

Act to Empower

Annual Report 2017 - 18



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मुक्ताभिमानी मुक्तो हि, बद्धो बद्धाभिमान्यपि ।
किंवदन्तीह सत्येयं, या मतिः सा गतिर्भवेत् ।।

Verse 11, First Chapter, Astavakra Gita

(स्वयं को मुक्त मानने वाला मुक्त ही है, और
बद्ध मानने वाला बंधा हुआ ही है, यह कहावत सत्य
ही है की जैसी बुद्धि होती है, वैसी ही गति होती है)

If you think you are free, You are Free. If you think
you are bound, You are Bound. It is rightly said:
You become what you think.

Dear Readers

You all must have heard about Astavakra, equally known
for reflection of intellect and wisdom- in the form of
Astavakra Gita - and deformity of all 8 limbs (feet, knees,
hand, chest, and head).

This combination of extreme physical deformity and
intellectual steadiness throws a very clear message that
physical structure may cause challenges, may make you
struggle for day to day tasks, but it has nothing to do with
defining your potential. The only factor that defines one's
potential is his/her perception of self.

If one thinks himself as capable, he is capable, because
his conscious and unconscious minds are working
towards making him capable and vice versa.

And, this is what we at Sarthak Believe, Act, and Echo to
ensure Empowerment of Divyangs.

We have completed 10 years of our initiatives and efforts in
2018.

We started with the hope of inclusion of Divyangs in
mainstream and now with God's grace and faith of our
supporters, we dream of a nation where no one is
deprived of basic right of contributing to its nation's
progress on physical/ intellectual variance grounds.

With every passing day our supporters increased and with this
support, we kept on reaching to larger numbers of divyangs
across India in last 10 years.

I feel happy to see flashing figures of 11000 trained and
14500 placed divyangs across our 17 locations on Sarthak's
website that we are able to achieve under the guidance of our
Mentor & Guru, Advisory Board, Government, Corporate
supporters and Media Partners.

I feel satiated on completion of every batch across centres,
and witnessing their convocation, and their first salary stories
with the support of our 1050+ Equal Opportunity Employer, &
25+ Funding Partners, NSDC, Tech Mahindra Foundation,
Capgemini, Cognizant, PowerLinks, Hans Foundation,
HSBC, SBI Foundation, Mahindra Finance, to name a few

We started with inclusion and empowerment of
underprivileged and now are working for Excellence in Skilling
by promoting skills of divyangs enrolled in higher education
through National Abilympics Association of India.

We look towards your continuous association to help us
achieve our vision of an Inclusive Nation!

Dr. Jitender Aggarwal
Founder & CEO, Sarthak Educational Trust

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We recently celebrated the first decade of Sarthak. We can take legitimate pride in our collective achievements. While the Sarthak organization has made pioneering efforts, and deserves high appreciation, more of it is due to thousands of divyangs who have come forward; taken their Skill Training; competed in interviews; got jobs; performed well; and are now empowered and transformed. In my ten years of association with Sarthak, as Mentor, I have had the opportunity to interact with and observe several batches of divyangs, large and small. These have taken place at our National Conferences; World Disability Day; Job Fairs; our Centres; Regional Abilympics, etc. From all that data, one can see a remarkable journey of our divyangs. It is a journey from a mental state of nirasha, hopelessness, despair, to Naye Swapne, New Visions. It is a difficult and demanding path. In this short article, it will be useful to revisit that path.

Most divyangs, before they have come into contact with Sarthak, are in a state of frustration, despair, hopelessness, and almost giving up their struggle for a life of autonomy, productivity and support to their families. It is not, at all, because they are tamasic, lazy. It is quite the opposite. They have gone through so much struggle with their body and mind; family; school; college; applications; interviews; etc., but still not got a job.

The second step is when they come into contact with Sarthak. This is, alas, often an accidental contact. Some x or y informs them about Sarthak. Now, Sarthak is making planned efforts to reach more divyangs, through its mobilisers, job fairs, sites, etc. Not all divyangs take the third step of contacting Sarthak.

A few do immediately. Many hesitate. They have doubts, anxieties, reservations, etc. Some call the Sarthak Help Desk. All their questions are answered; doubts cleared. Even after this a few stay away.

In the fourth step of Sarthak skill training, some divyangs have self-doubts. Will I be able to learn this skill? Even if I do, after three months' training, will I get a job? Or, will it be a waste of time and effort?

Fifth, those who stick with the training, for a few days, begin to enjoy it, and grow in confidence. They are highly motivated and encouraged by Sarthak trainers and fellow-divyangs; and supported by their families.

At the sixth and final step, they take one or more interviews, get a job, and are on the go.

From the above model of the divyang's journey to success, may I suggest an Action Plan to all our dear divyang alumni, now in jobs. First, look for other divyangs in your reach, who could benefit from Sarthak skill training and placement. Second, clear all their doubts through your actual, personal, success experience. Third, ensure that they register with Sarthak, and start training. Fourth, be available to them for any help, till they find a job and settle down. Fifth, if you have communication skill, join Sarthak as a part-time or full-time trainer, with even more empathy for divyangs. Sixth, if you have initiative and leadership aptitude, come forward and start a Sarthak Skill Centre, in a needy new location. Seventh, whatever happens in your work and/or personal life, never ever sink back into despair. Bounce back, with Sarthak and other alumni help.

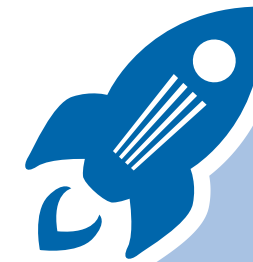
Why we exist?

Registered as a non profit in 2008, Sarthak Educational Trust is geared towards ensuring inclusion & empowerment of PwDs since 2008.



OUR VISION

"To Empower Persons with Disability, enabling them to live their life with dignity and respect."



OUR MISSION

To achieve this vision of empowerment of persons with disability, team Sarthak is geared "To establish SARTHAK ADARSH Kendras (Skill Building & Early Intervention Centers) across the Nation"



Super
achievers

amongst

persons with disability

The moment I sit down to write about the subject, the first thoughts that come to my mind are the scores of 'Super Achievers' who were supposedly 'Persons with Disability'. Stevie Wonder (b-1950), Stephen Hawking (1942-2018), Franklin D Roosevelt (1882-1945), Helen Keller (1880 1968), Louis Braille (1809-52) are all very famous international names; Each one of them is credited with huge achievements. Closer home, and more recent, we have Arunima Sinha (b-1988), Ira Singhal (b-1983), Sudha Chandran (b-1965); once again, household Indian names credited with unprecedented success in their chosen fields. I am sure, there are many more perhaps even more distinguished and this list is by no means either exhaustive or in any particular sequence. So, is it really fair to call them 'persons with disability'? Aren't they all 'more able' than any of us? Anyway, let me come back to this after briefly describing even though you may have heard and read this before - what these 'super achievers' did.

