



ANNUAL REPORT

2018-2019

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LETTER FROM CEO

The financial year 2018-19 has been a year of expansion; we have expanded our geographical reach, the number of communities served, services provided, and educational opportunities, while continuing our sustained efforts to ensure the economic, social, and entrepreneurial growth of our marginalized communities.

Continuing with our key mission to enable equitable and sustainable economic development for the marginalized communities through the provision of professional services, we have identified areas where our services need to be improvised and increased to ensure that they are active contributors to a growing economy.



It was a long-standing goal to create a producer brand under which the products of our various farmer producer companies could be marketed and finally, this year it was achieved. In 2019, ALC India launched the brand Creyo which aims to connect women producers across India with conscious consumers to create a world for everyone. Sustainably produced products from collectives owned and managed by marginalized women will reach consumers looking for safer products through Creyo. Its core purpose is aligned with 3 Ps - People, Planet, and Profit by creating an inclusive world for primary producers, consumers, as well as the environment and making a win-win situation for everyone.

One of ALC India's key divisions, the Community Program Services (CPS) - the chief promoter and incubator of the producer companies, achieved a cumulative turnover of Rs. 1,007.01 lakh. In what can be labeled as an achievement, infrastructure worth Rs. 780.45 lakh was established in this financial year.

Two new farmer producer companies were also launched with new partnerships. In Kalahandi, ALC India and the International Rice Research Institute (IRRI) jointly incubated the Adarsh Dharmagarh Women Farmers Services Producer Company Ltd (ADWFSPCL). With the aim to double the income of the women farmers in four years by providing a portfolio of services, the beehive made significant progress in its first year of operations itself.

The second producer company, a joint venture between ALC India and Ramoji Foundation, has the vision to convert Naganpalle into a model village. The company aims to enhance the income of 437 households of Naganpalle village to Rs 1 lakh per annum in a span of five years. The core areas of interventions include agriculture and allied services (dairy & poultry), financial services, micro-enterprises, and nano enterprises.

ALC India has been providing consulting services to a wide range of partners through its Partner Program Services (PPS) and the newest organization to partner with us is Fairtrade NAPP along with Seven Sisters Development Assistance (SeSTA). Through this project, ALC India has expanded its community count to include tea estate workers in Darjeeling and Assam. The project seeks to set up a fair price shop in each tea estate that addresses the needs and requirements of the tea workers, giving them the opportunity to save.

Access Livelihoods Academy has been a source of pride and joy to ALC India since its inception, and this year, we launched a program that only further validates our goal to be creative with ways we can support our communities. The academy launched its unique Women Entrepreneurship Program (WEP), also called the Micro MBA for rural semi-literate women. It is a six-month program to equip rural women with leadership and managerial skills, to contribute effectively in making rural enterprises and cooperatives more profitable.

It was also an exceptional year for us in terms of business development; ALC India earned business worth Rs. 1,127.69 lakh, its highest to date.

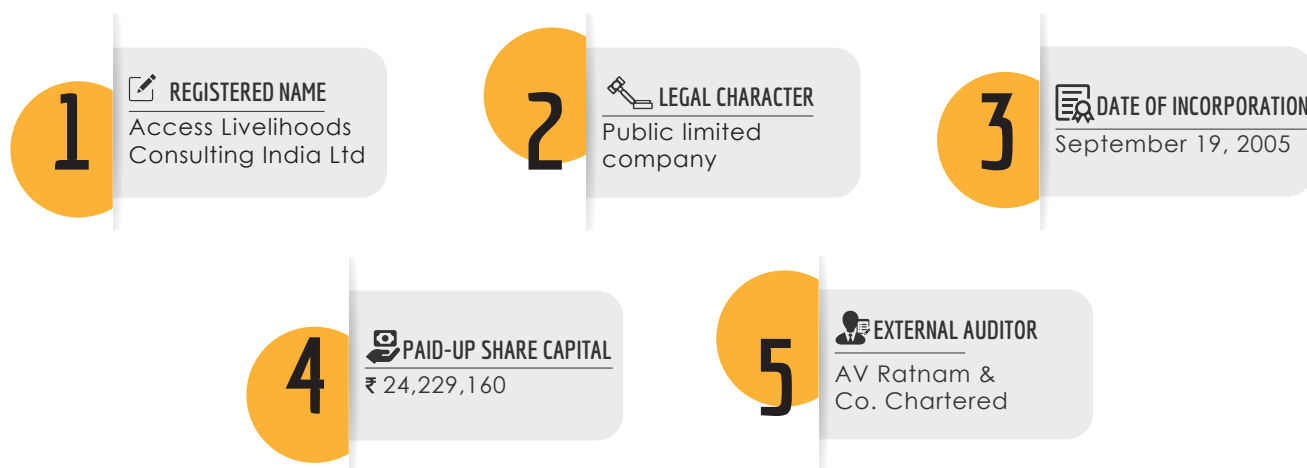
However, we have had our share of challenges too this year. Our farmer producer company in Kodangal, Telangana has been low on business performance owing to a long-term focus on a single crop - red gram. However, we are taking the necessary steps to rectify our previous mistake and are exploring other business options such as paddy and cotton production.

The flagship program of our academy, the Social Entrepreneurship Program which was launched in 2017-18, experienced dropouts from Cohort 1 and 2 and only 5 fellows enrolled for cohort 3. We are working on introducing changes to the program structure and marketing strategy to reduce the attrition rate.

ALC India is a grounded enterprise working for the cause of multiple marginalized communities since 2005 and we will continue to sail on our highs and conquer our challenges to serve our communities. Prevail with us on our tremendous journey.

Best Wishes,
GV Krishnagopal

INTRODUCTION



India's marginalized producers battle formidable odds to eke out a fragile livelihood. Access Livelihoods Consulting India (ALC India), established in 2005, is a social enterprise that partners with more than 65,000 marginalized producers, including small and marginal farmers, weavers, tribals and small livestock-holders. To such producers, ALC India offers professional services delivered by a team of passionate individuals who have graduated from some of India's best institutions and chosen the road less traveled. ALC India's services support economically marginalized communities to develop skills, establish enterprises, turn the odds in their favor and build livelihoods that are more rewarding, certain and sustainable.

ALC India has incubated 54 producer enterprises across five states – Andhra Pradesh, Telangana, Karnataka, Odisha, and Maharashtra, in multiple sectors and sub-sectors. It is currently involved in the incubation of 17 producer enterprises across four states - Andhra Pradesh, Telangana, Odisha, and Maharashtra. In the areas of dairy, handloom, and agriculture, the producer enterprises have a cumulative membership of more than 12,000 producers from the marginalized communities.

As a matter of strategic choice, ALC India works primarily with women producers belonging to the marginalized communities.

OUR MISSION

To enable equitable and sustainable economic development for marginalized by the provision of professional services to individuals and collectives / organizations / institutions.

It will ensure that the marginalized are recognized as active contributors to growing economy and enable equitable share of wealth gets generated and distributed in favor of them.

OUR VISION

We envision enhancing livelihoods of 1 million economically disadvantaged households directly by 2032.

OUR VALUES

For both internal as well as external transactions, ALC India believes in certain values, such as



BOARD OF DIRECTORS



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COMMUNITY PROGRAM SERVICES

To deliver an integrated package of services, focusing on individual communities such as farmers, weavers, livestock-holders, tribals, and other communities, ALC India's Community Program Services (CPS) are designed around the needs of the specific communities.

Through CPS, ALC India primarily focuses on promoting and incubating producer enterprises, which we call beehives, based on the six-step beehive model.

A beehive is the integration of many small and marginalized producers to create collective business enterprises that will help them increase their income.

A beehive livelihoods ecosystem helps women producers create a social business enterprise with increased efficiencies in production and ensure a great share of returns by collectively utilizing the resources and enjoy scale benefits such as better negotiation, access to funds, access to markets, skills and technology.



BEEHIVES INCUBATED BY US



CREYO - A BRAND FOR A MILLION WOMEN

Adding value to the produce of the communities and to link them directly with conscious consumers, a new brand "Creoyo" is being established. It will serve as a lifestyle brand solution to benefit both the producers and the consumers.

Creoyo aims to connect women producers across India with conscious consumers to create a world for everyone - safer products for the consumers owned, produced and managed by collectives of small and marginalized women, better returns for the women farmers (75% of the consumer rupee goes back to the members) and a sustainable environment (locally produced and locally sold, use of sustainable local technologies).

The core purpose is to create a world for everyone as much for the producers as it is for the customers, as much for the rural communities as it is for the city-dwellers, as much for the animals, plants, and oceans as it is for humans.



SNAPSHOT OF BEEHIVES' PERFORMANCE



Total No. Of
Beehives - 6



Cumulative
Share Capital
- Rs. 120.66 Lakh



Total No. Of
Producer Enterprises
Incubated - 16



Cumulative
Member Savings
- Rs. 81.31 Lakh



Total No. Of
Members
Reached - 12,378



Cumulative
Finance Disbursed
- Rs. 444.95 Lakh



Commodities
Produced

Dairy products, Paddy,
Non-timber forest produce,
Red gram, Bengal gram,
Cotton, Cashew, Turmeric,
Paddy, Hill broom, Handloom
& Textile products, and
Country poultry.



Investments in
Infrastructure
- Rs. 780.45 Lakh



Cumulative Turnover
- Rs. 789.85 Lakh

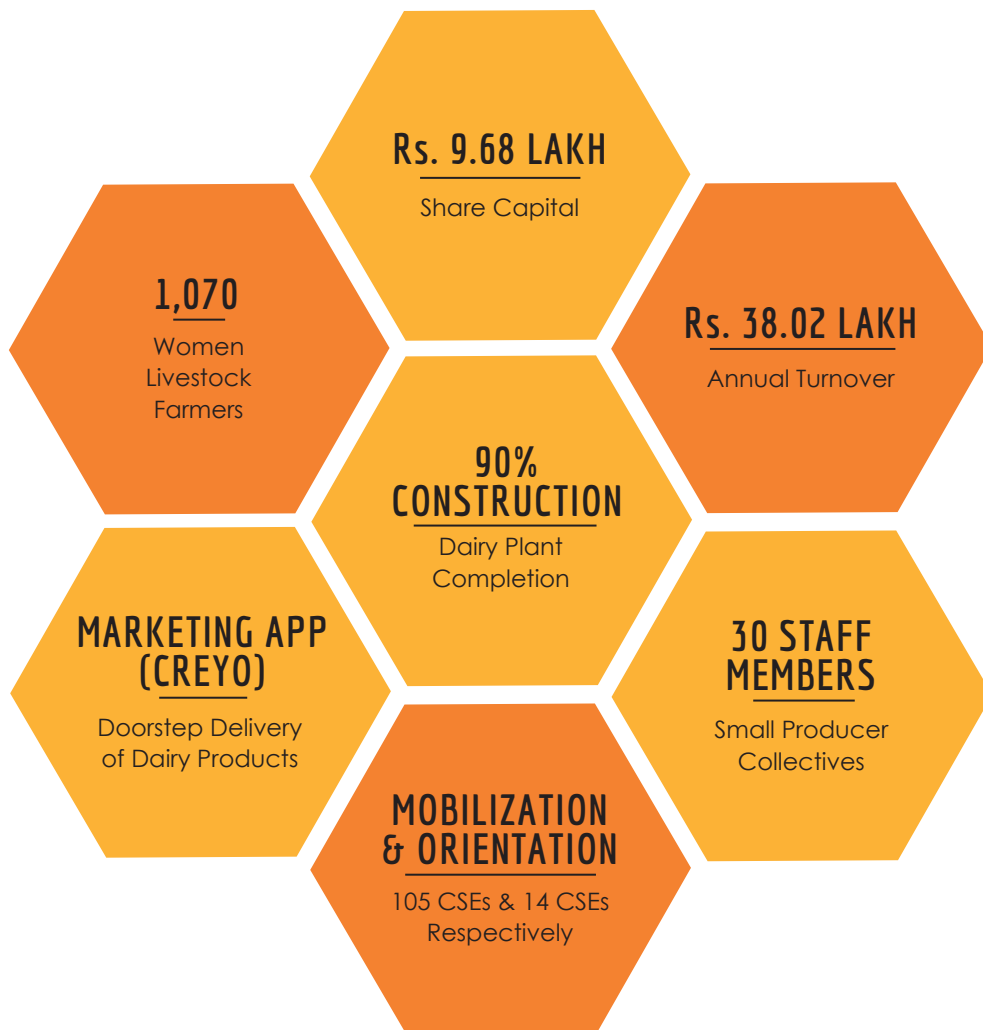
WOMEN LIVESTOCK FARMERS BEEHIVE-PUNE, MAHARASHTRA

The Women Livestock Farmers Beehive was incubated in 2015 by ALC India in partnership with Tata Power in Pune, Maharashtra. The beehive aims to improve the livelihood of 3,000 small livestock-holding farmers in Maval region through dairy interventions. The Beehive has been providing a range of services to its members including feed and fodder services, veterinary services, financial services, capacity building and infrastructure development services.

Now in its fourth year of operations, the beehive held a cumulative shareholding of Rs. 9.68 lakh with a membership of 1,070 small women livestock farmers. It achieved its annual turnover of Rs. 38.02 lakh through feed and veterinary services. The focus remained predominantly on achieving the major milestones in infrastructure development, which includes the construction of a dairy plant with 10,000 liters per day processing capacity and 15 milk collection centers in the villages of Maval. The complete operations of the dairy plant will begin in the next financial year wherein the milk will be collected from the beehive members and will be delivered in two regions of Pune – Wakad and Pimple Saudagar. For delivering the milk to the consumers, women from the urban marginalized areas of Pune have been mobilized as the customer service executives (CSEs) of Creyo.

Another important milestone has been the development of an exclusive marketing mobile app for the delivery of dairy products connecting the producers directly with the consumers.





