



Annual Report '14

The light at the end of the tunnel







Dr. Jitender Aggarwal
Sarthak Educational Trust

From the Founder's desk

I take great pleasure to write for the second edition of the Annual Report of SARTHAK. Annual Report is a medium by which we thank our supporters and well wishers and everyone who is either directly or indirectly associated with us. The achievements and challenges are a part of growing and hence mentioning them is also of utmost importance.

Before, I go on to saying anything else, I wish to introduce myself to you. I am Dr Jitender Aggarwal, a dentist by profession. I was leading a very regular life until 2004 when God decided something extra ordinary for me. But how? I lost my vision due to a genetic disorder called the Macular degeneration. Losing vision, gave me the true vision for live. I struggled and learnt to live a life of a person with visual impairment and the years of struggle motivated me to do something for people with disabilities who lack access to even the basic resources. The loss of vision helped me look beyond my vision and see the world through the disability lens.

This is how SARTHAK was born. It was born with a vision to give vision and meaning to the lives of many people with disability by generating employment opportunities and enhancing their employability skills. We are still very young and with the support and guidance of various stakeholders we are moving towards our mission day by day.

Today, we are operational in 21 states with our head office at Muhammadpur in South Delhi. We launched two new projects this year in the month of May, 2014.

One is the Tech Mahindra SMART+ in Chandigarh and the other one is the SARTHAK "Antakshep Kendra" Early Intervention centre for special children. Our team strength is now 25.. We are working closely with the Government as well as the NGOs in any location where our activities spread.

The team is growing and is highly sensitive towards the issues if disability. There are regular feedback and interaction sessions between the team members and the Centre Manager to resolve issues and challenges. This process is helping us build a team and problem solving within the team. We are also rigorously involved in the capacity building of the team members so that they can contribute much more effectively towards the growth and development of the organisation.

The year that has passed by showed us both challenges as well as achievements. This year was a learning experience for us and we have tried to learn from our mistakes and make corrective changes in order to work well. The achievements are confidence boosters whereas the failures are ways to learn and improve. My dream is to move to the rural India as I myself hail from a very small village and understand the truth and what the perspective of disability is in the villages. It is a challenging task but, the ultimate sense of joy is in achieving something that is considered to be difficult.

I hereby wish convey my sincere thanks to the following people and organisations who have been our supportive pillars in the journey till date.



Funders and Supporters: Team Computers, Tech Mahindra Foundation, NHFDC, NIIT Foundation, Wadhvani Foundation, Aegis Foundation and Sambhava Foundation.

Government Support Structure: Ministry of Social Justice and Empowerment, Ministry of Labour and Employment, Ministry of Human Resource Development, Vocational Rehabilitation Centres for the Handicap, Employment Exchange (Indore, Bhopal, Lucknow, Gaziabad, Faridabad, Gurgaon, Mumbai, Patna and Ranchi) and Department of Disability welfare in Delhi and Chandigarh.

NGO Partners: Blind People's Association Ahmedabad, Kamayani School for Mentally Challenged Pune, Enable India Bangalore, Family of Disabled, Manovikas Charitable Trust, Viklang Sahara Samiti, and all the NGOs working in the field of Aasra, Leonard Cheshire Home, Association of People with Disability, Mitra Jyothi and all the organisations working in the area of disability rehabilitation.

Individual Supporters: Prof M.B. Athreya, Dr Bhushan Punani, Ms Preeti Monga, Dr Santosh Bhargava, Dr Arun Singh, Dr Rajive Bhatia, Dr Vipul Jain, Dr OM Sai, Dr Uma Aggarwal, Prof J.S. Saini and many more who have directly or indirectly influenced the growth of SARTHAK Educational Trust.

All the corporate who have contributed towards the cause, by hiring people with disability, developed their skill set, supported the sensitisation of their team members, attended the Roundtable conferences and participating in the Job Fairs.

At the end I wish to thank the whole team of SARTHAK Educational Trust who have been working towards the cause, the candidates with disability and their families. Media has played a very important role through its endless support in creating mass awareness about the abilities of people with disability.

I thank all the well wishers of SARTHAK and wish that the relationship strengthens over a period of time.

Thank you all !!



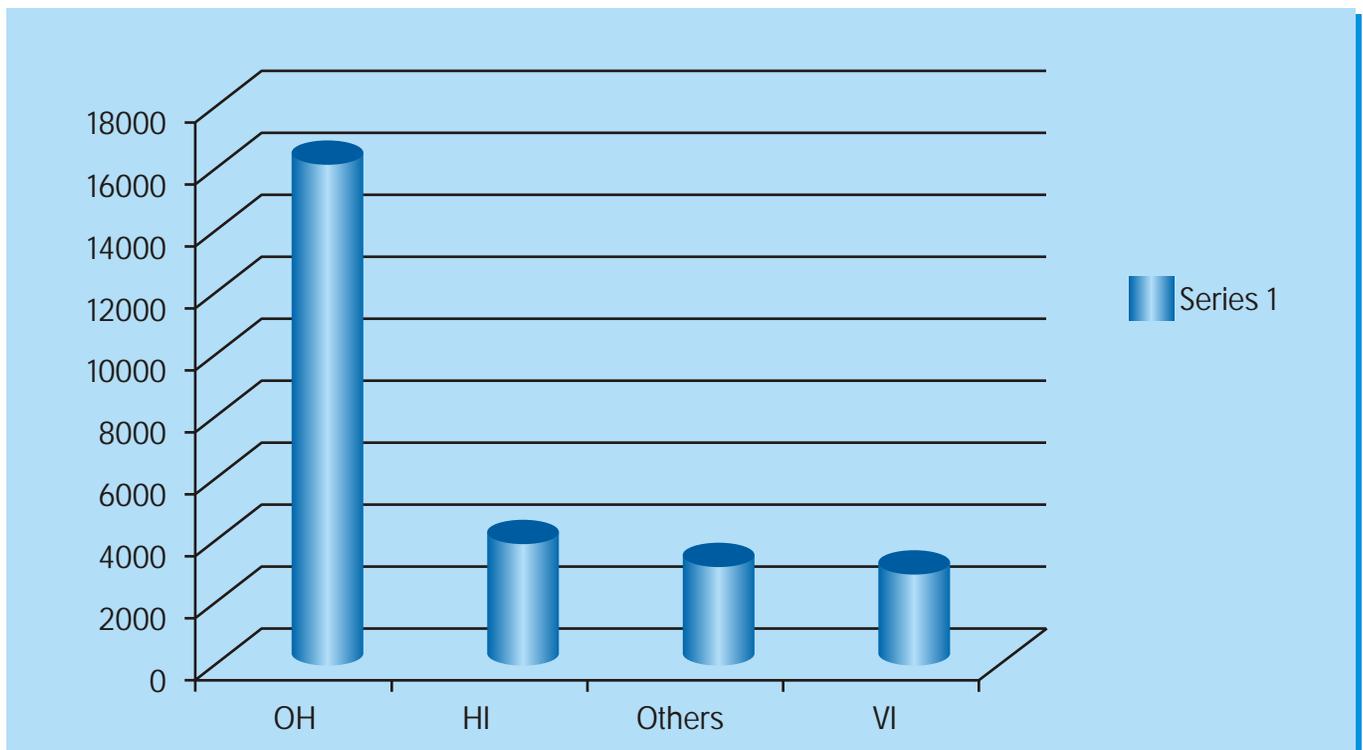


1. Registration

Registration is the process wherein the candidates with disability register themselves with SARTHAK Educational Trust for the purposes of training or employment. Since, we are an organisation which is working exclusively on the employment of people with disability, the primary registration happens by the job seekers only. The registration happens when we organise job fairs across the country as well as walk in registration at the centre. There are three types of people with disability namely People with Physical Disability, People with Hearing Impairment and People with Visual Impairment registered with us from across the country. Registration involves the collection of the candidate's details with respect to the personal details as well as the educational

qualification. The profiling of the candidates is done with a set format of questions and a one on one interaction with the candidates. This enables the assessor to understand the candidates disability as well as his abilities. This further leads to the segmentation of the candidates into various sectors based on their assessed skill sets. The total number of registrations done till November 30th, 2014 is 26469 from across India.