Stevie went blind shortly after birth and yet trained himself to be one of the greatest singers world has seen. Hawking contracted 'motor neuron' disease at the age of 21, was given just 2 years to live; and went on to become one of the most distinguished professors at Cambridge, renowned physicist & cosmologist and brilliant author of

immortal books like 'A Brief History of Time'. Helen Keller was struck with some mysterious disease - when she wasn't even 2 that made her deaf and blind; she ended up as a charismatic motivational speaker, author and advocate for PwDs. FDR, that great American President (1933 - 45) was paralyzed at the age of 39, probably due to polio. And Louis Braille, blinded in both eyes due to an accident in early childhood, developed at the tender age of 15 - the revolutionary 'Braille' system of reading for those with totally impaired vision that has stood the test of time for nearly two centuries and is still the bedrock of learning for the sightless.

In our own country where unfortunately the support system is nowhere near that in the west Arunima, pushed off a running train by ruffians, saved by villagers, amputee with a prosthetic foot, climbed the Everest; Ira qualified for the IAS in 2010, was denied the job due to her disability height just 4 feet 5 inches took the government to court against this unfair treatment, meantime worked briefly in the IRS, got herself an MBA degree, worked with Pepsi for some time, kept clearing the IAS exam repeatedly in 2011 & 2013, finally won her long legal battle and also topped in the IAS in 2014 and is today a role model for many aspirants; Sudha Chandran lost one leg due to gangrene following a road accident and went on to become a famous dancer and actor.

How did they all do it? Were they really 'disabled' or was it the system that labeled them so? Why didn't they just give in, sit comfortably at home or at the mercy of some philanthropist? What was it that separated them from the millions of others who 'accept their fate' or who do not get support from their parents, society and the government? Imponderable questions indeed. And we have some

probable answers. First of all 'they believed in themselves'; they dared to dream big, they knew 'they could do it'; made a strong resolve to do so, were fortunate to get all the encouragement from their parents and extended families; they just didn't give up in the face of tough challenges; they didn't 'accept rejections' at various points in life, many of them fought for their rights long before there were any laws to protect them.

We can call them a respectful Divyangs, or 'persons with special abilities' but the fact remains that they have to face virtually unsurmountable challenges humiliation, taunts, barbs, lack of physical 'access' to many places, pathetic lack of facilities to educate and train them, generally barring some very fine exceptions indifferent attitude of employers, grossly inadequate help from the authorities. Yet, some of them come out on top solely due to their "special abilities" abilities of hard work, perseverance, greater focus on the task at hand by shutting out all diversions, iron will, fire-in-the-belly to prove themselves and a strong determination to succeed at any cost! They don't seek sympathy or mercy or charity; they only ask for 'equal opportunity' and inclusivity. Watching some of these young men and women at Sarthak training centres or NAAI competitions is a great feeling and, at the same time, a very humbling experience. Restores one's faith in the immense capacity of human beings. Watching them 'at work' in enlightened companies like the Lemon Tree Hotels, Café Coffee Day, Aegis, HCL, Make My Trip, Big Bazaar and others is nothing short of an exhilarating experience. Here, they are a supremely confident lot; handling jobs assigned to them at par with at times even better than their 'able bodied' colleagues.

"...they just didn't give up in the face of tough challenges; they didn't 'accept rejections' at various points in life..."

Dr. Jitender Aggarwal, founder of Sarthak, practicing successful dental surgeon, who lost his central vision in 2008 at the young age of 36 is a fine example of how he did not give in; instead he started an organization that is helping thousands get trained and find suitable jobs and an opportunity to rub shoulders with other able-bodied persons. But, in a country like ours, we need several thousand Sarthaks!



What can we do more to attain our mission?



Dr. Sudhir Gupta,
Member, Advisory Board Sarthak

Dear Friends

Working in the field of disability sector brings us many new realities and understanding and forces us to take decisions on many new strategies.

SARTHAK has been working in sector of skilling of persons with disability (PWDs) for more than 10 years now and has placed more than 14000 PWDs, after skilling, into respectable jobs, making them self-reliant and empowered and many of them support their family as well. But the question that has always intrigued us is that "IS THIS PACE ENOUGH" or "CAN WE DO MORE TO TOUCH THE LIVES OF EACH AND EVERY PWD" across the length and breadth of the country in urban as well as rural areas and perhaps of the world, over a period of time. We have a huge population of PWDs (more than 3 crores) who need such support and are looking for opportunities to prove themselves. If we can bring this huge population into the mainstream, that would mean a big contribution to the economy and GDP besides creating a better and happy society with dignity for all.

But how it can happen is the big question. At SARTHAK we have reached a consensus after a lot of 'Manthan and Chintan', that we must enrol, involve and empower the local NGOs to take up skilling of the PWDs and get them employed. This will not only remove the language

and cultural barriers but also help to understand the local conditions and local opportunities of employment or entrepreneurship.

For this we need to have an organisation which will train the NGOs for management, funding, training and employment, train the trainers for various disabilities, train the mobilisers and sensitizers. Also, we need to create awareness and sensitization among the employers, Govt. officials and all other stakeholders including Funders for an inclusive society and the benefits of inclusion and the economic sense it makes when we employ PWDs.

This SARTHAK GLOBAL RESOURCE CENTRE would need few regional and state centres for profound presence and spread of this movement over a period of 3 to 5 years.

We have already started working in the direction of procuring the land and building and creating a blueprint of the plan for implementation.

I would take this opportunity to invite suggestions and ideas in this direction, and of course request the philanthropic HNIs and executives of Public Sector and private sector companies to support this endeavour of SARTHAK by donating generously for building and equipment, to energise the pace of skilling and employment generation for PWDs and contribute in building up of an inclusive and happy Society.

What Guides us?

Sarthak Values

Sarthak is dedicatedly marching towards its objective of carving an equal stature for persons with disability with the support of its stakeholders. Our values to keep our stakeholders engaged and satisfied with our efforts and outcomes always keep us motivated.

- Service to Persons with Disability
- Empathy with Parents of PwD
- Policy Instrument for Government
- Quality Orientation towards Corporate
- Accountability to Donors
- Collegueship among Team Sarthak
- Synergy with Partnering Civil Societies



The impact you helped us create

Before we take you through the year that's been, here's a glimpse of what your support has helped us achieve.
Thank you for all your efforts in making this possible. We look forward to our continued journey together to ensure inclusion and empowerment of PwDs

- 14000 PwDs were provided Employment Support
- 11000 PwDs were provided Skill Development Training
- 825 Children with Disability were rehabilitated through Early Intervention
- 425 Children with Disability were rehabilitated through Inclusive Education
- 100+ Advocacy Events across Nation
- Started Sarthak Special School

What we do?



