# SSS Grameen Services Pvt Ltd

*(a socio rural enterprise run with global standards by global experts)*

driven by UN SDG; MAKE IN INDIA;  ATMANIRBHAR BHARAT; RURAL & MSME TAILWINDS

Vendor (agnostic) Training (incl OJT): by industry professionals to younger generation w/opensource eLMS/virtual training platform;

Manpower: placement;

Services for startups/msme: Tech, CyberSecurity, Accounting/Compliance/Financial Management services by industry;

www.sssgrameen.in / info@s3gs.in / +91-9052331069
Rural Office: c/o SKU-AIC, Anantapuramu, A.P, India;  (20-100+ seater expandable capacity)
City office (for onsite client work): @ Indira Nagar, Bengaluru, India. (14 seater office)

(CIN: U72200AP2022PTC122547)

## SSS Grameen Services (S3GS) is a socio-rural backoffice (specialized by industry) towards rural employment

retaining verticals
 - IT/OT,
 - Data Analytics/ Data Science (AI/ML),
 - Cyber Security
 - Finance/Operations

supported by
 - Manpower, offshore delivery centre and Training services

We want to negotiate only on price not on quality of offering or tech. We focus on success of (value to) a client business so all stakeholders can be sustainable.

We aim
 - to serve Startups/MSMEs via platter of services (by industry specialization)
 - to use global knowledge to solve local problems
 - to create/use local talent for global world (of opensource and proprietary)
 - to create new products or to solve smart challenges  while working with neutral industry forums.
 -  to provide rural employment powered by skilling our kids with global expertise to make them them global ready.
---- serve social sectors (probono) and commercial sectors while on internship using global tech tools/partnerships
---- contribute to industry or scientific or research forums (OWASP, or India cyber/IT forums or FOSS)

We work with
 - young minds
 - mid aged practitioners/freelancers
 - senior experts/scientists
 to represent all age groups much like India's joint family system.

We targets all sectors of a society
 - private sectors *(profit/value based services or products)*
 - government sector *(profit/impact based services/products)*
 - social/NGO/last mile charity *(free/cost-minus/cost based services/products)*

## Goals - National Priorities & UN SDG

Social
Society & Culture & Environment
Commerical / Economic

## Social

Annapoorna Trust, Chikkaballapur (https://annapoorna.org.in)
Isha Foundation, Chikkaballapur (www.ishafoundation.org)
RDT, Anantapuramu (www.rdtfvf.org)
Sri Sathya Sai Institute of Higher Medical Sciences, Puttaparthi (www.sssihms.org)
AVOPA Seva Sadan, Kurnool
Vidya Bharati (vidyabharti.net)
Sujayeendra Arogya Shala (srsmatha.org), Mantralaya

## Research or Scientific Forums, Thinktanks, Open Standards or Groups, Government

CSIR, NRDC, IEEE,
OWASP, NULL, Linux Foundation, Meity FOSS
MP-IDSA, India Foundation, AIM NITI Aayog
Open Government Data Platform, ONDC, NPCI
Smart India Hackathon

## Interact via
- Services
- Product Innovation
- Training
- Manpower
- Rural Operations
- Partnership (Local & Global)

## Industry

Atal Incubation Centre - Startups,
Small & Medium Enterprises & Groups
NABARD
NASSCOM
Global Tech/Expertise

## Manpower

University College Students
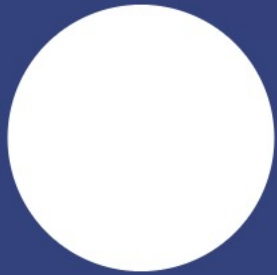Industry Professionals
(Retd) Senior Citizen Scientists/Experts

## Academia

Government Arts Degree College (SV University), Anantapuramu
IIIT RGUKT (IIIT), Idupulapaya, Cuddapah
Jawaharlal Nehru Technological University (JNTU-A), Anantapuramu
Sri Krishna Devaraya University (SKU), Anantapuramu
Sri Sathya Sai Institute of Higher Learning (SSSIHL), Prasanthi Nilayam

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## National Priorities w/local needs
## &
## UN SDG

Commerical / Economic
Social
Society & Culture & Environment

## Forums,
## Thinktanks,
## Open Standards or Groups,
## Government

Niti Aayog (incl ONDC), World Economic Forum, ESG Asia Forums

Bhutan aka Sustainability

## Partner
## AIC - SKU

## Industry

Small & Medium Enterprises & Groups
NABARD
NASSCOM
Global Tech/Expertise

## Manpower

University College Students
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**Eminent Personalities**

XXXX

**Historical Places**

XXXX

**Culture/Traditions**

XXXX

# Elephant in the room / Opportunity and our Solution



**Gartner Hype Cycle**

## The Big Picture

Traditional Tech stack (IT and OT) needs security.

