



# BLAZE

## The Trail

*Featuring 500 Stories of Skill,  
Independence and Inclusive Employment*

**FY 2025-26, India | Volume-2**



# INTRODUCTION

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True inclusion begins when ability is recognised beyond disability and every individual is given the opportunity to realise their potential.

Saksham signifies ability – the strength to overcome barriers and the power to participate equally in society. Initiated in 2015 by Spark Minda Foundation, the Saksham programme was envisioned to empower Persons with Disabilities (PwDs) by creating opportunities that enable them to live with dignity, independence, and confidence.

The programme focuses on creating an enabling ecosystem where Persons with Disabilities are supported through accessible infrastructure, assistive aids, and targeted skill development initiatives. These efforts are not only aimed at improving mobility and accessibility but also at building the confidence and capabilities of individuals so that they can actively participate in social and economic life.

Over time, Saksham has expanded its focus from providing support services to building employability and entrepreneurship among Persons with Disabilities. Through training programmes, capacity building initiatives, and livelihood opportunities, the programme equips individuals with the necessary skills to become self-reliant, employable, and even entrepreneurs, ensuring that they are not dependent on others but are able to contribute meaningfully to society.

Taking this vision forward, Spark Minda Foundation made a significant step towards creating an inclusive workplace ecosystem within the Minda Group. Through a structured approach of job mapping within Minda Corporation

Limited (MCL) and partner organisations, suitable roles were identified where Persons with Disabilities could effectively contribute based on their abilities and skills. This initiative helped establish an inclusive employment framework, ensuring accessibility, equal opportunity, and dignity at the workplace.

Through these sustained efforts, the Saksham programme has reached more than 30,000 Persons with Disabilities across the country, enabling them to access skill development, support services, and employment opportunities. Among them, over 1,300 Persons with Disabilities have successfully secured employment, empowering them to lead independent and self-reliant lives.

The impact created through these initiatives has been recognised at the national level. Spark Minda Foundation was honoured with the Presidential Award for being one of the highest placement agencies for Persons with Disabilities, acknowledging its commitment to promoting inclusive employment. Such recognition not only validates the Foundation's efforts but also encourages other institutions and organisations to actively work towards building a more inclusive and equitable society.

**“Blaze the Trail – Saksham”** captures inspiring journeys of resilience, determination, and transformation. Each story in this booklet reflects how opportunity, support, and inclusion can empower individuals to overcome barriers and create meaningful change in their lives and communities.

The vision of Saksham continues to guide Spark Minda Foundation in its commitment to building a society where ability is celebrated beyond disability and inclusion becomes a shared responsibility.



# FOREWORD

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Dear Readers,

It is with great pleasure and profound pride that we introduce this compendium of stories featuring the remarkable journeys of 500 Persons with Disabilities (PwDs) employed within the factories of Minda Corporation Limited (MCL). Each story reflects resilience, determination, and the unyielding spirit of individuals who have not only defied societal perceptions but have also rewritten the narrative of what is possible when inclusivity is championed.

In a world that often measures ability through conventional norms, it is essential to recognise that Persons with Disabilities form the world's largest minority group, constituting nearly 15% of the global population. In India as well, millions of working-age individuals with disabilities face diverse challenges. According to the International Labour Organization, a significant percentage of India's population experiences impairments of varying kinds and often encounters barriers physical, informational, occupational, and attitudinal—that limit their access to meaningful employment opportunities.

Stereotypes and misconceptions further compound these obstacles, overshadowing the immense potential that lies within every individual. Our commitment is anchored in the belief that the focus must shift from disability to ability, from challenges to accomplishments, and towards creating inclusive workplaces. The stories presented here are a testament to the fact that Persons with Disabilities can and do work; they are not defined by their disabilities, but by their abilities, capabilities, determination, and resilience.

Minda Corporation Limited, established in 1985, is a global leader in the development and manufacture of cutting-edge Smart Auto Technology Solutions for the mobility sector, serving leading manufacturers of passenger vehicles, commercial and off-road vehicles, motorcycles, and scooters. Our Group operates a state-of-the-art research and development centre, the Minda



Technical Centre (SMIT), in Pune (Maharashtra) and Bengaluru (Karnataka), India. Over the past decade, extensive research conducted at these centres has enabled us to develop innovative solutions and remain at the forefront of technological advancement in the industry.

The CSR arm of Minda Corporation Limited, Spark Minda Foundation, aims to strengthen community development through initiatives focused on the empowerment of Persons with Disabilities, skill development, livelihood promotion, women empowerment, facilitation of healthcare, and environmental sustainability. The Foundation has been dedicated to empowering PwDs through its Saksham – Empowerment of People with Disabilities programme, which was launched in 2015.

Our vision extends beyond merely providing assistive aids and technologies; it embraces a broader approach to holistic development. The programme offers support in the form of skill development, training, and on-the-job mentoring, with a strong emphasis on fostering an inclusive work environment that promotes the independence and dignity of every individual.

Minda Corporation Limited has taken significant strides in this direction, striving to eliminate barriers that hinder the participation of Persons with Disabilities in the workforce. Through inclusive hiring practices, workplace accommodations, accessible infrastructure, and strong monitoring mechanisms, we are committed to building an ecosystem that values diversity and inclusion. Our leadership's unwavering commitment and our collective stance of zero tolerance towards discrimination reflect our dedication to creating a more equitable and inclusive world.

The programme is aligned not only with the Government of India's Rights of Persons with Disabilities Act, 2016, but also with the United Nations Sustainable

Development Goals (SDGs). By creating employment opportunities for Persons with Disabilities, the programme contributes to No Poverty (SDG 1), promotes well-being under Good Health and Well-being (SDG 3), supports Decent Work and Economic Growth (SDG 8), reduces inequalities (SDG 10), and fosters inclusive and sustainable communities (SDG 11). The collaborative approach of the programme also reflects strong Partnerships for the Goals (SDG 17), making it a powerful driver of positive social change.

This compendium acknowledges the transformative power of inclusion, empowerment, and opportunity. As we celebrate the achievements of these 500 employees with disabilities, we also set our sights firmly on the future. Our vision is clear—to set an industry benchmark as a leading employer of Persons with Disabilities across the nation. We envision the Saksham – Empowerment of People with Disabilities programme expanding further to reach more lives, fostering an environment where every individual can thrive and contribute to the best of their abilities.

In closing, I extend my heartfelt gratitude to all the contributors to this second edition of Blaze the Trail – Vol. 2, especially the individuals who courageously shared their personal journeys. May their stories serve as beacons of hope, inspiration, and transformation, motivating us to continue our pursuit of a more inclusive and equitable world.

With unwavering commitment,

**Sarika Minda**  
Chairperson  
Spark Minda Foundation

# CHAIRMAN'S MESSAGE

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At Spark Minda Foundation, we believe that true progress is achieved when development is inclusive and opportunities are accessible to all. The Saksham – Empowerment of People with Disabilities Programme reflects our commitment to creating an ecosystem where Persons with Disabilities are empowered with the skills, confidence, and opportunities needed to lead independent and dignified lives. Through initiatives focused on skill development, access to assistive support, and livelihood opportunities, the Saksham programme aims to remove barriers that often limit participation in education and employment. The inspiring journeys of the individuals featured in this publication demonstrate that when the right opportunities are created, ability and determination can overcome any challenge. As we continue this journey, our vision is to further strengthen inclusive practices and expand opportunities for Persons with Disabilities across communities. I extend my sincere appreciation to all partners, community members, and the Spark Minda Foundation team whose collective efforts make this initiative possible. Together, let us continue working towards building a society that values inclusion, dignity, and equal opportunity for all.

**Ashok Minda**  
Chairman & Group CEO,  
Spark Minda Group





# STORIES OF CHANGE





## 1. MAHESH

**Despite his hearing loss, Mahesh maintains a positive outlook and finds fulfilment in his work.**

Mahesh, a 30-year-old with congenital hearing impairment, has transformed challenges into opportunities. Before 2019, he struggled to find employment despite holding a higher secondary certificate and a medical certificate indicating 90% impairment. A friend introduced him to Spark Minda, where he joined the E.D. assembly unit in 2019. There, he found an inclusive and respectful environment that recognised his abilities and supported his confidence. Mahesh is devoted to his family and works diligently to ensure they do not face the hardships he once experienced.. At Spark Minda, he has always been treated fairly and has never felt limited by his disability. Through his work, Mahesh has gained self-confidence and financial stability. He and his family are proud of his achievements, and he credits Spark Minda for providing him with a dignified and independent life.



## 2. JITENDRA KUMAR GUPTA

**Although Jitendra has a hearing impaired, he has a clear understanding of his goals and how to achieve them.**

There is a popular saying: “When you can’t listen to anything because of a physical challenge, your heart listens.” Jitendra embodies this spirit. Born with complete hearing impairment, he has always relied on his inner resolve. Despite significant challenges, he completed his education up to the 10th standard. At 27, Jitendra chose to pursue positive change and applied for a position at Spark Minda. He has worked at the Spark Minda SSD Noida plant since 6 July 2020, following previous experience with another Minda Group company. From a young age, Jitendra faced difficulties due to his hearing impairment, but he remained determined to live with dignity and attended a special school. Social interaction was challenging, as many people did not understand sign language or his efforts to communicate. After joining Spark Minda, he found a supportive environment where colleagues are sensitive to disability-related issues, and supervisors are trained in sign language. He feels understood and valued at Spark Minda. Jitendra views his work as a form of worship and often works overtime to support his family. He enjoys his role and draws motivation from his family.

### 3. RAVI SAINI

While some overlooked Ravi because of his hearing impairment, others recognised and supported his determination and initiative.

Three years ago, Ravi was introduced to Spark Minda, where he joined the assembly and packaging department in January 2020. Despite having a 90% hearing impairment, Ravi demonstrates confidence and enthusiasm equal to that of any colleague. He completed his education through the 12th standard and is committed to supporting his family, often assisting his family's farm in his free time. Before joining Spark Minda, Ravi faced isolation due to communication barriers, as many could not understand sign language. At Spark Minda, he works in an inclusive environment where colleagues are trained in sign language and are sensitive to his needs. Ravi is a diligent employee who consistently contributes to the company. He hopes to continue his career with Spark Minda and eventually start his own business. Ravi approaches life with positivity, dignity, and honesty.



### 4. NIRAJ KUMAR CHOUDHARY

Niraj has lost his ability to hear completely, but it did not defeat his desire to grow in life.

Niraj Kumar Choudhary joined Spark Minda's assembly department in September 2018 at age 23, after completing his 12th standard. As he has a 100% hearing impairment, daily communication and self-expression were initially challenging because most people do not understand sign language. Since joining Spark Minda, Niraj's experience has improved significantly. He appreciates the cooperative and supportive environment, where colleagues are trained in sign language and understand the challenges faced by persons with disabilities. Niraj considers Spark Minda his home and is motivated by his leaders and co-workers. He enjoys action movies and basketball and is grateful to work in such an inclusive workplace.





## 5. SONAM

**Sonam may not be able to hear, but she connects deeply through love and support.**

At 29, Sonam continues to face significant challenges with courage. She has a 90% hearing impairment and experienced bullying as a child. Each day, she navigates difficulties such as communicating with those unfamiliar with sign language. Before joining Spark Minda, she completed her education through the 12th standard. Spark Minda is her first employer; she joined the assembly department on 7 March 2018, after learning about the company through an NGO. Since joining, Sonam's experience has been transformative. She appreciates the plant's friendly environment and enjoys meeting colleagues who support and motivate her. In her free time, she enjoys playing carom and cooking. Sonam shares that joining Spark Minda has given her life new meaning.



## 6. MANISH JATAV

**Despite having a profound hearing impairment, Manish is committed to building a brighter future.**

Manish, 29, works in the assembly department at Spark Minda and is currently pursuing the third year of his B.Com degree. Although he is profoundly deaf, he maintains a positive outlook. Before joining Spark Minda on 16 September 2019, he gained three months of experience in the hotel industry. Previously, he often felt isolated because others struggled to communicate with him in sign language. At Spark Minda, he found a supportive environment where colleagues are friendly, and his supervisor is trained in sign language, making communication easier. Manish enjoys playing football and cricket, and his co-workers encourage him to achieve his daily goals.

## 7. MOHIT KASHYAP

Mohit, who has a hearing impairment, is works on the assembly line.

Mohit has demonstrated that determination can overcome significant challenges. For the past two years, he has worked on Spark Minda's assembly line while pursuing a college degree. In 2021, a friend referred him to Spark Minda, highlighting its supportive environment for people with disabilities. Mohit, who has a 90% hearing impaired, faces daily communication challenges, particularly with those unfamiliar with sign language. These barriers often leave him feeling insecure and overlooked in public. At Spark Minda, he found a welcoming and respectful workplace. Supervisors and colleagues treat him with dignity, and many employees are trained in sign language, which has improved communication. Mohit describes the work environment as supportive and motivating and credits this atmosphere for his improved performance.



## 8. NIRANJAN KUMAR

Niranjan lives with partial paralysis and is currently employed at Spark Minda.

Niranjan experienced a paralytic attack in childhood, resulting in lifelong partial paralysis. He joined Spark Minda SSD Noida on 3 March 2018 and has been working there for seven years. He previously worked in New Delhi for one year and holds a B.A. degree. Niranjan is confident in his role, values the company culture, and is recognised for his strong work ethic and skills. He is self-motivated and encourages others to find their own motivation. In his free time, he enjoys reading and learning.





## 9. SHALINI TYAGI

Shalini, who has hearing and speech impairments, works at Spark Minda and aspires to own a photography studio.

Shalini Tyagi, 31, was born with hearing and speech impairments. She joined the Spark Minda assembly unit on 8 August 2022 after learning about the opportunity from a friend. Despite her challenges, she completed her education through 12th standard and remains close to her family, especially her mother. Shalini provides financial support to her family of five and is grateful to Spark Minda for providing her with stability and a positive outlook. She looks forward to a secure and fulfilling future and aspires to establish her own photography studio.



## 10. DALI VERMA

Dali, who has a locomotor impairment, works at Spark Minda SSD Noida.

After an accident that caused a permanent impairment in her hand, Dali overcame significant challenges and joined Spark Minda SSD Noida on 10 June 2022. She has found the work environment inclusive and free from discrimination. At 18, Dali values the company's supportive culture and is committed to her professional growth. While working, she is also preparing for the SSC exam, having completed her 12th-standard education. Dali provides financial support to her family of five and maintains a close relationship with her mother. She credits Spark Minda with positively transforming her life and is grateful for the opportunity to support her family.

## 11. BABLU SINGH

**Bablu has paralysis and is working with Spark Minda SSD Noida.**

In 2019, Bablu experienced sudden nerve damage on one side of his body, resulting in paralysis. Despite this challenge, he has shown resilience and determination. At 22, Bablu began his first job at Spark Minda SSD Noida on September 1, 2021, manufacturing locks. He is eager to advance in his role and appreciates the supportive work environment, which allows him to discuss his concerns openly. Bablu enjoys studying in his free time. Since joining Spark Minda, he has achieved social and financial stability, enabling him to support his family. He is motivated to pursue his goals, including saving to buy an auto to further provide for his family, and continues to work diligently toward this dream.



## 12. DEEPAK PAL

**Deepak, who has hearing and speech impairments, works at Spark Minda's assembly unit.**

Deepak joined Spark Minda in 2018, encouraged by a well-wisher. He is 27 years old. Despite being born with hearing and speech impairment, Deepak completed his education through the 12th standard. He is dedicated to supporting his four family members and is especially close to his mother. Deepak aspires to advance within Spark Minda and is known for his strong work ethic and ambition. He is grateful for the opportunities Spark Minda has provided and appreciates the supportive environment, where all employees receive sensitivity training. Deepak looks forward to achieving even greater success in the future.





### 13. BAIBHAV JHA

**Baibhav, who has hearing and speech impairments, works at Spark Minda's assembly unit.**

Baibhav Jha, a former employee of Honda Motorcycle Pvt. Ltd., joined Spark Minda's assembly unit on 1 August 2016. At 31, he balances his role at Spark Minda with work at his family's shop. Born with hearing and speech impairments, Baibhav has overcome significant challenges to complete his ITI diploma. He is dedicated to supporting his seven family members and is especially close to his brother-in-law. Baibhav aspires to advance within Spark Minda and is grateful for the opportunities the company has provided. He learned about the position through a friend's referral and is known for his strong work ethic and ambition.



### 14. GAURAV SINGH

**Gaurav, who has hearing and speech impairments, works at Spark Minda's assembly unit.**

Gaurav is 26 years old and has shown remarkable resilience since he developed his impairment at age nine due to an accident. He has worked at Spark Minda's assembly unit since 27 July, 2018, and completed his education through 12th standard. Gaurav values his supportive family, especially his older brother, and appreciates the inclusive environment at Spark Minda, where he receives equal opportunities and has experienced professional growth. He enjoys the positive workplace culture and intends to continue his career there. In his free time, Gaurav relaxes at home. He is spiritual and believes everyone should have freedom of expression.

## 15. VASU SINGHAL

Vasu has a hearing and speech impairments and currently works in the SSD unit at Spark Minda.

Vasu, 28, has worked at Spark Minda for five years and is currently in the SSD unit. He completed his education through 12th standard and is pursuing a B.A. He lives with his parents and brother and is unmarried. Vasu feels a strong connection with his family. He describes himself as hardworking and finds motivation in his job. He enjoys dancing and playing cricket and is pleased with his experience at Spark Minda. Vasu reports that the workplace is supportive and free from discrimination, with colleagues assisting him when needed. He also appreciates the benefits provided by Minda Group, such as bus transportation and canteen meals.



## 16. BHUPENDRA PANDEY

Bhupendra has hearing and speech impairments and works on the Spark Minda assembly line.

Bhupendra, 25, was born with hearing and speech impairments and has worked on the Spark Minda assembly line for one year. After completing his education through class 10, he joined Spark Minda and found a supportive, inclusive environment. He lives with his family and values his relationship with his mother. Bhupendra learned about Spark Minda from friends and prefers to stay productive in his free time. Previously, he experienced mistreatment in his village but now feels respected and financially independent through his employment. He appreciates Spark Minda's commitment to non-discrimination, enjoys learning new skills, and is proud of his progress. Bhupendra aims to advance within the company and hopes to buy a home for his family, crediting Spark Minda for enabling a dignified, discrimination-free life.





## 17. ABHISHEK SHRIVASTVA

**Abhishek has hearing and speech impairments and works on Spark Minda's assembly line.**

Abhishek, who has been deaf and nonverbal since birth, lives with his family of eight and is especially close to his mother, a homemaker. He learned about Spark Minda through a friend and joined the company on 2 January 2020 at age 27. He currently works on the assembly line while pursuing a B.A. degree and previously worked at Amazon for eight months. In his free time, he focuses on his studies. Although he faces challenges and recognizes discrimination in society, he manages them and no longer lets them affect him. Abhishek credits Spark Minda with providing financial stability and the opportunity to earn additional income through overtime. He is committed to continuing his career with the company.



## 18. NISHANT KUMAR TYAGI

**Nishant has a speech impairment and works in the Milling Keys unit at Spark Minda.**

Nishant Kumar Tyagi, 22, has had a speech impairments since birth. He joined the Milling Keys unit at Spark Minda on 20 July 2021. Despite facing discrimination during his school years, he completed his education through the 12th grade. Nishant is dedicated to his work and values his family's support, especially that of his parents. He was introduced to Spark Minda by a friend and feels fortunate to have been selected. This role has provided him with financial stability, allowing him to support his family of five. Nishant is grateful to Spark Minda for offering him this opportunity and is committed to growing with the organisation.

## 19. ANKIT KUMAR

Ankit, who has hearing and speech impairments, is employed at Spark Minda.

Ankit Kumar, 26, has worked at Spark Minda since 2020 and completed his education through 12th grade. He enjoys his work and finds it fulfilling. Ankit lives with his father, mother, brother, wife, and son, and values his close relationship with his father. He assists his family with daily chores in his free time. Although he is unable to speak or hear, he manages communication challenges and feels satisfied overall. Ankit acknowledges occasional negative behavior from others but chooses to ignore it and avoid conflict. Since joining Spark Minda, he has achieved financial stability and takes pride in his work. He is dedicated, hardworking, and aspires to advance within the organization to better support his family.

## 20. NEERAJ GERI

Neeraj has hearing and speech impairments and works on the assembly line in the SSD unit.

Neeraj, 28, was born with hearing and speech impairments and currently works on the assembly line at Spark Minda's SSD unit. He completed his education through class 10 and joined Spark Minda a year ago after learning about the company from friends. Neeraj lives with his parents, brother, and sister, and is especially close to his father. In his free time, he focuses on developing new skills to support his future growth. Neeraj shares that, although he previously faced mistreatment in his community, earning an income has led to greater respect. He appreciates the inclusive environment at Spark Minda, where he experiences no discrimination and enjoys on-the-job learning. Neeraj credits Spark Minda with improving his life, enabling him to support his family and achieve financial independence. He is committed to further skill development and aspires to advance within the company.





## 21. KAJAL JAIN

**Kajal has a locomotor impairment and currently works in the assembly unit at Spark Minda.**

At age six, Kajal developed a high fever that resulted in a permanent impairment in her left leg. Now 24, she has overcome significant challenges to complete her education through the 12th standard. With the support of a well-wisher, she joined Spark Minda's assembly unit on 22 February 2021. Before joining, she often felt insecure and uncertain about her future. Since joining Spark Minda, she feels secure and valued. Kajal is a dedicated employee and expresses gratitude for the opportunity, stating, "I am fortunate that I got selected for this job." She credits Spark Minda for giving her life new meaning.



## 22. ROBIN

**Robin has hearing and speech impairments and works in the SSD unit's assembly department.**

Robin, 22, has a speech and hearing impairments and completed his education through high school. He joined Spark Minda on 22 June 2018, working in the SSD unit's assembly department. This is his first job. Despite his impairment, he consistently performs well and supports his family of four. Since joining Spark Minda, he has achieved financial and social stability, enabling him to care for his family's needs. Robin is self-motivated and aspires to excel in his role, increase his earnings, and provide a better future for his family. He is dedicated to saving money and performing to the best of his ability each day.

## 23. MANOJ KUMAR

**Manoj has a locomotor disability and is now works in the SSD unit's assembly department.**

Manoj Kumar, 36, joined Spark Minda's SSD unit's assembly department in Noida on 17 November 2011. Despite losing a leg in an accident, he has demonstrated resilience and commitment throughout his 14-year tenure. Manoj holds a B.Com. degree, has supervised colleagues, and values continuous improvement in his work. He supports his family of six and is focused on providing them with stability and educational opportunities. Manoj is self-motivated, diligent, and aspires to purchase a home for his family.



## 24. VYOM AGGARWAL

**Vyom has hearing and speech impairment and is working in the SSD department unit assembly.**

Vyom Aggarwal is 26 years old. He has completed his high school education. He joined Spark Minda on 1st March 2022. He works in the SSD department unit assembly. This is his first job. Vyom has a hearing and speech impairment; this happened at birth. He has three family members. After joining Spark Minda, he became financially and socially stable and was able to take care of his family's needs. He motivated himself to move forward, and so did his friends. His dream is to become a photographer and earn money for his family, and to that end, he is saving and giving his best every day.





## 25. ASHISH KUMAR

Ashish has a hearing impairment and now works in the NDS unit.

Ashish Kumar is 22 years old. He completed his high school education. He joined Spark Minda on 3 August 2022. He works in the NDS unit. He learned about Spark Minda from one of his friends. Ashish has five family members. He developed a hearing impairment after suffering from a fever at the age of three. He has not experienced discrimination in society or at the company. Ashish dreams of earning well, opening his own business, and achieving his goals. To realise this, he works hard and gives his best every day.



## 26. RAJA ROUT

Raja has a hearing impairment and is now working at Spark Minda.

Raja Rout is 26 years old. He has completed his high school education. He joined Spark Minda in August 2022. He has five family members and has hearing impairment. He faces challenges when putting his point across to others, but he never gives up. He is especially close to his mother. After joining Spark Minda, he achieved social and financial stability, enabling him to support his family. He is motivated by his friends to work hard. His dream is to grow in his current role and become a better person. To achieve this, he gives his best at work every day.

## 27. ASAD REHMAN

**Asad has a locomotor impairment and is now works in the manufacturing assembly of SSD unit.**

Asad Rehman is 35 years old. He completed his high school education. He joined Spark Minda in June 2021. He works in the manufacturing assembly of SSD Unit. This is his first job. Asad has a leg impairment, but he has never given up and continues to give his best at work. He has five family members. After joining Spark Minda he achieved social and financial stability and has been able to support his family. He is self-motivated and determined to achieve his goals. He hopes his work will speak for itself, earn him a promotion, and enable him to increase his earnings for his family. To achieve this, he saves diligently and gives his best every day.



## 28. MATAROOAL

**Mataroolal has a locomotor impairment and is now working in the SSD unit, Noida.**

Mataroolal is 31 years old and has a leg impairment. He works at Spark Minda's SSD unit in Noida. He learned about Spark Minda from his friend. Mataroolal completed his education up to 12th Standard and has been working with Spark Minda Group since 8 August 2020. He has a family of 7 members, and his siblings are supportive of him. He faced challenges in securing employment and felt he was rejected due to his impairment. He faced difficulties obtaining a job; when he applied, he felt he was rejected because of his impairment. He has a supportive group of friends who help him. He learns and grows with them and has made new friends. His confidence has increased, as he is now financially stable, and his family is proud of him. His dream is to continue working with the Spark Minda Group and start his own business to increase his earnings.





## 29. RAHUL

**Rahul has hearing and speech impairments and is now working with Spark Minda.**

Rahul has been employed with Spark Minda since 2021 and is 27 years old. He has difficulty hearing and speaking. He was born with hearing and speech impairments. Despite this obstacle, he completed his education until the 12th class. He has a close bond with his mother and other family members. His goal at Spark Minda is to be promoted to a more senior position. A friend suggested that he join Spark Minda for better income and career growth. He works hard to provide financial support for his family. He credits Spark Minda for improving his life and is grateful for the opportunities it has provided.



## 30. SACHIN KUMAR

**Sachin has a hearing impairment and is now working with the Noida SSD unit.**

Sachin Kumar was born with a hearing impairment. He is 42 years old and has been employed with Spark Minda for the past 7 years. On 17 September 2018, he joined Spark Minda. He is employed at the Noida SSD unit. Sachin completed his studies until the 12th grade and He previously worked at NTL for seven years. He has had a hearing impairment since birth. He has seven family members and feels closest to his mother and father. He works extremely hard, and his job inspires him to put in even more effort each day. Due to assistance from Spark Minda, he has reached a position where he can ensure his family's financial security. He enjoys his work and wishes to continue growing in his role. He says there is no discrimination at Spark Minda, as everyone supports him in his work. His dream is to continue working, give his best, and rise to a higher position at Spark Minda.

## 31. RAHUL KAPIL

**Rahul has hearing and speech impairments and is now working with the SSD unit in Noida.**

Rahul has had hearing and speech issues since infancy, and as a result, he has faced many difficulties in daily life. He is 26 years old and began working for Spark Minda on 20 August 2022. He is employed at the SSD unit in Noida. He spent four years working on buses before joining Spark Minda. He learned about Spark Minda through an acquaintance. His family resides with him. There are six members in his family. He has a strong bond with his mother who is a homemaker. Rahul claims that although he experiences prejudice in his community, he no longer cares about it because Spark Minda has enabled him to lead a secure financial life. His dream is to grow and progress within the organisation.



## 32. AKASH DEEP

**Akash has a hearing impairment, which affects his daily life while working with Spark Minda.**

Akash Deep feels that his job at Spark Minda has transformed his life. He is 28 years old and has been working at Spark Minda in the SSD unit in Noida. He holds a B.A. degree and an ITI certification. He suffers from hearing issues and is partially deaf. This impairment caused him to face discrimination during his school days. Akash is very close to his family, especially his mother and father. He has four family members, whom he is trying to help financially. Spark Minda changed his life for the better, and he is very grateful for the opportunity it gave him.





**Jitendra has a hearing and speech impairment and is now working in the SSD unit.**

### 33. JITENDRA KUMAR

Jitendra is 27 years old and lives his life with enthusiasm and positivity, despite physical challenges. He can neither speak nor hear. He has completed his education up to 10th grade. He joined Spark Minda on 6 June 2020. He has been working at the SSD unit under F Electric Pvt. Ltd. He learned about Spark Minda through a friend. He has had a hearing and speech impairment since birth. Because of this, he faced many challenges in his life, but he never stopped moving ahead. Jitendra Kumar has four family members, and he is more attached to his brother. After work, he spends time with his friends. He became socially and financially stable after joining the working community at Spark Minda. His dream is to grow in his career and build his own house for his family. He feels that Spark Minda has enabled him to live with dignity and achieve financial independence.



### 34. MANISH KUMAR

**Manish has a hearing and speech impairment and is now working at Spark Minda.**

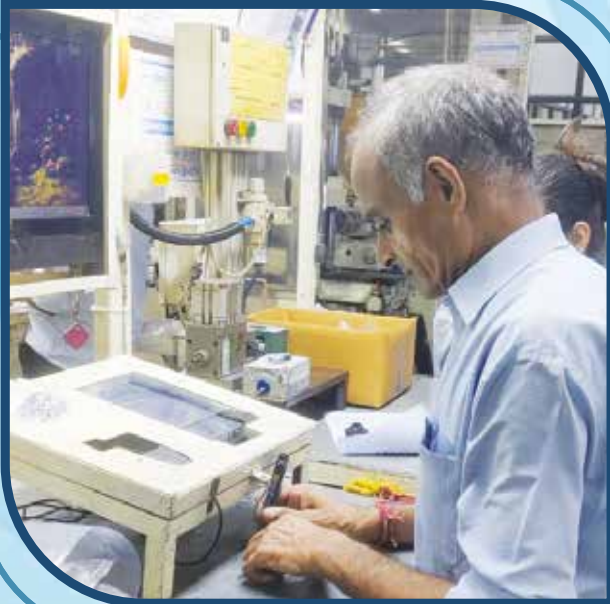
Manish Kumar is 19 years old. He has completed his education up to the 12th standard. He had no prior work experience and joined Spark Minda on 12 November 2022. He learned about Spark Minda from one of his friends. He can neither speak nor hear. He faced many challenges in society due to his impairment. He has four family members, and he shares a close bond with his mother. After work, he spends his time with his family. After joining the Minda Group, he has become financially stable and enjoys the organization's work culture. He motivates himself daily to give his best. His dream is to learn and develop his knowledge and skills so he can achieve his goals. He expresses his gratitude to Spark Minda for considering him a potential employee.

## 35. NAJIBUL HASAN

Najibul has a hearing and speech impairment and is now works in the SSD unit.

Najibul Hasan is 19 years old. He has completed his education up to the 10th standard. He joined Spark Minda on 7 August 2022. He has been working in an SSD unit. He has seven family members and shares a close bond with his father. After joining Spark Minda, he has become financially stable, and, due to the organization's inclusive environment, his social network also expanded as he began interacting with people around him. He motivates himself to work hard every day and to learn new things. His dream is to open his own shop and grow as an entrepreneur.





## 36. KRISHNA GOPAL

**Krishna has a locomotor impairment and currently works at Spark Minda MSPEL, Noida.**

Krishna Gopal, a senior employee of Spark Minda aged 52, has a locomotor impairment in one leg. Despite his impairment, Krishna has worked continuously at Spark Minda MSPEL, Noida, from last 19 years. He has been working with Spark Minda MSPEL Noida since 2003 His work requires him to stand for extended periods, which causes pain in his leg. Standing at his workstation all day is especially challenging for him. As he ages, standing for long hours has become increasingly difficult. He is courageous and performs his duties with dedication and honesty. He takes a break between working hours or sometimes asks other workers to help a little with his work. Krishna brought many years of prior experience when he joined Spark Minda. He states that he has experienced no discrimination at Spark Minda. He draws strength from his brother and enjoys gardening in his free time.



## 37. RUPANDAR PAL

**Rupandar has a visual impairment and works in the Milling Keys Unit.**

Rupandar Pal is 19 years old and has been working at Spark Minda's milling keys unit. He joined Spark Minda on 15 November 2022. He has a visual impairment, with only 25% vision. As a result, he experienced significant discrimination during his school years. Despite these challenges, he completed his education up to the 12th standard. He is very close to his family, particularly his parents. He aspires to own a business in the marketing field Before joining Spark Minda, he worked at another organization for two years. A friend referred him to Spark Minda, highlighting the opportunity for growth and learning. Rupandar has five family members, whom he supports financially. Spark Minda has transformed Rupandar's life, and he is deeply grateful for the opportunity.

## 38. DEEPAK KUMAR

**Deepak has speech impairment and is now working in the Key Millings Department.**

Deepak, 33, has been with Spark Minda for one year, where he excels in the Key Milling Department. Despite being born with a speech impairment, he remains diligent and committed. He has completed his education up to the B.A. level. Deepak lives with his parents and two sisters, with whom he shares a close-knit bond.

His dedication to his role is evident in his strong work ethic and enthusiasm. He enjoys his work and is motivated by the desire to provide for his family and support his sister's education. Spark Minda provides an inclusive and supportive environment, where Deepak feels valued and encouraged.

During his year with the company, Spark Minda has facilitated not only his financial growth but also strengthened his emotional resilience. Deepak aspires to continue contributing diligently, maintaining his honest work approach and gratitude for the opportunities he has been given.





## 39. DEEPAK KUSHWAH

Deepak has a speech and hearing impairment and works as a technician at Cove Pump, Spark Minda.

Deepak Kushwah, a Person with Disabilities (PwD), finds his work highly fulfilling and believes it gives him a sense of identity. He is self-motivated and driven, having overcome many adversities in his life. Despite these challenges, he completed his education up to Higher Secondary and is proficient in the MS Office suite. His friends form his strongest support network. Deepak lives with his mother and two brothers and appreciates Spark Minda for not only providing him with a livelihood but also adding meaning and purpose to his life.



## 40. NEETU KUMARI

Neetu has polio and is currently employed at Spark Minda DCD, Greater Noida.