EARLY INTERVENTION - Providing therapeutic intervention to child facing developmental delays



INCLUSIVE EDUCATION - Ensuring inclusion of children with special needs in regular schools



SKILL BUILDING - Providing vocational skill building training support



SUSTAINABLE EMPLOYMENT - Ensuring sustainable financial independence through placement support



ADVOCACY & AWARENESS - Creating awareness and sensitization towards Persons with Disability



NGO CAPACITY BUILDING - Equipping change makers with better capacity and strength



ACCESSIBLE EVENT MANAGEMENT SUPPORT - Providing support in organizing accessible events

We intervene to mainstream

Sarthak Antakshep Kendra

Why Early Intervention?

During the first three formative years of an individual's life most of the cognitive, physical, communication, social/emotional, and adaptive developments take place. Thus, in the case of any developmental delays, this period is the best for introducing interventions so that the child can be facilitated and supported to achieve faster

How Early Intervention Works?

Early prevention, identification and intervention are the three facets of Sarthak Antakshep Kendra. Early prevention and identification involves identification of problem areas in its earliest and sensitization of gynaecologists, paediatrician and health workers to control disability proneness for risk babies. Early intervention works for providing therapeutic aid to child facing developmental delays. We at Sarthak, with the aid of a multi-disciplinary team (including paediatrician, ENT specialist, physiotherapist, occupational therapist, speech pathologists, and psychologists) assess the child and based on the assessment intervention services are planned and provided.



Intervention phases

1st
Phase

Developmental Assessments and Evaluation of Children with Disability

2nd
Phase

Parental Counseling and Guidance

3rd
Phase

Providing Paramedical Services (Vision Stimulation, Physiotherapy, Speech Therapy, Behavior Modification, & Special Education)

4th
Phase

Individualized & Group Intervention

5th
Phase

Preschool activities for children aged over 3 years to facilitate inclusion in the regular schools

What is the impact, so far?

We have one early intervention centre at Paschim Vihar, Delhi and through this centre 825 special children are rehabilitated till date.



5 Year old Mahi goes to school, plays with her friends, and tell her mother in detail, how was her day at school and lives a carefree life like any other child of her age.

It was not the case when she first visited Early Intervention Centre with her mother, few years before. She was completely non responsive and used to prefer staying isolated, as shared by her mother. The screening and assessments suggested symptoms of Autism Spectrum Disorder, and accordingly therapeutic intervention was initiated with parent's support.



Anjali has cerebral Palsy, but she never let that get in the way of achieving her dreams. With regular therapies her gait pattern is improving, she is able to hold things and improving communication with gestures as well as speech gradually.

What's next?

- Scaling up early intervention facilities to ensure reach and free support and services to larger group.
- Providing consultative and capacity building support through experience sharing with individuals and organizations working in the field across nation.

We promote inclusive education for inclusive society

Why Inclusive Education?

In the current settings, Children with Disability are either not enrolled in regular schools or paucity of Inclusive Education system leads to drop out. And, once they are segregated from the mainstream it gets difficult to integrate at later stages. Inclusive Education is an effort to ensure Right to Education despite the special requirements or needs of children with disability.

How Inclusive Education works?

Inclusive education works on ensuring inclusion of school going children with special needs in regular education setting with required intervention and support. Inclusion strategies includes range of services, namely, co-teaching, consultative services, paraprofessional support, modifications to curriculum or testing, accommodations for specific disabilities, and others.



Inclusion phases

1st
Phase

Developmental Assessments and
Evaluation of Children with Disability

2nd
Phase

Stakeholders (School Management
Committees, Parents, Teachers)
Engagement

3rd
Phase

Providing Remedial Classes

4th
Phase

Individualized & Group Intervention

What is the impact, so far?

Sarthak has successfully rehabilitated 425 school going children with disability in mainstream schools through sensitization of various stakeholders and remedial classes.



Every child has right to education and with our Inclusive Education Centre we are striving to create such environ where disability is no more a barrier and every child gets equal opportunity to learn, compete, and aspire for a career of choice. One such story of inclusion is of Reeta, studying in a regular school, performing at par and setting example for many.



For Aman, a shift from hasty actions, fast speech, forgetfulness and restlessness to attentive learning in classes, remembering most of it, and sharing his thoughts with peers, teachers, and parents in a smooth tone has been a remarkable achievement in the line of ensuring his education in inclusive settings. And, all this happened with the dedicated spirit of Aman, his parents and Sarthak Inclusive Education Centre team.

What's next?

- Awareness and Advocacy drives across regular schools to spread awareness and acceptability for the inclusive education system.
- And, accommodating and updating regular schools in tune with the needs of children with special needs as well, through support services, special educator, attuned curriculum and assessments, and considerate environment, as required.

We mainstream the differently-abled

Sarthak skill building program

Why Vocational Skill Building and Placement Support?

To ensure financial independence among the youth with disability, Sarthak Educational Trust provides 3 months vocational skill building and placement support.

How Skill Building centre works?

Sarthak Skill building centre prepares skilled resources and provide them employment opportunity with the support of Equal Opportunity Employers. Training program comprising of three components, namely Basic Skill Building, Sector Specific Training and Pre Employment Module prepares trainees for employment opportunities in Retail, IT, Hospitality, Banking, E-Commerce, Health care, and manufacturing sectors.



Asian Paints Training program

Holding Brushes and rollers in hand, and creating patterns and textures on a wall this group of youngsters look towards a bright and colourful future.

The month of July brought a new charm to Bhopal centre in the form of Asian Paints Training program. The trainees not only learned about painting, drawing textures, and various instruments used in it, but also learnt entrepreneurship skills.

What is the impact, so far?

Through our 15 centres across India, 11000 and 14000 PwDs have been provided skill building and placement support.



Mehfooz Ali & Salauddin, work as Wishmaster in Flipkart. On their way to delivering products they carry set of cards to resolve commonly occurring queries, sport their badge, stating their Hearing Impairment and carry a positive attitude and pleasant smile.



Amit Kumar works as a Holiday Expert in Make My Trip. He talks to clients, take their feedback and check quality of system and services based on that.

What's next?

- Scaling up skill building and employment support facilities through Partnership model.
- Providing diverse training curriculum and inclusion of Self Employment Training program, so as to serve the needs of larger number of beneficiaries.

We advocate for the cause

Sarthak strives for an inclusive and equal opportunity environment for persons with disability and this calls for awareness and sensitization of stakeholders.

