

Message from CEO

Dear Well-wishers,

It has been an eventful year for our team at Access Livelihoods – it has been filled with continuous effort to not just provide quality support to the marginalized communities we have been working with, but also increase the number of communities we support. But we have also strived hard to improve the support and resources that we provide to our beneficiaries. We spent the past year understanding the existing gaps in our systems and developing innovative solutions to solve them.

We have been designing and implementing new programs that will increase secure sources of income for our producers of backyard poultry project, retail grocery doorstep delivery in Gondia, Maharashtra, and paddy seed production in Kalahandi in Odisha. Years of relentless hard work yielded results – Maval Dairy Farmer Services Producer Company Ltd (MDFSPCL), an all-women dairy enterprise, commenced its operations in its 10,000-litre capacity plant in Maval, Maharashtra. Our objective towards providing our producers a self-sufficient path is also on track with the launch of 'Creoyo,' India's first women-owned brand with a direct link between the producer and the consumer.

A new community has joined our large family i.e. peri-urban women farmers of Naganpalle, Telangana, are working with us to reach their financial empowerment goals. Alongside, we had the most exciting opportunity to work with the pastoral community of Gujarat, supporting them in marrying heritage with technology to continue with their ancient sustenance methods.

We have also commenced journeys with new funders who share our goals for improving the lives of our communities. Our capacity building programs continue to upskill and empower communities through their multi-layered, comprehensive approaches with a strong focus on practicum and exposure.

However, we had our share of challenges – even an issue of non-payment of dues sets off a circle of delays and inconveniences that result in a larger impact. But we are a resilient bunch with our energies and head in the right space – quality development for our communities. We appreciate all the support we receive from well-wishers.

Thank you.

Best,

Krishnagopal Grandhi,
CEO, Access Livelihoods



Introduction



Registered Name

Access Livelihoods Consulting India Ltd.



Legal Character

Public Limited Company



Date of Incorporation

September 19, 2005



Paid-up shared capital

Rs. 2,43,48,790



External Auditor

M/S Dhananjaya Reddy & Co.

India's marginalized communities struggle with formidable odds to eke out a fragile livelihood. Working for their cause since 2005 Access Livelihoods Group, a consolidation of social enterprises, that has partnered with more than 65,000 marginalized producers, including small and marginal farmers, weavers, tribal communities and small livestock-holders, has been making efforts that would create spaces for new and better livelihoods. AL Group offers a plethora of professional services to varied stakeholders including governmental and non-governmental agencies through its Partner Program Services. The Access Livelihoods Academy focuses on imparting managerial and leadership skills to marginalized youth and women from rural India. Run by a team of passionate individuals, AL Group strives to create and maintain sustainable livelihoods, develop skills, and establish empowering enterprises.

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



Vision

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

Mission

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

To create a world for everyone – producers, consumers, entrepreneurs, and enterprises.

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

Our Values

Non-Discriminatory Approach: Respecting and honouring all the legitimate and diverse approaches to attain the purpose of the organization.

Positive Bias: Towards the marginalized communities, people, livelihoods, locations, and organizations.

Learning Teams and Organization: Zealously acquiring knowledge and creatively applying it in all our engagements with and for the economically marginalized.

Excellence: In being cost and resource-conscious and managing timely delivery.

Transparency and Accountability: In both financial and operational transactions.

Green Practices: Advocating and practising sustainable processes with respect to natural resources.

Focus Communities



Small & Marginal Farmers



Small Artisans & Weavers



Small Livestock Holders & Fisherfolk



Forest Produce Gatherers



Wage Labour, including Migrant



Urban Marginalized



Micro & Small Entrepreneurs



Disaster Prone Communities



Internally Displaced



Other Vulnerable Communities

Board of Directors



GV Krishnagopal
Executive Director and
Chief Executive Officer



Sonal Shah
Independent Director



GV Sarat Kumar
Executive Director and
Chief Program Officer



Praveen Reddy
Independent Director

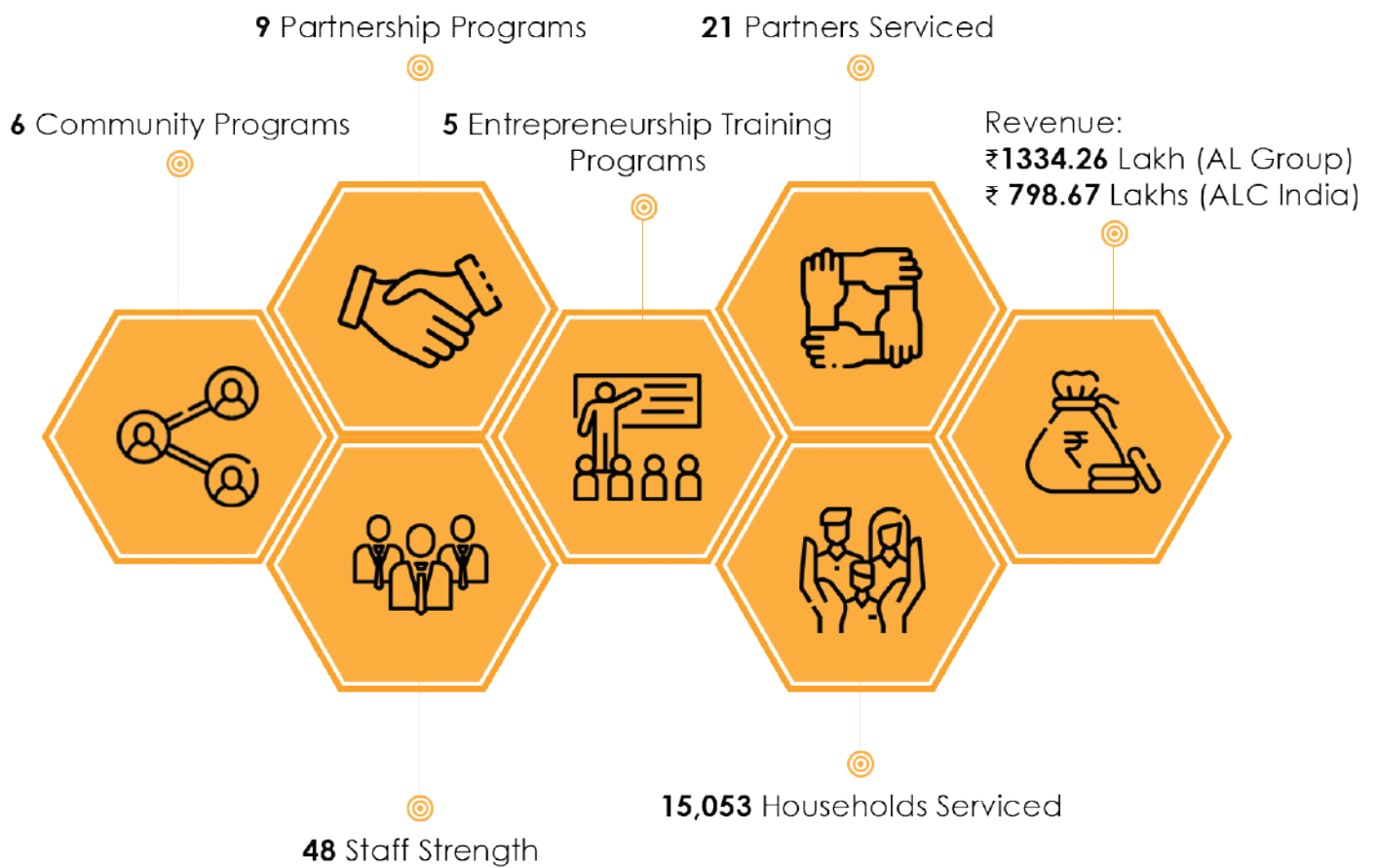


P Mohanaiah
Independent Director



Vishal Mehta
Independent Director

Key Performance Indicators



Community Program Services

To deliver an integrated package of services, focusing on individual communities such as farmers, weavers, livestock-holders, tribal communities, and other vulnerable 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.



