



EnAble India
To empower people with disabilities

TM



ANNUAL REPORT

2014



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2014

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Note From Founders



1 Note From Founder



Shanti Raghavan
Founder & Managing Trustee



Dipesh Sutariya
Co-founder & Trustee



Pranesh Nagri
Honorary Director
and Operations Head

This year saw a next phase of growth for the organisation; various innovative models which have been initiated like the Placement Cell model for the state of Karnataka and University Model to reach out to persons with disability at the higher education level. The Centre of Excellence for Computer Training for the Visually Impaired supported by Axis Bank has been established. Inclusion of persons with disability in State Bank of India was very successful, with more training, sensitisation sessions and field implementations for employees with visual impairment and hearing impairment. EnAble India has developed various collateral related to awareness, development and inclusion of persons with disability. Various institution partnerships have been established, including the one with Global Rainbow Foundation in Mauritius for empowerment of persons with disability. EnAble India has seen an increase of around 25% of its resources from the previous year.

The MoU for the Placement Cell was signed with the Karnataka government in the month of July 2013. The task in front of the organisation was to reach out to persons with disability in the various parts of the state. This gave us the opportunity to understand the scenario of the persons with disability in rural areas of the state. A partnership with the RUDSETI was next on the cards and this was welcomed with open arms by the heads of the organisation, mainly Dr. Veerendra Hegde (Dharmadhikari, Dharmasthala Trust) and Mr. Somashekar, Director General of the National Academy of RUDSETI. Mr. Shivaprasad, who had worked on rural grassroots projects in Canara Bank retired and joined EnAble India. He helped initiate the trainings at various RUDSETI's and RSETIs in 11 districts of Karnataka. We learnt that self employment is the key to economic independence for persons with disability in rural and semi-urban areas. Over 390 candidates were trained on Entrepreneurship Development Programmes via the RUDSETI/RSETI model. This was only possible with the support of the directors, faculty and staff of the RUDSETI/RSETI. Initial follow up sessions revealed that there was a shift in the economic earnings for over 50% of the trained candidates. For wage employment, job fairs were conducted in Mysore, Hubli and Bangalore. A big thank you to the staff of Department For The Empowerment Of Differently Abled and Senior Citizens, the District Disability Welfare Officers (DDWOs), the Multi-purpose Rehabilitation Workers (MRWs), Village Rehabilitation Workers (VRWs) and the grassroots NGOs who helped us make this happen.

Career workshops, training programmes and training of teachers were conducted at Bangalore University, JSS Polytechnic for the Physically Handicapped, Mysore and Dr Ambedkar Institute of Technology for Handicapped (AITH), Kanpur. This has helped motivate students to get empowered for their careers and spread awareness amongst the teaching community. We see this university model expanding further in the years to come.

We would like to thank the Department For Empowerment Of Differently Abled and Senior Citizens - Karnataka, RUDSETI, RSETI, our funders and donors, volunteers, NGO partners and our team.

Jai Hind!

What EnAble India is all about

- Evangelist, creator and provider of the world class computer training for people with vision impairment
 - 200+ candidates with vision impairment trained every year
- Researcher of new job roles for persons with disability with innovative workplace solutions
 - Work with 400+ companies, average 15-20 new roles identified and 4 new innovative workplace solutions identified annually. Refer Annexure 1 for the full list.
- Worked on capacity building for trainers and organisations, leveraging technology solutions
 - 40+ trainers and institution partners enabled annually
- Developed large volumes of content and tools to help standardise and scale the awareness and development programmes
 - Content development for computer literacy for people with vision impairment, employability training across disability and inclusion and diversity enabling modules created for employers.
 - Developed unique training and development methodology with the core belief of transforming an individual.
- Pioneers in creating and conducting programmes for inclusion of persons with disability in PSU and government organisations
 - Partnered with State Bank of India, identified 47 different tasks, enabled over 40 SBI employees with vision impairment and 20 employees with hearing impairment. Coaching over 20 trainers of SBI
- Successfully developed and implemented the First-of-its kind model for placement cell for the state of Karnataka.
- One of the few organisations in the world working for various kinds of disabilities, for their economic independence and dignity via wage employment, self employment and entrepreneur models
 - Placed over 2000+ persons with various disabilities, across 26 sectors and 20 locations across the country.
- Every Rs. 1 of inflow average of Rs. 6.55 of economic impact created

HEARING IMPAIRED SEE LINK - <http://youtu.be/mYzR2QaUM2E>

2

Persons with disability - Be a better Indian

- 2.1 Giving back to Society
- 2.2 Killing two birds with one stone
- 2.3 One idea hoping to change an entire village
- 2.4 Reaching out to flood victims in Uttarakhand
- 2.4 Bringing light and paving the way in Koramangala, Bangalore
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- 2.6 Waiting for jobs made easier
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- 2.8 Don't wait for inclusion - include yourself!
- 2.9 Volunteer and be the change

2 Persons with disability - Be a better Indian

2.1 Giving back to Society

Our students with disability have been given a larger vision for themselves. During training, they are encouraged to think about their livelihood in the context of India and the world. By working well to be independent and by helping society, they become better Indians. They start becoming the change that they want to see in the world.

"We in EnAble India believe that you can only help yourself if you help others"

HEARING IMPAIRED SEE LINK - <http://youtu.be/pE0BIRpE-58>

Volunteer and be the change

Total number of volunteering hours by candidates with disability

10,000
hours

2.2 Killing two birds with one stone

HEARING IMPAIRED SEE LINK - http://youtu.be/Mpan8nDk_ZA

How do you solve the problem of food wastage by hotels and food shortage in old age homes and orphanages?

Simple! Our candidates with physical disability convinced hotels to give away the excess food to the homes.

Today 9 hotels in Bangalore are supplying food to these old age homes, orphanages and ashrams. What an idea!



Our candidates with physical disability getting ready to go out to convince the hotels

2.3 One idea hoping to change an entire village

HEARING IMPAIRED SEE LINK - <http://youtu.be/RBR-VGZkpFY>

Place: Guttepalya near Nelamangala, Karnataka

Mission: Candidates with physical disability wanting to spread awareness and bring change in one village.

Result: 30 houses made aware about personal hygiene, clean environment, protection against diseases, legal awareness, and women and girl child empowerment.



Speaking to the villagers and bringing about change

2.4 Reaching out to flood victims in Uttarakhand

HEARING IMPAIRED SEE LINK - <http://youtu.be/hG4scVjJa94>

June 2013: Red letter day for India. Who can forget the floods in Uttarakhand, devastating the entire state?

Reaction: Our candidates with vision impairment decided to reach out to relief victims

Mission: Collecting relief items by going door-to-door

Result: While successfully collecting grains, clothes and other relief items, candidates learnt to successfully convince people with timely intervention, empathy and patience.



The devastating floods at Uttarakand, leaving many lives and homes destroyed

2.5 Bringing light and paving the way in Koramangala, Bangalore

Problem: No streetlights, no pavements and more accidents

Place: Venkatapura and Ejipura Road, Koramangala in Bangalore

Mission: Our candidates with vision impairment wanted to bring light and pave the way for the sighted person on the road

Result: Successfully convinced BBMP (Bangalore Municipality) to install lights and repair pavements. Our candidates learnt to write in Kannada to officially send a letter to the BBMP, and this little effort managed to sway a lot of decisions.

Achievement: Reduced accidents, reduced crime and increased safety.

Additional bonus: Pradeep, our candidate with vision impairment, went back to his hometown and got streetlights installed, after finding out about a chain snatching incident. Now people, especially women, are able to go out after dark.

RK, our candidate with vision impairment who was one of the initiators tells us to "Take the initiative and be the change for ourselves."



Our candidates with vision impairment overseeing the pavement construction



2.6 Working towards a cleaner Bangalore

HEARING IMPAIRED SEE LINK - <http://youtu.be/9MMVlcSyTtg>

The garbage dumping near St. Martin's High School in Magadi Road takes place on a daily basis where heaps of garbage would be burnt next to the school during lunch hours. The students at that time would be out of the school premises and become ill by inhaling the smoke. With the students falling ill, the headmaster had reported to BBMP but did not see any changes.

Our team of 6 candidates with vision impairment decided to take this up as a community project and wanted to spread awareness on garbage dumping. They conducted a survey on garbage bins and disposal bags on almost every house in the area, around 40 houses.



Our candidates with vision impairment, Nazeer and Ramakrishna, successfully convincing a BBMP official



Burning garbage



Candidates speaking to local residents about segregation

Our team took up teaching segregation of dry and wet wastes at homes which can have a 30% reduction in waste. The team also wanted to install bins but after speaking to BBMP, they realised bins were considered impractical. At the beginning of the survey, many people were reluctant to give opinions and did not allow photographs. But watching our candidates spread awareness, many were motivated to improve the condition. The team has even motivated the residents to approach BBMP directly. Right now there is a massive improvement. The burning of garbage has stopped and the locality is a lot cleaner. Garbage is also being segregated by each house.

2.7 Waiting for jobs made easier

HEARING IMPAIRED SEE LINK - <http://youtu.be/9z3mjrKYYM>

What was supposed to be a one-day community project turned out to be a long term commitment! Our candidates with hearing impairment found out that helping others is actually helping themselves so once their training was over, they decided to go back and help the home while they waited for a job. They said that waiting for a job was made easier because they get to bring about a positive change.



Our candidates with hearing impairment posing for a photo with the Sister Care staff



Sawaz and Charan washing clothes for the people in the home

2.8 Reaching out to Kanpur villages

HEARING IMPAIRED SEE LINK - <http://youtu.be/lza1RtQjzA>

The Team: Our candidates with physical disability from our Kanpur training with AITH (Dr.Ambedkar Institute of Technology for the Handicapped)

The Plan: Spreading awareness on disability, education and careers to the surrounding villages in Kanpur

The People: Rural men, women and children participating and getting to know useful information

The Impact: NGOs and government departments in the villages were impressed with our candidates – their confidence, professionalism, communication skills and commitment

The Achievement: Increased awareness and many NGOs seeking EnAble India collaboration after seeing our candidates work!



Children taking part in a colourful awareness programme



Our candidates collecting forms from the villagers

Our candidates with vision impairment developed an accessible menu card using Braille - A "See Change" for one restaurant in Koramangala. This is the first step in self-advocacy and inclusion, with many more restaurants to include this menu.



Accessible Menu with Braille wording below each item in the menu



The Telegraph India's online story on the restaurant

3

Development and Training

- 3.1 Employability training for skilled and unskilled sector
 - 3.1.1 Impact of our training
 - 3.1.2 Accepting her disability and working in ANZ
 - 3.1.3 Don't be afraid to communicate with us
 - 3.1.4 Selling "vegetables" helped me get a job
 - 3.1.5 Employability Collaborative training with Titan
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- 3.5 Employability Training for University (Workshop)
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3 Development and Training

EnAble India's innovative training has benefitted persons with vision impairment, hearing impairment, physical disability, intellectual and developmental disability, cerebral palsy, mental illness and others. Our candidates have gained jobs in the unskilled and skilled sectors and have also felt equipped to deal with the challenges that life throws at them.

EnAble India has conducted more than 45 training programmes with more than 910 trainees, for unskilled, semi-skilled and skilled jobs.

Total number of people trained = 910

Sl. No.	Training	No. of candidates	Disability
1	Employability training for Persons with Disability (Skilled and Unskilled) EFC 45 and 100, TMF SMART training and Collaborative trainings	396	Physical disability, vision impairment and hearing impairment, some persons with learning disability and cerebral palsy
2	Entrepreneurship Development Training	323	Physical disability primarily, some persons with vision impairment and hearing impairment
3	Computer and Career training for visually impaired	93	Vision impairment
4	Employability Training (Inclusion in PSUs)	36	Vision impairment and hearing impairment
5	Employability Training for University (Workshop)	62	Vision impairment

3.1 Employability training for skilled and unskilled sector

In our training, we focus on the overall development of our candidates with disabilities, making them ready for employment and ready for the world. We look at training on careers, English, life skills, computers, domain specific training and much more.



Our candidates with physical disability with volunteers attending a training session and then posing for a photo afterwards



Our employment officers, Vidya and Subbiah giving our candidates some real world exposure



Employability training in place



Fathima Begum, our candidate with physical disability, doing experience learning



Training session for candidates with physical disability



Employment Foundation Course 45 training for our candidates with hearing impairment



Volunteering as a part of the training

3.1.1 Impact of our training

- 92% of the trained candidates totally agree that this course has enabled them to get a job.
- 83% of the trained candidates feel that their English skills have improved
- 92% of the trained candidates feel that the spelling tool and eye tool (Educate Yourself Easily (EYE) tool developed to help one learn computer independently) have served as catalysts for their learning

What our candidates said

HEARING IMPAIRED SEE LINK - <https://www.youtube.com/watch?v=oC5s95TSfv0&list=UUZ2gHONgkbpnq7ofzPbEtKQ>

Sameer Saheb, candidate with hearing impairment, says he has learnt that a job is important to get respect, independence, to fulfill your goals, for better future and for saving money.

Umesha, our candidate with physical disability says "We learnt about ability and inability. We learnt about time management. We have learnt to rectify our mistakes, to understand others and to solve problems."

Punith, our candidate with physical disability says "This training changed my life. I got lots of knowledge from this training thanks to EnAble India. I am proud of Shanti madam and all the trainers. Thanks to all."

Santosh, our candidate with physical disability liked the learning bank and trust bank exercises. He says "I learnt about learning bank and trust bank, these two are the most important things in life. Because learning is a never ending process; when we start our learning, our trust bank will automatically increase."

3.1.2 Accepting her disability and working in ANZ

HEARING IMPAIRED SEE LINK - <http://youtu.be/2czsnMXoq-w>

Coming from a family with a mother having mental illness and a father suffering from alcoholism, Sumithra will greet you with a smile. Sumithra has scoliosis and limited leg mobility, travels 100kms every day to come to our training. With our training, her self-esteem increased, making her confident. She says "If I think I have problems, I cannot achieve anything. I have learnt to accept my disability and because of that I have become confident to speak about it." We teach that accepting your disability is half the battle won. Sumithra's dream is to build a home and take care of her mother. Now that she has been selected in ANZ Bank, she is closer to achieving her dreams!



