Annual Report

2016-2017
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ABOUT SGBS UNNATI FOUNDATION (SUF)

The Company was founded in 2011 and registered as a not for profit organization u/s 8 of the Companies Act. SGBS cherishes its simple yet fulfilling vision 'With Society, towards Serenity" and aims to touch different facets of human life to make the society a better place to live.

The Company is efficiently run by Directors and a Core Group of Volunteers who are Professionals engaged in business or employed with reputed companies’ with complementing skills and experience, and is ably supported by a management team committed to the cause and sharing a vision of making a difference to the society.

SGBS's Vision:  SGBS's vision embodies three concepts:

- Reaching out to all sections of society through art, service or training
- Enabling people to be happy and to lead a life of fulfillment
- Motivating people who are leading a life of fulfillment to give something back to the society

SGBS’s Mission:  Our mission serves as a blue-print to achieve our vision which encompasses all the vital aspects of a progressive and motivated society that can bring in the required changes for a peaceful and harmonious living. Through our key programs we have incorporated the most important elements for a successful society viz., educated children, empowered youth, right moral and traditional values, patronizing art, music and culture etc. into its mission.

The following objectives are set to meet the vision:

- Serving all sections of society and bringing about harmony through focused programs
- Providing vocational training for unemployed youth through Unnati

About “Unnati” program - Vocational training for the unemployed, underprivileged youth Unnati’s philosophy - “LEARN I EARN I STAND TALL”

The Youth are provided vocational skills, life-skills and guaranteed job, through an extremely well organized, structured full time training program spanning over 50 days.
Learn: Empower the underprivileged youth with necessary skills – They Learn

Earn: Provide youth with a sustainable job at the end of training – They Earn

Stand tall: Provide youth the dignity, self-confidence, value systems and soft skills. This enables them to become better citizens, better prepared to face the day to day challenges of life.

It is done through a curriculum that comprises of life skills, presentation skills, language skills, and general awareness of the use of technology. It changes the profile of the youth, enabling them to join the mainstream, with a stable and sustainable income – they stand tall.

To know more about us please visit www.unnatiblr.org.

HIGHLIGHTS OF THE YEAR

During the year, a total of 3,301 youth were trained between the two programs – UNNATI & UNXT.

Out of the above 2,609 youth were trained and placed through 50 days Unnati program across centers.
Out of the total number of youth, 1,488 were Male and 1,121 were Female. Their educational background ranged from below 7th standard to graduation.

Through our UNXT program, we trained 692 youth across Government Colleges. Out of this, 289 were Male and 403 were Female.

The current vocations include Retail Sales, Guest Care (hotel and offices), BPO/Call Centre (data entry & low end voice). Apart from the core vocational skills, the youth are trained on basic hygiene, life skills & values, spoken English, and basic computer skills. The youth are selected through a screening process involving the following criteria: (1) Socially or economically backward (majority of them with family annual income < Rs 18,000) & (2) Aged 18 or above.
**PLACEMENTS:**

The success of a vocational training program is measured by its placement opportunities after. We are proud to uphold the stellar record of 100% placement in all centers across the country. The success of the placement process lies in the fact that it starts right from the first week. Students are motivated to work hard with the prospect of a job constantly being reiterated over the 50 days.

Around 8-10% of the youth trained do not take up the jobs we provide as they choose to go their own way with their newly acquired skills. These may be in the form of family businesses or even self-employment. Around 12-14% of our students choose to go on for their higher studies, many of them being graduates themselves. In the case of UNXT, we ensure that jobs are given to all the youth who come to Unnati requesting for the same. Nearly 50% of the youth in UNXT programs, choose to pursue higher studies, with the rest opting to take over their family businesses, farming or otherwise take to some means of self-employment.

Entry level jobs that are provided here have a starting salary that ranges from 8,000 to 11,000 INR per month. These jobs vary from sector to sector. The following table shows the list of companies who repeatedly recruit from us.