Beehives Incubated by ALC India

Snapshot of CPS Performance

Total number of Beehives: **6**



Cumulative Share Capital:
₹ **194.2 Lakhs**



Total Number of
Producer Enterprises Incubated:
13



Total Number of
Members Reached: **14,212**



Finance Disbursed:
₹ **234.88 Lakhs**



Commodities Produced:
Paddy, Bengal Gram, Tamarind,
Mahua, Poultry, Cashew, Hill broom,
Turmeric, Groundnut, Milk, Ghee,
Curd, Buttermilk, Shrikhand,

Investments in Infrastructure:
₹ **31.29 Lakhs**



Cumulative Turnover:
₹ **1303.37 Lakhs**



Woman's Farmer Beehive - Kalahandi , Odisha

Services Provided:
**Agri input supply,
Financial services**

Commodities Produced:
Paddy Seed

Supported by:
**International Rice
Research Institute
(IRRI)**



**Paddy Seeds
(Production)**

247 farmers reached
2414 quintals produced



**Paddy Seeds
(Supply)**

799 farmers reached
1918 bags supplied



**Foundation
Seeds**

247 farmers reached
839 bags supplied



**Fertilizer
(Credit)**

733 farmers reached
5080 bags supplied



**Pulses Seeds
(Supply)**

70 farmers reached
13 quintals supplied



**Loan
Services**

806 farmers reached
Rs. 58.32 Lakhs disbursed



Rs. 56.05 Lakh
Annual Turnover



1751
Shareholders



Rs. 14.08 Lakh
Total Share Capital



Business Highlights

1. Adoption of paddy seed production with 189 women seed growers covering 192 acres in Kharif 2019, and 184 women seed growers covering 249 acres in Rabi 2019.
2. Progress was made in paddy seed production -- farmer registration was done with seed certification agency (Odisha State Seed and Organic Products Certification Agency- OSSOPCA)
3. Along with paddy, pulse production programs of variety IP-2-14 and chickpea (JG14) seed production were taken up in Rabi 2019.
4. Through its door-step inputs supply service, at least 799 farmers were provided with paddy seeds and 1066 farmers were provided with fertilizers during Kharif and Rabi seasons.



Capacity Building

1. The BoDs (Board of Directors) were trained in core areas such as producer company governance and management, financial management, business planning, while RGB leaders were trained in procurement management.
2. PC staff members were trained in producer company management, business planning, financial management, accounting, and production technology.
3. The training was imparted to 634 members on seed production and 62 members on member mobilization.
4. As part of learning visits, 151 members made a trip to MCRB and other FPOs in the region to learn about their businesses.
5. The PC also enabled 25 members to join the Women Entrepreneurship Program (WEP), a flagship program of Access Livelihoods Academy. All the participants were part of various entrepreneurship activities and workshops, including exposure trips outside the state.

Tribal Women Beehive – Gondia, Maharashtra

Services Provided:
**Agri input supply,
Marketing of
NTFPs and agri
output, Financial
services, Retail
grocery service,
Poultry business**

Commodities
Produced:
**Paddy, Bengal
Gram, Tamarind,
Mahua, Poultry**



**NTFP
Trading**

252 farmers reached
Rs. 5.69 Lakh revenue



**Seeds
Business**

--- farmers reached
Rs. 30.84 Lakh revenue



**Retail
Service**

2,223 orders received
Rs. 25.01 Lakh revenue



**Fertilizer
Business**

1,268 farmers reached
Rs. 64.35 Lakh revenue



**Poultry
Business**

109 farmers reached
Rs. 121.07 Lakh revenue



**Loan
Services**

1,131 farmers reached
Rs. 84.32 Lakhs disbursed

Supported by:
**Axis Bank
Foundation**



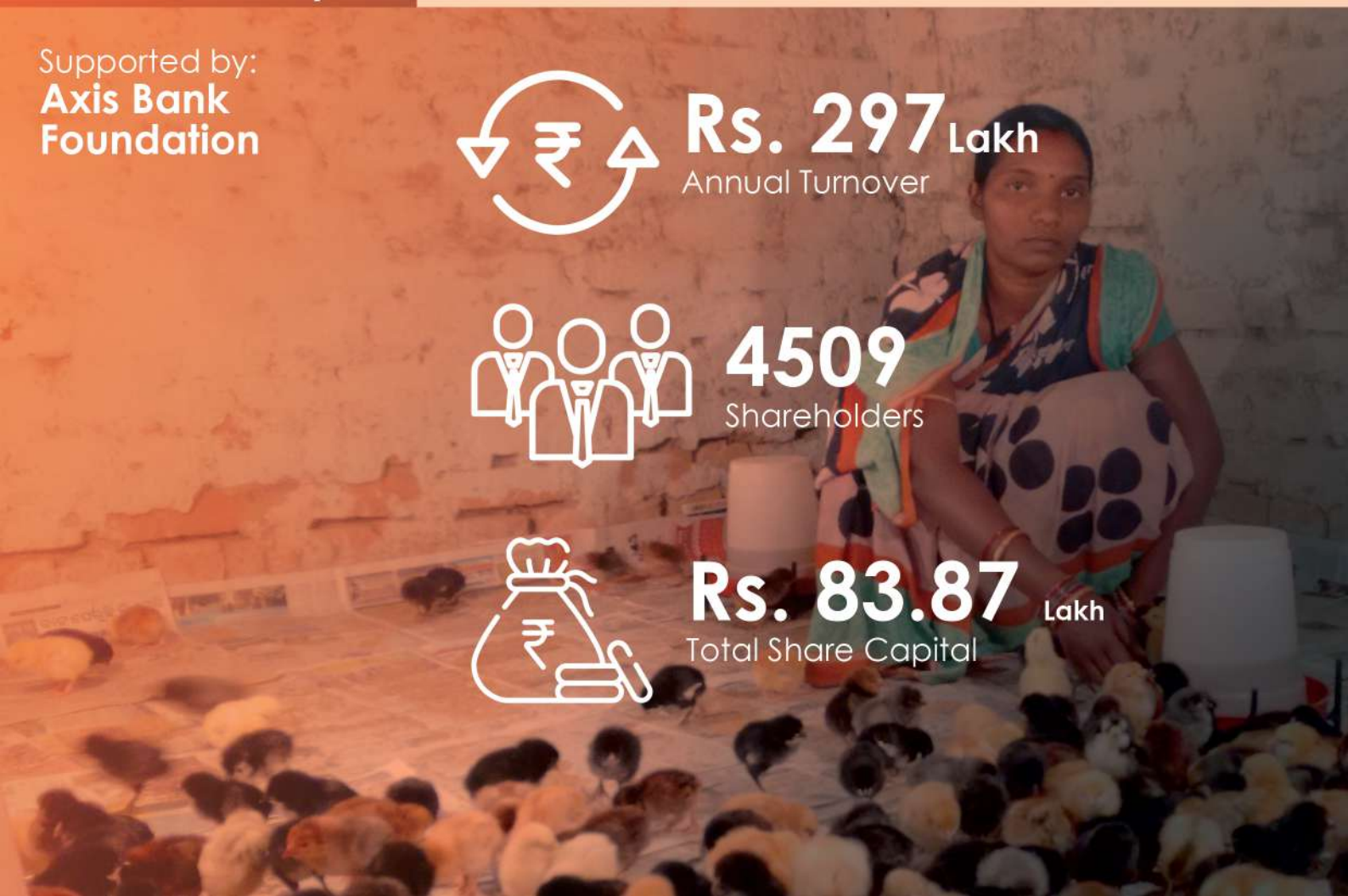
Rs. 297 Lakh
Annual Turnover



4509
Shareholders



Rs. 83.87 Lakh
Total Share Capital



Business Highlights

1. The poultry pilot was launched in 2018 and 109 poultry sheds were constructed in members' backyards. Generating an annual turnover of ₹121.07 lakh, the PC's poultry business has increased the individual income of its women members by ₹1200/- per month.
2. The agricultural inputs (mainly seed and fertilizer) business of the PCs recorded revenue of ₹64.35 lakh.
3. The retail service business saw a turnover of ₹25.01 lakh through 2,223 orders.
4. PCs provided forward linkages for Mahua, Tamarind, and Jamun as well as paddy and Bengal gram commodities, generating a turnover of ₹11.23 lakh.
5. PCs began their retail business to provide good quality, branded household items to their members at their doorstep and at prices lower than the market. A total of 250 members have signed up for the retail service.



Capacity Building

1. Twenty-four members from the Gondia PC participated in the six-month Women Entrepreneurship Program.
2. All 24 members are now working in PCs in different capacities – three women are working as trainees in the accounts department, two women are working as poultry supervisors, one as a retail supervisor, a few as BoDs (Board of Directors) and some as Gram Sakhis.
3. With aid from Friends of Women's World Banking (FWWB), the PCs carried out additional capacity building for its members -- 11,095 training days were clocked in collectively.
4. 250 members were trained in learning/exposure visits, 3300 members undertook FAG training and a total of 80 BoDs, FPC Staff and Gram Sakhis were trained.

Tribal Beehive – Srikakulam, Andhra Pradesh

Services Provided:
**Financial
Services, Input
supply (fertilizer),
Commodity
procurement**

Commodities
Produced:
**Cashews, Paddy,
Hill Broom,
Turmeric**



**Paddy
Business**

659 farmers reached
Rs. 56.08 Lakh revenue



**Cashew
Business**

186 farmers reached
Rs. 42.84 Lakh revenue



**Turmeric
Business**

7 farmers reached
Rs. 0.61 Lakh revenue



**Hillbroom
Business**

4 farmers reached
Rs. 0.04 Lakh revenue



**Rice
Bags**

18 farmers reached
Rs. 0.93 Lakh revenue



**Loan
Services**

604 farmers reached
Rs. 58.39 Lakhs disbursed

Supported by:
**Axis Bank
Foundation**



Rs. 223.37 Lakh
Annual Turnover



3322
Shareholders



Rs. 25.75 Lakh
Total Share Capital

Capacity Building

1. Training programs have been organized for Board of Directors, PC members, RGB leaders, FAG leaders and PC staff in both PCs covering 2675 members, with the help of FWWB.
2. The topics covered in the training programs are bookkeeping, 3A Sourcing, procurement pricing and selling, construction management, etc.