Neetu, 20 years old, has been working with Spark Minda since 2021. She joined the DCD unit in Greater Noida on 13 August 2021. She has had an impairment in one of her legs due to polio since childhood. Before joining Spark Minda, she faced repeated job rejections, which she believed were due to her impairment. However, Spark Minda provided her with the opportunity she had long been waiting for, and she enjoys her work immensely. Neetu is performing well and is keen to grow further within the company. She aspires to achieve financial independence and believes that, with Spark Minda, she can realise this goal.

## 41. RAJ KUMAR

**Raj has a visual impairment and is currently employed in the DCD unit under HPDC.**

Raj Kumar is 44 years old. He has completed his education up to the 12th grade. He joined Spark Minda on April 2006. He has been working in the DCD unit under HPDC. He learned about this opportunity from his friend, who works in another branch of this company. Raj has acquired his visual impairment due to an accident, but this did not stop him from working. He has three family members (a wife and two children). After work, he spends his time with them. Joining Spark Minda has transformed his life—he has become more confident, socially active, and financially independent. Spark Minda has also helped him become financially independent. He motivates himself to maintain a positive outlook on life and is working to improve his lifestyle. His dream is to have a big house and fulfill his family's desires.



## 42. HARVENDRA SINGH

**Harvendra has a locomotor impairment and is now working with Spark Minda DCD, Greater Noida.**

Harvendra is 26 years old and has been working with Spark Minda DCD Greater Noida since 2021. He has an impairment in his legs, which occurred because of an infection that spread in his body during childhood. Some activities, like walking and standing, are very challenging for him and require a lot of courage to handle. His brother told him about Spark Minda. He applied for the job, succeeded, and was appointed to this company. Today he loves his job a lot. He works in production. Since this is his first job, he wants to work hard for healthy growth in his life. His seniors motivate him and guide him with his tasks. He is married and has two kids. He loves spending time with them. Harvendra feels that without the positive, supportive work environment at Spark Minda, he would not have been able to find meaning in life.





## 43. KARTIK KUMAR

**Kartik is visually impaired and works in the DCD unit at Spark Minda.**

Kartik Kumar, 27 years old, holds a B.Com degree and has three years' experience as a canteen supervisor. He learned about Spark Minda from a friend and joined the company in 2017. He currently works in the DCD unit at the paint shop, performing validity checks and painting. Despite his visual impairment, which makes seeing clearly a challenge, Kartik has not let it hinder his work. He comes from a family of six and is particularly close to his child. After work, he enjoys spending time with his family. Since joining Spark Minda, he has achieved financial stability and gained a boost in self-confidence. Kartik is motivated by the company's inclusive work culture, as well as by his friends and family. His aspiration is to start his own business and build a home for his family



## 44. BANTI SINGH

**Banti has a severed finger and works at Spark Minda DCD, Greater Noida.**

Banti, 23 years old, has been working at Spark Minda DCD, Greater Noida, since 17 November 2020. He sustained a finger injury 12 years ago while operating a machine at his previous workplace, which has made him more cautious at his current workstation.

Banti enjoys working at Spark Minda as it provides him with opportunities to expand his skills and knowledge. He learned about this role through an advertisement. This is his first preferred job, and he is eager to continue learning and growing within the organisation. In his free time, Banti enjoys studying. He has long desired to prove people wrong by demonstrating his abilities, and at Spark Minda, he achieves this daily through his dedication and performance.

## 45. BAADAL SAXENA

**Baadal lost his fingers and now works at Spark Minda DCD, Greater Noida, in the die-casting department.**

Baadal has been working at Spark Minda DCD, Greater Noida, for the past four years. Prior to this, he was employed at a different organisation. He lost his fingers in an unexpected accident, which presented many challenges, but it did not diminish his spirit or determination.

Baadal enjoys the inclusive work culture at Spark Minda and appreciates the support of his colleagues. He takes pride in his work in the die-casting department and values the time he spends with his family, which consists of five members. Working at Spark Minda has been a life-changing experience for him, helping him become more socially active and financially independent. He aspires to start his own business and works diligently every day to achieve this dream.



## 46. SONAM BHATI

**Sonam lost a finger and now works on the production line at Spark Minda DCD, Greater Noida.**

Sonam, 27, has been working with Spark Minda DCD, Greater Noida, since 2020. She lost a finger but has not let it limit her ambitions. This is her first job, and she learned about the Spark Minda Group through her brother, who is also employed with the company.

Motivated by her supervisors, Sonam learns something new every day and enjoys her work on the production line. She values the inclusive environment at Spark Minda, where everyone receives equal opportunities and no discrimination exists. After work, she spends time with her family. Working at Spark Minda has helped her hone her skills, boosted her social confidence, and provided financial stability, bringing her immense satisfaction and happiness.





## 47. RAVI

Ravi has a leg impairment works with Spark Minda

Ravi, 29, has been an employee of Spark Minda since 1 January 2020. Due to an impairment in one of his legs, he initially faced difficulty finding employment, but he never gave up and remained persistent. He began his career at Spark Minda as a helper and, thanks to his dedication and outstanding performance, has since been promoted to a supervisor role.

Ravi appreciates the inclusive work environment at Spark Minda, where he experiences no discrimination among colleagues. This is his first job, and he hopes to continue working here for the long term. He is diligent, enjoys his work, and in his free time assists his family with farming. Ravi credits his supervisor for guidance and inspiration, having been a mentor and teacher since his first day at Spark Minda.



## 48. SURESH KUMAR

Suresh has a leg impairment, has been working with Spark Minda for more than three decades.

Suresh is a senior employee who has been dedicatedly serving Spark Minda since 1996. He began his journey with the company on 6 November 1996 at DCD Greater Noida and is presently 59 years old. Despite being a PwD and having difficulty walking, he has never lost his determination and has worked hard for the past 27 years.

Suresh appreciates the work environment at Spark Minda, where there is no discrimination and everyone receives equal opportunities. He chose to join the organisation due to its excellent reputation and has worked across various branches of Spark Minda. During his leisure time, he enjoys watching entertainment shows. Suresh's family is his greatest source of motivation and support, keeping him going.

## 49. PRADEEP KUMAR

**Pradeep, with a finger fracture, works diligently in the die-casting division.**

Pradeep has been a part of the Spark Minda team since 2013. Unfortunately, he fractured one of his fingers, which makes writing difficult for him. He has been working in the die-casting department and was promoted to GDC eight years ago. Spark Minda was the first company he applied to, and he was selected.

Pradeep enjoys working at Spark Minda, as there is no discrimination and every employee has equal opportunities to learn and grow. He has a family of six: his parents, two brothers, his wife, and one child. After work, he spends quality time with his family and children.



## 50. MUKESH

**From village struggles to workplace pride – Mukesh carries courage in every effort.**

Mukesh began working at Spark Minda on 19 June 2022. At the age of six, he developed an impairment following a reaction to an injection. Prior to joining Spark Minda, he worked in farming, and this is his first formal job at DCD Greater Noida. He currently works in the order-fitting department.

Mukesh's brother, already employed at Spark Minda, recommended the company to him. He draws inspiration from his brother and is motivated to continue learning and growing. In his free time, Mukesh enjoys browsing social media and strives to improve his life in every possible way. He is grateful to Spark Minda for providing both him and his brother with the opportunity to achieve financial independence.





## 51. TITU

**Titu reminds us that progress is not loud—it is consistent.**

Titu has been a dedicated employee at Spark Minda for six years. He was born with an impairment in one leg. Titu works in the casting division at DCD Greater Noida. This is his first job, as he did not have the opportunity to complete his education. However, a family member recommended that he apply to Spark Minda. He is grateful for the work culture and the equal opportunities he has received within the organisation. As he cannot stand for long, the company has provided him with a chair to accommodate his needs. Titu finds motivation in speaking with his mother during his free time, as she is his greatest strength. He appreciates that he can reach out to anyone within the organisation for assistance at any time.



## 52. KAMAL SINGH

**Learning became his ladder – Kamal keeps climbing without looking back.**

Kamal started working at Spark Minda's DCD branch in Greater Noida on 14 June 2021. He lives with polio and has completed his education till 10 standard. Kamal worked briefly at two organisations for a few months before joining Spark Minda through a friend's referral. Since joining Spark Minda, he feels he has learned new skills and exceeded his family's expectations with the guidance he has received.



## 53. NEERESH YADAV

**A learner at heart, a fighter in spirit, Neeresh shapes his own tomorrow.**

Neeresh started working at Spark Minda in DCD, Greater Noida, on 30 November 2021. He faces occasional difficulties with walking and performing certain tasks. Before joining Spark Minda, he worked for various organisations for a few years. A friend recommended Spark Minda to him, and he has thrived in his role since joining. Neeresh has a mentor who provides guidance and support across all areas. He appreciates the positive work environment and equal opportunities within the organisation. In his free time, he enjoys reading and believes that, with continued guidance from his mentor, he will excel at work.



## 54. SUBODH KUMAR

**With patience and purpose, Subodh moves forward one honest day at a time.**

Subodh has been with Spark Minda in DCD, Greater Noida, since 2014. He faces challenges with walking. He completed his graduation and previously worked at Samsung for a year before joining Spark Minda. Currently, he works in the packing department and enjoys the positive work culture. He believes that there will be more opportunities for him in the future. During his free time, Subodh likes spending time with his family, which he finds to be the best way to relieve stress.





## 55. ASHRAF ALI

**His gratitude becomes his strength—Ashraf rises by helping others rise.**

Ashraf Ali previously worked as a call centre executive at Modi Hospital for one year. He joined Spark Minda on 15 February 2023 and has been working in the GDC unit as a CNC (KGN) ever since. Ashraf learned about Spark Minda through the Saksham Camp and is grateful for the opportunity to work here. He is particularly close to his parents and enjoys spending time with his brothers after work. Ashraf finds motivation in the people at Spark Minda and believes that the experience he gains in the industry will help him meet his family's needs.



## 56. GORAKH KUMAR

**Gorakh works not for praise but for his family, which makes his journey even stronger.**

Gorakh Kumar holds a B.A. degree and has three years of experience working with the SILCA K machine at another branch of the Minda Group. He joined the DCD unit on 1 February 2023 and has been working in the HPDC packaging department since then. Despite having a leg affected by polio since birth, Gorakh's determination has never wavered, and he continues to work diligently. A devoted family man, he shares a particularly close bond with his mother and enjoys spending time with his family after work. His job has provided him with financial stability. Gorakh's ultimate dream is to provide a better life for his family, which motivates him to work tirelessly. He is grateful to Spark Minda for giving him a dignified life and the opportunity to spread happiness around him.

## 57. HIMANSHU NAYAK

**A determined soul – Himanshu keeps proving that dreams don't need perfect conditions.**

Himanshu Nayak is a 33-year-old computer applications professional who has been working at Spark Minda since 5 September 2021. He was born with impairments in his hand and leg. Himanshu has six months of experience in the company's DCD unit. His disabilities have presented significant challenges in life, including job rejections from various organisations. However, these setbacks did not deter him from pursuing his dream job. His former school teacher was a constant source of encouragement and support. Himanshu is grateful to Spark Minda for providing him with the opportunity to learn and grow, achieve financial independence, and support his family.



## 58. KARAN

**Karan doesn't see obstacles – he sees ways around them.**

Karan Singh is a 29-year-old employee of Spark Minda who joined the company on 1 April 2016. He learned about the job opportunity through a friend and now works as a machine operator in the DCD unit under HPDC. Despite being visually impaired since birth, Karan refuses to let it hold him back, approaching life with determination and working hard every day. He comes from a family of six and shares a close bond with his father. Working at Spark Minda has provided him with financial stability and helped him become more socially active. Karan enjoys interacting with those around him and has even begun forming new friendships. He remains motivated to work diligently and learn new skills each day.





## 59. ANKIT KUMAR

**He grows a little every day - Ankit's journey is built on patience and effort.**

Ankit Kumar, a 20-year-old graduate, works in Spark Minda's quality department. He joined the company in August 2022 and enjoys reading and playing online games in his free time. Ankit has a leg-length discrepancy, caused by an illness at the age of five, which makes it difficult for him to stand and work for long periods. Despite this, he remains determined to continue growing and advancing within Spark Minda.



## 60. YOGESH KUMAR

**Yogesh stands tall because he refuses to bend to challenges.**

Yogesh Kumar is a 26-year-old employee working in the quality department at Spark Minda. He comes from a family of six and is the eldest among his siblings. At the age of seven, he lost one of his fingers in an accident. Yogesh reports that he has not faced any discrimination or difficulties at work due to his impairment. He expresses gratitude to Spark Minda for the opportunities it has provided, which have enabled him to become financially stable and support his family. His future goal is to continue progressing within the company.

## 61. JAHID

**Soft-spoken but strong-willed – Jahid’s work speaks for him.**

Jahid is a 46-year-old who has been a valuable member of the housekeeping department at Spark Minda for the past seven years. Although he did not complete his schooling, he is a proud father of two daughters and two sons. He supports his family through his job. Jahid lost a finger due to an accident during his youth. He has faced no challenges at Spark Minda and hopes to continue working for the organisation. He feels respected and valued at Spark Minda and is grateful for the opportunity, which has provided him with financial stability and enabled him to take care of his family.



## 62. LAVLESH

**Lavlesh keeps learning – not to impress, but to improve.**

Lavlesh has been with Spark Minda since 2018, working in the DCD unit at the Greater Noida facility, in the buffing (GDC) department. He is 32 years old and suffered a finger fracture two and a half years ago while on the job. Lavlesh is passionate about his work and enjoys learning something new every day. He believes Spark Minda has given him a great opportunity that has positively transformed his life. He is now able to support his family and ensure their happiness. Lavlesh completed his education up to 8th standard and was introduced to Spark Minda through a friend. He feels comfortable working here, as everyone is treated equally and given the same opportunities.





## 63. RAHUL DEV

**Rahul turns support into motivation and motivation into progress.**

Rahul has been employed at Spark Minda for two and a half years. He works in the DCD unit at the Greater Noida facility, specifically in the buffing (GDC) department. He is 30 years old and has had a leg affected by polio since the age of five. Rahul enjoys working at Spark Minda because his colleagues are understanding and helpful. He wishes to continue working here and to develop new skills. Spark Minda has provided him with greater opportunities, enabling him to support his family.



## 64. ASHOK

**His respect for work is his identity – Ashok earns praise quietly.**

Ashok is a valued member of the Spark Minda team, having worked with them for the past four years. He is employed in the DCD unit at the Greater Noida facility, specifically in the buffing (GDC) department. Despite having sustained a hand injury approximately 18 years ago, Ashok has excelled in his role. Prior to joining Spark Minda, he had gained two years of work experience. What he appreciates most about working here is that he is treated with respect and is afforded equal opportunities despite his disability. This has given him a sense of purpose and comfort, enabling him to dedicate himself entirely to his job. In his spare time, Ashok enjoys cooking and playing mobile games.

## 65. IMRAN ALAM

Imran Alam faced years of social exclusion and discouragement because of his disability, often feeling unseen and unheard. Joining the company changed his perspective as he was welcomed into a culture of respect, teamwork, and encouragement. His dedication, discipline, and positive spirit helped him grow professionally while building meaningful friendships, showing how inclusion can truly transform lives.



**Imran's journey shows how inclusion empowers people to thrive.**

## 66. VIVEK KUMAR

**Not afraid of struggle – Vivek works for a future he can be proud of.**

Vivek, a young employee, has been part of Spark Minda's packaging department for the past three years. He contracted polio as an infant, resulting in a locomotor impairment. Despite completing his higher secondary education, he faced difficulties finding employment due to his health and experienced rejection in Rajasthan before being hired by Spark Minda. After securing the job, his financial worries eased, and he gradually became self-sufficient. In his family, his father is the sole breadwinner, and Vivek is determined to work hard to provide a better life for them. He is committed to improving his financial situation, and with Spark Minda's support, this goal is now within his reach.





## 67. MANOJ PUNDIR

**Manoj demonstrates perseverance and resilience, consistently progressing despite challenges.**

Manoj joined Spark Minda as a production employee approximately three and a half years ago. He holds a diploma in mechanical engineering and previously worked in Palwal. Throughout his life, Manoj has faced significant challenges. As a child, a sudden fever caused severe limb impairment, with no effective treatment available. Despite negative remarks from others, he remained determined to lead a purposeful life. Manoj's family offered unwavering support, and he credits his father for encouraging him to continue his education despite financial hardship. He values the respect and dignity he receives at Spark Minda, a stark contrast to his earlier experiences.



## 68. DAULAT RAM

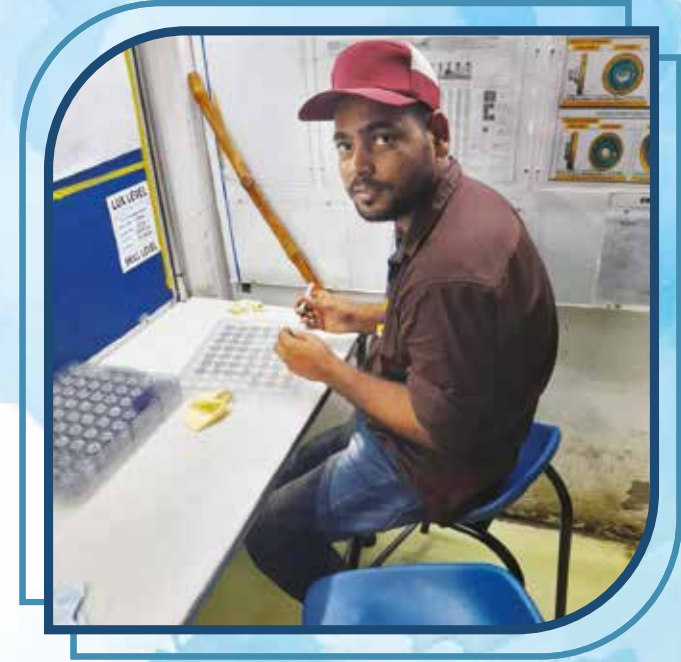
**Daulat Ram overcame every obstacle with determination.**

Daulat Ram works in the quality assessment department at Spark Minda. Despite the challenges he has faced while adapting to his circumstances, he is a hardworking and ambitious 20-year-old who has completed his education up to the 8th standard. Daulat Ram was born with an upper limb impairment, which led to him being neglected and rejected for several jobs on the assumption that he could not perform physical labour. However, he refused to give up and persevered until he secured a job at Spark Minda. Now he feels more confident and comfortable working at the company. Gradually, he is moving towards financial stability and has high aspirations for his future. Daulat Ram sees every day as an opportunity to learn and hopes to save enough to take care of his family. He is grateful to Spark Minda for this opportunity.

## 69. RAJNIKANT

**Rajnikant is responsible, reliable, and resilient, demonstrating quiet strength.**

Rajnikant, 28, is an electrician who graduated from an ITI programme. He joined Spark Minda on a friend's recommendation and began working at the DCD plant in Greater Noida on 5 June 2023. He now oversees the paper gauge section in the CNC quality department. As one of seven family members, Rajnikant and his elder brother, a Delhi Police constable, support their household. At the age of three, a high fever and subsequent injection left his right leg paralysed. Despite this challenge, Rajnikant remains positive and committed to supporting his family. He praises Spark Minda's work culture, noting that it exceeded his expectations, and encourages others to consider employment there.



## 70. MANJU GIRI

**Manju secured employment and developed greater confidence in expressing herself.**

Manju Giri completed her education up to the 10th standard. At the age of six, she suffered severe burns, which presented significant challenges and affected her confidence. Following her father's passing, Manju took responsibility for her mother and five sisters and began working. She has over six years of experience as a quality checker in the mobile industry. She now works in quality control at the DCD plant of the Spark Minda Group, which she considers the best company she has worked for.





## 72. AKHTAR HUSSAIN

**Akhtar determination surpasses his challenges.**

Akhtar has been a valued member of the Spark Minda team since March 2019, working at the WHD unit in Greater Noida. Despite his visual impairment, he consistently demonstrates diligence and dedication in his role as a contractor. He is 28 years old, holds a B.Com degree, and uses a magnifying lens to support his work. Akhtar enjoys spending time with his family and appreciates the confidence Spark Minda has given him to contribute fully to the company.



## 73. GEETA PRASAD CHOUHAN

**Geeta demonstrates grace in overcoming challenges and remains determined.**

Geeta has been a valued member of the Spark Minda team at the WHD unit in Greater Noida since September 2020. At 26, she experiences vision difficulties, particularly in low-light conditions. Despite this, she enjoys her role in the battery cable department and appreciates her colleagues' support. Guidance from the HR department has been especially motivating and reassuring. As this is her first job, Geeta is inspired by her colleagues to excel. In her free time, she enjoys listening to music and playing musical instruments.

## 74. HARENDRA BHATI

**Consistency is Harendra's strength – he demonstrates unwavering commitment.**

Harendra has been a valued member of Spark Minda for 18 months, having joined the WHD unit in Greater Noida in March 2022. He currently works in the wire-assembling department. Despite a locomotor impairment from childhood polio, Harendra enjoys his work and the inclusive environment at Spark Minda. He values his supervisors' guidance and is committed to excelling in his role. His parents are his greatest source of strength, and he enjoys spending time with them and exploring new interests in his free time.



## 75. ANIL KUMAR RAWAT

**For Anil, work is not just a responsibility but also a source of confidence.**

Anil has been a valued member of Spark Minda's Wiring Harness Division in Greater Noida for two years. Despite his visual impairment, he has excelled in the wiring harness department and developed strong relationships with colleagues in a supportive environment. Spark Minda has provided him with a sense of belonging and respect that he did not experience in previous workplaces. He remains committed to the organization, which he joined through a personal referral. Outside of work, Anil enjoys playing musical instruments and composing music. His resilience and determination show how support and perseverance can foster personal growth.





## 76. VIJAY BAHADUR

Vijay consistently demonstrates resilience and determination.

Vijay has been with Spark Minda since 25 November 2021. He currently works at WHD Greater Noida and previously worked in the die-casting department at DCD Noida. After transferring to a new unit, Vijay continues to appreciate Spark Minda's positive work environment. He joined the company through a referral from a colleague, Natasha. Despite being visually impaired, Vijay performs his duties effectively and remains attentive to his tasks. He values fair treatment and equal opportunities in the workplace. In his free time, he enjoys talking to his family. Although he once pursued music, he is now focused on his work and motivated by his commitment to his family. His wife remains a source of happiness and strength.



## 77. MANOJ PAL

Manoj is a quiet achiever who makes steady progress through consistent effort.

Manoj is a dedicated employee at Spark Minda WHD, Greater Noida. Although he is visually impaired and over the age of 40, he remains committed to his work. He occasionally encounters challenges but overcomes them with support from his colleagues. Manoj values the positive work environment and looks forward to continuing to contribute. In his free time, he enjoys listening to music. His mother is his primary source of support and strength. Manoj's self-motivation and resilience demonstrate the power of determination.



## 79. PANKAJ KUMAR

**Although visually impaired, Pankaj maintains a clear focus on his goals.**

Pankaj Kumar has worked at Spark Minda WHD, Noida, for three years. Despite his visual impairment, he consistently demonstrates resilience and adaptability. He started in the part fitting department, where a collaborative environment supports his dedication. In his free time, Pankaj explores the digital world on his phone and draws motivation from his wife's encouragement. His determination inspires the team.



## 80. DHAN PAL

**Despite early challenges, Dhan Pal continues to demonstrate resilience and determination.**

Visually impaired since birth, Dhan Pal earned a B.A. and joined Spark Minda in February 2021, where he plays a key role in the battery production unit. Introduced to the company by an NGO, he continues to overcome daily challenges related to his visual impairment. He lives with his parents in a seven-member family and enjoys weightlifting and playing cricket with a special team for persons with disabilities in Bengaluru. Dhan Pal values his work at Spark Minda, which allows him to support his family. He says he is treated with respect and inclusion, without discrimination. His story highlights resilience, strong family bonds, and the pursuit of personal goals.





## 81. MANOJ KUMAR

**Manoj gained renewed hope and direction through his dedication and hard work.**

Manoj Kumar, an ITI graduate, joined Spark Minda in February 2023 and now works in the battery production unit. Previously, he taught at a private school. He learned about Spark Minda through a CRC camp, which provided him with new opportunities. Despite physical challenges from a locomotor disability and pain from standing for long periods, Manoj remains a valued member of his eight-person joint family. He appreciates the supportive and respectful work environment at Spark Minda and is grateful for the opportunity to improve his financial stability and support his family. His story demonstrates determination, family support, and the value of meaningful opportunities.



## 82. AFROJ KHAN

**Afroj has transformed past rejection into earned respect.**

Afroj Khan, 32, completed his 12th standard and has been visually impaired since birth. With 15 years of experience as a motor mechanic, he left his previous job due to discrimination. Through the NAV NGO, he learned about a position at Spark Minda, which he joined in November 2019 as a wire-looping station operator. This opportunity has brought him happiness and gratitude, enabling him to achieve financial stability and support his family.





## 83. AFSHAR ALI

**Ashraf journey reflects gratitude and quiet confidence.**

Afshar Ali, 38, joined Spark Minda in September 2019 as a wire-looping station operator after learning about the opportunity through an NGO. Visually impaired since birth, he supports a family of five and enjoys cricket and music in his free time. He feels respected at Spark Minda and is grateful that the job provides financial stability and enables him to support his family. His experience underscores the value of inclusive employment in creating opportunities and transforming lives.



## 84. RAM BABU

**Ram Babu demonstrates dedication and responsibility, consistently performing his duties with sincerity.**

Ram Babu, 27, completed the 12th standard and has worked at Spark Minda's circuit-testing unit since March 2019. As the primary provider for his family of five, he is dedicated to ensuring their financial security. Despite having only 20% hearing ability and speech difficulties, Ram remains committed to his role. He enjoys playing cricket and spending time with friends. His employment has provided financial stability, enabling him to better support his family.





## 85. AJAY PRATE SINGH

**Ajay transformed challenges into opportunities through consistent courage.**

Ajay Prate Singh, 18, faces hearing and communication challenges. He joined Spark Minda in March 2023 and works in the loading and unloading unit after learning about the opportunity through a friend. Ajay has long faced discrimination due to his disability, but his experience at Spark Minda has been positive. He is now treated with respect and fairness. Ajay enjoys playing cricket and is deeply grateful to Spark Minda for this life-changing opportunity, which has brought him financial stability, dignity, and confidence.



## 86. PANKAJ KUMAR

**Pankaj is driven by his children's future, making him unstoppable.**

Pankaj Kumar, 39, has overcome significant challenges related to his locomotor disability. Although he completed his education up to the 12th grade, finding suitable employment was difficult. Diagnosed with polio as a child, Pankaj was introduced to Spark Minda by his neighbour in 2009. He now works in the Wiring Harness Division in Greater Noida, excelling in the joint crimping section. His role has brought financial stability and improved his family's quality of life, allowing his children access to better education and a more comfortable home. Pankaj credits his family as his greatest source of strength and motivation. Despite physical limitations, he remains committed to building a better future and demonstrates that determination can turn challenges into opportunities for success.



## 87. MANOJ SINGH

**Manoj's first job showed him that he could accomplish more than he thought possible.**

Manoj Singh has worked at Spark Minda for nearly three and a half years in his first professional role. He is now financially independent and more confident. His father is a police officer, and his mother, a homemaker, is his greatest source of inspiration. Manoj values his relationship with his mother and aims to lead a healthy and happy life.



## 88. NAVRUP PAUL/ MANDAL

**A devoted father and dedicated employee, Navrup demonstrates that love and perseverance can create a promising future.**

Navrup Paul is a proud father to a lively young son and values the presence of his parents in his home. Despite a hearing impairment and limited formal education, he works diligently at Spark Minda, aiming to excel on the assembly line. Navrup has overcome significant challenges and remains ambitious and caring. His family inspires him to pursue his goals, and his story reflects determination, family devotion, and optimism for the future.





Driven by family and fuelled by passion, Aditya pursues his dreams with quiet strength.

## 89. ADITYA KUMAR TRIPATHI

Aditya Kumar is a dedicated employee at Spark Minda, where he has worked for over two years. Despite his hearing difficulties, he takes pride in his work and draws strength from his supportive parents and two younger sisters. His primary goal is to support his family. Aditya is passionate about motorcycles and enjoys riding them. His story demonstrates that determination and family support can help people achieve their aspirations.



## 90. PRADEEP SINGH RAWAT

With a supportive home and pride in his work, Pradeep builds a stronger future each day.

Pradeep Singh has been a dedicated member of the Spark Minda team for over two years. Both he and his wife are hearing-impaired, which has strengthened their bond and their ability to communicate effectively. Pradeep values his role and appreciates the support of a friend who helped him join Spark Minda. He takes pride in assembling car locks and feels a strong sense of belonging at work. Pradeep is committed to providing a bright future for his children by saving diligently. His story reflects resilience, love, and a commitment to building a better future.



## 91. FAIYYAZ AHMED

**Faiyyaz approaches challenges calmly and pursues his goals with quiet confidence.**

Faiyyaz Ahmed, 22, completed his education through the 10th standard but could not continue his studies due to financial constraints and hearing impairment. He found new opportunities at Spark Minda, where he has contributed for over two and a half years. Faiyyaz supported his father, a tailor, and helped at the family shop, especially during the COVID-19 pandemic. He remains calm under pressure, draws strength from his family, and aspires to pursue an ITI qualification to advance his career. His journey reflects resilience and determination.



## 92. SUBHASH KUMAR

**Subhash turned doubt into confidence, gaining strength and dignity through new opportunities.**

Subhash Kumar is a valued member of the Spark Minda team and has a locomotor disability affecting his right hand. After completing his 12th standard, he joined Spark Minda, which actively hires people with disabilities. Although initially concerned about workplace accessibility, he soon received strong support from colleagues. His role was matched to his abilities, enabling him to achieve financial stability for himself and his family. Through his employment, Subhash has gained confidence and self-esteem. His journey highlights resilience, personal growth, and the positive impact of inclusive opportunities.





Ranjit demonstrates that challenges are no obstacle when determination leads the way.

## 93. RANJIT

Ranjit, originally from Bareilly, Uttar Pradesh, is a dedicated employee at Spark Minda. Despite developing a locomotor disability in his right foot at the age of six, he has built a successful career, including two years with Aero Express before joining Spark Minda. Introduced to the company by a colleague, Ranjit has found strong support and guidance from his supervisors. He is committed to advancing his career and believes that ability matters more than limitations. In his free time, he enjoys listening to music and relaxing, and he takes pride in his achievements and personal growth.



## 94. LALIT NATH

Lalit is committed to growth despite a mobility impairment.

Lalit Nath, a resident of Champod, is a valued member of the Spark Minda team. Despite a locomotor disability affecting his right hand and leg, he completed his Bachelor of Arts degree and continues to pursue his goals with determination. Lalit learned about Spark Minda through a friend who had worked there for a year. He appreciates the support and guidance from his colleagues, which make him feel valued and empowered. In his free time, he enjoys watching movies and cycling. Lalit's confidence in taking on new challenges demonstrates that, with the right mindset, obstacles can be overcome.



## 95. NISHA

Nisha is a valuable member of Unit 2 at the Spark Minda Foundation. She is from Allahabad and is a working mother raising two children. Unfortunately, a burn accident when she was just three years old left her with a deformity in her right hand, making daily life challenging. However, Nisha found solace and support through a friend who was already employed at Spark Minda. Her job has not only provided her with financial independence but also the support she needed to overcome her challenges. Additionally, Nisha is currently pursuing a Bachelor of Arts degree and is deeply passionate about it. Her colleagues have been supportive and cooperative, making her experience at Spark Minda very positive. During her free time, Nisha enjoys writing poetry, which offers her a way to unwind from her busy schedule. Guiding her journey is her mother, an unwavering source of encouragement and strength. Nisha's story highlights the power of resilience, determination, and the importance of family support.



**Nisha is a born survivor, proving ability beyond disability.**

## 96. ABNISH

Abnish hails from Bareilly, Uttar Pradesh, and has been working at Spark Minda since 27 April 2023. Despite having a 40% locomotor disability in his legs since childhood, he manages his daily life and work with confidence. Before joining Spark Minda, he worked at a government hospital for two years. Being a part of Spark Minda is a significant achievement for him. He is thankful that his disability has been recognised and accommodated at Spark Minda.



**Abnish proves that mobility impairment is no barrier to growth.**





## 97. POOJA

**Pooja's journey of strength: from poliomyelitis to professional success.**

Pooja, from Jalalabad, is married and has two children. Despite living with poliomyelitis and a foot deformity, she completed her education up to the 9th standard in Udaipur. On 10 March, she joined Spark Minda for her first job and performs her role with dedication. Pooja values the support, respect, and equal opportunities she receives at work. While balancing her responsibilities, she finds joy in spending time with her family and takes pride in her self-sufficiency. Her determination ensures that her disability does not limit her progress. Pooja's story reflects resilience, strong family values, and the power of perseverance.



## 98. SUSHIL KUMAR

**Sushil continues to move forward despite his right-leg disability.**

Sushil Kumar has been with the company for eight months and specialises in ceiling fitting and installation. He has a 50% locomotor disability in his right lower limb due to polio. Sushil joined Spark Minda through family connections and previously gained over two years of experience working at a gas pump. His self-confidence and positive attitude have contributed to his success, and he takes great satisfaction in his work. Spark Minda's inclusive environment has had a transformative impact on his life, demonstrating the value of opportunity and determination.



## 99. JITENDRA SINGH

**Jitendra rises above childhood challenges to build confidence, skills, and a secure future.**

Jitendra Singh, a contract employee at Spark Minda Foundation from Bareilly, Uttar Pradesh. Despite an impairment in his left foot since the age of ten, he has demonstrated determination and resilience. Previously, he gained valuable experience working at a jewellery store. Over the past two months, Jitendra has integrated well into the team, consistently delivering high performance and expressing satisfaction with his role and the support he receives. The inclusive work environment at Spark Minda supports his growth and reinforces the value of equal opportunities. Jitendra's journey highlights the impact of perseverance and a supportive community.



## 100. SATYAPAL SINGH

**Satyapal is a lifelong learner, transforming setbacks into strength through dedication and opportunity.**

Satyapal Singh joined Spark Minda Corporation on 11 March 2022. Originally from Uttar Pradesh, he proactively connected with his seniors before starting his role. He has a lifelong impairment in his left hand resulting from childhood polio. Prior to joining Spark Minda, he spent five years at PepsiCo in Bazpur, and holds a degree in computer applications.