Sumithra's big smile as she works on her training exercise



Our candidates with hearing impairment saying hello

3.1.3 Don't be afraid to communicate with us

HEARING IMPAIRED SEE LINK - http://youtu.be/gXQf_oapJBc

The EnAble India training gives room for candidates to not only come out of their shell but also pro-actively advocate about their disability as well as solutions to overcome disability related challenges. Gowtham, our candidate with hearing impairment, has told us, *"I learnt to make hearing people not afraid to communicate with deaf."*

EnAble India Deaf Club

We have started a club for our candidates with hearing impairment that helps candidates who are employed with day to day challenges in their working life.

3.1.4 Selling "vegetables" helped me get a job

HEARING IMPAIRED SEE LINK - <http://youtu.be/mfSgK30lhZg>

EnAble India trainings are innovative and also give room for reflection and growth. When Krishna, our candidate with physical disability along with other students had to behave as "vegetable vendors" to "customers" in our role simulation training, they had to do simple math of the different vegetable quantities. They found this simple task really tough. Krishna understood that even a vegetable vendor job requires the right attitude such as patience. This helps him to do his sales job currently in Total Mall.



Krishna graduating from our training programme

3.1.5 Employability Collaborative training with Titan

This unique collaboration with Titan has helped candidates become proficient watch technicians, a job role which has a huge demand in the country. A total of 12 candidates with physical disability have been successfully trained.



Titan managers with the students and EnAble India founder, Shanti



Students learning to work with watch and clock repair tools



Tinku concentrating on the detail of the work

Result	100% of the candidates placed in various Titan showrooms all over the country
--------	---

Snapshot of a few of our candidates with physical disability

Name: Monu Kumar

Background: Son of a retired army officer

Current situation: He is now hoping for a job in Delhi

What he said: "We should never feel nervous regarding our disability and always utilize our positive attitude."



Name: Anil Kumar Verma

Background: Son of a farmer and hails from UP

What he said: "My disability provides me the best opportunity to prove myself."

Name: Dheerendr Kumar

Background: Son of a farmer with one brother working as an electrician

What he said: "Every disabled person should be independent through skills and knowledge."



Name: Sanjeev Kumar

Background: Son of a farmer and the oldest of 6 siblings

What he said: "We should love our disability and never think negative."

Name: Vikram Singh

Background: Son of a loco pilot in railway

What he said: "Each disabled person should to make their goal if he is determined to achieve."

Our self employment programme for rural persons with disability has been possible due to partnership with National Academy of RUDSETI (a resource organization working for entrepreneurship development), Canara Bank and SBI RSETIs. There have more than 560 residential training centres around the country with excellent facilities and great management strength. 3 courses have been created with National Academy of RUDSETI for persons with disability and 323 persons with disability trained on self employment in 11 districts of Karnataka.

HEARING IMPAIRED SEE LINK - <http://youtu.be/e5VxR5cSS0s>

a photo journey



Created curriculum with RUDSETI



Engine behind EDP
– Mr Shivaprasad



Role models inspiring candidates



Behavioural simulations help realise potential



Candidates ready for self-employment

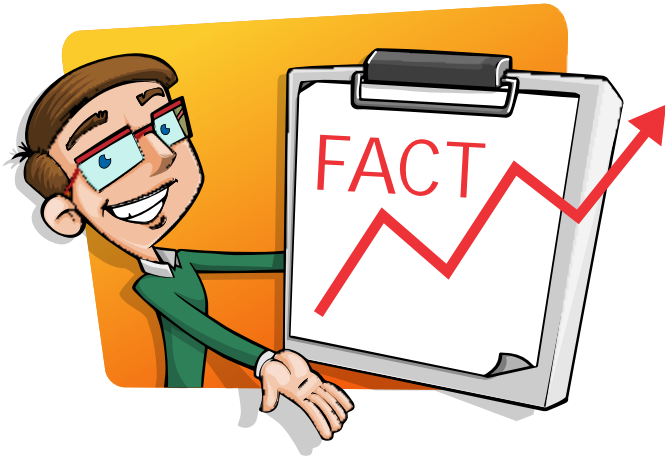


Women empowerment – All women batch in Harohalli



Solutions overcoming disability

3.3 Career and computer training for candidates with vision impairment



Not many people with vision impairment know that they can get a job in IT and ITES

Not many people with vision impairment have the required technical skills

At Enable India, we provide a training course which teaches all IT related skills

Almost 60% of the candidates who got training with us this year are now placed in companies



Our candidates with vision impairment who have successfully completed the career training



Training session in place



Company visits are a must for our candidates to get real world exposure



Sandesh, our trainer, instructing a student during a real work session



Varsha, our trainer with low vision giving computer training to Poonam, a need based candidate with vision impairment

HEARING IMPAIRED SEE LINK - http://youtu.be/w5AZ3O_W_K0

3.3.1 Impact of our training

- 100% say that the training has enabled them to get a job
- 100% say that they received more knowledge on the job
- 100% say that they are now more confident in working with computers
- More than 90% say that the real work given in the training has helped to improve their skills
- More than 60% say that they have gained confidence to do their job

3.3.2 Designing an all-in-one bag

HEARING IMPAIRED SEE LINK - <http://youtu.be/5LVnHo4at8c>

Our trainers have encouraged Soujanya, our candidate with vision impairment, and her peers to come up with solutions for their own challenges to make them efficient in every activity. Our trainers always say "if you find solutions to perform your daily activities with speed and quality, you will be able to perform with efficiency in the company". Soujanya and her team developed a bag which contains separate pouches to help easily access their cane, wallet, Braille-slate, coins, note-taking recorder and water bottle. The transparent front pocket helps in showing the bus pass easily to the conductor without removing the pass.



Photo of the accessible bag

Narendra is visually impaired with only two fingers in each hand. EnAble India trainers posed a question to Narendra and other students "If you can't manage to convince your own family, how can you convince companies that you're capable of work?" Through social integration projects, we train Narendra and students to think of solutions. Narendra's mother never lets him cook, since she is afraid he will hurt himself. Narendra determinedly went home one day and started cooking. He made tea by himself and gained a lot of confidence. This little gesture changed him and his family. He got so confident that he started teaching computers to workshop candidates in EnAble India. This just proves that little steps will take you a long way!

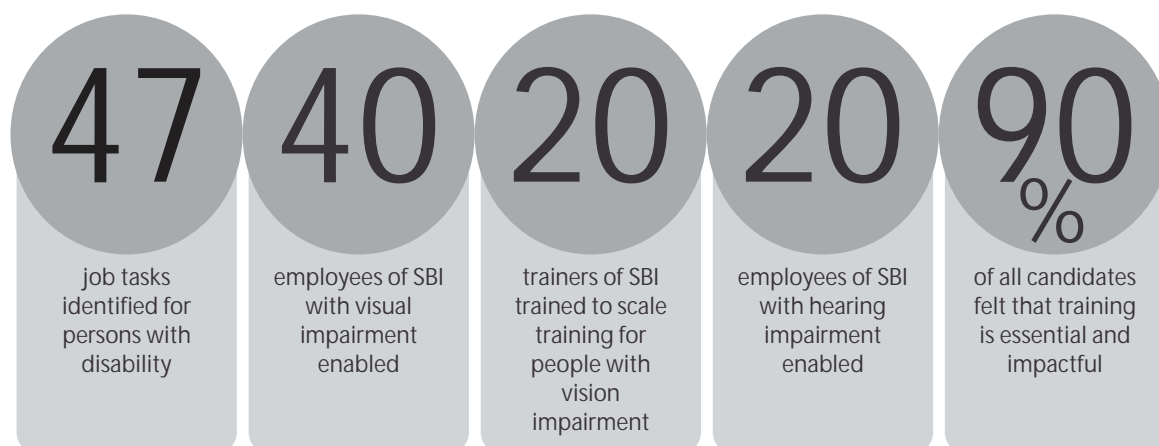


Narendra conducting a session in the TOT workshop

3.4 Employability Training (Inclusion in Public Sector Units – PSUs)

EnAble India has collaborated with State Bank of India to provide training for their employees with disability. This partnership is a benchmark for disability employment in public sector organizations.

Impact





Students learning different assistive technology to help work on computers



Candidates with vision impairment having fun in GRS Park, a trip they organized themselves



Peer sensitization taking place, where our candidate is showing his team members how to perform his role independently



Trained employee with vision impairment performing his work tasks at the branch



Srinivasan, our candidate with vision impairment, giving passbook to customer



Gopal, our candidate with vision impairment, helping customers

3.4.2 Did you know?

Easy work place solutions:

Found by employees with vision impairment to make working in banks easier

- Helpline Support – Helpline working round the clock to support employees with their work
- Asking the account numbers from the customers – the employees have been printing pass books by asking the account numbers from the customers directly and recording and printing directly
- Writing the account numbers in bigger fonts on top of the pass book - The low vision candidates are writing the account numbers in bigger fonts which are visible to them

3.4.3 Training for employees with hearing impairment in State Bank of India

We did a post-training programme in SBI for a batch of 18 employees with hearing impairment – we train the employees while at the same time bringing awareness to the employers



Training session in place



Senior bank officials checking out the assistive aids lab of the bank, where various supportive aids are available for the employees with vision and hearing impairment at SBI.

What our candidates say:

Ramadevi –

Training is very helpful in order to work better in our positions.

Krishnan says he liked the sign language interpretation and the whole heartedness of the trainers

The director at SBI says

“Shyam Krishnan looks more confident with a glowing face; must be because he underwent training which enhanced his banking knowledge”



Shyam, hard at work as a senior assistant

Motivating the non-disabled employees



Peer sensitization where Shekar, our hard of hearing candidate, proudly displaying his work capabilities to his colleagues. The colleagues consider him the best performer in the team.



Sensitisation of the bank managers – easy work place solutions discussed to improve the productivity of the employee and the efficiency of the bank

3.5 Employability Training for University (Workshop)

HEARING IMPAIRED SEE LINK - <http://youtu.be/y-EpKmit2OY>

3.5.1 Employability Training Programme at Dr. Ambedkar Institute Of Technology For Handicapped, Kanpur (AITH)

EnAble India, in partnership with AITH, is conducting training on employability for AITH's students with disability pursuing diploma and graduation. We conducted training for 33 graduates out of which 90% are already placed in different companies including Titan, Aegis, Wipro, Accenture, Vindhya, and HCL.



Dinesh, candidate turned trainer, participating in a role play



Murali, our programme manager working with a candidate with Sanjay's help

What our candidates say:

"My communication skills and body language improved a lot and I have overcome my hesitation to speak in front of others. Now I am more confident and ready for job anywhere in India"

Shalu Devi Gaur,
AITH, Kanpur
[Selected in Wipro, Mysore for End User Support]

3.5.2 From Sonbadhra to Bangalore, a journey of 2000 miles

Dinesh's story

The only child with a disability in his family, Dinesh hails from a rural background with his father farming crops just enough for the family's sustenance. Having never used a wheelchair all his life, Dinesh uses his hands to walk. Dinesh had always wanted to get a solid education and he urged his parents to send him to various schools even outside his village. When there were no hostel facilities, he lived by himself, cooking, washing clothes and even fetching water by himself. His only mode of transport was a tricycle. While he was studying for his B.Sc, he got into AITH and was excited to see accessible infrastructure for the first time. He started using a wheelchair for the first time.

With EnAble India's collaboration with AITH, Dinesh participated in many company interviews but was not successful, the reason being his communication skills were not up to par. EnAble India believes in ensuring people reach their potential, and having noticed Dinesh's never-give-up attitude, we decided to hire him as a trainer (and a role model for future trainees). He has proven himself when he and his fellow trainer coordinated a training session in a rural area where logistics and coordination were a challenge. From setting up the training room to ensuring candidates are accommodated comfortably, the training sessions were successful, with nearly 90% of the candidates getting jobs.

Back home, his family is extremely happy for Dinesh. When he goes back, his neighbours, all non-disabled people, ask him how he got the courage to go by himself all the way from Sonbhadra, UP to Bangalore. His reply is simple. He says "it's not that it is great work, it's just that if you have a goal, you can achieve whatever you want".

Sanjay and Dinesh, our trainers with physical disability, with big smiles and happy jobs



Sanjay's story

The youngest in his family, Sanjay got polio when he was a child but with the care of his family and good medical treatment, he is now able to walk. He comes from an agricultural background, with his father owning a medium scale farm and brothers working as managers in a college. Sanjay got into AITH while doing his degree, and pursued a computer diploma. While he was good academically and also in extra-curricular activities (having taken part in drama and singing competitions), he was not selected in campus interviews. He says that back then he was not confident and lacked communication skills.

Sanjay came to Bangalore for the EnAble India training, improved his communication skills and gained confidence. What helped him was doing the community project to collect relief items for the Uttarakhand flood victims. Convincing strangers to give away items developed his confidence and interaction skills. Still at the end of the training, Sanjay was not able to get a job in his line which was why we hired him as a trainer.

Like Dinesh, Sanjay has proved that he is a good trainer. He says that as a trainer, the biggest challenge was to motivate people, especially those who didn't get jobs. There were two candidates who were angry most of the time, but Sanjay used to mentor them, calling them and advising them to reflect on themselves. These candidates changed for the better and are now placed in Wipro. He is happy that most of the candidates in his batch are now placed. In his words "My disability provides me the best opportunity to prove myself".



Placement Cell

- 4.1 Our Guiding Principles
- 4.2 Placement details
- 4.3 Wage employment
- 4.4 Entrepreneurship Development Training
- 4.5 The University Model
- 4.6 Community Pilot Enterprise Programme
- 4.7 Work-at-home for people with severe disabilities
- 4.8 Job Fairs
 - 4.8.1 Hubli Job fair
 - 4.8.2 Mysore Job Fair event

4 Placement Cell

Vide Government order No MME 14 PHC of 20112 issued at Bangalore on 15.06.2012, EnAble India was appointed the implementing agency for Training and Placement Cell for Persons With Disabilities for the state of Karnataka.