Women's Beehive – Rangareddy, Telangana

Services Provided:
**Custom hiring
services for farm
equipment tasks,
cattle fodder
delivery, grocery
delivery**

Commodities
Produced:
**Paddy,
Vegetables**

Supported by:
**Ramoji
Foundation**



**Custom Hiring
Centre**

Rs. 1.56 Lakh revenue



**Grocery
Business**

Rs. 0.40 Lakh revenue



**Cattle
Fodder**

Rs. 0.23 Lakh revenue



**Loan
Services**

Rs. 11 Lakhs disbursed

The women beehive of Naganpalle Mahila Producer Company Limited (NMPCL) in Naganpalle village of Ranga Reddy district, Telangana is a joint initiative of ALC India and Ramoji Foundation. It was launched in 2019 with an objective to promote a sustainable community model. With a current membership of 164 members, the beehive aims to increase the income of 247 households of Naganpalle village to Rs. 1 lakh per annum in a span of five years.



Rs. 2.62 Lakh
Annual Turnover



164
Shareholders



Rs. 25.75 Lakh
Total Share Capital

Business Highlights

The PC provides custom hiring services for various farm tasks such as ploughing, harvesting and spraying to its farmers at a rate 20 per cent lesser than the market price and also cattle feed service along with capacity building, credit, and grocery services to its members. All these multiple businesses were launched in the first year of its commencement.



Women Farmers' Beehive – Kodangal, Telangana

Services Provided:
Input Services, Financial Services, Marketing (Procurement), Productivity enhancement

Commodities Produced:
Paddy, Vegetables



Input Business

295 farmers reached
Rs. 38.05 Lakh revenue



Groundnut Business

39 farmers reached
Rs. 16.03 Lakh revenue



Rice Sales

Rs. 1.19 Lakh revenue



Loan Services

333 farmers reached
Rs. 22.94 Lakhs disbursed

Comprising three farmer producer companies in Kodangal region of Vikarabad district, Telangana this women farmers' beehive is now in its seventh year of operations.

Supported by:
Axis Bank Foundation



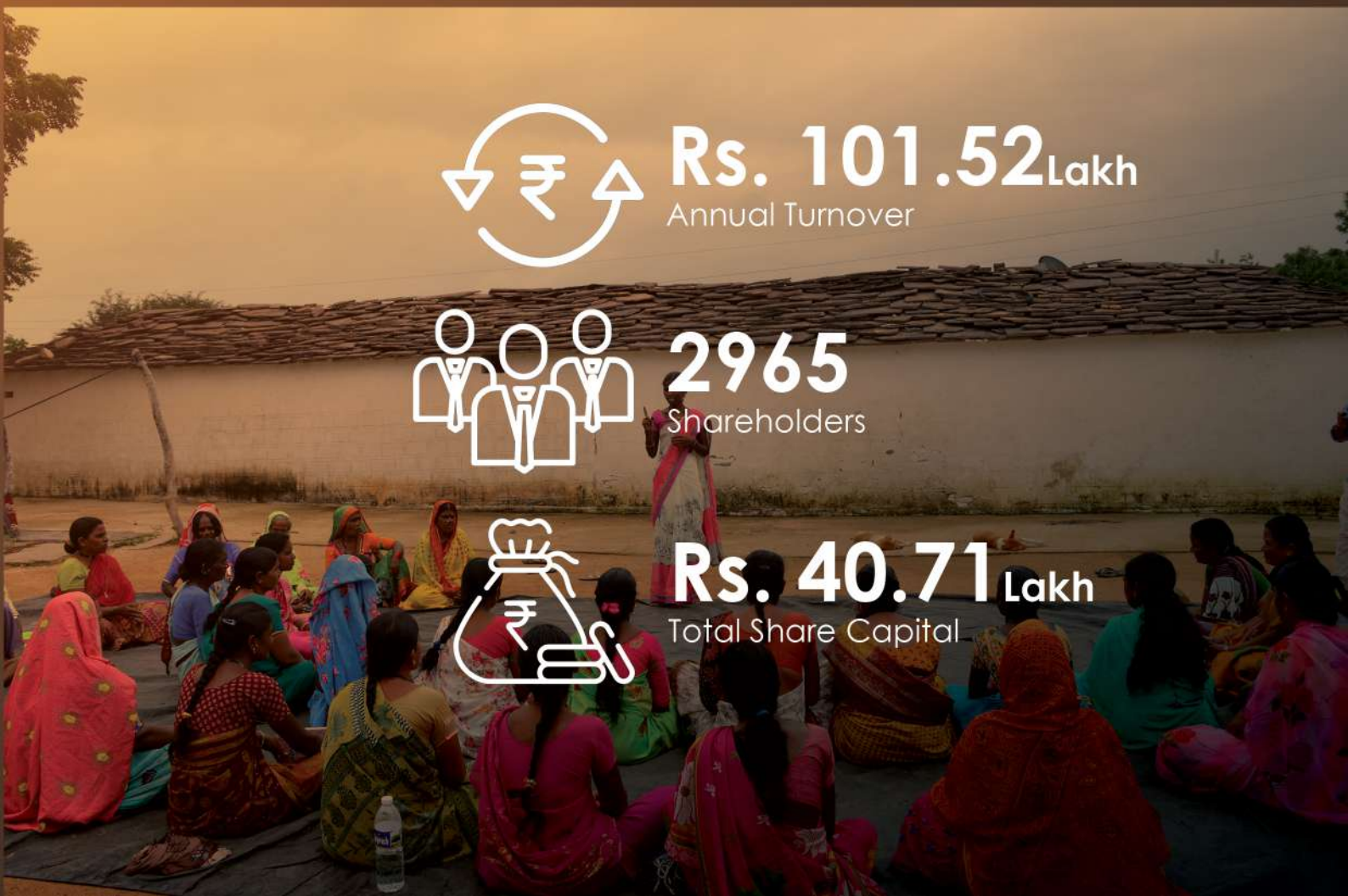
Rs. 101.52 Lakh
Annual Turnover



2965
Shareholders



Rs. 40.71 Lakh
Total Share Capital



Business Highlights

1. The PCs increased their membership by 144 through mobilisation efforts.
2. As a new intervention, the PCs planned to produce NPM groundnut and imparted training to 140 farmers. Over 346.5 acres of land would be covered under this.
3. Around 321 quintals of groundnut worth Rs. 16 lakh were procured from the farmers. This enabled the members to save around Rs. 64,000.
4. NPM training on T Sona (Paddy) was imparted to 43 members.
5. A groundnut oil processing plant was established in an old warehouse which had been renovated and installed with machinery worth Rs. 16.75 lakh.
6. Studies were conducted to figure out potential expansion in dairy and cotton ginning in Kodangal.



Capacity Building

1. 2769 WFAG members received training in financial services: loaning, saving and products.
2. Training was given to 551 RGB members on mobilization, increasing member allegiance, groups and effective member relations, next-generation leadership and management vision.
3. A learning visit for 45 members was facilitated where they had picked up lessons on how to set up processing units.
4. Twenty-seven members received business management skill training through the Women Entrepreneurship Program. They completed their course with a grand convocation ceremony at Indian School of Business (ISB), Hyderabad.

Post-training six women have been absorbed by the PC for different roles – two women are working as members of BODs in Anagdiraichur FSPC, while three women are working in the district cooperative society as procurement managers and supervisors.

Women Livestock Farmers' Beehive – Pune, Maharashtra



**Milk &
by-products**

Rs. 553.90 Lakh revenue



**Fodder
Sales**

Rs. 68.90 Lakh revenue

ALC India incubated the women livestock farmers' beehive in 2015 in partnership with Tata Power, Pune, Maharashtra. The beehive aims to improve the livelihood of 3,000 small livestock holding farmers in Maval region through dairy interventions.

Services Provided:

Input procurement, marketing, financial services, productivity enhancement, Trainings, Thrift and Credit, Processing

Commodities Produced:

Milk, Ghee, Curd, Buttermilk, Shrikhand, Paneer

Supported by:

Tata Power



Rs. 622.80Lakh
Annual Turnover



1501
Shareholders



Rs. 16.43Lakh
Total Share Capital

Business Highlights

1. Milk worth ₹511.40 lakh was procured from the dairy farmers in the FY 2019-20. The gross profit recorded was ₹6.68 lakh.
2. Six thousand litres of milk were procured from farmers daily.
3. Milk delivery app 'Crevo' was launched for marketing and branding of dairy products --- ghee, curd, buttermilk and shrikhand.
4. A manual call centre for the dairy has been established. It is operational for 8-10 hours a day.
5. Multiple marketing events have been conducted to promote dairy products.
6. The PC has been successful in achieving its target of mobilizing ₹20 lakh funds from members.