- In year 2018 we are organizing 5th National Conference on Disability, bringing various change makers together, and aiming for spreading awareness of existing practices at National/International levels and strategising the plan to well cater the disability sector. We also organize Regional Conferences and Round Table Conference time to time to engage more and more stakeholders.

- We aspire to reach to maximum number of PwDs by partnering with various NGOs actively involved in the sector and their capacity building, as required through our NGO Capacity Building and NGO Partnership initiatives.

- Parents play a very significant role in all our lives and for PwDs their role is even bigger. We connect with parents of PwDs through Parents interaction forum, and they are listened to and given space to explore any issues relating to parenting of children with special needs.

- With the intent to create more and more opportunities for PwDs suitable job roles across sectors is explored through Job Mapping. Furthermore, to create cohesive environment physically and psychologically we advocate for Accessibility Parameters and Disability Sensitized behaviour.

We also participate in various events to promote the cause and spread awareness among masses such as Airtel Delhi Half Marathon, Swachh Ability Run and many more.



Sarthak Advisory Board Members & Dr. Jitender Aggarwal with Hon'ble Minister Shri Thaawar Chand Gehlot at 4th National Conference on Disability



Journey towards excellence

NAAI

National Abilympic Association of India

Why National Abilympic Association of India?

Abilympics (Olympics of Abilities) vocational skills competitions, are directed towards promoting excellence in vocational skills among persons with disabilities. Promotion of such skills through open competitions encourages them to pursue their utmost potential.

How NAAI works?

NAAI organizes regional and national events and represents India in International Abilympics. Formed in May 2001, at the behest of Ministries of Social Justice & Empowerment (MSJE) and Human Resource Development (HRD), NAAI hosted the 6th Abilympics, held in New Delhi, and thereafter represented India in the 7th (2007- Japan), 8th (2011-South Korea) and 9th (2016 - France), International Abilympics.



What's the impact so far?

Since its takeover by Sarthak Educational Trust in December 2016, NAAI has tirelessly worked towards successfully spreading the Abilympics movement across the country and organized regional competitions in Pune (29th & 30th May, 2018), Kolkata (1st & 2nd June, 2018), Hyderabad (15th & 16th June, 2018) and Delhi/NCR (29th

& 30th June, 2018) in collaboration with The Hans Foundation, along with the support of AICTE.

Further, in National Competitions (October 2 - October 6, 2018) jointly hosted with World Skills India, under the ambit of National Skill Development Corporation (NSDC) 26 winners were screened in 10 skill categories.



What's next?

To represent India in International Abilympics in Shanghai, China in 2020, where talent from more than 55 Members countries will assemble to showcase their skills and strive hard to bring glory to their respective countries.

Feathers in our Cap

Achievements & Awards

2018

- Felicitated by Capgemini for promoting innovation in skilling of youth with disabilities.
- Felicitated by NSDC and Skill India for special mention award under category for empowering specially abled people
- Felicitated by India Skills 2018
- Certificate of Commendation by Gilard Electronics Pvt.Ltd. for contributing towards creating an Inclusive society for PwDs
- Awarded for Qualifying in Top-50 Smart Education Projects in India for Sarthak Inclusive Education center by SKOCH Group
- Awarded for Qualifying in Top-30 Skill Development Projects in India for Sarthak Skill Building Training Programme by SKOCH Group

2017

- Felicitated under category Sustainable Solutions Changing India for empowering the disabled by Social Change Awards
- Felicitated by Accor Hotels for providing sustainable employment opportunities to person with disabilities
- Felicitated at Awards & Conclave Event by Sambodhi Research Organisation, New Delhi.
- Awarded for bringing Olympic and Paralympics Moment in India at the Sports India Awards by IISGS (Indian International Sporting Good Show)
- Felicitated at the International Excellence Award for Service towards People with Disabilities by Association of Special Educators and Allied Professionals
- CSR Excellence Award at India International CSR Conclave

2017

- Awarded as the Outstanding Contributor in the field of Specially Abled by Sonalika Tractors
- Social Change Award for contribution in enabling the differently-abled to live their life with dignity and respect
- Awarded with The Impact Awards 2017
- Awarded as the Best NGO at the eNGO Award organized by Digital Empowerment Foundation (DEF)

Till 2016

- 2016 Awarded as the Best NGO at the eNGO Award organized by Digital Empowerment Foundation (DEF)
- 2016 Certificate of Partnership with NSDC.
- 2016 Felicitated at the 4th National CSR Summit 2016 on Sustainable Development Goal No:4 by Shikhar Organisation for Social Development
- 2016 Rashtriya Swayam Siddha Samman by JSPL Foundation.
- 2015 Exceptional Achievers Award by Government of Delhi
- 2015 Best NGO Award by Punjab State Government
- 2014 Speaker award in 37th Annual Conference of AOICON (Association of Otolaryngologists of India Delhi State Branch & North Zone
- 2013 Awarded by Sri Aurobindo College, University of Delhi for 'Synchronizing Education and
- 2014 Employment Opportunities For Visually Challenged'
- 2012 Certificate of Recognition for meaningful contribution in the field of Differently Abled by Tech Mahindra Foundation on the occasion of World Disability Day



Dr. Jitender Aggarwal being felicitated by NSDC at India Skills 2018

Our support system Central & State Governments

With the PwDs as the nucleus of our work, our most critical goal is to ensure that our work penetrates deeper to address the pressing concerns and have been dedicatedly making directed efforts with our support system.

- Ministry of Social Justice & Empowerment
- Ministry of Skill Development & Entrepreneurship
- Ministry of Labour & Employment
- Ministry of Heavy Industries & Public Enterprises
- Ministry of HRD
- Department of Disability Affairs
- Ministry of Rural Development
- Government of Delhi
- Government of Punjab
- Government of Uttar-Pradesh
- Government of Haryana
- Government of Rajasthan
- Government of Telangana
- Government of Maharashtra
- Haryana State Electronics Development Corporation Limited (HARTRON)
- The National Institute of Technical Teachers Training and Research (NITTTR)

Catalysts of change - Funding partners

1. Aegis India Private Limited
2. Ambit Oditi Foundation
3. Australian High Commission
4. Capgemini Technology Services India
5. Cognizant Foundation
6. Crocs India Pvt. Ltd.
7. Delhi International Airport Ltd
8. DLF Foundation
9. Essar Foundation
10. Fortis Hospitals
11. HDB Financial Services
12. HSBC
13. ILFS
14. Lions Club of Juhu

15. Mahindra Financial Services
16. Microsoft Corporation (India) Pvt. Ltd.
17. National Skill Development Corporation
18. Pankh Foundation
19. Powerlinks Transmission Private Limited
20. Relaxo Footwears Limited
21. Religare Foundation
22. Sambhava Foundation
23. SBI Foundation
24. Sonalika Group
25. Sopra Steria
26. Team Computers Pvt. Ltd.
27. Tech Mahindra Foundation
28. The Hans Foundation



Drivers of change

Equal opportunity employers

With the support of our 1050+ Equal Opportunity Employers Sarthak provided sustainable employment support to 14000+ Persons with disability across different sectors.

