Empowering Youth, Transforming India.

Annual Report

2017-2018

unnati
LEARNEARNSTAND TALL
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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 6,293 youth were trained between the two programs – UNNATI & UNXT.

Out of the above 3076 youth were trained and placed through 50 days Unnati program across centers. Out of the total number of youth, 1,574 were Male and 1,502 were Female. Their educational background ranged from below 7th standard to graduation.

Through our UNXT program, we trained 3,217 youth across Government Colleges. Out of this, 1,518 were Male and 1,699 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>
</tr>
<tr>
<td>Home Credit</td>
<td>Intelenet</td>
<td>Mom and Me</td>
<td>Nanos</td>
<td>Brigade</td>
<td>Chai Point</td>
</tr>
<tr>
<td>DHFL</td>
<td>Aegis</td>
<td>Angadi Silk</td>
<td>FedEx</td>
<td>Fraunhauferr</td>
<td>St. Marks Hotel</td>
</tr>
<tr>
<td>Elite Insurance</td>
<td>Just Dial</td>
<td>Health &amp; Glow</td>
<td>ACT Corp</td>
<td>Medibox</td>
<td>Corner House</td>
</tr>
<tr>
<td>Nivara Home Finance</td>
<td>Son</td>
<td>WinGreens</td>
<td>Eureka Forbes</td>
<td>CMS</td>
<td>A1 Facility Management</td>
</tr>
<tr>
<td>Suadaram Finance</td>
<td>Vindhiyas</td>
<td>Shopper Stop</td>
<td>Tally Solutions</td>
<td>EuropeOne Home Décor</td>
<td>Burger King</td>
</tr>
<tr>
<td>AXA</td>
<td>Concentrix</td>
<td>Pantaloons</td>
<td>MartRikz</td>
<td>Kalmora Coffee</td>
<td>KFC</td>
</tr>
<tr>
<td></td>
<td>First Source</td>
<td>Big Bazar</td>
<td>Alpine</td>
<td>Jus' Truf</td>
<td>Taco Bell</td>
</tr>
<tr>
<td></td>
<td>Hippocampus</td>
<td>D Mart</td>
<td>E Cubed</td>
<td>Mc Donalds</td>
<td>Baskin Robin</td>
</tr>
<tr>
<td></td>
<td>AllSecTech</td>
<td>Reliance Fresh</td>
<td></td>
<td>Pizza Hut</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Bharat Matrimony</td>
<td>Centro</td>
<td></td>
<td>Dominos</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Digicall</td>
<td></td>
<td></td>
<td>Subway</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Airtel</td>
<td></td>
<td></td>
<td>KFC</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Karvy</td>
<td></td>
<td></td>
<td>Mc Donalds</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Vertex</td>
<td></td>
<td></td>
<td>Pizza Hut</td>
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<td></td>
<td>Grownmax</td>
<td></td>
<td></td>
<td>Dominos</td>
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</tr>
<tr>
<td></td>
<td>Finn Point</td>
<td></td>
<td></td>
<td>Subway</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Up2Datez</td>
<td></td>
<td></td>
<td>Amar Seva Sangh</td>
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<td></td>
<td>Gyansrabhi</td>
<td></td>
<td></td>
<td>Krishnamurthy Hospital</td>
<td></td>
</tr>
</tbody>
</table>
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 pvt. Ltd.
- Altair Engineering
- Ahiakh Jaffer & Nema
- Concentrix
- Eicher Group Foundation
- Essel Social Welfare Foundation
- Finastra
- Foundation for CSR @ Redington
- GE BE Pvt. Ltd.
- HDB Financial Services
- HDFC Bank
- Madhyama Dharma Samajam
- Rotary club of Bangalore Charitable Trust
- Tata Power Delhi Distribution Ltd.
- The Boeing Company Ltd.
- Tata Cummins
- Westbridge Capital India Advisors Ltd.
- Unisys India Pvt. Ltd.

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

Unnati was honoured by Sevarathna award organized by Exide Life Insurance Team

Mr. Ramesh Swamy was recognized by them for his social service and was awarded "SEVARATNA AWARD" on 10th February 2018.

Skoch Group - Skoch Order of Merit on 13th March 2018, Awarded SUF for Qualifying among the top-30 Skill Development Projects in India for Youth Empowerment & Social Transformation Program.
UNXT made mandatory for final year students in GFGC Colleges across Karnataka

UNXT has been a huge success. In just two years, we have been able to train close to 5000 youth. Recognizing the impact of our UNXT program, we have received the approval from the Commissioner, **Department of Collegiate Education** to conduct our program in GFGC colleges across Karnataka.

The activities of Unnati was also covered in the media during 2017-18.

**VISITS BY CORPORATES**

Visit by Mr. Prathap Ramdas, TATA Global Beverages on April 4th, 2017

Visit by representatives of Airbus on April 15th, 2017
Placement Drive for RC College students who underwent training (100 hours UNXT Program) on 20th April, 2017 at our center

Phaltan Training Program conducted from 22nd May to 3rd June 2017

Training Program conducted by Unnati Bangalore for the Faculties of P.E.S. College of Engineering, Phaltan.
Inauguration of Girl’s Hostel on 11th June 2017


11th June was an important milestone in the history of Unnati. We inaugurated our Girl’s hostel at Bangalore. This occasion talked about our donors and the future plans of Unnati.