Next stage is powered by massive Digitization in rural areas and msme's; coupled with Gig Economy. National priorities like Make in India, Atmanirbhar Bharat, Digital India.

Also new tech stack blast definitely needs security as they provide more usability/ features. All these need trained manpower.
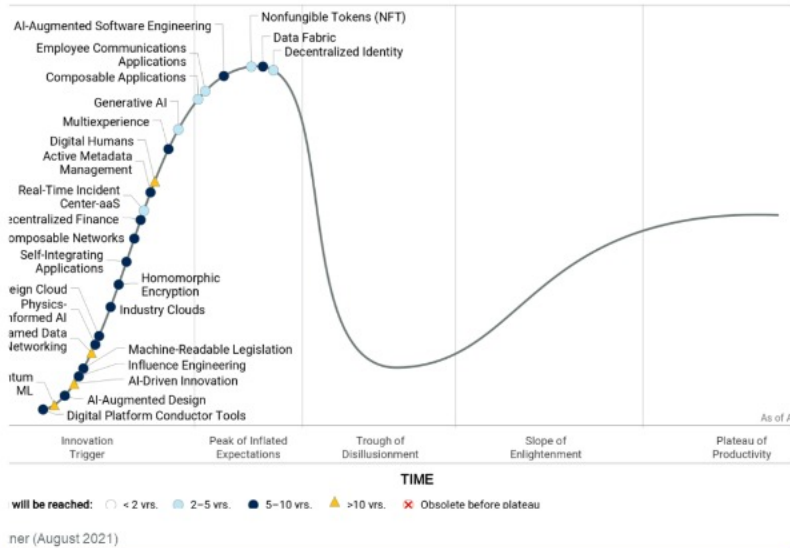
*Rising IT/OT stacks*          *More on usability, rural focus*          *Rising compliance*

## Our Solution
High value (and low cost) based solutions platter (with informed choice) incl IT, Cyber Security, Accounting/ Compliance/Investment Management.

We empower startups and msme's (by industry) in choosing right technology, cyber security, accounting/compliance service and also train students to make them industry ready & if need be place them.

Along side we provide for holistic trainings for spiritual side of human being.

# Market Challenge and What consumers want?



### Service Providers

Need local service provider with professionalism and understanding local context/market

### Solution

Groom talent who can understand and solve local problems with professionalism

### How big is the potential

Make in India program with tail winds for Indian economy + growing education sector + area around Nitiayog supported incubation centres

### Encourage conversation

Challenges in last mile connect, core training experience & manpower placement expertise

**01**

Global tech/solutions for local challenges / context.
Local manpower for Global clients/services

**02**

**Trusted neutral advice** to embrace the changes (*in Tech and Compliance*)**.**

Actively **embrace** free ware / open source/ proprietary tools.

**03**

**Backoffice** platter of services (specialized by industry)

Relevant Technical/ non-Technical training (including UN SDG supported Fine Arts and Skills)

**04**

Low cost w/focus on value and operational excellence

Manpower support to businesses/ industry

# Unique Proposition

- Nation/Culture/National Spirit - FIRST philosophy

- A Social Enterprise. Considering stakeholder *(Country, Locale, Employees, Community, Environment, Supply Chain, Customers, Shareholders, Culture, others)* interests equitably under any management, investors, or ownership. We also support at cost price/by grants those organizations that provide end-user/last mile charitable services in a holistic fashion, maintaining cultural/national spirit.

- Services Made for India (promoting grass roots innovation, professional, value oriented, risk aware, inclusive). Aim to support rural/local via economic, social, and environmental dimensions. Priority to local languages, culture, problems.

- Promote opensource, grass roots innovations and proprietary ideas/services/tools in fairness, support Gig Economy

- Thanks to corona..working remotely is now culturally (at home and in metro offices) accepted. @Home, people can be close to their roots, families, pursue their passions (traditions / eco friendly living) away from crowded cities...
- working part time at their choice of work is gaining traction. We wish to tap this wave *(and non-working local talent viz., housewives, part time engaged, Divyaang, exService men, discontinued studies after 12th/polytechnic/degree, retired)*; aid rural businesses/employment (as against migration) and market UNDP sustainable goals *(FPO/renewable energy/education/women/rural/carbon credit market)*.