Capacity Building

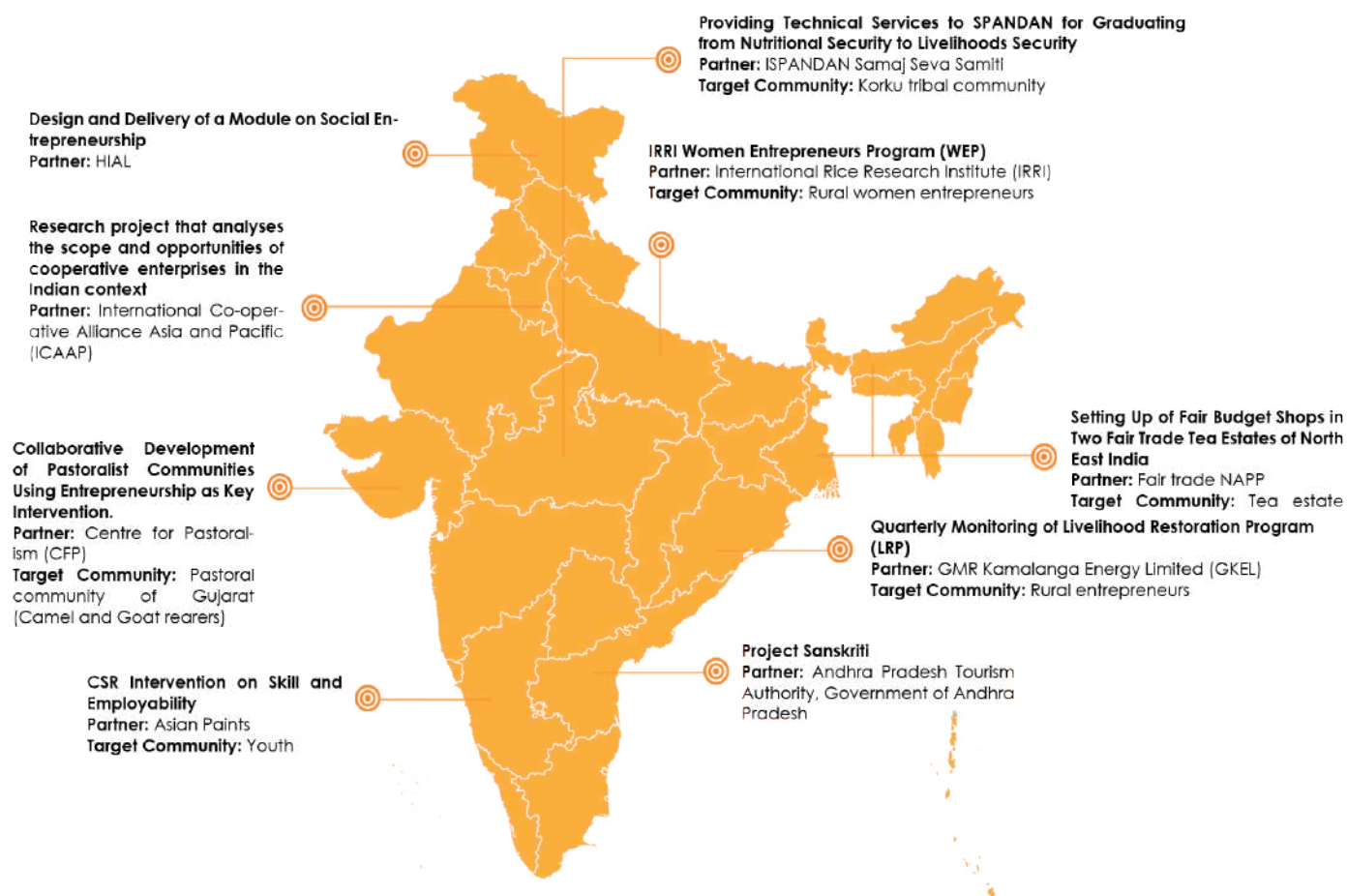
1. A total of 14 members were part of the Women Entrepreneurship Program. They received training on dairy farm infrastructure, cattle shed management, feed, fodder and water management practices, animal breeding and artificial insemination and calf management, along with core entrepreneurial training.
2. Exposure visits for them were facilitated to Abhinav Dairy Farm in Narhe, Suyog Dairy in Nirgudsar and Suyog Dairy in Sarathi for learning different aspects of dairy management and milk production.

Partner Program Services

To Scale up Better Livelihoods

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

Through its technical assistance, ALC India channels its experience and learning in the design and implementation of livelihood interventions with its partners. Likewise, services to government departments, international organizations, private and non-profit sectors have enriched ALC India's capacity in program design and delivery for its incubated enterprises.



Project: Collaborative Development of Pastoralist communities using Entrepreneurship as key intervention

Partnering with the Centre for Pastoralism (CFP), ALC India made inroads into the pastoral ecosystem intending to enhance the livelihoods of the pastoral communities. The medium to achieve this objective is through the development of a pastoral dairy value chain. In the course of the project, 27 members from the pastoral community began their journey as entrepreneurs. They developed key skills such as innovative product design, business strategy and planning, budgeting, and marketing. This project contributes towards the preservation of ancient livelihoods of camel and goat rearing by finding new avenues to convert their pastoral dairy produce into profitable products.



1. New products were developed from camel and goat milk in partnership with Sheth MC College (SMC) in Anand, Gujarat, which included camel and goat milk kulfi, flavoured milk, and feta goat cheese.
2. A market research tool was designed along with promotional marketing of products in Anand. A consumer market testing was also conducted.
3. Community entrepreneurs were mobilized and upon completion of the selection process they received training on vision building and goal setting.
4. As part of their travel workshop, the community entrepreneurs attended a product making session/ master class conducted by the head of SMC College.
5. They also visited AMUL dairy, a cattle feed plant, and a dairy demonstration plant in Anand as part of their exposure exercise.
6. Workshops in business planning and mock presentation were also facilitated.
7. ALC India also submitted a 'Desk Based Feasibility Report' on the pastoral mark to CFP.
8. The community entrepreneurs interacted with agri start-up founders and are developing direct market linkages for their products through collaboration with eight such enterprises.

Project: IRRI WEP

Sponsored by International Rice Research Institute (IRRI), the Women Entrepreneurs Program (WEP) was rolled out in Amethi of Rae Bareilly district, Uttar Pradesh. The objective of the project is to provide intensive coaching to rural women enabling them to provide necessary leadership and managerial skills (combining entrepreneurial and intrapreneurial skills & competencies). The vision is that rural community enterprises grow in scale and impact.

Built on the belief that being a successful social entrepreneur is as much about the heart and soul as the mind and body, the curriculum is built around four key components.

Self-Transformation	Enterprise Mindset	Enterprise Skills	Enterprise Excellence
Transformational Leadership	Enterprise Lifecycle Management	Governance, Audit & Legal Compliance	Sustaining Natural Resources & Emerging Organic Solutions
Personal & Organizational Vision	Stakeholder Management & Resources Mobilization	Governance, Audit & Legal Compliance	Total Quality Management
Values & Ethics	Principles & Practices of Collectives	Production & Supply Chain Management	Nurturing People & Harnessing Collective Energy
Achieving Personal Excellence	Strategic Management of PC	Rural Marketing	Value Chain Management



During a practicum at a Khoa Production Unit



During a visit to ThreadKraft Production Unit

Project: IRRI WEP Highlights

1. Commencing on 30th September 2019, a total of 30 candidates were part of the batch.
2. A visual-based teaching approach was adopted for most of the topics; visuals were either videos or movies related to marketing and ethics at the organization.
3. Regular feedback was taken to enhance learning and a mid-term assessment was conducted to gauge the learning of the candidates.
4. In the mid-term assessment, it was found that more than 85 per cent of candidates have developed a fair understanding from the topics that have been taught to them.
5. It has been observed that candidates have learned to set the price of a product and the process of 4D for setting up a business.
6. As a part of their practicum course, trainees were taken to a rice mill and Khoa making unit to understand value chain management, and a garment shop to understand rural marketing.
7. As a part of their exposure visits, they visited ThreadKraft India, a small-scale industry that works in Chikankari textile production, Amul (Banar) Dairy in Lucknow, and Verma Agri, a farming enterprise.
8. These women trainees are exploring enterprise ideas for establishing enterprises for non-woven bags, group seed business, vermi compost production, mini dairies, cosmetic stores, kirana stores and beauty parlour.