In his free time, he enjoys reading, reflecting his passion for learning. Satyapal is recognised for his dedication and self-motivation. Despite challenges, he remains focused and turns obstacles into opportunities. His journey exemplifies resilience, tenacity, and a commitment to growth.





## 101. ANIL KUMAR MISHRA

Anil has transformed physical limitations into motivation for growth, dignity, and independence.

Anil Kumar Mishra, a resident of Kolkata, West Bengal, experiences mobility challenges due to polio, which weakened the muscles in his legs. He joined Spark Minda on 2 June 2022, after receiving a referral from a friend in Uttar Pradesh. At Spark Minda, Anil is responsible for packaging and sorting material components, performing his duties with dedication and care. Before joining the company, he briefly worked at a Business Process Outsourcing center in New Delhi. He completed his education up to the 12th standard at a high school in Ranchi. In his free time, Anil enjoys watching cricket, a sport he is deeply passionate about. His determination and enthusiasm are reflected not only in his work but also in the way he approaches life's challenges.



Abhay's journey from overcoming polio in infancy to achieving professional growth reflects remarkable resilience and determination.

## 102. ABHAY KUMAR

Abhay Kumar is a respected member of Unit 2 at Spark Minda Corporation and hails from Bareilly, Uttar Pradesh. Despite contracting polio due to a fever at just six months old, Abhay has remained determined to build a meaningful career. He completed his Bachelor of Arts and gained initial work experience as a computer operator for six months before joining Spark Minda. His resilience and perseverance reflect his strong character. At Spark Minda, Abhay finds satisfaction in his work and continues to dedicate his free time to further studies. He approaches his responsibilities with ambition and sincerity, demonstrating how determination can overcome challenges and create opportunities for growth.





## 103. AMIT RAJAK

**Amit's journey demonstrates that partial visual impairment does not limit ambition, determination, or professional success.**

Amit, originally from Bharatpur in Bihar, has been working at Spark Minda since 2019 as an ingredient packer. Despite partial visual impairment, he has never allowed it to hold him back. He successfully completed his high school education and spent a year working with a non-profit organization before joining Spark Minda. Throughout his journey, Amit has faced several challenges, but his determination has helped him overcome them. He enjoys his work and finds a sense of comfort and purpose in it. Naturally curious, Amit likes learning about new subjects and spends his free time reading and researching. He appreciates the positive working environment at Spark Minda and feels content being part of the organization. Amit's story is a testament to resilience, adaptability, and the power of a supportive workplace.



## 104. MAMTA KASHYAP

**Mamta is excelling professionally despite locomotor challenges through determination and expertise.**

Mamta Kashyap, from Uttar Pradesh, is a valued member of the Spark Minda team and has been working in the lines department for the past two years. Despite having a locomotor disability in her left foot, she continues to perform her role with dedication and confidence. Mamta holds a Bachelor's degree in Education and Training. Before joining Spark Minda, she worked at a government school, where she developed valuable skills that continue to support her professional journey. Her strong determination and the encouragement she receives from her support network motivate her to keep growing. She finds satisfaction in her work and looks forward to continuing her journey with the company. In her free time, Mamta enjoys spending time with her family, managing household responsibilities, and engaging in activities that bring her happiness. Her story reflects perseverance, confidence, and the power of determination in overcoming challenges.





## 105. NITYA NAND PANDEY

**Nityanand is thriving professionally as a visually impaired individual through skill, dedication, and perseverance.**

Nityanand is a dedicated employee at Spark Minda and hails from Uttar Pradesh. He is visually impaired but assembles parts with remarkable skill and dedication. Nityanand began his journey with Spark Minda on 2 September 2019 and has since devoted three years to the company. He completed his education up to the 12th standard in his hometown, which has equipped him well for his tasks. Prior to joining Spark Minda, he spent a year at the Blind Training Centre, where he acquired a diverse set of skills. Despite facing challenges related to his visual impairment, Nityanand remains confident and determined to overcome them. He feels positive about his experience at Spark Minda due to the support and assistance he receives. Nityanand looks forward to seeing Spark Minda continue to support other Persons with Disabilities (PwDs) like him. In his free time, he enjoys listening to music and studying.



## 106. RAHUL KUMAR

**Rahul has been pursuing success with determination despite a significant foot impairment, balancing both his education and career ambitions.**

Rahul Kumar hails from Bihar and joined Spark Minda on 2 June 2022. Despite a 50% impairment in his left foot, Rahul has persevered. He holds a Bachelor of Arts degree and has undergone training at an ITC school. Rahul looks forward to stable employment and further learning opportunities at Spark Minda. Grateful for this chance, he spends his free time studying diligently for his railway examinations. Rahul's unwavering self-belief is his guiding strength, empowering him to overcome challenges and pursue his goals with determination.



## 107. SATPAL SINGH

**Satpal has overcome lifelong polio to build confidence and resilience.**

Satpal Singh hails from Rajpur, where he has faced a lifelong challenge due to a right-foot impairment caused by poliomyelitis. He completed his education up to the 8th standard in Rajpur and has since built a commendable work history. Satpal draws inspiration from his supportive colleagues, who are always willing to assist and motivate him. A diligent and determined individual, he believes that his self-confidence is his greatest strength.



## 108. ARVIND PAL

**Arvind is thriving professionally despite a left-leg impairment, thanks to the supportive environment at Spark Minda.**

Arvind Pal is a valued member of the line department at Spark Minda. Hailing from Uttar Pradesh, he joined the company on 6 September 2020. Born with an impairment in his left leg, Arvind completed his education up to the 12th standard. At Spark Minda, he has found a supportive and welcoming environment. He feels settled and content in his workplace, appreciating the helpful and friendly colleagues around him. Arvind is grateful for the positive atmosphere that enables him to perform his best and grow professionally.





## 109. HIMANSHU UPRETI

**Himanshu turns his disability into professional and personal growth..**

Himanshu is from Uttarakhand and joined Spark Minda in 2018. Prior to this, he had over four years of professional experience. He has had an impairment in his right hand since childhood. Himanshu holds a Bachelor of Economics degree from Almora, Uttarakhand. He values the inclusive atmosphere at Spark Minda, where everyone is given equal opportunities and support, which motivates him to perform at his best. In his free time, he enjoys reading novels, listening to music, and engaging in other activities. Himanshu draws his motivation from the belief that life's experiences are lessons to learn from. He views his disability not as a limitation but as a unique ability, and he feels more empowered and responsible since joining Spark Minda.



## 110. JYOTI ARYA

**Jyoti breaks barriers with resilience and a commitment to continuous learning.**

Jyoti Arya, a 23 year old, has been a dedicated member of the Spark Minda Group since April 2022. She has 100% visual impairment in her left eye but works independently and confidently. Earlier, she faced discrimination and bullying, with people telling her, "With such an eye issue, you can't do it." Through her resilience, Jyoti overcame these challenges and proved everyone wrong. Joining Spark Minda gave her the opportunity to build a better future for herself. She appreciates the inclusive and supportive workplace environment and is proud of her decision to be part of the company. Jyoti continues to learn and grow, demonstrating that determination and perseverance can break barriers and create meaningful progress.



## 111. DEEPAK KUMAR

**Deepak – Achieving financial stability and professional growth despite a locomotor disability.**

Deepak Kumar, 32, has a locomotor disability. He joined the Spark Minda Group in June 2022 on the recommendation of a friend. A diploma holder with four years of experience in the electronics field, Deepak is satisfied with his work and earns more than he did at his previous company. He describes his colleagues as being like family, always supporting him in achieving better results. Deepak appreciates the inclusive work environment and has experienced financial improvement through this job.



## 112. MONIKA KUMAR

**Monika has overcome a childhood accident to achieve independence and professional success.**

Monika Kumar's story is one of determination and ambition. At just 22 years old, she is an inspiring example of someone who strives for a better future despite facing significant challenges. She has been working at the Spark Minda Group in the lockset unit for the past two years, and her dedication has enabled her to accomplish remarkable milestones. In an unfortunate childhood accident, Monika lost four fingers in a chaff cutter. Despite this, she never lost hope and worked tirelessly to achieve her dreams. She joined Spark Minda after learning about its inclusive work environment and hearing testimonials from other Persons with Disabilities (PwDs) employed there. She is content with her work and has now realised her dream of becoming financially independent.





## 113. DIVYA ARY

**Divya is defying societal stigma through education, empowerment, and determination.**

Divya Arya lives with dwarfism. At 22 years old, she defies the societal stigma associated with her condition, empowered by her education from an open university. After exploring various job opportunities, Divya chose to join Spark Minda in August 2021. She enjoys a supportive and inclusive environment, where she gets along well with her colleagues. Divya feels empowered and works diligently to be the breadwinner for her family. She is grateful to have found a workplace where she can be her true self and is treated with equality and respect.



## 114. BHARTI CHANDRA

**Bharti is pursuing growth, education, and independence despite her visual impairment.**

Bharti Chandra is a 25-year-old woman with a visual impairment. She began her journey with Spark Minda Group at the age of 20 and has grown within the company to become a line leader. During her tenure, she pursued a degree in Hindi literature through a distance education programme, reflecting her commitment to lifelong learning. Bharti refuses to let her impairment define her and demonstrates remarkable independence. With ambition and determination, she envisions a future of continued personal and professional growth at Spark Minda.



## 115. DEVENDER SINGH

**Devander has gained independence, confidence, and social connection through overcoming challenges from his childhood.**

Devender Singh is a passionate and dedicated employee at Spark Minda. He faced a challenging childhood after his right leg was amputated due to paralysis at the age of five. Despite these difficulties, he never lost hope. Devender began his professional journey with the company in December 2021. He now finds contentment in his work and life, grateful for the independence his role provides. He takes pride in being part of a reputable organisation and in not having to rely on anyone for financial support. Devender has also broadened his social circle and values the inclusive environment that Spark Minda fosters.



## 116. MUKUL

**Mukul has overcome paralysis and workplace challenges while supporting his family.**

Mukul, 22, has a locomotor disability resulting from childhood paralysis that affected his hand and later his leg. After his father's passing, he took on the responsibility of supporting his mother and siblings. Since joining Spark Minda in 2020, Mukul has become the primary earner for his family. He appreciates the supportive environment and cooperative colleagues, and values being treated with respect at work. His role has also provided his family with financial stability.





## 117. GIRISH PANDEY

**Girish is rebuilding his life, confidence, and career after a major accident.**

Girish Pandey, 31, is a hard-working employee at Spark Minda. At the age of 24, he experienced a life-altering bike accident that resulted in the amputation of his right leg. Adapting to this change was challenging, but Girish refused to give up on his dreams and joined Spark Minda in May 2022. He works diligently and has found a supportive group of peers. He is proud of the inclusive workplace environment, which fosters a sense of belonging. Girish's confidence has improved, and he aims to continue growing with the company in the future.



## 118. PINTU RAI

**Pintu is turning lifelong challenges into stepping stones for success and independence.**

Pintu Rai joined Spark Minda in 2017 and has become an integral member of the team. Born with paralysis in his left leg, he faced significant challenges during childhood but regained his confidence through the support of his colleagues. He values the company's inclusive culture and takes pride in contributing to its success. This role has provided him with greater autonomy and enabled him to pursue his aspirations. Pintu's experience demonstrates that, with determination and a supportive environment, challenges can be transformed into opportunities for growth and independence.



## 119. VIKAS PANT

Vikas has overcome physical limitations to achieve personal growth, continuous learning, and independence.

Vikas Pant, 24, has faced locomotor challenges since childhood, with weak arms and legs that made everyday tasks difficult. A graduate, he joined Spark Minda in August 2021 after learning about the opportunity from a friend. Vikas is delighted to work in an environment where he is treated with understanding and equality. He values the supportive culture, which enables him to learn, grow, and gain confidence. Spark Minda has also helped him achieve financial independence and has positively transformed his outlook through its inclusive approach.



## 120. SHANTI GOSWAMI

Shanti has gained confidence, stability, and a sense of empowerment as a working mother with a disability.

Shanti Goswami has faced mobility challenges since paralysis at the age of nine, which led to ongoing experiences of discrimination. Now 32 and a mother of two, she struggled to find employment to support her family. Upon joining Spark Minda, Shanti discovered a supportive environment that helped her build confidence. She expressed gratitude for the opportunity and shared that, for the first time, she no longer felt insecure about her appearance.





## 121. ANANDI PANDEY

**Anandi – Transitioning from homemaker to financially independent professional.**

Anandi Pandey has transitioned from being a homemaker to a working professional to support her child. Due to limitations in her hand and elbow, she had never previously had the opportunity to work outside her home. Before joining Spark Minda, she attempted to work at a pharmaceutical company to support her son financially. Her journey with Spark Minda marks a fresh start in her life. She is now comfortable collaborating with colleagues and appreciates the support she receives at work. The company has provided her with both employment and financial stability. Anandi is a true example of how an inclusive workplace can transform lives.



## 122. VEDPAL

**Vedpal – Finding confidence, financial stability, and personal growth after an accident.**

Vedpal, 25, was seeking employment before joining Spark Minda. Previously working as a driver, he became paralyzed in his right leg following an accident. After interviewing with several companies, he was hired by Spark Minda last year. Since then, he has benefited from an inclusive environment, gained confidence, and achieved financial stability. Vedpal is dedicated to his work and aspires to grow further with the company.



## 123. RAVI SHANKAR MAURYA

**Ravi Shankar – Thriving professionally despite a speech impairment and leg issues.**

Ravi Shankar, 27, has a speech impairment and developed leg issues following a childhood accident. He joined Spark Minda in 2021 and is the sole breadwinner for his family, drawing motivation from them. Over the past two years, Ravi has found a welcoming environment at the company, surrounded by empathetic colleagues who support him. His smile reflects his satisfaction with his work, and he aspires to continue growing with Spark Minda.



## 124. PRADIP KUMAR

**Pradip has built social confidence, independence, and professional growth after polio.**

Pradip Kumar, 22, is a history graduate who joined Spark Minda in September 2021. Affected by polio, he lost his right leg to the disease. In his previous work experience, Pradip tended to keep to himself and did not engage much with others. Since joining Spark Minda, he has found a new circle of friends and feels comfortable opening up to his colleagues. He is grateful to the company for its disability-friendly policies, which are reflected in his work. Pradip's outlook on life has changed, and he appreciates the inclusive and supportive environment that Spark Minda provides.





Sanjeeta has empowered herself both financially and professionally through inclusive employment.

## 125. SANJEETA RANA

Sanjeeta Rana, 28, is a Political Science graduate who has been working at Spark Minda for the past 1.5 years. Born with a disability in her right leg, which limits her mobility, she has found a second home at Spark Minda. The inclusive environment has allowed her to build financial independence and grow professionally. Sanjeeta is an active learner, aspires to advance in her career, and is grateful for the support and opportunities that enable her to shape a promising future.



## 126. PARMANAND

Parmanand has achieved independence, social growth, and professional development despite polio.

Parmanand, 25, joined Spark Minda in April 2022. Affected by polio in his right leg, he faces difficulty in walking. He began his professional journey with Spark Minda, where he experienced an inclusive and discrimination-free environment. The company's supportive culture allowed him to build a friendly social circle and gain financial independence. Parmanand aspires to continue growing with the company and shaping a promising future.

## 127. SARASWATI

**Saraswati has overcome early polio to pursue her education, career, and personal independence.**

Saraswati, a history graduate, has been part of Spark Minda since December 2021. She was affected by polio at the age of 1.5 years, which resulted in the loss of her right leg. Determined to overcome challenges, she completed her education and sought employment opportunities. At Spark Minda, Saraswati feels accepted and treated equally. She enjoys her work and is grateful for the supportive and inclusive environment the company provides.



## 128. RAMCHANDRA SINGH

**Ramchandra has gained stability, earned respect, and built confidence despite visual impairment.**

Ramchandra Singh, 31, worked as a daily wage labourer before joining Spark Minda. A graduate and diploma holder, he has 40% visual impairment, which previously made it difficult for him to secure a stable livelihood. His perspective changed upon joining Spark Minda, where he could work without discrimination and is respected and treated as an equal. Ramchandra appreciates the warmth and support of his colleagues, which has made his journey comfortable. He is grateful to Spark Minda for providing this opportunity.





## 129. RAM NATH

**Ram has achieved confidence, financial stability, and a sense of professional fulfillment.**

Ram Nath, 29, was affected by polio and was the sole breadwinner for his family, making the search for employment a pressing need. In 2021, he received a life-changing opportunity when he joined Spark Minda. Initially, Ram Nath had low expectations, but he was soon overjoyed by the warm welcome and support from his colleagues. Over time, he gained confidence, expanded his social circle, and became proud to work for a company that treats everyone with respect and fosters an inclusive environment. The role has provided him with financial stability, and he is satisfied with his work at Spark Minda.



## 130. NARESH KUMAR

**Naresh has balanced professional growth, family support, and sporting aspirations.**

Naresh Kumar joined Spark Minda in March 2022. A victim of polio at the age of six, he grew up with a distorted leg and faced a challenging childhood. Financial constraints prevented him from completing his graduation, and he had previously experienced discrimination while trying to fit in. At Spark Minda, Naresh discovered an inclusive work culture where he feels valued and supported. His work in the Cutting department is appreciated, and he is now able to support his family. In addition to his professional achievements, Naresh is a state-level Paralympic volleyball player and aspires to represent his country at the national level.



## 131. BHOPAL CHANDRA

**Bhopal Chandra has gained empowerment and growth after losing a hand in an accident.**

Bhopal Chandra, 23, suffered a life-changing accident in 2017 while working at his previous factory, resulting in the loss of his right hand. After taking time to adjust to his new situation, he joined Spark Minda on a friend's recommendation. With courage, Bhopal began working at the company and soon discovered that the workplace was very different from his previous experience. Supported by his colleagues and free from discrimination, he feels fortunate to be part of a company that treats everyone equally and provides a platform for differently-abled individuals to grow and empower themselves.



## 132. POOJA ARYA

**Pooja has stepped out of her comfort zone to support her family and build a career.**

Puja, 32, joined Spark Minda in March 2022. This is her first job, as she had previously been a homemaker and a devoted mother. She has a distortion in her right leg, which affects her mobility. To support her family financially, Puja stepped out of her comfort zone and joined Spark Minda. Experiencing the company's inclusive culture, she felt reassured that she would not face discrimination. Her colleagues are kind and supportive, and she is grateful to Spark Minda for providing a workplace where people with disabilities can showcase their potential and be treated fairly.





### 133. VIJAY PAWAR

Vijay has gained confidence, furthered his education, and achieved professional growth despite his disability.

Vijay Pawar, a zealous 26-year-old, joined Spark Minda in September 2021. Born with deformities in his legs below the knees, he has faced challenges throughout his life. As a working professional, Vijay appreciates the support provided by the company. Alongside his professional growth, he is continuing his education. He believes that Spark Minda's inclusive work environment and commitment to diversity have helped him gain confidence and build a renewed sense of identity.



### 134. DEEPU AWASTHI

Deepu has overcome a locomotor disability to achieve family support and career growth.

Deepu Awasthi, 26, joined Spark Minda in December 2022. He has a locomotor disability resulting from an accident. Deepu learned about the company through community members and decided to join. Despite facing challenges with mobility and work, he consistently strives to give his best. He appreciates that Spark Minda provides a welcoming and supportive environment for people with diverse abilities and has never experienced discrimination. Since joining, Deepu has been able to support his family financially. He enjoys working at Spark Minda and aspires to continue growing with the company.



## 135. SHUBHAM MELKHANI

**Shubham has achieved professional and financial growth despite a speech impairment.**

Shubham Melkhani, 26, completed his 12th grade and joined Spark Minda on 24 December 2022. Born with a speech impairment, he previously faced challenges in communicating with people, including family members. Shubham learned about Spark Minda through his community and decided to join the company. Since starting, he has grown more confident and achieved financial stability. He communicates effectively with colleagues using sign language, and his friends understand him well. Motivated by the dedication of his seniors, Shubham aspires to continue growing and building his career at Spark Minda.



## 136. RAVINDER SINGH

**Ravinder has achieved independence and entrepreneurial dreams through a supportive workplace.**

Ravinder Singh, 26, has a locomotor disability and joined Spark Minda in 2019 after being contacted for a job interview. He suffered a locomotive accident while using a grass-cutting machine, which resulted in his left hand losing all functionality. Despite the challenges, Ravinder has faced no discrimination either in society or at the company. Initially, he relied on his parents for financial support, but since joining Spark Minda, he has become independent and now supports his family. Ravinder dreams of starting his own poultry farm business. He believes Spark Minda has helped him secure his future while providing an excellent working environment for differently-abled individuals.





## 137. SHAILENDRA SINGH

Shailendra has overcome muscular weakness to support his family and achieve career growth.

Shailendra Singh, 31, is a graduate who works in Unit 2 Lock Assembly at Spark Minda. He learned about the company through a friend with a disability. Born with muscular weakness, Shailendra faced challenges, particularly with heavy load tasks. After joining Spark Minda, he learned to manage his work, time, and finances, enabling him to support his family. He appreciates the company's discrimination-free work culture and supportive environment. Spark Minda has helped him realise that, despite his challenges, he can dream big and achieve whatever he sets his heart on.



## 138. ROHIT SINGH RANA

Rohit has built confidence, financial stability, and professional skills despite a speech impairment.

Rohit Singh Rana, 20, completed his education up to the 8th grade and joined Spark Minda in August 2022. He learned about the company through a close friend. Born with a speech impairment, Rohit sometimes faced challenges in understanding and communicating. Since joining Spark Minda, he has gained confidence and financial stability. Committed to giving his best, learning new skills, and expanding his knowledge, Rohit aspires to grow further in his role. He is grateful to Spark Minda for being supportive during difficult times and providing an encouraging and inclusive environment.



## 139. TARUN DEVRADI

**Tarun has showcased his potential and achieved growth despite neuromuscular challenges.**

Tarun Devradi, 32, joined Spark Minda in 2022 after learning about the company through his contacts. He has a neuromuscular condition affecting his mobility, which developed at the age of eight following the loss of his brother. This made daily tasks challenging for him. Since joining Spark Minda, Tarun has been part of an inclusive environment where everyone is treated fairly. He has gained confidence and found a platform to showcase his potential. Spark Minda has been a significant stepping-stone in his journey, supporting both his personal and professional growth.



## 140. SEETA

**Seeta has achieved financial independence and professional growth through her first job.**

Seeta, a 28-year-old B.A. graduate, began her professional journey with her first job at Spark Minda. She has been working in the production department for the past two years. While searching for employment opportunities, she came across a notification about vacancies at Spark Minda in a messaging group for people with disabilities. She applied and was soon selected.

Seeta has had a locomotor disability since birth, which affects her mobility, and she often experiences pain in her leg. Earlier, she also faced financial difficulties. However, after securing this job, her situation improved significantly. She has become financially independent and now sends money to support her family every month. Seeta feels happy and proud to start her career with a company that values an inclusive and supportive work culture.





## 141. MAHESH

**Mahesh has found satisfaction, motivation, and growth in an inclusive culture.**

Mahesh, a 31-year-old M.A. graduate, has a locomotor disability that makes movement difficult for him. At the age of three and a half, he experienced a severe episode of fever that caused him to lose sensation in his legs. Throughout his life, Mahesh often faced discrimination in the community and struggled to find a workplace that would hire him.

When one of his acquaintances informed him about opportunities at Spark Minda, he immediately applied and joined the company's packaging department five months ago. Finding employment had been challenging for Mahesh due to his disability, but after joining Spark Minda, he feels that his life is finally back on track.

He appreciates the company's strong anti-discrimination values and inclusive workplace culture. Mahesh feels motivated to work and finds satisfaction in being part of a supportive and harmonious work environment.



## 142. DEEPANSHU

**Deepanshu has found hope, confidence, and a supportive start to his career despite physical challenges.**

Deepanshu recently graduated from high school and began searching for a job about seven months ago. His brother, who is also an employee at Spark Minda, informed him about a vacancy at the company. Deepanshu applied and was hired in the production department, where he works on fitting parts. He has been physically challenged since birth, which made certain types of work difficult for him. However, after joining Spark Minda, he feels happy and hopeful about his future. He finds the work manageable and can perform his duties without putting strain on his health. Deepanshu is satisfied with his salary and shares a friendly relationship with his coworkers. He hopes to continue working with the company and move forward in life.

## 143. LEELA GANDI

**Leela has gained independence, confidence, and educational aspirations through inclusive employment.**

Leela is a 22-year-old high school graduate, and this is her first job at Spark Minda. She has been working on the assembly line since January 2023. Her sister, who also works at the company, recommended her for the position. Leela met with a road accident at the age of one and a half, which left her physically disabled. Despite these challenges, she remains determined to grow and pursue her aspirations. She has applied for a graduate course and has a particular interest in studying English. Leela enjoys being financially independent and is confident that she can manage her studies on her own. She believes that an inclusive work culture helps people gain confidence and grow in their personal and professional lives.



## 144. SUMAN

**Suman is turning lifelong challenges into strength while building a confident future at Spark Minda.**

Suman, 24, has faced several challenges throughout her life. She was recently hired in the production department at Spark Minda and is currently undergoing training. One of her relatives, who also works at the company, informed her about the hiring opportunities for persons with disabilities (PwDs). Suman has a physical disability caused by premature birth, because of which people often considered her weak. However, her family has always supported her, and she now hopes to give them the same support in return. Even in the short time she has been with the company, Suman has come to appreciate the supportive work environment and is eager to learn her responsibilities. She is a diligent worker and hopes to continue her higher studies while working. She believes this will be possible at Spark Minda, where she feels respected, supported, and encouraged to grow.





## 145. SATEESH KUMAR

**Sateesh is transforming challenges into strength while confidently building his future at Spark Minda.**

Sateesh is 27 years old and holds a Diploma in Mechanical Technology. He has been working at Spark Minda for over five months on the assembly line. He learned about the job opportunity through a chance meeting with an acquaintance who informed him about the vacancy. Sateesh has been physically challenged since childhood after suffering from a sudden fever. Although he has faced taunts from people because of his condition, he chooses to ignore such comments and remain focused on his goals. Since joining Spark Minda, Sateesh has achieved a level of financial stability and feels satisfied with his work. He has not experienced any discrimination at the workplace, and his colleagues are very supportive. Working at Spark Minda is helping him move closer to his goals and grow professionally.



## 146. RAJEEV SHEEL

**Rajeev has transformed his difficult past into hope and stability at Spark Minda, where inclusion and respect empower him to grow.**

Rajeev is a 20-year-old young man who faced many hardships during his childhood. At the age of four, he suffered a fracture in his arm that led to irreparable bone damage. As a result, he found it difficult to perform certain daily tasks and often faced taunts from people because of his condition. Over time, he began keeping his social circle small. Before joining Spark Minda, Rajeev worked in a few menial jobs. Seven months ago, he joined the production department at Spark Minda, which marked a turning point in his life. For the first time, he found himself in a workplace where people were treated equally and there was no discrimination. Since joining the company, Rajeev has achieved a sense of stability and satisfaction in his work. He has also made a few supportive friends among his colleagues. He wishes to continue working and building his future, as he appreciates the inclusive and thoughtful work environment that Spark Minda provides to its employees.



## 147. BHAGWATI

**Bhagwati is bravely beginning her journey at Spark Minda, finding inclusion and stability while working to support her family and continue her studies.**

Bhagwati, 18, is a recent high school graduate and one of the newest employees at Spark Minda. She has recently joined the production division and is currently undergoing training while learning the work. Bhagwati learned about this opportunity through her school coach. She has been visually impaired since the age of four after suffering an injury while playing. Although she enjoyed studying, difficult circumstances led her to take up a job to support her family. Despite these challenges, Bhagwati remains hopeful about her future. She wishes to continue her studies while working and contributing to her family's needs. For now, financial stability is her priority, and she believes this job is helping her achieve that while also making her feel comfortable, respected, and included.



## 148. VIJAY KUMAR

**Vijay found stability and dignity at Spark Minda, enabling him to support his family with confidence.**

Vijay is a 28-year-old man who studied up to the 5th grade but had to discontinue his education due to family circumstances. Before joining Spark Minda, he worked in Delhi for over a year. About one and a half years ago, he joined the production department at Spark Minda. In 2013, Vijay experienced sudden pain in his leg that left him physically disabled. After that, he often struggled to find employment, as many employers refused to hire him, saying he was unfit for the work they required. Despite these challenges, Vijay remained determined to support his family. He has a large family and young children who depend on him. After joining Spark Minda, he finally found stability and the opportunity to provide for his family with dignity. Today, Vijay feels that his life has taken a positive turn. He is grateful for the inclusive work environment at Spark Minda and is committed to working hard to support his family and ensure a better future for his children.





## 149. GAURAV SINGH

**Gaurav regained confidence and independence at Spark Minda, rebuilding his life with stability and pride.**

Gaurav, 31, had been working for a reputed food chain for over a year when he suddenly experienced severe pain in his leg, which led to a loss of sensation and mobility. As a result, he lost his job and faced a difficult period while adjusting to his new condition. It took him time and determination to relearn how to walk and rebuild his confidence. About three years ago, Gaurav learned about a job opportunity at Spark Minda through his neighbor while he was struggling to find employment. He joined the company and now works on the assembly line. Since joining Spark Minda, Gaurav has regained financial stability and independence. The company's inclusive work culture has helped him rebuild his confidence and adapt to his circumstances. Today, he is proud to be able to support his family and values the opportunity Spark Minda has given him to move forward in life.



## 150. SHISHUPAL

**Shishupal has found equality, stability, and hope at Spark Minda, growing both personally and professionally.**

Shishupal, 27, is a middle school graduate with prior work experience in small firms. He has been working in the production division at Spark Minda for the past one and a half years. He learned about the job opportunity through a former employee.

Shishupal lives with his parents, who depend on him for support. He has been physically challenged since birth, which made it difficult for him to continue his studies. Despite these challenges, he remained determined to build a stable future for himself and his family. Working at Spark Minda has given him that opportunity. He appreciates the company's inclusive work environment, where employees are treated with respect and equality. This motivates him to work hard and continue growing in his career. Today, Shishupal feels hopeful about his future and believes that working at Spark Minda has helped him grow both professionally and personally.



## 151. VISHAL

**Vishal is growing with confidence at Spark Minda, where an inclusive environment motivates him to learn and thrive.**

Vishal, 20, has studied up to the 10th grade and joined Spark Minda in January 2023. He works in the Security Systems Division at Pantnagar, where he performs packing duties. Vishal has had a speech impairment since the age of five. Growing up, he felt that discrimination and stigma toward persons with disabilities still exist in society. Because of this, he hoped to find a workplace where he would be treated with respect and inclusion. After joining Spark Minda, Vishal found the supportive and inclusive environment he was looking for. He appreciates the company's culture, which motivates him to work with confidence and dedication. Today, Vishal is learning new skills and gaining valuable experience. He feels encouraged to grow in this nurturing environment and is hopeful about building a better future for himself.



## 152. MANOJ

**Manoj has found stability and pride at Spark Minda, growing in an inclusive and supportive workplace.**

Manoj, 29, joined Spark Minda on 21 November 2019 as a line operator. He learned about the job opportunity through his friends. Due to a childhood accident, Manoj lost both his speech and hearing abilities, which has been a significant challenge in his life. Despite these difficulties, he remained determined to build a stable future for himself and his family. After joining Spark Minda, Manoj began to experience financial stability and now feels proud to be able to support his family. He appreciates the company's inclusive culture and the equal treatment given to all employees. The supportive work environment has motivated him to work harder and develop his skills. Manoj hopes to continue progressing in his career, demonstrating how an inclusive workplace can empower individuals with disabilities to grow and succeed





## 153. BHAVISHYA MORYA

**Bhavishya is growing with confidence at Spark Minda, where an inclusive environment and supportive colleagues help him thrive.**

Bhavishya, 23, has a speech and hearing impairment and has studied up to the 12th grade. He began his professional journey at Spark Minda, where he works in the Security Systems Division at Pantnagar and performs packing duties. Due to his speech and hearing impairment, Bhavishya has often faced challenges in communication. However, after joining Spark Minda, he found a supportive and inclusive environment. A few of his colleagues know sign language, which has helped him communicate more easily and feel truly included in the workplace. This supportive atmosphere has positively influenced his confidence and personality. Bhavishya believes that working in an inclusive environment not only helps individuals overcome challenges but also enables them to grow and reach their potential.



## 154. GAURAV

**Gaurav feels included and confident at Spark Minda, growing professionally in a supportive and equal workplace.**

Gaurav joined Spark Minda on 2 September 2019 and currently works in Unit II of the Security Systems Division (SSD) at Pantnagar. He learned about the opportunity at Spark Minda through a friend. Before joining the company, he worked in the food industry. Due to an unfortunate incident, Gaurav has a deformity in his right hand and leg. Despite this challenge, he has never felt treated differently from others at Spark Minda. He appreciates the company's supportive and inclusive work environment, where employees are respected and given equal opportunities. Working at Spark Minda has given him confidence and stability. Gaurav is happy with his role and hopes to continue working here while growing further in his professional journey.



## 155. MANOJ KUMAR

**Manoj is growing with confidence at Spark Minda, proving that disability does not define capability.**

Manoj joined Spark Minda on 22 August 2023 and currently works in Unit II of the Security Systems Division (SSD) at Pantnagar. He studied up to the 6th grade and learned about the opportunity at Spark Minda through his friends. Manoj has had a deformity in his leg since birth, which has presented challenges throughout his life. Despite this, he remains motivated to work hard, earn a stable income, and support his family. Since joining Spark Minda, Manoj feels encouraged by the inclusive and supportive environment. He believes that the opportunity given to him here will not only help him build a better future but also change people's perceptions about the capabilities of persons with disabilities.



## 156. MANOJ FULARA

**Manoj, who has a hand disability, works at Spark Minda and aspires to grow while continuing his studies.**

Manoj, 19, has studied up to the 12th grade and is currently pursuing a Bachelor of Arts (B.A.). He works in Unit I of the Security Systems Division (SSD) at Pantnagar, where he performs packing duties. Before joining Spark Minda, he worked at a mall. Manoj lives with his small family of three and shares a close bond with them. He has had a disability in his right hand since birth, but this has not stopped him from pursuing his goals. At Spark Minda, Manoj feels respected and included. He has never experienced any stigma or discrimination in the workplace, which makes him feel confident and valued. He enjoys being productive and works diligently in his role. While continuing his education, Manoj hopes to grow professionally and build a strong future with the company.