We have spread our activities to 21 states and 1 Union Territory namely, Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Delhi, Gujarat, Haryana, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Karnataka, Kerela, Madhya Pradesh, Maharashtra, Punjab, Rajasthan, Tamil Nadu, Uttar Pradesh, Uttarakhand and West Bengal.



2. Training

The process of registration, as discussed earlier leads to the profiling of the candidates. The profiled candidates are then put into one of the training program which the candidate fits in best based on his/ her educational qualification and the skill set. These training program helps the candidates to develop confidence and enable them to face the world with a positive frame of mind and not through the disability lens.

There are different training programs that we run at SARTHAK Educational Trust. They are:

1. Basic Training Program
2. Employability Training program Tech Mahindra SMART (Skills for- Market-Training)
3. Corporate linked training program
4. Medical Transcription

Basic Training Program: This is the most basic training that we at SARTHAK organise for people with disability who do not even have

the basic knowledge of communication or language and computer skills. These are mostly students who come from school and get some extra knowledge from the school. This course comprises of Basic English and Basic Computer knowledge and is affiliated to the NIIT Foundation and Times of India.

Employability Training Program: This is a training program which focuses on the training that needs to be given to a candidate before he/she enters into the corporate world. There are a number of things that the candidate needs to develop as part of his/her skills to be able to enter and perform in the private sector. This can be Communication skills, Life Skills, Exposure visits and Job and Industry specific skills.

The candidates who have been registered and profiled for the employability training program, are reassessed based on the qualification and skill set and then categorised into one of the various sector specific trainings like IT/BPO , Retail Sector, Hospitality Sector and Manufacturing Sector.



With the support of Tech Mahindra Foundation, SARTHAK has been successful in training candidates under the Tech Mahindra SMART+ Program.

In May 2014, SARTHAK's good work was acknowledged and appreciated by Tech Mahindra Foundation and we have a SMART + Centre in Chandigarh as well. In a very short span of just 6 months the centre has successfully established itself and has been able to create an awareness about the employability training program.

Corporate linked training program: This is unique model developed wherein the Corporate are involved in the training process. The candidates who have been profiled for the training program, undergo a basic baseline assessment and basis that a group of candidates is formed for the training purposes. The corporate trainer trains this group and based on the end term assessment, the candidates are certified. The corporate which run the training program may or may not hire the trained candidates.

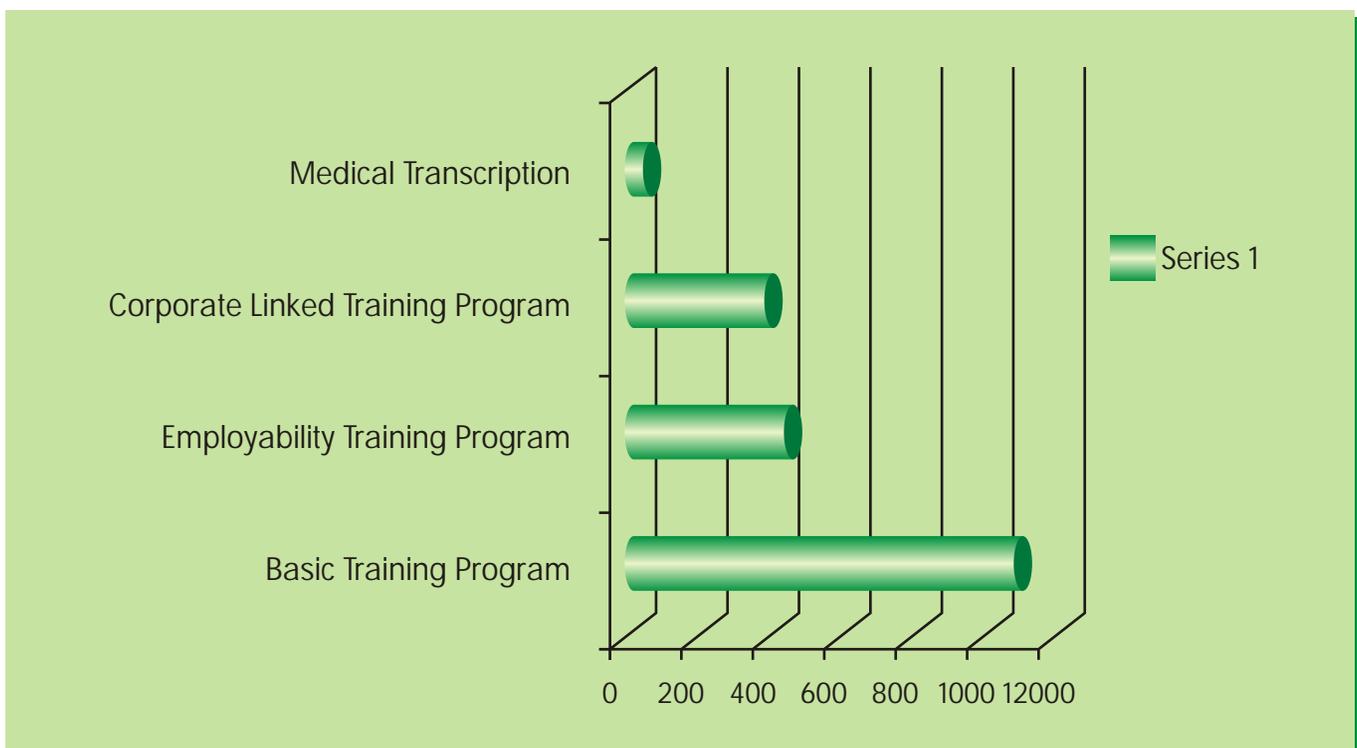
Our training partners are:

- Times of India
- Jaipur Rugs
- NITTR, Chandigarh
- YUM Academy

Medical Transcription: This is a training program for people with Visual Impairment. This is the first training program that was initiated at SARTHAK Educational Trust. The people with visual impairment listen to the online audio and make the transcripts for the many doctors and medical practitioners in the World.

Details:

- Total Number of Candidates with disability trained: 1979
 - Number of candidates certified under the Basic Training Program: 1092
 - Number of candidates certified under the Employability Training Program: 445
 - Number of candidates certified under the Corporate- Linked Training Program: 392
- Number of candidates trained in Medical Transcription: 50





3. Advocacy/ Employer Outreach Activity:

The next step after the registration and the training of the candidate is complete is to create demand for them in the market. This is done by reaching out to the corporate in various ways to get the candidates with disability placed in the private sector. It is being done at three different levels and with different group of stakeholders.

They are:

- Advocacy with the Corporate
- Advocacy with the Candidates & Parents
- Advocacy with the Community

Advocacy with the Corporate: The Corporates are important stakeholders when one talks about the inclusion of people with disability. The inclusion if can happen at the work place, there is no limit to the feeling of empowerment that the person might gain. Following are the steps that SARTHAK has adopted to advocate with the corporate:

Job Mapping / Job Analysis: It is a scientific way of analysing the opportunities for people with disability in different organisations in such a manner to accommodate all types of disability and not compromise on the profits or output of the organisation too.

Sensitisation workshops: This is a format which involves sensitivity training of the managers at all levels in the corporate sector. This is done based on the needs of the organisations and is focussed on showcasing the abilities of people with disability. The jobs that have been analysed for people with disability are shared with the managers with all the relevant justifications needed.