<table>
<thead>
<tr>
<th>Banking/Insurance</th>
<th>BPO/Call Centers</th>
<th>Retail</th>
<th>Marketing/Distribution</th>
<th>Admin/Accounting</th>
<th>Hospitality/Housekeeping</th>
</tr>
</thead>
<tbody>
<tr>
<td>HDB Financial</td>
<td>HGS</td>
<td>Westside</td>
<td>Big Basket</td>
<td>Tandem Accounting</td>
<td>Café Coffee Day</td>
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<tr>
<td>Home Credit</td>
<td>Intelinet</td>
<td>Mom and Me</td>
<td>Nanos</td>
<td>Brigade</td>
<td>Chai Point</td>
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<td>DHFL</td>
<td>Axic</td>
<td>Star Bazar</td>
<td>Piasmagen</td>
<td>FAB</td>
<td>Hatti Kaapi</td>
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<tr>
<td>Elite Insurance</td>
<td>Aegis</td>
<td>Angadi Silk</td>
<td>FedEx</td>
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<td>Nivara Home Finance</td>
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<td>Health &amp; Glow</td>
<td>ACT Corp</td>
<td>Medibox</td>
<td>Corner House</td>
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<td>Sundaram Finance</td>
<td>iSon</td>
<td>WinGreens</td>
<td>Eureka Forbes</td>
<td>CMS</td>
<td>A1 Facility Management</td>
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<td>AXA</td>
<td>Vindhyas</td>
<td>Shopper Stop</td>
<td>Tally Solutions</td>
<td>EuropeOne Home Décor</td>
<td>Burger King</td>
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<td></td>
<td>Concentrix</td>
<td>Pantaloons</td>
<td>MartRikz</td>
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<td>Kalmene Coffee</td>
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<td>First Source</td>
<td>Big Bazar</td>
<td>Alpine</td>
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<td>Reliance Fresh</td>
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<td>Bharat Matrimony</td>
<td>Centro</td>
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<td>Baskin Robin</td>
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<td>Digicall</td>
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<td>Mc Donalds</td>
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<td>Airtel</td>
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<td>Pizza Hut</td>
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<td>Finn Point</td>
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<td>Krishnamurthy Hospital</td>
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<td>Up2Datez</td>
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ALIANCES/MOU

SUF continues to be a non-funded partner of National Skill Development Corporation New Delhi. The details of all the youth trained by us are uploaded in the SDMS portal of NSDC.

We also partner with a few NGOs to run Unnati centers in collaboration with the NGO.

Alliances were entered into/continued for previous years with the following organizations during the year for setting up of Centres and/or supporting the cost of training the youth.

- Axis Bank Foundation
- Airbus Group India Pvt. Ltd.
- Altair Engineering
- Boeing Corporation Ltd.
- Eicher Group Foundation
- GE Technology (Healthcare Division)
- HDB Financial Services
- HDFC Bank
- MINACS Private Limited
- Mysis
- Westbridge Capital

We acknowledge with great appreciation the invaluable support from the above organizations, which has helped scale up the operations leading to larger impact.

AWARDS & RECOGNITIONS

Rotary award for Mr. Narayanan on 7th Nov 2016

Rotary has been recognizing personalities for their services to the society in various fields. On 7th November "2016" Rotary honoured Mr. Narayanan Anantraman, one of our Directors, with an award for rendering valuable service to the society through SUF.
MDS honored Unnati for its services on 27th Nov 2016

On 27th Nov, 2016 - Maadhyama Dharma Samajam (MDS) Honored Unnati (Unnati Skill Centre) for dedicating services for the cause of Underprivileged in the Society. On this occasion Mr. Narayanan Anantraman & Ms. Tara Narayanan were present there. Mr. Narayanan Anantraman gave presentation on Unnati’s Journey (work & progress) that was appreciated by everyone. We Thank MDS for this appreciation & recognition.
VISITS BY CORPORATES

Volunteering by G.E Mr. Maria Sundram on 15th October 2016

Eicher Group Foundation, SUF and Rotary join hands for Skill India

EXPENDITURE FOR THE CAUSE

In order to ensure that maximum benefits are accrued to the cause, SUF actively contains its administrative expenses to the barest minimum, often around 4% - resulting in 96% of the donated money going directly to service the cause.

Program expenses are met out of the donations received from individuals and Corporate / CSR sponsorship proceeds.

We rely on the benevolence of our many donors and believe that it is not the amount that they donate but the sentiment of goodwill itself and the connect to the cause that we depend on.