Quarterly Monitoring Of Livelihoods Restoration Program

GMR Kamalanga Energy Limited (GKEL) engaged the services of Environmental Resource Management (ERM), India Pvt. Ltd. to develop a Livelihood Restoration Plan (LRP) for project-affected families located in Dhenkanal, Odisha. LRP includes counselling of suggested project affected families, identifying the appropriate livelihood options for the families, and accordingly, providing capacity building, and financial support. The implementation period of LRP is three years starting from 2016-17.

ALC India joined the project as a monitoring team. Every quarter, they assess the implementation and check for the need for any new intervention.



Capacity Building

1. After the extension of the project, a total of two quarters were completed in this financial year i.e., 7th and 8th quarters.
2. Around 312 samples were surveyed in the 7th quarter and 319 in the 8th quarter.
3. ALC India listed the scope for several new interventions, including awareness creation on the importance of crop diversification, positive aspects of lemongrass, linkages with the third party for the timely and easy vaccination, insurance of the livestock, etc.

Access Livelihoods Development Finance

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

Loans disbursed in Rs. Lakh

Sl. No.	Cluster Name	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
1	Kodangal	16.06	45.69	11.50	289.50	234.25	198.28
2	Artisans Cluster	100.16	20.10	40.26	10.00	131..50	83.00
3	Gondia Cluster	-	11.92	-	53.00	193.28	206.00
4	Srikakulam Cluster	-	32.50	5.25	420.00	410.77	208.00w
5	LEP-Maharashtra	-	-	64.08	91.88	623.54	150.00
6	IB Srushti WSLPC Ltd.	-	-	-	-	5.00	-
7	Adarsh Dharmagarh WSLPC Ltd	-	-	-	-	-	270.56
8	Naganpalle Mahila PC	-	-	-	-	-	4.00
9	Others	15.00	-	4.00	-	-	-
10	TII Loans	-	-	-	-	11.27	6.73
	Total Finance Disbursed	131.22	110.21	125.09	964.38	1,610.31	1,126.57

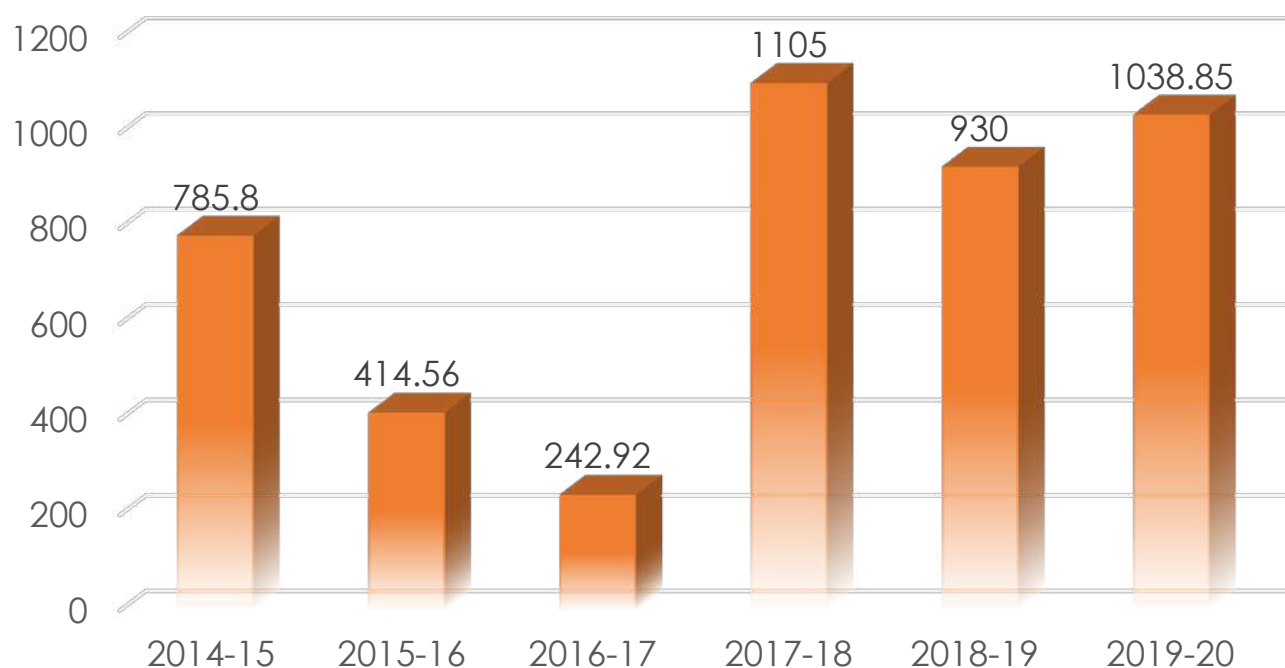
Funds mobilised in Rs. Lakh

Sl. No.	Cluster Name	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	Total
1	FWWB Loan-1	200.00	-	-	-	-	200.00	400.00
2	FWWB Loan-2	50.00	-	-	-	-	-	50.00
3	Shahapur FPC	150.00	-	-	-	-	-	150.00
4	Younis Business Fund	15.00	-	-	-	-	-	15.00
5	NSDC	331.55	-	-	318.00	-	-	649.55
6	Tata Power	-	46.00	46.00	-	-	-	92.00
7	Ananya Finance	-	45.00	-	-	-	-	45.00
8	Sundry Creditors	5.25	21.90	1.62	17.00	30.00	38.85	114.61
9	Kodangal FSPC	-	5.00	-	-	-	-	5.00
10	Rang De Organization - Bangalore	-	57.69	70.25	80.00	-	-	207.94
11	Black Swan Venture Capital Pvt. Ltd.	-	25.00	-	-	-	-	25.00
12	India Info Line Finance Limited (IIFL)	-	198.82	-	-	-	-	198.82
13	Younis Social Business Fund Mumbai Pvt. Ltd	-	-	25.00	-	-	-	25.00
14	Younis Social Business Fund Mumbai Pvt. Ltd	-	-	40.05	-	-	-	40.05

15	Radiant Corporation Pvt. Ltd.	-	-	60.00	-	100.00	200.00	360.00
16	Access Livelihoods Foundation	-	-	-	140.00	-	-	140.00
17	Astha Laboratories Pvt. Ltd.	-	-	-	50.00	-	-	50.00
18	Nabkisan 1+2	-	-	-	500.00	800.00	600.00	1900.00
19	NABFIN	34.00	-	-	-	-	-	34.00
20	RBL Bank Ltd.	-	15.15	-	-	-	-	15.15
	Total	785.80	414.56	242.92	1105.00	930.00	1038.85	4517.12

In the FY 2019-20, we have disbursed a total of Rs. 11,260 crore to producer enterprises and aspiring social entrepreneurs as credit. We have also mobilised a total of Rs. 1,038.85 lakh as funds from FWWB, Radiant Corporation Pvt Ltd, NABKISAN and Sundry Creditors.

TOTAL FUNDS MOBILIZED (YEARWISE)



Access Livelihoods Academy

The Access Livelihoods Academy, a constituent of ALC India, was established in 2017 with a focus on making managerial and leadership training accessible to under-served communities such as marginalized youth and women from rural India. The Academy also works towards developing a cadre of management professionals who will establish or work with community-based and social enterprises. This is enabled by:

- Inculcating high-quality professional skills through a curriculum-based 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

Based on these key principles, the academy has designed and implements the following programs under the umbrella of Transforming India Initiative (TII)

Women Entrepreneurship Program (WEP)

In February 2019, ALC India launched the first phase of Women Entrepreneurship Program (WEP) with the aim to impart entrepreneurial, leadership and managerial skills to women of rural India. WEP was conceived with the objective of training 100 rural women and make them leaders despite their lack of formal management education. This six-month program is based on experiential learning where 75 per cent of the course work is practicum-based and only 25 per cent is classroom-based. There are 16 courses under four key pillars; Enterprise Mindset, Enterprise Skills, Enterprise Excellence and Self Transformation.

The second phase was launched in October 2019, expanding the number of implementation states from two to four- Maharashtra, Telangana, Odisha, and Uttar Pradesh, with a total of 110 participants.

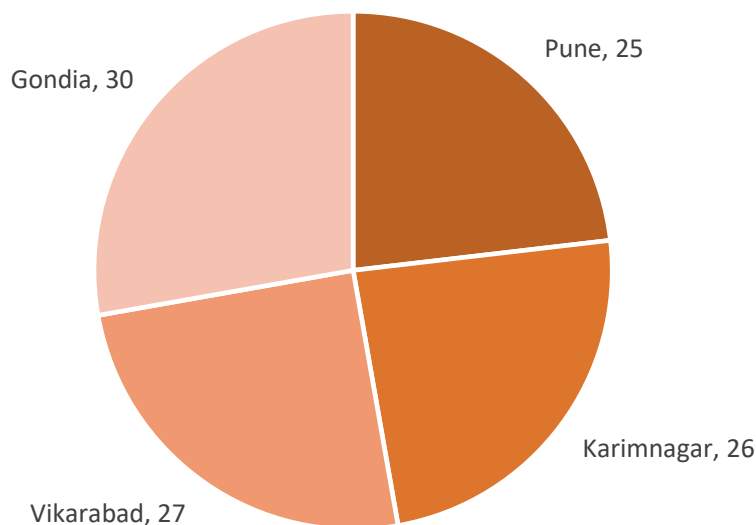
The first phase was funded by United Nations Development Program(UNDP) while in the second phase International Rice Research Institute (IRRI) came onboard as a funding partner.