Sector	Major Employers
IT	Barclays, HCL, Infosys, Genpact, Accenture, Capgemini, Sutherland, Cognizant, NIIT Technologies
ITES	Netambit, Wipro, Aegis, Intelenet Global, Tata Business Support Services, vertex, Vodafone, Global logic, Hinduja Global Solutions, Concentrix, Sopra Steria, Mphasis, Eureka Forbes, Teleperformance, Tata Tele services, Vindya Infotech
Retail	Future Group, Tata Croma, Vishal Mega Mart, Being human, Metro cash, & carry, Walmart, Reliance, Marks & Spencer, Adidas, Tata Trent
Hospitality	Lemon Tree, Sarovar hotels, Marriott International, KFC, ITC, Ginger Hotels, McDonalds, Hyatt Regency, Accor group, Crown Plaza, Holiday Inn, Café Coffee Day, OYO Rooms
E-commerce	Make my Trip, Flipkart, Amazon
Banking & Finance	Bank of America, Aditya Birla Capital, Mahindra Rural Housing Finance
Others	Sodexo, Minda Group, Jaipur Rugs, Alpla India Pvt Ltd.



Partners in change

We believe in affirmative action and with the support of various change makers are stepping towards our mission.

- Blind People's Association
 - Enable India
 - The Poona Blind Men's Association
 - Rotary Club, Jaipur
 - Sparc India, Lucknow
 - Viklang Sahara Samiti
 - Samarpan Welfare India
 - National Federation of Blind, Ambala
 - Amar Jyoti Charitable Trust
 - Youth for Jobs
- Koshish Special School
 - Patiala Deaf and Blind School
 - Mentor India Ludhiana
 - Jaipur Foot
 - ATMA
 - Dr. Shakuntala Misra National Rehabilitation University
 - Seth Anandi Lal Poddar Institute of Deaf Dumb
 - Victorial Memorial School for Blind
 - All India Institute of Physical Medicine and Rehabilitation
 - Kamayani School for Mentally Handicapped
 - Dr. Reddy Foundation
 - LV Prasad Eye Institute



Advisory board

National Advisory Board

- Mentor & Guru, Padma Bhushan Dr. M. B. Athreya
- Shri Krishan Kalra, Past President, All India Management Association
- Shri Ranjan Chopra, CMD, Team Computers
- Shri Sandeep Bhargava, Executive Vice President, Vodafone Idea Limited
- Dr. Sudhir Gupta, Director, Cygnus Medicare
- Dr. V. P. Singh, Advisor, Patanjali Limited
- Shri Raj Kapur, Advisor, JCB Electrics Thapar Group
- Smt. Rewa Nayyar, Chairman, Bal Sahyog
- Shri Supriyo Gupta, CEO, Torque Communications
- Shri Bhushan Punani, Blind People Association
- Shri Luv Verma, Ex-Secretary, Government of India
- Prof. M.P. Poonia, Vice Chairman, AICTE
- Shri S.M. Gupta, Global CPO, Aegis

New Delhi, Advisory Board

- Shri Niranjana Khatri, Ex-GM Environment, ITC
- Group Capt. DV Arora, Founder & CEO, Perfect Solutions
- Shri R. Hari, General Manager, Lemon Tree Hotels
- Shri Ritesh Sinha, Director CSR, DLF Foundation
- Smt. Anuradha Bhawnani, Regional Director, Shell Foundation

- Shri Ajay Kanchan, CEO, Centre for Advocacy
- Shri Atul Bhatnagar, Ex-COO, NSDC

Chandigarh, Advisory Board

- Shri Shyam Sunder Pattnaik, Director NITTTR, Chandigarh
- Dr. J.S. Saini, Dean & HOD, NITTTR
- Smt. Neena Khanna, Educationist
- Dr. V.J.S. Vohra, Ex-President, Rotary
- Shri Sarvpriye Nirmohi Sharma, All India Radio
- Dr. Rita Dutt, Medical Practitioner
- Shri Paramjit Singh Sodhi, Advisor, Competent
- Smt. Sofi Zahoor, Senior Director HR & Operations, QuarkXpress
- Smt. Guneet Sethi, HR Head, Gillard Electronics Private Limited
- Col. Inderjeet Singh Multani, Indian Army
- Shri Vivek Trivedi, Social Development Officer, NULM

Ludhiana, Advisory Board:

- Smt. Alice Guram, CEO, Media Pulse
- Shri Ajeet Lakra, CMD, Super Fine Knitters
- Shri Shakti Sharma, President, Manufacturing Association
- Smt. Poonam Bindra, Director, Nirdosh NGO
- Shri Raju Bansal, Director, Bansal Knitwears
- Smt. Archana Khurana, Founder, Human Rhythms

Jaipur, Advisory Board

- Shri N K Chaudhary, Chairman, Jaipur Rugs
- Smt. Alka Batra, Past Chairman, FICCI FLO
- Shri Vikram Joshi, CEO, Rangotri
- Smt. Malti Jain, Consultant, World Bank
- Prof. Upender Pandel, Senior Professor, MNIT Jaipur
- Shri Akhilesh Jain, CMD, REIL
- Smt Ranoo Srivastava, Jewellery Designer

Lucknow Advisory Board

- Shri Subesh Kumar Singh, Ex- DGP, Indian Police Service
- Dr. Nishith Roy, Vice Chancellor, Dr. Shakuntala Misra National Rehabilitation University
- Shri Zafar Zaidi, Ex Deputy Director, VRC, Ministry of Labour & Employment
- Shri Umair Usmani, Head Diversity India, Aegis Global
- Dr. Ratnesh Kumar, Ex Director CRC, Ministry of Social Justice & Empowerment
- Shri P K Pundir, Director Employment, Government of Uttar-Pradesh
- Shri Gaurav Chandra, Director, AIITH Kanpur
- Shri Nishant Sinha, VP Operations, Aegis Global
- Shri Yacoob, Vodafone