HEARING IMPAIRED SEE LINK - <http://youtu.be/qjyJWLLw02I>

4.1 Our Guiding Principles

EnAble India came up with a set of guiding principles for the placement cell

1. Coverage of all geographic regions in Karnataka (all revenue divisions)
2. Coverage of all disabilities including severe disabilities – persons with vision impairment, hearing impairment, physical disability. Under this programme, we are also starting pilots for severe physical disability, intellectual disability and more.
3. Partnership with companies to enable better employability training and wage employment
4. Government team - Working closely and involving the larger team in the government – Village Rehabilitation Workers (VRW), Multi-purpose Rehabilitation Workers (MRW), District Disability Welfare Officer (DDWO) and the Department For The Empowerment Of Differently Abled and Senior Citizens
5. Coverage for different sectors of persons with disability – urban, semi urban, district, educated, less educated, illiterate, people with severe disabilities who require support and more.
6. Partnerships with organisations to leverage strengths - for persons with disabilities expertise, logistics and/or expertise in employment or entrepreneurship development. We are involved in co-creation of a curriculum to enable the process.

EnAble India came up with a multi-pronged approach

1. Wage employment programme- to enable persons with disability who are in urban, peri-urban and semi urban areas around the major cities such as Bangalore, Hubli, Mysore and 2 tier cities.
2. Entrepreneurship development programme – to cover persons with disability in districts where most candidates would prefer to go for self employment given the socio-economic realities.
3. University programme – for building the pipeline of educated persons with disability – working with universities such as Bangalore University and JSS Polytechnic For Differently Abled to give career guidance and basic employability training for persons with disability to improve their chances of placement.
4. Community pilot enterprise programme (unskilled sector) – where we enable incubation of a business enterprise managed by an entrepreneur with disability for providing people with severe disabilities opportunities for working within the community.
5. Work-at-home for people with severe disabilities (semi skilled and skilled sector) – where people with disability are enabled with infrastructure needs to work from home using computers
6. Job fair to create awareness and employment opportunities for many people with disabilities – where we enable meeting between several employers and several persons with disability at the same forum bringing about greater awareness and greater placements

EnAble India has primarily placed persons with vision impairment, hearing impairment, physical disability along with persons with cerebral palsy, intellectual disabilities, mental illness, deaf blind and other categories such as learning disability.

ENABLE INDIA STATISTICS

FROM 1st JAN 2004 TO 31ST MARCH 2014

Total number of candidates registered	7266
Total number of candidates trained	2932
Total No. of candidates Employed	2057

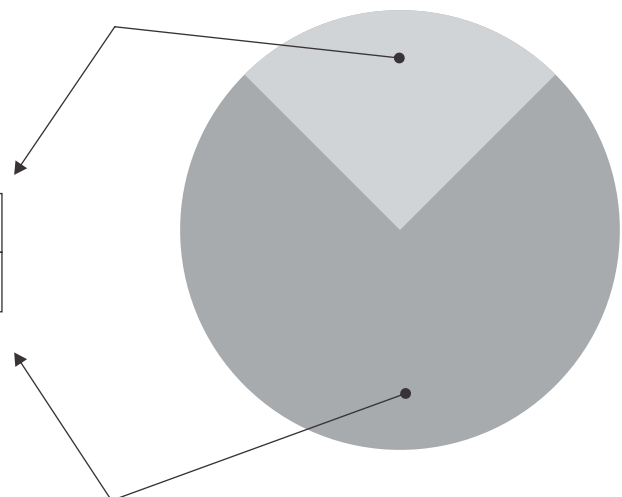
ACHIEVEMENT –

70% of our trained candidates are now employed and economically independent

PLACEMENTS	
Total No. of placements	384
Placement Disability Break Up	
Total number of people with physical disability	243
Total number of people with vision impairment	54
Total number of people with hearing impairment	82
Total number of people with Cerebral Palsy	2
Total number of people with mental illness	1
Total number of people with mental retardation	1
Total number of people with learning disability	1
TOTAL	384

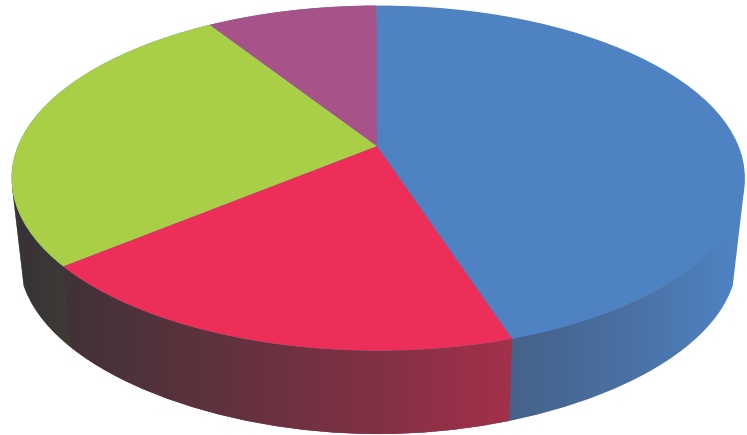
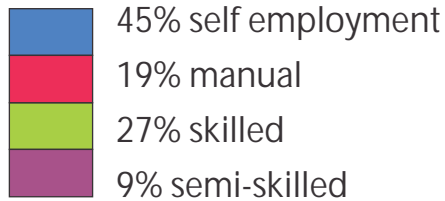
Gender Break Up

Female	25%
Male	75%



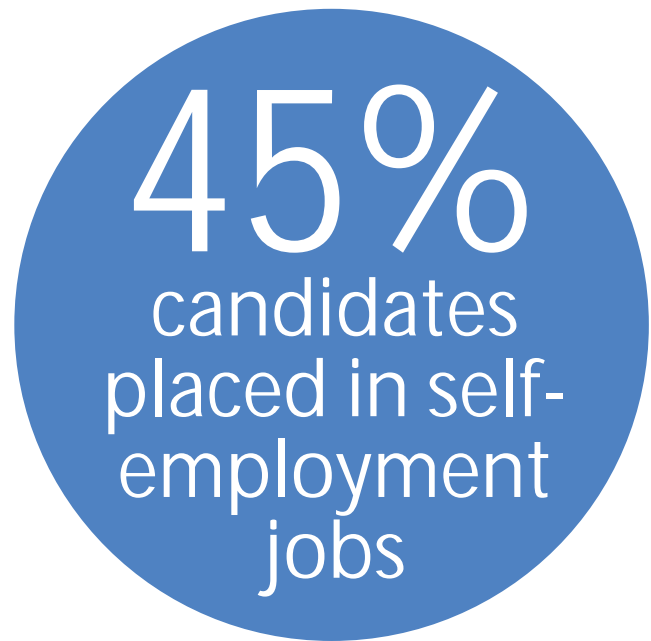
BREAK UP

Registration	
Registered from 1ST APRIL 2013 TO 31ST MARCH 2014	
Visual Impairment	293
Physical disability	865
Others	3
Mental Retardation	29
Mental Illness	25
Hearing Impairment	323
Deaf Blind	3
Cerebral Palsy	17
TOTAL	1558



Employment Category

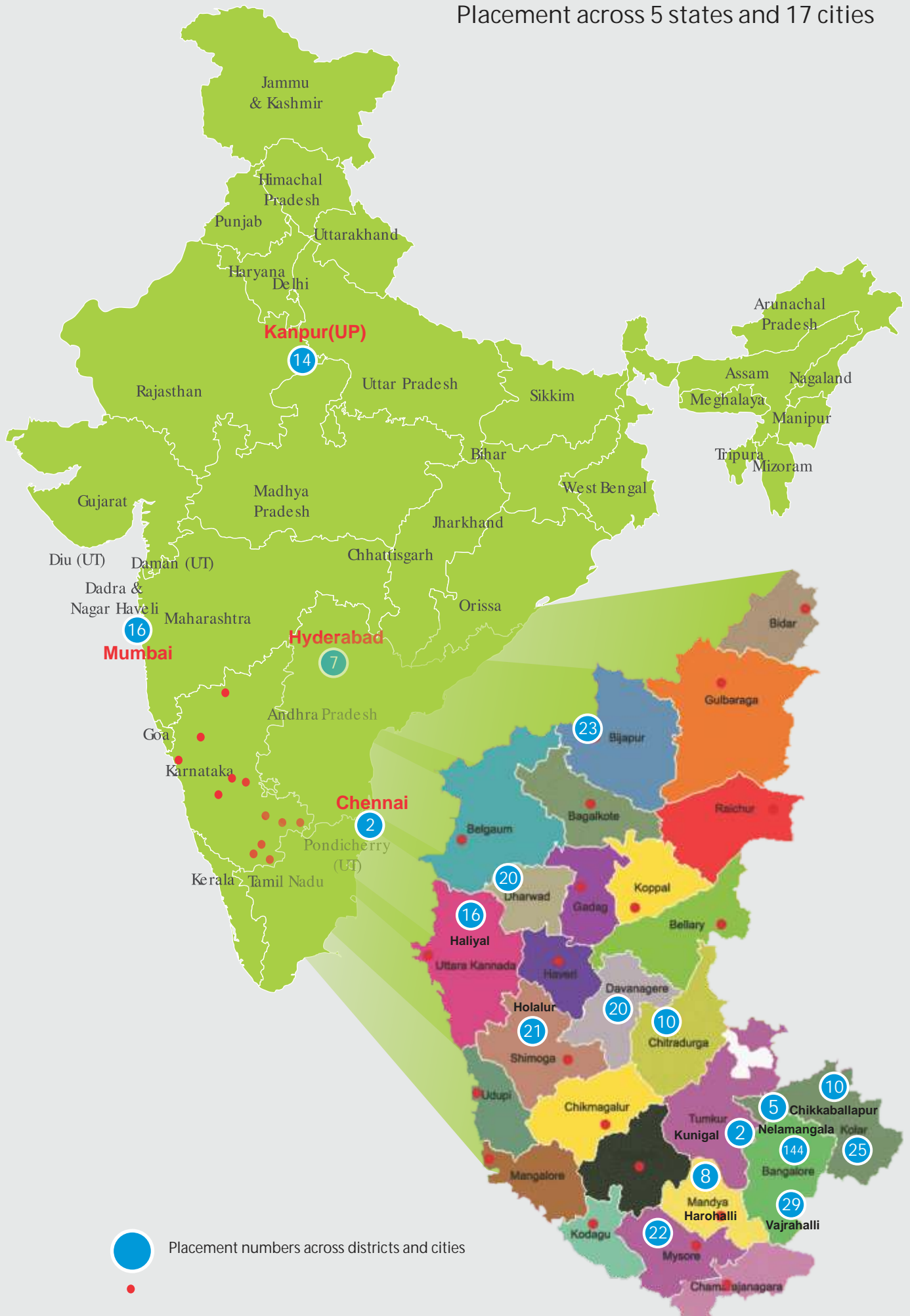
Support for Self Employment	174
Wage Employment [Manual - 74. Skilled - 103. Semi Skilled - 33]	210
TOTAL	384



Location - Districts/cities in which candidates are placed	
Bangalore	144
Bijapur	23
Kolar	25
Chikkaballapur	10
Davangere	20
Dharwad	20
Haliyal	16
Harohalli	8
Holalur	21
Kunigal	2
Mysore	22
Nelamangala	5
Vajrahalli	29
Hyderabad	7
Chennai	2
Mumbai	16
Uttar Pradesh	14
TOTAL	384

Location - States placed in	
Placed in Karnataka	345
Placed in Andhra Pradesh	7
Placed in Tamil Nadu	2
Placed in Maharashtra	16
Placed in Uttar Pradesh	14
TOTAL	384

Placement across 5 states and 17 cities



We have placed people in:



From April till now Wage employment :
Average salary – 10,400 Rs

4.3 Wage employment

Snapshot of people placed this year

Earning Rs. 5,000 to Rs 9,000

Bharathi, Total Mall

Disability	: Physical disability
Education	: SSLC
Family background	: Domestic Worker
Role	: Cashier



Shaik Sadak Ali, Taj

Disability	: Physical disability
Education	: P.U.C
Family background	: Painter
Role	: House Keeping Help Desk

Nara Hari, Taj

Disability	: Learning Disability
Education	: PUC
Family background	: Store Supervisor
Role	: House Keeping Help Desk





Velankanni Selvi, Vindhya Infomedia Pvt. Ltd.

Disability	: Physical disability
Education	: PUC
Family background	: Farmers
Role	: Process Associate (Voice)

Janaki

Janaki is a shy girl and has very low self esteem. She completed her Degree in Kannada, Sociology and Women Studies. She joined Enable India and completed her Career Centric Computer Course where she gained a lot of confidence and started speaking English fluently and gained mobility skills.

Today, she has joined a recruiting company called VIP People Tech. She is now independent and very confident. Her manager is very happy with her attitude and performance. He is now recommending many of his clients to recruit people with disabilities.



Krishnaji Rao, Undergraduate Student

Disability	: Physical Disability
Education	: SSLC
Family background	: Agriculture
Role	: Cashier

20 year-old Krishnaji Rao had little ambition in his life and goals for his future prior to joining EnAble India. Since joining the Employment Foundation Course, Krishnaji has begun to realise the importance of education in building his future and has started to pursue Electronics in college. Krishnaji, who once struggled even with the simplest of tasks, has developed to be a confident, social and lively young man and now works hard to realize his aspiration of being an engineer in the future with the support of EnAble India and his family.



Bharti, Ammi's Biryani

Disability	: Physical Disability
Education	: 9th Standard
Family background	: Daily Wages
Role	: Helper/House Keeping

24-year old Bharti, who dropped out of school in her tenth grade, is now motivated to complete her studies after going through EnAble India's Employment Foundation Course where she improved on her English and communication skills. Applying her skills in her job placement at Ammi's Biryani, Bharti has learned to be social when approaching others and is more comfortable in presenting herself in public.

Lakshmi Shiraguppi, IBM

Disability	: Physical Disability
Education	: S.S.L.C, P.U.C
Family background	: Agriculture
Role	: Cashier



Laxmi from Hubli used to suffer from shyness and low self-esteem due to the lack of family support in initially facing her disability. Now, Laxmi is a radically transformed person who is open and comfortable in dealing with her daily challenges and has come to the point where she is able to live and support herself independently. The real world exposure and sense of value she gained through EnAble India's Employment Foundation Course has instilled in Laxmi a strong sense of resilience in dealing with any challenge that comes her way.