Two days of screening and selection process was conducted in all four locations, which includes four steps:

- a) Written test
- b) Group discussion
- c) Business challenge
- d) Personal interview

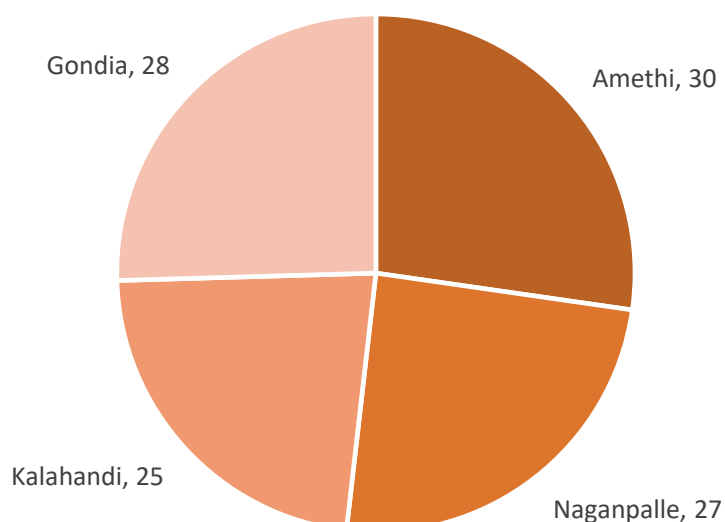
Break-up of participants in 1st Phase

Total no. of participants: 108



Break-up of participants in 2nd Phase

Total no. of participants: 110



As a part of the practicum-visit exercise, visits were facilitated to banana, poultry, horticulture and organic farms, and micro enterprises such as grocery and xerox shops. They also made learning visits to Ikea, and ThreadKraft.



Participants have displayed defined interest in setting up businesses in tailoring, agarbatti manufacturing, restaurants/dhabas, organic products, and jute bags manufacturing. Participants have also communicated interest in leadership positions in producer companies. Based on the data and evaluation of WEP-1, there is an increase of at least 30 per cent for those who either have started business or are holding leadership positions in producer companies.



Social Entrepreneurship Program (SEP)

A flagship initiative of the Academy the Social Entrepreneurship Program (SEP) was launched in October 2017 with the objective of building entrepreneurial capabilities in youth interested in creating social change. The two-year program, supported by NITI Aayog and Institute of Rural Management, Anand (IRMA), channels the enthusiasm and creative energies of the youth towards reviving struggling collectives and social enterprises, establishing a unique co-learning process. So far, three cohorts have been launched under SEP.

Four fellows from the first cohort successfully graduated, with two fellows actively seeking intrapreneurship roles.



Manish from Cohort 1 and Hitesh and Jaspal from Cohort 2 are actively pursuing their own ideas for social enterprises. Four fellows participated in national-level competitions on social entrepreneurship ideating and were placed as finalists.

- a) Hitesh and Jaspal from Cohort 2, were finalists at IIT Bombay's Abhyuday
- b) Himanshu and Sri Harsha were finalists at TISS's iPrenuer 19.

Two rounds of selection process have been completed for the fourth cohort and the third round is in progress.

Agri Entrepreneurship Program (AEP)

Agri Entrepreneurship Program is part of the Agri Clinics & Agri Business Centres (ACABC) Scheme in association with MANAGE (National Institute of Agricultural Extension Management). The 45-day program aims to train agri graduates in identifying local issues of farmers and provide extension services or become agripreneurs. Since its launch, eight batches, totaling 219 participants, have been successfully trained with ninth batch of 25 participants trained in this year.

Four trainees have initiated their start up activities. The enterprises planned to be established are a tissue culture lab, a dairy farm, a poultry unit, and a briquettes unit. These enterprises are in different stages of initiation ranging from market research to initial piloting.

Success Stories

JITENDRA C: DAIRY FARM AND DESI POULTRY ENTERPRISE



A graduate of ALC India's AEP batch eight, Jitendra C from Jagitial, Telangana, self-funded his dual livestock enterprise which comprises a dairy milk production unit (10 animals and a milk packaging unit) and a backyard poultry venture with 200 chicks. With a daily revenue of Rs. 2800-3000 and an annual turnover of Rs. 8.5 lakh, he has been expanding his operations by procuring milk from nearby farms too. AEP has helped Jitendra in composing a detailed project report that was submitted to the State Bank of India in anticipation of a bank loan for his expansion plans.

KEDAR SINGH: AGRICULTURE AND MARKETING (POULTRY-IN PROGRESS)



Kedar Singh, another trainee from batch eight of AEP, is a farmer by profession, growing maize, tomato and paddy crops in his village Kadthal in Telangana's Ranga Reddy district. Soon after graduating in BSc Agriculture, he joined AEP to develop his entrepreneurial skills as he was interested in setting up his own poultry farm. AEP's on-the-job training helped him gain hands-on exposure in poultry farming. At the end of the course, he was able to develop a detailed project report for his poultry enterprise and was awaiting the processing of his loan required for shed construction and 1000-chick batch procurement. With his own investment of Rs. 3 lakh, Kedar has finished fencing, water pipeline work and land leveling for his enterprise. His annual turnover from his current agricultural activities is Rs. 2 lakh.

Recognition of Prior Learning Program

The Recognition of Prior Learning program is a three-day training program conducted in partnership with Andhra Pradesh Skill Development Corporation (APSDC). The main objective of this initiative is to provide skill enhancement training, assess their skill set after the training and ultimately provide certification for the participants along with the reward money. The certificate and the reward money of ₹.500 are sponsored by the Andhra Pradesh State Skill Development Corporation (APSSDC) for each candidate. In the financial year 2018-19, 2,496 members comprising dairy farmers, seed growers, pulses cultivators, and handloom weavers were trained under the program.

ALC India has been providing different 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.

Sl. No.	Job Role	Number of Candidates Trained
1	Quality Seed Grower	200
2	Dairy Farmer / Entrepreneur	1000
3	Pulses Cultivator	500
4	Two Shaft Handloom Weaver	800
	Total	2,500

Even though trainings were completed in the previous financial year, the team was able to assess 2,454 members and 96.21 per cent of the batch was successfully certified.

No. of Batches	Enrolled	Assessed	Certified	Enrolled to Assessed	Enrolled to Certified	Assessed to Certified
53	2496	2454	2361	98.32%	94.59%	96.21%

Agri Intrapreneurship Program

Designed to identify rural youth looking for employment and impart training in Agri-Retail Management, Agri Intrapreneurs Program (AIP) aims to assist the trainees in placements. AIP is a 45-day training initiative with the CSR funding support of Coromandel. A total of eight batches in 2018-19 and five batches in 2019-2020 were trained.

ALC India has been providing different 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.

	Batch 4	Batch 5	Batch 6	Batch 7	Batch 8	Batch 9
Outreach	3000+	3000+	5000+	5000+	3000+	19,000+
No. of Registrations	136	146	175	161	255	873
No. of Applications	88	68	116	90	161	523
No. of Candidates selected and joined	40	32	45	45	43	205

Key Highlights

Sl. No.	Particulars	Achievements
1	Number of candidates mobilised	1500+
2	Number of candidates who attended screening process	582
3	Number of candidates trained in this FY	229
4	Number of candidates successfully placed	121
5	Number of candidates placed in Coromandel	52

Out of these, 52 got placements in Coromandel, receiving an average salary package of Rs. 20,000 per month. The rest got placements in Visas Bio-sciences, 24 Manthra, Khadyam and Kheyti with salaries ranging Rs. 17000-20000 per month.

Business Development

The year 2019-20 witnessed a major hit in business development as compared to the previous year's performance. ALC India could earn a business worth Rs. 200.58 lakh.