Roundtable conference on generating Partnership towards Inclusive Employment (PIE): Once the corporate agrees to hire people with disability into the workforce, and the experience is good, we organise Roundtables for them to all sharing of challenges and achievements. This is the unique way and one of the first of its kind initiated by SARTHAK Educational Trust. It is a format wherein the corporate who have reached the maturity curve share their experiences of hiring people with disability and in the process motivate the others too.





Advocacy with the Candidates and Parents: Parents form the immediate environment for the candidates and most of the personality shaping is a direct or indirect contribution by the parents. The candidates also have faced discrimination at all levels, which make them resistant towards a lot of things that they might have to face at workplace. Therefore there are two main activities that SARTHAK undertakes in order to create awareness amongst this group. They are,

Glimpses into the Corporate World: SARTHAK believes in a two way method of sensitisation. The candidates who are getting trained or have registered themselves for the employment program at SARTHAK, are taken for an exposure visit to the corporate sector which is called "Glimpses into the Corporate World". The objective is to get them a feeling of what their workplace would look like and what would be the expectation from them. This process helps also in the sensitisation of the people who are already working in the organisation, when they get to see our candidates. It helps them to be more aware of this group.

Parent's Workshop: Parent's workshop is an activity organised with an intent to enrol and engage the parents in the growth and development of the candidates with disability. There is absolutely no doubt that, the growth and development of the child with disability is the major concern for the parents. But in the process, sometimes the parents either become over possessive or ignorant about their child's condition. Therefore the parents are invited for workshops on a regular basis and a discussion amongst the group is facilitated. This helps in realisation of one's issues and concerns.

Advocacy with the community: Inclusion is a concept which cannot be achieved without the inclusion within the community. Acceptance of people with disability into the mainstream society will only bring the real sense of empowerment. For the same, SARTHAK with a group of trainees (OH,VI and HI) took up the mission of creating awareness about the abilities of people with disability. We organised a street play at three different locations at Central Park in Connaught Place, New Delhi. The street play made the youngsters sitting there think about the situation of people with disability. It made them think and so many came forward to volunteer for the cause and spread awareness about disability in their surroundings.





Details:

- Number of Coporates who have been supported to identify jobs for people with disability : 20
- Sectors in which Job Analysis has been done: IT/ BPO, Retail Sector, Hospitality Sector and Manufacturing Sector
- Number of Roundtables organised: 16
- Number of business leaders motivated: 559
- Number of Sensitisation workshops conducted: 27
- Number of business leaders sensitised: 340
- Number of "Glimpses into the Corporate World" organised: 43
- Number of Parents Workshop conducted: 11

Vision for India: National Conference on Disability
The National Conference was a unified approach towards the

social inclusion of people with disabilities by analysing the different existing problems and issues and set major priorities of each in the disability sector. The Conference brought forth guidelines and tasks which will establish a background for SARTHAK and all other stakeholders to plan strategy and activities to be implemented.

Therefore the proceeding of the conference was designed in a manner, such that each stakeholder has would share their experiences and challenges with people with disability. The panels were

- Panel of the Employers
- Panel of Government Bodies
- Panel of Medical Professional
- Panel of NGOs

The National Conference was organised on September 12th, 2014 and was inaugurated by Dr A.P.J. Abdul Kalam, Hon'able former President of India. It showed a participation of more than 350 people from various sectors and across the country. It was an effort to bring all the important stakeholders in the process of rehabilitation of People with Disability into the main workforce.





4. Placement and Retention:

Employment is what we were born for. It is the major area of focus area of work. All the other activities also hence leads to the employment of people with disability. It is the direct impact on the beneficiaries, which enables them to live a life of dignity and respect. With employment all the other benefits of living a harmonious social life comes along way. We have extensively worked with all the sectors namely IT/BPO, Retail, Hospitality, Manufacturing, Garments etc by placing both skilled, semi skilled as well as unskilled people with disability. The process of placement is the most difficult task of all the other activities. The profiled candidates are assessed on his skill set and his choice of work area. In case the choice of area of work does not match his skill sets they are either trained to develop those skills or else they are counselled to rethink about their choice. In addition to that, there is simultaneous creation of jobs for people with disability in corporate by the advocacy and sensitisation workshops. The placement activity is done under two heads:

- In house Placements: This is a situation where any corporate which has an opening for people with disability share their job description with us and basis this candidates are filtered from our data base and the interview process is facilitated either in the premises of the respective company or at SARTHAK.
- Job fairs for people with disability: This is the most effective means for the placement of people with disability. The brings all the job seekers, job providers, NGOs and Government organisations working in the field of disability working in on the same platform.

The placement activity is not complete after the candidate gets a job, instead it starts with when the candidate gets a job. There is rigorous follow up that takes place with the candidates and the corporate post the placement for up to 6 months to ensure sustainable placement.

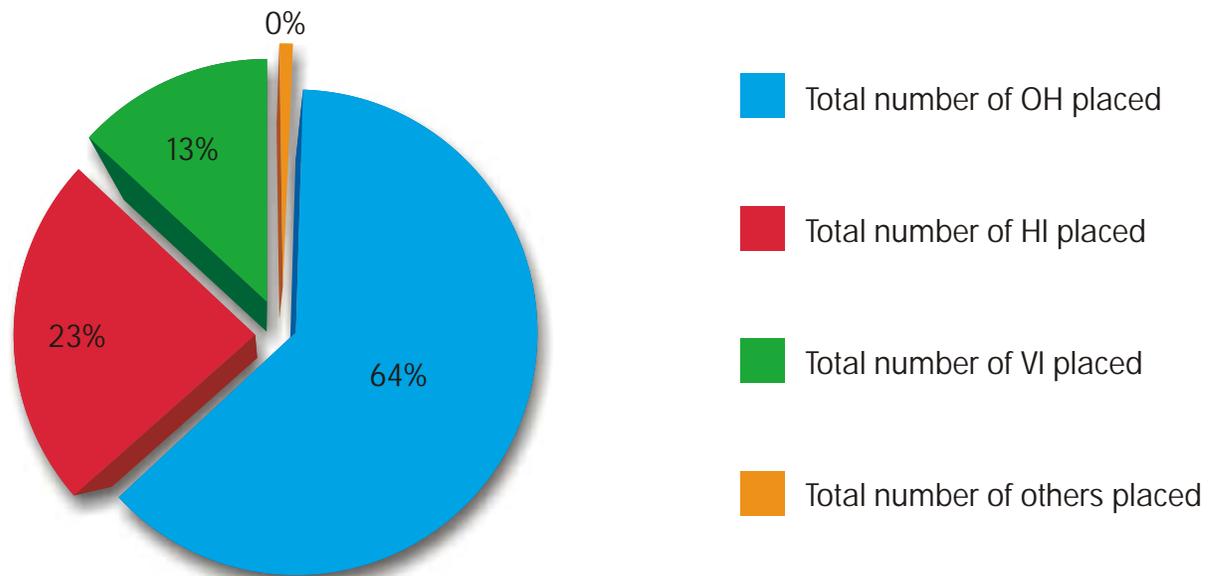
Details of placement activity:

Total Number of Candidates placed: 4197

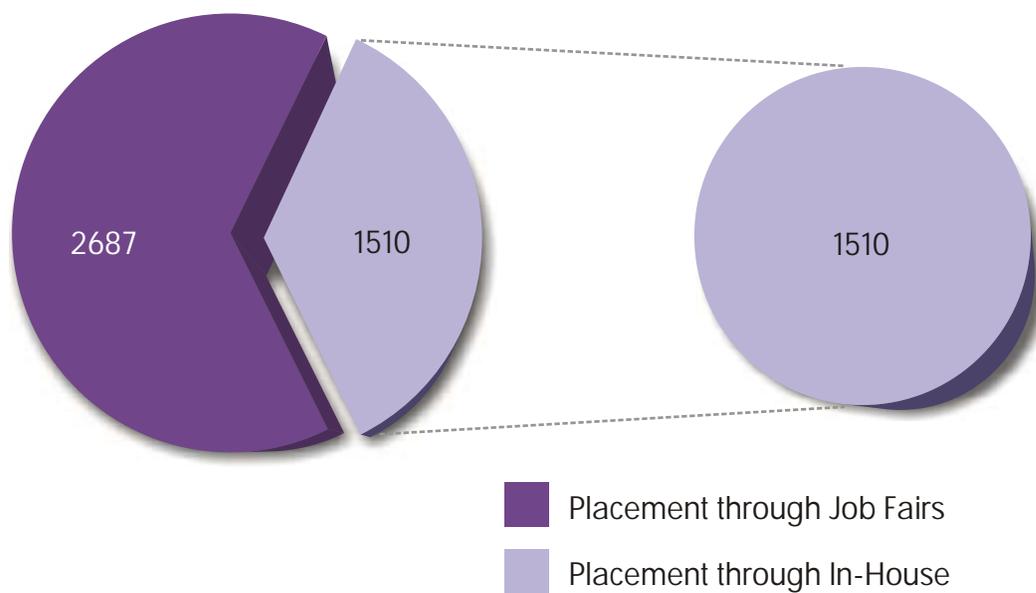




Chart Title



Distribution of placements through Job Fairs and In - House Interviews



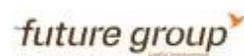


Details of the Job Fairs Organised:

- Number of Job Fairs organised: 68
- Number of registrations and Profiling done through job fairs: 19,038
- Number of employers mobilised: 103

- Number of jobs offered: 2687
- Percentage retention: 73% people are either working with the same organisation or moved to a similar or better profile in some other organisation

Our Hiring Partners are:





SARTHAK Antakshep Kendra - Early Intervention for Special Children

In the year 2012, SARTHAK made a visit to L.V. Prasad Eye Institute in Hyderabad, where it got its first exposure to the Early Intervention services. It was touching and understood as one of the best things that could be done to a child with disability. What struck most was interaction with some parents of the children with disability, who have moved to Hyderabad, from Delhi because of lack of such facility in the Northern part of our nation. It was then that SARTHAK decided to initiate this program in Delhi.

With the support of Tech Mahindra Foundation, SARTHAK initiated this centre, which we call the SARTHAK Antakshep Kendra Early intervention program for special children. The project manager was sent to the L.V. Prasad Institute to understand the process so

that that it can be effectively implemented in Delhi.

Early Intervention Services are special services provided to infants and toddlers who are at risk for developing disabilities or already having developmental disabilities. The services are generally provided from birth to three years of age, which is the most critical period of a child's development. During this formative age the child especially child's brain and sensory system are highly receptive and get modulated by the external stimuli to the maximum extent possible. It is important to focus on various domains of development including motor (physical), sensory, speech language & communication, cognition (intellectual) and socio-emotional. "Intervention" means providing the child a variety of opportunities to experience explore and play with things around.





Why should we provide intervention during early stages of life?

It is essential to provide intervention during early life because of the following reasons:

- Rapid growth and development of brain is noted during this period. Most of the developmental milestones are developed by three years of age group.
- At birth the child is born with few neuronal network/connections/synapses. During the first few years of life neuronal network expands maximally due to neuronal plasticity with which the child may be able to learn new things sooner and better.
- Birth to three years is the most critical period in child's development; Intervention helps the child to achieve faster in the critical period i.e. sensitive to learning.
- Intervention helps to enhance child's development to become independent.
- Reduce rehabilitation costs to society by minimizing the need for special rehabilitation services at later stage in life.

Who are benefited from Early Intervention Services?

The children having developmental disabilities or developmental delay in one or the other domains of development, children with neurological problems /birth defects/genetic disorders like Cerebral Palsy, Down's syndrome, Autism, ADHD, Spina Bifida, Hydrocephalus, Epilepsy and Epilepsy syndromes, metabolic disorders etc.

What do we do at SARTHAK?

Every child is assessed by a multi disciplinary team and a comprehensive individualized early intervention program is planned and implemented. The child and the family needs are assessed and counseled by the specialists. The multidisciplinary team includes, pediatrician, ENT specialists, early interventionists, physiotherapist, occupational therapist, speech pathologist and psychologists. The one aspect which makes us different from the other Early Intervention programs is that, the parents are make equal stakeholders in the process of development of the child. The therapies and sessions conducted in the centre is for a about an hour and needs to be repeated several times during the day, which only parents can do. The objective is not just to train them, but to empower the parents to know the knowhow of their child's development.

The children undergoing this program will attain maximum independency and participate in day today activities at home and community level. The overall aim of SARTHAK Antakshep Kendra is to provide parents and families with the knowledge, skills and support to meet the changing needs of their child, to optimize the child's development.

Achievements:

- 110 Children with special needs are registered with SARTHAK
- 8 Workshops have been organized for the Parents
- 3 Sensitization workshops have been organized with Therapists, Orthopaedic Association of India and Paediatrics Association of India
- A group of Medical Practitioners have voluntarily agreed to support the program with the knowledge and experience



Photo courtesy: Lifedesignsinc



General Information/Highlights of the Organisation:

1. Registration :

SARTHAK Educational Trust is registered as a Public Charitable Trust

- Registration number: 9946
- Registration date: 04/07/2008

2. Advisory Board:

SARTHAK is lucky to have the support of Dr M.B. Athreya who is a guiding SARTHAK and supporting the designing and implementation of programs. His vast experience enables

SARTHAK to understand the current scenario and take steps of intervention. We take extreme joy in sharing that our mentor has been recognised by the Government of India for his incredible work in Literature and Management and awarded him the Padma Bhushan for the year 2014.

We take extreme pleasure to share with you that SARTHAK Educational Trust has formed its Board of Advisors with the most prominent members, each one from a different sector and with huge experience. They are people who have been supporting and guiding SARTHAK in all its activities and programs so that the outcome achieved is maximum. The names of the Members are given below:

Sl No.	Name	Organisation	Designation
1	Mr Krishan Kalra	NSDC	Member NSDC Board
2	Mr Ranjan Chopra	Team Computers	CMD
3	Mr Sandeep Bhargava	Microsoft, India	Director Corporate Affair
4	Ms Rewa Nayyar	Essel Foundation	Director
5	Dr V.P.Singh	Devyani International Ltd: RJ Corp.	Executive Director HR and CPO
6	Mr Niranjan Khatri	ITC	Environment- Head
7	Mr Ajay Kanchan	Centre for Advocacy	CEO
8	Dr Sudhir Gupta	Cygnus Medicare	Director
9	Capt. DV Arora	Perfect Solutions	Founder & CEO
10	Supriyo Gupta	Torque Communications	CEO
11	Anuradha Bhawnani	Shell Foundation	Head

3. Team:

SARTHAK has four different projects and the team size has also increased to 25 members. Each members is committed towards the cause and believes in multi tasking. They are all skilled and professional in the manner in which they deal with People with Disability.