## 157. VIKAS SINGH RANA

**At Spark Minda, Vikas is building his future, determined to grow professionally while supporting his family.**

Vikas, 25, has completed his ITI education and was previously engaged in an apprenticeship with Titan. He currently works in Unit I of the Security Systems Division (SSD) at Pantnagar. He comes from a family of five who are primarily engaged in farming. Whenever he visits his village, Vikas enjoys helping his parents with agricultural work. He has had a disability in his right hand and right leg since birth, but this has not stopped him from pursuing opportunities and building a stable career. Since joining Spark Minda, Vikas feels more productive and confident. He has also built strong friendships with his colleagues, which has made the workplace more supportive and encouraging. Looking ahead, Vikas hopes to save money and one day start his own venture. At the same time, he sees a promising future for himself while continuing to grow with the company.



## 158. VIPIN GANGWAR

**Despite a leg deformity, Vipin is building confidence and growing professionally at Spark Minda.**

Vipin, 21, joined Spark Minda on 7 July 2022 and works on the meter line in Unit I of the Security Systems Division (SSD) at Pantnagar. He has completed his ITI education, and this role marks his first professional job. He learned about the opportunity at Spark Minda through his friends. He has a deformity in his right leg and has faced several challenges in life because of it. Despite this, he has remained determined to build a stable future for himself. Since joining Spark Minda, Vipin has been able to overcome many of his financial difficulties. He also feels that his knowledge and skills have grown significantly while working here. He appreciates the friendly and supportive atmosphere at the company and is grateful for the warmth and encouragement he receives from his colleagues. In his free time, Vipin enjoys studying and continues to focus on learning and personal growth while building his career.



## 159. VED PRAKASH

**Ved, who has a leg deformity, thrives at Spark Minda and aims to grow professionally.**

Ved, 27, previously worked in the textile industry before joining Spark Minda. He currently works at the Security Systems Division (SSD) in Pantnagar, where he operates the ultrasonic machine. He learned about the opportunity at Spark Minda through his friends. He has had a deformity in his right leg since birth and has faced several challenges because of it. However, since joining Spark Minda, he has found stability and confidence. The job has helped him overcome financial difficulties and build a more secure future. He appreciates the inclusive work environment at Spark Minda, where he feels there is no discrimination. Ved also enjoys interacting with his colleagues and has made many good friends at work. Looking ahead, he hopes to continue working with the company and advance further in his career.



## 160. DHIRAJ KUMAR RAY

**Despite a hand disability, Dhiraj is thriving at Spark Minda while continuing his B.A. studies.**

Dhiraj, 20, is currently in the final year of his Bachelor of Arts (B.A.) studies. He joined Spark Minda on 20 June 2022 and works with the wiring harnesses team. He was also a participant in the Aakarshan program, where he learned Spoken English and developed valuable communication skills. Dhiraj's father works as a cook at one of Spark Minda's guesthouses. In his leisure time, Dhiraj enjoys watching movies. He has a disability in his right hand due to a fire accident during his childhood. Since joining Spark Minda, Dhiraj feels more confident, constructive, and capable. The experience has also helped him realize the importance of continuous learning and knowledge. He is grateful for the opportunity to work in a supportive and inclusive environment and hopes to continue growing within the organization.





## 161. SAROJ

At Spark Minda, Saroj is building stability and supporting her family while thriving in an inclusive workplace.

Saroj, a 30-year-old woman living with Post-Polio Residual Paralysis (PPRP), joined Spark Minda in May 2025. With limited education and mobility challenges, finding stable employment had always been difficult for her. Before joining the company, her family relied solely on her husband's modest income from a bakery, making it challenging to manage household expenses and her medical needs. Saroj learned about the opportunity at Spark Minda through a stranger, and joining the part-fitting segment proved to be a turning point in her life. For the first time, she felt that her abilities were truly recognized and valued. The supportive work environment and understanding colleagues helped her settle in with confidence. Today, Saroj contributes to her family's income, supports her children's education, and manages her medical expenses independently. She feels respected at work and deeply values the sense of inclusion and stability she has gained. Working at Spark Minda has given Saroj the confidence and opportunity to build a better future for herself and her family.



## 162. POOJA

Living with polio, Pooja works at Spark Minda, supporting her family while growing with confidence.

Pooja, a 35-year-old from Bhadohi, has lived with polio since childhood. Her mobility required the support of a KAFO orthosis, and moving to Rudrapur with her husband for work was a significant step. She learned about Spark Minda through a friend and joined the plant in March 2022. The accessible environment, ramps, and supportive colleagues made her transition comfortable. Over time, with regular movement and confidence-building, Pooja's gait improved, and she now walks without orthosis. At work, she is disciplined, sincere, and supportive toward new team members. Her income has strengthened her family's financial stability, helping support her two children's education. Pooja's goal is to ensure her children have opportunities she did not have. Spark Minda has given her a place to work with dignity, grow steadily, and balance her responsibilities with confidence.

## 163. MAYANK JEENA

Despite Cerebral Palsy, Mayank works confidently at Spark Minda, learning new skills and building his future.

Mayank Jeena, a 22-year-old from Nainital, lives with Cerebral Palsy and walks with a crouch gait. Despite mobility challenges, he moved to Rudrapur to pursue employment while continuing his education. He joined Spark Minda in December 2023 and is currently pursuing his Bachelor's degree through distance learning. The supportive workplace environment, along with guidance from the NIACCE Foundation, helped Mayank learn new systems and techniques, improving both his efficiency and confidence. Coming from a modest background, he feels proud to be able to support his family at an early age. He also hopes that his younger siblings will have access to better educational opportunities. Mayank manages an ongoing health condition following a neurological episode in 2019, but he continues to approach life with determination and resilience. Working at Spark Minda has given him valuable professional experience, greater confidence, and a sense of independence as he works toward building a stable future.

## 164. RAHUL

Living with Post-Polio Residual Paralysis, Rahul is building confidence and financial stability at Spark Minda.

Rahul, originally from Pilibhit, joined Spark Minda in April 2024. Living with Post-Polio Residual Paralysis (PPR), mobility has always been a challenge for him, particularly during physically demanding tasks. He learned about job opportunities at Spark Minda through a neighbour, and joining the company proved to be a transformative step in his life. Rahul works in the parts-fitting segment, where he appreciates the supportive and inclusive environment. Simple workplace arrangements, such as providing stools, help him perform his duties comfortably. Over the past year and a half, he has learned new techniques and feels motivated by the clean, friendly, and respectful workplace. Rahul lives in the transit camp with his wife and two children. His job has brought financial stability to his family, and with a steady income and supportive work environment, he feels more confident and optimistic about his future.





## 165. SANTOSH

At Spark Minda, Santosh is growing with confidence while managing work, education, and family responsibilities.

Santosh, a 19-year-old from Pilibhit, joined Spark Minda in May 2025. Living with Post-Polio Residual Paralysis (PPRP) and walking with a hand-to-knee gait, mobility has been challenging for him. Despite this, he has remained determined to build an independent and stable life. He currently works in the sticker-pasting section while also pursuing his Bachelor of Arts (B.A.) degree. Santosh lives in the transit camp and helps support his parents and five sisters. He learned about the opportunity at Spark Minda through an existing employee, which opened a new path for him. Santosh appreciates the supportive team and respectful workplace environment. Through his job, he manages his personal expenses and contributes to his family's needs. He follows a disciplined daily routine and also focuses on maintaining his physical fitness. Alongside his work, Santosh is preparing for government examinations and hopes to secure a stable career in the future. Working at Spark Minda has given him confidence, valuable exposure, and a supportive environment to pursue his goals.



## 166. SAURABH

Saurabh, living with speech and hearing challenges, works confidently at Spark Minda and values the respect and support of an inclusive workplace.

Saurabh, a 26-year-old from Nainital, lives with speech and hearing impairments. Communication barriers had often made it difficult for him to find workplaces where he felt safe and understood. After completing his Bachelor of Arts degree, he joined Spark Minda in September 2024. For Saurabh, Spark Minda became a place where he felt accepted without hesitation. Seeing other employees with disabilities working confidently reassured him and strengthened his belief in his own abilities. The inclusive culture allows him to work at his own pace, communicate comfortably, and continue learning new skills. He feels motivated by the positive environment and values the respect he receives from his colleagues. Working at Spark Minda has helped Saurabh build confidence and envision long-term growth within the organization.

## 167. VIVEK SINGH RANA

Despite partial hearing impairment, Vivek is thriving at Spark Minda while gaining skills and confidence.

Vivek Singh Rana, a 12th-grade graduate from Khatima, joined Spark Minda in August 2024. He lives with partial hearing impairment, which sometimes makes communication and daily interactions challenging. Living with his younger brother, Vivek was determined to find a stable job so he could support both of them. At Spark Minda, he found a workplace where he could learn, work independently, and develop new skills at his own pace. The supportive and inclusive culture helped him settle in comfortably and gradually build confidence in his role. The job has also made him financially self-reliant and has helped ease his family responsibilities. Vivek feels proud to be able to support himself and his brother. He sees his role at Spark Minda as an important step toward building a secure and stable future.



## 168. BABITA PANDEY

Babita, living with hearing and speech impairments, grows confidently at Spark Minda in an inclusive environment.

Babita Pandey, from Lalkuan in Haldwani, joined Spark Minda in April 2025. Living with hearing and speech impairments, communication has often required extra effort for her, and finding workplaces that understood her needs was not always easy. At Spark Minda, Babita felt comfortable from the very beginning. The friendly and supportive environment helped her adapt quickly and build confidence in her role. She is learning new skills every day and feels proud to contribute to her work. The inclusive culture at Spark Minda allows her to work without pressure or judgment, giving her the freedom to learn and grow at her own pace. Over time, her confidence has increased, and she remains motivated to keep improving. For Babita, Spark Minda has provided not only stability but also a respectful and supportive space where she can continue to develop and move forward with confidence.





## 169. BHAWANA

**Bhawana, living with a locomotor disability, is building her skills and confidence at Spark Minda.**

Bhawana, a 21-year-old from Champawat, joined Spark Minda in August 2024. She lives with a locomotor disability caused by a twisted ankle, which affects her mobility. Despite these challenges, she remains determined to build a better future for herself. A Bachelor of Arts graduate, Bhawana moved to Rudrapur with her family in search of better opportunities. At Spark Minda, she found a supportive environment where she can learn at her own pace, understand tasks clearly, and gradually develop her skills. Although she began in an entry-level role, Bhawana hopes to grow within the organization. Her determination, discipline, and optimistic outlook continue to guide her as she works toward building a stable career and supporting her family. Working at Spark Minda has strengthened her confidence and provided a strong foundation for her to pursue her goals and aspirations.



## 170. LEELA

**Leela, living with a leg impairment, is building skills and confidence at Spark Minda in a supportive environment..**

Leela, a 24-year-old B.A. graduate, joined Spark Minda in 2023. Living with a leg impairment, she often faced difficulties finding workplaces that understood her mobility needs. At Spark Minda, she found a supportive and inclusive environment where she felt respected from the very beginning. The openness of her team and the accessible infrastructure helped her settle in comfortably and build confidence in her role. Leela is eager to grow within the organization and hopes to take on greater responsibilities as she progresses in her career. She values the opportunities to learn, develop new skills, and improve herself professionally. For Leela, Spark Minda represents a workplace where she can work without bias and continue moving steadily toward a secure and fulfilling future.



## 171. MAMTA

**Mamta, who has a limb length discrepancy, is growing with confidence and developing her skills at Spark Minda.**

Mamta, 30, joined Spark Minda in November 2023. She has a limb length discrepancy resulting from a hip dislocation caused by a bicycle accident when she was 11 years old. Despite the challenges she faced, particularly during her school years, Mamta remained determined and successfully completed her Master's degree (M.A.) in Haldwani. Later, she moved to Rudrapur with her family in search of better opportunities and learned about Spark Minda through the NIACCE Foundation. Since joining the company, Mamta has found the work culture supportive and fair, allowing her to perform her responsibilities comfortably despite her mobility limitations. Over time, she has improved her communication skills, taken on additional responsibilities, and gained greater confidence in her professional abilities. Alongside her job, Mamta also works as a tailor and hopes to eventually develop this skill into a small business. She remains committed to growing within the organization while working toward building a stable and secure future for herself and her family.



## 172. SUKHDEV

**Sukhdev, who has speech and hearing impairments, is building skills and independence at Spark Minda.**

Sukhdev has been working at Spark Minda for the past six months. Living with speech and hearing impairments, he has faced communication challenges throughout his life. He completed his education up to the 10th standard and later moved from Khatima to Rudrapur in search of stable employment. At Spark Minda, Sukhdev feels understood and supported. The help of translators and the patience of his colleagues have made his transition into the workplace smooth and comfortable. The inclusive environment enables him to perform his work with confidence and ease. He appreciates the clear instructions and respectful guidance provided by his team. Living independently has strengthened his sense of responsibility, and his job has brought financial stability to his life. Sukhdev looks forward to continuing his journey at Spark Minda, learning new skills, and building a secure future for himself and his family.





## 173. KUSUM BISHT

**Kusum, with partial hearing impairment, grows skills and confidence at Spark Minda while building a stable future.**

. Kusum Bish, 23, joined Spark Minda in November 2025. She is from Shantipur, Kichha in Udham Singh Nagar, and lives with her family while completing her final year of a B.A. Kusum has a partial hearing impairment (65% disability as per UDID) and relies on a hearing aid to distinguish multiple sounds. She learned about this opportunity through the NIACCE Foundation in Haldwani and chose Spark Minda for its stable and supportive environment. Since joining, she has found the workplace friendly and encouraging. Sign-language assistance and team support have helped her settle in. With guidance from her mentors, she has developed workplace communication, professional etiquette, and technical skills, including using new systems, interpreting AUTO-CAD drawings, and designing formats for couplers and tapping. Kusum reports feeling more confident, disciplined, and determined. Her role has improved her financial stability and contributed to her personal growth. In addition to her job, she is preparing for government exams and aims to advance her career by securing a responsible position in the future.



## 174. ARUN

**Arun, with a polio-affected limb, thrives at Spark Minda in an inclusive workplace.**

Arun is 31 years old. He developed a deformity in his lower limb at the age of five after he was affected by polio. As it is difficult for him to walk, he uses a walking stick. He has completed a Bachelor of Arts (B.A.). He started his corporate career with Maharaj Ganj and has 3 years of experience in the corporate world. He has been working at Spark Minda for 3 months. He finds the company friendly and believes the company can help him achieve something in life. He plays the role of a dummy plug-in inserter at Minda Corporation. Arun is self-motivated and believes in living a happy life with the support of an inclusive workplace.



## 175. GUDDU

**Guddu, with an artificial leg, works at Spark Minda, valuing independence and an inclusive work culture.**

Guddu is a 30-year-old, differently abled person. He lost his left leg in an accident when he was around 5-6 years old. As a result, he had an artificial leg fitted. He completed his education through high school and has been working at Spark Minda for the past 2 years as a soldering/part-fitting person. He likes being independent, which is why he wants to work. He feels the company treats people equally and there is no discrimination. He appreciates the work culture and feels a sense of belonging to like-minded people.





## 176. VIJAY KUMAR SINGH

Vijay, with a leg deformity, works at Spark Minda, thriving in a supportive environment and building a secure future.

Vijay Kumar, a 28-year-old, has a deformity in his right leg. He is full of positivity and is a family person. He has completed his graduation and has a B.A. degree. He has been working with Spark Minda Corporation for the past four years. His parents motivate him to work, and he is satisfied and content with the company. He works in the production unit and is encouraged by colleagues. He learned about this job from one of the contractors. He is proud of the working environment and wants to continue with Spark Minda and earn more for his future.



## 177. ANIL SINGH NEGI

Anil, with a right-arm disability, thrives at Spark Minda, grateful for its support and career growth.

Anil Singh Negi is a 50-year-old employee of Spark Minda Group, who began his career as an associate in 1995 and has been working in the admin department since then. He acquired his disability because of an unfortunate cycling incident when he was 12 years old, which distorted his right arm. This great cricket enthusiast is a happy family man who considers his wife his most significant support. He says this company has given him many promotions in life. The only dream he has for now is to see both his sons settled. He is grateful to Spark Minda for its support.

## 178. RAKESH KUMAR

**Rakesh, with a leg amputation, thrives at Spark Minda, gaining independence and growth.**

Rakesh Kumar is a 29-year-old man who has seen many tragedies in life. His right leg below the knee has been amputated. He is a native of Haridwar, where he completed his education up to 12th standard, but could not continue further due to a financial crisis. He has been working at Spark Minda since August 2022, on a contractual basis, in cutting and crimping. He worked as a production supervisor for the last 10 years of his life but lost his job. Spark Minda offered him an opportunity to gain financial independence. In an inclusive work environment, Rakesh is motivated to work hard and grow within the company.



## 179. SUMIT KUMAR

**Sumit, with a left-hand disability, thrives at Spark Minda, gaining independence and pursuing his dreams.**

Sumit Kumar, a resilient 22-year-old, carries the weight of his family's financial stability while caring for his siblings. A life-altering accident five years ago robbed him of his left hand, but it didn't diminish his determination. After a year at a Honda showroom, he found his true home at Spark Minda in August 2022. Originally from a village near Roorkee, Sumit bravely pursued this opportunity for a better life, and the warm and welcoming environment at Spark Minda made all the difference. It has not only provided him with financial independence but also allowed him to pursue his passion for travelling. Sumit stands tall with pride and aspires to become a successful man soon, all made possible by Spark Minda's transformative impact.





## 180. GANGDEV KASHYAP

**Gangdev, missing fingers, thrives at Spark Minda, supporting his family in an inclusive environment.**

Gangdev Kashyap, a 55-year-old M.Com. graduate, has been a beloved member of Spark Minda's purchasing division for nearly two decades. An early-life accident left him without fingers, but Spark Minda's warm and inclusive environment welcomed him. Here, Gangdev's life has blossomed. He's been able to afford his son's private school education, significantly elevating his family's prospects. The caring support he receives for his ongoing medical challenges is deeply appreciated. Gangdev values his job, not just for the financial security it provides, but for the hope it brings. With his cheerful demeanour and high hopes for his family, Gangdev embodies the positive change that Spark Minda fosters.



## 181. PINKU KUMAR

**Pinku, with a physical disability, thrives at Spark Minda, supporting his family in a fair and inclusive workplace.**

Pinku Kumar, a 31-year-old with a physical disability, found himself struggling in the job market due to his condition. However, Spark Minda's reputation for embracing Persons with Disabilities turned his life around. After being accepted into the company's crimping operations in Haridwar, Pinku is finally able to provide for his family. Minda's fair treatment and support have given Pinku the dignity and purpose he longed for. He's determined to work hard and secure a better life for his children, who are his most incredible supporters. As he progresses in his career, Pinku looks forward to sharing the load with his wife, also a PwD, turning their dreams into reality, all thanks to the warm and inclusive environment at Spark Minda.

## 182. ARVIND KUMAR

**Arvind, a high school graduate, thrives at Spark Minda, gaining stability and hope while supporting his family.**

Arvind Kumar, a high school graduate, faced insurmountable obstacles that hindered his job search. However, the warm and welcoming arms of Minda offered him a chance at stability. Joining as an operator in the wiring harness manufacturing division, Arvind is driven by his father's essential medical needs. Though he's been part of the Minda team for only a short while, Arvind is convinced that his hard work will yield well-deserved rewards. The caring atmosphere at Spark Minda has given him hope, not just for himself but also for his family's future. This warm embrace is the driving force behind Arvind's determination to make a difference.



## 183. SONIKA

**Sonika, with a leg impairment, thrives at Spark Minda, gaining independence, support, and a stable career.**

Sonika, 36, from Muzaffarnagar, has lived with mobility challenges, pain, and fatigue since a childhood incident left her with lasting leg damage. Despite these difficulties, she has consistently demonstrated discipline and determination. Guided by her mentors, Sonika joined Spark Minda on 25 October 2025, which marked a significant turning point in her life. She describes the workplace as supportive, with colleagues who understand her needs and ensure she feels valued. Mentorship has been instrumental in her development, providing guidance and encouragement. The accessible environment enables her to work safely and comfortably. Her role has brought financial stability to her family and renewed her sense of independence. Sonika looks forward to further upskilling and building a long-term career at Spark Minda.





## 184. RAJEEV KUMAR

**Rajeev, with a locomotor disability, thrives at Spark Minda, gaining independence and stability.**

Rajeev Kumar, 36, from Haridwar, has lived with a locomotor disability since a childhood accident affected his leg. Mobility has always required additional effort—walking long distances, handling physical tasks, and navigating daily activities often came with pain and fatigue. Yet, Rajeev learned early how to adapt, build resilience, and stay positive despite the challenges. His mentors introduced him to opportunities at Spark Minda, encouraging him to explore inclusive employment. Joining the organisation in 2025 became a defining step. Rajeev describes the workplace as respectful and understanding, with supervisors and colleagues who ensure he works comfortably and never feels restricted by his disability. Their support has helped him settle in smoothly and stay motivated. The job has also brought financial stability, allowing him to support his family with confidence. Personally, he feels more independent and hopeful about the future. Rajeev aims to continue learning, take on greater responsibility, and build a long-term career at Spark Minda.



## 185. ANKUR

**Ankur, with a leg amputation, thrives at Spark Minda, gaining confidence and growth.**

Ankur, 27, from Agra, rebuilt his life after a devastating accident in which a truck collision led to the loss of his leg. The months that followed were filled with pain, long rehabilitation sessions, emotional stress, and a difficult adjustment to a new reality. Walking again, regaining balance, and depending on others for basic tasks tested his patience and strength. But with family support and determination, Ankur chose resilience over defeat. His mentors guided him toward Spark Minda, where he joined in 2025 in search of stability and an inclusive work environment. From day one, he felt supported. His supervisors understand his mobility limitations and ensure he receives clear guidance and comfortable working conditions. The team's empathy and consistent assistance restored his confidence. Ankur now envisions building a long-term career at Spark Minda and taking on greater responsibilities in the future.

## 186. VIKAS

**Vikas, with a locomotor disability, thrives at Spark Minda, gaining confidence and support in an inclusive workplace.**

Vikas, 25, from Haridwar, faced a significant turning point when a serious accident left him with a locomotor disability. Routine activities such as walking, moving freely, or doing physical tasks became difficult and often painful. He dealt with frustration and emotional stress as he tried to rebuild his confidence. Yet, these challenges strengthened his resilience and shaped his determination to move forward. Guided by his mentors, Vikas learned about employment opportunities at Spark Minda and joined the organisation in 2025. He immediately felt supported by a workplace that understood his needs. His supervisors and team members guide him patiently, providing clarity on tasks and offering help whenever required. Their empathy and consistent encouragement have helped him regain confidence and settle comfortably into his role.



## 187. DEEPAK SINGH RAWAT

**Deepak, who lives with a physical disability, has thrived at Spark Minda, gaining confidence and stability.**

Deepak Singh Rawat, aged 21, was born with a physical disability and faced daily challenges that required extra effort and patience. With strong family support, he developed determination and self-belief. Guided by his mentors, Deepak learned about Spark Minda and joined the Haridwar facility in 2025. He immediately felt welcomed and respected. Deepak describes the workplace as structured, patient, and encouraging, which helped him adapt quickly. His supervisors offered clear guidance, help where required, and motivated him to develop his skills. Since joining, Deepak has grown more confident, disciplined, and capable in managing his responsibilities. The supportive environment and accessible facilities enable him to work safely and independently. His job has brought financial stability to his family, a contribution he is proud of at a young age. Deepak looks forward to learning more, taking on greater responsibilities, and building a long-term career.





## 188. MANJAY KUMAR

**Manjay, with a leg disability, thrives at Spark Minda, gaining confidence and independence.**

Manjay Kumar, 26, from Haridwar, was born with a physical disability that left one leg unusable. Growing up, he faced mobility challenges, extra physical effort, and the emotional impact of societal judgements. These experiences taught him resilience, self-belief, and patience. He dreamed of building an independent future despite his limitations. With guidance from his mentors, Manjay learned about opportunities at Spark Minda and joined in 2025. He immediately felt accepted and supported. His supervisors and colleagues ensure he can work comfortably, offer help when needed, and encourage him to learn at his own pace. This positive environment has boosted his confidence and helped him adapt smoothly. Manjay shares that he has grown significantly, both personally and professionally. His skills have improved, his understanding of workplace responsibilities has strengthened, and he now approaches tasks with clarity and motivation. Workplace adaptations such as ramps and accessible spaces allow him to move safely and perform his duties without difficulty. His income has brought financial security to his family and strengthened his sense of independence. Looking ahead, Manjay hopes to continue growing within Spark Minda and build a stable, long-term career.



## 189. VIJAY

**Vijay, with a leg disability, thrives independently at Spark Minda.**

Vijay, 36, has lived with a physical disability since birth, with one leg never fully functional. Throughout his life, mobility has required extra effort, and simple tasks often took more time. Despite these challenges, Vijay developed strong perseverance and a calm determination that helped him face life with confidence. Encouraged by his mentors, he joined Spark Minda's Haridwar facility in 2025, looking for a workplace where he could grow without being limited by his disability. From the beginning, he experienced a supportive environment. His team and supervisors understand his needs and assist him whenever required. Simple workplace accommodations (ramps, accessible paths, and a safe workspace) have enabled him to work independently and comfortably.

## 190. PANDURANG DHANGAR

**Pandurang, with a limb disability, thrives at Spark Minda, building a better future.**

Pandurang Dhangar's childhood polio resulted in a lower limb disability, yet his determination led him to Spark Minda. Here, a tailor-made shop-floor arrangement ensures his effectiveness. He is even pursuing graduation, thanks to the inclusive and supportive environment at Spark Minda, a place that truly values differently-abled individuals. Spark Minda has brought joy to Pandurang's life, allowing him to envision a better future for himself and his family. Pandurang's journey is a testament to the power of determination combined with an inclusive setting. At Spark Minda, he is transforming challenges into opportunities, paving the way for a fulfilling life.



## 191. RAJU MENGAL

**Raju, with hearing challenges, thrives at Spark Minda, gaining financial stability and a supportive work environment.**

Raju, 25, started his career in the lighting and strip-packaging department at Spark Minda in April 2022. This marks his first job, and friends who had already found a welcoming home at Spark Minda referred him. He is a devoted husband and father, with a young daughter whose medical care is his utmost priority. Raju's life has transformed significantly since joining Spark Minda. Although daily communication challenges persist due to most people's unfamiliarity with sign language, he now interacts with understanding peers. The financial stability he has achieved is a blessing, enabling him to provide for his daughter's medical needs and save for her education and future aspirations. Raju's vision includes a bright future with Spark Minda, where he is dedicated to his career growth and continued success, inspired by the warm and supportive environment that has embraced him.





## 192. RAHUL PASWAN

**Rahul, with a leg disability, thrives at Spark Minda, embracing growth and a brighter future.**

Rahul Paswan is a 23-year-old B.Tech. graduate who recently became a proud member of Spark Minda WHD. Driven by curiosity, he is an avid reader, eager to expand his horizons. Despite a childhood polio diagnosis that left his left leg disabled, Rahul's unwavering spirit faces challenges head-on. Rahul's interests span cricket and music, but his ambitions are even grander – he aims to create positive change and wholeheartedly embrace civic duties in India. He believes that Spark Minda has offered him an opportunity that will shape a brighter direction for his future. With the nurturing environment he has found here, Rahul is ready to mould his destiny while contributing positively to the world around him.



## 193. MADAN GADAGE

**Madan Showing that lower limb disability cannot limit dedication, growth, or the pursuit of a brighter future for loved ones.**

Madan is a remarkable individual who hasn't let life's challenges hold him back. Due to polio, Madan has a disability in his right lower limb. In 2017, he found his home at Spark Minda after spending time with Arofarm and Parle. His role in the pre-assembling division was the beginning of a transformative journey. Spark Minda's inclusive work environment impressed him, and he adapted quickly, finding a warm and welcoming community that appreciated his unique strengths. Madan's dedication to his work is driven by his deep love for his children and his determination to ensure they don't face the same challenges he did. Currently enrolled in MS-CIT computer courses, Madan's eagerness to embrace growth at Spark Minda motivates him to work harder and build a brighter future for them.

## 194. RAVI BHALA

**Ravi shows that lower limb disability cannot limit determination, resilience, or the pursuit of a brighter future.**

Ravi, a 23-year-old man with a lower limb disability due to a polio infection, has found his life transformed through his association with Spark Minda. He completed his 12th-grade education and gained valuable experience in the packaging division of Myntra for eight months before finding his way to Spark Minda, introduced by friends who recognised the wonderful environment it provides. Living with his mother and father, Ravi's journey has been marked by resilience and determination. He enjoys playing and watching cricket, and his involvement with Spark Minda has offered him a life-changing opportunity within a genuinely inclusive culture. His story is a testament to the transformative impact Spark Minda has had on his life, fostering a sense of belonging, empowerment, and the promise of a brighter future.





## 195. N. SURESH KUMAR

**N Suresh proved that visual impairment cannot limit determination, skill, or the pursuit of purpose**

N. Suresh Kumar is a visually impaired 41-year-old individual who has been an integral part of MCL-WHD for the past six years. He thoroughly enjoys his work and deeply appreciates his colleagues. Originally from the picturesque village of Pinkari in Tamil Nadu, one of his friends referred him to this job. Suresh Kumar's determination led him to complete his education up to the 12th standard through Braille. Remarkably, his lack of sight has heightened his other senses, allowing him to perceive and recognise people with uncanny accuracy. Working at Spark Minda has empowered him, providing not just financial independence but a sense of purpose. Suresh Kumar's gratitude for the life he leads is a testament to the warmth and inclusivity he has found at Spark Minda.



## 196. R. SARAVANAN

**R Saravanahas a will that visual impairment cannot limit determination, learning, or the pursuit of a brighter future.**

R. Saravana is a 38-year-old employee at WHD-MCL who navigates visual impairment with remarkable determination. He holds an M.Phil. degree in Tamil Language from Presidency College in Chennai, a testament to his resilience. Before joining Spark Minda, he worked in sales for four years and was referred to by a friend. Saravana's warmth and optimistic outlook shine brightly. At Spark Minda, he has found a welcoming environment where he continues to learn and grow. His focus is on achieving greater financial stability to provide a better life for his loved ones. With the supportive atmosphere at work, he is paving the way for a promising future full of possibilities.

## 197. PANDEY SELVI

**Selvi proved that partial visual impairment cannot limit determination, learning, or the pursuit of independence.**

Pandey Selvi is a 26-year-old woman who is partially visually impaired and has been a valuable employee at WHD-MCL in Spark Minda for over a year. She holds a B.A. degree in Tamil and aspires to pursue further studies, driven by her determination to learn. Initially apprehensive, she bravely faced the challenge of adapting to a new environment at Spark Minda and has now become well-settled and comfortable within the factory. Working here has been a blessing, boosting her confidence and providing the financial independence she needs to dream big. Spark Minda's supportive culture has played a crucial role in empowering Pandey Selvi on her journey towards a brighter future.



## 198. BASKAR

**Baskar shows that hearing impairment cannot limit dedication, family care, or the pursuit of a meaningful life.**

Baskar is a 42-year-old who joined Spark Minda on 3 February 2019, in the assembly department for harness taping. Baskar has a 100% hearing impairment, which poses everyday communication challenges, but he remains a loving husband and father to two daughters. Since joining Spark Minda, Baskar's life has undergone a remarkable transformation. He now interacts with like-minded individuals daily, experiences financial stability, and receives a steady monthly salary to support his family. Spark Minda's warm and inclusive environment has given him a sense of belonging, where he feels valued and supported. Baskar's dedication to his family is further empowered by the opportunities he has found at Spark Minda.





## 199. D. SASIKUMAR

**D Sasikumar shows that hearing impairment cannot limit determination, skill, or the ability to support family and thrive.**

Sasikumar is a 35-year-old with a diploma from ITI in welding, who faces daily challenges due to hearing impairment. Simple tasks like shopping and interacting with people who do not know sign language have become difficult. He joined WHD-MCL on 13 March 2018 in the assembly department for a wiring harness, referred by a friend. Being a family-oriented person, Sasikumar spends his free time helping his family with various tasks. He had faced discrimination and bullying due to his disability, affecting his education among non-disabled students. However, joining Spark Minda changed his life completely. He now experiences equal treatment and friendliness from everyone, leading to financial stability and enabling him to support his family. Determined to grow and succeed, Sasikumar focuses on his work at Spark Minda, where he feels welcomed and valued, highlighting the incredible difference a supportive workplace can make in the life of a person with disabilities.



## 200. S ELAVARASI

**S Elavarasi - Shows how confidence grows when talent meets a supportive space.**

S. Elavarasi is a 21-year-old currently pursuing her 12th standard, who joined Spark Minda after gaining some work experience in a blood test laboratory. On 24 April 2019, she became part of the assembly department for wire fitting. Her father, already working at WHD-MCL, introduced her to Spark Minda. Having a 100% hearing impairment, Elavarasi faces challenges in commuting, shopping, and interacting with people who do not know sign language. Joining Spark Minda made her feel different, as she experienced a supportive environment where everyone was always ready to help. She enjoys working at Spark Minda and finds motivation from her friends and family. A quick learner, Elavarasi aspires to become an independent woman, working hard and growing in her career at Spark Minda. The nurturing and welcoming atmosphere at Spark Minda has empowered Elavarasi to pursue her dreams for which she is grateful.

## 201. P ANANDHAN

Anandhan is a 24-year-old man with a 100% hearing impairment, making the outside world challenging to navigate. Five years ago, he took his first steps into the workforce, joining WHD-MCL after learning about the welcoming environment of Spark Minda from nearby villagers. Anandhan has been working diligently in his department. Beyond his job, he enjoys playing cricket with friends, highlighting his talent as a skilled cricketer. Spark Minda has provided him with a warm and supportive environment where he feels at ease, and his friends are always ready to assist him. Joining Spark Minda has allowed Anandhan to not only earn a livelihood but also make new like-minded friends, inspiring him to work harder and grow. The transformation in his life since joining Spark Minda is a testament to the incredible impact a welcoming workplace can have on the life of a person with disabilities.



P Anandhan shows that a 100% hearing impairment cannot silence talent or ambition.