Nalinakshi, Shell

Disability	: Physical Disability
Education	: P.U.C
Family background	: Agriculture
Role	: Cashier

Earning Rs. 10,000 to Rs 14,000

Sri Vidhya, IBM

Disability : Hearing impairment
Education : Diploma
Role : IT Help desk



Manjunath, All God Service

Disability : Speech impairment and physical disability
Education : SSLC
Role : Packing

Rajnesh, IBM

Disability : Physical disability
Education : B.Sc Comp Sc.
Family background : Farmer
Role : IT Help Desk



Great transformation in attitude from being agitated and aggressive to very enthusiastic and courteous . He has earned his leadership skills from Enable India's training apart from his knowledge



Naresh M, IBM

Disability	: Physical disability
Education	: B.Tech
Family background	: Cloth Business
Role	: IT Help Desk

He used to be a confused individual who was nervous about everything. Gradually, he transformed himself into a proactive learner. He approaches the trainer and seeks learning suggestions

Pinky Gupta, Divya Jyothi Charitable Trust, Mysore

Disability	: Visual impairment
Education	: Diploma in Computer Science
Family background	: Self Employed
Role	: Trainer



Before joining Enable India, Pinky lacked focus in life and felt poorly of herself thinking that she had no abilities to contribute to society. From her interaction with her fellow peers at Enable India, Pinky has discovered her unique skills and developed a deep area of interest in empowering others. Working as a trainer in the Divya Jyothi Charitable Trust, Pinky is now a changed individual who imparts her own newfound skills and knowledge in empowering hundreds of other visually impaired individuals. Pinky feels very fulfilled and proud of her job of nurturing others to reach their fullest potential and is praised by all her students as "the best trainer" at Divya Jyothi.

Gayathri Iyer, SunITES



Gayathri, aged 25, a bubbly young girl enjoyed walking around the busy streets and eating street food. One day, she was diagnosed with tumour in the brain. Doctors warned it would be tough and to go to surgery. As a result of the tumour, her sight deteriorated. She lay in bed wondering what to do until she heard of Enable India. She quotes, "I never knew the blind can work on computers or be employed in any way. Today I am happy as I can work on computers and know very soon I can be financially independent. My father spent all his savings to give me a life. I want to be able to give back in some way."

Gayathri completed her Career Centric Computer Course this August from Enable India and immediately got a job as an Accessibility Tester in SunITES.



Nowfal Mohammed, Ernst and Young

Disability	: Visual impairment
Education	: MBA
Family background	: Shopkeeper
Role	: Operation Executive

Nowfal Mohammed, who only started to gradually lose his vision in his later years, shunned himself in public and had much difficulty accepting his disability. Prior to his own experience, Nowfal had no awareness or knowledge about people with disabilities. However, after undergoing counselling sessions at Enable India, he has gained a deeper understanding about living with his disability. Counselling has also helped him in expressing himself better and building good relationships with others. Nowfal is now an independent individual who is able to embrace his disability with open arms.

Yashoda, Mahindra's Foundation

Disability	: Physical Disability
Education	: B.Com
Family background	: Agriculture
Role	: Back Office Assistant



Coming from a labourer background in Haveri district, Yashoda was once pessimistic and wary of moving to the big city alone to pursue her training with EnAble India in Bangalore. Since her training in EnAble India, Yashoda has grown to be a more confident individual and learnt to seize opportunities in her life after meeting many like-minded motivated individuals. Yashoda's outlook on life is bright and optimistic now due to the positive influence she gained from the people in EnAble India. She now aspires to motivate others to live life to the fullest by starting her own NGO in the long-term.

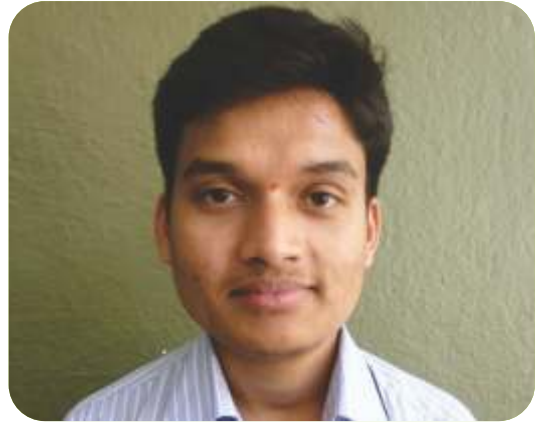


Aghaara Vasudev, IBM

Disability	: Physical disability
Education	: S.S.L.C, P.U.C, B.A (Others), M.C.A
Family background	: Agriculture
Role	: Quality Experience Engineer

Haladappa, Schneider Electrical

Disability : Physical disability
Education : B.E. in Electrical & Electronics
Family background : Agriculture
Role : Intern- PCB Design



Haladappa, who came from rural Davanagere, lacked technical skills and struggled to communicate in English. Within his 3-month training in Enable India, his English communication skills improved significantly and he is no longer afraid to express himself. Enable India taught him the true meaning of success in struggling to continuously gain knowledge and to face all struggles with enthusiasm without losing confidence.

Earning
Rs. 15,000 to Rs 19,000



Sharanappa Hanagalla, IBM

Disability : Physical disability
Education : Diploma in Computer Science
Family background : Agriculture
Role : Technical Support Associate

Abdul Azeez, Accenture

Disability : Physical disability
Education : B.E. in Computer Science
Family background : Business
Role : Associate Software Engineer



Abdul Azeez used to have much difficulty getting up in the mornings and was unmotivated to live life due to fear of people's judgment of his disability. Though he was very sensitive to negative judgment and failures before, training at Enable India has allowed Abdul Azeez to be more open towards his disability and judgment from others. He realised that his own self-acceptance is the key to inclusion in the larger society and is now working hard towards getting a stable job with a good payment.

Boobesh R, IBM

Disability : Physical disability
Education : B.Sc, M.C.A
Family background : Hand Weaver
Role : Technical Support Associate



Punith N, IBM

Disability : Physical disability
Education : Diploma in Computer Science
Role : Help Desk Executive

Earning
Rs. 20,000 & more

Srinivas, Thomson Reuters

Disability : Physical disability
Education : Bed & MCA
Family background : Laborer
Role : Administrator



Srinivas has come a long way from his rural background in Karimnagar District, Northwest Andhra Pradesh to his job at Thomson Reuters, Bangalore, today. Although he was bullied in school due to his disability, Srinivas has a mature acceptance of his disability and is even grateful for it for making him the motivated and resilient individual he is today. Srinivas is beyond happy to be placed in his job in Bangalore with the help of Enable India. With newly lifted spirits, he plans to stay long term in Bangalore and has a goal of building accessible homes for other physically challenged individuals like himself living in the city.



Kokilla, EMC2

Disability	: Visual impairment
Education	: B.Sc
Family background	: Finance
Role	: Schedule & Dispatch Specialist

Kokilla, a candidate with low-vision, was once a reserved and shy lady who was uncomfortable sharing her problems with anyone. Kokilla used to tell her mother to hide her when visitors came because she was afraid of other people's negative judgment of her disability. In her six-month training at Enable India, Kokilla has become more efficient in her computer skills using the screen reader. Kokilla has now shed her old skin and transformed into a more confident and open individual who has developed networking skills and is forthcoming in speaking about her disability, even to the open public.

Raj Kumar, IBM Daksh

Disability	: Visual impairment
Education	: B.Com
Family background	: Business
Role	: Financial Analyst



Raj Kumar was starting to lose hope after being unemployed for four years from 2008 to 2012 before being referred to Enable India by his doctor. At Enable India, he was introduced to screen reader technology which enabled him to use the computer for the first time. Previously dependent on others to get around, he can now travel independently to work using a cane after also going through mobility training in Enable India. Raj Kumar has been successfully placed at IBM and has a positive outlook for the future.



Jyoti Roshan, SAP-Bangalore

Disability	: Visual impairment
Education	: B. Arch
Family background	: Business
Role	: Diversity Coordinator

Jyoti used to face challenges in communicating with others and was often misunderstood as she would hide the fact that she had low vision. After undergoing training at Enable India, Jyoti is more upfront about her disability when introducing herself. Her openness in sharing her disability with others has increased others' understanding and helped her build better and friendlier relations with the people around her. Jyoti is also continuously upgrading herself with technological skills and knowledge shared by the close friends she made during her training in Enable India.



Padmanabha, Deutsche Bank

Disability	: Visual impairment
Education	: B.E. in Electronics & Communication
Family background	: Political
Role	: Collateral Management Executive

Padmanabha was losing self-confidence after searching unsuccessfully for a job for 8 months, even though he graduated in the top 10% in his college. After completing his week-long training in investment banking in Enable India, Padmanabha was successfully placed and is doing well at his job in Deutsche Bank. Since joining Enable India, Padmanabha has expanded his networks and has contacts with people in companies such as RBI and Infosys. His disability is no longer a barrier to achieving his goals as Padmanabha has regained inner strength and self-respect.

4.4 Entrepreneurship Development Training

HEARING IMPAIRED SEE LINK - <http://youtu.be/qrLE6UxdW40>

With the training given by EnAble India, our candidates go back home to set up their income generation or enterprise activity. We ensure follow-up with candidates to iron out difficulties in getting finance and will follow up for the next two years to enable our candidates. See some examples below of some of our inspiring candidates.

Self Employment:

Roti making	Tea Vending
Home Chemical products	Beauty Parlour
Pan Shop	Tailoring and readymade Garments
Milk Vendor	Fertilizer Business
Retail Shop	Computer training



Having a paan shop, Sadiq, person with physical disability, is planning to increase products and therefore needs a loan to buy grocery items. He has met with the Canara Bank Manager who will support him accordingly.

Sadiq Ulla Baig standing front of Mogal Pan Beeda Shop.

Like Sadik, Srinivas also has approached the bank with our support. He plans to get additional cattle for his business and set up a store

Srinivas with his livelihood



Venkatappa didn't get a good response from the bank but with EnAble India's support, the bank agreed to give a loan to Venkatappa who plans to increase his production and open a shop.

Venkatappa, holding self-made phenyl and soap



Raghunath is a Village Rehabilitation Worker and is currently coming up with a plan to impress the bank so that he can open a petty shop.

Raghunath planning to open a petty shop



Mansoor, our employment officer, with the candidates doing a follow up visit

EnAble India plans to build pipeline of employable candidates with different disabilities from universities who can be absorbed by companies once the students complete their education.

Who we are working with: Bangalore University and JSS Polytechnic Institute for the Differently-Abled, Mysore

What we plan to achieve: Increased employment, increased awareness in the job market, increase in the pool of candidates with disabilities in the education institution, increased awareness in companies where they will get to know that there is a ready pool available and establish a connection between the education institutions.

4.6 Community Pilot Enterprise Programme

What happens to persons with severe disabilities and those who are poverty stricken? How do they get to work with no transport available? What about women with disability with added cultural and financial pressure? This model, where the employment is within the community, helps such persons with disability who require flexibility.

Prakash, who is 3 feet tall and has difficulty walking, has never stepped out of his slum for several years. With the support of EnAble India and Mobility India, he helped Ghanesh, a person with disability who started this model, in setting up a small work-from-home chappathi catering business. This model will ensure that people like Prakash can work from home, and become independent and empowered. His solution for traveling - kids bike!



Prakash on his bike riding to work



Prakash making chappathis for business



One of the 4 people with disabilities employed under this model



Cleaning up the work station after work

4.7 Work-at-home for people with severe disabilities

Avinash, who graduated first class from Christ University, happens to have Cerebral Palsy and is so delicate that he has to be strapped to his wheelchair to stop internal bleeding. Avinash's dream is to become a web-designer and he even has his own website www.uthcode.com. Working from home is a good option for him, where he lays down and uses the computer through speech recognition. With the support of our Work Place Solutions team, EnAble India is helping him get a job at Justeat.in, the popular home delivery food website. Along with speech recognition where he operates the computer through only voice, we have also used a remote desktop viewing tool where we can monitor Avinash's progress.

Web-designing from home



Avinash at home talking to our team



Muthu working out the solutions to make the Work Place Solutions easier



Avinash during his graduation from Christ University

4.8 Job Fairs

4.8.1 Hubli Job fair

Impact

14

companies
attended job
fair

33

candidates
selected for
interviews

The candidates who attended the training will be trained onsite and offsite and candidates will be sent to companies to understand the real job. Based on their exposure, candidates will select a job. After the "On-the-job training", candidates will be placed in companies.



Pre Job Fair where MRW (Multi-purpose Rehabilitation Workers) and VRW (Village Rehabilitation Workers) meet Shanti at a government school, Hubli.



4.8.2 Mysore Job Fair event

More than 20 companies gained awareness on disability and understood the value of hiring persons with disability in this unique workshop. More than 100 candidates and their families gained a better understanding of what it takes to do well in a job and the government schemes which can empower them. 63 candidates with physical disability, hearing impairment, vision impairment, Cerebral Palsy and intellectual disability have been selected or shortlisted in more than 13 esteemed companies such as Café Coffee Day, Hinduja Global Solutions, Essar Engineering, Vinyas, rProcess, Myshore IT Solutions and more, in roles such as brewmaster, data entry operator, machine operator, packing, sales executive and software tester.



Candidates checking out a stall with useful information



EnAble India staff, Hema, Roseline and Prabha getting details of candidates during registration

5

Develop Jobs, Develop Relationships, Create Demand!

- 5.1 EnAble India has opened up 400 Companies
- 5.2 New jobs and new sectors
- 5.3 What companies say after taking part in our Disability Awareness Workshops

5 Develop Jobs, Develop Relationships, Create Demand!

EnAble India works with more than 400 companies in opening up jobs for people with disabilities. See annexure 1 for the full list of companies we have collaborated with.

5.1 EnAble India has opened up 400 Companies

HEARING IMPAIRED SEE LINK - <http://youtu.be/ys6ql5pui9A>

With the skill and perseverance of our employment team, we have opened up several jobs and job roles in new sectors for persons with disability.

5.2 New jobs and new sectors

HEARING IMPAIRED SEE LINK - http://youtu.be/HM_Ci9lySTI

With the skill and perseverance of our employment team, we have opened up several jobs and job roles in new sectors for persons with disability.

