position of the Company. This is based on employee's tenure in the Company. For Example:

Staff from 0 to 1 year are provided 25% of their Basic + DA

Staff form >1 to =<3 are provided 50% of their Basic + DA

Staff from >3 years are provided 75% of their Basis + DA

### **Terms & Conditions**

1. The Company reserves the right to utilize their services within the Group, anywhere in the operational area and in any department.
2. Management Trainee would be governed by all the rules, regulations, staff Circulars, Office Order etc. of the Company issued from time to time.

### **Exit Clause**

During the training and probation period, the service can be terminated, without any reason given, by either party, by giving a month's notice in writing or payment of a month's salary in lieu of such notice to the other party.

In the case of unauthorized absence for more than eight days the contract with the Company will be terminated.

**As the job involves extensive movement in the field, we expect that Management Trainees to be in possession of a motorbike and a Driving License.**

### **Annexures: -**

**First Phase Training Module (Annexure 1)**

**Second Training Module (Annexure 2)**

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