## 202. SHANKAR

**Shankar demonstrate that a 100% hearing impairment is no obstacle to commitment and growth.**

Shankar is a 33-year-old man with a 9th-grade education, who has a 100% hearing impairment, adding unique challenges to his life. Despite this, he has been a dedicated employee at WHD-MCL for over 11 years, joining on 20 November 2011, in the assembly department. His father's friends introduced him to Spark Minda, providing an opportunity to support his family financially. Since joining Spark Minda, Shankar's life has transformed. He found financial stability, enabling him to provide for his family's needs. Moreover, the supportive atmosphere at Spark Minda, where friends are always ready to help, has made him feel valued and respected. Shankar is eager to learn and grow with Spark Minda, embracing the opportunities it provides to improve his skills and contribute to the company's success. His journey at Spark Minda is a shining example of how a welcoming and inclusive workplace can empower individuals with disabilities, providing not just jobs but also a sense of belonging and friendship.





## 203. D. HARIKRISHNAN

**D. Harikrishana shows that vision in one eye cannot dim determination or purpose.**

Hari is a 27-year-old man who lost vision in his left eye due to an accident at a young age. Raised by his supportive uncle, Hari's determination led him to complete his diploma. For the past eight years, he has been working with WHD-MCL as a dummy seal fitter in the Pillaipakkam unit. Hari's brother introduced him to Spark Minda, and he is grateful for the opportunity to work in this warm and supportive environment. Hari is content with his work and aspires to grow at Spark Minda, contributing not only to the company's success but also to his family's well-being. His story at Spark Minda highlights the transformative power of a welcoming workplace, where individuals with disabilities can thrive and contribute meaningfully to their own lives and those of their loved ones.



## 204. G. SIVA KUMAR

**G. Siva Kumar proving that a mobility impairment cannot limit courage or capability.**

Siva Kumar's inspiring journey is a testament to resilience and familial support. Born with an impairment that confines him to a wheelchair, he relies on a UDID card for assistance and his family's unwavering love and strength. Despite the challenges, Siva Kumar joined Spark Minda as a crimping operator, referred by his sister, and found solace in the company's welcoming atmosphere. Spark Minda not only provides him with transportation but also an inclusive environment that ensures his impairment doesn't hinder his potential. Siva Kumar's story underscores the power of family bonds, the positive impact of an inclusive workplace, and the ability to overcome obstacles with support.

## 205. ANITHA

**Anitha shows that speech and mobility challenges cannot slow the drive to live independently.**

Anitha, a determined and independent 21-year-old woman, has faced challenges with speech and mobility since birth. Despite these hurdles, she's on a mission to lead a productive and self-reliant life. Her impairment posed challenges to her education, but she is determined to prove that PwDs can be self-sufficient, setting a remarkable example. After completing her secondary education, Anitha joined Spark Minda on 5 August 2021, where she has been thriving for three years, living a dignified life and enjoying equal opportunities like her peers. The company's inclusive environment ensures she faces no discrimination due to her impairments. Anitha takes immense pride in her financial independence and self-sufficiency.



## 206. VANAJA

**Vanaja shows that a mobility impairment cannot limit ambition or the courage to dream bigger.**

Vanaja, a 34-year-old woman, experienced a life-changing event in childhood that left her with a permanent leg impairment. Despite this, she maintains a positive outlook and dreams of becoming a mentor to inspire young people. Alongside her husband and two children, Vanaja supports her family through her role at Spark Minda. Encouraged by her colleagues, she finds fulfilment at work, which motivates her professional growth. Her time at Spark Minda has improved her quality of life and allowed her to pursue her goals. Vanaja's dedication and determination inspire those around her, and her journey highlights the impact of an inclusive and supportive workplace.





## 207. PACHAIYAMMAL

**Pachaiyammal proved that visual impairment cannot overshadow courage, dignity, or a mother's determination.**

Pachaiyammal, a 35-year-old woman from Tirumalpur, Tamil Nadu, is a testament to strength and resilience. Despite visual impairment from a young age, she overcame obstacles to complete her education through the 12th standard. After getting married and having two children, her life took an unexpected turn when her husband left her. With no support from her parents, she became the sole provider for her children. Pachaiyammal's strong character and determination enabled her to manage her family well. To support her children, she joined Spark Minda, and her journey has been nothing short of inspiring. She embraced various tasks, including assembling and packing materials, and found immense job satisfaction and joy in her work. What makes Pachaiyammal's experience at Spark Minda truly heartwarming is the company's warm, welcoming environment. The supportive atmosphere has transformed her life, enabling her not only to provide for her family but also to find fulfilment in her work. Pachaiyammal's story exemplifies how a supportive workplace can change a person's life, offering opportunities, happiness, and a brighter future.



## 208. AJITH KUMAR

**Ajith shows that dwarfism can never limit confidence.**

Meet Ajith Kumar, a 25-year-old from Ranipet, Tamil Nadu, who has always believed in self-confidence. Despite having dwarfism since childhood, he completed his postgraduate studies in M.Com. from C. Abdul Hakeem College, a testament to his determination and belief in his abilities. Supported by friends and family, Ajith overcame obstacles and obtained a B.Ed. degree, aspiring to become a teacher and motivate children. Currently, he is working in a data entry job at Spark Minda's Pillaipakkam WHD unit. Ajith's story is a shining example of how a warm and welcoming environment, like the one at Spark Minda, can provide PwDs with the opportunity to thrive. The company's inclusive culture empowers Ajith to contribute meaningfully and embrace his true potential, turning his belief in his abilities into a reality.

## 209. ANANDHAN

**Anandhan shows that speech and hearing impairment cannot quiet determination, dignity, or the courage to keep moving forward.**

Anandhan joined MCL-WHD in August 2017 and currently works as a machine operator at the Pillaipakkam unit, a role he enjoys. After completing his education up to Class 10, he learned about Spark Minda through friends and decided to join the organisation. Despite facing speech and hearing impairments due to polio since 1995, Anandhan has demonstrated perseverance and resilience. While communication was initially challenging, he has adapted well over five years, building strong relationships with colleagues. The supportive and inclusive environment at Spark Minda has provided him with stability, opportunities for growth, and a renewed outlook on life. As the sole earner in his family, Anandhan supports his paralysed, retired father. He also faced the loss of his elder brother to a heart attack in January 2022. Anandhan describes living with an impairment as an adjustment rather than an adaptation. In his free time, he enjoys watching and playing cricket. He values treating everyone equally and aspires to achieve success and secure a permanent future at Spark Minda.



## 210. ANBARASI

**Anbarasi shows that dwarfism cannot diminish strength, self-worth, or the quiet power of simple, meaningful dreams.**

Anbarasi's aspirations are not focused on status or income, but on caring for her mother without hardship. She values simple things, recognising their importance for personal well-being, even if they are not widely celebrated. At 28, Anbarasi's modest goals reflect the depth of her experiences. Born in Malaipet, Kanchipuram district, Tamil Nadu, she lives with her mother and sister and has dwarfism. She completed her education up to the 9th standard due to her condition and recalls being mocked by peers in childhood. Despite these challenges, Anbarasi remains determined to make the most of the present and pursue her goals. She learned about Minda Corporation through a friend and joined the Pillaipakkam WHD unit in 2014. She currently works in cable and spring wiring and appreciates the supportive and inclusive environment at Minda Corporation. Anbarasi feels fortunate to be part of an organisation where everyone is treated equally and remains focused on her work, with the ultimate aim of caring for her mother.





## 211. M. DIVAKAR

**M. Divakar shows that a locomotor disability cannot slow ambition, learning, or the hope for a brighter future.**

Divakar, a 24-year-old man, native to Thiruvalluvar, joined the MCL-WHD unit just 7 months ago. He works in the battery cable section, in the Pillaipakkam unit. He stays with his parents and sister, and they are his support system. Divakar completed B.Com. from Hindu College in Tamil Nadu and joined Minda Group. He learned about Spark Minda from a close acquaintance. He suffers from a locomotor disability. However, that does not stop him from achieving his goals. He got full support from his family and kept on moving forward. When asked about his plans, he said he wants to study more and secure a permanent job here in Minda, preferably in an accounts-related role. He just wants to be happy in life and achieve milestones.



## 212. SUNDERASAN

**Sunderasan shows that an accident and its challenges cannot break confidence or the will to rebuild life with courage**

Sunderasan is originally from Arakkonam, Nagaveru. He has completed his 12th grade and holds a diploma in electronic communication. His family includes his parents and a married sister. He learned about Spark Minda through his niece, who is also employed here. Sunderasan works as a machine operator. Four years ago, he was involved in an accident that led to a period of depression. After receiving treatment, he joined the Minda Group and has been working here since. Although he faced challenges in the first months due to his impairment, he now enjoys his work and appreciates his colleagues' support. He considers his family his greatest support system and is grateful for their constant encouragement. Sunderasan values his confidence and is committed to working hard to support his family.

## 213. P. MOHANRAJIV

**P. Mohanrajiv demonstrates that losing the ability to speak does not diminish strength, determination, or the will to overcome adversity.**

P. Mohanrajiv, a 28-year-old high school graduate, lost his ability to speak due to a tragedy in seventh grade. Despite financial hardship and limited resources, he continued his education and helped support his family of six. Five years ago, he joined Minda's production division without prior experience, which improved his financial stability. His determination and self-confidence have helped him overcome significant challenges. Today, he is focused on supporting his sisters in building their futures and remains committed to facing any obstacles that come his way.



## 214. K. NEELAGADAN

**K. Neelagadan demonstrates that a speech-related neurological condition does not diminish confidence, ambition, or the determination to rebuild self-worth.**

K. Neelagadan is a dedicated and enthusiastic individual who is currently pursuing a B.Com. degree while operating the customs line at one of Minda's factories. Previously, he worked at a chemical company and later joined Minda based on recommendations from relatives employed there. Born with a neurological condition that affects his speech, he struggled with depression and low self-esteem due to frequent verbal teasing. However, over the past two years at Spark Minda, he has regained his confidence and now feels empowered to support his family, especially his child.





## 215. M. VIJAYLAKSHMI

**M. Vijaylakshmi demonstrate that visual impairment does not restrict intellect, independence, or personal growth.**

Vijaylakshmi, who holds B.A. and B.Ed. degrees and has a visual impairment, was born into a family of five. She previously worked at a masala manufacturing firm before joining Minda two years ago, after hearing about the company from friends. She now works in the crimping division at Pillaipakkam. Through her role at Minda Group, she has achieved financial independence and can support herself. Vijaylakshmi is a strong individual who admires her friends and aspires to follow their example.



## 216. DHARANI S

**Dharani S. shows that visual impairment cannot dim determination, confidence, or the desire to provide for loved ones.**

Six years ago, Dharani got her first job at Minda in the parts fitting department after learning about it from her school seniors. She experienced a difficult case of chicken pox as a child, which left her permanently visually impaired. She was unable to finish her education beyond the senior secondary level. Due to her condition, she frequently received harsh treatment and offensive remarks. She felt demoralised by these occurrences. Her life improved after she landed the job. After she became financially independent and active in society, her confidence increased. She felt properly taken care of at Minda and enjoys her job. She wants to provide for her spouse and child in every way possible and give them a good life.

## 217. ARIVAZHAGAN

**Arivazhagan shows that visual impairment cannot limit ambition, learning, or the pursuit of a bright future.**

Despite being born with the inability to see, Arivazhagan earned a Bachelor's degree in Arts and spent some time working at a call centre. His friends told him about Spark Minda where he was hired in the production line. He lives with his friends and they are his constant motivator to do better in life. He has learnt to overcome difficulties that are brought out by his impairment. After getting the job, he feels financially secure and looks forward to a bright future.



## 218. K. RAGHUPATHI

**K. Raghupathi shows that vision impairment cannot limit perseverance, responsibility, or the pursuit of a better life**

A 34-year-old graduate named Raghupathi formerly worked for a leather company. He now works at Spark Minda. He has been working hard every day throughout the previous two months of training. He has faced difficulties since birth with seeing distant objects and impaired vision at night. He was facing financial difficulties. However, now that he has a job, his life has become more balanced. He can now afford his house rent and maintain a comfortable standard of living. He works hard and aspires to live a long and prosperous life.





## 219. MANJU RAJ

Manju Raj shows that visual impairment cannot hinder responsibility, dedication, or the ability to provide for loved ones.

Manju Raj, a postgraduate in Arts. He is a person with a visual impairment. Before joining, he worked as a vendor on trains and buses and got to know about Spark Minda through an advertisement. He has been working in the production line for two and a half years now. His wife and son are dependent on him as he is the only provider for the family. He had grown acclimated to his condition early in life and had no issues in school. He is content with his profession right now and grateful for a steady salary. He can now look after his family in the manner in which he has always desired.



## 220. V. KAVIYARASAN

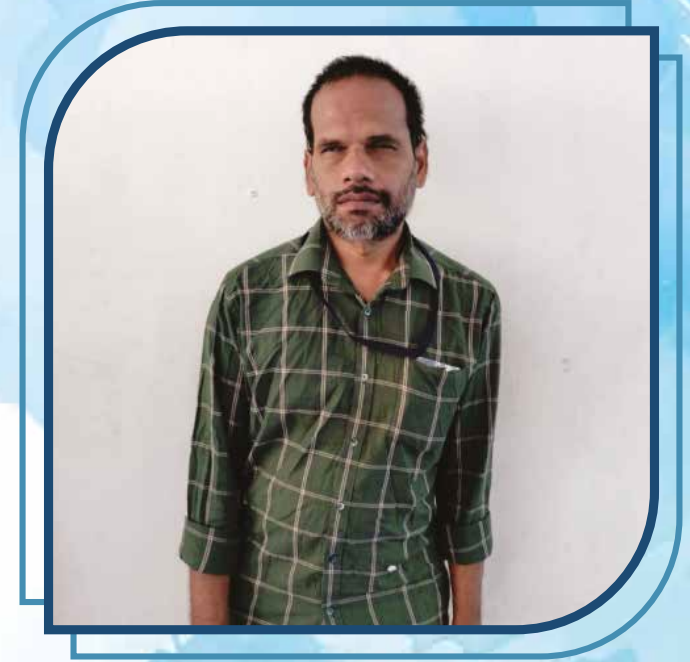
V. Kaviyaran's story demonstrates that hearing and speech difficulties do not limit intelligence, skill, or the pursuit of independence.

Kaviyaran, 33, is skilled at computers and holds numerous degrees. He had worked for 6 years before applying for the packaging department position at Minda, after receiving a referral from an existing employee. When he was six years old, he started having trouble hearing and speaking, and with his parents' assistance, he eventually learnt to lip-read. Even now, he still has some difficulty understanding what other people are saying, but his friends continue to encourage and aid him. He has achieved financial independence. His family is his constant motivation, and he aims to take good care of them.

## 221. R. SARAVANAN

**R. Saravanan demonstrates that visual impairment does not diminish ambition, confidence, or the pursuit of a better life.**

Saravanan, 41, secured his first job at Minda four years ago after learning about the company from friends. Despite being visually impaired since birth, he completed his M.Phil. without difficulty. Since joining Spark Minda, he has achieved greater financial and social stability. Saravanan is confident in his ability to handle any task assigned to him. Although he has always aspired to teach, he has not yet had the opportunity. His family, especially his son, is his main source of support and motivation. He hopes to raise his son to be both good and successful.



## 222. BIKRAM TUDU

**Bikram's story demonstrates that visual impairment does not limit ambition, learning, or hope for a brighter future.**

Minda Corporation in Pillaipakkam, Tamil Nadu, employed Bikram, a young man from Odisha, on the crimping line. He secured this position through a training programme for tribal people in his state one year ago. Despite his visual impairment, he completed his bachelor's degree. Bikram has built positive relationships in his new town and feels welcomed at work. He appreciates his supportive colleagues at Spark Minda, who create an enjoyable work environment. Bikram aims to achieve stability and hopes his family can join him soon. His optimism for the future keeps him motivated.





## 223. SHIVKUMAR P

**Sivakumar demonstrates that visual disability does not limit resilience, skill, or the ability to succeed.**

Shivkumar P, 37, is from Ranipet, where his father Palani and close-knit family instilled perseverance and independent thinking from an early age. Living with a visual disability, Sivakumar focuses on his strengths, guided by his family's encouragement. While he has faced challenges with adaptability and communication, each has strengthened his resilience. In 2018, a friend introduced him to Spark Minda, praising its inclusive culture. Since joining, Sivakumar has found a supportive environment where he feels valued and equipped to contribute. His supervisors provide clear guidance and ensure he has the necessary tools, such as adjustable seating, accessible restrooms, and cab facilities, to work comfortably and efficiently. Over time, Sivakumar has developed professionally and personally, improving his problem-solving skills, collaborating confidently with diverse teams, and achieving a healthier work-life balance. The role has brought financial stability, allowing his family to move to a safer neighbourhood and plan for the future with optimism. Sivakumar looks forward to a long, impactful career at Spark Minda, supporting its mission of accessibility and inclusion.



## 224. ADILAXMI

**Laxmi demonstrates that a locomotor disorder does not limit determination, skill, or the pursuit of one's goals.**

Laxmi was born with a locomotor disorder affecting her left leg and grew up without parental support. After her mother passed away a few years ago, she became determined to fulfil her mother's dream of building a house. Known for her straightforwardness and diligence, Laxmi faced financial challenges in continuing her education after high school. She sought employment and, with a friend's help, joined Spark Minda Group (SMG) on 1 September 2018. Over the past three years, she has enjoyed a supportive and inclusive work environment at SMG. In addition to her job, Laxmi runs a small business making and selling malas (beaded necklaces). Her dedication and positive outlook inspire those around her.

## 225. UMESH V

**Umesh demonstrates that speech and hearing impairments do not limit patience, skill, or the pursuit of a fulfilling career.**

Umesh, an employee at Mysore MCL-WHD, has a speech and hearing impairment. He is skilled in machine operation and has completed a skills training course at an ITI. He currently works in gum sealing and looping. Umesh's story demonstrates how determination can help overcome challenges to achieve a meaningful career. He enjoys his work and hopes to secure a permanent position with Minda Corporation. Umesh considers patience to be his greatest strength. Outside of work, he enjoys playing cricket and riding a bike.



## 226. NEELAMANI

**Neelamani demonstrates that visual impairment does not diminish self-confidence, perseverance, or the desire for independence.**

Neelamani from Mysore highlights the importance of family as a key influence in her life. At 25, she has lived with a right eye impairment since birth. With strong support from her family, she completed her 12th standard education. Although she underwent eye surgery ten years ago, it was unsuccessful. Neelamani comes from a middle-class family, including her parents and brother. Her father is a farmer, and her brother has worked for a company. She joined the Mysore WHD Plant of Spark Minda and now works in various departments, such as wire crimping and part fitting. Neelamani credits her decision to join the company while helping her set life goals. She enjoys cooking in her free time and believes her self-confidence drives her forward. She considers her family, especially her mother, her greatest strength. Neelamani aspires to become more self-reliant in the future.





## 227. CHALUVARAJA

**Cheluvaraja demonstrates that speech and hearing impairments do not limit passion, skill, or the pursuit of meaningful work.**

Chaluvaraja is an employee at the Mysore WHD Plant of Minda Corporation. He has a speech and hearing impairment. He joined Minda Corporation with the help of a contract supervisor. He finds his work atmosphere very friendly and receives a high level of support from his colleagues. He believes that he is given equal opportunities like others in the workplace. Chaluvaraja completed his skill training at the ITI and is currently involved in part fitting and looping. The impairment does not create a barrier to his desire to work. He is passionate about his job.



## 228. MAHESH

**Mahesh's journey reflects how patience and determination can overcome speech and hearing challenges.**

Before joining MCL-WHD, Mahesh gained three years of work experience. He has spent the past two months in his current role, focusing on looping functions. Despite his speech and hearing impairments, he successfully completed skill training at an ITI. Mahesh finds the work environment at Minda Corporation supportive and inclusive. He identifies patience as his greatest strength.



## 229. KARTHIK

**Karthik demonstrate that speech and hearing disabilities cannot limit resilience, confidence, or the pursuit of meaningful work.**

Karthik, 22, from Mysore, has overcome speech and hearing disabilities. He joined Spark Minda on October 20, 2022, after completing his SSLC. Fluent in Kannada and English, he enjoys playing cricket in his free time. Known for his well-mannered, friendly demeanour, he was thoughtfully placed in a role at Spark Minda that leverages his unique abilities. This opportunity has brought a harmonious rhythm to Karthik's life and provided him with a newfound sense of normalcy for himself and his family. His employment has been a source of immense morale boost and confidence for him. Karthik's story is one of resilience and transformation; it underscores the profound impact that inclusive employment opportunities can have.



## 230. AKASH

**Akash shows that speech and hearing disabilities cannot limit skill, confidence, or the ability to thrive.**

Akash, 24, from Mysore, has overcome challenges related to speech and hearing disabilities. He joined Spark Minda on October 21, 2022, after completing his ITI at the National Association for the Blind. Akash is fluent in Kannada and English, enjoys cricket, and likes to explore new places. He is recognised for his polite and friendly nature. His role at Spark Minda was selected to suit his abilities, providing stability and a sense of normalcy for him and his family. Employment has strengthened his confidence and morale. Akash works under a line supervisor and is proficient in computer operations, including Microsoft Office. His journey highlights resilience and the impact of inclusive opportunities.





## 231. MAHESH

**Mahesh shows that speech and hearing disabilities do not limit confidence, resilience, or the ability to succeed**

Mahesh, 31, from Nanjangud, has overcome the challenges of speech and hearing disabilities. He joined Spark Minda on July 14, 2023. Known for his polite and friendly nature, Mahesh was hired with careful consideration of his needs. His employment has brought stability and confidence to both him and his family. Mahesh follows his supervisor's guidance and demonstrates resilience and personal growth, highlighting the positive impact of inclusive opportunities.



## 232. RATHNAMMA

**Rathnamma shows that blindness cannot limit integrity, determination, or the drive to excel.**

Rathnamma, a 27-year-old individual from Nanjangud, has faced the challenges of blindness disability. She joined Spark Minda on January 28th, 2023. Known for her impeccable manners and friendly nature, Rathnamma has harnessed the organisation's teachings to achieve remarkable heights. Her core values of loyalty and honesty make her an exemplar of strength and determination. Guided by her supervisor, Rathnamma continues to thrive and inspire, proving that disabilities need not limit one's potential.

## 233. RAME GOWDA

**Rame shows that speech and hearing disabilities cannot limit skill, confidence, or the pursuit of growth**

Rame Gowda, a 24-year-old individual from Mysore, has overcome the challenges of speech and hearing disabilities. He embarked on a new chapter with Spark Minda on December 7th, 2023, having completed his engineering degree from the National Association for the Blind. Fluent in both Kannada and English, Rame enjoys playing cricket and exploring new places during his free time. Known for his courteous and friendly demeanour, Rame found much more than just a job at Spark Minda. His employment has uncovered a wellspring of morale and confidence. His journey exemplifies resilience, personal transformation, and the profound impact that inclusive opportunities can have. Additionally, Rame is skilled in handling computers and has a good knowledge of working with Microsoft Word and Excel.



## 234. RAJESH

**Rajesh shows that blindness cannot limit resilience, adaptability, or the ability to thrive in a supportive environment.**

Rajesh, a 35-year-old individual from Nanjangud, has faced the challenges of blindness disability. He joined Spark Minda on December 19th, 2023. Known for his impeccable manners and friendly nature, Rajesh's journey took an unexpected turn when a relative introduced him to a job opportunity customized for people with disabilities at Spark Minda. Despite the uncertainties, Rajesh seized this chance, recognising the hurdles posed by his condition. Questions about the work environment's compatibility with his needs lingered, but over time, he discovered the kindness and cooperation of his colleagues. Guided by his supervisor, Rajesh continues to thrive, proving that inclusivity and support can transform lives.





## 235. MALLIKARJUN

**Mallikarjun shows that blindness cannot limit determination, adaptability, or the pursuit of meaningful work.**

Mallikarjun, a 27-year-old individual from Nanjangud, has faced the challenges of blindness disability. He joined Spark Minda on December 20th, 2023, having completed his PUC from Guru Malleshwara PU College. Known for his impeccable manners and friendly nature, Mallikarjun's journey took an unexpected turn when a relative extended an introduction to a job opportunity customized for people with disabilities at Spark Minda. Amidst the uncertainties, Mallikarjun seized this chance, recognising the hurdles posed by his condition. Questions about the work environment's compatibility with his needs lingered, but over time, he discovered the kindness and cooperation of his colleagues. Guided by his supervisor, Mallikarjun continues to thrive, proving that inclusivity and support can transform lives.



## 236. CHANDRA

**Chandra shows that blindness cannot limit perseverance, confidence, or the ability to thrive.**

Chandra, a 30-year-old individual from Nanjangud, has faced the challenges of blindness disability. He joined Spark Minda on February 16th, 2024. Known for his impeccable manners and friendly nature towards colleagues, Chandra receives tailored assistance from supervisors to excel in his role, a position thoughtfully curated to align with his abilities and circumstances. His integration into Spark Minda marked a harmonious shift in life's cadence for both him and his family, instilling routine and stability. This opportunity not only fortified Chandra's spirit but also bolstered his self-assurance. His story is one of perseverance and metamorphosis; it underscores the transformative impact that inclusive employment can have.

## 237. BHARATH KUMAR

**Bharath demonstrate that blindness cannot limit resilience, confidence, or the pursuit of meaningful work**

Bharath Kumar, a 25-year-old individual from Nanjangud, has faced the challenges of blindness disability. He embarked on a new journey with Spark Minda on February 16th, 2024. Known for his impeccable manners and friendly demeanour, Bharath's role was thoughtfully chosen to align with his unique characteristics. His integration into Spark Minda not only provided employment but also brought stability and a sense of normalcy to his life and family. Beyond being just a job, this opportunity has uncovered a wellspring of morale and confidence. Bharath's story exemplifies resilience, personal transformation, and the profound impact that inclusive opportunities can have. Guided by his supervisor, he continues to thrive.

## 238. SHIVANNA

**Shivanna demonstrate that locomotor disability cannot limit determination, contribution, or the pursuit of stability and confidence**

Shivanna, a 40-year-old individual from Nanjangud, has overcome the challenges posed by locomotor disability through determination and support. On joining Spark Minda on February 24th, 2024, Shivanna found more than just employment; he discovered an environment where his dignity and potential were recognised. His role was not only thoughtfully tailored to accommodate his needs but also enabled him to contribute meaningfully to the workplace. This opportunity marked a turning point in Shivanna's life rhythm, instilling in him newfound confidence and morale while providing stability for his family. His story stands as a testament to resilience, personal transformation, and the profound impact of inclusive employment practices, all under the attentive mentorship of a dedicated supervisor.





## 239. MAHADEVA

**Mahadeva demonstrate that locomotor disability cannot limit resilience, confidence, or the pursuit of a stable and meaningful life**

Mahadeva, a 36-year-old individual from Nanjangud, has faced the challenges of locomotor disability. He embarked on a new chapter with Spark Minda on March 21st, 2024. Known for his friendly demeanour and impeccable manners, Mahadeva's role was thoughtfully chosen to accommodate his unique characteristics. His integration into Spark Minda not only provided employment but also brought stability and a sense of normalcy to his life and family. Beyond being just a job, this opportunity has uncovered a wellspring of morale and confidence. Mahadeva's story reflects resilience, personal transformation, and the profound impact that inclusive opportunities can have. He was fully guided by his supervisor throughout this journey.



## 240. ROHAN

**Rohan shows that blindness cannot limit resilience, confidence, or the pursuit of meaningful work.**

Rohan, a 20-year-old individual from Nanjangud, has faced the challenges of blindness. He embarked on a new chapter with Spark Minda on October 20th, 2022. Known for his friendly demeanour and impeccable manners, Rohan's role was thoughtfully chosen to accommodate his unique conditions. His integration into Spark Minda not only provided employment but also brought stability and a sense of normalcy to his life and family. Beyond being just a job, this opportunity has uncovered a wellspring of morale and confidence. Rohan's story reflects resilience, personal transformation, and the profound impact that inclusive opportunities can have. He is perfectly guided by his supervisor.

## 241. MAHADEVA SWAMY

**Mahadeva shows that speech and hearing disabilities cannot limit courage, confidence, or the pursuit of growth.**

Mahadeva Swamy, a 19-year-old individual from Nanjangud, has faced the challenges of speech and hearing disabilities. Amidst uncertainty, a ray of hope emerged when a relative introduced him to a job opportunity customized for people with disabilities at Spark Minda. Recognising the hurdles posed by his condition, Mahadeva Swamy courageously embraced this chance. Questions about the work environment's compatibility with his needs lingered, but over time, he discovered the kindness and cooperation of his colleagues. This employment was more than just a job; it became a wellspring of morale and confidence. Guided by a supportive supervisor, Mahadeva Swamy's journey reflects resilience, transformation, and the power of inclusive opportunities.



## 242. MANORANJAN

**Manoranjan demonstrate that speech and hearing disabilities cannot limit resilience, growth, or the ability to thrive.**

Manoranjan, a 36-year-old individual from Nanjangud, has faced the challenges of speech and hearing disabilities with remarkable resilience. His journey took a significant turn for the better when he joined Spark Minda on May 9th, 2024. This opportunity has not only brought stability to his life but also to his family's, creating a harmonious rhythm that they all cherish. At Spark Minda, Manoranjan's demeanour is nothing short of exemplary; he is known for his courteous nature and amiable interactions with everyone. His presence at work is a testament to how inclusive opportunities can catalyse personal growth and self-assurance. The transformation witnessed in Manoranjan since joining Spark Minda underscores the profound impact that supportive employment can have. Guided by an understanding supervisor who recognises his potential, Manoranjan has tapped into a newfound wellspring of morale and confidence. His story is one of transformation, a narrative that powerfully illustrates resilience and the transformative effects of inclusivity in the workplace.





## 243. JAGGESH

**Jaggesh shows that blindness cannot limit resilience, confidence, or the pursuit of meaningful work ork**

Jaggesh, a 31-year-old individual from Nanjangud, has faced the challenges of a blindness disability with remarkable resilience. His journey took a significant turn when he joined Spark Minda on 24 February 2024. Known for his well-mannered and friendly nature, Jaggesh's role was thoughtfully chosen to accommodate his unique conditions. With his entry into Spark Minda, the rhythm of his life found a smoother tempo, offering both him and his family a sense of normalcy. Beyond being just a job, this employment has uncovered a wellspring of morale and confidence. Jaggesh's story reflects resilience, personal transformation, and the profound impact that inclusive opportunities can have. He is guided by a supportive supervisor who recognises his potential.



## 244. RAJESH

**Focused, skilled, and unstoppable, Rajesh proves that ability is stronger than disability.**

Rajesh, a 30-year-old individual from Nanjangud, has faced the challenges of a locomotor disability with remarkable resilience. His journey took a significant turn when he joined Spark Minda on 26 March 2024. Known for his well-behaved and friendly interactions with colleagues, Rajesh's role was thoughtfully chosen to accommodate his unique conditions. With his entry into Spark Minda, the rhythm of his life found a smoother tempo, offering both him and his family a sense of normalcy. Beyond being just a job, this employment has uncovered a wellspring of morale and confidence. Rajesh's story reflects resilience, personal transformation, and the profound impact that inclusive opportunities can have. He is well guided by his supervisor.

## 245. POOJA

proves that strength isn't measured in height but in determination.

Pooja, a 25-year-old from Nanjangud, has been living with dwarfism and continues to approach life with steady confidence and determination. Since joining Spark Minda on 15 February 2023, she has shown consistent dedication to her work and has become known for her polite demeanour and supportive nature toward her colleagues. She places great value on honesty and loyalty, principles that guide her in both her professional and personal life. With the guidance of her supervisor, Pooja has strengthened her abilities and broadened her experience within the organisation. Her journey highlights the importance of inclusive workplaces in creating pathways for individuals to develop their skills and achieve meaningful progress.



## 246. PADMA

Padma communicates through her dedication—and it's inspiring

Padma, a 28-year-old resident of Nanjangud, has been living with speech and hearing disabilities, yet continues to pursue her goals with steady determination. Since joining Spark Minda on 18 January 2024, she has shown consistent growth and a strong commitment to her responsibilities. Her polite nature and approachable attitude have made her a valued member of the workplace. Padma upholds honesty and loyalty as guiding principles in both her work and personal life. With her supervisor's consistent support and direction, she has been able to enhance her skills and confidence. Her journey is a testament to how empowering and inclusive work environments can enable individuals to realise their potential and contribute meaningfully.





## 247. NAGARATHNAMMA

Nagarathnamma works with confidence that needs no eyesight to shine.

Nagarathnamma, a 32-year-old resident of Nanjangud, has navigated the challenges of blindness with calm determination and a positive outlook. Her association with Spark Minda, which began on 16 February 2024, has been transformative for her growth and confidence. Known for her courteous nature and friendly interactions with colleagues, she has progressed steadily with the support and guidance provided within the organisation. She firmly believes that honesty and loyalty are among the greatest virtues an individual can possess, principles that reflect her strength and clarity of purpose. With ongoing guidance from her supervisor, Nagarathnamma continues to advance both personally and professionally, exemplifying dedication and a strong sense of commitment.



## 248. VISHAL GAYGVAD

Vishal Gaygvad, 28 years old, has been employed at Spark Minda since 1 May 2022, in the Department of Assembly Operations. His elder sisters raised him after his parents passed away during his childhood. He currently lives with his uncle and helps support his family. He was born with a speech and hearing impairment. He loves his job and is eager to grow in the organisation, working hard to earn a promotion. He got to know about Spark Minda from a friend. In his spare time, he enjoys spending time with his family and watching television. He believes in self-motivation.



Vishal, with a speech and hearing impairment, works on the assembly line.

## 249. BHARAT BHUSHAN

**Bharat Bhushan's journey shows that determination needs no voice.**

Bharat Bhushan is 22 years old and has been working with Spark Minda for the past 1 year. He has been working in an assembly setting department; he is learning new things with time. He has a speech and hearing impairment. Because of his impairments, he faces little difficulty while working. He was previously working in a bakery. He loves the environment at Minda as people here are helpful and supportive. He wants to focus on his work and continue to learn and grow.