- We offer professional livelihood and business related services for **LIVING;** as well as (human/cultural/spiritual development for **HEART**.

## A. MODERN SERVICES WING (NAVEENATA) driven by/supporting/securing National Priorities
- Conduct business in rural area with local job creation/services/training/manpower to support *Make in India, Atmanirbhar, Digital India (in cyber rakshak, data analytics, MEITY FOSS), MSME, Agriculture (incl Jaivik Krishi, FPO), Healthcare & Renewable Energy national programs/initiatives by Govt of India.*
- Build expertise by industry and geography.
- Neutral and professional Advise on latest tech making inroads into rural sector
- Services platter specialized by industry sectors and in local language / rural employment driven.
- Empower rural/MSMEs to face onslaught of technology or competition. Creative sourcing of manpower talent to support Gig economy.
- Train local manpower (rural unemployed youth and women) for Global Clients/Services.
- Offer freelancers for/from Gig economy.

## B. UN SDG WING (SANATANA/TRADITIONS)
- Work towards UN SDG (Sustainable Development Goals) to protect/preserve arts, culture & environment.

# Socio angle - Social Initiatives (incl Grant driven)

we are working on multiple socio rural projects impacting unemployed, farmers and industry (small and medium business) and environment.

**Approach**
Trained kids from Government Colleges/University are trained (probono). We are open to be an implementation agency for CSR funds at cost or cost minus fashion (as against cost + profits)
We wish to provide transparency on end use of funds and auditable. These projects impact the social cause, impact unemployed resources, find value to funders. Some of our efforts

**1 - Medicare (for Charitable Healthcare Providers** viz., RDT, SSSIHMS, Annapurna Trust, Raghavendra Trust**) :**
youSee https://yousee.one/ This is a NGO/charitable entity which provides free hospital software and health care services to atleast 20+ hospitals. Some services we might be able to provide (probono and other cost supported)
A. Coder for enhancements; Application Testing, . AWS System Administration, Dataanalytics
B. Cyber Risk: Secure Code review / Stack Hardening / VAPT / AWS Cloud Security / SOC EDR / Compliance (Privacy Data)
C: Voice Call Training for Rural unemployed youth for Healthcare sector
D. For Future (integration w/govt insurance schemes database; aadhaar; industry hospital cerner or HIS solutions; DigiHealth record)

**2 - Rural Sustainable Agriculture (Jaivik Krishi) & Animal Husbandry (Goshala):**
- www.anvikshiki.in/samaja/annapurna This blog is our effort to promoted sustainable farming, raise farm income and provide better health and decision system to stakeholders while meeting UN SDG or National Jaivikrishi objectives. Services of natural farming FPOs and farmers.
- Providing all tech, reaearch support to those who care for orphaned animals
- Agri Command Centre w/AICSKU, NABARD, IEEE chapter and ISRO entity w/Insurance and Market linkage and Commodity Exchange.

**3 - National Priority Projects (ONDC/DigitalIndia/MSME/UPI/MORTH):**
- Support SHGs, rural startups and other non-connected rural businesses via Digital connection to ONDC (to uplift local economy to face onslaugh of tech giants)
- EdTech platform (based on openstack) for social startups and entities (into Value based education, rural women empowerment, affordable education)
-secure Digital India and MakeinIndia Program: IT/IOT CyberSecurity CoE (w/hackathons) at Anantapuramu/Srikakulam via OWASP and NULL chapters towards rural upskilling. CyberSecurity EDR/SIEM openstack w/desi threat research and ML modules in partnership with www.cylerian.com, CERT-In, Cyberverse Foundation and securing Digital India and Make-in-India / NASSCOM products / bright college students and researchers.
Support India threat research, TI sharing by industry sector (inline with Make in India)
- service platter for Startups and MSME

**4 - Training unemployed / housewives and Govt College rural students**:
- To support our objectives of metro de-migration and rural livelihoods, we worked with and arranged training for less than 10 students via XXX (for accounting and Tally). Now we plan to take some students and get them trained (free of cost) at audit firms in HYD (Treta Consulting??) or BLR (Brahmayya & Co). Post training, we will be happy to place the students in new jobs or provide employment at our rural backoffice (to service global corporate clients or local MSMEs)
- **Govt Arts College (**Degree College estd. 1916 where 1st President of India served as a teacher**)**: Towards rural upskilling, we have started proposals with school management towards probono training, cost neutral LAB computers and OJT for students and manpower placement.