Value of Proposals Submitted
INR 88,70,87,649

CHITRIKA

Sanctioned Value
INR 37,00,000

Value of Proposals Submitted
INR 97,52,45,748

PARTNER PROGRAM SERVICES

Sanctioned Value
INR 78,29,700



Value of Proposals Submitted
INR 1,00,77,40,498

ACCESS LIVELIHOODS ACADEMY

Sanctioned Value
INR 85,29,210

Value of Proposals Submitted
INR 92,79,38,635

COMMUNITY PARTNER SERVICES

Sanctioned Value
NA



Sanctioned Projects

Sl. No.	Division	Domain	Project	Partner	Partner Type	Sanctioned Value (Amount in INR)
1	Chitrika	Chitrika	NABARD Telangana: Grant proposal to develop an artisan enterprise in Narayanpet under OFFD	NABARD	2- Govt	2,00,000
2	Chitrika	Chitrika	Ford foundation: Grant proposal for Ford Foundation Phase 2	Ford Foundation	3- Foundation/ Trust	35,00,000
3	PPS	PPS	CFP enterprise and ecosystem development for pastoral communities	Centre for Pastoralism	1- NGO	12,52,000
4	PPS	PPS	To develop Ladakh into a benchmark for sustainable economic living for the mountain world, where all children receive a meaningful education that prepares them for a life of dignity in harmony with nature	Himalayan Institute of Alternatives, Ladakh (HIAL)	1- NGO	2,50,000
5	PPS	PPS	IRRI: Women leadership for 30 leaders in Uttar Pradesh in IRRI project	IRRI	7- NGO	34,98,582
6	ALA	ALA	Agri Retail Management	Coromandel International	4- CSR Agency	74,50,000
7	PPS	PPS	Monitoring and evaluation of LRP - extension contract	GKEL	4- CSR Agency	28,98,918
8	ALA	SEP	Program fee for 2 candidates	SEP Fellows	8- Program Revenue	4,97,960
9	ALA	AEP	Program fee for 25 candidates	AEP Students	8- Program Revenue	5,81,250

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.

Key Highlights

ALC India recruited 32 consultants this year including recruitment through campus placements.

Sl. No.	Name	Designation	Program	Annual CTC (in INR)
1	Mr. GV Krishnagopal	CEO	General	1,902,320
2	Mr. GV Sarat Kumar	CPO	CPS	1,789,900
3	Dr. K Surekha	APD	IOS	1,625,650
4	Mr. Tikeswar Patel	PM	IOS	835,790
5	Mr. Md Vaseem Yosuf	SPE	CPS	391,680
6	Ms. Taru Golla	PD	General	1,217,580
7	Mr. A Sitaramaiah	SPD	LPI	1,094,940
8	Mr. Biswo Ranjan Parida	SPE	CPS	518,240
9	Mr. Sambasiwa Rao	SPE	CPS	518,240
10	Mr. Ganesh Kumar Singh	APD	CPS	1,202,615
11	Ms. Sruthi Kunnel	PD	ALA	1,651,200
12	Mr. Ashwini Kumar	SPM	PPS	1,004,420
13	Mr. Srinivas Reddy	SPE	LPI	630,295
14	Mr. Kishore Vodapally	SPM	ALA	936,895
15	Mr. Girish Chandra Pradhan	APD	CPS	1,228,530
16	Mr. Kopela Vikram Reddy	SPE	IOS	593,065
17	Mr. Santhosh Krishna Alladi	SPM	IOS	1,041,650
18	Mr. Kyama Mohan Kumar	SPM	CPS	847,105
19	Mr. Harish Chandra Mohanta	PM	CPS	555,470
20	Mr. Satishkumar CAV	SPM	CPS	1,161,370
21	Ms. Shivali Sarna	PM	IOS	742,350
22	Mr. Vishnu V	SPE	ALA	630,295
23	Mr. Chakali Venkatesham	PE	IOS	376,255
24	Mr. Y Venkata Seetharamaiah	SPE	CPS	421,515

25	Ms. Srujana Janagama	SPE	IOS	441,955
26	Mr. Shakthi prasad Pattanaik	SPE	CPS	641,610
27	Mr. Shaik Hussain	SPE	IOS	201,600
28	Mr. Prakash M	SPE	ALA	432,000
29	Mr. Bharat Parmar	SPM	CPS	1,135,455
30	Ms. Neha Niharika	PM	ALA	802,575
31	Mr. Dinesh MP	SPE	ALA	469,440
32	Ms. Monalisa	PM	PPS	742,350
33	Mr. Sailaja Kutala	PM	IOS	
34	Mr. Dhanraj B	SPM	ALA	1,257,000
35	Ms. Mella VVL Kanka Ratna Bhavya	PM	CPS	727,750
36	Mr. Nikhil Patil	PM	CPS	727,750
37	Ms. Sneha Skaria	PM	CPS	727,750
38	Mr. E Bala Subramanyam	SPM	CPS	873,750
39	Ms. Purva Bangur	SPE	ALA	727,750
40	Ms. Sonali Singh	SPE	ALA	673,000
41	Mr. Mogili Vijender	SPM	CPS	
42	Mr. Gajla Praveen Kumar	PM	CPS	727,750
43	Mr. Chandan Kumar Potnuru	PM	IOS	
44	Mr. V Vijaya Bhaskar Reddy	SPE	CPS	782,500
45	Ms. Lalitha	PE	IOS	2,97,415
46	Mr. Rashmi Ranjan Bagh	AL Associate	CPS	
47	Ms. Aishwarya Yerra	AL Associate	PPS	
48	Mr. Shakti Singh Shekhawat	AL Associate	PPS	

Reflection Workshop

ALC India organized its annual reflection workshop in May 2019 at the Henry Martyn Institute, Hyderabad. The two-day-long event was all about reflecting on the work done in the previous year and discussing the new opportunities. The event began with a morning prayer, followed by a yoga session and a talk with a professor from the Vivekananda Institute of Human Excellence.



Foundation Day

ALC India celebrated its 14th foundation day in September 2019. The day began with a morning prayer and some fun (physical exercises) followed by an open session with the senior management. The session gave insights about the organization and the vision that it has for the communities, employees, and entrepreneurs being incubated by ALC India.





The evening was a fun-filled event with all the family members of the employees where we all played some interesting games for employee-family bonding. ALC India has always tried to include the families of employees in informal get together as we believe that none of us could carry out our work without the support of our families.

Christmas Celebrations

On the day of Christmas, ALC India organized the Secret Santa activity participated by all the employees with great enthusiasm. Along with the beautiful gifts that each secret Santa brought for their buddy, it was the spirit of goodness that converted the day into a joyful celebration.



Felicitation ceremony at Maval Dairy Plant



Financial Performance of Last 3 Years (in Rs.)

2017-18



Assets:	19,52,49,030
Turnover:	5,41,73,943
Profit/(-Loss):	-23,40,160
Net Worth:	1,63,77,888
Debt:	15,98,05,221

2018-19



Assets:	28,26,98,837
Turnover:	6,68,80,345
Profit/(-Loss):	20,24,173
Net Worth:	3,75,27,185
Debt:	22,81,53,800

2019-20



Assets:	29,23,97,561
Turnover:	7,98,66,815
Profit/(-Loss):	10,05,116
Net Worth:	3,92,27,185
Debt:	23,06,40,309

ACCESS LIVELIHOODS CONSULTING INDIA LIMITED

BALANCE SHEET AS AT MARCH 31, 2020

	Note No.	31.03.2020 ₹	31.03.2019 ₹
I EQUITY AND LIABILITIES			
1. SHAREHOLDERS' FUNDS			
a. Share Capital	1	2,43,48,790	2,42,29,160
b. Reserves and Surplus	2	2,08,23,865	1,97,63,566
		4,51,72,655	4,39,92,726
2. NON-CURRENT LIABILITIES			
a. Long Term Borrowings	3	13,78,93,167	12,42,47,384
b. Deferred Tax Liabilities (Net)	4	-	7,74,169
c. Other Long Term Liabilities	5	1,41,847	1,41,847
		13,80,35,014	12,51,63,401
3. CURRENT LIABILITIES			
a. Trade Payables	6	1,48,62,196	1,07,07,261
b. Other Current Liabilities	7	8,81,16,011	10,28,35,449
c. Short Term Provisions	8	3,02,602	-
		10,32,80,809	11,35,42,710
TOTAL		28,64,88,479	28,26,98,837
II. ASSETS			
1. NON-CURRENT ASSETS			
a. Property, Plant and Equipment	9	5,17,74,423	5,29,86,843
b. Intangible Assets	10	46,517	1,14,808
d. Non-Current Investments	11	8,99,000	3,00,000
e. Deferred Taxes Assets (Net)	12	10,97,349	8,65,278
f. Long Term Loans and Advances	13	12,14,16,024	7,58,02,195
		17,52,33,313	13,00,69,124
2. CURRENT ASSETS			
a. Unbilled Revenue		-	9,87,769
b. Trade Receivables	14	3,27,75,423	3,22,91,842
c. Cash and Bank Balances	15	2,11,16,194	2,70,96,348
d. Short Term Loans and Advances	16	3,88,54,748	7,77,61,892
e. Other Current Assets	17	1,85,08,801	1,44,91,863
		11,12,55,166	15,26,29,714
TOTAL		28,64,88,479	28,26,98,837