Pune Advisory Board

- Shri Pratap Pawar, Trustee, Bal Kalyan
- Smt. Minetta Patil, National Secretary, NAAI
- Shri Amulya Charan, Independent Advisor, Energy, Infrastructure & Finance
- Shri C P Kapur, Former Senior VP, Thermax
- Shri Parvez Billimoria, Executive Director of PBMA
- Major General Vijay P. Pawar, Queens Mary Teaching Institute
- Dr. Rajendra Jagdale, Director General & CEO, University of Pune, Science & Technology Park
- Shri Kalidass, Kamayani School of Mentally Handicapped
- Dr. Arvind Kulkarni, Kamayani Institute, Pune
- Shri Nand Kumar Phule, Senior Social Worker
- Brig. Shakti Vardhan, Professor & HOD Department of Obstetrics & Gynaecology, AFMC, Pune
- Smt. Astha Raina, Adventure Beyond Barriers
- Dr. Anita Kar, Professor & Director, Interdisciplinary School of health Sciences

Mumbai Advisory Board

- Shri Jitender Kalra, COO, Reliance Foundation
- Shri Anil Gidh, Global Head Talent Acquisition, & Resourcing, Capgemini
- Shri Nikhil Sharma, COO, Ginger Corporate Office
- Shri Ram Babu Gupta, Professor, TISS

- Shri Charudatta Jadhav, Lead Innovative Leverage Group, TCS
- Smt. Divya Sippy, Capgemini
- Smt. Neerja Saran, CEO, Spandan SPA
- Shri Siddhartha Rastogi, Director, Ambit Capital Private Limited
- Smt. Neelam Lulla, Educationist, Education Audiology Research Centre
- Shri Prashant Issar, CEO, Mirchi n Mime
- Shri Sam Taraporewala, Director, XRCVC
- Shri Siddharth Kak, Director Producer, Hunarbaaz
- Shri Nippun Vinayak, IAS, GOI
- Shri Vinod Jain, Chartered Accountant, Vinod Kumar Jain & Co

Hyderabad Advisory Board

- Shri Jayesh Ranjan, IT Secretary, Government of Telangana
- Dr. Rao, Chairman, LV Prasad Eye Institute
- Shri Hanuman Chaudhary, TCS
- Smt. Anju Khemani, Senior Disability Consultant
- Smt. Indira Sushil Kumar, Ex Communication Head, Tech Mahindra
- Smt. Sujashree Kurapati, CEO, Deque
- Shri Rais Ahmed, HR Manager, Aegis
- Shri Akhilesh Sureen, Sr. Director, Human Resources, Sutherland
- Smt. Srilata Sundari, HR Manager, Sutherland
- Shri P. Gangadhar Rao, Consultants Committee

- Shri Sharad Anand, MD, Shivam Medisoft
- Shri PBV Subbaraju, President, Netra Vidyalaya

Ambala Advisory Board

- Shri Vipin Gupta, Advocate

Kolkata Advisory Board

- Dr. Jhuma, Director, VRC Kolkata
- Smt Shikha Banerjee, HR & OD Consultant and Counsellor for Happiness and Well Being
- Shri Pradeep Kakkar, Environment Activist
- Smt Swati Dasgupta, M Commercial, SAIL
- Mohammad Asif Iqbal, Principal Consultants, PWC
- Smt Sreela Das Gupta, Specialist: Diversity and Inclusion, TCS
- Shri Sayomdeb Mukherjee, Advocacy & Technical Assistant, IICP
- Smt Ruma Surana, Art and Craft Teacher

Bhopal Advisory Board Members

- Smt Pooja, HR Head, Aegis
- Smt Usha Upadhyay, Director, Dirghdarshika
- Dr. Ganesh Joshi, Assistant Professor, CRC
- Shri K S Malviya, Employment Officer, Employment Exchange
- Smt. Megha, HR Manager, Mahindra Finance



Dr. MB Athreya at Sarthak Bhopal Center



Capacity Building session with Dr. VP Singh

Glimpses of 2017-18



Independence Day celebration in Pune



Center Celebration at Sarthak leap Inclusion center Mumbai



Sarthak Head-Office Team



Gilara felicitating efforts of Team Sarthak for empowering PwDs



Sensitisation workshop with Hotel IBIS



Corporate Leaders during South Zone regional Conference

Glimpses of 2017-18



Dr. Thawar Chand Gehlot, Minister MSDE Inaugurating 4th National Conference on Disability



Skit Performance by Sarthak Trainees & Team



Sarthak Pune team during Marathon



Dr Jitender Aggarwal felicitating Ms Christine Hodgson, Global Leader, Capgemini

Glimpses of 2017-18



Team NAAI with Dr. Ramakrishna Sura, MHRD



Team Sarthak Felicited by Skoch Group



Shri Manohar Lal Khattar, CM, Haryana with Dr. Jitender Aggarwal



Employee Engagement activity with Hotel Andaz-Hyatt Group



Cultural Performance by Trainees at Chandigarh centre



Awareness drive at Ambala

Glimpses of 2017-18



Certificate Distribution ceremony at West Delhi center with Dr. Sudhir Gupta, National Advisory Board Member



Dr Jitender Aggarwal felicitating Shri Siddhartha Rastogi, MD, Ambit



Dr. Jitender Aggarwal felicitating Shri Vijayendra Kumar



Capacity Building session with Shri Raj Kapur



Teachers Day at Sarthak Smart+ chandigarh Center



Regional Conference Chandigarh

Sarthak in the news



Financials

2017-18

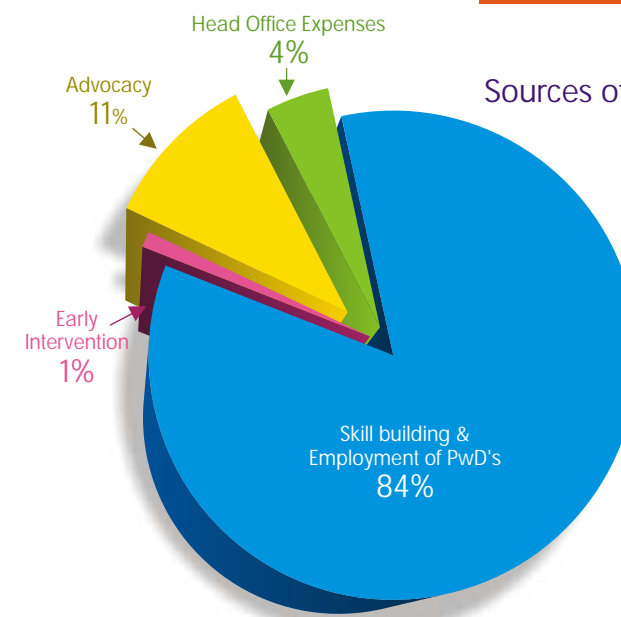
Sources of Fund

Particulars	Amount	Percentage
Capgemini Technology Services Pvt. Ltd.	11,437,430	25%
Tech Mahindra Foundation	4,834,434	11%
National Skill Development Corporation	7,865,411	17%
Powerlinks Transmission Ltd.	2,765,000	6%
HDB Financial Services	3,270,000	7%
Mahindra Financial Services	3,505,620	8%
The Hans Foundation	2,500,722	5%
Microsoft India Pvt. Ltd.	4,933,547	11%
Other Income (Institutions & Individuals)	4,625,507	10%
Total	45,737,671	100%