## 250. DIGAMBAR SATHAI

**Digambar Sathai has a journey of strength—proving that speech and hearing impairment is no barrier to success**

Digambar Sathai, 31 years old, has been employed with Spark Minda for the past five years. He started working with Spark Minda on 1st January 2020. He has had a hearing and speech impairment since childhood, and as a result, society has often criticised him. He has seven years of work experience. He wants to improve further and learn new skills here. A friend introduced him to the company.



## 251. DEEPAK DHANGAR

**Deepak has a story of resilience—proving excellence goes beyond speech and hearing impairment.**

Deepak Dhangar, 25 years old, joined Spark Minda on 10th May 2022. Since early childhood, he has had an impairment of speech and hearing. He loves his job at Spark Minda and the opportunities he receives because of it. While he was applying at other places, one of his friends suggested Spark Minda to him. He now wants to learn more skills at Minda. As he holds only a 12th-grade certificate, he utilises his spare time in further studies to enhance himself academically.



## 252. AAKASH KAVLAI

**Aakash Kavlai's story speaks through hard work, not words.**

Aakash Kavlai is from the orange city called Nagpur. The 24-year-old joined Spark Minda on 1st October 2022. Prior to this, he had eight months of work experience in a company. He completed a one-year diploma in an ITI's computer programme. His acquaintance, who was also employed here at Spark Minda, introduced him. Since he was a child, he struggled a lot due to his hearing and speech impairments. Later he got enrolled in a school, where he learned a great deal of information, including sign language. Finding Minda inclusive, he faces no difficulty working here.



## 253. ABISHEK KALASKAR

**Abishek is strong, capable, and determined—he inspires without saying a word.**

Abishek Kalaskar, 21 years old, a speech and hearing-impaired employee, has been working with Spark Minda since 2020. He just held a 12th class diploma and had no previous experience when he joined Minda. He has grown significantly and learnt a set of new skills and knowledge. He feels comfortable approaching the supervisor for any aid or support. He is working in a direction to save and earn more money to fulfil all his family's desires. He enjoys spending time with his family after work.





## 254. DEEPAK JADHAV

**Deepak's work ethic speaks louder than words ever could.**

Deepak is 33 years old and has been working at Spark Minda since 2009. He completed his education up to the 10th grade. The job makes him happier, and he genuinely enjoys working with Minda. He lives with his family and is particularly attached to his father. In his free time, he helps his family with day-to-day chores. He has a speech and hearing impairment and finds difficulty in communicating with people. According to him, Spark Minda provides equal opportunities to all employees, which builds them up financially, and this is the reason he loves working here. He is very hardworking and wants to support his family. He believes in spreading happiness.



## 255. PRAKASH NIKAM

**Prakash shows that true ability is demonstrated through action, not words.**

Prakash, who is speech and hearing impaired, is 36 years old and has been working at Spark Minda for the past two years. Before joining Spark Minda, he worked at POSH Company for three years. He completed his education up to the 10th grade and holds a two-year diploma from an ITI. He says that his job makes him happy and he gets to learn new things every day. He has made new friends and really enjoys working here. He lives with his family, including his wife and two kids; his mother lives in Pune, and he supports her as well. He does not face any major challenges as everyone around him supports him. Spark Minda has changed his life. He is more financially independent than he was before.

## 256. SIDDHANATH KHOT

**Siddhanath has courage and capability light the path brighter than sight ever could.**

Siddhanath's remarkable story is one of unwavering determination in the face of life's challenges. Despite being visually impaired from birth, Siddhant Balaso Khot has been a dedicated employee at Pune's SSD unit since 2018. A 27-year-old B.A. graduate, Siddhant operates machinery in the production assembly wing and received thorough training upon joining the Spark Minda Group. Hailing from a family of farmers, Siddhant and his father provide for their household as the earning members. Overcoming initial difficulties, Siddhant adeptly navigated his workspace, earning the support and encouragement of his colleagues. His positive outlook and perseverance have made his workplace devoid of discrimination, reflecting the inclusive environment fostered by Spark Minda. Beyond his professional commitments, Siddhant is an accomplished Kabaddi player, having represented the country twice at the national level. Siddhant advocates for broader integration of differently abled individuals in companies, citing Spark Minda's model as a blueprint for reducing unemployment among PwDs. His journey underscores the importance of creating opportunities and embracing diversity, inspiring us all to overcome challenges and realise our dreams.

## 257. YOGESH SUDHASH SONAWALE

**Yogesh's blindness doesn't limit him—his skill and determination lead the way**

Yogesh Sudhash Sonawale, 28, has been a valued member of the SSD unit in Pune since March 2021. He holds a B.A. degree and works in the assembly wing, specialising in machine operation and packing. Before joining the Spark Minda Group, Yogesh spent six years in the assembly division at Mahle Filter Company. He joined Spark Minda on a friend's recommendation. Despite a 75% visual impairment from an early childhood accident, Yogesh overcame initial challenges with the help of targeted training, allowing him to adapt quickly. He now performs his duties efficiently and reports positive, inclusive interactions with colleagues. Spark Minda's focus on accessibility and support has helped Yogesh achieve greater financial stability and social respect. His determination and positive attitude continue to inspire those around him.





## 258. NIMBA WAGH

**Nimba embodies resilience, proving that determination can overcome even the toughest challenges.**

Nimba Wagh, a 32-year-old visionary who joined Spark Minda in June 2018, surmounted his visual impairment with unwavering determination. Previously, he spent four years at a call centre. Introduced to the Minda Group through a Maharashtra-based NGO for the visually impaired, Nimba thrives in the assembly wing, specialising in opening and compacting products. Nimba truly values his work at Spark Minda. He has an affinity for the workplace atmosphere and is grateful to be a part of the company. Despite complete visual impairment since childhood due to a retinal issue, Nimba's resilience prevails. A diploma graduate, he pursued typing skills in English and Marathi alongside his studies. Defying adversity, he diligently prepares for a government job while cherishing moments with his wife and three-year-old son. Initial concerns about acceptance among colleagues dissolved with training, fostering comfort and camaraderie at work. Nimba's experience epitomises growth through determination. He reflects, "Hurdles won't deter me." Grateful for an encouraging environment, Nimba's story radiates inspiration, embodying the spirit of tenacity and unity at Spark Minda.



## 259. AMOL PAWAR

**Amol's vision may be different, but his potential is limitless.**

Amol Pawar, a dedicated member of Spark Minda Group's assembly wing since July 2018, defies his complete visual impairment (100%) with exceptional versatility. Beyond being a capable packer and machine operator, he fearlessly takes on any task assigned to him, demonstrating remarkable efficiency. His family consists of his parents and a college-going brother, and he discovered the Minda Group through a recommendation from an NGO for the visually impaired. Amol's visual impairment traces back to a vein-related complication triggered by a high fever at the age of nine. Despite undergoing an operation that yielded no improvement, his resilience remains unshaken. With a B.A. degree and proficiency in English and Marathi typing, Amol is intently focused on preparing for competitive exams, particularly aspiring to excel in bank exams. Confident and composed, Amol embraced his role at Minda Group without trepidation, believing that approaching challenges as routine tasks can lead to success, regardless of one's impairments. Diligently putting in effort, Amol discovers comfort in the inclusive work setting and treasures his position within the organisation. His relentless spirit, confidence, and dedication to continuous learning shine through, making Amol an exemplary figure who embodies resilience and determination.

## 260. SHUBHANGI SHIVAJI SALUNKHE

**Shubhangi and her courage and capability light the path brighter than sight ever could.**

Miss Shubhangi Shivaji Salunkhe is a resilient and confident individual, contributing her skills to Spark Minda since August 2018. At 31, she adeptly operates machines in the assembly wing. With her parents, brother, and sister-in-law forming her close-knit family, Shubhangi, alongside her brother who is a driver, shoulders their financial responsibilities. Holding a B.A. degree, she previously worked in a similar role before joining Spark Minda. Facing complete visual impairment from birth despite treatment, Shubhangi's journey highlights her tenacity. Initial hurdles, like missing company transportation, led to self-doubt and nervousness. However, through training and the unwavering support of colleagues and friends, she transcended her uncertainties, blossoming into a confident worker. Today, she navigates her tasks seamlessly, unfazed by challenges. Outside of work, Shubhangi finds solace in music and dedicates her free time to preparing for competitive exams. Her journey underscores the transformative power of self-belief, familial and peer encouragement, and inner confidence. Shubhangi's narrative exemplifies how resilience and a positive mindset can lead to exceptional achievements, making her a true inspiration to all. Spark Minda's ethos of equality and understanding has not only helped Shubhangi achieve personal and professional growth but has also set an inspiring example of inclusion for others to follow.



## 261. KALPANA KHADE

**Where others see limits, Kalpana sees endless possibilities.**

Kalpna Khade, a resilient 25-year-old, has been a valued member of Spark Minda since February 2020. With only her mother engaged in farming after the loss of her father, Kalpana's journey is one of determination. Despite her complete, untreated visual impairment (100%) since birth, she pursued her education and joined the assembly wing, skilfully operating machines. Hailing from a school for the visually impaired, Kalpana's introduction to the Minda Group marked a turning point. Despite her initial uncertainty, she embraced training wholeheartedly, swiftly becoming a proficient assembly wing employee. Kalpana states that Spark Minda is not just a workplace; it is a family that embraces diversity, empowers individuals, and cultivates a culture of excellence. Currently, she channels her energy into preparing for competitive exams, particularly aspiring to excel in bank tests. Beyond her studies, Kalpana finds solace and joy in art and craft, reflecting her passion and creativity. Kalpana's story resonates as a beacon of hope and resilience. Her youthful spirit ignites countless ideas and embodies the power to conquer challenges. Her journey inspires us all, reflecting the indomitable determination to thrive, irrespective of obstacles.





## 262. DHAMMAPAL KEDAR

**Dhammapal's blindness cannot dim the light of his determination and courage.**

Dhammapal Kedar, a dedicated member of Spark Minda since June 2018, exemplifies resilience. Despite his 100% visual impairment from birth and unresponsive treatments, he fearlessly embraces life's challenges. His wife shares the same visual impairment. Introduced through the Technical Training Institute (TTI) for the visually impaired, Dhammapal, a high school graduate, expertly operates machines in the assembly wing. Dhammapal's journey was marked by initial hurdles, including commuting difficulties. His reliance on public transport posed challenges, compounded by a lack of self-confidence. Overcoming these obstacles, he now confidently navigates daily journeys. He envisions a bright future for his two sons, aspiring to provide them with ample opportunities for higher education. Content and fulfilled, Dhammapal cherishes his role at Spark Minda, finding solace in his work's homely atmosphere. In a world that often grapples with issues of inclusivity and accessibility, Spark Minda stands as a shining beacon of hope and progress for Dhammapal. His inspiring narrative encapsulates triumph over adversity, embodying the spirit of determination and hope.

## 263. VANMALA HANVATE

Vanmala Hanvate, a confident and independent 32-year-old, who joined Spark Minda in December 2018. With her parents and a brother in her family, she stands resilient amidst an agricultural backdrop. An officer at TTI introduced Vanmala, a B.A. graduate associated with the Technical Training Institute (TTI) for the visually impaired, to Spark Minda. Her complete visual impairment (100%) from birth, despite treatment attempts, has not deterred her spirit. Operating machines in the assembly wing, Vanmala thrives in her role. Her approach to challenges is marked by unwavering self-confidence, viewing difficulties as mere differences in individual journeys. Training aided her seamless integration, transforming her into a proficient unit worker. Vanmala finds solace in music and singing, nurturing her passions. Committed to her work, she aspires to conquer life's hurdles and contribute to Spark Minda's success. Her story is a source of inspiration, reflecting determination, positivity, and a relentless drive to overcome obstacles.



**Vanmala's vision isn't just in the eyes, it's in Vanmala's fearless spirit.**

## 264. SAGAR MANMODE

**Sagar has lost his leg didn't slow down him, it only revealed his unstoppable spirit.**

Emotion glistened in his eyes as he recounted his 2015 accident. This is the story of Sagar, a resolute 32-year-old who faced a life-altering tragedy seven years ago, losing his right limb. Prior to his impairment, Sagar worked at Spark Minda from 2012 to 2015. In a fateful incident, a bus collision led to the loss of his limb during a Sunday outing with friends in 2015. After a four-year hiatus, Sagar returned to Spark Minda in 2019, mastering tasks such as packing and machine operation in the assembly wing. Sagar recalls that by fostering an environment of empowerment and genuine inclusivity, Spark Minda has emerged as a trailblazer in creating opportunities for individuals who have historically been marginalised. With a supportive family engaged in farming, Sagar's accident temporarily disrupted their main income source. Despite this, Sagar pursued studies until the 12th grade and rejoined the Minda Group with unwavering support from colleagues and friends. Their continuous encouragement fuelled his determination, leading him to feel valued and included. Sagar's unshakable spirit, combined with family support, has been his driving force. His story exemplifies resilience, determination, and the unwavering human capacity to overcome challenges. As he embarks on his journey ahead, we extend our heartfelt best wishes for his continued success.

## 265. PRATHAMESH

**Prathamesh is silent in speech but mighty in determination.**

Meet Prathamesh, a charismatic individual exuding a unique aura, despite having speech and slight intellectual impairments. His family includes parents, a brother, and his wife, who is a final year B.Com. student, while his father and brother are drivers. With education up to Class 12, Prathamesh's journey to Spark Minda was facilitated by his father's connection. Thriving in manual labour at the unit, Prathamesh's efficient work reflects his determination. Supported by his caring family and friends, he finds solace in their companionship, which is vital for his mental well-being. The encouragement of his loved ones serves as a motivating force, offering him a safe haven. In his leisure moments, he enjoys watching TV and cherishing time with family. Prathamesh's story displays the fallacy of limitations imposed by "dis"-abilities, exemplifying that dreams can be achieved irrespective of societal norms. He stands as a living testament to breaking barriers, reminding us that every individual, regardless of their unique qualities, is truly exceptional. Spark Minda has taken remarkable strides to ensure that Prathamesh has not only been integrated into the workforce but has also been empowered to flourish.





## 266. MAHESH GAIKWAD

**Eyes may not see, but Mahesh navigates life with unmatched strength and heart.**

In June 2019, Mahesh Gaikwad became a valued member of Spark Minda, supported by his family, his brother, a farmer, and his mother and wife, who are homemakers. With a B.A. degree and association with the Technical Training Institute for the visually impaired in Pune, Mahesh discovered Spark Minda through this institute. From birth, Mahesh faced complete visual impairment, despite multiple treatments. He contributes effectively to the assembly wing, specialising in crafting and affixing steel balls to vehicle parts. Initial challenges included acclimatising to his new environment and learning his tasks through training. Despite the extra hurdle, his determination prevailed, and he now adeptly performs his responsibilities. Actively involved in the assembly wing, Mahesh wholeheartedly values his contributions to the company. He holds a deep affinity for the positive work atmosphere and aspires to continue being an integral part of Spark Minda. Mahesh's leisure moments are dedicated to music, staying updated with news, and preparing for competitive exams. His zest for life shines through. With his supportive colleagues and newfound zest, Mahesh adds a vibrant layer to his life. His story is a testament to the triumph of resilience and aspiration, and we wish him every success on his journey.



## 267. MILIND CHABUKSWAR

**Milind navigate the world with heart, courage, and unshakable determination.**

Milind Chabukswar's life journey is a testament to resilience and determination. Joining Spark Minda in June 2018, the 32-year-old shares his life with a loving family – his wife and their four-year-old daughter. A B.A. graduate associated with the Technical Training Institute for the Visually Impaired, Milind was introduced to Spark Minda through the institute and a friend's recommendation. Prior to this, he worked as a telecaller. Despite having 100% visual impairment caused by a childhood fever and its complications, Milind's spirit remained undeterred. Initially, he faced challenges adapting to assembly wing tasks involving machines, but his prior work experience strengthened his confidence. With persistent training and unwavering support from his friends, family, and colleagues, Milind emerged triumphant. Today, he adeptly operates machines and finds joy and purpose in his work within the supportive community at Spark Minda. His story is a beacon of courage, perseverance, and family support, inspiring us all to strive for greatness.

## 268. RAMESHWAR KALE

**Rameshwar Kale Sight may be limited, but his vision for life is boundless.**

Rameshwar Kale, a resilient 38-year-old, embarked on his journey with Spark Minda in January 2013. Amidst his dedicated service, he cherishes a family comprising his parents, a wife, and a 7-month-old son, with farming being their main livelihood. Studying up to Class 10, Rameshwar's pursuit of work led him to the Technical Training Institute for the visually impaired, Pune, where he learned about Spark Minda. With a 100% visual impairment since age 6 due to a persistent fever, Rameshwar contributes to the assembly wing, specialising in crafting Avenger two-wheeler carriers. Overcoming initial challenges, from navigating the workplace to precision fitting, he has evolved into a confident and capable worker. Guided by a supportive work environment and his loved ones, Rameshwar derives inspiration from their unwavering encouragement. During his leisure moments, Rameshwar finds joy in cricket, music, and singing. Hoping for job permanence at the Minda Group, he envisions a secure future for his family. Rameshwar advocates for inclusive employment practices like Spark Minda's, urging other firms to offer opportunities to differently abled individuals. His story shines as a beacon of perseverance and advocates for a more inclusive and supportive workforce.



## 269. GORAKSHNATH SANDBHOR

**Gorakshnath may not see with his eyes, but he inspires with every action.**

Gorakshnath Sandbhor, a dedicated individual, joined Spark Minda in April 2017. His family includes his parents, a brother, a wife, and a 9-month-old daughter. Supplementing his father's income as a security guard, Gorakshnath's education extended to Class 12 before he entered the workforce. Initially a lift operator at a hospital, his connection with Spark Minda arose from the Technical Training Institute in Pune. With a 100% visual impairment since birth, Gorakshnath's situation remains unchanged despite attempts at treatment. Leveraging prior experience and training, he transitioned smoothly into his role within the assembly wing, contributing to the creation of components for Bajaj two-wheelers. By nurturing Gorakshnath's skills, Spark Minda reinforces the message that career progression is attainable for all. He deeply acknowledges that the transformative opportunity he got at Spark Minda has greatly impacted his life. Beyond work, Gorakshnath finds solace in trekking, exploring various locales across Maharashtra. As he aspires to embark on new adventures, his story stands as a testament to resilience, determination, and the pursuit of passions.





## 270. RAVINDRA PAWAR

The world looks different to Ravindra, yet he moves with clarity and purpose.

Ravindra Pawar, aged 36, joined Spark Minda in March 2015 and has dedicated over ten years to the company. With experience working in a call centre, Ravindra discovered the Minda Group through a friend. As a B.A. graduate, he finds joy in listening to music and delving into current affairs and general knowledge. He has had visual impairment since Class 10 due to glaucoma. Ravindra works in the assembly wing, skilfully crafting fuel-tank cover angles. His optimism knows no bounds, and he overcomes obstacles with unwavering positivity. Initially apprehensive about fitting into the work environment, Ravindra's confidence has since blossomed, becoming an embodiment of resilience and adaptability. Ravindra appreciates Spark Minda as it is offering opportunities to people with disabilities, granting them a dignified and secure livelihood.



## 271. AVINASH

Vision comes in many forms, and Avinash's shines from within

In his leisure time, Avinash enjoys being with friends and engaging in games, which brings him joy and relaxation. His indomitable spirit and positive outlook shine through everything he does. Avinash thrives in Spark Minda's welcoming work environment, where he is surrounded by supportive colleagues always willing to lend a helping hand. The financial stability he has gained has brought him great contentment, empowering him to support his family independently and confidently.

## 272. RAVI MANJARE

**Ravi Manjare Life may be unseen, but his courage is unmistakable.**

Ravi Manjare became a valued member of the Spark Minda team. His journey to this point includes a previous desk job at Amazon, where he dedicated a year of service. A friend introduced him to Spark Minda, and since then, Ravi has embraced his role here. The chance extended by Spark Minda has filled his life with profound gratitude. With a bachelor's degree in arts, Ravi's ambitions extend beyond his current role. He has had a visual impairment since the age of five due to a severe fever. Today, he stands tall and works with dedication in the assembly wing. Creating essential components for two-wheelers is his primary responsibility. When asked about his journey, Ravi radiates optimism.



## 273. VIJAY

**Vijay's journey proved that true vision is feeling, believing, and moving forward.**

Vijay joined Spark Minda in March 2021. He is a B.A. Economics final-year student and was associated with the Niwant NGO for visually impaired people in Pune prior to working here. He learnt about the Minda Group from the Technical Training Institute for visually impaired people in Pune. Vijay has had a visual impairment since birth, and even after treatment, nothing could be done. He works in the export wing, and his main task is box packing. The only fear within him when he joined was whether he would gel well with everyone here and how people would take him. Nevertheless, he added that, "they are now my family"! The immense support he got from his family, friends, and colleagues is unparalleled. He said that they are extremely cooperative and not even once has he felt that he is different from them. In his free time, Vijay loves to travel, trek, and watch movies. He emphasised the importance of raising awareness about various disabilities and fostering an inclusive environment where individuals feel at ease. Spark Minda, he noted, has exemplified this warmth and inclusivity in their approach towards him.





Barriers in sound and speech cannot quiet Sachin's spirit

## 274. SACHIN

Sachin, a 29-year-old with speech and hearing impairment, is a shining example of determination. Living with his farming father and homemaker mother, Sachin draws his motivation from his parents. He pursued his education with dedication, earning a B.A. degree and gaining proficiency in English typing and MS-CIT. Introduced to Spark Minda by a friend, Sachin has been an integral part of the SSD unit in Pune for the past three years, contributing to the assembly wing. Cricket and volleyball are among his favourite hobbies, reflecting his zest for life. At Spark Minda, he experiences a strong sense of respect and belonging. Looking ahead, he aspires to secure a permanent position within the organization. Sachin believes that self-confidence is the key to overcoming challenges and achieving success.



## 275. HITENDRA ASHOK PATIL

Hitendra's every gesture tells a story of strength, resilience, and hope.

Hitendra Ashok Patil is a 28-year-old individual who embraces life with a carefree spirit. Educated to the 12th grade, he joined Spark Minda on 3 January 2022, following a year at Welspun India Ltd (Vapi). In the JD-FTC-BAJAJ unit, he excels in the final stages of production, assembling and packaging BAJAJ locks. His inspiration comes from supporting his family and the encouragement of his friends. Discovered through a camp organised by Spark Minda in his village, he navigates his work effortlessly and finds the work culture truly inclusive. This job has provided him with financial stability and empowered him to contribute to his family's well-being, filling him with profound gratitude. Hitendra's story is a testament to his unwavering determination and positive outlook on life.

## 276. JALINDAR CHIMAJI DHOTRE

**With speech and hearing impairment, Jalindar turns silence into strength and action**

Jalindar Chimaji Dhotre is a highly motivated 28-year-old with a strong belief in his unique abilities. Having completed his 12th grade and a BA, and with four years of corporate experience, Jalindar's journey is remarkable. After a year with another company, he found his place at Spark Minda in 2019. Overcoming speech and hearing impairment, Jalindar thrives on the assembly line for Bajaj locksets. Introduced to the company by a friend, he remains dedicated to Spark Minda and envisions a long-term future with the company. His story is a testament to his resilience, positive spirit, and unwavering determination.



## 277. SHRAVAN BHIKAJI PATIL

**Though sound is absent, Shraavan courage echoes everywhere he goes Shraavan Bhikaji Patil.**

Shraavan Bhikaji Patil, a Kolhapur native and 12th-grade graduate, joined Spark Minda SSD on 28 January 2022. With a year of experience at Minda (SSD) and prior stints at Raymond (1.5 years) and Minda VAST (1 year), he excels in crafting HONDA Activa locksets. His job has provided financial stability, allowing him to support his family. Inspired by a friend's guidance, Shraavan envisions a brighter future, working diligently to contribute financially and fulfill his dream of owning a house.





## 278. ANKUSH BADRI CHOUHAN

With speech and hearing impairment, Ankush turns challenges into opportunities and inspiration.

Ankush Badri Chouhan is a resilient 36-year-old driven by a desire to earn a living. Embarking on his corporate journey at Spark Minda in 2022, he adeptly handles BMW Body and Stator Dowelling, and Ring Body – Spring Dowelling. Ankush finds the environment at Spark Minda inclusive, offering him equal opportunities, further bolstered by his family's unwavering support. A skilled and agile learner, Ankush embodies determination and self-belief.



## 279. AJAY THAKARE

Words may pause, but Ajay's strength never does.

Ajay Thakare is a 24-year-old determined to carve his own path. Hailing from Ashti, Amravati, he now resides in Bhosari, Pune. Despite having a speech and hearing impairment, Ajay strives to support his family financially. His aspiration for a better standard of living led him to the corporate realm. Joining the Spark Minda Group on 12 January 2022, he works on the lockset assembly line. Ajay notes that he has experienced fair and equitable treatment since joining the team. Communicating through sign language, his resilience and dedication to learning exemplify his unyielding spirit.

## 280. CHETAN GAGAWADE

**Chetan's vision may be limited to one eye, but his dreams see no boundaries.**

Chetan is 33 years old and resides in Wakad, Pune. Having completed the 10th grade, his pursuit of a better life led him to the corporate world. Following a 12-year tenure at Tech Mahindra in the IT sector—where he managed IT stores and desktop hardware—he joined Minda Corporation five months ago. Introduced by a friend, Chetan now thrives in an assembly role, skillfully handling spare parts. Alongside financial security, his self-assurance has grown significantly. He champions equal opportunities and draws motivation from his family's unwavering support.



## 281. KUNAL JADHAV

**From the very start, Kunal turns silence into stories of determination and hope.**

Kunal is a tenacious 25-year-old with a lifelong speech and hearing impairment who resides in Pune. His educational background includes the 10th grade and an ITI qualification. His corporate journey began at Gabriel, where he spent three months, before joining the Spark Minda Group 11 months ago. Recommended by a friend, he now holds a pivotal role in packaging Honda switches. Kunal relishes his responsibilities and encounters no disparity in treatment at work or in society. An enthusiast of football, cricket, and swimming, he is grateful for the acceptance and inclusivity he has found at Spark Minda.





## 282. SATISH KUMAR

**Satish proves that visual impairment cannot limit talent, dedication, or the pursuit of excellence.**

Satish, 29, has a visual impairment and has been an employee at Spark Minda since 14 May 2017. After completing his 12th-grade education in the arts, he joined TTI, a group dedicated to empowering people with disabilities (PwD). Satish previously held a marketing role at National Geographic and is a skilled instrumentalist, having performed at over 300 musical events alongside renowned singer Chandan Kamble. For the past nine years, Satish has been a dedicated member of Spark Minda's assembly unit, where he deeply appreciates the inclusive work culture.



## 283. VIKRAM

**Vikram's vision may be unique, but his courage is universal.**

A determined 45-year-old focused on enhancing life for his family, Vikram Balkrishna Oak hails from a village in the Satara district. Though visually impaired since childhood, his journey began with a door-to-door sales venture from 2006 to 2009, followed by three years as a telephone operator in Mumbai. Since 2013, he has been an integral part of Spark Minda for 12 years, joined via the PBMA Unit. He envisions a lasting association with Spark Minda, seeing it not just as a workplace, but as a supportive family.

## 284. CHITAMANI BADIGEN

**Chintamani proves that determination and hard work can overcome speech and hearing challenges.**

Chintamani, age 28, has had a speech and hearing impairment since childhood. After completing the 12th grade, he sought employment to secure financial independence and support his family. He joined the Spark Minda SSD plant at Chakan five months ago. Chintamani appreciates the absence of discrimination at the company, noting that the job has significantly elevated his quality of life. Hailing from Belgaum, Karnataka, he remains committed to his future at Spark Minda.



## 285. ANIL RANE

**Anil proves that dedication and resilience speak louder than words.**

Anil is known for his calm nature and strong dedication. Living with a hearing and speech impairment, he communicates through gestures and writing. His patience and resilience help him navigate challenges with confidence, and he is highly valued for his discipline and accuracy. His job has brought financial stability to his family and helped support his younger siblings. Anil dreams of upskilling and taking on more responsibilities to build a better future.





## 286. PRAKASH MANE

Prakash moves through life showing that expression has no limits

Prakash has built a life filled with quiet strength. Despite his hearing and speech impairment, he has always believed in the power of hard work. Dependable and respected by his team for his sincerity, his income provides pride and stability for his family. Prakash has grown more confident over the years, proving his abilities through consistent performance. He hopes to continue learning and create better opportunities for his children.



Akash's story is told through strength, smiles, and unstoppable energy.

## 287. AKASH DHOTRE

Akash is energetic, observant, and eager to learn. His hearing and speech impairment has never limited his ability to adapt; he communicates through signs and quickly grasps new tasks. Known for his speed and precision, his job has brought him independence and made his family proud. Akash hopes to develop advanced technical skills and move into a leadership role one day.



## 288. HARISH UMRANI

### Harish turns challenges into contributions at the Spark Minda Plant

Harish is optimistic and hardworking. Despite his hearing and speech impairment, he communicates effectively through expressions and gestures, forming strong bonds with his team. His supervisors appreciate his attention to detail and reliability. His job has helped him support his family and build a stable foundation for the future. Harish continues to grow professionally, aiming to ensure a secure life for his parents.



## 289. KIRAN MANE

### Kiran proves that communication is more than words—it's heart and resilience.

Kiran, from Osmanabad, has built his journey through determination and discipline. Living with a hearing and speech impairment, he faced early communication challenges but never gave up. His punctuality and focus make him a valuable team member. With a stable job, he now supports his family and enjoys a sense of independence. Kiran hopes to inspire others with disabilities in his community to pursue meaningful opportunities.





## 290. PANKAJ GAWAI

**Pankaj inspires with every move, proving action can outshine words.**

Pankaj is cheerful, hardworking, and quick to adapt. His hearing and speech impairment taught him to communicate through gestures and writing—skills he uses effectively at work. His team appreciates his cooperation and dedication. With his income, he supports his parents and brings financial stability to his home. Pankaj dreams of taking on more responsibilities and remains a role model among his colleagues.



## 291. SACHIN RAJPUT

**Though Sachin voice is soft, his courage is unmissable**

Sachin is sincere and disciplined. Despite his hearing and speech impairment, he performs tasks with impressive focus and accuracy. His workplace has given him a sense of identity, allowing him to support his family confidently. Sachin's patience and ability to stay calm under pressure make him an asset to his team. He dreams of upskilling and building long-term stability.



## 292. DEEPAK PATIL

Every step Deepak's takes tells a story of resilience and hope.

Deepak is dependable and hardworking. With a hearing and speech impairment, he has learned to observe keenly and adapt quickly. His consistency and dedication have earned the trust of his supervisors. Deepak now supports his family financially and feels proud of his progress. He hopes to learn more technical skills and secure a stable growth path within the organisation.



## 293. HEMA MORE

Hema proves that hard work doesn't always need words.

Hema is determined, confident, and deeply committed to her work. Living with a hearing and speech impairment, she communicates through expressions and signs, building strong connections with her team. Her job has provided financial independence and the chance to support her family. Hema is eager to grow within the organisation and wishes to inspire other women with disabilities to pursue their goals with confidence.





## 294. SAMADHAN JADAV

**Breaking barriers with hard work and heart—Samadhan’s journey inspires us all.**

Samadhan is calm, focused, and highly disciplined. Despite his hearing and speech impairment, he performs his tasks with dedication and precision. His colleagues appreciate his helpful nature and strong work ethic. His job has eased his family’s financial burden and provided him with stability and confidence. Samadhan hopes to continue learning, take on greater responsibilities, and here is the proofread and corrected text, refined for UK English and flow, formatted for easy pasting into your document.



## 295. VISHAL ACHARYA VIDHYADHAR

**Vishal proves that confidence and determination can rise above any communication barrier.**

Vishal Acharya Vidhyadhar, 30, recently joined the Spark Minda team. He has lived with a speech and hearing impairment since childhood. Despite this, Vishal brings strong confidence to his role, supported by four years of prior work experience. The positive impact Spark Minda has had on his life highlights the importance of inclusive opportunities and unwavering determination. Deeply connected to both his community and his career, he approaches his work with exceptional dedication, guided by the belief that everyone should discover their own unique source of motivation. Vishal thrives in a supportive environment where his abilities can shine. Eager to deepen his understanding of his role, he embodies the spirit of continuous learning and personal growth.



## 296. SURAJ

**With family support and personal drive, Suraj is shaping a future full of promise.**

At 23 years of age, Suraj holds an ITI Mechanical degree and is a recent graduate. Introduced to Spark Minda through friends, he joined the company in 2019, marking the start of his professional journey. Suraj has a speech and hearing impairment, yet he approaches life with enthusiasm and resilience. An avid lover of socialising and playing cricket, Suraj balances his personal interests with his growing career. His association with Spark Minda has brought him financial stability, for which he is deeply grateful. Encouraged by his family and driven by a desire for independence, Suraj continues to move forward with determination.





## 297. AVINASH GORKH WAGHMARE

**From opportunity to independence, Avinash's journey reflects true courage**

Avinash, 25, is currently pursuing the third year of his BA and has been an integral part of Spark Minda for four years. His journey began on 7 October 2018, shortly after completing the 12th grade, when he joined the CS cell part assembly. Introduced to the company by a colleague, Avinash embraced the opportunity wholeheartedly. He has lived with a speech and hearing impairment since childhood. In his leisure time, he enjoys being with friends and playing games. Avinash thrives in Spark Minda's welcoming environment, surrounded by supportive colleagues. The financial stability he has gained has brought him great contentment, empowering him to support his family independently.



**Akshay's journey reflects resilience, inclusion, and the courage to rise beyond barriers.**

## 298. AKSHAY KHERE

At 25 years old, Akshay holds a BCom degree and boasts 5 years of dedicated service within the Spark Minda Group. He works in the assembly department. He has speech and hearing impairment. His early life was marred by differential treatment and regular encounters with prejudice, often facing daily challenges and instances of bullying. However, his narrative took a transformative turn upon joining Spark Minda. Within the company, a supportive and empowering atmosphere embraced Akshay, offering him a refreshing contrast to his prior experiences. Bolstered by this newfound camaraderie, he achieved financial stability and forged valuable friendships. Driven by an unwavering self-motivation, Akshay continually propels himself forward, transcending the barriers imposed by his disability. During his leisure moments, he dedicates himself to studying, charting a course toward the realization of his dreams.