Refer to accompanying Notes to Financial Statements

Per our report of even date

For DHANUNJAYA REDDY & Co
Chartered Accountants
FRN. 014840S

K V DHANUNJAYA REDDY
Proprietor
M No.231799

Hyderabad
December 09, 2020



For and on behalf of the Board of Directors

G V KRISHNAGOPAL
Director
DIN.00621727

G. SARAT KUMAR
Director
DIN.03465687



ACCESS LIVELIHOODS CONSULTING INDIA LIMITED

CONSOLIDATED STATEMENT OF PROFIT AND LOSS FOR THE YEAR ENDED MARCH 31, 2020

	Note No.	31.03.2020 ₹
1. REVENUE		
a. Revenue from Operations	17	5,96,14,185
b. Other Income	18	2,26,90,431
Total Revenue		8,23,04,617
2. EXPENSES		
a. Changes in Unbilled Revenue (Increase) / Decrease	19	9,87,769
b. Consultants Benefit Expenses & Project Expenses	21	5,54,37,262
c. Finance Costs	22	1,75,56,695
d. Depreciation and Amortisation Expense		33,91,997
e. Other Expenses	23	39,93,736
Total Expenses		8,13,67,459
4. PROFIT BEFORE TAX		9,37,158
Tax Expense		
a. Current Tax		2,39,725
Less: MAT Credit Entitlement		(2,32,071)
Net Tax		7,654
c. Deferred Tax		(7,74,169)
		(7,66,515)
5. PROFIT FOR THE YEAR		17,03,673
Share of Profit/Loss transferred to Minority Interest		-85,969
6. NET PROFIT / (LOSS) FOR THE YEAR CARRIED FORWARD		17,89,642
6. EARNINGS PER SHARE		
Par Value ₹ 10/- per share		
a. Basic		1.85
b. Diluted		1.00

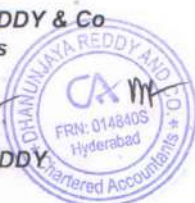
Refer accompanying Notes to Financial Statements

Per our report of even date

For DHANUNJAYA REDDY & Co
Chartered Accountants
FRN. 014840S

K V DHANUNJAYA REDDY
Proprietor
M No.231799

Hyderabad
December 09, 2020



For and on behalf of the Board of Directors

G V KRISHNAGOPAL
Director
DIN.00621727

G. SARAT KUMAR
Director
DIN.03465687



List of Shareholders

1. Share Capital

Sl. No.	Particulars	As on 31.03.2020	As on 31.03.2019
1	AUTHORIZED CAPITAL		
1.1	500,000 Equity Shares of Rs. 10/- each.	5,000,000	5,000,000
1.2	5,500,000 Preference Shares of Rs. 10/- each	55,000,000	55,000,000
	TOTAL	60,000,000	60,000,000

Equity Share Capital (Amount in Rs.)

2. Issued, Subscribed and Paid-Up Capital to the subscribers of the Memorandum

Sl. No.	Particulars	As on 31.03.2020	As on 31.03.2019
2.1	165,560 Equity Shares of Rs. 10/- each, Fully Paid Up	1,655,600	1,655,600
2.1.01	ESC B Bhaskar Rao	5000	5,000
2.1.02	ESC G V Krishnagopal	460,000	5,000
2.1.03	ESC G V Sarat Kumar	337,000	5,000
2.1.04	ESC P Mohanaiah	100,000	130,000
2.1.05	ESC N Madhumurthy	110,000	5,000
2.1.06	ESC Swaminathan	30000	460,000
2.1.07	ESC Taru Golla	340,000	337,000
2.1.08	ESC V Madhusudhan Rao	25000	100
2.1.09	ESC Lakshya Foundation	100	100,000
2.1.10	ESC Sruthi Manasa Kunnel	228,500	10,000
2.1.11	ESC Gautham Kumar	5000	110,000
2.1.12	ESC Naveen Kumar Singh	100,000	100,000
2.1.13	ESC Pramod Kalekar	5000	5000

Preference Share Capital (Amount in Rs.)

Sl. No.	Particulars	As on 31.03.2020	As on 31.03.2019
2.2	967,723 0% Non Participating Compulsory Convertible Preference Shares of Rs. 10/- each, Fully Paid Up	9,677,230	9,677,230
2.2.01	PSC G V Krishnagopal	4,550,000	4,550,000
2.2.02	PSC G V Sarat Kumar	-	-
2.2.03	PSC Lakshya Foundation	5,127,230	5,127,230
2.3	ww189,633 0% Non Convertible Preference Shares of Rs. 10/- each, Fully Paid Up	1,896,330	1,896,330
2.3.01	PSC Aditi Mukherjee	100,000	100,000
2.3.02	PSC B Bhaskar Rao	21,890	21,890
2.3.03	PSC Girish Kanjula Reddy	300,000	300,000
2.3.04	PSC G V Rajagopal	600,000	600,000
2.3.05	PSC G V Sarat Kumar	59,130	59,130
2.3.06	PSC K Surekha	166,900	166,900
2.3.07	PSC Madava Rao	4,000	4,000
2.3.08	PSC Meenakshi Choudhury	130,000	130,000
2.3.09	PSC N Madhumurthy	250,000	250,000
2.3.10	PSC Prativa Sundaray	146,410	146,410
2.3.11	PSC A Prudvi	5,000	5,000
2.3.12	PSC Uma Nagarajan	13,000	13,000
2.3.13	PSC Vikram Krishna Swami	100,000	100,000
2.3.14	PSC Ananya Finance	-	-
2.4	1,100,000, 0% Optionally Convertible Preference Shares of Rs. 10/- each, Fully Paid Up	11,119,630	11,000,000
2.4.01	PSC Abhiram Katta Anjaneyulu	100,000	100,000
2.4.02	PSC Ajay Desai	2,500,000	2,500,000
2.4.03	PSC Amit Anand	50,000	50,000
2.4.04	PSC Amit Mehta	100,000	100,000
2.4.05	PSC Anil RK	200,000	200,000
2.4.06	PSC Ankur Mittal	100,000	100,000
2.4.07	PSC Apoorva Vaidya	100,000	100,000
2.4.08	PSC Balaji Narayanan	50,000	50,000

2.4.09	PSC Deepak Dogra	50,000	50,000
2.4.10	PSC Deepti Gupta	100,000	100,000
2.4.11	PSC Emmanuel Murray	50,000	50,000
2.4.12	PSC Girish Bhaskaran Nair	50,000	50,000
2.4.13	PSC Gokulvanan Valarmathy Velan	50,000	50,000
2.4.14	PSC Govindarajan Chellappa	1,000,000	1,000,000
2.4.15	PSC Govind Ramachandran	50,000	50,000
2.4.16	PSC Hafsa Nooree Vedula	100,000	100,000
2.4.17	PSC Hardeep Singh Banga	50,000	50,000
2.4.18	PSC Jaya Priyadarshi	50,000	50,000
2.4.19	PSC Kamal Narayan Mishra	100,000	100,000
2.4.20	PSC Keith Joseph Rosario	50,000	50,000
2.4.21	PSC Kiran Vyapar Limited	500,000	500,000
2.4.22	PSC Krithika Veeraraghavan	50,000	50,000
2.4.23	PSC Kumar Anshul	50,000	50,000
2.4.24	PSC Lakshmi Garimella	100,000	100,000
2.4.25	PSC Manish Christian	100,000	100,000
2.4.26	PSC Mekin Maheshwari	250,000	250,000
2.4.27	PSC Narender Kanade	100,000	100,000
2.4.28	PSC Premchand	50,000	50,000
2.4.29	PSC Rahul Kumar	50,000	50,000
2.4.30	PSC Rajesh Kumar	500,000	500,000
2.4.31	PSC Ramasubramanian Sundararajan	50,000	50,000
2.4.32	PSC Ram Prahlad Sanath Kumar	100,000	100,000
2.4.33	PSC Ramu Narla	50,000	50,000
2.4.34	PSC Sanjay Dhaunta	100,000	100,000
2.4.35	PSC Senthil Kumar	50,000	50,000
2.4.36	PSC Shweta Sharma	50,000	50,000
2.4.37	PSC Sivakumar Surampudi	2,500,000	2,500,000
2.4.38	PSC Smita Mishra Panda	100,000	100,000
2.4.39	PSC S Raghuraman	50,000	50,000
2.4.40	PSC Srinivasa Hatcheries Limited	500,000	500,000
2.4.41	PSC Stephen Samuel	100,000	100,000
2.4.42	PSC Umang Gandhi	100,000	100,000
2.4.43	PSC Vandana Srinivasan	50,000	50,000
2.4.44	PSC Veena Batra	100,000	100,000
2.4.45	PSC Vijayalakshmi Mulvadi Gomadam	200,000	200,000
2.4.46	PSC Vijay Kumar Mogadati	100,000	100,000
2.4.47	PSC Vikas Chandra Jha	100,000	100,000
2.4.48	PSC Yamini Mishra	50,000	50,000
2.4.49	PSC Sonal R Shah	85,450	-
2.4.50	PSC Subramanya R Uppala	34,180	-