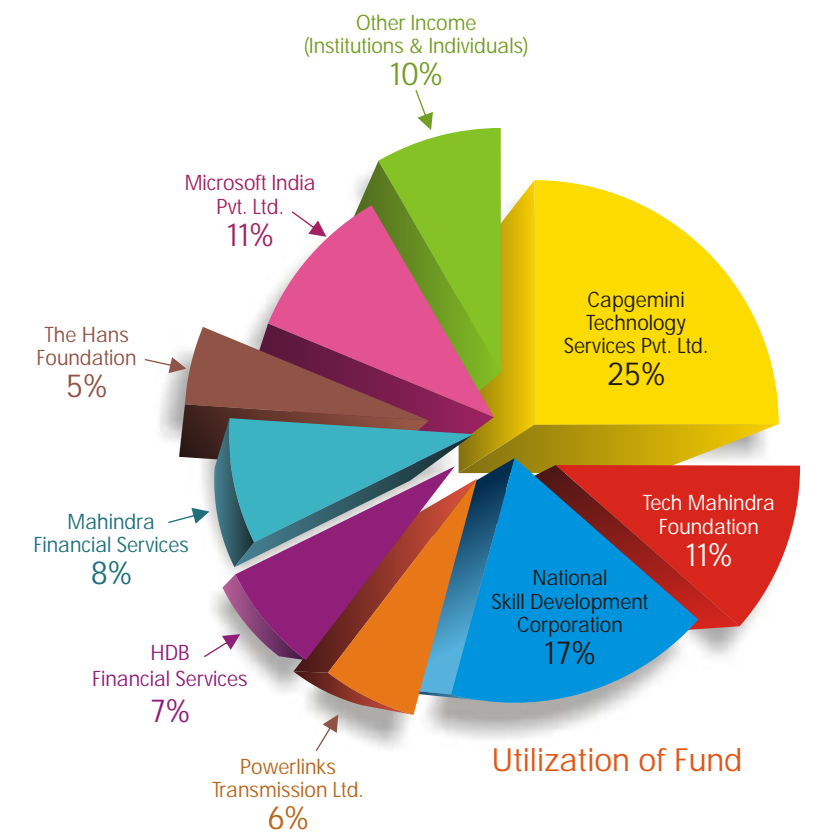
Utilization of Fund

Particulars	Amount (Rs)	Percentage
Skill building & Employment of PwD's	32,841,404	84%
Early Intervention	502,880	1%
Advocacy	3,932,073	11%
Head Office Expenses	1,704,287	4%
Total	38,980,644	100%

Sources of Fund



Utilization of Fund



Financials

2017-18

Financials

2017-18

Sarthak Educational Trust
Building No 1, Team Computers, Mohammadpur
Near Bhikaji Cama Place, Delhi-110066
Income & Expenditure for the year ended 31.03.2018

Amount in Rs.

Expenses	2017-18	2016-17	Incomes	2017-18	2016-17
Audit Fees	59,000	50,000	Grants /Contribution received	4,30,90,909	3,06,83,451
Advocacy Expenses	60,735	14,250	Interest Income	16,72,589	7,89,262
Student Accommodation Cost	7,52,500	-	Other Income	1,31,574	1,98,325
Bank Charges	6,518	7,808	Income from Early Intervention Project	9,31,550	-
Communication Expenses	3,36,008	5,49,945			
Conveyance Expenses	7,11,718	7,81,796			
Electricity Expenses	4,31,331	2,82,935			
Event Management Cost	33,47,182	-			
Head Office expense	12,04,287	13,84,492			
Legal & Professional A/c	2,10,500	1,74,800			
Other Misc Expenses	5,85,115	10,49,058			
Mobilization Expenses	87,301	2,08,282			
Workshop and National Conference Expense	5,24,156	8,77,792			
Printing & Stationary Expenses	5,12,372	5,12,676			
Sponsorship & Advertisement Expenses	3,10,724	46,500			
Rent Expenses	42,23,830	20,79,212			
Repair & Maintenance Expenses	2,37,956	2,41,626			
Salary Paid	2,29,55,614	1,69,10,940			
EPF Employer share	4,71,782	3,07,665			
ESI Employer share	4,20,410	1,60,954			
Travelling Expenses	5,34,993	4,14,135			
Water Expenses	1,05,695	17,093			
Website & Software Expenses	4,10,917	27,899			
Excess of Income over Expenditure(Shortage)	67,55,979	45,71,180			
Total	4,57,36,623	3,16,71,038	Total	4,57,36,623	3,16,71,038

Notes annexed hereto form an integral part of the accounts.

As per our report of even date annexed.

FOR KUMAR VIJAY GUPTA & CO.
CHARTERED ACCOUNTANTS
FIRM NO. 07814N

CA. MAHESH GOEL
(PARTNER)
M.No. 088958

PLACE: FARIDABAD
Dated: 25/08/2018

For SARTHAK EDUCATIONAL TRUST

For Sarthak Educational Trust
Mr. Madan Lal Garg
Trustee

For Sarthak Educational Trust
Dr. DINESH JAIN
(SETTLER)

Sarthak Educational Trust
Building No 1, Team Computers, Mohammadpur
Near Bhikaji Cama Place, Delhi-110066
Balance Sheet as at 31.03.2018

Amount in Rs.

Liabilities	Note	2017-18	2016-17	Assets	Note	2017-18	2016-17
CAPITAL ACCOUNT				NON-CURRENT ASSETS			
Capital Fund	7	2,53,81,821	1,48,65,677	Gross Block of Fixed Assets	10	1,61,19,712	1,13,63,119
Capital Assets Fund Utilised	8	90,82,946	62,63,438	Less: Accumulated Depreciation		70,56,756	50,99,681
Contribution Received in Advance	9	62,30,156	1,52,84,527	Closing Balance		90,62,956	62,63,438
CURRENT LIABILITIES				CURRENT ASSETS			
Duties & Taxes		1,93,528	2,514	Investments In FDRs		1,35,26,382	73,26,889
Creditors & Others Payables		6,27,978	2,81,141	Int. Accrued but not received		12,48,219	4,51,601
Staff Empmen payable		21,21,626	3,16,870	Security Deposits		11,15,300	6,37,300
Charges Issued but not presented		-	4,91,794	Cash in Hand		4,494	72,769
				Bank A/c		1,75,89,426	2,21,75,305
				Imprest A/c		1,00,208	12,657
				TDS Receivables		7,27,613	4,99,259
				Other Receivables		3,11,240	-
				Advance to suppliers		55,175	50,175
				Prepaid Expenses		59,667	20,195
Total		4,36,41,059	3,75,97,561	Total		4,36,41,059	3,75,97,561

Significant Accounting Policies
and Notes to the Accounts

Notes annexed hereto form an integral part of the accounts.