KEY HIGHLIGHTS

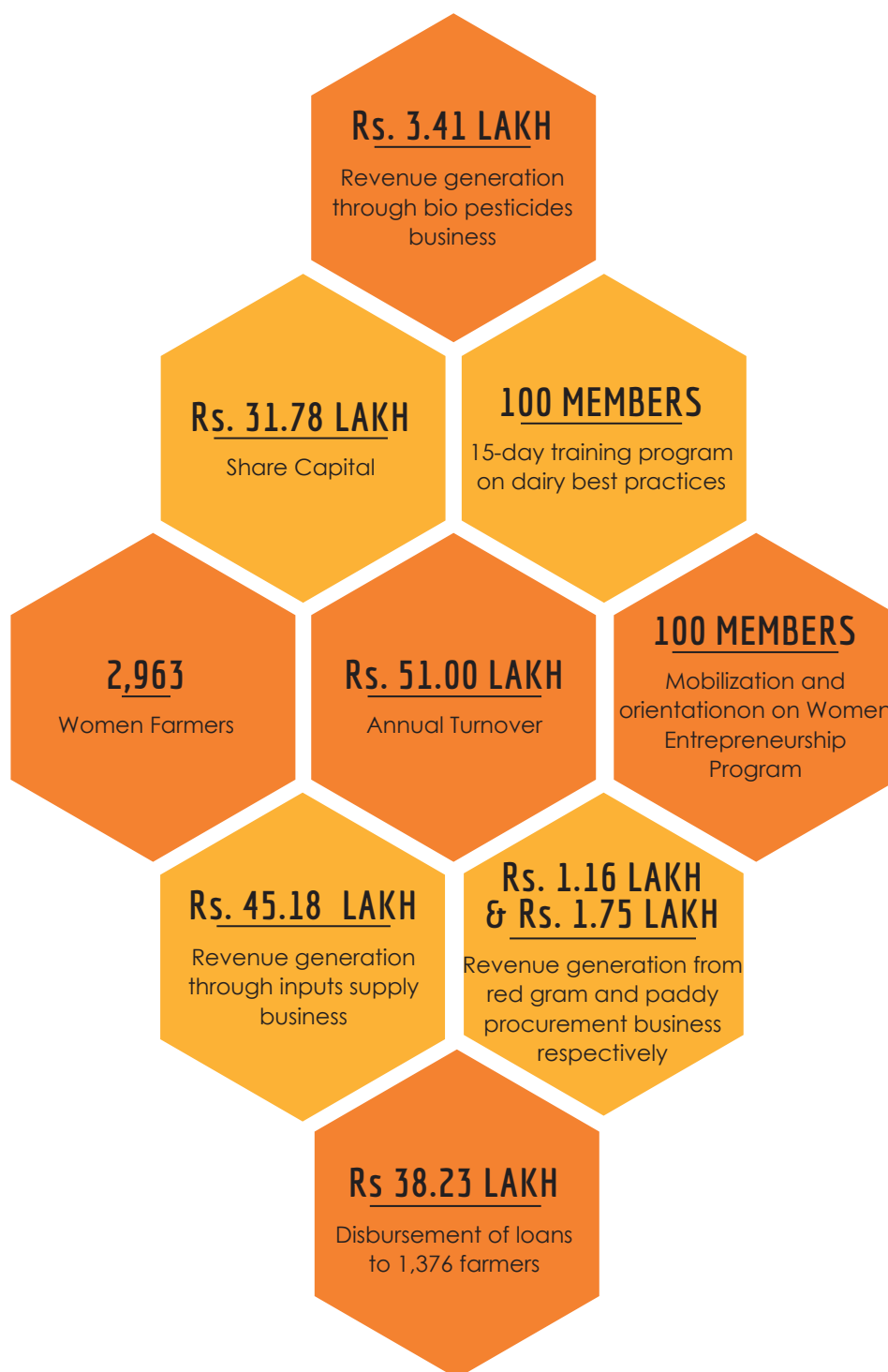
WOMEN FARMERS BEEHIVE - KODANGAL, TELANGANA

The Women Farmers Beehive with three farmer producer companies in Kodangal, Telangana is now in its sixth year of operations. The beehive aims to prevent marginalized women farmers from exploitation by providing them forward and backward linkages and empowering them both financially and socially.

The beehive currently holds a shareholding of Rs. 31.79 lakh with a membership of 2,963 women farmers. They produce commodities like red gram, cotton, black gram, green gram, groundnut, paddy, and jowar. The beehive has been providing various services to its members including doorstep delivery of seeds and fertilizers, output marketing, financial services, capacity building, etc.

In comparison to previous years, FY2018-19 has been a little steady for the beehive in terms of business performance with an annual turnover of Rs 51.00 lakh majorly through the inputs supply to farmers. The key activity for the year has been the mobilization of new members and baseline study for infrastructure interventions like dairy plant and cotton ginning mill. The beehive also facilitated a 6-month long training program on women entrepreneurship funded by United Nations Development Program (UNDP) for 25 rural women. The program was aimed at transforming these young rural women into business leaders to play integral leadership roles in the management and growth of producer enterprises in India.





KEY HIGHLIGHTS

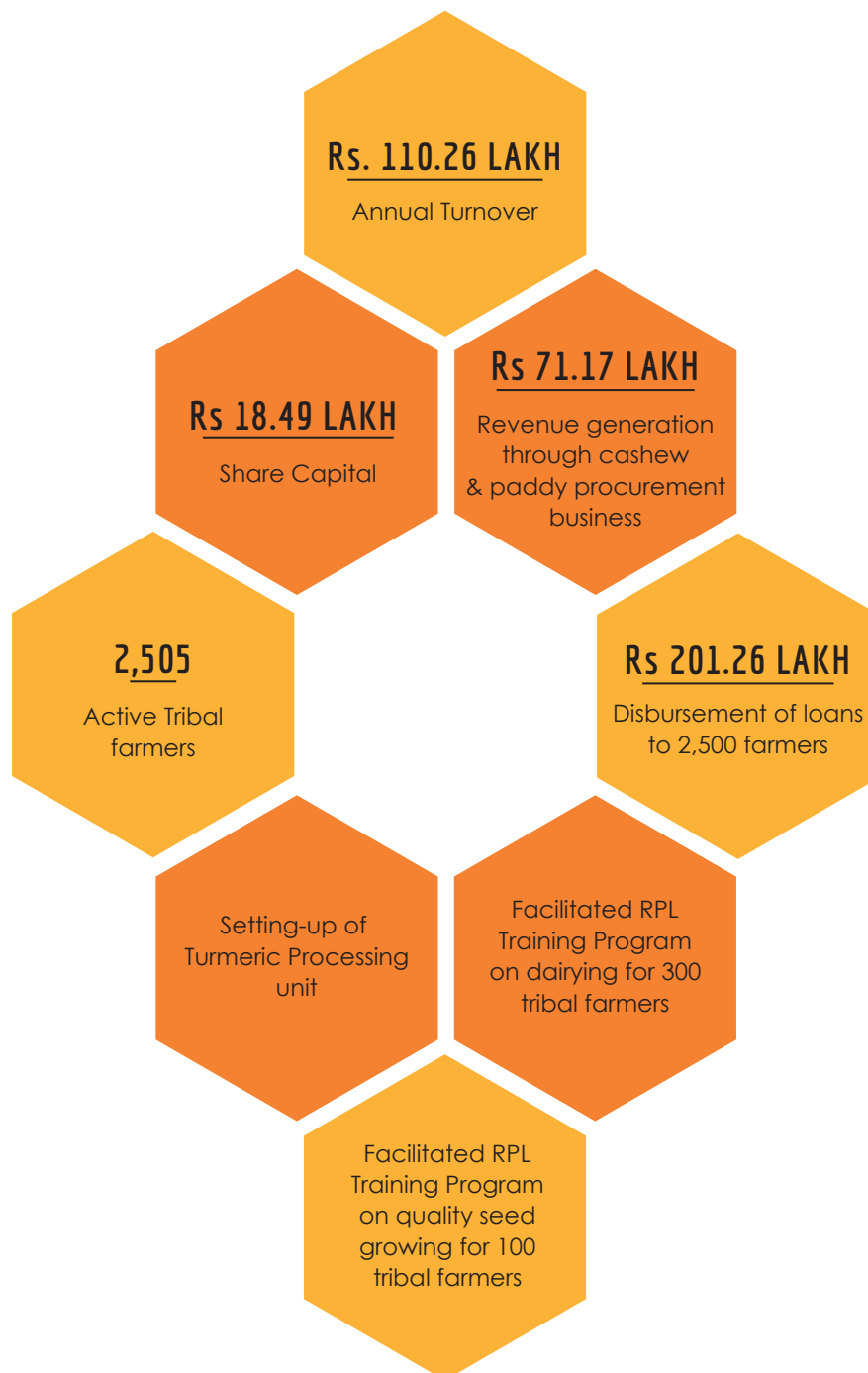
TRIBAL BEEHIVE - SRIKAKULAM, ANDHRA PRADESH

The Tribal Beehive with two tribal farmer producer companies in Srikakulam, Andhra Pradesh is now in its third year of operations. The tribal enterprises are mainly dependent on non-timber forest produce for their livelihoods.

The Beehive currently holds a shareholding of Rs. 18.49 lakh with 2,504 active members. It achieved an annual turnover of Rs. 110.26 lakh through the trading of commodities like cashew nuts, hill brooms, turmeric, and paddy in FY2018-19. It provides many services to its shareholders including agriculture input services, financial services (loaning and savings), and market linkages. One of the major activities has been the financial services, with a loaning amount of Rs. 201.26 lakh, proving that the tribals are bankable. The loan is provided in both cash and kind and for different purposes such as crop loan and consumption loan.

This year, the beehive helped achieve PGS certification to 528 tribal farmers. Since the products grown by these farmers are default organic, the certification adds a lot of value to the product. The Beehive also invested in infrastructure development for its members; a turmeric processing unit has been set-up. Another important activity was the RPL training program for 400 tribal farmers on dairying and quality seed growing.





KEY HIGHLIGHTS

WOMEN FARMERS' BEEHIVE - GONDIA, MAHARASHTRA

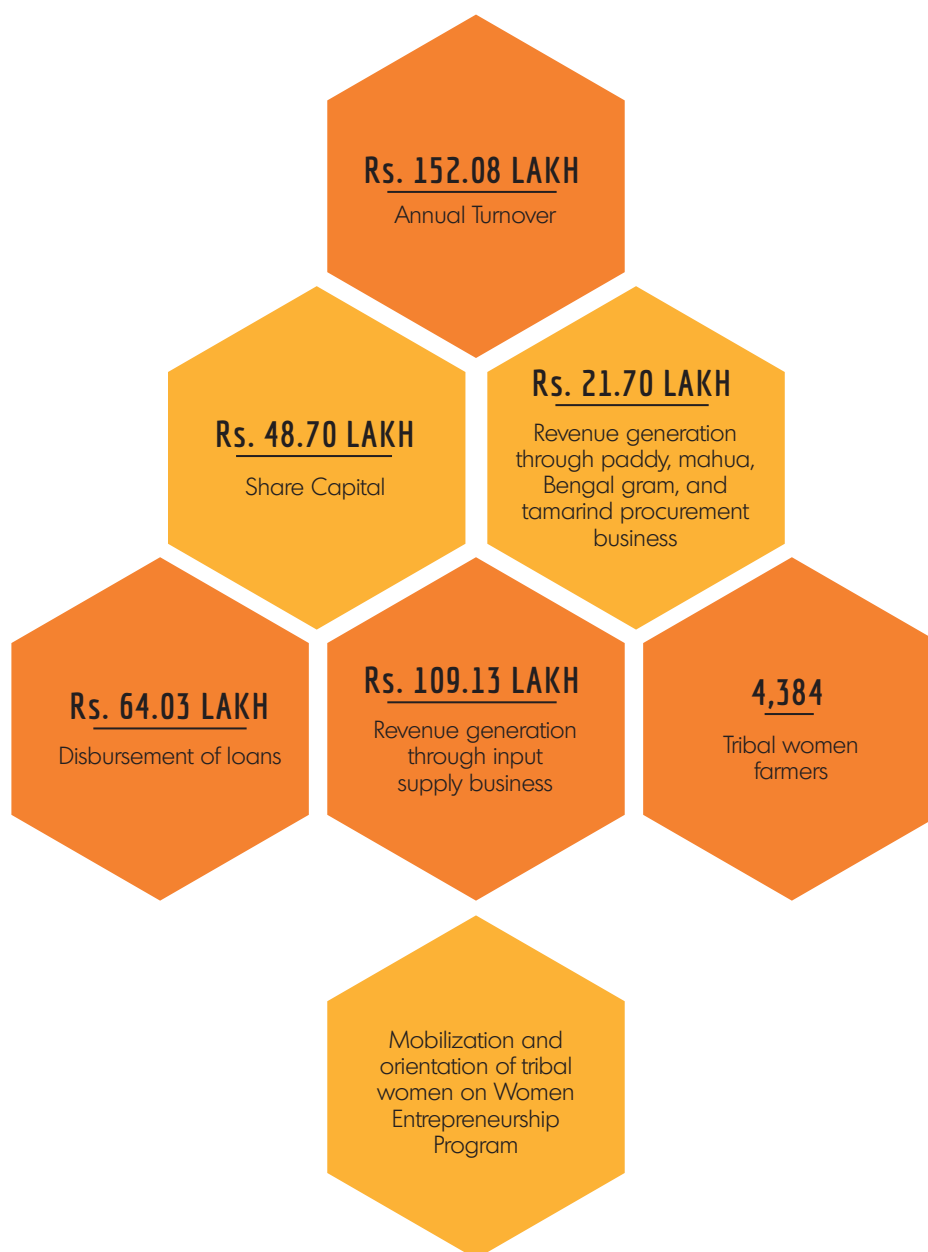
Tribal Women Beehive comprises five tribal farmer producer companies in Gondia, Maharashtra. The project began with an aim to provide integrated livelihood opportunities to tribal women farmers.

The beehive currently holds a shareholding of Rs. 48.70 lakh with 4,384 members. It achieved an annual turnover of Rs. 152.08 lakh through trading of commodities like paddy, Bengal gram, tamarind, mahua, and poultry birds apart from fertilizer and bio-pesticides.

The beehive has started poultry as a new business activity in FY2018-19. The members have received training in poultry management and chicks are being delivered to their doorsteps. The Beehive has also facilitated loans for poultry shed construction ranging from Rs. 15,000-30,000 using locally available sustainable material.