New sectors for people with disabilities



New roles carved for people with disabilities

Analyst Collateral Management in BFSI

Our candidate with low vision, Padhmanabha, has successfully been placed in Deutsche Bank in this role. Padhmanabha was losing self-confidence after unsuccessfully searching for a job for 8 months, even though he graduated in the top 10% in his college. After completing his week-long training in investment banking in EnAble India and with the employment team opening up this new role, Padmanabha has been successfully placed and is doing well at his job in Deutsche Bank, earning around Rs. 20,000 a month. Since joining EnAble India, Padmanabha has expanded his networks and has contacts with people in companies such as RBI and Infosys.



Financial Analyst role for person with vision impairment

For the first time we have opened up a financial analyst job for a person with vision impairment in IBM (this is a breakthrough due to companies' apprehension in hiring people with vision impairment in financial management roles). We have proved to them how people with vision impairment work. We found the right candidate in Rajkumar. Rajkumar was unemployed for 4 years before coming to EnAble India. Learning screen reading software and mobility, he was an exemplary candidate whose expertise was correctly matched when we placed him in IBM, where he is earning more than Rs 25,000. Opening up this job role will benefit more and more people like Rajkumar.



PCB Designing in Schneider Electric

This is a technical role which required expertise and we found the right candidate for the role. Haladappa, who comes from rural Davanagere, is a person with physical disability, having had polio. He used to struggle in his confidence but with our training, he has learnt to be more open to others, and equipped with the right skills, he has successfully got the right job in Schneider, earning more than Rs 10,000. He now says "I came to know the meaning of disability; everybody has a disability of some kind. For example, if someone fails to grab an opportunity offered to them then that is their disability."



Diversity Coordinator

Jyoti hides the fact that she has low vision and even quit her job after she started losing her vision. At EnAble India, she has learnt to accept her disability and her openness, friendliness and positive attitude has helped her carve a new role at SAP Labs as diversity coordinator, looking at diversity and gender issues in the company. Earning around Rs. 25,000 a month, she has arrived at true empowerment. This just proves that with the right candidate there is hope for opening new and unique roles for persons, especially women, with disability.



HR Job role in Auditing firm, Ernst & Young (E&Y)

E&Y had a job opening where the person has to manage substantial human resource data of all employees. We suggested to them that people with vision impairment were suitable for this role but E&Y were apprehensive. We had the right candidate for the job, Nowfal, a person with low vision but to prove to E&Y, we needed to do a demo on how people with vision impairment can work with massive data on Excel. Nowfal successfully did the demo and is now working in E&Y earning more than Rs 12,000. He was someone who never accepted his disability but after our training, he got the confidence to prove to E&Y and to himself that he is just as capable.



Role in Operations in EMC2 for people with vision impairment

Smitha is now employed as a Project Management Officer and Kokila as a Schedule and Dispatch Officer, both are operation roles where the person has to deal with clients and customers while working on specific project systems. We opened these roles after doing awareness workshops, analysis of the job, establishing relationships with the managers and having assistive technology stalls.

5.3 What companies say after taking part in our Disability Awareness Workshops

More than
80% loved the
awareness we
create

More than
75% say that
their awareness
on working with
people with
disabilities has
increased to a
great extent



Down Memory Lane

6.1 The journey from Rs 2000 a month to Rs 12,000



6 Down Memory Lane

6.1 The journey from Rs 2000 a month to Rs 12,000

HEARING IMPAIRED SEE LINK - http://youtu.be/7pGPm3_9_04

Being born with polio did not stop Jagdish from trying to lead a life with dignity. His family was poor and uneducated. Growing up, he stayed in orphanages and borrowed money from friends to abate his hunger. Getting a proper meal a day was his biggest challenge. He worked in many odd jobs and after losing his mother to cancer, came to Bangalore. When his brother suggested he join a charity institution which will look after him, his answer was he wanted to work. He stayed in Association for People with Disability (APD) while studying computers. While studying he ran odd jobs to earn money. APD recommended him to join the EnAble India training, and he used to travel 120 kms to just attend the course. No support from family, no food and no work.

Finally, he got a manual job at a manufacturing company called Sutures for just Rs. 70 a day. He wanted this job and even spent nights in bus stops, till he found a hostel, with the support of EnAble India. The company saw his potential and gave him a technical job after several years. He is now promoted, earning a salary of Rs. 12,000 a month. In the words of his manager, "He has learnt so much that he is now better than a non-disabled employee". He is now happily married and expecting his first child.

In his words, "I, as a physically disabled person, have always been determined to lead a normal life as other people and I believe I am no less than others."



Coming to work in his prized possession, a TVS scooter



Jagdish designing in Corel draw



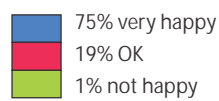
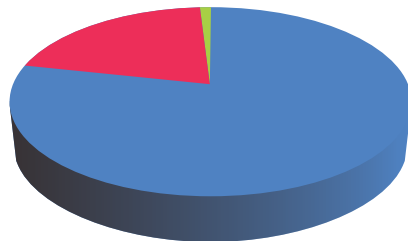
Retention: How are our candidates doing?
What do companies feel?



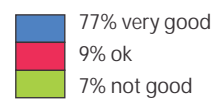
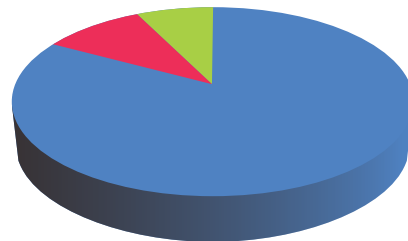
7 Retention: How are our candidates doing? What do companies feel?

What companies say about:

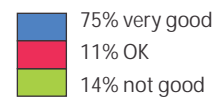
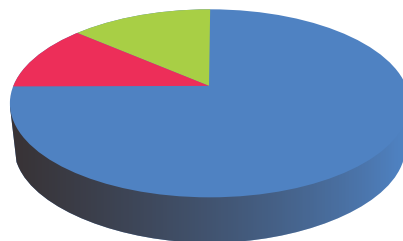
Working with people with disabilities



How peoples with disabilities work and meet work targets

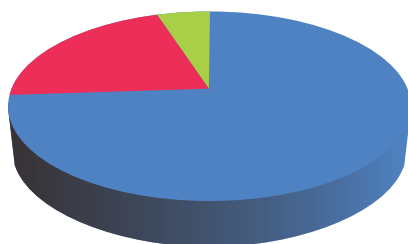


What impact working with persons with disabilities had on the team

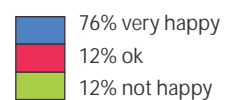
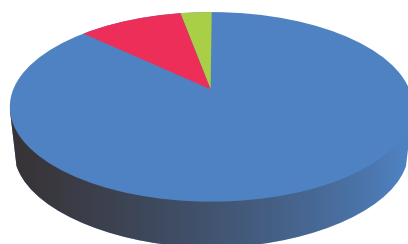


What candidates say about:

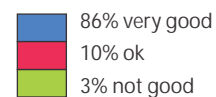
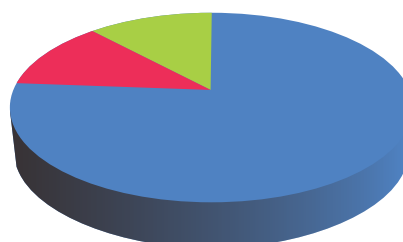
How they felt working in companies



How happy they are in the job



How others in the team perceive working with them





Solutions And Innovation Is Key

- 8.1 Camera Mouse to the rescue
- 8.2 Success through a mouse click
- 8.3 Solutions saving jobs

8 Solutions And Innovation Is Key

8.1 Camera Mouse to the rescue

With no movement in legs and hands, no education, and no means of work, Manjunath depended on his wife for everything. Thanks to our Work Place Solutions team, he is now able to work on the computer using camera mouse and speech recognition, using his eyes and voice. He is learning his ABCs along with Kannada and because he is really good in communicating, the right job would be tele-caller role or even a radio jockey. Good luck to Manjunath and the Solutions team. With the level of commitment, he will get a job in no time!

HEARING IMPAIRED SEE LINK - <http://youtu.be/JHkd4E7MKjk>



Manjunath with his family

8.2 Success through a mouse click

Kokila, a person with low vision, works as schedule and dispatch officer, where she has to interact with employees daily. In her job, she really needs to be super efficient. She is able to use the software required for her job with screen reader extremely well thanks to the workplace solutions team. The team configured the screen reader so that she can work fast on the various screen. The once shy Kokila who would hide due to her disability has gained the respect of her team and customers thanks to SOLUTIONS!

HEARING IMPAIRED SEE LINK - <http://youtu.be/Ci-xGqEE6UE>



Kokila speaking to her client using the software

8.3 Solutions saving jobs

Mujeeb, person with vision impairment, was on the verge of losing his job at Taj Cochin, Kerala. He couldn't access the HR software. When he came to us, our Solutions team was quick on their feet. Going to Cochin for an access audit is not practical and hence, our team decided to convince the Taj in Bangalore because both the hotels have the same software. We successfully conducted the accessibility testing here and also did a remote training for Mujeeb (he was in Cochin and our team was in Bangalore). He is now doing well in his job, once again thanks to Solutions.

HEARING IMPAIRED SEE LINK - http://youtu.be/QdSSU7hs7_w



Mujeeb posing for a photo at his office workstation



Spread and Scale through Content



9 Spread and Scale through Content

A series of publication CDs have been made on disability resources to be used by employers, candidates and others on the following topics:

- Get Inspired: Working Professionals With Disability
- Hiring Persons With Disability
- Be an Inclusive Person: Gain awareness on disability
- Create awareness regarding your vision impairment
- Guide To Developing Persons With Disability For Employability
- Guide To Developing Persons With Vision Impairment On Computers
- Be An Ethical Professional With Disability
- Visually Impaired: Enhance employability on your own
- Visually Impaired: Learn computer on your own



Videos created to showcase success of our candidates



Candidate videos in sign language



Employability Capacity building videos in Kannada



Spread and Scale: By Building Capacity

- 10.1 Training of Trainers with vision impairment
- 10.2 Science made accessible

10 Spread and Scale: By Building Capacity

10.1 Training of Trainers with vision impairment

Training of 25 Trainers took place for participants from Afghanistan & Mauritius and 5 Indian states, where they learnt to deliver employability, computer and life skills to people with vision impairment.

Impact

100% of the participants indicated that the ToT workshop has met their expectations.

100% of the participants indicated that they would like to be associated with EnAble India for the further support

Around 18 out of 25 participants (72%) are persons with vision impairment.

300 candidates possibly to be trained through the 25 participants in a year.

As many as 8 of the participants are looking for job and aspiring to be trainers.

What our candidates say:

Shabaz Pasha:

Earlier I thought people with vision impairment can work only in some BPO jobs and after the employability session and after seeing role model videos I was totally shocked.

Pradeep says:

Self-respect and having positive attitude towards life should be the basic foundation of any trainer



Dipesh along with Mr. Chandrashekar and Mr. Parabrahman



ToT Session in Progress



Mehdi Salam, our participant from Afghanistan, presenting a memento on behalf of the students to Moses, our trainer with vision impairment



Group converging to a single idea in discussion



The Whole team with their Certificates

Educating the teachers to train the visually impaired students, Sankara Eye Hospital, Bangalore along with EnAble India and NAB, India organised a 2-day teacher training workshop for teaching science to 21 students with vision impairment from TN, Kerala, AP and Maharashtra.



Candidates getting the feel of the scientific equipments in the event



Director of the programme, addressing the opening of the event



News article published on the event

11

Spread and Scale: Partnerships and Services

11.1 Enabling Mauritius



11 Spread and Scale: Partnerships and Services

11.1 Enabling Mauritius

HEARING IMPAIRED SEE LINK - http://youtu.be/yng_Ris9pOo

EnAble India is going global EnAble Mauritius! EnAble India has entered into a partnership with Global Rainbow Foundation Mauritius. EnAble India will be providing training, content & expertise, partnering with this new NGO to train and find employment for people with disabilities in Mauritius.



Prof. Armoogam Parsuramen the president of the organisation. with EnAble India Founder, Dipesh



Our founders, Shanti and Dipesh posing for a photo with our Mauritius Partners

Dipesh giving a presentation on how to integrate disability in the tourism sector in Mauritius. The presentation was at Pearl Beach Hotel in Flac au Flac in the presence of business investors, hotel representatives and other tourism specialists.



Career workshop for more 52 persons with physical disability at the Eden College Rose Hill. The career workshop was held in the presence of Mr Armoogum Parsuramen GOSK, and the representative of Craft Aid Mauritius Ltd. The beneficiaries of the programme shared their life story and other aspirations to the speakers and how the employment opportunity will enhance

Visiting Craft Aid Mauritius which is a local NGO with more than 20% of the workforce with people with disabilities

Disability Awareness Workshop at Esquel

Impact

95%
rated the
workshop
excellent or
very good

95%
rated the
workshop
excellent or
very good

88%
felt that the
workshop has
enhanced their
understanding of
disability to a great
extent



News in The Morning Newspaper of Mauritius about our visit. Headline: EnAble India brings its expertise to Mauritius.

Article on our visit to Mauritius with the headline: The 'Employ-Ability' Project supported by EnAble India

12

Together we can do more: Volunteers

- 12.1 Volunteers from our partner companies
- 12.2 Running for a cause at the World 10k
- 12.3 Making tactile and Braille calendars and diagrams
- 12.4 Accessibility Game Stall in Thomson Reuters
- 12.5 Volunteers creating awareness on disability
- 12.6 Learning Sign Language
- 12.7 Star Volunteers

12 Together we can do more: Volunteers

12.1 Volunteers from our partner companies

HEARING IMPAIRED SEE LINK - <http://youtu.be/75oXyYFA6sY>

Our enthusiastic volunteers from our partner companies, especially from Accenture and HCL, never fail to miss even a single Saturday, contributing to various activities like interview preparation and aptitude training.

12.2 Running for a cause at the World 10k



Volunteers representing EnAble India at the World 10K run in Bangalore



Thomson Reuters volunteers posing for a photo after the run

12.3 Making tactile and Braille calendars and diagrams

Goldman Sachs did a series of Tactile Diagram crafting which helped us reaching enough tactile required for TOTs and training.



Volunteers hard at work making stuff in tactile

Thomson Reuters did a wonderful job in making calendars for people with vision impairment using Braille and tactile.