Donations to all activities of SUF are exempt u/s 80G of the Act.
STAFF

SUF was on an expansion mode during the year 2016-17 and were involved in a lot of hiring activities and over 12 Train the Trainer programs were conducted during the year. The entire HR department functions are managed by Polaris’ ‘Adrenaline’ Software. The entire process of hiring, onboarding, documentation,

ESI, PF, etc. is managed through the software.

The details of the Number of staff as on March 2017 is as below. The average salary per head (total salary paid divided by total number of staff) was Rs.13, 600 per month. The highest salary paid to any single individual was Rs. 4, 80,000 per annum and the lowest paid to any single individual is Rs. 60,000 per annum.

<table>
<thead>
<tr>
<th>Slab of Gross Salary per month (in Rs)</th>
<th>Male Staff</th>
<th>Female Staff</th>
<th>Total Staff</th>
</tr>
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<tbody>
<tr>
<td>Less than 5,000</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>5,000-10,000</td>
<td>25</td>
<td>22</td>
<td>47</td>
</tr>
<tr>
<td>10,001-50,000</td>
<td>73</td>
<td>35</td>
<td>108</td>
</tr>
<tr>
<td>Greater than 50,000</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Average salaries for Trainers and Outreach officers 12000-14000 per (Monthly CTC).

STAFF TRAINING AND WORKSHOPS

During the FY 2016-17, through the intensive Train the Trainer program of 25 days, we trained 192 new employees over 12 batches.

CONSTITUTION OF SUF

SUF is a registered company under Section 8 of the Companies Act, 1956 of Corporate Identity Number: U80102KA2011NPL061201

2. PAN No: AAQCS5858M
4. Under Foreign Contribution Regulation Act – 094421605
GOVERNANCE:

SUF operations are audited regularly. SUF has been promptly fulfilling the obligations under different statutes:

- FCRA
- Income Tax Returns
- GST Filings
- Reports to Donors
- Annual Reports
- Having all policy documents in place like HR Policy, Financial Policy, Purchase Policy etc.

The Directors strongly believe in philanthropy true to the spirit of “not for profit”. They do not benefit themselves through any form of remuneration or perquisites. Their contribution is in the form of time and expertise, all at their own personal expense.

The Directors operate without prejudice. In the realm of Unnati, they are driven by collective wisdom, compassion and desire to serve.

The Directors meet on a regular basis and all policy decisions are planned and finalized in a unanimous manner.

Padmanabhan alias Ramesh Swamy is the CEO of the Swamy Group of Companies. He joined his father’s business immediately on completion of his bachelor’s degree in BE (Mech) from MACT, Regional Engineering College, Bhopal. He today handles the logistics for many MNCs and Indian companies for the state of Karnataka.

Ramesh Swamy is involved in the day to day operations of Unnati. With an inspiring attitude and unbounded energy, he is among the select few, who have touched many lives in and around Bangalore.

Narayanan A S also known as Ramdas is the son of Sri S Anantaraman.

A rank holder in Printing Technology, he is managing a Flexor Packaging Plant by name MILAN PACKAGING, for over two decades. Mr. Narayanana is involved in training the youth in life skills and value education. He is also closely involved in the administration of the Centre.

Dr. Randhir Mishra is a Management Faculty at various B Schools in India. He has been advisor to the Board of SUF.

Dr. Susheela Venkatraman is an erstwhile Trustee of SGBST. She was till recently Principal Director, Information Technology at Asian Development Bank, Manila. She has completed her assignment and relocated to Bangalore.
REMUNERATION TO DIRECTORS

None of the Directors are paid any remuneration, fee or monetary reward of any nature.

REIMBURSEMENTS TO DIRECTORS

Directors don't claim any reimbursement for expenses incurred by them in the course of SUF activities.

SUF MANAGEMENT

Meeting of the Directors are held generally once a month, in which all the key decisions are taken. The decisions are taken mostly in a unanimous manner.

DISSEMINATION OF SUF ACTIVITIES / FINANCIALS

The SUF activities, key milestones, reports and press coverage are announced during the programs and are featured on the Unnati website. The audited financials are also uploaded to the website for public viewing.