The beehive also facilitated a 6-month long training program on women entrepreneurship funded by UNDP for 25 tribal women. The program was aimed at transforming these young women into rural women business leaders to play integral leadership roles in the management and growth of producer enterprises in India.





KEY HIGHLIGHTS

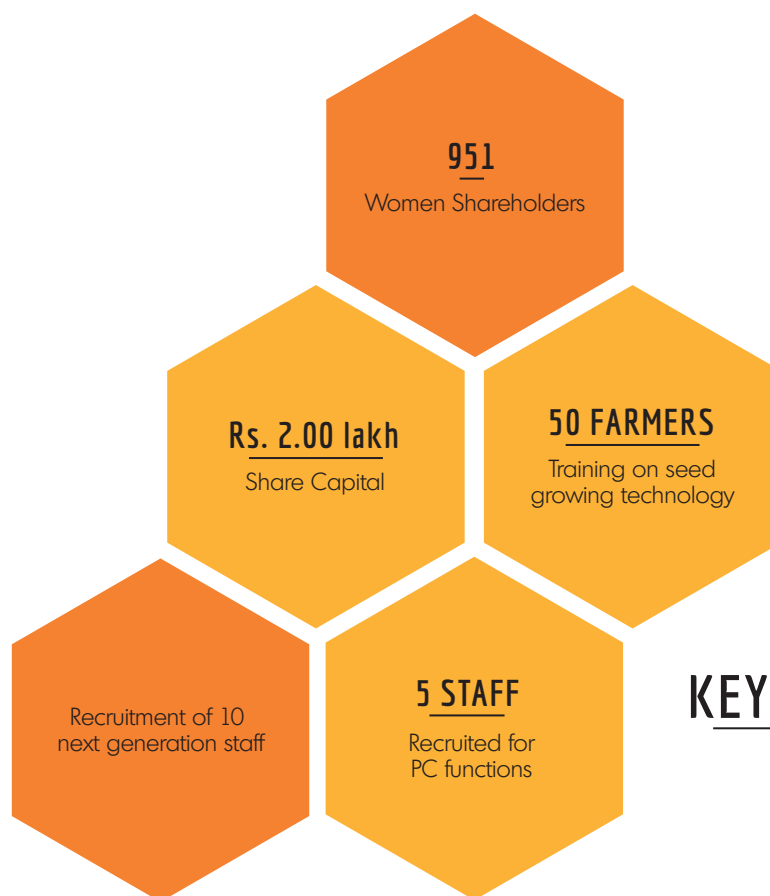
WOMEN FARMERS' BEEHIVE - KALAHANDI, ODISHA

The Women Farmers Beehive in Kalahandi, Odisha comprising Adarsh Dharmagarh Women Farmers Services Producer Company Ltd. (ADWFSPCL), is a joint initiative by ALC India, the International Rice Research Institute (IRRI) and the Department of Agriculture and Farmers' Empowerment (DAFE), Government of Odisha. Started in 2018-19, it is an all-women producer enterprise with a membership of 951 women farmers from the Dharmagarh and Kokasara blocks in Kalahandi, Odisha.

ADWFSPCL aims to double the income of the women farmers in the next four years by providing a portfolio of services including agri-inputs supply - seeds, fertilizers, bio-pesticides, custom hiring of agricultural machinery, procurement, processing and marketing of seeds, loan for inputs, consumption and allied activities (poultry / goat rearing / dairying), doorstep supply of household grocery, and entrepreneurship development.

The beehive made significant progress in its first year of operations, from identification of 28 villages for operations to the formation of 85 women farmer affinity groups (WFAGs) and share capital mobilization of Rs. 2.00 lakh.





KEY HIGHLIGHTS

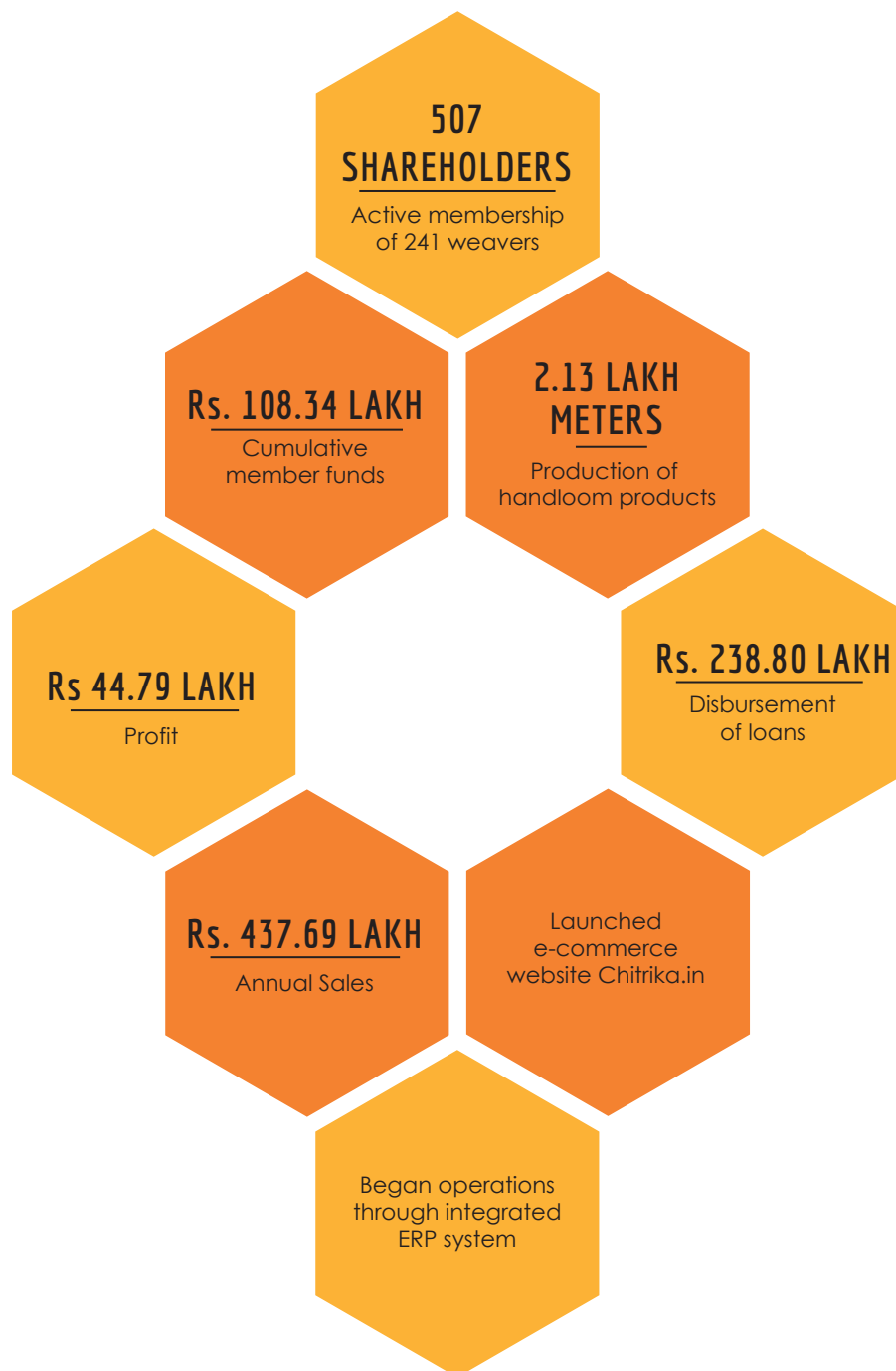
WOMEN WEAVERS' BEEHIVE - SRIKAKULAM AND EAST GODAVARI, ANDHRA PRADESH & NARAYANPET, TELANGANA

The Women Weavers' Beehive comprises three weaver enterprises – Godavari Women Weavers Services Producer Company (GWWSPC) in East Godavari, Andhra Pradesh, Vamshadhara Weavers Producer Company (VWPC) in Srikakulam, Andhra Pradesh, and Chitrika Artisan Producer Company (CAPC) in Narayanpet, Telangana. Supported by NABARD, Paul Hamlyn Foundation and Ford Foundation, the beehive expanded its operations to Telangana this year with incubation of the third enterprise CAPC.

The Beehive aims to strengthen the traditional occupation of weaving and enable weavers to enjoy sustainable livelihoods. With a membership of 507 shareholders, it held cumulative member funds of Rs. 108.34 lakh. ALC India is providing technical, consulting, financial, and deputation services to the Beehive.

This FY, a new model was initiated by the beehive for its weavers in Naraynapet. As the weavers don't own looms, the beehive has started a workshed for them and refurbishing of the same is going on. The beehive also invested in ICT through developemnt of an integrated Enterprise Resource Planning system for last mile traceability and an e-commerce website marking a foray into the retail marketing chain. The website was launched in Dec 2018. It is planning to invest in the establishment of retail stores, HTHP dyeing unit, and more worksheds in the near future.





KEY HIGHLIGHTS

WOMEN'S BEEHIVE - RANGAREDDY, TELANGANA

The Women's Beehive comprising Naganpalle Mahila Producer Company Limited (NMPCL) in Naganpalle village of Rangareddy district, Telangana, is a new joint initiative started in 2019 by ALC India and Ramoji Foundation.

Taking forward the vision of Ramoji Foundation to make Naganpalle a model village in India with improved living conditions for the community, ALC India partnered with them to promote a sustainable community model. The beehive aims to enhance the income of 437 households of Naganpalle village to Rs. 1 lakh per annum in a span of five years.

The major activities planned to achieve the same include –

- Enhancing sustainable crop production to increase the household income
- Establishing potential and viable micro enterprises through farmer producer companies and ensuring that farmers avail inclusive services and benefits
- Creating employment as well as enterprising opportunities for unemployed youth.

The core areas of interventions include agriculture and allied services (dairy & poultry), financial services, micro enterprises and nano enterprises as per the interest of the households. As the project is in its first year of operations, the activities are still at a nascent stage focussing on mobilization of the community members, understanding their current aspirations, and designing a suitable community model for the members.



ENTERPRISE AND EMPLOYABILITY INITIATIVE- MYSURU, KARNATAKA

The Enterprise and Employability initiative in Mysuru, Karnataka started in 2018 as part of the CSR intervention of Asian Paints Ltd. in the region. The project aims to enhance the livelihoods of the community in the nearby areas of Asian Paints' factory in Nanjangud, Mysuru by supporting them to acquire market-oriented skills and start microenterprises. The project area covers 14 villages of Nanjangud around the Asian Paints plant, including 400 households, five training institutions in different trades, and seven placement agencies in the local area.

The target population has been divided into three categories – households, youth, and women in the project villages to provide suitable livelihoods either through skill development or business development initiatives.

The activities were initiated with the skill development programs after an initial baseline survey of the project area. Hospitality and welding & fitting were identified as the two most suitable areas for skill development of the youth.

Hospitality Training was started with its first batch of six participants, out of which two secured placements in a hotel.

Welding and Fitting Training was started with its first batch of 18 participants, wherein 16 successfully completed the course and nine secured placements.



PARTNER PROGRAM SERVICES

To Scale Up Better Livelihoods

To enable partners to design and implement effective, efficient, and sustainable livelihood programs, ALC India is providing consulting services to a wide range of partners through its Partner Program Services (PPS). The consulting services focus on four activities - design solution, resources mobilization, evaluation and learning, and implementation.

Through its technical assistance, ALC India shares its experience and learning in the design and implementation of livelihood interventions with its partners. Likewise, services to government, international organizations, private sector, and non-profit sectors have enriched program design and delivery with ALC India.



PPS PROJECTS EXECUTED IN FY2018-19

#	PROJECT TITLE	PARTNER
1.	Project Sanskriti for Development of Community-Based Rural Tourism	AP Tourism Authority, Government of Andhra Pradesh
2.	Setting Up of Fair Budget Shops in Two Fairtrade Tea Estates of North East India	Fairtrade NAPP
3.	Research Project that Analyses the Scope and Opportunities of Cooperative Enterprises in the Indian Context	International Co-operative Alliance Asia and Pacific
4.	Quarterly Monitoring of Livelihoods Restoration Program	GMR Kamalanga Energy Limited
5.	Technical Support Services for Establishing a Producer Organisation	Spandan Samaj Seva Samiti
6.	Strategy for Sustainability and Fundraising for Vocational Training Centre, Faizabad	The Leprosy Mission Trust India (TLMTI)
7.	Techno-Managerial Services for Project SOAR, Cuddalore	The Leprosy Mission Trust India (TLMTI)
8.	Technical Assistance Provider for Freedom Fund Northern India Hotspot Program Partners for Market-led Economic Empowerment	Freedom Fund
9.	Market Study of Traditional Rice Varieties	CIKS
10.	Technical Assistance to Southern India Hotspot Program Partners on Strengthening Livelihood Opportunities	Geneva Global
11.	Mid-term Evaluation of Mayurbhanj Socioeconomic Development	Heifer International India
12.	Developing Perspective Plan, Roadmap, and Operating Procedures for Supply of A2 (unpasteurized) & A1 milk	United Nations Development Programme (UNDP)
13.	Developing Perspective Plan, Roadmap, and Operating Procedures for Micro Enterprise-Based Livelihood Strengthening	United Nations Development Programme (UNDP)
14.	Developing a Perspective Plan, Roadmap, and Operating Procedures for Skill Based Livelihood Strengthening	United Nations Development Programme (UNDP)
15.	Career Counselling for Youth in Peripheral Villages of ITPS	Odisha Power Generation Corporation

PROJECT: SANSKRITI

Partner: Andhra Pradesh Tourism Authority, Government of Andhra Pradesh

Project Sanskriti is a flagship initiative by the Government of Andhra Pradesh to promote rural tourism and create rural livelihoods. For the same, ALC India partnered with Andhra Pradesh Tourism Authority (APTA) to help farmers and craft artisans become active players in rural tourism. The project aims to mobilize the rural communities of Narsapuram in West Godavari District and Dindi and Uppada villages in East Godavari District.