The names of the Project Heads can be found below,

Sl No.	Name	Designation
1	Dr Jitender Aggarwal	Founder & Managing Trustee
2	Swati Singh	Director Programs
3	Dr Suman Aggarwal	Project Manager SARTHAK Antakshep Kendra
4	Arun Sharma	Project Manager Tech Mahindra SMART +, Chandigarh
5	Dr Nagaratna . V	Early Interventionist
6	Kirti Sharma	Employment Officer
7	Lakshay Singhal	Accounts Manager

In addition to the names mentioned above, there is a group of

- Special Trainers, who are involved in employment enhancement
- An Employment team, which is involved in employment generation
- A Group of therapists, who are working with dedication towards the development of children



4. Forum and Conferences:

SARTHAK Educational Trust has been lucky to have got an opportunity to present our case in different forum and conferences. This leads to spread awareness about People with disability and their abilities. Such forum are an opportunity to sensitise people about this section of the society which people see but remain unknown about. The following is the list of forum and conferences where SARTHAK was invited to speak.

1. Dr Jitender Aggarwal was the Keynote speaker at a Conference organised by the Equal opportunity cell of the Delhi University at Aurobindo College on Innovation for People with Visual Impairment. There were more than 70 participants from all the colleges in DU March 25th, 2014

2. SARTHAK Educational Trust was a Panel member in a conference organised by CII and Wadhawani Foundation on "Skill Development" May 24th, 2014

3. SARTHAK Educational Trust made a presentation at the Orthopedic Association of India where there were more than 100 Doctors to sensitise them and make them aware that disability is not just a medical condition but also relates to an individual's day to day life August 3rd, 2014

4. SARTHAK Educational Trust made a presentation at National Skill Development Corporation on "Skill Development of PWD" August 5th, 2014

5. Dr Jitender Aggarwal was invited to be a panellist at the Apparel International Conference. The topic was Inclusion of PWD, just a CSR? September 20th, 2014

6. Dr Jitender Aggarwal was the keynote speaker at the Conference organised by the Miranda House College, Delhi University in a conference on "Opportunities for People with Disability" September 26th, 2014

7. SARTHAK Educational Trust got an opportunity to make a presentation on the importance of Early Intervention and sensitise the Paediatrics during a Paediatrics Association Conference October 15th, 2014





1. Media Coverage:

Early intervention helps people with special needs

The NGO SARTHAK enables them to find their place in society by training to make them financially independent



The youth has their own projects and are working on them.

JOB OPPORTUNITIES FOR 57 DISABLED CANDIDATES

DP CORRESPONDENT Chandigarh

57 candidates were short-listed on the spot out of more than 200 differently abled (disabled) persons by 21 companies which participated in ABILITY 2014 "Embracing Ability: Making it Happen", a job fair for persons with disabilities (PWDs), organised jointly by Confederation of Indian Industry (CII) Northern Region, National Institute for Technical Teachers' Training and Research (NITTR), Sarthak Educational Trust and Vidhiana) at NITTR, 26, here on Tuesday.



Physically challenged persons attending ABILITY 2014 at NITTR in Sector 26 of Chandigarh on Tuesday.

'निशक्त बच्चे भी भविष्य उज्ज्वल बना सकते हैं'

जॉब फेयर का आयोजन हिमाचल प्रदेश, पंजाब, हरियाणा, चंडीगढ़ के 200 कैडेट्स ने लिया भूय



जॉब फेयर में शामिल होने वाले अभ्यर्थियों और दर्शकों का एक दृश्य (ऊपर) जॉब फेयर के दौरान कर्मियों का दायरे में शामिल होने का दृश्य (नीचे)

चंडीगढ़, 24 अप्रैल (एनटी): निशक्त बच्चों को समाज में एक अच्छी जगह पर रखने के लिए उन्हें सही शिक्षा देना जरूरी है। जॉब फेयर को करके उन्हें अपने काम में सक्षम बनाने का प्रयास किया जा रहा है। यह कार्यक्रम हिमाचल प्रदेश, पंजाब, हरियाणा, चंडीगढ़ के 200 कैडेट्स ने लिया भूय।

अपनी कुशलता के दम पर पाया रोजगार

जिनका नाम है किशोर कुमार। जो दिल्ली के एक निशक्त बच्चे हैं। उन्होंने अपनी कुशलता के दम पर पाया रोजगार।



2. Website:

We are happy to announce that SARTHAK Educational Trust launched its new website: www.sarthakindia.org on April 15th, 2013 which is up and running successfully. It was possible due to the support from Intellisoft Services who have supported the development of the website and also supporting the management of the website. We understand that social media is something that will make

people aware of the activities undertaken by SARTHAK, hence we now are available on Facebook, Twitter as well as LinkedIn. Please find the link of each below, Facebook: www.facebook.com/SarthakEducationalTrust Twitter: @dentalpoint123 LinkedIn: www.linkedin.com/pub/sarthak-educational-trust/1b/b80/5ab?domainCountryName=&csrfToken=ajax%3A388556667121771333



New Promises

- The Board of Trustees and the Advisory Board are serious about creating systems for the organisation as it has entered its expansion phase. We in the process of developing our book of policies for the growth and development
- We are also in the process of developing Standard Operating Procedures (SOP) for all our activities
- Team Building and Skill development of the team is also on priority for the next year
- Training of people with disability is the most important step towards sustainable employment. SARTHAK in the coming year is focussed on developing the most effective tools for training.
- The complete package of the training program will be redesigned to come up with a concrete measurable output. The impact assessment tool will also be developed.
- The demand that SARTHAK has created in the past year for the People with Disability will have to be supplied through skilled people with disability
- The Dream of extending our services and programs which we initiated this year will be given a concrete shape and fixed target so that the outcome is clear and impactful. We would take small steps, learn and adopt new ways of doing things forward.
- The new project in Chandigarh and the SARTHAK Antakshep Kendra will be given special care and attention. More and more people from the field will be involved through Roundtable with Doctors
- We at SARTHAK have always tried to break the mind set of people about the NGOs being unprofessional. The quality of work is been more important than the quantity of work. This, according to us is what is helping us move ahead. The enhancement of the existing quality of work will also be top on the agenda next year.
- The data base which is huge and is growing each day, needs attention and expert intervention. This year the target is to put the data base in proper shape and make it more useful
- SARTHAK has realised that advocacy with the Government can only bring about policy level changes in the system. The Government is not a foe but the biggest support with the maximum reach. SARTHAK will join hands with the Government and try to bring about policy level changes to promote inclusion of people with disability
- The website of SARTHAK Educational Trust has already been launched. The candidates have the opportunity to register online and submit their resume online. The next step is to make a portal for employment where in both the candidates as well as the interested organisations can interact freely without the support of any external or internal agents

SARTHAK's dream is to establish an "Adarsh Kendra" which will deal with all the cycles of an individual's rehabilitation process. It will include Early Prevention, Early Intervention, Inclusive Education, Skill Development and Inclusive Employment. We will try to lay down the foundation for this in the year to come with the support of our Mentor, Advisory Board Member as well as well wishers.





Anil is a 32 year old young man who is currently employed with Steria. He is working with the organisation for the past six months and is growing in his career and life. He was born in Faridabad and at the age of two he was affected by Polio virus in his lower limb as a result of which he lost his ability to walk. He was a floor walker as his legs did not have the strength.

Anil was born in a socio economically poor family. He lost his father at a very young age. The responsibility to manager family responsibilities was all on his mother. Anil's mother was a very simple woman who had never worked out of his house. But, Anil's medical expenses was consuming all the resources, so she had to do household work for others t earn money.

Anil was very conscious of himself. He felt embarrassed to go to school as everyone around stared at him with sympathy and disgust. He became very introvert. People in his class doubted his capabilities and this negativity kept him away from school and education. He somehow completed his schooling and did his 12th grade with much difficulty. As he was the eldest in his family, he considered himself responsible for supporting his family. His constrain was mobility and self image as a disabled person who walks on the floor. Therefore, he started home based tuitions for students. But there were challenges again. People did not want to send their children for tuitions to Anil's place.