FUTURE PLANS

Going forward into the year 2017-18, we plan on recruiting 10,000 youth across the country and initiating them into our Unnati program.

We also plan on overcoming major challenges in capacity utilization and bring it up to 60%. We plan on scaling the UNXT program with doubled vigour and exponentially increase our student participation for the same. We are also working to achieve sustainability up to the extent of 30%.

NOTE OF GRATITUDE

The Directors record their deep appreciation and sincere thanks to all the donors and patrons for their unstinted support, monetary and otherwise. The Directors also record their appreciation to all the volunteers who have assisted in furthering the cause of SUF.

Donor List for year 2016-17(see below)
GEETHA SEKHAR
GEETHA VENKATESH
GIRI PRASAD
GIRISH S V
GIVE FOUNDATION INC.
GIVING FOUNDATION
GOMATHAM RAGHAVAN RAVI
GOPAL M
GOPAL RAO
GOPALAKRISHNAN
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GOPALAKRISHNAN S
GOPALAKRISHNAN SHIVADASS
GOPALAKRISHNAN V
GOPALAN ENTERPRISES
GOPARAJU PRASAD
GOURAV JAIN
GOUTHAM REDDY
GOVINDAN T C
GOVINDARAJ C S
GOWRI & S CHANDRAN
GP CAPT B BALAJI
GURURAJ
HALL MARK CARGO PVT LTD
HAMSINI MURALI
HARIHARAN P S
HARIHARAN T V
HARIKUMAR
HDB FINANCIAL SERVICES
HDFC ASSET MANAGEMENT CO., LTD
HDFC BANK LIMITED
HEENA C MAKWANA
HEMA MUKESH IYER
HEMA RAVICHANDAR
HEMA T NAGARAJAN
HEMANTH
HEMANTH PEYYETI
HERAMBA KARTHIK
HERITAGE HOMES INFRA PRIVATE LTD
HYDROLINE PRODUCTS PVT LTD
I T C LADIES SOCIAL WELFARE
I T C LIMITED
IMTIAZ AHMED
INTEK TAPES PRIVATE LIMITED
ITC LADIES & SOCIAL WELFARE SOCIETY
IYER B S
IYER C K R
IYER H V
IYER S K
IYER S R & SRILATA IYER MUSIC FOUNDATION
JAGADEESHWAR RAO
JAGANNATH GLASS PLYWOODS
JAGANNATHAN L T
JAI SHIVSHAKTI HEALTH & EDUCATIONAL FOUNDATION
JAIGANESH BALAKRISHNAN
JAIRISHNAN
JANAKI P S
JANAKI VISWANATHAN
JANARDHAN S
JAYA A VISWANATH
JAYALAKSHMI K TALKAD
JAYANTHI K
JAYANTHI SRIKANTH
JAYANTHI VENKATESWARAN
JAYARAMAN D
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JAYARAMAN N C
JAYARAMAN R
JAYARAMAN V S
JAYASHREE
JEYAMMA CHARITABLE TRUST
JNANESHWARI C
KAARTHIK S R
KABRA S B
KALA IYER
KALHAN JANA
KALIPERUMAL GOPALA K
KALYANI KOKATE
KANCHANA KRISHNAMURTHY
KANCHANA MENON
KANNADA SANGHA HONGKONG
KANNAN
KAPOOR R
KARAN AHLUWALIA
KARNATAKA BANK LTD
KARPAGAM FOUNDATION
KARTHIK RAMAMOORTHY
KARTHIK SANKARAN
KERALA ROADWAYS P LTD
KIRAN BAPU SONAJE
KISHERE GOVINDE
KOSMIK GLOBAL MEDIA PRIVATE LIMITED
KOUSHIK S
KRISHNA BAI V
KRISHNA MURTHY C A
KRISHNA R S