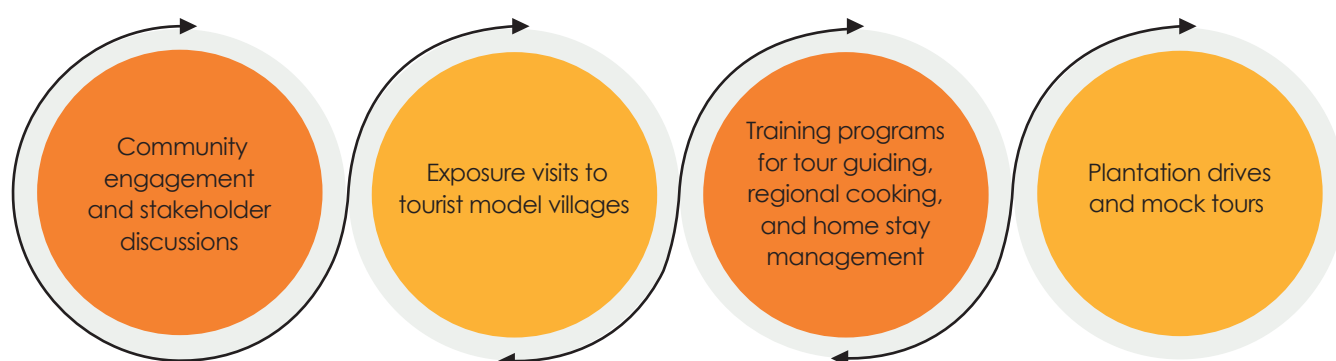
In FY2018-19, Project Sanskriti made significant progress including orientation, several training programs and competitions for the community members.

Community Orientation:

The preliminary orientation of the community towards rural tourism was carried out through continuous engagements and discussions with all stakeholders including the Panchayat Sarpanch, village leaders, SHGs, lace artisans, youth leaders, farmers, coconut exporters and workers, and local government officials. The exposure visits to other successful rural tourist model villages were also conducted for the community. One such visit was to Dakshinachitra in Chennai. These activities were carried out by partnering with local NGOs and with their support, several village stories have been documented. Accordingly, a business plan for infrastructure enhancement to realize project Sanskriti has also been developed.

Training Programs:

Various training programs were conducted to train the community members in hospitality and tourism activities. It included programs like tour guiding, regional cooking, homestay management, cleanliness and hygiene maintenance. The community also organized plantation drives and mock tours for students of hotel management colleges. These activities helped build their confidence and develop an understanding of the varied available avenues among them regarding rural tourism initiatives.

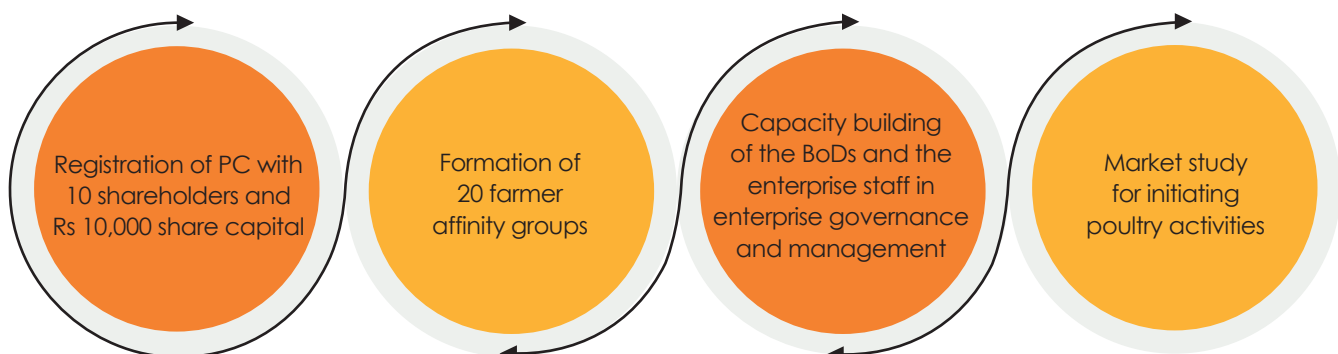


PROJECT: TECHNICAL SERVICES TO SPANDAN FOR GRADUATING ITS PROGRAM FROM NUTRITIONAL SECURITY TO LIVELIHOOD SECURITY

Partner: PHF and Spandan

ALC India is providing technical assistance to develop a producer enterprise that can lead to improved food and livelihood security for the Korku tribal community in Khandwa District, Madhya Pradesh.

ALC India has partnered with Spandan Samaj Seva Samiti to implement the project, funded by Paul Hamlyn Foundation. Initial activities started with the engagement of 600 households in backward poultry and kitchen gardens. In addition, the initiative also supported activities like agriculture productivity enhancement and market linkages for the products. Under this project, most of the Korku community members are listed as shareholders. The project has graduated from community mobilization to registration phase.

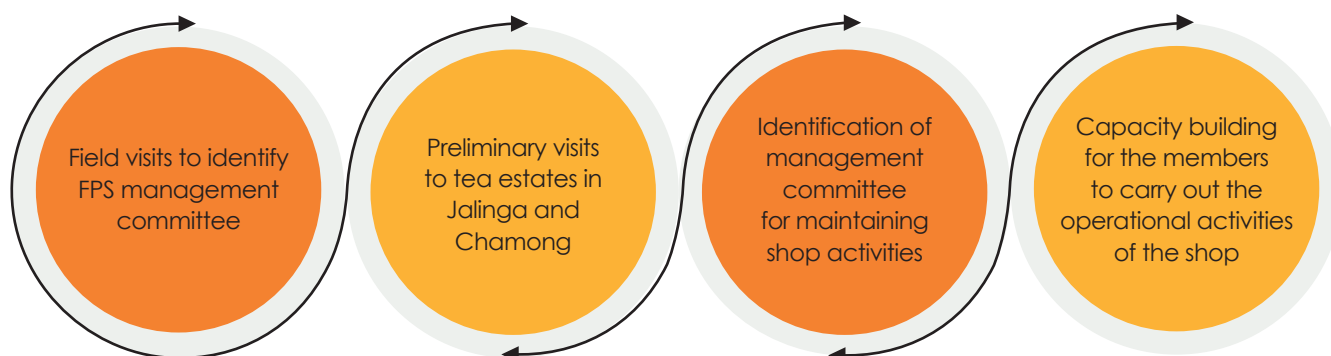


PROJECT: SETTING UP OF FAIR BUDGET SHOPS IN TWO FAIRTRADE TEA ESTATES OF NORTHEAST INDIA

Partner: Fairtrade NAPP

In the tea gardens of Assam and Darjeeling (West Bengal), the workers find it difficult to buy their consumables (groceries and other essential products), at regular prices. This is because the local retailers artificially increase the prices on the days when these tea garden workers receive their payments (fortnightly). This results in tea workers spending more against the quantity they receive. This pattern of consumption has a negative impact on their savings and as a result, their economic conditions are below average standards. To address the issue, the setting up of Fair Price Shop (FPS) in the tea estate has been visualised. The FPS will charge lower than the MRP and this will significantly increase the savings of the tea workers.

To implement the project, ALC India has partnered with Fairtrade NAPP and Seven Sisters Development Assistance (SeSTA). The project aims to understand the economic status of the tea estate workers, identify their basket of goods and consumption pattern, and assess their capacities in financial literacy. After having studied this, the project seeks to set up a fair price shop in each tea estate that addresses the needs and requirements of the tea workers and also enables them to save.



PROJECT: INTERNATIONAL CO-OPERATIVE ALLIANCE ASIA AND PACIFIC: RESEARCH PROJECT

Partner: ICA-AP

The International Co-operative Alliance Asia-Pacific (ICA-AP) is the regional organization uniting, promoting, and developing cooperative enterprises across all business sectors in Asia and the Pacific. ALC India and ICA-AP partnered together to undertake a research project that analyzes the scope and opportunities of cooperative enterprises in the Indian context.

The main objectives of the project included:

1. Promotion of co-operatives and collective action in the livelihoods space as one of the key priorities to ensure skilling and employment for youth
2. Promotion of co-operatives' values and principles in new spaces for collective enterprises and action. Key focus areas include: urban areas, youth, women, services sector and information technology applications like platform collectives and open source solutions
3. Promotion of a legal environment that enables and meets the needs of various forms of collective enterprises
4. Providing a new vision and direction to members of ICA-AP on collective action.

ALC India has officially signed an MoU with ICA-AP to initiate a consortium of organizations to develop an exclusive Sector Skill Council for Co-operatives and Collectives in India. It has also conducted a study on the legal environment for cooperatives.



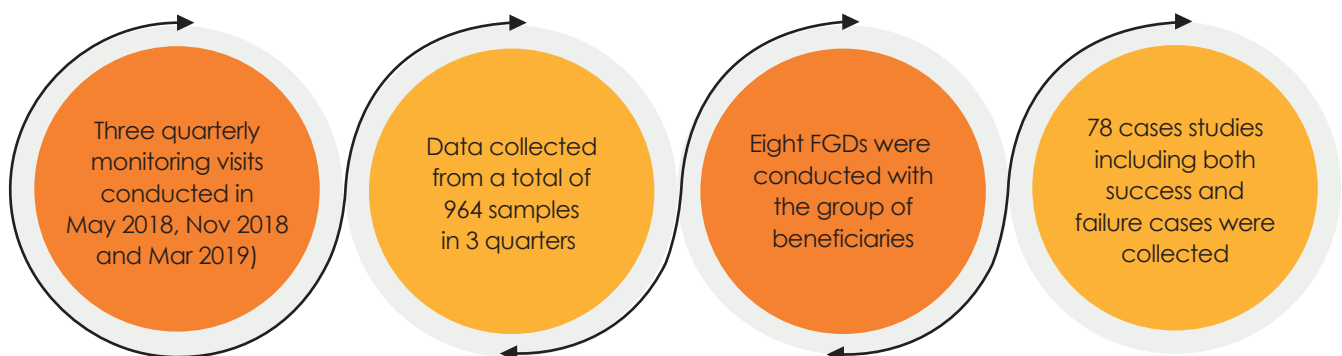
PROJECT: QUARTERLY MONITORING OF LIVELIHOOD RESTORATION PROGRAM (LRP)

Partner: GKEL

GMR Kamalanga Energy Limited (GKEL), has been supporting communities under its Corporate Social Responsibility (CSR) since 2010. It hired Environmental Resource Management (ERM) India Pvt. Ltd in 2015 to develop a Livelihood Restoration Plan (LRP) suggesting various livelihood options which will increase the income of the project affected families (PAFs). As a part of LRP, GKEL partnered with ALC India to be a third-party monitoring agency and track the implementation of the project in villages such as Kamalanga, Mangalpur, Manpur, and Budhapanka. The key intervention areas of the project are microenterprise, farm and livestock, and skill development training.

The approach followed included consultations with PAFs and primary data collection. As per the scope of the project, a total of 12 quarterly monitoring visits have been planned to understand LRP. Out of it, six visits have been completed till FY2018-19.

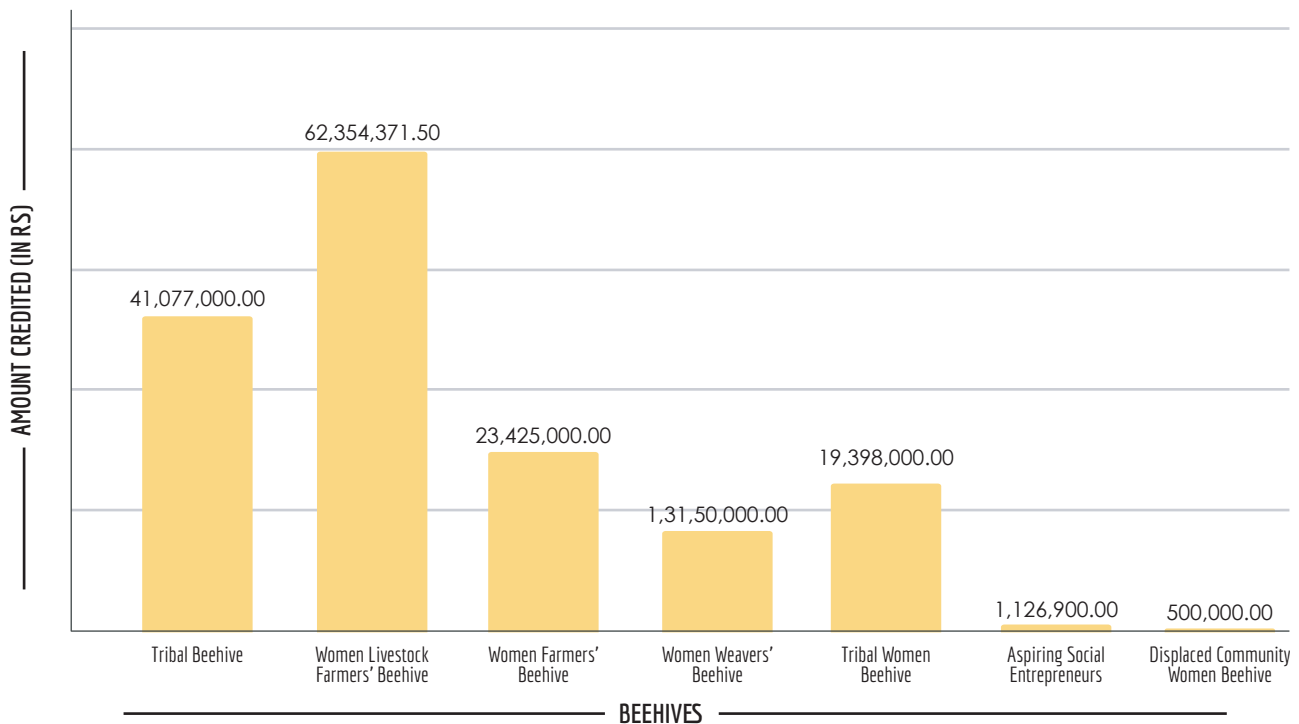
The main activities of the project monitoring include verification and authentication of the existing information, preparation of log frame/ LRP monitoring framework, and quarterly monitoring of activities in accordance with the developed monitoring log framework.



ACCESS LIVELIHOODS DEVELOPMENT FINANCE

Incorporated in July 2014, Access Livelihoods Development Finance (ALDF) is designed to provide financial products and services aimed at promoting livelihoods, innovate products / platforms / instruments / institutions for livelihood finance for the marginalized, conduct programs, conferences and seminars, and create legal awareness.