**5 - Other Projects:**
- Mining Command Centre w/OpenspaceInnovates HYD and REC Vizag & others
- Solar Command Centre w/REC Vizag, AICSKU & others

# Other Projects - envisioned

- ESG CoE www.anvikshiki.in and www.aic-sku.com w/WeF and ESG Asia

- SEBI AIF for Social Investing focussed on rural startups for www.anvikshiki.in and www.aic-sku.com

- (micro) Funding/Investments service line www.arawinvestments.in to provide opportunities to people/entities with funds; also arrange funds/investments for entities (startups)/people; both general and regulated;

- Indian/Global Partnerships for www.sssgrameen.in

- GRI/SASB/Social Reporting for www.sssgrameen.in

- Sustainable Construction Advisor for a pre-startup (later CoE)

- Program Manager for Jambudvipa Trust on protection of native eco-system/seeds/bio-diversity

- Program/Research role at GoWild for sourcing native/desi fruits/herbs/vegetables and pharma/food grade extraction and relation to Dietetics / TKDL / WHO GCTM

# A. Services Platter - Data Engineering / Analytics / Data Sciences (AIML)

**SERVICES:** Data as a Service

*- Affordable Data as a Service*

    AD.11 Data Architecture

    AD.12 Design

    AD.13 ETL, Indexing and Visualization

    AD.14 Analytics (incl for ERP/industry applications like REITs, Insurance); Dashboard as a Service; ESG metrics; KPI metrics

*- Integration as a Service*

    AD.21 Standard integrations (REST API/JSON)

    AD.22 ERP Stack integrations

# A. Services Platter - Cyber Security

**SERVICES:** Cyber Security as a Service

### - Affordable Security as a Service

AS.11 Security Architecture, Security Posture Review, Threat Risk Assessment

AS.12 Secure Design and Secure Code Review (SecDLC)

AS.13 Product Security (SAP, Oracle, Cerner, Dell HCI)

AS.14 Vulnerability Assessment & Penetration Testing

AS.15 SOC (Security Monitoring) and Incident Response

AS.16 Offensive Security

AS.17 Risk Data Science (Tools: R/Python/SPL, Splunk/ELK Stack)

### - ERP (COTS) Security as a Service

AS.21 SAP, Oracle EBS, Cerner HIS, Infor, Ramco Systems

### - IOT Security as a Service

AS.31 IOT Security & Testing

AS.32 IOT SOC (Security Monitoring) and Incident Response

### - Cyber Insurance

AS.41 Cyber Insurance - Terms, Tools, Support, Pricing, Risk Assessment, Underwriting

**TARGET CLIENTS and Use Cases**

1 - Corporates (Hospitals, Banking/Finance entities (Chit/MACC/NBFC/Payment Banks/Home Loan/Gold Loan), Stock/Insurance brokers, etc.,): Security as a Service, Security Datascience, Current state readiness/risk assessment

2 - MSMEs: (under Cyber Rakshak, Digital India) affordable opensource cyber security tools and services

3 - NPCI TSPs, Defence SMEs, Funded/Scaling Startups: Opensource SOC as a Service (w/India specific threat intel and neutral global TI feeds)

4 - India software/hardware/product vendors: Product Security, Security by Design, Secure Code Review, Bug Hunting, Supply Chain Security, Vulnerability Testing; Hackathons, Bug Bounty

5 - MSSPs (Call centres, CA/CS backoffices, KPO/BPOs): white-labelled services for security administration/device management or monitoring or VAPT or code review or Product/Device Implementation;

Note: For above sectors: we also offer relevant local or global products/services as OEM/reseller

# A. Services Platter - Accounting/Compliance/Financial Management

**SERVICES:** A complete non-technical back office to meet needs of our clients, with specialization by industry/sector.

A.21 Customized Accounting/Regulatory Compliance (MCA/FPO/Mining/RBI/Chit Fund/Nitiayog, etc.,). We aim to covers 500+ laws and 5000+ compliances covering Central, States, Municipal and Industry specific compliances