Braille Calendar



TR employees working on tactile



TR volunteers getting the feel of mobility of persons with vision impairment

12.4 Accessibility Game Stall in Thomson Reuters

At the Annual day of Thomson Reuters, EnAble India put up a stall with two games to create awareness. We had a treasure hunt to introduce JAWs, sign language and camera mouse. We also had a blind folding race for sighted people. More than 40 people participated in the games.



TR staff having fun during the wheelchair blind folding race



Demo to TR staff on using JAWs

12.5 Volunteers creating awareness on disability

A group of student volunteers from PSET college, along with our brilliant former candidate turned volunteer Sumanth, were inspired to conduct disability awareness workshops at 43 institutions.



Sumanth leading a Disability Awareness Workshop session

12.6 Learning Sign Language

EnAble India has started an initiative to teach basic sign language to volunteers, with the unique approach of getting volunteers to directly interact with our candidates with hearing impairment.



Our volunteers signing their names in sign language

12.7 Star Volunteers

Vinay Damodaran has been volunteering with EnAble India for the past three and a half years. He is now more than a volunteer as he is a regular visitor at EnAble India. At times, candidates even mistake him as an employee as they see him frequently. He is an agent of empowerment at his company and drives many new volunteers to support us. He supports us in fundraising regularly through his company and colleagues. He is the major reason why we now have a steady flow of volunteers from Accenture on weekends.



Katie travelled to India for the first time in September 2013 to volunteer with EnAble India for 5 months. She has felt inspired by the passion and commitment of the job-seekers/ job holders that she has met at EnAble India. Her fondest memories will be of interacting with candidates at companies, seeing them react positively and being a part of the EnAble India team. Her work with us has been full of commitment, especially during the retention visits. In her words "Everyone took the time to talk to me and I felt like I quickly became one of the EnAble India family."

13

Awards and Recognition

- 13.1 The India Inclusion Summit
- 13.2 Presenting our Educate Yourself Easily (EYE) tool at Techshare
- 13.3 Cap Gemini
- 13.4 Chai with Lakshmi
- 13.5 Our candidates with Awards

13 Awards and Recognition

13.1 The India Inclusion Summit

In November 2013, SAP Labs partnered with EnAble India to host the India Inclusion Summit. We conducted the access audit, provided sign language and contributed to the agenda and list of speakers. Former president, Abdul Kalam and Kiran Bedi attended the Summit. The main highlights being the speech given by Abdul Kalam as well as sessions conducted by various inspiring and unconventional persons with disability. The more memorable presenters were Olympian wrestler Virender who is hearing impaired, stand-up comedian Sandeep Rao who has vision impairment, magicians with hearing impairment and more.



Kiran Bedi with Moses and Dipesh



Muthu addressing visitors at the EnAble India stall

13.2 Presenting our Educate Yourself Easily (EYE) tool at Techshare



Shanti and Moses presented on scaling 'of computer literacy via EYE tool' at the Techshare conference 2014.

Eye tool presentation spreading awareness on some of the best practices of teaching computers for persons with vision impairment with more than 50 individuals at the conference.

13.3 Cap Gemini

Shanti Raghavan along with Sebi Chacko, HR Head of Thomson Reuters, was on a panel discussion to provide awareness on disability for more than 80 Cap Gemini employees. The discussion was facilitated by senior manager from Cap Gemini and was extremely interactive and well received.



Shanti and Sebi interacting with participants of Cap Gemini

13.4 Chai with Lakshmi

Shanti was invited to share the Enable India journey on the award winning popular online show Chai with Lakshmi hosted by Lakshmi Rebecca. It has received a lot of good response and viewership.



Shanti talking animatedly with the host Lakshmi, on the show

13.5 Our candidates with Awards

Here's a list of all our candidates who have received awards for their excellent performance in their company

S.No.	Candidate Name	Company Name	Designation
1	Manjunath V	Wipro	HR executive
2	Prapul	Wipro	Project Eng.
3	Alex Sebastian	Thomson Reuters	N/A
4	John Naveena E	Tesco	Finance Executive
5	Suryavanshi Netaji Pandurang	Capgemini	Account validator (Back Office/Non Voice)
6	Ranjith	Thomson Reuters	Content Market Analyst
7	Saiju Das	Capgemini	Back office Executive
8	Syed Abdul Kaleem	Goldman Sachs	Help Desk Executive
9	Nurulhuda Khan	Cisco	Service Request Admin
10	Karthik	EMC2	GBS MCO
11	Udya C	Thomson Reuters	Sr. Process Associate
12	Bobby Methew	Mphasis	Sr. Test Eng
13	Lokesh	SM Net service	Process Assistant
14	Rajshekar	Footprints	Data entry operator
15	Sagrua Aro	E & Y	Advance Analyst
16	Boney Thomes	Thomson Reuters	Senior Analyst
17	Jasion Joseph	Thomson Reuters	DMSE (Document Management Specialist)
18	Shiva Kumar	Wipro	HR Executive

14

EnAble India Facts

- 14.1 Registration Information
- 14.2 Board Members
- 14.3 Staff
- 14.4 List of funders
- 14.5 Name of banks and Auditor

14 EnAble India Facts

14.1 Registration Information

EnAble India is registered as a Public charitable trust (Registration No: 394/1999-2000).

Address: #12, KHB Colony, Koramangala 8th block, Bangalore 95

EnAble India was founded in 1999 by software engineers Shanti Raghavan and Dipesh Sutariya, who have known disability at close quarters within their family. After having successfully rehabilitated their loved one, they are now using their know-how & insights to empower others. Shanti and Dipesh bring a professional approach to social service, drawing from combined 24 years of experience in the corporate world.

14.2 Board Members

S.No.	Name of the board member	Age	Qualifications/ Professional Background	Number of years associated with the organisation	Relationships with other members	Designation in other organisations, if any
1	Mr. Dipesh Sutariya	45	Working with EnAble India	Life Trustee & Co Founder	Spouse of Ms. Shanti Raghavan	Co Founder EI
2	Ms. Shanti Raghavan	44	Working with EnAble India	Life Trustee & Founder	Spouse of Dipesh Sutariya	Founder EI
3	Prof. Vasanthi Srinivasan	48	Associate professor Indian Institute of Management , Bangalore.	One	NA	Chairperson centre for corporate Governance & citizen Ship. Chairperson SVARAJ.
4	Mr. Dipendra Manocha	49	Consultant Daisy Consortium	One	NA	Founder Managing trustee SAKHSAHM trust
5	Mr.Venkateshwara Nishtala	53	CTO Rediff	Five	NA	Director National Internet exchange of India
6	Mr. Sebi Chacko	49	Ex. Vice President HR, Thomson Reuters	Inducted in Dec 2012	NA	NA
7	Mr. Tushar Patel	46	Goldman Sachs Services Pvt. Ltd., "Sun River", EGL Business Park, Intermediate Ring Road, Domlur, Bangalore 560071	Inducted in Dec 2013	NA	343, The Embassy, 15 Ali Asker Road, Vasanthnagar, Bangalore 560052

14.3 Staff

49% of the staff members are persons with disabilities
36% of the staff members are women

Type of Employees		Numbers
Total employees		39
	Male	25
	Female	14
Employees with physical disability	Male	3
	Female	3
Employees with Vision Impairment	Male	7
	Female	3
Employees with Hearing Impairment	Male	2
	Female	0
Employees with Locomotor Impairment	Male	0
	Female	0
Employees with Cerebral Palsy	Male	0
	Female	0
Employees with Mental Illness / Retardation	Male	1
	Female	0

Advisory Board Members

1	Shankar Mahadevan	Music Maestro, Chief Patron
2	Suman Nag	Head of Commercial Operations - APAC, GE Renewable Energy
3	Muralikrishnan A G	Owner, Ujwal Management Services Limited
4	Vivek Agrawal	Vice President at Goldman Sachs
5	Tushar Patel	COO - Goldman Sachs Asset Management
6	Linsey Simpson	Global Head of Content Customer Support at ThomsonReuters
7	Ravi S	Director & General Manager Retail, Shell India
8	Sridhar Ranganathan	Founder & CEO at Shankar Mahadevan Academy
9	R Krishnaswamy	Consultant
10	Hari Raghavan	National Alliance Manager, IBM India
11	Sebi Chacko	Chief Human Resources Officer at Strides Arcolab Limited

Sl.No	Employee Name	Designation	Voluntary /Paid	Full Time/ Part Time	Gender	Person with Disability	Nature of Disability
1	Shanti Raghavan	Founder, Managing Trustee	Paid	Full Time	F	NO	NA
2	Dipesh M Sutariya	Co-Founder & Trustee	Voluntary	Full Time	M	NO	NA
3	Pran Nath Nagri	Honorary Director	Voluntary	Full Time	M	NO	NA
4	Vidya Rao	Account Manager	Paid	Full Time	F	YES	VI
5	Mansoor Ahmed Baig	Programme Officer - Employment	Paid	Full Time	M	NO	NA
6	Suresh Kumar M	Senior Trainer	Paid	Full Time	M	YES	VI
7	Sandesh H R	Senior Trainer	Paid	Full Time	M	YES	VI
8	Reena K	Programme Manager - Training & Solutions	Paid	Full Time	F	NO	NA
9	Abdul Javid Pasha	Programme Manager - Training & Solutions	Paid	Full Time	M	YES	PD
10	Santhosh Kumar Y	Programme Manager - Training & Solutions	Paid	Full Time	M	NO	NA
11	Hemavathy G	Programme Officer Data Management	Paid	Full Time	F	NO	NA
12	Sujatha Vijayanand	Programme Manager - Training & Solutions	Paid	Full Time	F	NO	NA
13	Roseline Mary	Programme Officer Training & Solutions	Paid	Full Time	F	YES	PD
14	Moses Chowdari G	Programme Manager - Training & Solutions	Paid	Full Time	M	YES	VI
15	Shibu T L	Trainer /Counsellor	Paid	Full Time	M	NO	NA
16	Mubarak Pasha	Field Officer	Paid	Full Time	M	YES	PD
17	Syeda Anwar Sultana	Programme Officer ICT Tools	Paid	Full Time	F	NO	NA
18	Murali Kumar R	Programme Manager -PSU & Inclusive Services	Paid	Full Time	M	YES	PD
19	Pramod Govind	System Administrator	Paid	Full Time	M	NO	NA
20	Varshashree N	Trainer	Paid	Full Time	F	YES	VI
21	Neel R Lama	Administrative Assistant	Paid	Full Time	M	YES	LD
22	Usha S	Enabler	Paid	Full Time	F	YES	PD
23	Saravana	Driver	Paid	Full Time	M	NO	NA
24	Channarayamma	Enabler	Paid	Full Time	F	YES	PD
25	Natesh S	Assistant System Administrator	Paid	Full Time	M	NO	NA
26	Chandrashekar S	Finance Manager	Paid	Full Time	M	NO	NA
27	Hemanth Kumar M	Accountant	Paid	Full Time	M	NO	NA
28	Prabha Sukumar	Programme Coordinator Account Management	Paid	Full Time	F	NO	NA
29	Yeshvanth S	Administrative Assistant	Paid	Full Time	M	NO	NA
30	Naveen Kumar K	Trainer	Paid	Full Time	M	YES	VI
31	Charan M	Trainer	Paid	Full Time	M	YES	HI
32	Sharath H N	Programme Officer	Paid	Full Time	M	YES	VI
33	Samira Silveria	Junior Trainer	Paid	Full Time	F	YES	VI
34	Narasimha Vijaya Rayachur	Trainer	Paid	Full Time	M	YES	HI
35	Mohith B P	Programme Officer Training & solutions	Paid	Full Time	M	YES	VI
36	George Sebastian	Programme Manager - Employment	Paid	Full Time	M	NO	NA
37	Naveen C R	Junior Trainer	Paid	Full Time	M	YES	VI
38	Pradeep J	Employment Officer	Paid	Full Time	M	NO	NA
39	Priti Lobo	Programme Manager - Training & Solutions	Paid	Full Time	F	NO	NA
		Contract					
1	Kasturi	Housekeeping	Paid	Full Time	F	NO	NA
2	Deepa	Housekeeping	Paid	Full Time	F	NO	NA
3	Hemavathi	Housekeeping	Paid	Full Time	F	NO	NA
		Consultant					
1	Muthuraj D	Workplace Solutions	Paid	Full Time	M	NO	NA
2	B Shivaprasad	Consultant	Paid	Full Time	M	NO	NA
3	Priyalakshmi Suresh Kumar	Consultant	Paid	Full Time	F	NO	NA
4	Gauri Raghuraman	Consultant	Paid	Full Time	F	NO	NA
5	Sarah Safra Pallak Lebbe	Consultant	Paid	Full Time	F	NO	NA

	Salary band Per Month	Male	Female	Total
Head of the Organization	Rs.0 - 5000	2	0	2
(Founder & Managing Trustee: 46000/-)	Rs.5001 - 10000	2	2	4
	Rs.10001 - 15000	6	1	7
Highest Paid Rs.46000/-	Rs.15001 - 20000	4	3	7
	Rs.20001 - 25000	6	2	8
Lowest Paid Rs.7500/-	Rs.25001 - 30000	0	1	1
	Rs.30001 - 40000	6	3	9
	Rs.40001 - 50000		1	1
				39

14.4 List of Funders

1	Axis Bank Foundation
2	Tech Mahindra Foundation
3	Charities Aid Foundation (Accenture and Microsoft)
4	American Indian Foundation
5	State Bank of India
6	Dept - Empowerment of Differently Abled & Senior Citizens - Karnataka Govt.