In the FY2018-19, ALDF disbursed a total of Rs 16.10 crore to producer enterprises and aspiring social entrepreneurs as credit.



KEY ACHIEVEMENTS:

- ALDF has been a major credit facilitator for the Women Livestock Farmers' Beehive to establish a 10,000 liters per day capacity dairy plant. It has given a credit of Rs 6.23 crore for the dairy establishment.
- ALDF has been instrumental in mobilizing a credit of Rs 1 crore from Radiant Corporation for the various producer enterprises being incubated by ALC India.
- ALDF started working on launching an NBFC organization, a dedicated entity to manage the financial services' portfolio catering to the growing needs of the communities being serviced by ALC India.

ACCESS LIVELIHOODS ACADEMY

The Access Livelihoods Academy, a constituent of the Access Livelihoods Group, was established in 2017 with a focus on making managerial and leadership training accessible to under-serviced communities like marginalized youth and women from villages and towns. The Academy also works towards developing a cadre of management professionals who will establish or work with community and social enterprises. This is enabled by:

- Inculcating high-quality professional skills through a curriculum based on Kolb's experiential learning cycle
- A focus on self-transformation - developing an entrepreneurial mindset and skills
- Developing trusteeship – responsibility towards creating a better world for everyone

To tap in to the potential of rural women and youth with business acumen, the academy launched two new programs in FY2018-19 which are the Women Entrepreneurship Program and the Agri Intrapreneurship Program.

Based on these key principles, the academy has designed and implements four key programs, that are running under the umbrella of Transforming India Initiative (TII):

#	PROGRAM	PARTNERS	NO OF. PARTICIPANTS ENROLLED
1.	Social Entrepreneurship Program	Institute of Rural Management, Anand	22
2.	Women Entrepreneurship Program	United Nations Development Program (UNDP) and National Institute of Agricultural Extension Management (MANAGE)	100
3.	Agriculture Entrepreneurship Program	National Institute of Agricultural Extension Management (MANAGE)	125
4.	Agri-Intrapreneurship Program	Coromandel International Limited	69

WOMEN ENTREPRENEURSHIP PROGRAM

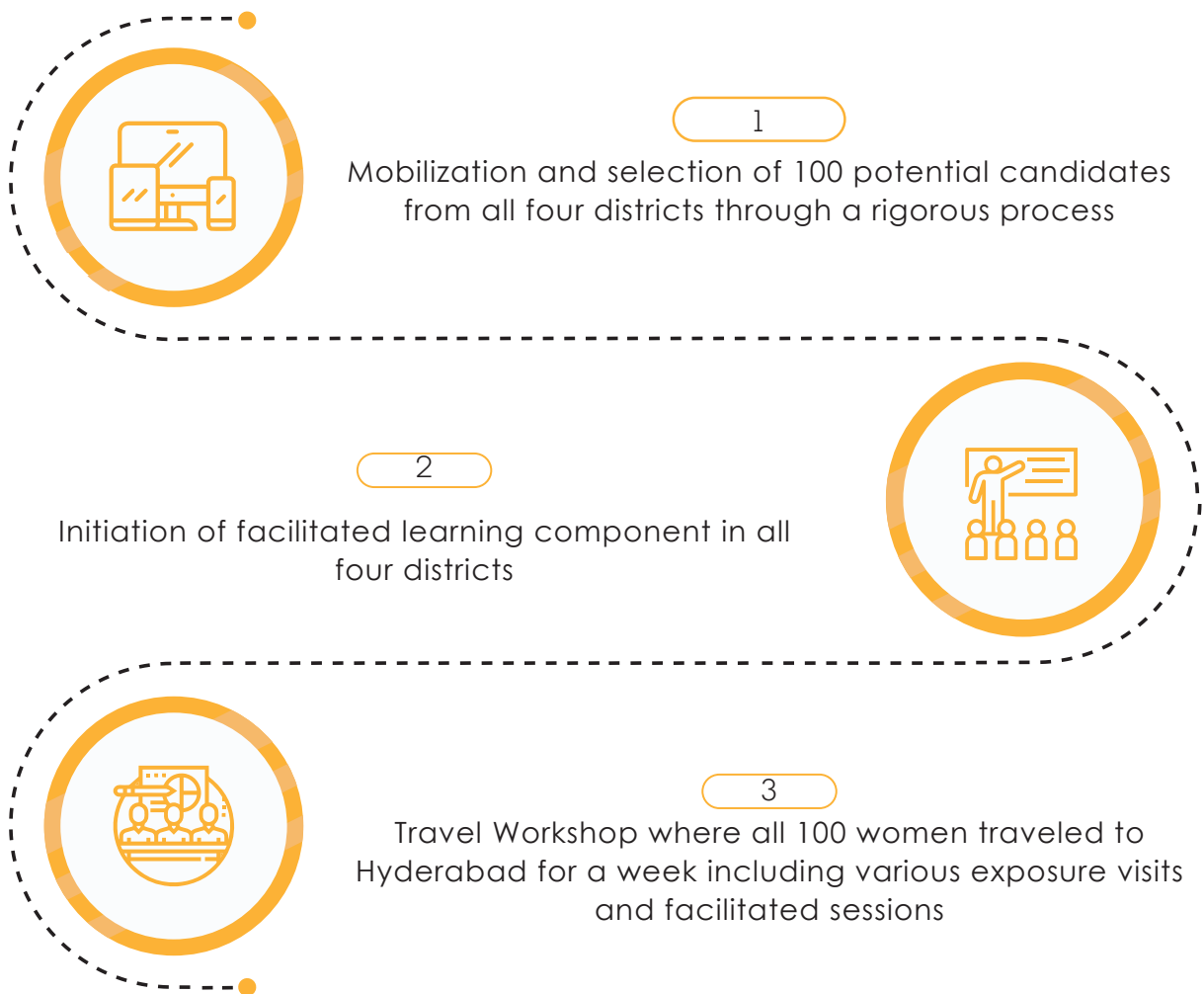
The academy launched its unique Women Entrepreneurship Program (WEP), also called the Micro MBA for rural semi-literate women in an effort to build their leadership and managerial capacities.

WEP is a 6-month program to equip rural women with leadership and managerial skills, to contribute effectively in making village enterprises and cooperatives more profitable. It commenced in the year 2018 in partnership with the United Nations Development Program (UNDP) as part of the Disha Skills initiative with an objective to transform the rural women into business enterprise leaders and torchbearers for training and empowering other women in the community. The pedagogy of the program is mainly based on a self-directed experiential and exploratory learning method.

In the pilot phase, a total of 100 women leaders have been selected from four districts in Maharashtra and Telangana. The details are as follows:

- 25 from Pune district, Maharashtra
- 25 from Gondia district, Maharashtra
- 25 from Karimnagar district, Telangana
- 25 from Vikarabad district, Telangana





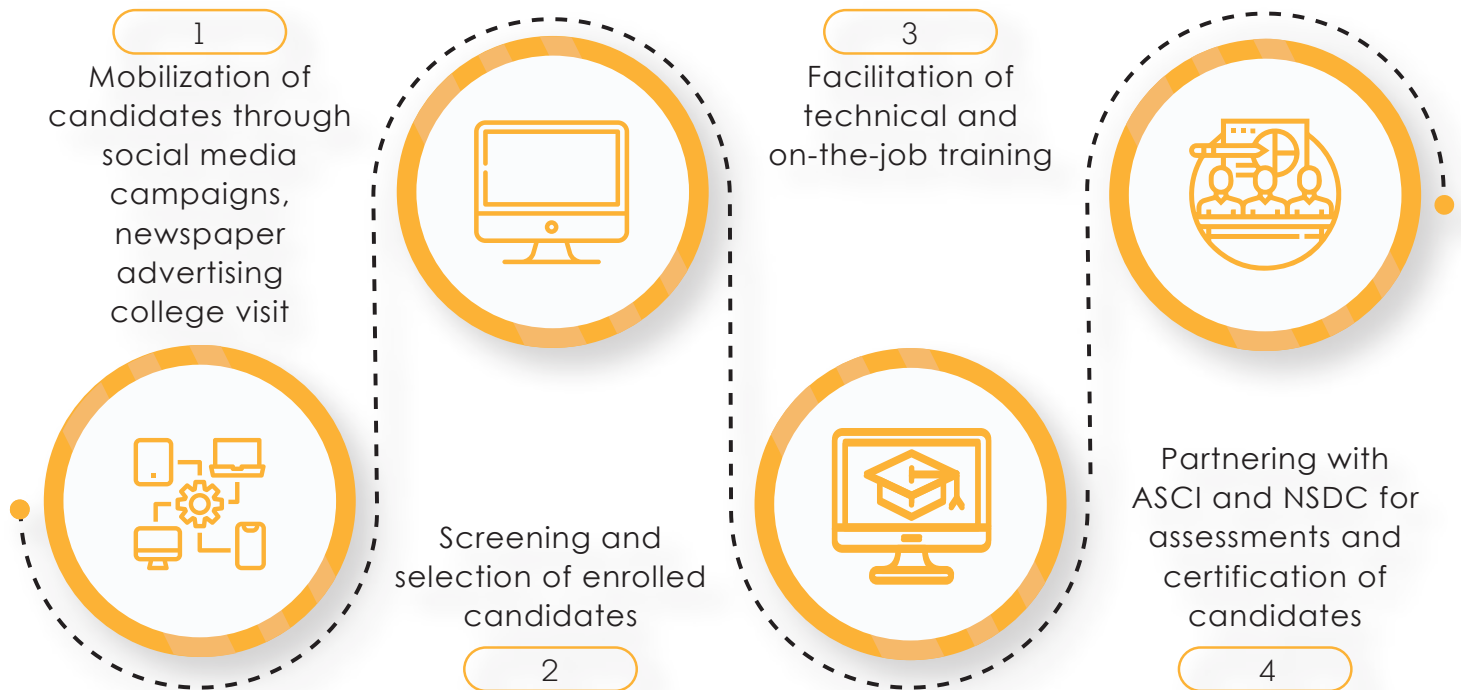
AGRI INTRAPRENEURSHIP PROGRAM

The Agri Intrapreneurship Program is a 45-day program to enable educated youth to provide technical guidance to the farmers in their own locations as cluster managers of a larger enterprise.

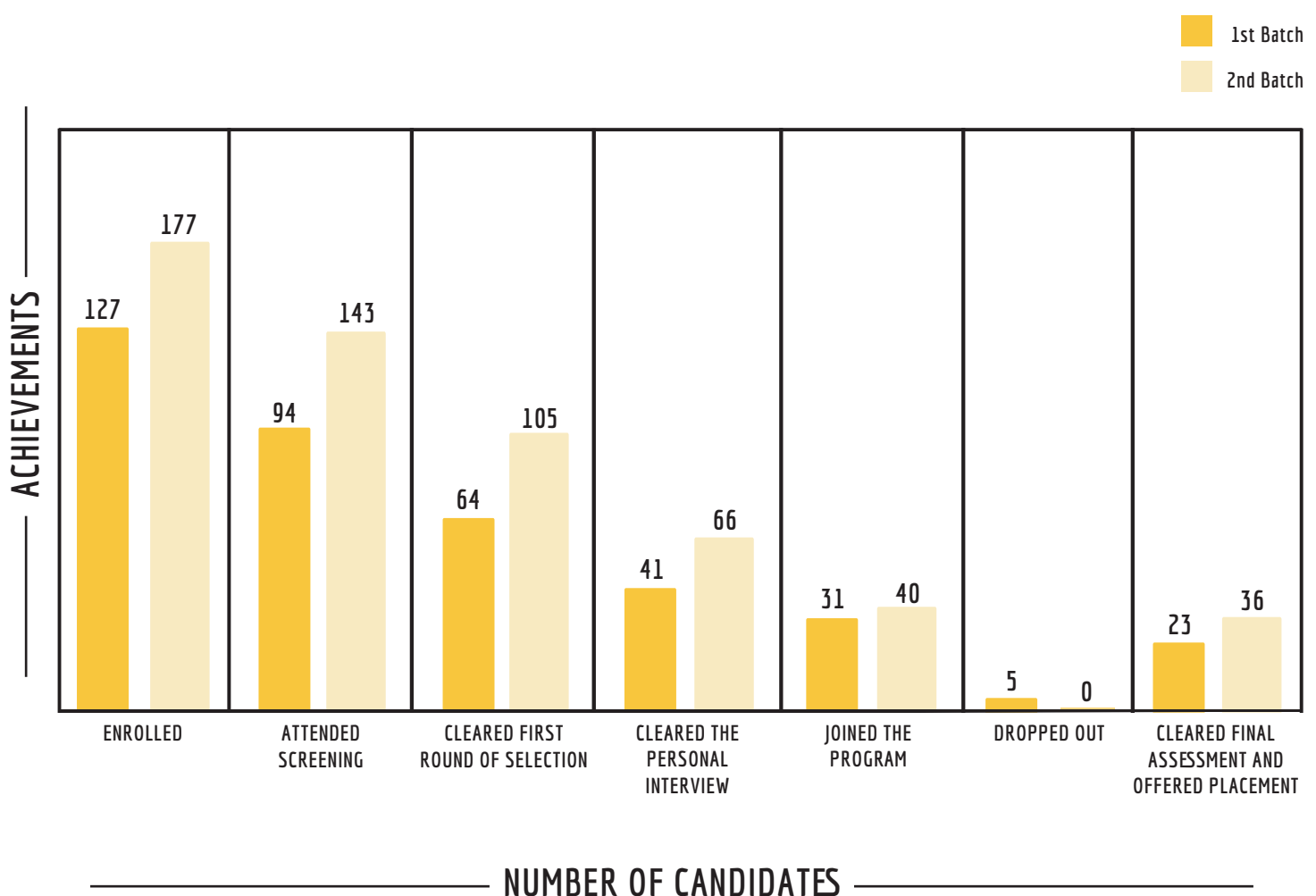
In partnership with Coromandel International Limited, as part of their CSR intervention, the program aims to train Agriculture and Chemistry graduates in Agri Retail Store Management.