This was depressing. Anil had just no clue of what work could he

do. His mother was very supportive, but at the same time, she was overprotective too. She did not want him to move out of the house to work. This is something which was killing him from inside. He knew he could work but the only thing he could not understand was the kind of work that he can do.

Anil got himself registered with the Special Employment and the Vocational Rehabilitation centre for employment opportunities. He waited for calls from the two agencies. In the mean time he completed his graduation in Arts and also alongside prepared for several government exams. Luck was not on his side. Anil was ageing and he had no job in hand. His mother wanted him to get married but Anil's marriage proposal got rejected each time because he had no job in hand.

Anil got to know about SARTHAK, and got himself registered with SARTHAK. Initially Anil attended various interviews but was unable to crack any of the interviews. The employment team at SARTHAK suggested Anil to undergo a 3 days training program which would help him understand the interview skills and be able to impress the interviewers.

Soon after he completed his interview skills training, he was informed that SARTHAK is organising a job fair for people with disability in Faridabad. He was both invited by the Employment exchange as well as SARTHAK. Anil attended the fair with confidence and this time, he tasted success. Anil was selected at Steria, in Nodia. The first round was cleared and Anil was invited by Steria for second and final round at their Noida office.

Anil went with all his certificates and his mother's blessings. I remember that day so clearly, when he walked to my office with a box of sweets and a letter in his hand. It was a letter which changed his life. It was his offer letter. Anil had directly come to SARTHAK. He chose to thank SARTHAK team first than informing his mother too. His mother had been his support and had done everything possible to ensure comfort for Anil but SARTHAK helped him develop that confidence which he had lost in the course of time.

"The way I dress up for office makes me feel empowered and I feel productive. The Team Leader is highly supportive and has always encouraged me which is why I have been able to perform well. The people in my neighbourhood look at me whenever I wear my office batch and walk down upto my cab."

"I belong to the rural parts of Haryana and have myself experienced the pain and attitude of people towards people like us, and hence I wish to make a request to all the readers to do whatever is possible in rural parts of our country. For my fellow People with Disability, I have just one message to convey, never compromise on your education. It is the most important thing and I did not take it seriously but no matter what happens never quit your school and college. It is the only thing that will stay with you and support your growth, no one or nothing else will."



Jaspreet is a Hearing Impaired young man about 28 years old. His disability is a hidden one, hence many a times people do not even realise that he has a disability until they try to make some communication or sees him communicating with his other deaf friends. It is absolutely true that the parents constitute the immediate environment of an individual's growth and the manner in which the parents look at their child, is what shapes the child's personality. Being brought up in a very supportive environment Jaspreet in spite of having a hearing disability completed his B. Tech from Punjab University. Education is a challenge for People with Hearing Impairment, but that does not mean that it is impossible. Jaspreet has proven this fact that, "if there is a will there is definitely a way".

After his education, Jaspreet attempted several job interviews. Due some or the other reason, he was not able to make it each time. He was depressed and became very introvert. Even with the support of his family, he started considering himself good for nothing. He compared himself to others who were not s educated he is but were being able to work. This was the first time, he felt different and realised the challenges disability poses on even the best of people. It is nothing to do with the rich or poor, educated or illiterate. Disability is in itself something that makes one different form others and inferior form others. This thought kept bothering him day and night. He had stopped socialising with friends and relatives. He was scared to face questions like, "what are doing

after college". He felt embarrassed. His parents were worried about him. They knew that their child was talented and were sure that God has something better in stock. They did everything to make him happy, but nothing seemed to work.

In their search for opportunities for their son, his parents came across the Tech Mahindra SMART + in Chandigarh. Jaspreet visited the centre but was initially hesitant to join the three months employability program. He interacted with the students there and realised that the majority of the class was students who had passed their 12th grade. He was not willing to sit in the same class with these candidates considering that he was much more educated than they are. His reluctance was genuine to some extent. He clearly communicated his fear to his parents. His parents, like always, with the support of the trainers at SARTHAK- SMART centre counselled him and made him understand that his education is not being undermined and neither is he being considered low in any form. The fact is that, in a group the learning process is effective and since he was an engineer, he could add value to the lives of other people in his class. After much persuasion, Jaspreet agreed to attend the classes on skill development from SMART +. Initially, Jaspreet was found very silent and did not interact much in class. May be because he was not completely convinced with his parents.

Slowly, in a couple of days, he made friends and his communication became a little more effective. He started interacting in class with all his friends. During the breaks, he was observed taking to his class mates about the things he learnt during his engineering. He also supported them during the IT Classes since his computer skills were good. It is very rightly said, what happens, happens for the good. Jaspreet, got to know about the 4th Abilympics which was being organised in Chandigarh this year. A ray of enthusiasm seemed to run his veins. He started spending time planning and working on his project. He knew this was an opportunity to prove to the world, that his disability will not be a barrier in his success. He wanted his parents hard work and commitment to not go in vain. He wanted them to feel proud of him not because he is his son, but because he is someone to be proud of. During the 4th, Abilympics, Jaspreet showed the world, that he has a master brain by winning a Gold medal in the PC Assemble event. It was a moment of joy and pride for him and his parents, which was flowing in the form of tears from their eyes. They stood up to acknowledge their son's hard work and talent. Next year, in the Abilympics, Jaspreet will represent India in France. He is a lesson to learn from. He has made his parents, his community and SARTHAK proudly say that we have been associated with him in his journey. SARTHAK wishes Jaspreet good luck for future endeavours and hopes to give many more Jaspreet's to the society.

"A dream does not become reality, through magic. It takes determination, hard work and sweat".



No one could imagine, but it is the truth. A girl who remained bed ridden for several years is now planning vacations and selling tourism packages for a well known online tourism company. Renu was born just as you and me. She was born in a family where love and support held the whole family in one pivot. Sports and music was an elementary part of Renu's life. She played long jump at state level and has won the 1st prize in music twice at state level again.

She is both the survivor as well as saviour of disability. At the age of 18, Renu was affected by Typhoid. Very soon her condition deteriorated from bad to worse. Her medical reports suggested her to undergo a spinal cord surgery because she was detected with MDR TB in her spine. Medicines may not be a boon for all. The surgery successfully removed the TB from the spine but left Renu's legs paralysed and hence she became bed ridden. There was a sudden change in Renu's life. She was a sports person and being on bed was the worst thing that could have happened to her. When God decides to examine his fellows, he conducts the most difficult exams. Renu was unable to give her 12th grade exams. Her name was stroked off the list. One long year passed away and Renu was still on her bed. She was unable to sit without support and that too for a very short while. She was confident that

with little support she would manage to write her exams. In this situation, she took a bold step and filled up her application for the 12th grade through open school. She passed her exams with flying colours and this encouraged her to carry on her education. She continued her education. Two years later, she came across an NGO where she got herself registered and where her medical treatment started. She was given physiotherapy and taken good care of. In a short span of 2 months, Renu who had been bed ridden for more than three years, managed to sit by herself initially with support and in next six months, she managed to sit all by herself. Renu continued her education as well as physiotherapy. In about a years time, she started to walk with the help of callipers and walkers. Why do social activists ignore the medical aspect of an individual's life. It is true that will power and support from the environment is important, and without that no one can do anything. But at the same time, medicines and therapy is also equally important in the rehabilitation process. The medical professionals and the developmental professionals have to be hand in hand to bring about the change in the most effective manner.