## 299. RENUKA RAVINDRA NALAVADE

**Empowering her family and inspiring her workplace, Renuka thrives through dedication.**

Renuka, 32, is a graduate with certifications in DTP and MSCIT. She brought eight years of teaching experience to her role at Spark Minda when she joined the assembly section on 10 November 2022. Introduced to the company through friends, Renuka has lived with a speech and hearing impairment since birth. Passionate and driven, she is a beacon of motivation. The work environment aligns perfectly with her expectations, emphasizing the value of inclusive opportunities. Beyond her professional tasks, she nurtures a dream of providing a quality education for her son to foster his independence and growth.



## 300. SANDEEP PATOLE

**Committed and motivated, Sandeep transforms challenges into growth and success.**

Sandeep, 38, recently embarked on a new journey within the assembly department at Spark Minda. With five years of prior experience, Sandeep joined the company after being referred by friends. He has a speech and hearing impairment. Residing near the factory with his family of three, Sandeep devotes his free time to supporting his household. Since joining Spark Minda, he has experienced a transformative environment free from discrimination. Driven by self-motivation, Sandeep is dedicated to his work and envisions long-term personal and professional growth within the organisation.





## 301. SACHIN GHATE

**With an unwavering spirit, Sachin shines in his role, turning adversity into achievement.**

This is the narrative of a resilient 33-year-old man from Pune who has triumphed over adversity. Though he lives with an impairment, he remains undeterred, choosing to shine brightly. He holds a BA degree and has contributed to Spark Minda's workforce since 8 May 2022. His path to the company was guided by his siblings, including a sister who is also an employee. Sachin's strong family bonds are a constant source of motivation. Working as a helper in the cold chamber department, Sachin's indomitable spirit fuels his commitment as he carves out a life of honour and independence.



## 302. NITIN BABURAO MANKODE

**A passionate worker and athlete, Nitin's journey reflects resilience and faith.**

Nitin Baburao Mankode is a resilient 40-year-old with a visual impairment who embraces life with vigour. Holding a BA in English, Nitin thrives at Spark Minda, having contributed to various roles including packaging and crusting, and now excelling in the hot chamber brushing plant. He has discovered a deep sense of fulfillment in his work. Beyond the factory, he is an avid farmer and devout worshipper. Nitin's sportsmanship has shone through in state and national Kabaddi tournaments. Driven by a desire for financial independence and social work, Nitin is grateful for his professional growth at Spark Minda.

### 303. SANGMESHWAR SANGUNDI

**Creativity and dedication define Sangmeshwar's journey, fueled by family support.**

Sangmeshwar, 25, is an artist hailing from Solapur. He joined Spark Minda in 2019, excelling in packing and brushing within the quality unit. Identified through a community camp, Sangmeshwar receives unwavering support from his family of five. He has been visually impaired since the age of six. Cricket is his passion, and he actively participates in cross-district campaigns. Wholeheartedly embracing the enriching atmosphere at Spark Minda, Sangmeshwar is eager to learn more and grow within the organisation.



### 304. RAJU KALE

**From overcoming barriers to excelling in quality checks, Raju embodies perseverance.**

Raju Kale, 46, has been visually impaired since the sixth grade. With over ten years of dedicated service, he joined Spark Minda on 17 June 2012, having previously owned a dealership in Lonavala. Currently employed in the Quality Check facility, Raju notes that Spark Minda's inclusivity has gone beyond providing a job; it has empowered him to acquire new skills and boost his self-esteem. He is an active poet and cricketer who enjoys spending Sundays with friends. Raju finds Spark Minda to be an amazing organisation and looks forward to a long career here.





## 305. SHARAD JAGDALE

Sharad's aspirations and commitment highlight the power of inclusive opportunities.

Sharad, 32, resides in Pune and holds a 10th-standard education. He shares a significant bond with his mother. Joining Spark Minda on 7 November 2022 through his friend and colleague, Raju, Sharad works as a brusher in the DCD department. His previous experience was in the packaging domain at Jaishri Polymark. This new chapter has enhanced his financial stability and earned him respect within his community. Sharad dreams of his child becoming a doctor and appreciates the remarkable camaraderie and unity found at Spark Minda.



## 306. NILESH SHINDE

Confidence, diligence, and teamwork guide Nilesh's path to growth.

Nilesh is a resilient 36-year-old from the Satara district. Visually impaired since the age of 10 following a severe fever, he completed his education to the 10th grade. In October 2022, Nilesh joined Spark Minda after hearing about the company's reputation from friends. Working in the DCD department, his tasks include the meticulous brushing and cleaning of parts. Nilesh finds the environment supportive and helpful, fostering a true sense of belonging. This opportunity has bolstered both his financial stability and his newfound confidence.

## 307. RAHUL VAHIL

Rahul's journey of empowerment and education reflects an inclusive spirit.

Rahul Vahil, 32, has been visually impaired since 2006 due to retinal damage. He completed his 10th-grade education and lives with his parents, who have faced their own trials. Joining Spark Minda in August 2022 has boosted his confidence and self-esteem. His work brings financial stability and earns him social respect. Family remains his cornerstone, motivating him to reach for greater heights. Rahul envisions a future of continued learning, aiming to complete his education and master MSCIT. He is grateful for the inclusive environment and aspires to grow further within the organisation.



## 308. NAINESHWAR

Balancing family and work, Naineshwar's dedication exemplifies hope.

Naineshwar is a 36-year-old with a visual impairment living in Pune with his wife and two children. After completing the 10th grade, he joined Spark Minda on 1 August 2015. He works in the customer quality department, inspecting products. Previously, he operated a stationery store and a food stall in his village for seven years. Spark Minda has provided a welcoming environment that has transformed his life into a journey of achievement. His primary motivation is to provide a better future and quality education for his children.





## 309. RAJESHWAR KHANDEKAR

Turning challenges into opportunities, Rajeshwar thrives with resilience.

Rajeshwar, 32, is from the Nanded district. Having completed the 12th grade, he faced physical challenges with walking due to a congenital impairment. He started his first-ever job at Spark Minda on 8 November 2022. He finds the atmosphere supportive and the employees helpful. Working in the hot chamber quality unit, his role involves brushing and quality control. At Spark Minda, his unique abilities are celebrated, allowing him to shape a better future for himself and his family.



## 310. PRABHAKAR MISAL

With a focus on family and work, Prabhakar embraces empowerment

Prabhakar Mane, 36, has been visually impaired since childhood. He joined Spark Minda on 20 December 2013 and believes the company's commitment to an inclusive environment has given him a sense of belonging. Since joining, he has achieved financial stability. The understanding and positivity at Spark Minda have opened up endless possibilities for him. Prabhakar dreams of providing a good education for his child and finds great pride in his work.



## 311. SACHIN TUPE

**Learning, contributing, and excelling—Sachin’s journey is a testament to courage.**

Sachin Tupe, 36, is a graduate from Pune with a BA degree. He has been visually impaired since 2009 due to glaucoma and is proficient in using computers. At Spark Minda, he feels a sense of positivity and encouragement. Through the company’s dedication to accessibility, his life has flourished with new opportunities. He is currently learning from his seniors and colleagues, aiming to deliver his best in every assigned task.



## 312. PRAVIN PARKHE

**Guided by family and ambition, Pravin nurtures his daughter’s dreams**

Pravin, 36, recently graduated with a Bachelor of Arts degree. After moving to Pune, he joined Spark Minda, which has enabled him to fulfill his daughter’s wishes. His daughter also lives with a visual impairment. Pravin’s primary goal is to educate her so she can lead a stable, independent life. The acceptance he receives at Spark Minda has fostered a sense of unity and shared aspiration. In his spare time, he enjoys reading articles on general knowledge.





### 313. BALU PATIL

**Overcoming visual impairment, Balu gains confidence and independence.**

Balu, 36, has been visually impaired since childhood. He joined Spark Minda on 11 January 2022 and works in the brushing department. Having completed the 10th grade, he is currently enrolled in a Braille lip-reading programme. He is proud to be part of an organisation that has transformed his life. Since starting his role, Balu has become more social and has made many new friends thanks to his increased confidence.



### 314. BALDEV PUNDKAR

**From humble beginnings to professional growth, Baldev's life is a story of resilience**

Baldev Sahdev Pundkar, 44, has been visually impaired since childhood. A self-confident individual, he previously spent five years selling popcorn at a railway station, where his financial situation was precarious. Since joining Spark Minda, his circumstances have improved significantly. He appreciates the mentorship and encouragement he has received. Additionally, Baldev is a talented chess player who often participates in national-level open tournaments.



## 315. SAIRAM DEEP

**Motivated by family, Sai turns challenges into empowerment and progress.**

Sai Ramdeep is a 23-year-old graduate with a Bachelor of Arts degree. As the sole breadwinner for his family, he finds his primary motivation in his mother. His main goal in life is to ensure his sisters receive a good education. At Spark Minda, he finds the environment highly cooperative and inclusive. Since starting his career here, he has achieved financial stability and takes great pride in providing for his family.



## 316. NISHIGANDA MAHADEV HIRVE

**With dedication and family support, Nishiganda uplifts her life.**

Nishiganda Mahadev Hirve, 21, was born with a speech and hearing impairment. She works in the Daimler post-machining unit at Spark Minda, a role she discovered through friends. She is deeply attached to her father and uses her income to support her family and fund her sister's education. The warmth and camaraderie she finds among her colleagues have made her journey at Spark Minda one of belonging and shared success.





## 317. VIKAS PRAKASH MAWLE

**Determined to provide for his family, Vikas thrives in a supportive environment.**

Vikas Prakash Mawle, 28, was born with a speech and hearing impairment and studied until the 10th grade. He joined Spark Minda on 26 October 2022 and currently works as a long-washer in the Honeywell department. His financial condition has stabilised since joining, allowing him to provide for his family more effectively. His long-term goal is to buy a house for his family, fueled by the values of diversity and respect he finds at work.



## 318. NISHANT DILIP PAIKARAO

**A story of growth and empowerment, Nishant embraces financial independence at Spark Minda.**

Nishant Dilip Paikarao, 28, was born with a speech and hearing impairment. He holds a diploma in mechanical engineering and has three years of experience as a machine operator. He joined Spark Minda in November as a machine operator and has since experienced significant professional and financial growth. He values the respect shown by his co-workers and wishes to continue his career within the organisation.

## 319. RAMESH SHREDAR

Starting his career at Spark Minda, Ramesh demonstrates perseverance, curiosity, and family devotion.

Ramesh Shredar Kodkore, 22, was born with a speech and hearing impairment and has completed his education up to the 12th standard. Spark Minda is his first workplace, which he joined in September 2022. He works as a leak tester for a Daimler postal machine. Ramesh learned about the opportunity at Spark Minda through a friend. Since joining the company, he has been able to support his family financially and help fund his brothers' higher education. He enjoys playing cricket and is known for his persistent nature. Ramesh aspires to develop into a strong and confident individual. Spark Minda's commitment to accessibility has brought new opportunities and positive transformation to his life. He enjoys working at Spark Minda and remains curious and eager to learn new things



**Starting his career at Spark Minda, Ramesh demonstrates perseverance and curiosity.**

## 320. SAGAR BABAN KHOKALE

**Sagar combines hard work, a passion for cricket, and dedication to create a life of progress and inclusion.**

Sagar Baban Khokale was born with a speech and hearing impairment. Now 26 years old, he joined Spark Minda in 2022 and is currently employed in the die-casting shop as a bar tester. Having completed his education to the 10th grade, Sagar has seen his financial situation improve drastically since joining the company. He works hard to fulfil his parents' wishes and is an avid cricket fan. His goal is to achieve success in the sport. Through Spark Minda's visionary approach, he has seen his life evolve into a beautiful journey of empowerment.





## 321. ROHAN PATEKAR

**From financial independence to teamwork, Rohan's journey is a mosaic of empowerment and achievement.**

Rohan Patekar, 25, was born with a speech and hearing impairment and has completed the 10th grade. Since 24 April 2022, he has worked as an operator for the diameter column LT in die-casting plant 2. Rohan travelled from Kolhapur to join Spark Minda after hearing excellent reports about the organisation's culture. Since joining, he has become financially independent and developed a love for cricket. The encouragement and support from his team have turned his professional life into a symphony of collaboration and shared victories.



## 322. AJAY SHITORE

**Breaking barriers and supporting his family, Ajay embodies resilience and the Spark Minda spirit**

Ajay Shitore, 33, has a speech and hearing impairment. Although financial circumstances prevented him from pursuing a formal education, he has proven his resilience through his work. For the past seven months, he has specialised in tube packaging at Spark Minda, a role he discovered through a friend. Now financially independent, Ajay supports his brothers in caring for their family. He remains motivated by the support of his colleagues and seniors, viewing Spark Minda as a catalyst for breaking down barriers.

## 323. SUNIL SUKHDEV JAGTAP

**From independence to family support, Sunil's life flourishes through opportunity and inclusion.**

Sunil Sukhdev Jagtap, 21, has a speech and hearing impairment and completed his education to the 10th grade. He joined Spark Minda on 31 October 2022 after learning about the company through the YSE Foundation. Having achieved financial independence, Sunil now sponsors his siblings' studies and provides both emotional and financial support to his brother. He finds great joy in playing and watching cricket, and he values the community of understanding he has found at Spark Minda.



## 324. AMAR MINSHILAL BAHADUR

**Cricket, dedication, and family inspiration guide Amar's journey of growth.**

Amar Minshilal Bahadur, 27, is a high school graduate with a speech and hearing impairment. Previously employed at a cooperative spinning mill, he joined Spark Minda on 1 June 2023, where he now works in quality control within the GDC department. His career has allowed him to fund his siblings' education. Inspired by his parents, Amar is a four-time national cricket player—a testament to his high level of motivation. He actively participates in all sports activities and views Spark Minda as a place where limitations are rewritten.





**Neha's vision for success shines brighter than any obstacle.**

## 325. KALYANI

Kalyani, who has a visual impairment, once struggled with self-confidence due to the doubts others placed on her abilities. However, with the support of an inclusive work environment and her passion for learning, she steadily built her skills in customer support and earned the trust of both her team and customers. Today, she stands as a symbol of confidence, resilience, and continuous growth.



## 326. VISHAL KUMBHAR

**Aspiring and hardworking, Vishal thrives in a nurturing environment while supporting his family.**

Aspiring and hardworking, Vishal thrives in a nurturing environment while supporting his family.

Vishal Kumbhar, 26, has had a speech and hearing impairment since birth. He joined Spark Minda two years ago and currently serves as a deburring instructor. Holding a diploma in Art, Vishal has achieved financial independence through his work. He is driven by a desire to learn and grow within the organisation, citing his mother as his primary source of inspiration. Outside of work, he enjoys playing cricket and football.

## 327. VINOD PANDURANG

**With determination and dedication, Vinod transforms challenges into empowerment.**

Vinod Pandurang Taddi, 33, has been with Spark Minda for five years. After completing the 10th grade, he joined the Mahindra Post Unit, where he is responsible for data collection. Born with a speech and hearing impairment, Vinod has attained financial stability through his role, allowing him to better support his family. He values the mentorship and encouragement he receives from his friends and colleagues.



## 328. RANGARAM JADHAV

**Through an inclusive work culture, Rangaram achieves confidence and independence.**

Rangaram is a 31-year-old from Pune who completed his education to the 7th grade. Despite a speech impairment, he began his journey at Spark Minda in 2020, working in the loading and unloading area of the PPC department. Introduced to the company by a friend, Rangaram has gained significant confidence and financial independence. He is proud to be part of an organisation that exemplifies how compassion and inclusion can change lives.





## 329. AMOD RAM

Turning adversity into excellence, Amod's journey reflects dedication and recognition.

Amod, 34, is originally from Bihar, where he completed the 8th grade. Despite a lifelong walking impairment, he has excelled at Spark Minda's GDC unit, where he monitors the gate-cutting process. His commitment to precision earned him an award for excellence in production two years ago. Motivated by his family and the strength of his mother, Amod values the warmth and camaraderie he finds in his supportive workplace.



## 330. NITIN DULASI

From struggle to stability, Nitin thrives at Spark Minda while fulfilling his family's dreams

Nitin, 30, holds a Bachelor of Arts degree. Despite a leg impairment that made finding stable work difficult, he joined Spark Minda on 17 August 2019. He works in the PPC unit, where his role involves packing. Now financially stable, Nitin works hard to fulfil his mother's dreams and provide for his family. He is deeply grateful to his seniors and the organisation for helping him become self-reliant.



## 331. AAKASH VIJAY

**Aakash balances family responsibility and professional growth, empowered by an inclusive approach.**

Aakash Vijay, 28, joined Spark Minda's GDC department on 1 October 2023. Born with a speech and hearing impairment, he is the primary provider for his family, including his partially paralysed father. Aakash is grateful for the encouraging environment that has helped him grow professionally. His family remains his greatest source of motivation in his pursuit of excellence.



## 332. VIJAY CHAUHAN

**Through resilience and dedication, Vijay creates opportunities for his children's future.**

Vijay Chauhan, 43, is a BA graduate based in Pune. Despite being paralysed on his left side for the past four years, he has been a dedicated employee at Spark Minda for 13 years. Working in the GDC unit on trolley tasks, Vijay is driven by the desire to provide a better life and education for his children. He values the company's commitment to accessibility and spends his time after work cherishing his family.





### 333. DHAMSINGH RAJPUT

Motivated by his wife and community, Dhamsingh finds belonging and growth.

Dhamsingh, a 31-year-old from Pune, Maharashtra, was born with a speech and hearing impairment. He began his journey with Spark Minda on 30 November 2022. Prior to this, he worked at Amazon for six months. At Spark Minda, he operates the T6 machine, where he is responsible for washing products. He learned about Spark Minda through the Y.S.F. office. His wife is a major source of motivation in his life. Dhamsingh enjoys listening to music, playing cricket and table tennis, and travelling. Since joining Spark Minda, his life has changed for the better, and he has found a supportive environment that has filled his journey with acceptance, empowerment, and the pursuit of his dreams.



### 334. ABHIJEET SURESH KAMBLE

From financial struggles to achievement, Abhijeet's journey reflects perseverance

Abhijeet Suresh Kamble, 24, was born with a speech and hearing impairment. Previously employed by the Vadodara Municipal Corporation, he joined Spark Minda on 12 January 2020. Since then, his family's financial situation has improved significantly. Driven by a desire for continued learning and success, Abhijeet finds great joy in his work and values the collaborative spirit of his team.



## 335. VAISHNAVA

Vaishnava completed the 10th grade and has spent the past few months at Spark Minda as an equipment washer for Honeywell machines. His role has helped stabilise his family's finances, allowing him to assist his parents with his sister's tuition fees. He views his time at the company as a journey of significant personal growth and impact.



Supporting family while learning, Vaishnava's story shines through dedication.

## 336. SUNIL BAKOSE

Education, independence, and family support drive Sunil's inspiring journey.

Sunil, a 12th-grade graduate with a speech and hearing impairment, joined Spark Minda as a machine operator on 15 June 2022. He entered the company through the National Apprenticeship Promotion Scheme (NAPS). Now financially independent, Sunil is proud to support his family's needs and believes that a strong motivation to study can overcome any obstacle.





## 337. TUSHAR PRASHANT TARURE

**Empowered by opportunity and diversity, Tushar transforms his life with resilience.**

Tushar, 33, was born with a speech and hearing impairment. Before joining Spark Minda on 11 February 2022, he worked as a machine operator in a local market. Now financially independent, Tushar supports a family of seven. He is grateful for the positive change Spark Minda has brought to his life, providing a platform where potential thrives regardless of background.



## 338. SHEIKH MOBIN

**Financial stability and teamwork fuel Sheikh's journey of growth and inclusion.**

Sheikh Mobin, a 33-year-old, joined Spark Minda on 18 December 2022 and works in the production of automotive parts and energy conservation. He learned about the company through the National Apprenticeship Promotion Scheme (NAPS), an initiative introduced by the Government of India in August 2016 to promote vocational training. Since joining Spark Minda, he has achieved greater financial stability. The support he receives every day at the workplace has turned his journey into one of unity, growth, and shared success..

## 339. AVINASH GORKH WAGHMARE

**Through family motivation and professional growth, Avinash embraces opportunity.**

Avinash, a 23-year-old from Pune, has a speech and hearing impairment. For the past 10 months, he has been working at Spark Minda. He learned about the company through one of his friends and now works in the die-casting division. Avinash appreciates the positive work culture of the organization and values the equal opportunities he receives to take on new tasks. Living in a joint family, it was important for him to support them financially, and being able to do so brings him great happiness. His mother is a constant source of motivation for him. At Spark Minda, he has found a supportive community that has turned his life into a canvas of possibilities, where acceptance and collaboration flourish.



## 340. ROHIT JADAV

**Supporting family and pursuing excellence, Rohit thrives in an inclusive environment.**

Rohit, 30, aims to support his family and bring financial stability to their lives. He joined Minda Corporation four months ago and currently works in the T6 DCD unit. He learned about the company through the SMS Office. Rohit enjoys playing cricket and appreciates the equal opportunities he receives to take on various tasks at Spark Minda. He is grateful for the opportunity he has been given and aspires to grow within the organization. With positivity and understanding, he has found a sense of belonging and empowerment in his journey at Spark Minda.





## 341. VINOD

**Turning challenges into triumphs, Vinod embodies confidence and resilience.**

Vinod, 33, works on the assembly line and has been part of this unit since 13 October 2022. Prior to this, he worked in another unit at Spark Minda. He is married and has one son. Vinod has an 80% hearing impairment and shares that people in his village once treated him differently, but he never allowed it to affect his confidence. He often says, "I am not disabled; everyone has limitations – I am specially gifted." With this positive attitude, he never felt unfairly treated or discriminated against. Although he faced challenges in life, he continued to move forward, building new friendships at work and providing financial stability for his family. With the support of his job, he now dreams of owning his own home. Vinod appreciates the positive and inclusive environment at Spark Minda and hopes to continue working and growing with the organisation.



## 342. ALTAF

**Despite challenges, Altaf achieves financial independence and aspires to public service.**

Altaf, 30, is a B.A. graduate who works in the packaging department. He joined Spark Minda on 1 September 2022. A cricket enthusiast, he enjoys playing with his friends on weekends. Altaf has an 85% hearing impairment and can hear slightly in his left ear. He once attempted surgery to improve his hearing, but unfortunately, it was not successful. Although he usually communicates well, he sometimes faces difficulties. In the past, people mocked and bullied him because of his disability. However, through Spark Minda, he has found a renewed sense of purpose and financial independence. His friends and family are his greatest source of motivation, and he aspires to work in the government sector. To achieve this goal, he studies regularly and appears for the necessary examinations.

## 343. RAMESH SHREDAR KODKORE

**Faith, learning, and support guide Ramesh’s journey from his first job to professional growth.**

Ramesh, 21, completed his 12th grade along with an ITI in Electrical Engineering. This is his first job, which he started on 22 October 2022. He previously worked as a machine operator and learned about the opportunity at Spark Minda through his college teacher. Ramesh has been 100% deaf since birth and believes that faith and determination are what truly matter. He is prepared to face any challenge that comes his way. In his free time, he enjoys spending time with friends, playing games, and going sightseeing. Ramesh appreciates the positivity and understanding that radiate throughout Spark Minda. The support of his colleagues and his family’s encouragement motivate him greatly. He dreams of working for the government and has already begun preparing for it.



## 344. SAIRAM DEEP

**Sairam combines his academic pursuits with a dedicated role on the assembly line.**

Sairam, 22, is a third-year student pursuing a B.A. degree. He has been 100% hearing impaired since birth, which presents daily challenges, though he manages them with determination. He began his first job on the assembly line on 7 November 2022 after learning about the opportunity through his friends. Sairam is fortunate to have the strong support of his friends and family. Working at Spark Minda has helped bring financial stability to his family. Within the company, he feels comfortable and appreciates the positive working environment. It has become a place where he has discovered many opportunities for personal growth and positive change.





## 345. SACHIN

Sachin lives with a hearing and speech impairment and currently works in the production department at Spark Minda.

Sachin worked in the art business after high school before joining Spark Minda a year ago. Born with a hearing and speech impairment, his life took a fortunate turn following a period of hospitalisation when he received assistance in securing a role in Spark Minda's production department. As the sole provider for a five-person household, Sachin is deeply committed to his responsibilities. He was educated at a school for persons with disabilities (PwDs), where he always displayed a keen interest in his studies, supported by his encouraging family. Although he initially aimed to become a mechanic, he has found stability and purpose in production. Since commencing work at Spark Minda, he has overcome financial hardships and is now focused on personal development and providing a secure future for his family. Outside of work, he is a passionate lifelong fan of cricket.



## 346. AKSHAY ASHOK

Akshay has a hearing and speech impairment and works in the materials evaluation department.

Akshay, 27, overcame significant obstacles to complete his education. Due to his hearing and speech impairment, he was forced to drop out after the 10th grade, but he later persevered to work and complete his studies simultaneously. Since April, he has been an integral part of the materials evaluation department at Minda. Akshay has faced lifelong challenges in communication, both in educational and professional settings, which were often compounded by financial struggles. However, since joining Minda Corporation, he has experienced a positive transformation. He values the inclusive environment, enjoys learning new skills daily, and looks forward to every shift.

## 347. DATTATRAY

**Dattatray has left-arm paralysis and is currently a valued member of the Spark Minda team.**

Dattatray holds a Bachelor of Arts degree and joined Minda two years ago following a recommendation from a friend. He has worked in the housekeeping department since his start. Six years ago, a sudden incident of paralysis in his left arm disrupted his life plans, requiring him to personally adapt to a new reality. At Spark Minda, he has found a comfortable and supportive work environment, free from discrimination. Driven by an entrepreneurial spirit, Dattatray's long-term aspiration is to save enough from his current role to open his own hotel.



## 348. SUNIL DODMANI

**Sunil is visually impaired and works in Minda's production department.**

Sunil, 34, holds a BA degree and is visually impaired. After previously working in the IT sector in Kolhapur and taking a two-year break, he joined Minda's production department three months ago. Sunil lost his sight following an unfortunate accident during Diwali; adapting to this change was a significant struggle for both him and his family. With the help of a Mumbai-based NGO, he received mobility training that allowed him to move forward and secure employment. Since joining Spark Minda, Sunil has achieved financial stability and finds life much more manageable. He is currently preparing for the PUNE-MCL-WHD exam, as he aspires to secure a role in the banking sector.





## 349. MONIKA PATIL

Monika is building a brighter future at the Spark Minda Pune plant.

Hailing from Shahapur village, Monika grew up in a modest farming household and always wished to reduce her family's financial burden. Her journey toward independence began at the Aakarshan Centre in Khed, where she received formal skill development training. This experience built her confidence and prepared her for the workplace. In 2024, Monika joined the Spark Minda Pune plant. She credits the clear guidance and respectful culture for her smooth transition. Employment has brought visible change to her life; she now contributes to her household's stability, making her family proud and fueling her ambition to grow within the organisation.



## 350. VAIBHAV PRAKASH BORSE

Vaibhav has a visual impairment and works at the Aakarshan Centre in Khed.

Vaibhav Prakash Borse, from Ambethan, has lived with low vision since childhood, making daily travel a challenge. Determined to build an independent life, he underwent structured skill development at the Aakarshan Centre. In 2023, he joined Spark Minda, where he immediately felt supported by the inclusive environment. He specifically appreciates the accessible workstation designed for employees with disabilities, which allows him to work without strain. This financial stability has enabled him to support his mother and household. Beyond his professional goals, Vaibhav nurtures a dream of becoming a recognised chess player.

## 351. SUNIL

**Sunil has a hearing impairment and is a dedicated member of the Pune plant.**

Sunil, 24, grew up in a farming family in Sangli where hard work was a core value. Living with a 100% hearing impairment, he initially struggled to find an inclusive workplace until a friend encouraged him to apply to Spark Minda. Since joining on 31 October 2022, Sunil has received monthly structured training that has sharpened his technical skills in machining operations. His discipline and efficiency have made him an integral part of his department. His employment has significantly reduced the economic burden on his parents, making him feel more confident and independent.





## 352. RAHUL KUMBHAR

Rahul has a deformity in his left hand and is a proud member of the Spark Minda team.

Rahul Kumbhar, aged 23, has been a part of Spark Minda since 7 April 2021. Despite a deformity in his left hand, he has not encountered significant difficulties because of it. He learned about Spark Minda through an acquaintance of his brother. Over the past few years, Rahul has gained valuable knowledge and finds great satisfaction in his role. Being able to support his family fills him with pride, and he truly appreciates the positive work environment at Spark Minda, aspiring to grow further within the organisation. The fact that his elders prioritise his safety over work is a source of inspiration for him. In his leisure time, he enjoys engaging in conversations. Spark Minda has helped him realise his potential and achieve more in life.



## 353. GULZAR KHAN

Gulzar works in the wire location section and is an inspiration of resilience.

Gulzar Khan has been a Spark Minda employee since October 2022. Previously the owner of a garment company, an accident resulting in injuries to both hands led to the loss of his business and significant debt. However, Gulzar refused to give up. Now working in the wire location section, he focuses on the “little moments” and finds joy in learning new things every day. A devoted husband and father, he draws motivation from his mentor and peers.



## 354. SUKHIRAM PATEL

**Sukhiram has an impairment in his right leg and supports his family through his dedicated work.**

Sukhiram Patel joined Spark Minda on 10 November 2022. Since birth, he has had significant reliance on his left leg. At 22 years old, he has been with the company for only a short time but already appreciates every aspect of it. Sukhiram aspires to learn as much as possible and grow within the organisation so that he can better support his family. He values his current responsibilities and takes pride in his work. Sukhiram shares a close bond with his family, especially his mother, and remains dedicated to working hard and fulfilling his commitment to supporting them.



## 355. SHERALI

**Sherali balances her professional role with a dedication to her future studies.**

Sherali, 27, has been a part of Spark Minda for six months, having joined on 6 March 2022 through a friend's recommendation. She brings prior work experience and lives with an issue in her left leg. Sherali appreciates the positive environment at Minda and, while she continues to develop new job-related skills, she is gradually discovering her own sources of inspiration. She takes great pride in working at Spark Minda and values the opportunities it provides for people with disabilities. What makes her particularly admirable is her dedication to preparing for government examinations while continuing to work.





## 356. MAHESH KHUTTE

**Mahesh oversees the storage section and values the supportive work environment.**

Mahesh Khute has been a valued member of the Spark Minda team since October 2022. Having joined the company recently, he brings with him a visual impairment. In his role, he oversees the storage section at Spark Minda, a position he secured through a recommendation. Mahesh expresses deep appreciation for the organisation, recognising it as a source of valuable opportunities. He takes genuine pride in his work, learning something new each day, and enjoys the supportive work environment where he shares a positive rapport with his colleagues. Mahesh is committed to personal growth within the company and remains self-motivated, drawing inspiration from his mentor, the Human Resources administrator. In his leisure time, he actively pursues opportunities to acquire new knowledge and skills.



## 357. PAWARA MAHESWAR

**Pawara draws motivation from his colleagues and family as he pursues professional growth.**

Pawara Maheswar, 20, joined Spark Minda in May 2022. Following a serious accident in 2020 that resulted in a leg impairment, he has shown great resilience in adapting to his new role. He values the support of his wife and draws motivation from his coworkers. In his spare time, he enjoys watching cartoons and playing cricket.



## 358. MANOHAR BAMBLAI

**An accomplished chess player and BA graduate, Manohar is focused on financial independence.**

Manohar is visually impaired and is currently working at Spark Minda.

Manohar Bamblai, 30, joined Spark Minda as a part-fitting operator on 23 November 2022 after being referred by PDI Sanstha. He holds a Bachelor of Arts degree, which he earned in 2020 despite significant challenges related to his 75% visual impairment and the need to learn Braille. Manohar is highly motivated to achieve financial independence and support his family of five, with whom he shares a close bond, especially with his mother. He is currently preparing for competitive examinations, dedicating three to four hours daily after his shift, and aspires to work in the government sector, particularly in banking or the railways. His previous experience includes work in wiring repair. Manohar values continuous learning and demonstrates strong efficiency at work. In addition to his professional and academic pursuits, he is an accomplished chess player and has won several medals. He has set a one-year goal to advance his career and build a stable and fulfilling life.

## 359. ANAND SINGH

**Anand is a dedicated worker and a national blind-running competitor**

Anand Singh, 23, joined Spark Minda on 23 November 2022. He holds a Bachelor of Arts in History from Ram Narayan College, Mumbai, and has been visually impaired since childhood. Anand was introduced to Spark Minda through Sanstha, with the support of his brother. He is motivated by his family and his supervisor and deeply values the supportive work environment. In his role, he handles tapping and cutting wires with great enthusiasm. Anand is committed to both personal and professional growth and is grateful for the opportunities he has received. He does not view his disability as a limitation and maintains a positive outlook on life. He aspires to represent India in the Paralympics in running and has already participated in national blind-running competitions. He is also exploring government job opportunities, including with DRDO. Outside of work, Anand enjoys spending time with his family, helping his roommates, and following cricket, with Rohit Sharma as his favourite player. Honesty, courage, and dedication are his core values. Achieving financial independence through his role at Spark Minda has been a significant milestone, and he looks forward to many more accomplishments in the future.





## 360. AKASH BHAWAL

**Akash is pursuing an MA in Political Science while working at Spark Minda.**

Akash joined Spark Minda on 20 October 2022. At 22, he is visually impaired and has completed his SSLC, ITI, and a B.A. degree. He is currently pursuing an M.A. in Political Science. Orphaned since infancy, Akash has shown remarkable resilience and optimism throughout his life. In his role at Spark Minda, he works in part fitting and tapping, a position he learned about from Tushar Sir at TTI. Akash enjoys his work, values the opportunity to learn, and is committed to both personal and professional growth. Despite his visual impairment, he has not experienced discrimination and remains empathetic towards others with disabilities. Initially aspiring to become a sub-inspector, he later shifted his focus to preparing for the UPSC examination and hopes to pursue a PhD in History. His strong sense of responsibility towards his work and family drives him to excel. Gaining employment has given him a sense of independence, and he remains determined to achieve his future goals.