A.22 Customized Business Analysis & Reporting Services

A.31 Financial/Investment Management
A.31.1 Startup/ Asset Valuation / Due Diligence:
- Wide range of analysis and due diligence on asset/loan portfolios | Asset Summaries and a comprehensive reporting for the investors to make buy/hold/sell decisions | Startup valuations (SEBI/IBBI accredited)
A.31.2. Derivatives
- Strategies in Derivative Portfolio management | assess new investment opportunities throughout to help manage risk exposure based on the risk profiles
A.31.3 Specialized Services (Reserved for Future: Pending SEBI/RBI/regulatory approvals)
- SEBI AIF (Alternate Investment Fund) to cater to startup or social or rural asset classes.
- Startup Investments - Scout for potential investors and bringing them onboard; Investor's startup portfolio to match their risk tolerance and long and short-term expectations. Providing right kind of investors to the startups; Periodic startup investment communication, reporting, corporate actions.
- Debt Financing - We can arrange corporate debt financing or investment raising.

# A. Services Platter - Accounting/Compliance/Financial Management

**TARGET CLIENTS and Use Cases**
- *Corporates:* BPO/KPO design and operation, regional language call centres, Derivative/Hedging Management
- *Agriculture (Farmer Produce Organizations(FPOs), Managed Farms, Jaivik Krishi (Desi Seeds, Bio dynamic & Natural Farming), Goshala):* one-stop back-office incl compliances
- *RBI /Chit/MACC/Gold Loan related entities:* compliance solution
- *Mining:* Revenue tracking, Asset Tracking, People Tracking
- *Renewable Energy:* Accounting & Compliances, carbon credit, ESG reporting
- *MSMEs:* affordable one-stop back-office
- *Incubation Centres and their StartUps (w/funding and scaling) across India (under NitiAayog):* affordable one-stop back-office (incl PFMAS), SEBI/IBBI accredited valuation, due-diligence, SEBI-AIF for investment/funding

**Business Support Services for IT/IOT**
- *Corporates (incl Call centres, KPO/BPOs, Hospitals, Banking/Finance entities (Chit/MACC/NBFC/Payment Banks/Gold Loan/Home Loan), Stock/Insurance brokers, Funded Startups etc.,):* Administration/ Maintenance/ Monitoring of IT/Software/Network Infra; AMC, Printing & Stationery; distributed branch connectivity/internet & monitoring (NOC)
- *Banking (NPCI)/Transport (MORTH)* - piggy back on global growth of UPI/Rupay and Infrastruture: Chip/rfid/Fastag card printing; TSP for (non-)BBPOU, support payment gateways/CBS platforms; channel integration/platform integration; new category developments/enhancements; new use cases; new Innovations/features etc.
- *Agriculture (Farmer Produce Organizations(FPOs), Managed Farms, Jaivik Krishi (Desi Seeds, Bio dynamic & Natural Farming), Goshala (NDDB services)):* complete solution - Agri Tech (IT/IoT) incl datasciences and relevant free/paid agri traceability/operational softwares.
- *Mining:* Under ground data network, IOT sensors driven human/asset tracking & safety, command centre
- *Renewable Energy:* Datascience/IoT sensors/Drones for preventive/predictive maintenance, pre/post implementation checks
- *MSMEs, Incubated StartUps (w/funding and scaling) across India (under NitiAayog):* vendor neutral affordable IT/IoT solutions, network connectivity (one-stop IT backoffice)
- *Government (via GeM):* Administration/Maintenance/Monitoring of IT/Software/Network Infra; AMC, Printing & Stationery;
- *Industry/Defence/Government:* Smart Challenges

Note: For above sectors: we also offer relevant local or global products/services as OEM/reseller

# B. Products (or Smart Challenges) for India or Global industry

Our mandate is to develop products (take on smart challenges) with industry expertise. Take up Smart Challenges thrown open by Government or industry bodies. Produce independent research or IP.

We are working to take-on/solve below smart challenges (specializing by industry segment) while adding insurance element
- ESG focussed SEBI compliant investment fund. ESG domain focussed analytics platform

- Developing an open stack based Data platform to meet needs of SMEs to support Make in India or Atmanirbhar Bharat program. Aim to solve smart challenges thrown open by Niti Ayog and AIM or other bodies.