As per our report of even date annexed.

FOR KUMAR VIJAY GUPTA & CO.
CHARTERED ACCOUNTANTS
FIRM NO. 07814N

CA. MAHESH GOEL
(PARTNER)
M.No. 088958

PLACE: FARIDABAD
Dated: 25/08/2018

For SARTHAK EDUCATIONAL TRUST

For Sarthak Educational Trust
Mr. Madan Lal Garg
Trustee

For Sarthak Educational Trust
Dr. DINESH JAIN
(SETTLER)

Message Bill-Board

Gerald L. Davis, President,
Workability International

"The most pressing requirements in disability sector, in my opinion, are: to more fully embrace local business at every level (chambers of commerce, city governance, Rotary and other clubs) to determine where their needs and our clients' opportunities overlap; secondly, the body of knowledge on effective training programs with objective, long term data needs more attention and promulgation; last, while efforts to effect change nationally are important, more success is accomplished quickly on a local level, and that should get the biggest emphasis."

Shri Madhavan Satagopan, CEO,
Cognizant Foundation

"Cognizant Foundation is pleased to have partnered with Sarthak Educational Trust for the skills training of differently abled youth in West Bengal. With this promising beginning, we plan to expand to more such initiatives across the country with like minded partners, for the betterment of thousands of differently abled youth, enabling them to lead their lives with dignity and respect."

Shri Siddhartha Rastogi,
Managing Director, Ambit Capital

"27 million People are differently abled in India and counting. Is it a threat or an Opportunity? Surely an Opportunity to harness Strength, ingenuity, dexterity of these differently abled but Focused individuals who can prove to the World, that their Will & Skill are second to none, which makes them SUPERHUMANS. Question is Can & Will SARTHAK play a transformatory role in these 27 million lives? "

our presence

Head Office: Sarthak Educational Trust,
Building No.1, Mohammadpur,
Near Bhikaji Cama Place,
New Delhi - 110066
Ph: 011-42004238 /226
Email: Sarthakedu@gmail.com

Sarthak Early Intervention Center,
Sarthak Antakshep Kendra,
28 - Bhera Enclave, Outer Ring Road,
Paschim Vihar, New Delhi - 110087.
Ph: 011 47029325
Email: suman.sarthakedu@gmail.com

Sarthak Inclusive Education Center,
Sarthak Resource Center,
Punjabi Basti School, Nangloi, Phase - I,
New Delhi - 110041. Ph: 011 47029325
Email: suman.sarthakedu@gmail.com

Sarthak Skill Building Center
Ambala Center, National Federation for Blind, Near Rotary Hospital, Opposite Dushera Ground, Ram Bagh, Ambala Cant,
Haryana - 133001. Ph: +91-8684961285. Email: pm.ambala@sarthakindia.org

Sarthak Smart Plus Centers (In Association with Tech Mahindra Foundation)

Delhi Center:
Sarthak Educational Trust, Building No.1, Mohammadpur, Near Bhikaji Cama Place, New Delhi - 110066. Ph: 011- 41811466
Email: pm.delhi@sarthakindia.org

Chandigarh Center:
Sarthak Educational Trust, National Institute of Technical Teachers Training Research, Student Centre, In front of Institute of the Blind,
Sec- 26. Chandigarh 160019. Ph: 0172-5018126. Email: pm.chandigarh@sarthakindia.org

Sarthak Kaushal Vikas Kendra (In Association with National Skill Development Corporation)

Jaipur Center:
7B, Jhalana Dongri, Behind RTO Office, Jaipur 302004. Ph: 0141- 2703322.
Email: pm.jaipur@sarthakindia.org

Gurugram Center:
Hartron Multi Skill Development Centre, Plot No.1, Udyog Vihar, Phase 1, Near Kapashera Border, Gurugram. Ph: 0124-4280848.
Email: pm.gurgaon@sarthakindia.org

Ludhiana Center:
Braille Bhawan, Opp. BBMB Power House, Jamalpur, Ludhiana - 141010. Ph: 0161- 2681699. Email: pm.ludhiana@sarthakindia.org

Lucknow Center:
Jafar Khedha, Near Shri Swastika Granite, Awadh Chauraha, (Alambag Nahar), Kanpur Road, Lucknow -226005. Ph: +91-7398449994..
Email: pm.lucknow@sarthakindia.org

Sarthak Leap Inclusion Center (In Association with Capgemini)

Hyderabad Center
Plot No.10-3- 163/1, Old No. 16/A, Old Lancer Lines, Secunderabad, Telengana - 500072. Ph: 040-42617485.
Email: pm.hyderabad@sarthakindia.org

Pune Center
Office No -3, First Floor, Oswal Complex, 694, Taboot Street, Pune -411001. Ph: +91- 9595056330. Email: pm.pune@sarthakindia.org

Mumbai Center
205, Appolo Arcade, Parsi Panchayat Road, Near Sona udhyog landmark, Above HP gas agency, Andheri East, Mumbai - 400053.
Ph: 022- 40043214. Email: pm.mumbai@sarthakindia.org

Ghaziabad Center
B-220, Opp. Guru Kripa Motors, Near by Janta Band Wala, Shalimar Garden, Ghaziabad 201005. Ph: 0121-2611920.
Email: pm.ghaziabad@sarthakindia.org

Sarthak Skill Building Center (In Association with HSBC Swadesh Foundation)
West Delhi Center, WZ 38B, Gate No. 6, Village Keshopur, Vikas Puri, Near CRPF Camp, New Delhi 110018. Ph: +91-9899594257.
Email: pm.wdelhi@sarthakindia.org

Sarthak Skill Building Center (In Association with Cognizant Foundation)
Kolkata Center, 182, Canel Street, Sree Bhumi, Lake Town, Kolkata-700048. Ph: +91 9674818173.
Email: pm.kolkata@sarthakindia.org

Sarthak Skill Building Center (In Association with SBI Foundation)
Faridabad Center, E7 SGM Nager, Main Bandh Road, Sharma Chowk, Near Sita Ram Berger Wala, Faridabad -121001
Ph: 0129 4870868. Email: pm.faridabad@sarthakindia.org

Sarthak Skill Building Center (In Association with Mahindra Financials Services)
Bhopal Center, C-71 , Ground floor Balaji Tower, Indrapuri, Bhopal - 462021. Ph: 0755-4931104. Email: pm.bhopal@sarthakindia.org