14.5 Name of Banks and Auditor

.	Banks	Location
1	IDBI Bank	Koramangala
2	State Bank of India	Jayanagar
3	Axis Bank	Koramangala

.	Auditor
1	Sanjay Tayal
	No.302, Paxal Towers, 3rd Floor,
	#13, S.K.R Road, Fort, Bangalore - 560 002

15 Annexure 1 - List of Companies

Sectors List	Company Name
Advertising	Adwit
Airlines	Indigo
Automotives	Bimal Auto Agency, Dakshin Honda, Force Motors, PACE Automobiles, Pratham Motors, Saphire Motors,
BFSI	ANZ Bank, Apollo Munich Health Insurance, Axis Bank, Bank of Allahabad, Bank of America, BNY Mellon International Operations (India), Deloitte Consulting India, Deutsche Bank, Ernst & Young GSS(India), Goldman Sachs, ING VVSYA FOUNDATION, Insure Pro, Janalakshmi Financial Services, JCSS Consulting, JP Morgan, Mahindra Finance, Nationwide Processing, Northern Trust, The Royal Bank of Scotland, Standard Chartered Bank, Scope International, Shanthala Chit Funds, Shee Krishan Chetty & Son's, Ujwal Management Services, V. B Associates
Chemicals and Fertilizers	Dow Chemicals
Computer Hardware	All Time Support
Construction/ Real Estate	Sobha Developers
E-Commerce	Unilog Content Solutions, Zivame.com
Education	Choose Best College, Eduquity Career Technologies, Foundation for Innovation and Collaborative Education, Head Start Montessori House of Children, Jain College, Jyothi Seva School for the Blind children, Kumar Academy, National Institute of Fashion Technology, The Oxford College of Engineering
Energy	Schneider Electric
Entertainment and Media	Eyeway, Radio Active 90.4 MHz, Seventymm, VHTnow
F&B (Food and Beverages)	Ammi's Biryani, Brew Berrys, Burger Man Foods India, Cadburys, Cafe Coffee Day, Corner House, i-Tiffin, Kamath, M. Nagappa & Sons, New Gokul Iyengars Bakary, Pizza Hut, Square Meals, Yum Restaurants International
FMCG	Britannia, Korekrishi, Pepsico India, Unilever
Health and Beauty Clinics	Atmayan Yoga Center, The Four Fountains Spa
Hospitality	ACE (Art, Culture & Entertainment), Alcove Service Apartments, Ayurvaid, C.B Richard Ellis, Denissions, Estrela Hotels & Resorts, Fortune JP Palace, Halcyon, IBC, Ibis, Imbue, ITC Gardenia, ITC Grand Central, ITC Hotel, Lemon Tree, Pallavi, Royal Orchid Hotels, Safe Hands 24* 7, Starwood Asia Pacific Hotels & Resorts, Taj West End, The Chancery Pavilion
Hospitals	The Apollo Clinic, BGS Global Hospitals, Colombia Asia, KREA, L V Prasad Eye Institute, Mallige Medical Centre Hospital, Manipal Hospital, Medha Altar Sound Clinic, Narayana Hrudayalaya, NU Hospital, Nurturehood Hospital, Rotary TTK Blood Ban, Shankara Eye Hopital
HR consulting	Allegis , Aon Hewitt, Babajob Services, CDS Development Centre LLP, Convergeon, Datakue, Dusters, Honeybee HR Solutions, Karya, Magna Infotech, Malsa Global, P4P Consultancy, People Equity, TeamLease Staffing Solutions, Transcendix, VIP Peopletech, Virinchi HR Solutions
IT/ITES	24X7 Customer, Accentia, Accenture, ACS, Aditi Technologies, Aditya Birla Minacs IT Services, ADSYS INDIA, Aegis Limited, AGC Networks Ltd, AGV BPO Services, Akamai, Andromeda, Anek Technovations, Ascent, Authbridge Research Pvt Ltd, AXA Business Services, Aztec, BarrierBreak Technologies, Bharti Axa, Birla Soft, Bradford Internet, BSS India, Capgemini India, Capita India, CBay Systems, Cegedim, Celtycs, Cisco, Concentrix, CoreLogic, Cranmoks Technologies, CR BI Consulting India, Crossdomain Solutions Private Limited, Dawnay Day, Dell, DesiCrew, Dhanush Infosol, Digimetrix, Dow Chemicals, E2E, eFarm, Elsoft Technologies, EMC2, Estuate Software, Fiberlink, First Indian Corporation (FIC), Fidelity Business Services India, First American(India), First Source, Flextronics, Footprints Collateral Services Private Limited, Freedom Scientific, GE Healthcare India, Genpact, Global Screening Services, Green Aapple Solution, GROMOR Infotech, HCL Technologies, Health add Consultancy Services, HP, HTMT, I Data NTTF, IBM Daksh, IBM, Immix Group, Infosys BPO, Intelenet Global Services,

Sectors List	Company Name
	Intelligroup, Lake Systems, Lloyds Solutions, Magus Customer Dialog, Mahindra Satyam, Microland, Microsoft, Mindtree, Mphasis, Myshore IT Solutions, N J Dataprint(BLR), Nucleus Software Exports Ltd, OnTrac, ONYA Digital, Philips Intellectual Property & Standards, Pinklotus Technologies, Prudente Solutions, PSI Data Systems, Qikwell Technologies India, Redbus, Rediff.com India, RIKO TECHNOLOGIES, Rixyncs, Robert Bosch Engineering & Business Solutions Limited, rProcess Solutions, RTec Info Systems, RuralShores Business Services, Santonia-Blr, SAP Labs India, Sathyam Computers, Serco Global Services, ServiceMax India, SM NetServ Technologies, Smraddhi Associates - Indore, Sonata Software Limited, SPAN Services, Strategic Outsourcing Services, Sun ITES Consulting, Symantec Software Solutions., SysInformation, Tata Consultancy Services (TCS), Tech Mahindra, Thomson Reuters, ThoughtWorks Technologies (India), Transact Global, Transworks, Tranz.com, Vindhya Info Media, Vmware, Web Bazaar, Webcom, WebSickle, Wipro, Xerox India Limited, Yahoo, Young Soft
Legal	Get Up for Change
Logistics and Distribution	Arun Selvan Logistics, Climaire Inc, ColdStar Logistics, Flipkart.com, Fulcrum Global Info Services, Johnson Controls, United Infraservices
Manufacturing	3M, Aasma Techno Products, ABB Limited, ACG Worldwide, AID, AJ Stationery, Avery Dennison, Bosch, Callidai Motor Works, Cargill India, Cold Point, Compactt, Crompton Greaves, Cummins Technologies India, Delta Exports, Entrepreneurship Development Program, Essar Engineering Industries, Glass Crafters, Godrej, Goodrich Aerospace Services, Iceprojects, ITC Agarbathi, Kirloskar Toyoda Textile Machinery, Landmasters, LAPP India, Mahadev Metal Industries, Mersen India, Omnitonze, Padmashree Engineering Works, Point Tec, Rion Rede, S.B.BOOK DISTRIBUTORS, Safari Designs, Silver Spark Apparel, Spektrum, Standard Elastomers, Surabhi Chemicals, Sutures India, TaeguTec India, Taram Engineering, Titan Industries, Talin Modular, VPI Innovative Solution, Zed-Earth
Market Research	Nielsen India
NGO	Adhyapana Trust, All Gods Help Trust, Ashoka- Innovators for the Public, CBR Forum, CII, Centre for Social Initiative and Management, Department of Disable Welfare, Dignity Foundation, Divya Jyothi Charitable Trust, F.A.M.E India, Hippo Campus, Indian Association for the Blind, Mathru School for the Blind, The National Association for the Blind, NalandaWay Foundation, Prismtree Foundation, Sahana Charitable Trust, Sujaya Foundation, Tranquil Charitable Trust, Vishranthi Trust
Oil & Gas	Bhuruka Gases
Pharmaceuticals & Life Sciences	D2I Pharma Research solutions, Johnson and Johnson, Navya Technologies
Retail	Aditya Birla Retail, Agro Tech Food, Big bazaar, Big Basket.Com, Cosmos, Jubilant, Lawrence & Mayo, Mannar Business House, Max Retail, More, Paddy's Boutique, Qwik Silver Solutions, Reliance Retail, Shell, TESCO Hindustan Services, Titan, Universal Electronics
Telecom	Aircel, Airtel, Tata Business Support Services, Tata Tele Services Ltd (TTSL), Vodafone South
Training and Development	Ambedkar Institute of Technology for Handicapped, Aspect9 Management Consulting & Training
Travel	Hikezee, IVY Travels, Poundwize, Taxi Guide, Urban Drive
Others	Ahlcon, Antik Bio Tech, Colgate, Entrepreneurship Development Program, Elitmus, First Advantage (Background Verification), First Source, Frost & Sullivan, Generic, Gokaldas Images, Health n Bites, HSBC Bank, Hungry Bangalore, ICICI Bank, Integra, Iridium Interactive, KPMG (Background Verification), Magna Infotech, Maintec, Map My India, MeritTrac, Mileage Communications India, MM Plastic Udyog, Monsanto Holdings, NASSCOM, National Centre for Biological Sciences, NCBS, Placement Event, Sattva Media and Consulting, State Bank of India, Secure Search, Self Employment, Stroger Enterprises, Suresh & Co, Talent Mat, Taxila Mansions, Tilia, TVB Marketing, The Writers Block, Varnam, Webtotal

SANJAY TAYAL

B.Com, F.C.A.
Chartered Accountant

302,III Floor, Paxal Tower

#13, S.K.R.Road, Fort,
BANGALORE - 560002
Ph (O) 26705850

FORM NO. 10B

[See Rule 17B]

**Audit Report under section 12A (b) of the Income-tax Act, 1961 in the case of
charitable or religious trusts or institutions.**

I have examined the **BALANCE SHEET** of **ENABLE INDIA**, # 12, KHB Colony, Brahma Kumaris Road, 8th Block Koramangala, Bangalore 560095; as at **31st March 2014**, and the **INCOME AND EXPENDITURE** account for the year ended on that date which are in agreement with the books of account maintained by the said Trust.

I have obtained all the information and explanations, which to the best of my knowledge and belief were necessary for the purposes of the audit. In my opinion, proper books of account have been kept by the head office and the branches of the above-named trust visited by me/ so far as appears from my examination of the books and proper returns adequate for the purposes of audit have been received from branches not visited by me subject to the comments given below: -
In my opinion and to the best of my information, and according to information given to me the said accounts give a true and fair view: -

- (i) In the case of the balance sheet, of the state of affairs of the abovenamed trust as at 31st March 2014 and
- (ii) In the case of the income and expenditure account, of the excess of income over expenses, of its accounting year ending on 31.03.2014.

The prescribed particulars are annexed hereto

Place **Bangalore**

Date **12th September, 2014.**



SANJAY TAYAL

CHARTERED ACCOUNTANT

M.No. 200116.

SANJAY TAYAL, B.Com., F.C.A
CHARTERED ACCOUNTANT
#302, Paxal Towers III Floor,
#13, S.K.R. Road, Fort,
Bangalore - 560 002



ANNEXURE STATEMENT OF PARTICULARS

1. Application of income for charitable or religious purposes.

1.	Amount of income of the previous year applied to charitable or religious purposes in India during that year.	EXPENDITURE Rs 2,33,61,967-70 CAPITAL EXP Rs 11,82,540-00
2.	Whether the trust/institution has exercised the option under clause (2) of the Explanation to section 11 (1)? If so, the details of the amount of income deemed to have been applied to charitable or religious purposes in India during the previous year	No
3.	Amount of income accumulated or set apart /finally set apart for application to charitable or religious purposes, to the extent it does not exceed 15 per cent of the income derived from property held under trust wholly /in part only for such purposes.	Accumulation permissible Rs.34,26,581-00 Accumulated amount NIL.
4.	Amount of income eligible for exemption under section 11(1)(c) [Give details]	NIL
5.	Amount of income, in addition to the amount referred to in item 3 above, accumulated or set apart for specified purposes under section 11(2)	NIL
6.	Whether the amount of income mentioned in item 5 above has been invested or deposited in the manner laid down in section 11(2)(b)? If so, the details thereof.	No
7.	Whether any part of the income in respect of which an option was exercised under clause (2) of the Explanation to section 11(1) in any earlier year is deemed to be income of the previous year under section 11(1B)? If so, the details thereof	NO
8.	Whether, during the previous year, any part of income accumulated or set apart for specified purposes under section 11(2) in any earlier year: -	NO
	(a) has been applied for purposes other than charitable or religious purposes or has ceased to be accumulated or set apart for application thereto, or	N.A
	(b) has ceased to remain invested in any security referred to in section 11(2)(b)(i) or deposited in any account referred to in section 11(2)(b)(ii) or section 11(2) (b) (iii) or	N.A



(c) has not been utilized for purposes for which it was accumulated or set apart during the period for which it was to be accumulated or set apart, or in the year immediately following the expiry thereof? If so, the details thereof.	N.A
--	-----

II. Application or use of income or property for the benefit of persons referred to in section 13 [3].

1. Whether any part of the income or property of the trust/institution was lent, or continues to be lent in the previous year to any person referred to in section 13(3) [hereinafter referred to in this Annexure as such person]? If so, give details of the amount, rate of interest charged and the nature of security, if any	No
2. Whether any land, building or other property of the trust/institution was made, or continued to be made, available for the use of any such person during the previous year? If so, give details of the property and the amount of rent or compensation charged, if any.	No
3. Whether any payment was made to any such person during the previous year by way of salary allowance or otherwise? If so, give details.	Salary paid to Mrs Shanti Raghavan Rs 547000/-
4. Whether the services of the trust/institution were made available to any such person during the previous year? If so, give details thereof together with remuneration or compensation received, if any.	No
5. Whether any share, security, or other property was purchased by or on behalf of the trust/institution during the previous year from any such person? If so, give details thereof together with the consideration paid	No
6. Whether any share, security, or other property was sold by or on behalf of the trust/institution during the previous year to any such person? If so, give details thereof together with the consideration received.	No
7. Whether any income or property of the trust/institution was diverted during the previous year in favour of any such person? If so, give details thereof together with the amount of income or value of property so diverted.	No
8. Whether the income or property of the trust/institution was used or applied during the previous year for the benefit of any such person in any other manner? If so, give details.	No



III. Investment held at any time during the previous year(s) in concerns in which persons referred to in section 13(3) have a substantial interest.

Sl. No	Name and address of the concern	Where the concern is a company and class of shares held	Nominal value of the investment	Income from the investment	Whether the amount in Col. 4 exceeded 5% of the capital of the concern during the previous year-say. Yes/No
1	2	3	4	5	6
		N.A			
Total					

Place. Bangalore

Date. 12th September, 2014


SANJAY TAYAL
 CHARTERED ACCOUNTANT

M.No 200116.