- Openstack SOC platform (by exIIT and exMandiant) to Indian SMEs and MSSPs for Indian techstack and threat risk. Partner with NASSCOM and CERT-In to secure Make-in-India software (IT/OT secure by design approach for all stable & emerging technologies/stacks). (under brand name eBhadra) a separate annexure for opensource SOC EDR/SIEM tool Made-for-India requires investment. Take up Bug bounty or similar challenges and actively discover security issues in Make in India or Atmanirbhar Bharat program or Indian software & IOT products. Aim to solve smart challenges thrown open by NASSCOM/DSCI or other bodies. Help make indian apps/softwares' secure and/or offer security solutions. Add Cyber insurance element as last resort.

- Agri/FPO tech command centre along with compliance solution (under guidance from SBI/NABARD).  To connect FPOs with sensors on ground, drone feed and Satellite data from SAC. This helps in Nitiayog targets yet sustaining priority/agri/agri-infra sector funding by NABARD/SBI/GoI. Proposed projects include
--FPOs in Rayalaseema (rain fed/arid)
--FPOs in Maharastra Sugarcane belt (ground or river water fed/rich)
Similar solutions for Mining and Solar sector (Mining command centre solutions for safety of staff and vehicle/asset tracking; Solar command centre to pre/post implementation).

We are on look out for global expertise/tools to solve local problems.

*Refer to section "F. Partnership"*

# C. Operations (Captive/Offshore Delivery Centre)

We are working towards
- a professional, trusted, quality focussed rural back office for Indian metro or global clients.
- Dedicated staff via our BPO/KPO ...a captive/delivery centre (your staff with us) OR (our staff for you). *As you or your clients expand, we retain capability to design/build/transfer operations to India*
- we do transition processes, workflow design & optimization, system automation and vendor cost optimization, etc.,
-*We also provide ancillary business support services like helpdesk, network, office build and hardware supply etc.,*

- If you wish to partner with us on rural employment, we can create an offshore/captive centre with cost plus model to serve as your internal helpdesk/ testing/ integration/ product enhancement team, etc.,

- We are more than happy to help in rural employment in a place of Client's choice (India/abroad) with local support from Client.
*Secretly we prefer where there is bountiful blessings of mother nature.*

- *We can build any operations (industry agnostic)*
     *..but we specilize in compliance, analytics, security, IT system administration, accounting, reporting, helpdesk*
     for industries like Realestate, Finance, Banking, IT, Mining, Agriculture, Research, Mortgage, Insurance, Startup Investment Funds, Fund Management Companies, Logistics, Renewable Energy, etc.,

# D. Training

**Training** to cater to students, professionals and enthusiasts

Training is a process wherein students are taught the skills and processes necessary to complete their job and help clear the interview. This can include the job as a whole, or specific tasks and aspects related to their job in question. The goal of training is to create structured learning/experience that allows students to get placed in a company and succeed in their roles.

On the other hand, employee development focuses not only on a single job or role but rather on more holistic development for the big picture. For enthusiasts, it is understanding new domain or field more from passion perspective.

## B.1 Technical Product Training (IT/OT): for Master Trainers and End Users.

- Hardware/OEM/IT industry certifications for administration and support
- Live on the job training or experience to hone their skills.

## B.2 Data Science & Cyber Security Training

We focus on educating students or new professionals about potential IT risks and vulnerabilities. We enable them to identify security threats when working online/with computer systems. We train towards SKU-AIC or industry required certifications such as Certified Ethical Hacker (CEH) & EC-Counsil Certified Security Analyst (ECSA), CISSP, CCNA, etc.

- Students: Focused *workshops* and/or long-term training towards industry certification w/Live on the job training to hone their skills. Make them readily employable or industry ready. We provide industry experts to guide *final year students in completing their projects* in cyber security domain. We help students complete their projects by giving industrial trainings/ apprentice-ship in cyber security and train them as per the market standards. These projects can help students in getting a job in a MNC / start their own start-up.

-*Managing or administration* of security devices/products are very important to an organization. We will give awareness to students on how to implement and manage the security products within the organization. This make them relevant to or employable by many security vendors.

- Professionals: Focused workshops (or hand holding on new job) to help them appreciate security domain or master specific areas (like Threat Modelling, Secure Code Review, SOC IR) as they take on new roles like sales/PMO/etc.,) or CxOs who are new to the domain (as Interim Advisor to help them transition and take over leadership roles)

- Activities:

--- Conduct Hackathons; Train passionate students to participate in Bug Bounty programs

--- AppSec Training based on OWASP Top 10 & SANS top 25; Server Hardening for System Administrators

## B.3 Accounting/Compliance/Financial Management

- Trainings on COTS like Accounting Software (viz., Zoho Books, Tally, Quickbooks (in telugu language only)), Compliance Software,

## B.21 Human Development & Fine Arts: Research, Training (*online & workshops from kids to students to connoisseurs*). Target UN SDGs for a holistic human development.