Renu is a Masters in Social Work and is not now attempting for NET and JRF. She is a strong woman and an inspiration for many. Renu in the meanwhile, was looking for opportunities so that she could help her family sustain. She got to know about SARTHAK from "Justdial". Her first interaction in SARTHAK was a telephonic call where she enquired about the services provided by the organisation. The person over the phone, interrupted and corrected her, "We do not provide any service for people with disability, we work with this section of the society and our objective is not uplifting them, but empowering them to become productive members of the nation." This thought provoking again for Renu and she decided to come down to SARTHAK to know more about the organisation. She got herself assessed and registered for employment opportunities at SARTHAK. Call it fate or her good deeds. The day Renu visited SARTHAK, that day, a very well known organisation Make My Trip was conducting an interview drive at SARTHAK. Renu, peeped into the interview hall and felt like appearing for the interview. The facilitators at SARTHAK, encouraged her and she within a few minutes, prepared a rough CV and checked herself in the mirror and was all set for the first job interview of her life. Guess what happened next? Renu stood with an offer letter in her hand and tears in her eyes. Make My Trip offered a home based work for her. They provided her a system and all the basic necessity at her home and she was appointed as the Travel Manager.

For the past six months, Renu has been working with Make My Trip and has been achieving all her target with diligence. Hard work knows no boundaries and success only comes to those who do not lose hope and courage.



Suman

What does a young girl of 25 years want in life? A good job and may be a good life partner. But I came across someone, who is young, beautiful and 25 years of age, when I asked her what is it that you want from life, she said "I want respect for what I am". This is Suman.

My first interaction with Suman was when she joined the Tech Mahindra SMART + Program in SARTHAK. She is tiny yet so confident. I like the way she used to stand up in between classes and explain her point of view on every debate and discussion. Even if her point of view was not supported by anyone in the class, she would express. I liked her loud and clear voice, which could be heard up to my office cabin. She was one girl who used to support the others and help them understand the concepts of computers. She kept her classmates motivated by sharing her stories and day to challenges she faced and yet kept that pleasant smile on her face. Suman has done her M.A. in Hindi from IGNOU. She hails from a family where she lives with her parents, two elder brothers and a sister-in-law. Her father and brothers are working with private firms.

Suman was born with Visual Impairment. She is a low vision. Her parents realised their daughter's disability within a few days after her birth. They visited several doctors and spent money on medicines as well. But nothing could have happened. She had a disability which she had to live with and her parents had to support her was the truth of life. This truth was accepted not late, and Suman's education did not get delayed. She was put into a Blind School for Girls. Few months, it was all good, but Suman used to miss school because at several instance there would be no one to drop her to school. Her parents were overprotective and this is why Suman's independent mobility was restricted. Suman was put into the Hostel for Blind girls from where she used to

manage school herself. She many a times, missed home and cried to God, that had she had her vision she would also have been home like her other siblings. During school, she was supported by teachers and friends. This support helped her realise that she could play chess. She shared this with her parents, but they were not very confident. But Suman did not give up. She went on and played several matches and won several appreciations and awards in Chess. Even during her higher education, her parents and siblings were not very supportive. Instead to supporting Suman, they tried to convince her that this higher education will not help her in any way and hence she should be at home and learn the household work which will help her in future. Suman was hurt at this, She realised that the state of a woman is poor in our country but it is worse for a woman with disability. She faces double discrimination. One due to her gender and the other one due to her disability. She decided to break this myth and went on for her higher education too. Suman successfully completed her Masters degree in Hindi and decided to learn computers and take up a job to support herself and prove herself to the world. During this time, her elder brother got married. There was celebration in the family and everyone was happy to welcome the new member into the family. But Suman although physically present, was mentally very upset. She had been kept away from all the preparations of the wedding. When the whole family went out for shopping of clothes, Suman was asked to remain at home. On insisting, her mother explained to her that she would not be able to choose anything, hence what is the point going. Even her own dresses were not her choice. It hurt to think that a girl with visual impairment, is considered so meaningless, that she has no rights to choose her own clothes as well. Suman considered that her sister-in-law was young and educated and that she will be the person who would understand her needs and desires in life. Being a woman of the same age group, it would not have been difficult for her sister-in-law. But the worse was still to come. Suman's elder brother and sister-in-law were blessed with a baby boy. The baby had a minor physical disability. Suman's elder brother and Sister-in-law blamed Suman for this. They believed that because Suman was there in the house during the gestation, hence there was negative environment, which lead to the disability of the child. She so much wanted to take the baby on her lap, but she was not allowed to do that. Keeping this hard feeling in heart and becoming more strong, Suman came back to the hostel. She came to know about the employability training program that was being offered by SARTHAK. She wanted this sort of support and guidance. Hence she joined the three month program and made full utilisation of the time sent in the organisation.

Post the successful completion of the course, SARTHAK selected Suman to be the trainer for the Visually Impaired Candidates. She took up the job and is currently working and looking after herself. She has visited her family a couple of time, but no more does she want to stay there. She met a few boys with the marriage proposal, but the boys have rejected her because of her disability. She believes that one person is definitely made for her and he will accept her in her black and white and will make it colourful for her. Suman mean "a flower" and the flower blooms for other. It gives the nectar to the bees, visual beauty and soothing smell. Suman's life is also for other to learn from. Our challenges are very small, yet we make it big. We must learn to live. Life will bring both Day and Night.



For nine months, parents wait for the child to come to their world and make it more beautiful. As the child develops in the mother's womb, the dreams and aspirations of the parents also grow alongside. And, just imagine if the child is born with a disability, what happens to the dreams and desires. The mental state of such parents is unimaginable. They undergo stress and the initial reaction is always a shock. The family and relatives also start behaving extremely knowledgeable. Some would suggest visiting doctors, some would suggest visiting temples and taking the religious path while some would be busy finding out the reason for the child's disability. It is at most instances the mother of the child who is blamed for the child's disability. But is it true? Is the mother responsible for the child's disability. I guess no. More than anyone in the world, the mothers waits for the child. She nurtures the baby within herself for nine long months, not to see her baby in pain. Disability is not anyone's fault.

Similar is the story of a 2 year old boy called Rounak who was born in an economically backward family in Sulatanpur in Uttar Pradesh. His father works as a plumber in Delhi. The birth of the son was a great joy in the family. The celebration continues for long. The relatives from all across their place, visited the family and sent their wishes. Everything was smooth and fine. Until the child started showing developmental delays. Initially the delays went unnoticed for long. The older people in the family, suggested there was nothing to worry about as some children do take longer time to crawl and stand. But, Rounak's mother kept worrying. Hailing from a conservative family, she was unable to speak her mind with anyone in the house. Her husband was also not around with who she would share this with. Time passed by and Rounak turned 2 years old. Even at the age of 2, Rounak was unable to sit. He had no control over his body. During this time, Rounak's father visited his family and got to know about the issues faced by Rounak. He consulted the doctors in his village. The medical facility

was not advanced enough and the doctors had absolutely no idea of what the issue was and how it could be dealt with. They advised some medicines which went on for some time but there was no positive result observed in Raunak's body movement. His father's next visit made him realise that he would have to take the child to Delhi for better medical facilities. Rounak and his mother came to Delhi with his father. Financial crunch made them visit the Government Hospitals in the beginning. The Doctors in the government hospital did not have enough time to spend with the client and hence they were advised to go for therapy. For an ordinary man, the term therapy was not well understood, but he had somewhat got a idea that the matter was serious. He started visiting the hospital on a regular basis. But there was no concrete result seen. But Rounak's father did not lose hope. He made it a point to be at the hospital at the given time.

One fine day, the team of Tech Mahindra SARTHAK Antakshep Kendra visited the particular hospital to organise a camp with an objective to creating awareness about the Early Intervention Centre for special children. During this camp Rounak had his first interaction with our team. The team which consists of professionals from the medical background as well as development sector, counselled the parents to visit the early intervention centre and get the child assessed. Rounak's father did not leave one stone unturned and he decided to visit the Antakshep Kendra. The child was brought and assessed on the challenges faced. The best part about the assessment done at SARTHAK Antakshep Kendra is that more than the challenges, the strengths of the child is brought forth and the parents are made aware of their child's ability. It helps them to believe that their child is special and they should be given similar attention and care, as they would have done if the child would not have had a disability.