SANJAY TAYAL, B.Com., F.C.A.
 CHARTERED ACCOUNTANT,
 #302, Paxal Towers III Floor,
 #13, S.K.R. Road, Fort,
 Bangalore - 560 002

ASST YEAR 2014 -15
ENABLE INDIA
No. 12, K.H.B Colony
Bharma Kumari's Road
8th Block Koramangala Bangalore

COMPUTATION OF TOTAL INCOME

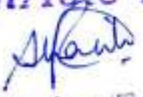
Gross Receipts of the Trust		22,843,874.88	
Less Accumulation permissible	15%	3426581.88	
		19,417,293.00	
Less			
Expenses on objects of the Trust	21,505,197.00		23361968
Amount spent on additions of assets	1,182,540.00		2156771
	22,687,737.00	22,687,737.00	21505197
Balance Income of the Trust		(3,270,444.00)	

STATEMENT OF TOTAL INCOME

INCOME FROM OTHER SOURCES	(3,270,444.00)
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TAX PAYABLE	NIL
LESS TDS	188,610.00
EXCESS PAID REF	188,610.00

for EnAble India


Managing/Trustee

For EnAble India


Co-Founder & Trustee

ASST YEAR 2014 -15
ENABLE INDIA
No. 12, K.H.B Colony
Bharma Kumari's Road
8th Block Koramangala Bangalore

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR 31.03.2014

To Administrative Exp	13,760,622.70	By Income	22,843,874.88
To Staff Expenses	1,144,469.00	By Excess of Exp over income	518,092.82
To Office Expenses	8,456,876.00		

23,361,967.70

23,361,967.70

BALANCE SHEET AS ON 31.03.2014

Capital A/c	13,194,959.54	Fixed Assets	2,725,948.00
Sundry Creditors	2,710,492.00	Deposits	7,551,185.12
Salary Payable	13,816.00	Loans & Advances	292,214.00
		Cash-In-Hand	10,636.00
		Bank Accounts	4,588,170.74
		Sundry Debtors	18,189.68
		TDS Receivable	188,610.00
		Interest Receivable	544,314.00

15,919,267.54

15,919,267.54

For ENABLE INDIA



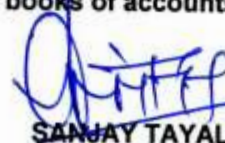
Managing Trustee
Date:12-09-2014
Place:Bangalore

For EnAble India



Co-Founder & Trustee

As per books of accounts audited



SANJAY TAYAL
Chartered Accountant
M.No.200116



SANJAY TAYAL, B.Com., F.C.A.
CHARTERED ACCOUNTANT
#302, Paxal Towers III Floor,
#13, S.K.R. Road, Fort,
Bangalore - 560 002

SCHEDULE OF INDIRECT EXPENSES

1. SCHEDULE OF ADMINISTRATIVE EXPENDITURE

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	Total
1 Accommodation	-	-	-	5,572.00	-	-	-	-	5,572.00
2 Advertisement	16,854.00	-	-	-	-	-	-	-	16,854.00
3 Administration Expenses	-	428,587.48	-	-	-	-	-	-	428,587.48
4 Audit Fees	37,079.00	-	-	-	-	-	-	-	37,079.00
Assistance to Candidate	5,000.00	-	-	-	-	-	-	-	5,000.00
5 Bank Charges	68.00	-	-	-	-	-	20.00	-	88.00
6 Card Charges	-	-	-	-	5,500.00	-	-	-	5,500.00
7 Candidate Service	-	-	-	-	-	143,370.00	-	-	143,370.00
8 Conveyance	357,452.00	-	17,118.00	92,952.00	-	1,690.00	-	29,264.00	498,476.00
9 Electricity & Water Chrg	93,359.00	29,162.00	-	22,065.00	-	-	-	9,668.00	154,254.00
10 Fuel Charges	-	-	-	-	-	5,180.00	-	-	5,180.00
11 Job Fair Expenses	-	-	-	52,914.00	-	-	-	-	52,914.00
12 Job Fair Expenses (Hubli)	-	-	-	100,094.00	-	-	-	-	100,094.00
13 Misc Expenses	-	-	-	-	-	-	-	-	-
14 Other Insurance	29,228.00	-	-	-	-	-	-	-	29,228.00
15 Other Expenses	-	2,815.00	-	-	-	-	-	-	2,815.00
16 Postage and Courier Chrg	10,121.00	-	-	-	-	1,282.00	-	3,921.00	15,324.00
17 Printing and Stationery	481,361.00	-	-	26,114.00	-	32,432.00	5,012.00	23,402.00	568,321.00
18 Professional Charges	2,173,823.00	1,270,901.00	265,845.00	150,000.00	-	426,192.00	207,866.00	472,032.00	4,966,659.00
19 Provident Fund	259,130.00	58,187.00	6,158.00	10,990.00	-	10,932.00	4,646.00	46,844.00	396,887.00
20 Rates & Taxes	2,640.00	-	-	-	-	-	-	-	2,640.00
21 Registration & Renewals	10,724.00	6,344.00	-	-	-	-	-	-	17,068.00
22 Rent	480,241.00	83,300.00	-	349,100.00	-	-	-	143,000.00	1,055,641.00
23 Repairs & Maintenance	303,274.00	43,906.00	-	8,782.00	-	6,205.00	-	2,620.00	364,787.00
24 Stipend to Candidate	-	-	4,073.00	-	-	38,448.00	-	5,000.00	5,000.00
25 Telephone & Internet Chrg	119,995.00	-	-	59,714.00	-	-	-	6,484.00	228,714.00
26 Training & Seminar Fees	(856,500.00)	-	-	1,041,000.00	-	-	-	1,500.00	186,000.00
27 Transportation Charges	1,900.00	-	-	-	-	21,480.00	-	-	23,380.00
28 Traveling Expenses	713,535.00	114,365.00	243,608.00	28,053.00	-	1,565.00	-	20,777.00	1,121,903.00
29 Welfare Expenses	495,666.00	-	16,619.00	60,165.00	-	5,450.00	-	87,735.00	665,635.00
30 Car Incurrence	5,425.00	-	-	-	-	-	-	-	5,425.00
31 Depreciation	1,729,989.00	214,719.00	10,856.00	193,408.00	-	-	-	-	2,148,972.00
32 EI - Local - Gratuity	29,133.00	-	-	-	-	-	-	-	29,133.00
33 Food Deduction	-	-	-	-	-	-	-	-	-
34 Health Insurance	291,122.22	-	-	-	-	-	-	-	291,122.22
35 Interership Remuneration	179,000.00	-	-	-	4,000.00	-	-	-	183,000.00
36 Reimbursement A/c	-	-	-	-	-	-	-	-	-
TOTAL	6,969,619.22	2,252,286.48	564,277.00	2,200,923.00	9,500.00	694,226.00	217,544.00	852,247.00	13,760,622.70



2. SCHEDULE OF OFFICE EXPENSES

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	Total
1 Boarding & Lodging	481,583.00	152,500.00	-	-	-	-	-	-	634,083.00
2 Computer Maintenance	89,364.00	79,550.00	-	-	-	33,972.00	-	41,052.00	243,938.00
3 Data Entry Expenses	4,674.00	-	-	-	-	-	-	-	4,674.00
4 Honorarium	4,670.00	-	-	-	-	-	104,000.00	40,000.00	148,670.00
5 Office Maintenance	-	-	-	6,792.00	-	8,044.00	-	7,797.00	22,633.00
6 House Keeping Exp	39,471.00	26,000.00	-	-	-	-	-	25,000.00	90,471.00
	619,762.00	258,050.00	-	6,792.00	-	42,016.00	104,000.00	113,849.00	1,144,469.00

3. SCHEDULE OF STAFF EXPENSES

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	Total
1 Salaries	3,257,963.00	1,247,022.00	325,459.00	1,840,350.00	-	230,327.00	106,000.00	1,265,581.00	8,272,702.00
3 Event Expenses	53,300.00	-	-	-	-	-	-	-	53,300.00
4 Staff Medi/ teleph Reimb	130,874.00	-	-	-	-	-	-	-	130,874.00
	3,442,137.00	1,247,022.00	325,459.00	1,840,350.00	-	230,327.00	106,000.00	1,265,581.00	8,456,876.00



for EnAble India

[Signature]

Managing/Trustee

For EnAble India

[Signature]

Co-Founder & Trustee

4. SCHEDULE OF INCOME									
Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	Total
1 Donations Received	9,157,932.00	2735822.88	491,550.00	-	1,393,000.00	-	572,500.00	-	14,350,804.88
2 Interest Received	440,893.00	1,693.00	746.00	18,953.00	11,143.00	3,762.00	1,397.00	20,081.00	498,668.00
3 Other Income	580.00	-	-	-	-	-	-	-	580.00
4 Local Service	-	-	-	-	-	-	-	-	-
5 Grant Received	-	-	-	4,499,352.00	-	966,569.00	-	2,231,677.00	7,697,598.00
6 Int On Reverse Sweep /	-	296,224.00	-	-	-	-	-	-	296,224.00
	9,599,405.00	3,033,739.88	492,296.00	4,518,305.00	1,404,143.00	970,331.00	573,897.00	2,251,758.00	22,843,874.88

5. SCHEDULE OF FIXED ASSET									
Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	Total
1 Opening Balance	3,340,935.00	359,244.00	-	-	-	-	-	-	3,700,179.00
2 Additions	537,845.00	-	-	644,695.00	-	-	-	-	1,182,540.00
3 Depreciation	1,748,644.00	214,719.00	-	193,408.00	-	-	-	-	2,156,771.00
4 Closing Balance	2,130,136.00	144,525.00	-	451,287.00	-	-	-	-	2,725,948.00

6. SCHEDULE OF DEPOSITS & ADVANCES									
Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	Total
1 BDA Registration Fees	5,000.00	-	-	-	-	-	-	-	5,000.00
2 ELIC-Gratuity Fund A/c	295,267.00	-	-	-	-	-	-	-	295,267.00
3 IDBI - Reverse Sweep A	2,335,773.12	-	-	-	-	-	-	-	2,335,773.12
4 IDBI - WPS Rev Sweep	-	-	-	-	1,000,000.00	-	-	-	1,000,000.00
5 Off Premises Rental De	180,000.00	-	-	-	-	-	-	-	180,000.00
6 Rental Dep Train Centre	250,000.00	-	-	-	-	-	-	-	250,000.00
7 Telephone Deposit	1,000.00	-	-	-	-	-	-	-	1,000.00
8 SBI Reverse Sweep A/c	-	3,484,145.00	-	-	-	-	-	-	3,484,145.00
	3,067,040.12	3,484,145.00	-	-	1,000,000.00	-	-	-	7,551,185.12

7. SCHEDULE OF LOANS AND ADVANCES									
Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	Total
SALARY ADVANCE	272,214.00	-	-	-	20,000.00	-	-	-	292,214.00
	272,214.00	-	-	-	20,000.00	-	-	-	292,214.00



8. SCHEDULE OF SUNDRY CREDITORS

1 SUNDRY PERSONS	8,244.00	-	-	-	-	8,244.00
2 GRANT ACCOUNT TMI	38,143.00	-	-	-	-	2,702,248.00
TOTAL	46,387.00	490,903.00	1,050,648.00	141,940.00	980,614.00	2,710,492.00

9. SCHEDULE OF GENERAL FUND A/C

Opening Bal b/f	13,249,827.36
Add Contributions	1,112,013.00
Less	648,788.00
Less Excess of Exp over	
Income for 2013-14	518,092.82
Closing Bal c/f	13,194,959.54

for EnAble India**Managing/Trustee****For EnAble India****Co-Founder & Trustee**

ASST YEAR 2014 -15
 ENABLE INDIA
 No. 12, KHB Colony
 Bharna Kumari's Road
 8th Block Koramangala Bangalore

8. SCHEDULE OF CASH IN HAND									
Particulars	<u>Enable India</u>	<u>SBI FCRA</u>	<u>SBI - PROJE</u>	<u>DWD</u>	<u>CLUB</u>	<u>CAF</u>	<u>ACADEMY</u>	<u>ABF</u>	<u>Total</u>
1 CASH IN HAND	5,842.00	52.00	-	512.00	-	-	-	4,230.00	10,636.00
	<u>5,842.00</u>	<u>52.00</u>	<u>-</u>	<u>512.00</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>4,230.00</u>	<u>10,636.00</u>

9. SCHEDULE OF BANK ACCOUNTS									
Particulars	<u>Enable India</u>	<u>SBI FCRA</u>	<u>SBI - PROJE</u>	<u>DWD</u>	<u>CLUB</u>	<u>CAF</u>	<u>ACADEMY</u>	<u>ABF</u>	<u>Total</u>
Axis Bank -1352	-	-	-	-	-	-	-	1,010,281.00	1,010,281.00
Bank Accounts	1,781,784.78	-	-	-	-	-	-	-	1,781,784.78
Sate Bank of India	-	48,653.96	-	-	-	-	-	-	48,653.96
IDBI Bank	-	-	11,664.00	1,069,089.00	374,643.00	145,702.00	146,353.00	-	1,747,451.00
	<u>1,781,784.78</u>	<u>48,653.96</u>	<u>11,664.00</u>	<u>1,069,089.00</u>	<u>374,643.00</u>	<u>145,702.00</u>	<u>146,353.00</u>	<u>1,010,281.00</u>	<u>4,588,170.74</u>

for EnAble India

[Signature]

Managing/Trustee

For EnAble India

[Signature]

Co-Founder & Trustee





About EnAble India

EnAble India's mission is to empower persons with disability. The mission is founded on the firm belief that the disabled do not need sympathy -- they need a supportive environment to grow and fulfil their needs, potential and dreams.

EnAble India's core activities are employment of people with disabilities, pre-employment services, supplemental education, counseling and support services, consultancy and training for other institutions and NGOs and technology services.

All donations to EnAble India are tax exempt under section 80 G of the Income tax Act.

Cheque payments in favour of 'EnAble India'.

Please mail /deliver your cheque to:
EnAble India, #12 KHB Colony, Brahma Kumari's Road, Bangalore 560095, Karnataka, India.

Phone : +91 (80) 42823636
+91 9845313919

Email : manager@enable-india.org

For more information, visit us at www.enable-india.org