



Dated : 17.07.2006

**DEVELOPMENT CIRCULAR NO.16/2006**  
**(For Field Workers under 18-Tier & AMR System)**

**To**  
**All Field Workers**

Dear Sir/Madam,

**Re: Incentive on RD Collections**

The Incentive is proposed on New Collection for motivating the Field Workers from the rank of JMR and above under 3T and Special Agent and above under 18T to place higher amount of RD collection under their Personal Code. The terms & conditions are mentioned below.

**Platinum Jubilee BUMPER Incentive For High Performers**

- ❑ Incentive Period : Aug '06 to March '07
- ❑ Incentive will be allowed to the Booking Field Workers placing more than Rs. 10 Lacs as 1<sup>st</sup> Year RD Collection under the New Schemes during the above period including T66.
- ❑ For calculation of Incentive, the Processing and Maintenance Charge will not be counted.
- ❑ The Incentive will be paid on Total 1st Year Collection under Personal Code as per the details mentioned below:-

<b>Deposit of 1<sup>st</sup> Year RD Coll. (under New Schemes during Aug '06 to March '07 (Rs.in Lacs)</b>	<b>Rate of Incentives (%)</b>
<b>10,00,001 &amp; Above</b>	<b>1.00</b>

For Example:- If a Special Organizer deposits Total 1<sup>st</sup> Year RD Collection of Rs. 25 Lacs (excluding Processing and Maintenance Charge) during the above period, he will get Platinum Jubilee Bumper Incentive of Rs. 25000/- .

We hope, this facility will enthuse all active Field Workers & Competitive spirit will be generated within every strata which will help them in increasing their earning successfully.

Thanking you,

Yours faithfully,

**B. LAHIRI**

**DIRECTOR (OPERATIONS)**

Copy to : MD / DIR (CP&S) / P(F) / EVP / ALL GMs / ALL DGMs / ALL CMs / ALL RMs & ARMs / ALL BMs

**The Peerless General Finance & Investment Company Limited**

Development Office : 1, Chowringhee Square, Kolkata - 700 069 ☎ Phone : 033-2248 9353, 2243 4828

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Smart Financial Solutions



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**DEVELOPMENT CIRCULAR NO. 17/2006**  
**(For Field Workers under 18-Tier & AMR System)**

To,  
**All Field Workers**

Dear Sir/ Madam,

**Re :- Incentive on Mobilization of FD**

The Company in its endeavor to provide higher earning opportunity to the active Field Workers announces attractive Incentive on FD Collection under its New FD Schemes through a special drive, setting the tone for the Celebration of Platinum Jubilee Year.

- I. A. The Period of Incentive will be from 1<sup>st</sup> August 2006 to 30<sup>th</sup> Oct 2006.
- B. The Incentive will be allowed on deposit under T-72, T-73 & T-74.
- C. Deposit by Cheque will be considered for Incentive provided cleared within the above Period.
- D. The Incentive will be as per the following Table -

Collection Amount (Rs.)	Commission (%)
50,000 - 1,00,000	0.25
1,00,001 - 2,00,000	0.30
2,00,001 - 3,00,000	0.50
3,00,001 - 5,00,000	0.70
5,00,001 - 10,00,000	0.90
10,00,001 - 15,00,000	1.00
15,00,001 & above	1.05

- II. Immediate Superior who will be in a position to produce minimum 2 immediate juniors depositing FD collection in any of the range mentioned below during the above period will be allowed incentive on the total FD collection of the immediate juniors at the rates mentioned in the table. However if a field worker produces 2 junior FW one depositing Rs 12 Lakh and other depositing Rs.18 lakh the incentive to the senior FW will be @ 0.25% on the total amount of Rs.30 lakh.

Collection range (Rs.)	Incentive (%)
5,00,001 - 10,00,000	0.15
10,00,001 - 15,00,000	0.20
15,00,001 - 20,00,000	0.30
20,00,001 & above	0.35

P.T.O.

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We are confident that all our active Senior Field Workers will take this opportunity for completing the Promotion Quota and also for earning higher amount of Income by earning Incentive, mentioned above.

Thanking you,

Yours faithfully,



**B. LAHIRI**

**DIRECTOR (OPERATIONS)**

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**DEVELOPMENT CIRCULAR NO. 18/2006**  
**(For 18-Tier & AMR System)**

To,  
**All Field Workers**

Dear Sir/ Madam,

**Re :- Special Incentive for Recruitment & Team Development**

To encourage our active Field Workers to gear up their efforts for Recruitment of Sub-Ordinate Field Workers in their Team and guide the Newly Recruited Field Workers for regular working and mobilization of Collection and developing a stronger base for higher & better performance in future. The incentive will be allowed as per the terms & conditons mentioned below.

1. Period of Recruitment - Aug 2006 to Nov 2006.
2. **The required number of Recruittees to join with a minimum New Collection of Rs. 12,500/- during Aug 2006 to September 2006 and with Rs. 35,000/- from Oct, 06 onwards.**
3. For being eligible for Incentive, the Recruitment of required number of Agents/TMRs must be completed in 1 Month only.

**A) Recruitment Incentive –**

Any Sr. Field Workers, who will be recruiting the required number of New Agents/TMR during a month, say August 2006, will be allowed Incentive as per the following Chart :-

No. of Recruitment	Amount of Incentive (Rs.)
02	200
03	300
04	400
05	500
06	600
07	700

**B) Performance Incentive –**

The Recruiting Field Officers eligible for the above Incentive will also be rewarded for motivating the New Recruittees for regular and consistent Performance. The Recruiting Field Officers will be allowed Incentive as mentioned below, provided the performance of the Recruited Field Workers during the 3 Months including the month of Recruitment is as per the following Table –

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No. of Recruittees	Fresh New Coll./Per Newly Recruited FWs			Performance Incentive will be (Rs.)
	Month 1	Month 2	Month 3	
02	25000	25000	25000	400
03				600
04				800
05				1250
06				1500
07				1750

The Incentive for Recruitment as mentioned in Section (A) above, will be paid along with the Commission Vouchers, the month in which successful enrollment of New Agents/TMR is completed.

For Example :- If a FW recruits 6 Agents in the month of Aug 2006, will be getting the Incentive of Rs.600/- in the beginning of Sept 2006. If the all 6 New Recruittees performed consistently i.e. deposits Rs. 25,000/- in Aug, Sept & Oct 2006 respectively, the Recruiting Field Officer will be eligible for Additional Incentive of Rs. 1500/- & will be paid along with the Commission Voucher of Oct 2006.

We are confident that all our active Senior Field Workers will avail this opportunity for developing their Teams and also to earn the Incentive for their efforts.

Thanking you,

Yours faithfully,



**B. LAHIRI**

**DIRECTOR (OPERATIONS)**

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