Rounak's year plan was designed in consultation with the multidisciplinary team of experts and professionals. A child who was unable to sit for 2 years, with the therapy and strict supervision of the therapists at SARTHAK, managed to sit with support within 2 days from his day of admission. This development, gave a sense of confidence to the parents and they brought the child very regularly to the centre. The child showed improvement. But, there is always a but. Rounak's mother observed that her husband was spending too much time the centre learning the therapy for his son so that he could repeat the same at home as well. He was unable to go for work which was affecting his economic status. Rounak's mother was concerned about the bread and butter equally. So, one fine day, she got her tickets for UP booked and went and sat in the train with Rounak informing her husband that he should concentrate on work and Rounak would be fine. Rounak's father went running to the station and lied to her that the train had got cancelled and that they would leave tomorrow. Once he got them home, he was the one who explained it to his wife. His priority was not his work, not bread and butter but his child's development. Rounak was once again brought to the Antakshep Kendra and his therapies are going on very well. The support of his parents and the time invested by the experts, showed huge difference in Rounak's condition. He is able to sit on his own and very soon, he will be able walk and be as any other child. The objective is to detect the disability as soon as possible and then intervene with it with both medical and social model of disability so that the development of the child is not in just one direction but in a holistic manner.



Sarthak Educational Trust
Building No 1, Team Computers, Mohammadpur
Near Bhikaji Cama Place, Delhi-110066
Balance Sheet as at 31.3.2014

Liabilities	MSN Project		Tech Mahindra		Mini Grants		Corpus		Assets		Total
Opening Balance of Funds	1,074,256	513,162	331,518	141,206	2,060,142	Computers & Software	0	85,650	98,218	0	183,868
Add: Donation Received	0	4,963,000	611,000	0	5,574,000	Plant & Machinery	0	168,300	0	0	168,300
		5,476,162	942,518	141,206	7,634,142	Furniture & Fixtures	0	400,000	0	0	400,000
Less: Expenditure	(334,823)	(4,940,245)	(259,606)		(5,534,674)	Less: Depreciation	0	653,950	98,218	0	752,168
Add: Others Interest Incomes	33,139	46,073	9,304	2,584	91,100	Total	0	(99,535)	(81,255)	0	(180,790)
Closing Balance	772,572	581,990	692,216	143,790	2,190,568	Investments	0	554,415	16,963	0	571,378
Payable to Mini Grants	0	33,195	(33,195)	0	0		0	0	0	100,000	100,000
Balancing Figure in Corpus			(141,206)		(141,206)						
Net Closing Balance	772,572	615,185	517,815	143,790	2,049,362	Cash in Hand	0	0	0	0	0
Current Liabilities & Provisions						Bank A/c	772,572	334,847	498,852	43,790	1,650,061
Duties & Taxes		18,000			18,000	TDS	0	0	2,000	0	2,000
Creditors & Others Payables		225,194			225,194						
Audit Fees Payable		25,000			25,000						
Cash Receivable from Tech Mahindra		5,883			5,883						
Total	772,572	889,262	517,815	143,790	2,323,439	Total	772,572	889,262	517,815	143,790	2,323,439

For C Singh & Associates
 Chartered Accountants
 Firm Registration Number : 0270657



Charandeep Singh
 Proprietor
 Membership No. : 514362
 Place: New Delhi
 Date :

For Sarthak Educational Trust
 Dr. Dinesh Jain
 Trustee





Sarthak Educational Trust
 Building No 1, Team Computers, Mohamadpur
 Near Bhikaji Cama Place, Delhi-110065

Income & Expenditure for the FY 2013-14

Expenses	NSN Project	Tech Mahindra	Mimi Grants	Corpus	Total	Incomes	NSN Project	Tech Mahindra	Mimi Grants	Corpus	Total
Project Expenses	334,823	4,940,245	259,606	-	5,534,674	Project Contribution	-	4,963,000	611,000	-	5,574,000
Salary Paid	920,000	2,903,000	-	-	3,223,000	Interest Income	33,139	46,073	9,304	1,584	90,100
Auditorium Expenses	-	-	13,000	-	13,000						
Consultancy Charges	-	-	20,650	-	20,650						
Hotel Charges	-	201,592	5,000	-	222,242						
Insurance Premium	-	-	383	-	383						
Magazine & Advertisement	-	-	12,400	-	12,400						
Sarthak Facility Creation	-	-	50,000	-	50,000						
Travelling Expenses	-	-	118,500	-	118,500						
Job Fair	-	299,712	-	-	299,712						
Round Table	-	148,340	-	-	148,340						
Think Tank	-	59,836	-	-	59,836						
Dissemination Workshop	-	41,730	-	-	41,730						
Fire Extinguisher	-	1,000	-	-	1,000						
Website Maintenance Expenses	-	63,650	-	-	63,650						
Others Workshop Expenses	-	52,363	-	-	52,363						
Conveyance Expenses	-	65,322	-	-	65,322						
Festival Expenses	-	4,793	-	-	4,793						
Fooding Expenses	-	49,374	-	-	49,374						
Misc Expenses	14,767	16,615	2,964	-	34,346						
Office Maintenance Expenses	-	47,597	-	-	47,597						
Postage & Courier Expenses	-	1,570	-	-	1,570						
Printing & Stationery	-	45,650	-	-	45,650						
Registration Charges	-	2,200	11,236	-	13,436						
Software Customisation	-	4,000	-	-	4,000						
Staff Welfare	-	1,982	-	-	1,982						
System Maintenance & Support	-	8,850	-	-	8,850						
Telephone & Telefax Expenses	-	77,038	-	-	77,038						
Toll Expense	-	1,227	-	-	1,227						
Travelling Expenses	-	33,294	-	-	33,294						
Vehicle Running & Maintenance Expenses	-	92,820	-	-	92,820						
Electricity Expenses	-	51,051	-	-	51,051						
Infrastructure Expenses Project	-	30,000	-	-	30,000						
Rent	-	480,000	-	-	480,000						
Repair & Maintenance	-	23,495	-	-	23,495						
Water Expenses	-	6,950	-	-	6,950						
Bank Charges	56	659	28	-	743						
Depreciation	-	99,535	25,445	-	124,980						
Audit Fees	-	25,000	-	-	25,000						
Excess of Income over Expenditure (Shortage)	-301,684	68,828	360,698	1,584	129,426.20	Total	33,139	5,009,073	620,304	1,584	5,664,100
Total	33,139	5,009,073	620,304	1,584	5,664,100	Total	33,139	5,009,073	620,304	1,584	5,664,100

For Sarthak Educational Trust
 Dr. Dinesh Jain
 Trustee

For C Singh & Associates
 Chartered Accountants
 Firm Registration Number - 027065N

Charandeep Singh
 Proprietor
 Membership No. : 514362
 Place: New Delhi
 Date:



Annexure A Fixed Assets & Depreciation As on 31.03.2014

Particulars	Opening WDV	Addition more than 180 days	Addition less than 180 days	Deletions	Rate	Depreciation	Balance
Computers & Peripherals	42,408	53,650	32,000	-	0.60	67,235	60,823
Furniture & Fittings	-	400,000	-	-	0.10	40,000	360,000
Plant & Machinery	-	68,300	100,000	-	0.15	17,745	150,555
Total	42,408	521,950	132,000	-		124,980	571,378





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Facebook: www.facebook.com/SarthakEducationalTrust