The program has been structured into two components including 33 days of technical training and 12 days of on-the-job training. The technical training is facilitated by entrepreneurs, practitioners and technical field experts whereas, during OJT, the candidate is placed in an enterprise for real time job experience and learns by doing. The program also impresses upon providing employment opportunities to youth in their local area.





PROGRAM SNAPSHOT



SOCIAL ENTREPRENEURSHIP PROGRAM

Social Entrepreneurship Program is the flagship program of the academy which commenced in October 2017. Supported by NITI Aayog's Atal Innovation Mission and Institute of Rural Management Anand (IMRA), it is two-year program that seeks to combine the energy of youth with the need for technical and managerial support of struggling collective and social enterprises in a unique co-learning process. Over 18 months, the fellows work on the ground with enterprises, addressing some of the most pressing challenges in India, helping them grow in size and creating more jobs and adding more wealth for everyone. And while they do so, they also pick up entrepreneurial skills through practice - oriented training modules, reflective practice, and interactive sessions with practitioners and conversations with mentors in the world.

On completion of the program, the fellows will establish enterprises solving the most pressing challenges that are faced by the country today. Some fellows will also work with essential social enterprises as intrapreneurs, to lead through the existing system of an enterprise.

This year a significant progress was noted as 16 fellows from Cohort 1 and 2 started their practicum. However, a few fellows dropped out of the practicum as well.





1

9 fellows from Cohort 1 started their practicum at social enterprises in education, health, agriculture, women empowerment, and sustainability fields

2

9 out of 10 fellows from Cohort 2 successfully completed their 6-month facilitation component



3

7 fellows from Cohort 2 started their practicum challenges at social enterprises in agri-tech, agriculture, and women empowerment fields



4

A Curriculum Development workshop was organized with a range of stakeholders and a 6-Month schedule for Social Entrepreneurships Saturdays was formulated



5

Intense marketing campaign for Cohort 3 was carried out which started in February 2019 with 5 fellows



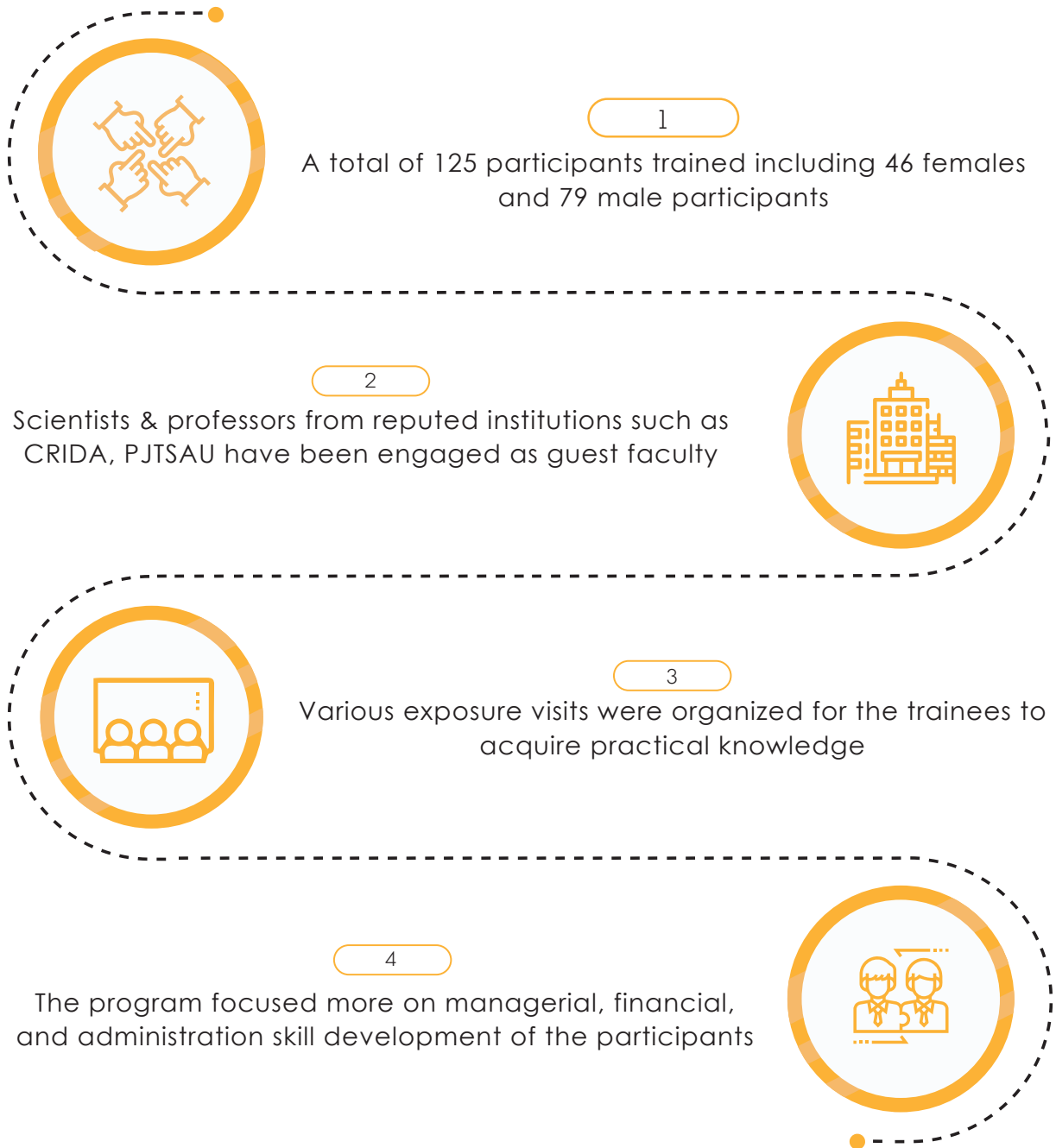
AGRI ENTREPRENEURSHIP PROGRAM

Agri Entrepreneurship Program is part of the Agri Clinics & Agri Business Centres (ACABC) Scheme in association with MANAGE (National Institute of Agriculture Extension Management). It is a two-month long program that aims to train the participants in identifying the local issues of farmers and provide extension services to them or turn into Agripreneurs. Seven batches comprising 209 trainees have been successfully trained as part of this program.

The program provides the right kind of skill set to the Agri graduates who want to pursue agriculture as a profession. The curriculum based on the four pillars of the academy includes both theoretical as well as practicum components. In the initial 30 days, the trainees learn more about the technical aspects and the next 30 days they participate intensively in the business plan preparation for their future initiatives.

To provide an in-depth understanding of agri-preneurship to the trainees, ALC India has designed a specialized curriculum inclined more towards entrepreneurship. The new curriculum was launched with due permission from MANAGE. In the year 2018-19, a total of four cohorts, with a good mix of both male and female participants, have successfully passed as aspiring Agripreneurs.

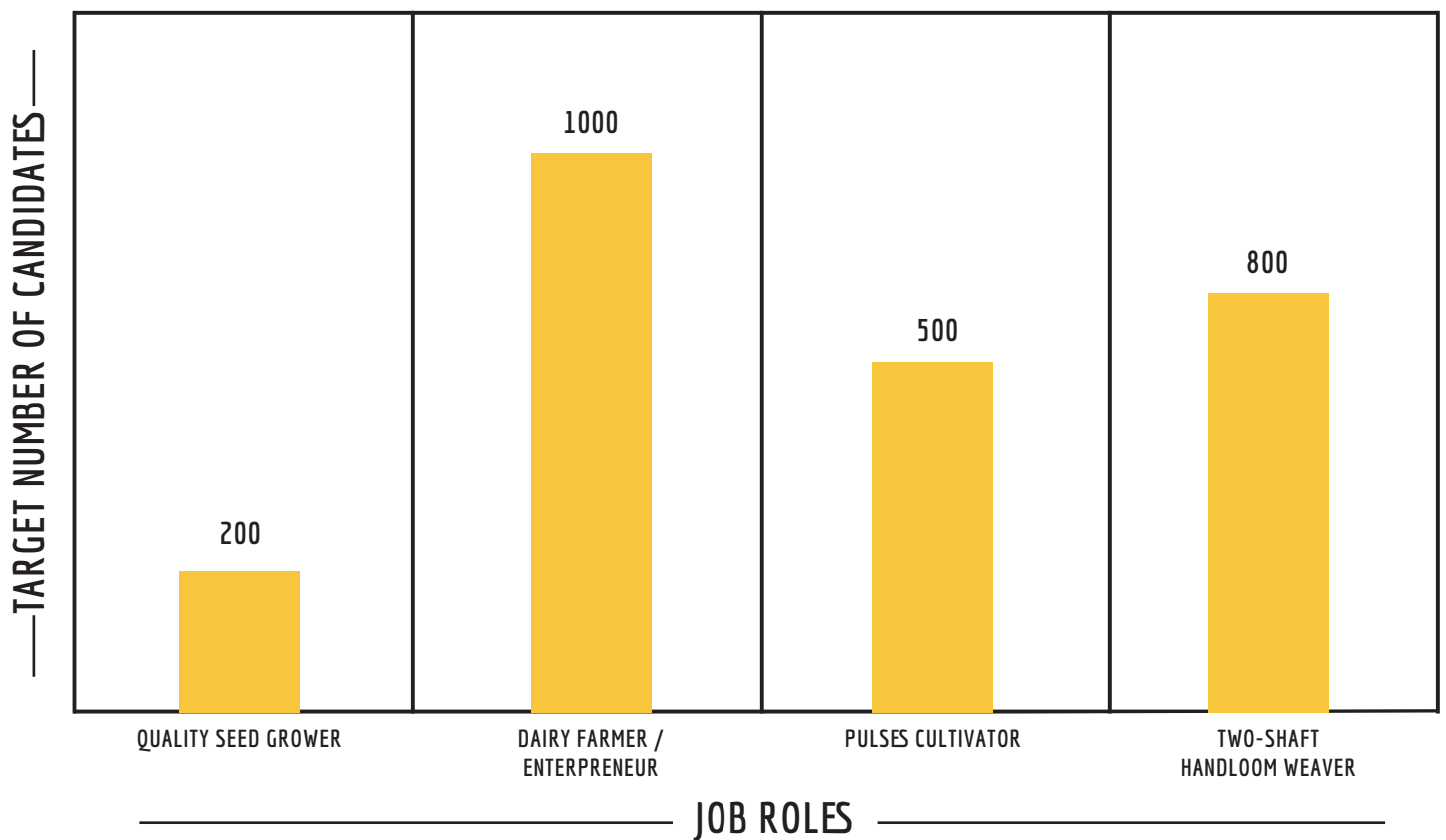
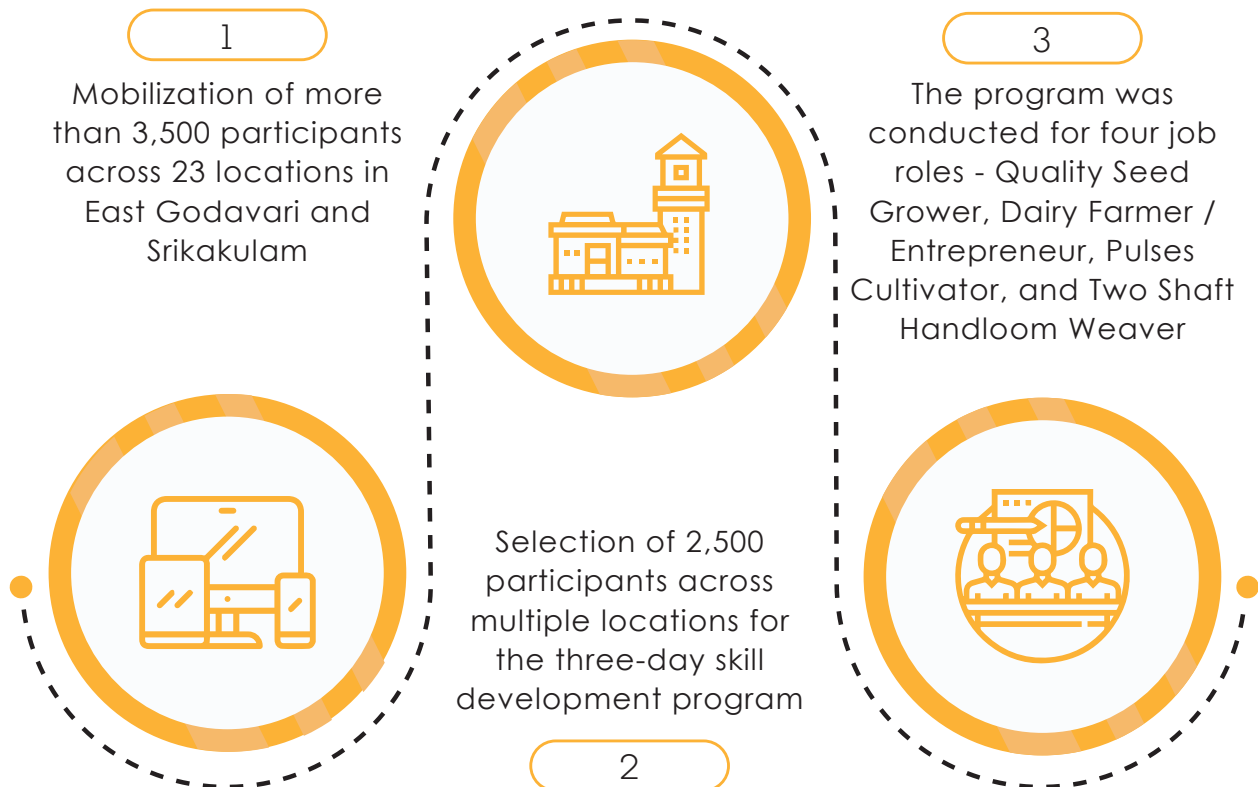