Visit by Eicher Group Foundation on 6th July, 2017

Ms. Rose & Mr. Gaurav Sharma from Eicher visited our center.
UNXT workshop at Maharani College was on 19th July 2017

Select Her pre placement visit @ Fossil on 3rd December 2017

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 2017-18 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 2018 is as below. The average salary per head (total salary paid divided by total number of staff) was Rs.15,000 per month. The highest salary paid to any single individual was Rs. 6,00,000 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>
</thead>
<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>11</td>
<td>10</td>
<td>21</td>
</tr>
<tr>
<td>10,001-50,000</td>
<td>74</td>
<td>38</td>
<td>112</td>
</tr>
<tr>
<td>Greater than 50,000</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

STAFF TRAINING AND WORKSHOPS

During the FY 2017-18, through the intensive Train the Trainer program of 25 days, we trained 180 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

5. 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. Narayanan 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 2018-19, 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 THE YEAR 2017-18

AIRBUS GROUP INDIA PVT LTD
CUMMINS INDIA FOUNDATION
EICHER GROUP FOUNDATION
FOUNDATION FOR CSR @ REDINGTON
HDB FINANCIAL SERVICES
MINACS/CONCENTRIX
A & M INC.
ABHIJIT PATADE
ABHINAYAA E N
ABHIRAMI RAMANATHAN
ABI SHOWATECH (INDIA) LIMITED
ADISESH P S
ADIYA UMESH SANGHI
AKILA KRISHNAKUMAR
AKILA KRISHNAMURTHY
ALKU TAPARIA
ALTAIR ENGINEERING INDIA PVT LTD
AMARESH BHASKAR NALLAVANDU
AMBARISH S
ANALOG DEVICES INDIA PRIVATE LTD
ANANTHA SAYANAN S
ANANTHANARAYANAN M K
ANANTHARAMAN K
ANANTHARAMAN S
ANGADI VENTURES PRIVATE LIMITED
ANIL
ANIL KUMAR
ANIL R NAIR
ANIL VARMA C K
ANITA KUMAR
ANITA RAO
ANITA SARKOOR
ANITA SURESH
ANAPURNI G V
ANNAS DANIE
ANMCARIA PADIYATH
ANUPAMA SATHYABU
ANURADHA JAGANNATHAN
ARAVIND GANESAN
ARCHANA
ARINDAM GUHA
ARPAN FOUNDATION
ARUN JAGADISAN
ARUN KUMAR
ARUN M
ARUN PATNAIK
ARUNA PRABHAKAR
ARUNA RAJAMANI
ARUZ PHARMACEUTICAL PVT LTD
ASHA RAGHUNATH
ASHOK GANESH CHANDRA MRIG
ASHOK M
ASHOK REDDY
ATLANTIC EDUCATIONAL trust
ATUL GUPTA
AVINASH NARAYANAN
AXIS BANK FOUNDATION
BABU
BADRI NARAYANAN
BALACHANDRAN R
BALAJI
BALAJI K V NAJAMUR
BALAKRISHNAN P
BALAKRISHNAN P M
BALAKRISHNAN R
BALUSSERY BENEFIT CHIT FUND
BANUMATHI KRISHNAN
BENEVITY INC.
BEST PRACTICE FOUNDATION
BHAGIRATHI RAGHUNATHAN
BHARADWAI SATHAVALLI
BHARAT RAMANI
BHASKAR U RAO
BHASKARVASUDEVAN
BHAVANA R
CEG89 ALUMNI TRUST
CHAMRAJ PLANTATION WELFARE TRUST
CHANDRASEKARAN
CHANDRASEKHAR MUTHUSWAMY
CHANDRASEKAR P
CHANDRIKA M K
CHARITIES AID FOUNDATION
CHAYA RAMADAS
CHETAN
CHITRA DORAI SWAMI
DAPHNE GOODIER
DHEERAJ T T
DHF VYSSA HOUSING FINANCE LIMITED
DINAKAR KINI
DINESH NARAYANAN
DOVETAIL FURNITURE PVT LTD
EASWARAN
EDGE VERRE SYSTEMS LIMITED
EMMA KUMAR
ESHWAR
ESSEL SOCIAL WELFARE FOUNDATION
FEATHERLITE OFFICE SYSTEMS PRIVATE LIMITED
FLO BANGALORE CHAPTER
FOWLER WESTRUP (INDIA) LTD
GANAPATHY R
GANAPATHY SUBRAMANIAM N
GAMESAN NAGASUBRAMANIAN
GANESHWRAKSHMANAN
GANESHWRAKSHMAN V
GANESHWRAKSHMAN S
GANGA THAKURDAS PUNJABI CHARITABLE TRUST
GAVATHUM CHAOCCHHARIA
GAYATHRI RAMESH
GAYATHRI S
GE BE PVT LTD
GE TECHNOLOGY
GEETA KUMAR
GEETA SUBRAMANIAM
GEETHA DEVI M
GEETHA K
GEETHA PRASAD
GEETHA SEKAR
GEETHA VASUDEVA
GIRHDHARI KRISHNAN
GIRJUA G
GIVE FOUNDATION INC.
GIVE INDIA
GKP SARASWATHI CHITTUR SHESHADRI
GOPALAKRISHNAN SHIVADASS
GOPALAKRISHNAN V
GOPALAN ENTERPRISES
GOPALKRISHNAN V
GURUNATHAN SUBRAMANIAM
GURUPRASAD C
HALL MARK CARGO PVT LTD
HARIHARAN H S
HARIHARAN NARAYANASWAMY
HARIHARAN P S
HARIHARAN S
HARSHTHATHA K P