- Domains of Focus include: Arts, Languages, Culture, Heritage, Yoga, Vedic/Shastra Tradition, Indigenous food/culture/folklore, TKDL, IKS India, Sustainable Forests & Bio-diversity of floura & fauna, Conservation of endangered species, Sustainable Construction & Living, Traditional & Natural Farming, Food Security, Sustainable agriculture, Healthy Food/Living, Traditional Medicine, Fair Trade, Poverty alleviation/ Sustainable economic growth, Resilient infrastructure, Sustainable industrialisation and Innovation, Build local small & beautiful economies (not migration to mega cities), Sustainable consumption & production patterns.

# E. Manpower

**(For Companies) Recruitment - Methodology** *(w/focus on freelancers for Gig economy)*
**Our Sourcing Methodology:** We offer unique solutions to build, integrate and manage IT systems across a broad spectrum of industry. We mainly focus on helping the customer in meeting critical resource requirements in Niche areas and offers customers to save costs and saves time in sourcing and training.
**Large Database:** We have extensive candidate databases, with all job seekers interviewed and screened prior to sharing with client organizations.
**Dedicated Team:** We have a dedicated team that studies the market to identify the most suitable talent for your organization.
**International Sourcing:** We have a team specifically dedicated to find candidates from around the world (esp. In India & middle east).
**Market Depth**: Consultants professionally qualified with experience in the respective domains for providing you a detailed and customized experience.

## (For Companies) Recruitment - Scope of Work
- Understanding the organization, the structure, the context of each role holder and the requirements.
- Designing a plan for talent attraction, candidate assessment and candidate communication.
- Advertising the jobs on a variety of social media & print media (if required).
- Sourcing candidates through multiple channels: interest check and validate suitability.
- Receiving and screening applications sourced through all the channels – internal database, external sources and referrals.
- Capturing details of the applicants in a format i.e., traceable for over a period of time.
- Coordinating interviews and any other steps in the selection process with shortlisted candidates.
- Working with client teams for the issuance of offer letters to successful candidates.
- Negotiating offers with the candidates. Engaging offered candidates till their successful joining.

## (For Candidates) Our Recruitment Process
We provide dedicated recruitment services at every stage. With our recruitment process, you will receive every information about the candidate.
**Step 1:** We understand the candidate requirements.
**Step 2:** Initial candidate screening & assessment.
**Step 3:** Candidate interview schedule with company & basic reference checks (ex: certificates).
**Step 4:** Briefing to candidate about interview process & take mock interviews (if required) .
**Step 5:** Schedule candidate interview with the Organization.
**Step 6:** Convey interview feedback to the candidate.
**Step 7:** If selected, professional negotiation about the offer (salary, joining date, etc.,).
**Step 8:** Onboard the candidate in the organization.

**Resource Pool**...*trained students or freelancers for gig economy or a dedicated backoffice to meet client needs*
- IT/OT: We provide team (System Admin/Network & Security Specialist/DBA/Printer Specialist) for placement or secondments.
- Cyber Security: We provide trained students (technically and live projects) for placement or secondments. We also provide professional freelancers
- Accounting/Compliance/Financial Management: We provide trained students (technically and live projects) for placement or secondments. We also provide professional freelancers.

# F. Partnership Spiel :-) *Govt, National/International Companies, Think tanks, Research bodies, Academia and Opensource/Industry bodies*

We take commercial partnerships as seriously as those with Govt/Thinktanks/research/academia/Open/industry forums like NULL/OWASP/CSA/Linux Foundation/IASA.
- We are guided at Board Level by industry experts (incl Researchers/Scientists)
- Our planned service providers for audit and legal include Brahmayya & Co (90 yr old audit firm) & Samvad Partners (Legal/Compliance). We wish to follow all applicable regulations where we operate.
- We wish to partner with Think tank to share our analysis of ground level views (Niti Ayog, Open Govt Data Platform, others)
- We want to be empanelled with regulatory/industry affiliations like PCIDSS QSA (for payment card industry), CREST (neutral security testing w/EU as focus region), NPCI/MORTH, ONDC, GeM, CERT-In (for India region w/focus on Govt and Banking sectors), Linux Foundation, Cloud Security Alliance, SEBI/RBI/IRDAI
- We wish to be a trusted provider for biggest employers (towards rural employment) like SBI, BSNL, Indian Railways
- We wish to be partners with investment/funding network across the globe.
- Any industry we focus we quickly develop local expertise (practitioners, backoffice with IT, IOT, analytics, maths/stat experts cyber security, Finance, Compliance) and connections (partners, researchers, scientists, govt think tank, industry forum, risk experts, insurance underwriters)