SHORT TERM SKILL DEVELOPMENT TRAINING PROGRAM

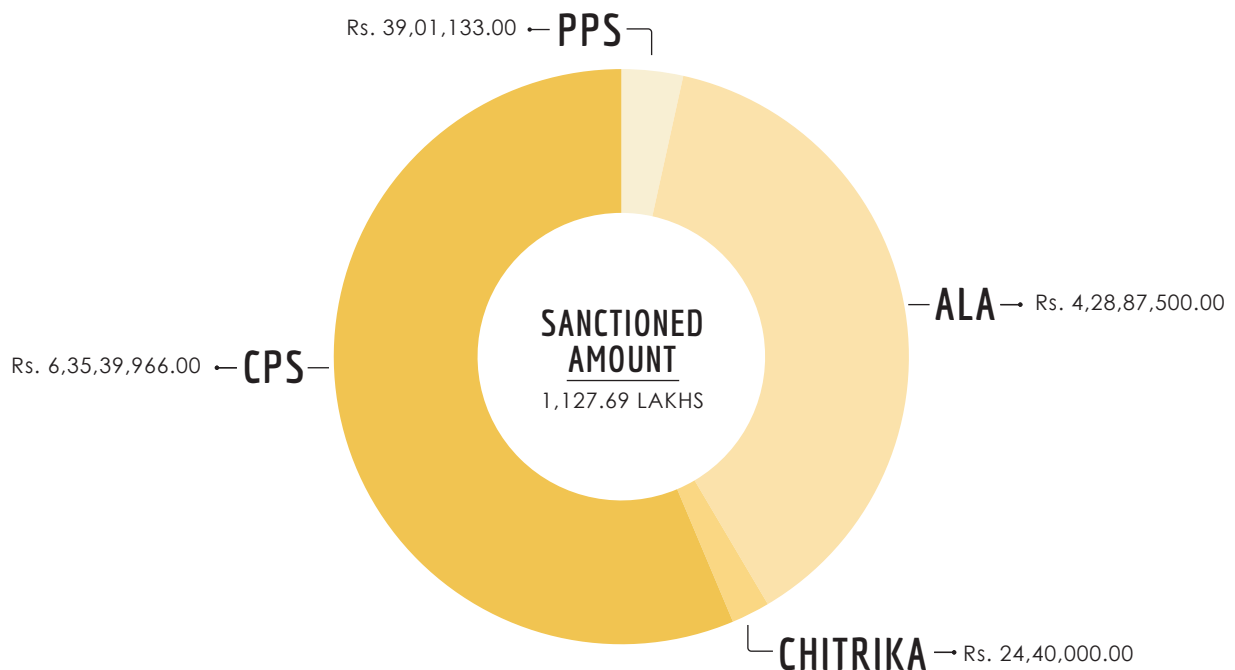
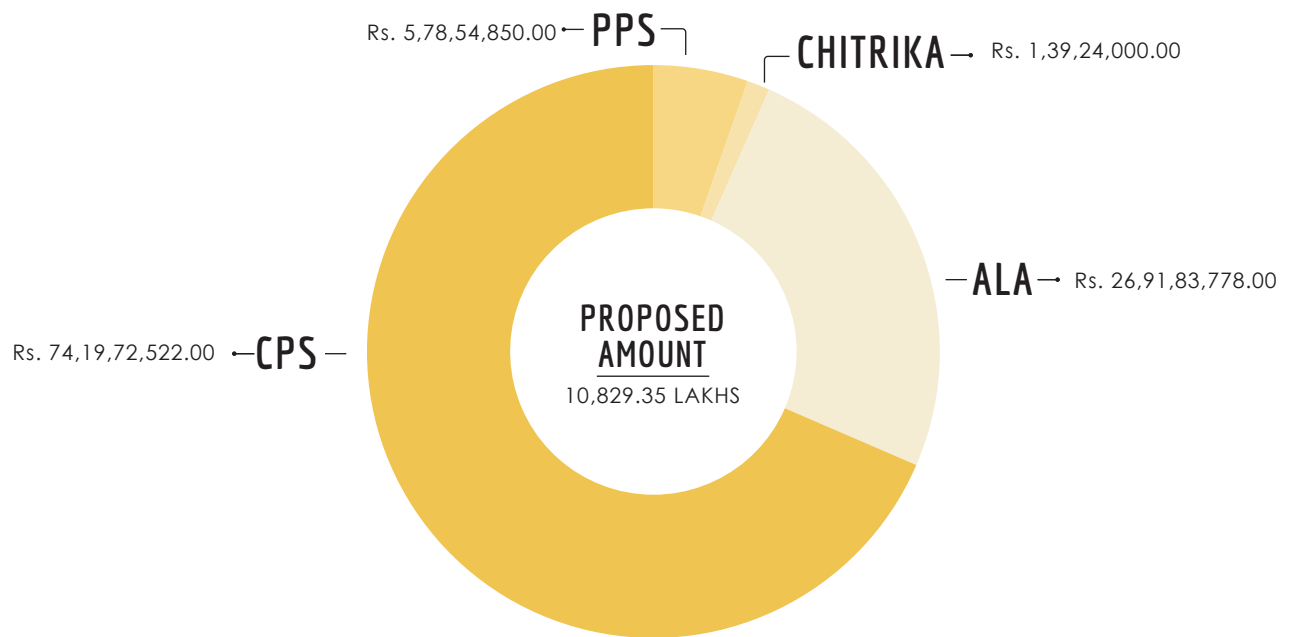
The short-term skill development training program is a three-day training program conducted in partnership with Andhra Pradesh State Skill Development Corporation (APSSDC) as part of the Recognition of Prior Learning (RPL) Program. The program aims to provide skill enhancement training to the marginalized communities followed by an assessment and certification for the participants along with the reward money. The certificate and the reward money of Rs. 500 are sponsored by the Andhra Pradesh State Skill Development Corporation (APSSDC) for each candidate.





BUSINESS DEVELOPMENT

2018-19 was a year of great achievement for business development as ALC India earned business worth Rs 1,127.69 lakh which is its highest till date.



PROJECTS SANCTIONED

	DIVISION	DOMAIN	PROJECT	CLIENT	CLIENT TYPE	SANCTIONED VALUE
1.	PPS	PPS	NRLPS - Empanelment by NRLM	NRLPS	Govt.	-
2.	CPS	CPS	Asian Paints: Scoping study for CSR intervention for Mysuru	Asian Paints	CSR Agency	77,55,000
3.	ALA	WEP	UNDP Disha 100 Women Entrepreneurs	UNDP-Disha	INGO	75,90,000
4.	ALA	EGP	RPL Proposal - STT in APSSDC	APSSDC	Govt.	42,50,000
5.	CPS	LEP-MH	Phase 2 of Dairy Promotion of Maval	Tata Power	Foundation / Trust	1,30,85,966
6.	CPS	FEP-OD	Design and implementation of FPCs in Kalahandi (IRRI)	IRRI	INGO	1,46,98,000
7.	ALA	AIP	Coromandel: Training of retail store managers	Coromandel CSR	CSR Agency	49,87,500
8.	ALA	SEP	Fellowship fees of Cohort 2 of TII (10 Fellows)	ALC India	Program Revenue	69,05,000
9.	ALA	SEP	Cohort 1: TII Acceleration program	ALC India	Program Revenue	59,40,000
10.	ALA	AEP	MANAGE Batch 4	MANAGE	Govt.	5,40,000
11.	ALA	SEP	Fellowship fees of Cohort 3 (6 Fellows)	ALC India	Program Revenue	41,43,000
12.	ALA	SEP	Fellowship fees of Cohort 3 (6 Fellows)	ALC India	Program Revenue	41,43,000
13.	PPS	PPS	Geneva Global - Extension of Technical Support for Northern Hotspot	Geneva Global	INGO	6,35,050
14.	PPS	PPS	Geneva Global - Extension of Technical Support for Northern Hotspot	Geneva Global	INGO	6,35,050
15.	PPS	PPS	PHF - Chitrika	Paul Hamlyn Foundation	INGO	8,48,829
16.	PPS	PPS	ICA-AP: Research Project	ICA-AP	INGO	1,80,000

17.	PPS	PPS	Fairtrade - Operationalization of two fair shops in two tea estate in Assam	Fairtrade	INGO	20,12,254
18.	ALA	AEP	MANAGE Batch 5	MANAGE	Govt.	9,45,000
19.	ALA	SEP	Cohort2: TII Acceleration (8 Fellows)	ALC India	Program Revenue	47,52,000
20.	CPS	CPS	Axis Bank Foundation: Deficit financing for 1 year	Axis Bank Foundation	CSR Agency	2,37,71,000
21.	Chitrika	Chitrika	NABARD: Nurturing of East Godavari OFPO	NABARD	Govt.	24,40,000
22.	PPS	PPS	SAP Global CSR - Social Sabatocal for Global Engagement Programme Hyderabad	NABARD	Govt.	24,40,000
23.	CPS	CPS	Developing capacities of women's farmers, tribals and weavers' institutions	FWWB	NGO	30,30,000
24.	PPS	PPS	CIKS: Rapid assessment of the market potential of traditional rice varieties in Tamil Nadu	CIKS (Centre for Indian Knowledge System)	NGO	1,25,000
25.	ALA	AEP	MANAGE Batch 6	MANAGE	Govt.	9,45,000
26.	ALA	AEP	MANAGE Batch 7	MANAGE	Govt.	9,45,000
27.	ALA	AEP	MANAGE Batch 8	MANAGE	Govt.	9,45,000
28.	CPS	CPS	Ramoji Film City: Developing Farmers Cluster (Project Inception Phase for 2018-19, expected to be invoiced)	Ramoji Film City	Foundation/Trust	12,00,000
						11,27,68,599.00

HUMAN DEVELOPMENT ACTIVITIES AT ALC INDIA

Human development at ALC India saw significant activity this year, in the areas of recruitment, employee engagement, and capacity building.

RECRUITMENT

1. ALC India had a total of 50 consultants in the end of the financial year 2018-19 out of which 37 were male and 13 were female.
2. A total of 18 new consultants were recruited in different divisions in the year 2018-19.
3. The attrition rate in 2018-19 was 12%.

HUMAN RESOURCES				
#	NAME OF THE CONSULTANT	DESIGNATION	PROGRAM	REMUNERATION PER DAY
1	GV Krishnagopal	CEO	General	3,440
2	GV Sarat Kumar	CPO	CPS	3,000
3	Dr K Surekha	APD	IOS	2,865
4	Tikeswar Patel	PM	CPS	1,430
5	B Bhaskar Rao	PM	CPS	1,035
6	Md Vaseem Yosuf	SPE	CPS	1,035
7	S Swaminathan	PD	PPS	2,900
8	Taru Golla	PD	General	2,700
9	A Sitaramaiah	SPD	ALDF	2,135
10	Biswo Ranjan Parida	SPE	CPS	750
11	Sambasiwa Rao	SPE	CPS	815
12	Ganesh Kumar Singh	APD	CPS	2,420
13	Sruthi Kunnel	APD	ALA	2,905
14	Ashwini Kumar	PM	CPS	1,580
15	Srinivas Reddy	SPE	ALDF	978
16	Kishore Vodapally	PM	ALA	1,725
17	Girish Chandra Pradhan	APD	CPS	2,205

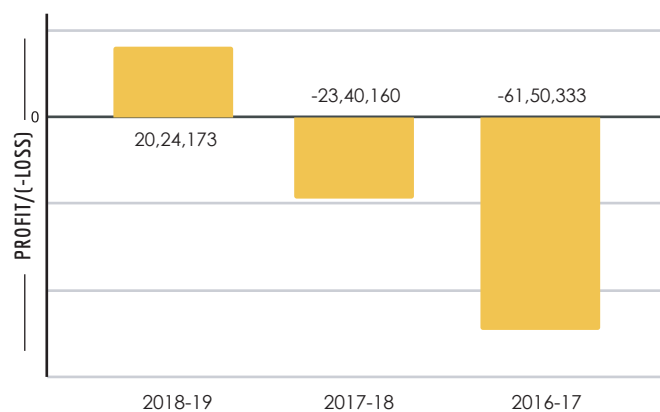
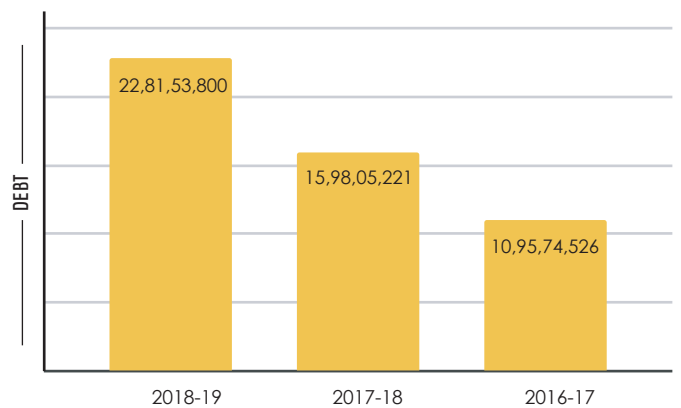
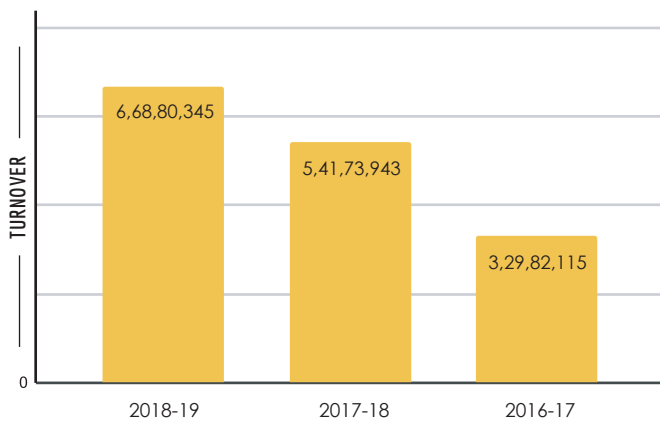
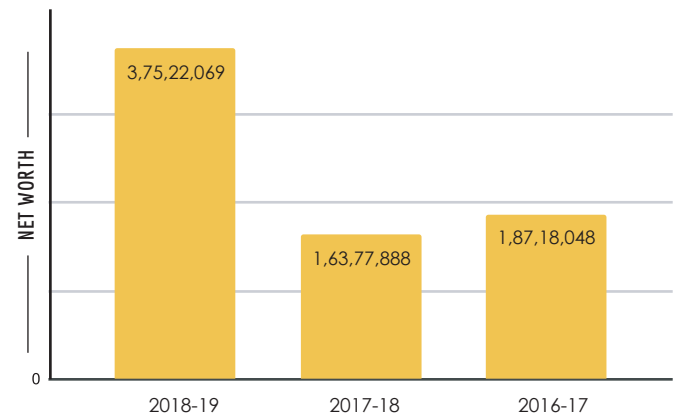
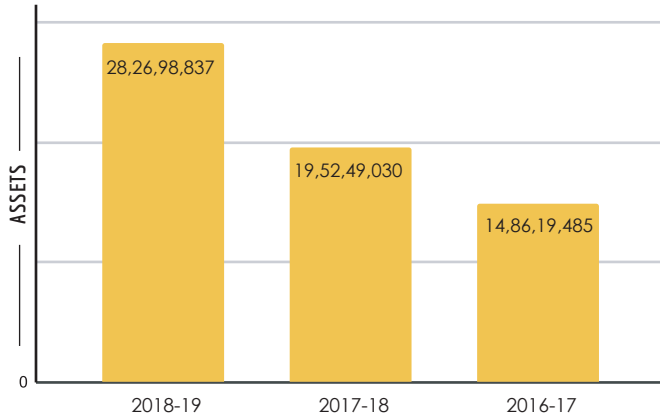
18	Kopela Vikram Reddy	SPE	ALA	835
19	A Santhosh Krishna Alladi	PM	IOS	1,495
20	Kyama Mohan Kumar	PM	CPS	1,180
21	Srinivasulu Soma	PM	CPS	1,055
22	Faheem Ahmed	PM	ALA	1,720
23	Harish Chandra Mohanta	PM	CPS	920
24	Ramadevi Ramineni	PM	ALA	1,200
25	Atanu Garai	APD	IOS	2,595
26	S Prakash	PM	PPS	1,500
27	Shipra Pal Singh	PM	PPS	1,200
28	Shikha Kumari	SPE	IOS	750
29	Sathishkumar CAV	SPM	CPS	2,100
30	Shivali Sarna	SPE	IOS	1,200
31	Vishnu V	SPE	ALA	950
32	Vijit Pareek	SPM	CPS	2,155
33	Chetananand M.Raut	APD	CPS	2,900
34	Chakali Venkatesham	PE	IOS	362
35	Adithya Ramesh	PM	ALA	1,800
36	Y Venkata Seetharamaiah	SPE	PPS	475
37	Srujana Janagama	SPE	IOS	450
38	A Sowjanya	PE	IOS	450
39	Pathri Lazaru	PE	PPS	375
40	Shakthi Prasad Pattanaik	SPE	CPS	1,200
41	Yella Venkateshwarlu	SPM	CPS	2,100
42	Ankith Reddy	PM	CPS	
43	Shaik Hussain	PE	IOS	400
44	Prakash	SPE	CPS	1,050
45	Bharat Parmar	PM	CPS	2,500
46	Nenavath Naveen Kumar	PE	CPS	450
47	Neha Niharika	PM	ALA	1,800
48	Dinesh MP	SPE	CPS	1,250
49	Debanjana Paul	SPE	PPS	800
50	Monalisa	SPE	PPS	1,325