KRISHNA T M
KRISHNAMOORTHY B N
KRISHNAMOORTHY VAIDYANATH
KRISHNAMURTHI VASUDEVAN
Krishnamurthy T S
KRISHNAN L
KRISHNAN M G
KRISHNAN N J
KRISHNAN R
KRISHNAN S
KRISHNAPPA H
KULKARNI J K
KUMAR SUBRAMANIAM & CHITRA SUNDARAM
KUMARASWAMY P S
L & T INFRASTRUCTURE FINANCE
L & T INVESTMENT MANAGEMENT LTD
LAKSHMANAN
LAKSHMANAN BALASUBRAMANIAN
LAKSHMANAN RADHAKRISHNAN
LAKSHMI
LAKSHMI BHATTACHARYYA
LAKSHMI MURTHY
LAKSHMI NARAYANAN
LAKSHMIKUMARAN & SRIDHARAN
PUNEET AGARWAL
PUSHKAR AGGARWAL
RADHA BHARATHI
RADHAKRISHNAN M S
RADHAKRISHNAN RAMASWAMY
RAGHAV SWAMY
RAGHAVAN S
RAGHAVENDRA RENGASWAMY
RAGHU NARAYANAN R V
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RAGURAM
RAJA K C R
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RAJAGOPAL A L
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RAJAGOPALAN S R
RAJAGOPALAN VENKATACHALAM
RAJAKRISHNAMURTHY
RAJALAKSHMI
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RAJALAKSHMI S
RAJALAKSHMI SUNDARAM
RAJAN M
RAJARAMAN V
RAJEESH
RAJENDRA MUTALIK
RAJESHWARI KURUP
RAJLUXMI VAISH
RAJU T K
RAJINOSH MAHALINGAM
RAM MOHAN J RAO
RAMACHANDRA RAJAGOPALAN IYER
RAMACHANDRAN M
RAMACHANDRAN N
RAMAKRISHNAN
RAMAKRISHNAN S
RAMAKRISHNAN T G
RAMAN N R
RAMANUJA K
RAMASWAMY
RAMASWAMY S
RAMESH SRINIVASAN
RAMESH VENKATESAN
RAMJI RAJAN BANGALORE
RAMKUMAR VENKATESAN
RAMNATH S
RAMPRASAD S
RAMYA E N
RANDHIR MISHRA
RANGA G T
RANGANATH C N
RANGANATHAN RAMANI
RANGANATHAN T V
RANGANATHAN V V
RANI VENUGOPAL
RANJI N
RANJITH N
RANJITHA SINHA
RASHEE INC.
RAVI SANKAR R
RAVI SHANKAR
RAVI SUNDERRAJAN
RAVICHANDRAN RAMAMURTHY
RAVIKUMAR RANGASAMY
RAVINDRAN THIRUVALLAM GOPAL
REKHA
RELIANCE CYCLE & MOTOR ACC
REMYA S
RENJITH
RENUKA Rao B K
REUBEN DINAkar
RICHARDSON JEYAPaul
RMKV SILKS PVT LTD
ROHIT KAILA
ROHIT KAILA
ROTARY BANGALORE ULSOOR
RUBY SANKAR
RUDRAMUNI B
SABIatha RANGANATHAN
SAI KRISHNA MOPURI
SAI RAMA KRISHNA SUSARLA
SAIKIRAN GORTI
SAMARPAN
SAMEER MIRCHANDANI
SAMIR KUMAR
SAMPANNI
SAN ENGINEERING & LOCOMOTIVE CO LTD
SANDEEP
SANDEEP R NARAYAN
SANDEEP RAJENDRA KUMAR
SANGEETA B
SANGEETA CHACKO
SANJEEV NAiK
SANKAR SAMPADDER
SANTHA BALASUBRAMANIAN
SANTHANAM R
SANTHOSH AReKATH
SANTHOSH KUMAR T N
SARADHAMBAL V
SARASA MANI
SARATHI INTERNATIONAL
SAROJA JAYARAM
SASTRY V V S R S
SATHEESHA K S
SATHYAJITH A
SATYENDRA KUMAR
SAUMIL MAJMUdAR
SAURABH DAS
SBI FUNDS MANAGEMENT PRIVATE LIMITED
SEENA K
SEETHALAKSHMI
SELVARAJ
SENIOR CITIZENS WELFARE TRUST
SESHADRI SUNDARAM
SHANKAR M S
SHANKAR S
SHANKAR SUNDARAM
SHANKER K
SHANmUGANATHAN S
SHANmUTHA P S
SHANmUTHA SIVARAMAN