- *Thanks for sparing your valuable time and being open to help a rural startup (towards rural employment). We are honored to partner with specialized companies.*
- We wish to be an authorized partner/reseller for many tech vendors (network providers and OEM (hardware, network devices and software), Tools, Services and Products) both Proprietary and Open. We are interested in 2 way sustainable partnership incl being your reseller or non-exclusive distributor in Asia/GCC/ India subcontinent markets. We focus on success of/(value to  a client business so all stakeholders can be sustainable. We do not take sales targets.

## Usecases/Outcomes
1. We plan to provide training to 18 colleges and 3 universities (target population of 9000+)  + Govt college kids (probono, costs absorbed by us). We wish to open kids minds to world of open & proprietary tools/tech, prepare them for global world.

2. We are looking for Finance, Tech, AI/ML and MSSP tools/tech from Partners with ability to resell/integrate. And support our work on B.Products /Smart Challenges

3. We can extend our core team (of 14+ OSCP/GPEN cybersecurity pros and 20+ mathematicians/statisticians as Data Engineers/Scientists) for partners professional service engagements  across the world remotely or in-person in Asia/GCC. We have a small team of remote only global offering for aerospace sector (airlines and airport operators) with team in India/GCC/US.

4. If you wish to partner with us on rural employment, we can create an offshore office with cost plus model to serve your internal helpdesk/ testing/ integration/ product enhancement etc., *As you or your clients expand, we retain capability to design/build/transfer operations to India.*

# Story of People and passion towards society, industry and academia.

**Vijay**, *an ethical hacker* hails from Srikakulam (a historic buddhist town of Salihundam). He is well experienced (15+ yrs) in cyber security field with global exposure and international experience (Big4 / qCERT). He retains penchant for training and providing quality manpower in order to make students all rounders/experts, if not employable. He has served clients across Asia, Middle East and America. He specializes in Vulnerability Assessment and Penetration Testing of Web Applications (incl APIs and Mobile apps), secure code review (DAST) and Hardening & Config Reviews (incl CIS & DISA benchmark) of network/server devices. He has vast experience in SSAE Audits, SOX compliance audits and Vendor risk assessments for American clients. He holds Bachelor of Engineering from JNTU and CISA & OSCP professional certifications.

**Raju** *gourisetty completed his schooling at puttaparthi & Muddenahalli villages. Post studies, he developed exposure and in-depth knowledge in the field of Finance and excels in building large operations teams (global operations/delivery centre). Worked with big brands viz., Deloitte, Deutsche Bank, Accenture, Altisource. During the last 20+ years of experience, had an opportunity to lead several end-to-end implementations and was very successful in building businesses; Build, Operate and Transfer (BOT) model with off-shoring processes, developing teams and creating best practices; Set up processes from scratch, created process manuals, designed production measurement metrics, created issue logs and go-live checklists. Conducted a wide range of analysis, underwriting services (including financial, accounting, property and third party due diligence) and comprehensive loan and property due diligence of assets for various clients such as investors, lenders and transaction intermediaries. Conducted valuation of some of the high value trophy properties.*
*Trading and Investment has been his passion. He has developed option trading strategies that suit the risk profile of investors/traders. He is based in India. He has a Masters in Financial Management from Sri Sathya Sai Institute of Higher Learning in India. He also holds LLB.*

# Timeline

**2022**

**2024**

**2026**

## Notable Event
- Signup with specialised Accounting/Compliance firm (as backoffice)

- Set up opensource IT infra to kick start trainings for global audience

- Evaluate Smart Challenges

## Notable Event

## Notable Event

### Notable Event

Post corona remote working and cyber security hype. Set up basic operations.

Piggy back Make-in-India, Atmanirbhar Bharat and Digital India programs

### Notable Event

Expand to other rural towns where incubation centre's and UG/Engg colleges thrive

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### Notable Event

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**2023**

**2025**