FOUNDATION DAY AND KNOWLEDGE-SHARING FORUM

ALC India organized a three-day event for its 13th Foundation Day. On the first day, Swami Bodhamayananda, Director of Vivekananda Institute of Human Excellence was invited as the Chief Guest. He enlightened the employees on creating Human Excellence, it was followed by some team building exercises. Next two days were spent to reflect upon the work, sharing each team's progress and insightful learning.



FINANCIAL PERFORMANCE



Note - All figures are in Rs

BALANCE SHEET FY 2018-19

ACCESS LIVELIHOODS CONSULTING INDIA LIMITED HYDERABAD BALANCE SHEET AS ON 31ST MARCH 2019

(Amount in Rs.)

Particulars	Note No.	AS ON 31.03.2019	AS ON 31.03.2018
I. EQUITY AND LIABILITIES			
(1) Shareholder's Funds			
(a) Share Capital	1	2,42,29,160	2,71,01,830
(b) Reserves and Surplus	2	1,32,92,909	[1,07,23,942]
(c) Money Received Against Share Warrants			
(2) Share Application Money Pending Allotment		-	-
(3) Deferred AIM Fund for Fixed Assets		64,70,657	65,72,106
(4) Non-Current Liabilities			
(a) Long-Term Borrowings	3	12,87,68,840	9,62,59,162
(b) Deferred Tax Liabilities (Net)	4	7,74,169	8,59,386
(c) Other Long Term Liabilities		-	-
(d) Long Term Provisions		-	-
(5) Current Liabilities			
(a) Short-Term Borrowings	5	29,947	57,767
(b) Trade Payables	6	61,09,762	1,31,31,392
(c) Other Current Liabilities	7	9,37,81,016	5,77,24,524
(d) Short-Term Provisions	8	92,42,377	42,66,805
Total Equity & Liabilities		28,26,98,837	19,52,49,030
II. ASSETS			
(1) Non-Current Assets			
(a) Fixed Assets			
(i) Tangible Assets	9	5,29,86,843	5,35,86,205
(ii) Intangible Assets		1,14,808	4,04,577
(b) Non-Current Investments	10	5,31,01,651	5,39,90,781
(c) Deferred Tax Assets (Net)		3,00,000	3,00,000
(d) Long Term Loans and Advances	11	-	-
(e) Other Non-Current Assets		7,49,92,295	2,11,25,295
(2) Current Assets			
(a) Current Investments		40,456	40,456
(b) Inventories		-	-
(c) Trade Receivables	12	9,87,769	-
(d) Cash and Cash Equivalents	13	3,22,91,842	2,72,84,812
(e) Short-Term Loans and Advances	14	2,70,96,348	3,74,30,376
(f) Other Current Assets	15	9,36,22,275	5,41,04,054
Total Assets		28,26,98,837	19,52,49,030

FOR: A V Ratnam & CO.
CHARTERED ACCOUNTANTS

(G.K. BABU)

Partner

A.V. RATNAM & CO.
CHARTERED ACCOUNTANTS
Membership No.: 213273
Firm Reg. No.: 0030285
180/2RT, R.R. SADAN,
Vijayanagar Colony, HYDERABAD-57.

For Access Livelihoods Consulting India Limited

(Director)

(Director)

PROFIT & LOSS STATEMENT FY 2018-19

ACCESS LIVELIHOODS CONSULTING INDIA LIMITED HYDERABAD PROFIT & LOSS STATEMENT FOR THE YEAR ENDED 31ST MARCH 2019

(Amount in Rs.)

#	Particulars	Note. No.	For the Year ended on 31.03.2019	For the Year ended on 31.03.2018
I	Revenue from Operations	16	5,10,97,563	2,82,26,757
II	Other Income	17	1,57,82,783	2,59,47,167
	Work In Progress			
III	Total Revenue (I + II)		6,68,80,345	5,41,73,943
IV	Expenses:			
	Changes in Inventories of Finished Goods, Work-in-Progress and Stock-in-Trade	18	(9,87,769)	13,66,901
	Consultants Benefit Expenses & Project Expenses	19	4,31,10,127	3,88,35,211
	Financial Costs	20	1,77,28,803	1,18,23,475
	Depreciation and Amortization Expense	21	29,07,800	18,58,324
	Other Administrative Expenses	22	18,09,374	23,19,117
	Total Expenses (IV)		6,45,68,334	5,62,03,028
V	Profit Before Exceptional and Extraordinary Items and Tax	(III - IV)	23,12,011	(20,29,085)
VI	Exceptional Items		-	-
VII	Profit Before Extraordinary Items and Tax (V - VI)		23,12,011	(20,29,085)
VIII	Extraordinary Items		-	-
IX	Profit Before Tax (VII - VIII)		23,12,011	(20,29,085)
X	Tax Expense:			
	(1) Current Tax		3,73,055	-
	(2) Deferred Tax		(85,217)	3,11,075
XI	Profit(Loss) from the Period from Continuing Operations	(IX-X)	20,24,173	(23,40,160)
XII	Profit/(Loss) from Discontinuing Operations		-	-
XIII	Tax Expense of Discounting Operations		-	-
XIV	Profit/(Loss) from Discontinuing Operations (XII - XIII)		-	-
XV	Profit/(Loss) for the Period (XI + XIV)		20,24,173	(23,40,160)
XVI	Earning per Equity Share:			
	(1) Basic		-	-
	(2) Diluted		-	-

FOR A V Ratnam & CO.
CHARTERED ACCOUNTANTS

(G.K. BABU)
Partner
A.V. RATNAM & CO.
CHARTERED ACCOUNTANTS
Firm Reg. No.: 00302880/2RT, R.R. SADAN,
Vijayanagar Colony, HYDERABAD-57.

For Access Livelihoods Consulting India Limited

(Director) (Director)
ACCESS LIVELIHOODS CONSULTING INDIA LIMITED
Hyderabad

LIST OF SHAREHOLDERS

PREFERENCE SHARE CAPITAL

#	PARTICULARS	Amount (in Rs)
	455,000 0% Non-Participating Compulsory Convertible Preference Shares of Rs. 10/- each, Fully Paid Up	
1	PSC G V Krishnagopal	45,50,000
2	PSC Lakshya Foundation	51,27,230
	Total Amount	96,77,230

#	PARTICULARS	Amount (in Rs)
	1,444,633, 0% Non-Convertible Preference Shares of Rs. 10/- each, Fully Paid Up	
1	PSC Aditi Mukherjee	1,00,000
2	PSC B Bhaskar Rao	21,890
3	PSC Girish Kanjula Reddy	3,00,000
4	PSC G V Rajagopal	6,00,000
5	PSC G V Sarat Kumar	59,130
6	PSC K Surekha	1,66,900
7	PSC Madava Rao	4,000
8	PSC Meenakshi Choudhury	1,30,000
9	PSC N Madhumurthy	2,50,000
10	PSC Prativa Sundaray	1,46,410
11	PSC A Prudvi	5,000
12	PSC Uma Nagarajan	13,000
13	PSC Vikram Krishna Swami	1,00,000
	Total Amount	18,96,330.00

#	PARTICULARS	Amount (in Rs)
	1,100,000, 0% Optionally Convertible Preference Shares of Rs. 10/- each, Fully Paid Up	
1	PSC Abhiram Katta Anjaneyulu	1,00,000
2	PSC Ajay Desai	25,00,000
3	PSC Amit Anand	50,000
4	PSC Amit Mehta	1,00,000

#	PARTICULARS	Amount (in Rs)
6	PSC Anil RK	2,00,000
7	PSC Ankur Mittal	1,00,000
8	PSC Apoorva Vaidya	1,00,000
9	PSC Balaji Narayanan	50,000
10	PSC Deepak Dogra	50,000
11	PSC Deepti Gupta	1,00,000
12	PSC Emmanuel Murray	50,000
13	PSC Girish Bhaskaran Nair	50,000
14	PSC Gokulvanan Valarmathy Velan	50,000
15	PSC Govindarajan Chellappa	10,00,000
16	PSC Govind Ramachandran	50,000
17	PSC Hafsa Nooree Vedula	1,00,000
18	PSC Hardeep Singh Banga	50,000
19	PSC Jaya Priyadarshi	50,000
20	PSC Kamal Narayan Mishra	1,00,000
21	PSC Keith Joseph Rosario	50,000
22	PSC Kiran Vyapar Limited	5,00,000
23	PSC Krithika Veeraraghavan	50,000
24	PSC Kumar Anshul	50,000
25	PSC Lakshmi Garimella	1,00,000
26	PSC Manish Christian	1,00,000
27	PSC Mekin Maheshwari	2,50,000
28	PSC Narender Kanade	1,00,000
29	PSC Premchand	50,000
30	PSC Rahul Kumar	50,000
31	PSC Rajesh Kumar	5,00,000
32	PSC Ramasubramanian Sundararajan	50,000
33	PSC Ram Prahlad Sanath Kumar	1,00,000
34	PSC Ramu Narla	50,000
35	PSC Sanjay Dhaunta	1,00,000
36	PSC Senthil Kumar	50,000
37	PSC Shweta Sharma	50,000
38	PSC Sivakumar Surampudi	25,00,000
39	PSC Smita Mishra Panda	1,00,000
40	PSC S Raghuraman	50,000
41	PSC Srinivasa Hatcheries Limited	5,00,000
42	PSC Stephen Samuel	1,00,000
43	PSC Umang Gandhi	1,00,000
44	PSC Vandana Srinivasan	50,000
45	PSC Veena Batra	1,00,000

#	PARTICULARS	Amount (in Rs)
46	PSC Vijayalakshmi Mulvadi Gomadam	2,00,000
47	PSC Vijay Kumar Mogadati	1,00,000
48	PSC Vikas Chandra Jha	1,00,000
49	PSC Yamini Mishra	50,000
	Total Amount	1,10,00,000

EQUITY SHARE CAPITAL

#	PARTICULARS	Amount (in Rs)
	16,55,600 Equity Shares of Rs. 10/- each, Fully Paid Up	
1	ESC Anil Kumar Padhay	5,000
2	ESC B Bhaskar Rao	5,000
3	ESC Gautham Kumar	5,000
4	ESC G Satya Dev	1,30,000
5	ESC Guruprakash	5,000
6	ESC G V Krishnagopal	4,60,000
7	ESC G V Sarat Kumar	3,37,000
8	ESC Lakshya Foundation	100
9	ESC P Mohanaiah	1,00,000
10	ESC Naveen Kumar Singh	10,000
11	ESC N Madhumurthy	1,10,000
12	ESC Pramod Kalekar	5,000
13	ESC Pratap Kumar	10,000
14	ESC Prativa Sundaray	30,000
15	ESC Rama Mishra	2,000
16	ESC Rituparna Majundar	2,000
17	ESC Samyuktha G	5,000
18	ESC Sandip Vairagar	8,000
19	ESC Sanjay Tripathi	10,000
20	ESC Santosh Kumar Mohapatra	12,000
21	ESC Shruti Seth	2,000
22	ESC Surekha	5,000
23	ESC Swaminathan	30,000
24	ESC Taru Golla	3,40,000
25	ESC Uma Nagarajan	2,500
26	ESC V Madhusudhan Rao	25,000
	Total amount	16,55,600



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