## 361. NITESH

**Nitesh has achieved financial security and dreams of starting his own food business.**

Nitesh, aged 32, has been working on the Spark Minda production line for the past two months, after previously working elsewhere. He completed his education up to the tenth grade and had some experience in the automotive sector before entering this profession. Nitesh feels comfortable discussing his difficulties with his family. Nitesh was born with a speech and hearing impairment. Despite the challenges he has faced in learning, working, and communicating with others, he has consistently overcome them with determination. Although he acknowledges that discrimination exists in society, it no longer affects him. Thanks to his job at Spark Minda, Nitesh has achieved financial stability, which has significantly improved his life. He is grateful for the positive impact the organisation has had on his journey and hopes to continue working here. In the future, he also plans to start his own food business where he can prepare and serve food.

## 362. MITHUN

**Mithun is working toward his ITI qualification while supporting his mother.**

Mithun, 24, has been a part of Spark Minda since 2015 and currently works in the assembly line unit. He completed his education up to the tenth grade and is now studying to complete his ITI qualification, which was delayed due to the COVID-19 pandemic. He learned about Spark Minda through his friends. Mithun lives with his mother and brother, while his parents work as daily wage labourers. In his leisure time, he enjoys spending time with family and friends, helping with household chores, and studying for his ITI. Born with a speech and hearing impairment, Mithun has faced challenges but has consistently overcome them. He values the supportive and kind environment at Spark Minda and aspires to continue learning and increase his income. Thanks to the organisation, he has become self-sufficient and is able to provide both financial and emotional support to his mother.



## 363. AVINASH

**Avinash finds financial independence and supports his family's farm in his spare time.**

Avinash, 24, has been part of the assembly line team at Spark Minda for the past two months. He completed his education up to the 12th grade and previously worked elsewhere for two years but left due to inadequate working hours and pay. He learned about Spark Minda through friends and decided to join the organisation. His father works in farming, while his mother is a homemaker. In his free time, he helps his father with farming and enjoys spending time with family and friends. Born with a speech and hearing disability, Avinash has faced challenges but consistently overcomes them. He appreciates the supportive and kind environment at Spark Minda. Since joining, he has gained financial independence and is determined to continue his career with the company.





## 364. AMOL

Amol balances his role in production with a passion for teaching others.

Amol, aged 27, has been employed in Spark Minda's production line for the past six months. He is currently pursuing a Bachelor of Arts degree. After five years at KFC, he joined the Spark Minda production line. Specially-abled since birth, Amol faces certain challenges as he cannot hear or speak due to his condition. However, he has learned to overcome these challenges. He acknowledges that discrimination exists in society but no longer allows it to affect him. Thanks to his job at Spark Minda, he has achieved financial stability and even earns extra income through overtime work. Amol believes in self-motivation and has a strong desire to contribute to society by teaching children with similar challenges. He claims to be actively involved in teaching such students and aims to continue his career at Spark Minda, where he aspires to further develop and succeed.



## 365. DHAMESHWAR GADEKAR

Dhameshwar is saving to establish his own clothing business in the future.

Dhameshwar, 22, has been employed on the Spark Minda assembly line since 2020. He successfully finished a two-year ITI course. Dhameshwar comes from a family of his mother, father, three sisters, and a brother. His parents work in farming, and his sisters are all married. He shares a close bond with his mother. In his leisure time, he enjoys practising sign language and writing. Born unable to hear or speak, Dhameshwar has faced challenges but has consistently overcome them. Since joining Spark Minda, he has gained financial independence. He is determined to focus on his career and work diligently, with plans to establish a clothing business in the future, for which he is already saving.

## 366. BHUSHAN BHOKARE

**Bhushan values the increased earnings and independence his role has provided.**

Bhushan, 23, has been working on the assembly line at Spark Minda for the past 11 months. He completed his education up to the tenth grade and learned about Spark Minda through a friend's recommendation. His mother works in farming, while his father is employed in a private company, and both sisters are attending school. Bhushan shares a close bond with his parents. In his leisure time, he enjoys spending quality time with his family and going on adventures with friends and relatives. Born unable to hear or speak, Bhushan has faced challenges but has consistently overcome them. While he acknowledges that discrimination exists in society, he no longer allows it to affect him. Since joining Spark Minda, he has gained financial independence, increased his savings, and is able to support his family. He is determined to continue his career at Spark Minda for the long term.



## 367. LAHU DAUDKAR

**Lahu appreciates the stability and growth he has found on the assembly line.**

Lahu, 30, has been working on the assembly line at Spark Minda since 2018, after previously working at another location. He completed his education up to the 12th grade and learned about Spark Minda through a friend's recommendation. He lives with his father and two brothers and shares a close bond with his father, with whom he openly discusses everything. In his leisure time, Lahu enjoys spending quality moments with his family and going on adventures with friends and relatives. Born unable to hear or speak, Lahu has faced challenges but has consistently overcome them. Since joining Spark Minda, he has increased his earnings, improved his savings, and strengthened his financial independence. He expresses deep gratitude to Spark Minda for providing him with such a valuable opportunity.





## 368. SUDHAKAR

Sudhakar is currently pursuing his BCom while working and studying for India Post.

Sudhakar, 24, has been working on the assembly line at Spark Minda for two months while pursuing a B.Com degree. He previously worked at Amazon for eight months and learned about Spark Minda through a friend. He lives with his mother and two brothers and shares a strong bond with his mother, who works as a farmer. In his leisure time, Sudhakar dedicates himself to studying. Born unable to hear or speak, he has faced challenges but has consistently overcome them. While he acknowledges that prejudice exists in society, it no longer affects him. Spark Minda, the first company to offer him employment, has provided him with financial security, which he greatly values. He is also preparing for a job with India Post.



## 369. ROHIT DAREKAR

Rohit has a visual impairment and is currently working at Spark Minda.

Rohit has been a Spark Minda employee since September 2022. This is his first job, introduced to him by a close friend who works at the company. Born visually impaired, he currently works in the packaging department. Rohit enjoys being part of a supportive team that assists him whenever necessary. He learns new skills daily, appreciates the positive work environment, and gets along well with his colleagues. In his spare time, he enjoys learning new things and is working towards his dream of opening his own hotel, gathering knowledge and preparing diligently for the future.

## 370. MAKHAN LODHI

**Makhan has polio and is currently working at Spark Minda**

Makhan, 25, holds a Bachelor's degree in Arts and has been working as a line leader at Spark Minda since September 2020, his first employment. Diagnosed with polio at the age of five, he has limited ability to stand for long periods. He enjoys the supportive and inclusive environment at Spark Minda, where he is continually learning and treated equally. Makhan aspires to further develop his skills and grow within the organisation



## 371. DHARMENDRA KUMAR

**Dharmendra is visually impaired and is currently working in the assembly and preassembly line of Spark Minda.**

Dharmendra, 23, has been with Spark Minda for four months, working in the assembly and pre-assembly shop. Born visually impaired, he had one year of prior work experience before joining the company. He enjoys being part of the supportive work environment at Spark Minda and is eager to grow and learn. Dharmendra learned about the opportunity through friends who work at the company, and his colleagues serve as a source of motivation. In his leisure time, he enjoys spending time with friends. Enthusiastic about his work, Dharmendra aspires to become fully self-sufficient with the support of Spark Minda and his family.





## 372. PRAVIN SUTAR

Pravin has one leg smaller than the other and is currently working with Spark Minda.

Pravin, 20, completed his 12th grade and ITI and began his first job at Spark Minda on 16 May 2022. Born with one leg shorter than the other, he finds it challenging to stand for long periods. He enjoys cooking and socialising with friends, and values spending time with his family. Pravin learned about Spark Minda through a friend, and witnessing his colleagues and line leaders working diligently serves as a source of motivation. His experience at Spark Minda has been enjoyable, and he aspires to progress in his career through hard work. One of his goals is to purchase a car, for which he is actively saving. Thanks to Spark Minda, he has achieved financial stability and can support himself.



## 373. GANESH DHAMODHAR

Ganesh has a leg disability and is currently working with the sinking division.

Ganesh, 22, a diploma-qualified engineer, has been part of the Spark Minda team for three months, currently working in the sinking division. He learned about the company through his educational institute. Born with a disability affecting his legs, Ganesh faces challenges in activities that require prolonged standing. Despite this, he feels treated fairly and equally at Spark Minda and appreciates the positive working environment. He values the opportunity to earn his own livelihood and enjoys the camaraderie and collaboration with colleagues who face similar challenges. Ganesh is highly self-motivated, driven to achieve his goals, and actively pursues his studies while saving money to realise his dreams. His determination and positive outlook are reflected in his dedication to both work and personal growth.

## 374. RAVI SINDE

Ravi Sinde, a wheelchair user working in the quality team, spent years believing his disability would limit his opportunities. After joining the company, he found a workplace that valued his skills and encouraged his growth. Through hard work, consistency, and a positive attitude, Ravi not only exceeded performance targets but also became a source of inspiration for his colleagues, proving that determination can overcome any barrier.



**Ravi proves that determination moves faster than any limitation.**

## 375. RAJIV SHELKE

**Rajiv is visually impaired and is currently working as an assembly line worker in the Eicher division at Spark Minda.**

Rajeev, 25, from Hingoli, holds a diploma and an ITI certification. He works as an assembly line operator in the Eicher division at Spark Minda and joined the company on 8 February 2022 after learning about the opportunity through a training institute. He brought approximately five years of prior work experience. Visually impaired since birth, Rajeev is married to a visually impaired woman. He believes that his courteous and respectful behaviour encourages others to treat him well. Rajeev values the collaborative and supportive environment at Spark Minda, especially working alongside individuals with similar experiences, which he had lacked in previous jobs. Known for his strong work ethic, he strives to give his best in all circumstances. He is also saving diligently to start his own venture and is deeply grateful to Spark Minda for providing this valuable opportunity in his professional journey.





## 376. RAHUL WAGHMORE

Rahul has one visually impaired eye and a hand condition, he is currently working at the Honda assembly plant.

Rahul, 27, from Latur, holds an ITI diploma and began his professional journey with Spark Minda on 1 August 2014. Over the years, he has built strong camaraderie and comfort with his coworkers. Rahul has visual impairment in one eye and a hand condition. Although he faced initial challenges, he has learned to manage them effectively, valuing the support and assistance of his colleagues. In his leisure time, he enjoys engaging with friends and companions. Thanks to his employment at Spark Minda, Rahul has achieved financial stability and purchased land for his family. Looking ahead, he aspires to establish his own business, diligently saving and working towards this goal.



## 377. RAJ HARSH

Raj has a visual impairment and is currently working with the Bajaj manufacturing line.

Raj, 26, holds a Bachelor's degree in Arts and works on the Bajaj manufacturing line. He began his first job at Spark Minda on 3 September 2022, having learned about the opportunity through a training centre for people with disabilities. He comes from a family of seven and shares a particularly strong bond with his mother. Raj has faced visual impairment since a tragic accident at the age of three. He is immensely grateful for the support he receives from everyone around him. Thanks to Spark Minda, Raj has achieved financial stability, enabling him to provide for his family. He draws inspiration from his family, particularly his mother, and this support continues to motivate him to pursue his dreams.

## 378. SWATI SANAP

**Swati has a visual impairment and currently works on the Honda assembly line at Spark Minda.**

Swati, 19, from Hingoli, began her journey with Spark Minda on 3 September 2022. She is currently pursuing her second year of a BA degree and works on the Honda assembly line, having learned about the opportunity through her training institution. Visually impaired since birth, Swati has adapted to the challenges it brings, though crowded and dimly lit environments can be difficult. She enjoys her work at Spark Minda and values the camaraderie with her colleagues. Since joining, Swati has achieved financial stability, supporting both herself and her family when needed. She draws inspiration from her parents and dedicates her leisure time to preparing for government competitive exams, aspiring to secure a government position.



## 379. KIRAN KALE

**Kiran has limited eyesight and is currently working at Spark Minda as an assembly worker.**

Kiran, 24, from Pune, is an assembly worker at Spark Minda and is currently pursuing his second year of a BCA degree. He joined the company on 25 August 2022, bringing three months of prior work experience. From a family of three, Kiran has faced challenges due to limited eyesight caused by a medical error at the age of four. These early difficulties shaped him into a resilient individual capable of overcoming obstacles. Kiran views Spark Minda as a transformative opportunity, gaining financial independence and the ability to support his family. He draws daily motivation from the support of his friends and family. With aspirations of establishing his own business, he dedicates himself to his studies, hard work, and diligent savings.





## 380. ANITA KUTKARE

Anita was born with only one hand and is currently working in the power fitting department of Spark Minda.

Anita, 23, from Latur, holds a diploma in Agriculture and joined Spark Minda on 4 October 2021. She works on the Bajaj assembly line, specialising in the power-fitting department, having learned about the opportunity through friends who were formerly employed there. Born with only one hand, Anita faces challenges with positivity and resilience. She enjoys spending her leisure time with friends and family and dedicates her free time to preparing for further educational pursuits. Her aspiration is to secure a government position, which fuels her daily commitment to post-work studies, making her an inspiring example of determination and optimism.



## 381. RAJESH DHOLE

Rajesh has a hand impairment due to polio at birth and currently works in the crimping area of the Honda manufacturing line.

Rajesh, 25, from Aurangabad, is a B.Com graduate who joined Spark Minda on 5 February. He works in the crimping area of the Honda manufacturing line and views his employment at Spark Minda as a blessing, enabling him to support his family. Born with a hand impairment due to polio, Rajesh faces challenges with lifting tasks but remains committed to his daily work. He has achieved financial stability, providing for his family of four, and draws inspiration from them. Motivated by a desire to give back to his family, Rajesh diligently saves to start his own business, demonstrating unwavering enthusiasm, responsibility, and determination.

## 382. RAVI KATANE

**Ravi has a visual impairment and is currently working as a material fitter at Spark Minda.**

Ravi Katane, 21, from Bhid, Maharashtra, has been visually impaired since childhood. Supported by his family, their guidance has inspired him to face challenges with courage and determination. Ravi has completed his 12th grade and aims to pursue a B.A. degree. He comes from a family of seven, including his parents, younger brother, elder sister, and grandparents, sharing a particularly close bond with his grandparents. His father works in agriculture to contribute to the family income. Currently, Ravi is employed at Spark Minda, working in material fitting. He learned about the opportunity through Tushar Sir at TTI. At Spark Minda, he is treated with kindness and respect and has faced no discrimination due to his disability. The job has provided him financial independence, allowing him to support his family, and he remains motivated to build a better future for himself and his loved ones.



## 383. ALKA SAYKAR

**Alka has a skin condition named Vitiligo and is currently working at the Bullet-Battery-Bajaj unit at Spark Minda.**

Alka Saykar, 25, from Ahmadnagar, has lived with vitiligo since birth. She holds a B.A. in Economics and joined Spark Minda on 24 November 2022, working in the Bullet-Battery-Bajaj unit, having learned about the opportunity through Tushar Sir at TTI. Despite the challenges posed by her condition, Alka has completed her education and secured employment, gaining the support and confidence to pursue new heights in life. She comes from a family of six siblings, being the eldest, and shares a close bond with her sisters. Her father works in agriculture, and Alka has learned to cook independently while living away in hostels. Vitiligo makes her sensitive to sunlight, yet she has faced no discrimination and embraces herself confidently. Alka is skilled in computers, has a strong vocabulary, and is diligently preparing for bank entrance exams, aspiring to secure a career in banking. Her core values of honesty and loyalty, combined with resilience and determination, make her a shining example of a strong, principled woman pursuing her goals.





## 384. RAJU DATTA SELAKHE

Raju has a visual impairment and is currently working at Spark Minda, Pune.

Raju, a 25-year-old fighter, embodies unwavering determination despite facing various challenges, including his visual impairment. He is a strong believer, a dreamer, and a remarkable achiever. Originally from Hingoli, a town in Maharashtra, Raju hails from a supportive family and had enough financial means. However, driven by the desire to become self-sufficient, he made the bold decision to migrate to Pune. He made a promise to his mother that he would attain everything he rightfully deserved through his resilience and hard work. Raju worked for a spring manufacturing company for five years, but he decided to leave due to unfair treatment by a supervisor who discriminated against him because of his disability. Taking a principled stand against such behavior, Raju subsequently joined Spark Minda Corporation Limited on the recommendation of a friend. Here, he experienced respectful treatment and a supportive work culture. At Spark Minda, he found a genuine sense of equality. Raju married another visually impaired woman, who tragically lost her eyesight in an accident just before their marriage. Despite his own partial sight, Raju has become a beacon of light for his wife. He is a devoted husband who takes excellent care of her. Despite her visual impairment, his wife can manage all household tasks. Deeply spiritual, Raju firmly believes that everything unfolds according to the divine will, and we are merely instruments in this cosmic plan. His ability to work and draw inspiration from his work is a significant source of strength for him, motivating him to pursue his dreams. Recently, Raju achieved a lifelong dream of owning his own house in Pune. Now, this couple aspires to be blessed with a child who can bring them joy and serve as further motivation for their continued growth in life.

## 385. RAHUL MAHALE

**Rahul has a visual impairment and is currently working in Spark Minda.**

Raju, 25, is a determined and resilient individual who has faced life's challenges with unwavering courage, despite his visual impairment. Originally from Hingoli, Maharashtra, he comes from a supportive family but chose to move to Pune to become self-sufficient, promising his mother that he would achieve everything through hard work and perseverance. Raju worked for five years in a spring manufacturing company but left due to unfair treatment by a supervisor who discriminated against him because of his disability. Raju is married to a visually impaired woman, who lost her eyesight in an accident shortly before their marriage. Despite his partial sight, he is a devoted husband, ensuring she can manage household tasks independently. Deeply spiritual, Raju believes in the divine plan and draws inspiration and strength from his work to pursue his dreams. Recently, he achieved the lifelong dream of owning a house in Pune, and the couple now aspires to be blessed with a child, which would further motivate them to grow and thrive together.

## 386. SUMER SINGH KACHA

**Sumer has a visual impairment and is currently working at Spark Minda, Pune.**

Sumer Singh Kachawa, visually impaired since birth, was raised by a resilient mother who encouraged him to face life's challenges. While pursuing a B.A. in Dhulia, he worked to support both his studies and his mother, who is also visually challenged. He ran a Bhel Puri cart alongside his education but had to close it due to dormitory restrictions. Motivated by a strong work ethic, Sumer values personal growth and aspires to open a food canteen, aiming to provide his mother with the comfort and happiness she deserves. His dedication reflects his commitment to using his abilities to improve their lives.





## 387. ANIKET GAWALI

**Aniket has an impairment in one of his arms and is currently working at LPC Honda, Spark Minda.**

Aniket, a 25-year-old BA graduate, has been employed at LPC Honda, Spark Minda's Wiring Harness Division in Pune, since January 2022. He was introduced to the Spark Minda Group through the Youth4Jobs Foundation. Born with a disability affecting one hand, Aniket has faced challenges throughout his life, yet his determination to achieve more and support his family of four remains unwavering. Since joining Spark Minda, he has experienced significant personal growth, gaining confidence, financial stability, and the motivation to provide for his family. In his role at the LPC Honda unit, he specialises in crimping, a task he approaches with diligence, which he considers his greatest strength.



## 388. GOPAL NAVALE

**Gopal has a visual impairment and recently joined the Wiring harness division of the Spark Minda group.**

Gopal, a 20-year-old, recently joined the Wiring Harness Division of the Spark Minda Group in Pune. Currently in his first year of a BA degree, he commenced his first job at Spark Minda on 26 June 2023, having learned about the opportunity through a friend's recommendation. Gopal comes from a family of four, with both parents engaged in farming, and shares a close bond with them, making a point to visit every three months. Born with a 60% visual impairment, he has never allowed this to hinder his progress. Since joining Spark Minda, he has been highly motivated to learn, acquiring new skills and preparing for competitive exams, eagerly working towards both personal and professional growth.

## 389. CHANDRAKANT WAYAL

**Chandrakant has a visual impairment and is currently working at the Spark Minda Group.**

Chandrakant, a 26-year-old with an M.A. degree, joined the Spark Minda Group on 5 March 2020, following a six-month stint at a call centre. His parents are farmers, and he has a younger brother currently pursuing his education. Chandrakant values the time he spends with his family during visits home. Despite being visually impaired, he has demonstrated remarkable resilience. Joining Spark Minda has helped him overcome financial challenges, and he derives satisfaction from staying busy and working diligently, never seeing himself as inferior to anyone. He aspires to secure a government job and dedicates his free time to exam preparation. His determination and positive attitude reflect his unwavering commitment to self-improvement and personal growth.



## 390. VAIBHAV PAWAR

**Vaibhav has a hearing impairment and is working on the Honda line at the Spark Minda Group.**

Vaibhav, 26, completed his education up to the 12th grade and joined the Honda Line at Spark Minda on 23 March 2023, having learned about the company through friends. He has a hearing impairment and is unable to speak, which initially posed communication challenges. However, since joining Spark Minda, Vaibhav has gained independence and the ability to support his family. His key strengths are dedication and hard work, and achieving his targets motivates him to strive even harder each day. He is currently saving to buy his own car.





## 391. AVINASH KALE

**Avinash has a visual impairment and works at the Spark Minda Group.**

Avinash, 26, is in the final year of his B.A. and began his first-ever job at Spark Minda on 24 June 2023. Born with a visual impairment, he has faced numerous challenges throughout his educational journey. His father and brother are both labourers. Employment at Spark Minda has given him a sense of independence and stability, and the ability to support himself serves as a daily motivator. Avinash aspires to secure a government job and dedicates his free time to exam preparation to achieve this goal.



## 392. SUNIL VITTHAL PAWAR

**Sunil has a partial visual impairment and works on the Piaggio line at the Spark Minda Group.**

Sunil, 23, a third-year B.A. student, works on the Piaggio line at Spark Minda. He joined on 18 May 2023 through the Technical Training Institute, Pune. Sunil comes from a family of three and enjoys spending Sundays with them. Partially visually impaired since birth, he faced educational challenges due to limited resources for the visually impaired, but his strong mobility skills have helped him overcome obstacles. Since joining Spark Minda, he has been able to meet his needs and feels highly productive. Sunil remains motivated, collaborates well with colleagues, and refuses to let his visual impairment affect his self-esteem. He aspires to clear the UPSC examinations and prepares for them in his leisure time using audiobooks and lectures.

## 393. YOGITA YEWALE

**Yogita has a visual impairment and works in the Honda pre-assembly line in the part fitting process.**

Yogita Yewale is an inspiring woman who has been completely visually impaired since birth. Despite her challenges, she is pursuing a B.A. degree while working at Spark Minda Limited in the Honda Pre-Assembly line, specifically in the Part Fitting Process. Yogita joined the organisation on 5 September 2022. At 21, she is the youngest in her family, with an elder sister and brother. Coming from an agricultural background, she is no stranger to hard work, both at home and in her professional life. Despite her sensitivity to sunlight and bright light, Yogita has not allowed her disability to hinder her ambitions. What sets her apart is not only her ability to adapt but also her unwavering confidence and self-acceptance. She aspires to secure a government job in sectors such as banking or railways and is currently preparing for the relevant entrance exams. Yogita is grateful for her supportive colleagues at Spark Minda, who treat her with respect and help her feel safe and accepted. She appreciates the facilities provided for PWDs by the organisation. Overall, Yogita exemplifies strength, resilience, and determination, embracing herself fully while striving to achieve her goals.





## 394. VISHWAS RAM DAS SHINDE

**Vishwas is a family man and mentor who turned workplace challenges into dignity and hope.**

Vishwas Ram Das Shinde, 34, has been working as an assembly operator at Spark Minda since 20 February 2021. Despite lifelong hearing and speech difficulties, as well as a childhood head injury, he has demonstrated remarkable resilience and determination. Before joining Spark Minda, Vishwas overcame significant challenges to secure employment, initially working at a sticker manufacturing company for two years. He also supports his family by selling vegetables after his shifts. Communication remains a daily challenge, particularly with those unfamiliar with sign language, and he sometimes experiences isolation during social gatherings. Nevertheless, he finds fulfilment in his work, which allows him to provide for his family and celebrate important occasions. As the sole breadwinner, Vishwas is dedicated to ensuring his children receive a quality education and a brighter future. In his leisure time, he enjoys playing Kabaddi and Kho-Kho while continuing to work diligently towards his goals.



## 395. VINOD RAMDEV YADAV

**Vinod, a proud father and singer who is visually impaired, finds purpose and pride in his work.**

Vinod, a 40-year-old visually impaired individual, has devoted two years to Spark Minda. He completed his education up to the 10th grade at a school for the blind and plays an essential role in the HCV Department, taking great pride in his work. Vinod shares a strong bond with his wife and two children and cherishes his role as a father. Beyond his professional life, he is a passionate singer with a YouTube channel and enjoys creating music during his holidays. Although he occasionally requires assistance due to his visual impairment, Vinod is heartened by the kindness of those around him. His white cane serves as a trusted companion in navigating life, and he values the unwavering support and absence of discrimination he has experienced at Spark Minda. Motivated each day by the desire to provide a better education for his children, Vinod acknowledges the significant positive impact Spark Minda has had on his financial and emotional well-being and remains committed to continuing his honest and dedicated work with the company.

## 396. PRATIBHA SURYAWANSHI

**Care, consistency, and craftsmanship — Pratibha works to make her mother smile.**

Pratibha, 28, is a dedicated member of the Spark Minda team with seven years of experience in the Molding Department. She completed her education up to the 10th Standard and has been working diligently ever since. In her youth, she experienced an accident when a teacup fell on her, but her resilience ensured it did not hinder her daily tasks or work. Pratibha lives with her beloved mother, sharing an exceptionally close bond. She finds joy in cooking, particularly when preparing meals for her mother. At Spark Minda, she thrives in the Molding Department, taking pride in her work and being recognised for her diligence. She credits Spark Minda with fostering her independence, enabling her to achieve financial stability and work towards making her mother happy and enduring motivation for her continued dedication.



## 397. RAMA SUBHASH RAO

**Rama is steady at work, steady in life — building a better tomorrow.”**

Ram, 36, joined Spark Minda five months ago and works in the soldering unit of the PCB department. He is deeply devoted to his wife and parents, particularly his mother and father. As a person with a speech and hearing impairment, he navigates communication challenges with resilience and a quiet commitment to his goals. Ram enjoys outings and watching television during his leisure time. His primary drive is to provide for his family and eventually purchase his own home. He is grateful for the inclusive environment at Spark Minda, which has empowered him to contribute financially to his household.





## 398. BECHAN CHAUHAN

**Bechan: a polio survivor, hardworking provider, and dedicated professional.**

Bechan, 36, has been an invaluable member of the speed sensor department at Spark Minda for seven months. A 12th-grade graduate, Bechan contracted polio just six months after birth, which affected his ability to lift heavy weights or walk for long periods. Residing with his parents and brother's family, his commitment to his loved ones drives him to excel. Outside of work, he has a passion for singing and cinema. Bechan highlights the absence of discrimination within the organisation and appreciates the supportive culture and facilities like the staff canteen and transport. Joining the company has significantly improved his family's financial situation, especially following the challenges of the lockdown.



## 399. PADMAKAR DEVADAKAR

**Padmakar: committed and resilient despite being unable to hear or speak.**

Padmakar, 45, has dedicated two years to the Spark Minda assembly line. Educated to the 4th grade, he lives with his wife, parents, and two children. Despite a lifelong speech and hearing impairment, Padmakar approaches his work with a strong ethic and unwavering determination. He finds joy in going on outings with his wife and recently achieved the milestone of purchasing a new motorcycle. Motivated by the financial support he receives at Spark Minda, he is determined to ensure a quality education and a secure future for his children.

## 400. PRASHANT MANDAVKAR

**Where others see limitations, Prashant builds possibilities with courage and heart.**

Prashant, 40, has provided three years of dedicated service to the Soot Sensor department. A 10th-grade graduate, he values his independence while remaining close to his married sister. Prashant has a zest for adventure, enjoying motorcycle rides and travel. Though he occasionally requires support due to his speech and hearing impairment, he manages his life with proficiency and pride. His tenure at Spark Minda has been instrumental in achieving financial independence, and he finds constant motivation in the camaraderie and inclusive culture of his workplace.



## 401. SACHIN

**Despite the challenges of polio, Sachin stands tall, proving that determination is stronger than any obstacle.**

Sachin, 39, has dedicated a decade to Spark Minda, primarily in the printing department. A 12th-grade graduate, he is widely recognised for his work ethic and professionalism. Although he has faced mobility challenges due to polio since 2015, he perseveres through practice and sheer willpower. Sachin lives with his wife, parents, and three children, and remains particularly close to his mother. His family is his greatest source of motivation, and the financial assistance from his long tenure has allowed him to support them comfortably. He values the robust support system and lack of discrimination at the company.





## 402. PAWAN KALEPAWAR

**Pawan turns quiet determination into powerful progress, proving that dedication needs no sound.**

Pawan, 23, has spent the last year specialising in the speedo sensor line. Currently in his second year of a BCom degree, he balances his studies with his professional responsibilities. Born with a speech and hearing impairment, Pawan has found a supportive community at Spark Minda that has helped him overcome past financial challenges. His primary motivation is supporting his two brothers, and he is driven by the prospect of new opportunities within the organisation.



## 403. AZAD

**Azad: rising with unwavering resolve and newfound respect.**

Azad, 24, is a 12th-grade graduate who has worked on the assembly line for one year. Originally from Chhattisgarh, he lives with his parents and values the opportunity to work hard for his family. Born with a speech and hearing impairment, Azad candidly shares that he faced poor treatment in his community in the past; however, his steady income has earned him newfound respect. He thrives on the learning opportunities at Spark Minda and envisions a future where he can purchase a home for his loved ones.

## 404. ARVIND ASHOK YADAV

**Arvind turns quiet resilience into 14 years of dedicated excellence.**

Arvind, 36, has a speech and hearing impairment and has been a cornerstone of the assembly line for 14 years. A 10th-grade graduate, he is deeply connected to his parents and attributes his long tenure to the supportive, friendly work environment. Arvind credits Spark Minda with changing his life by providing financial independence. He is now focused on working even harder to ensure a better future and a quality education for his child.



## 405. MOTIRAM

**Motiram transforms silent determination into steady progress.**

Motiram, 42, works on the Speedo line and has been with Spark Minda for one year, following 12 years of experience at another company. A 10th-grade graduate, he lives with his wife and two children and enjoys spending his leisure time playing with them. Motiram notes that he faces no challenges at work because of the overwhelming support from those around him. Now more financially independent, he is dedicated to ensuring a bright educational future for his children.





## 406. HARIOM PUJALWAD

**Hariom turns every hardship into strength and self-sufficiency.**

Hariom Pujalwad joined Spark Minda in September 2021 after three years of experience in the retail sector. A 12th-grade graduate with a speech and hearing impairment, Hariom views his difficulties as lessons that make him stronger rather than obstacles. As the sole breadwinner for his family, he works to earn respect and achieve self-sufficiency. His goal is to own a home in Pune, and he finds satisfaction in the process of his work and the friendly environment at the company.



## 407. KUNAL BARNE

**Kunal channels quiet focus into relentless growth and technical expertise.**

Kunal Barne, 27, is a lifelong learner who holds certifications in ITI, DTP, and MS-CIT. With a background in manufacturing, he currently works in the DOJO Maintenance Unit. Kunal is driven by the dream of purchasing a house for his parents. He values the growth opportunities at Spark Minda and is grateful for an environment where his personal and professional development is prioritised.



## 408. BAPPI MONDAL

**Bappi turns unwavering determination into daily progress and future dreams.**

Bappi Mondal, 40, moved from Kolkata to join Spark Minda in 2010. Despite a mobility impairment from a serious knee injury, he holds a BA degree and is a trained ITI Machinist. Previously employed in the banking sector, Bappi now works as a tool moulding and manufacturing operator. He is fully committed to his career and his family, and he eventually aspires to start his own business a goal he pursues with courage and dedication.



## 409. SOMNATH JADHAV

**Somnath turns courage into consistency and family support.**

Somnath Jadhav, 37, has a dislocated right shoulder resulting from a 2018 accident. A BA graduate with a diploma in computer applications, he has been with the company since 2011, currently working in vendor development within the Purchase department. He values the encouraging and supportive environment at the company, which has allowed him to overcome difficult circumstances and become financially independent for his family.





## 410. HAFIZ HOTIGIKAR

**Hafiz channels silent grit into unwavering dedication for his parents.**

Hafiz Hotigikar, 25, joined the Volvo line in January 2023. Living with a speech and hearing impairment, he is deeply committed to his family of seven. Earning money is his top priority as he works toward his goal of building a house for his parents. Hafiz is very content with his life at Spark Minda, noting that the financial independence he has gained has been life-changing.



## 411. AMIT YAMANGI BHOR

**Amit transforms quiet strength into purposeful progress and entrepreneurial spirit.**

Amit Yamangi Bhor, 22, from Ambegaon, Pune, lives with a speech and hearing impairment. He completed his ITI in Electrical and is a joyful, determined individual. Eager to support his family financially, he sought work opportunities and, through a friend's recommendation, joined Spark Minda as a Process Dojo Operator in January 2023. Amit comes from a family of five, with his father working in agriculture, and he shares a close bond with them. At this stage in his life, he prioritises earning to start his own dairy business and build a more fulfilling future. He learns quickly and demonstrates efficiency in his role. Amit enjoys life to the fullest and regards Spark Minda as a supportive and suitable workplace for employees like him.

## 412. SWAPNIL TAPKIR

**Swapnil rises through sheer commitment and a desire to care for his family.**

Swapnil, 28, is an MScIT graduate with a speech and hearing impairment. He joined the Speedo line in December 2021 to support his family, particularly his mother. Coming from a farming background, he balances his professional role with helping his father on the farm. Swapnil is a quick learner who enjoys cricket and swimming, and he values the friendly environment that allows him to provide medical care and better amenities for his family.



## 413. SUSHMITA THOMBARE

**Sushmita converts resilience into independence and maternal pride.**

Sushmita, 28, is an SSC graduate with a tailoring certification. She has worked in multiple departments at Minda for the past year. Living with a speech and hearing impairment, she previously ran a small tailoring business. Since joining the company, where her husband also works, she has developed a new sense of confidence and strength. She is elated to be able to provide for her two young daughters, who communicate with her through sign language.





## 414. TAYAPPA THOMBARE

**Tayappa turns quiet skill into steady success and family stability.**

Tayappa, 32, holds certifications in ITI and graphic design. With six years of experience across multiple companies, he joined Minda in 2016 to manufacture speedometers. His wife also works at the company, and together they support their family and farming interests. Tayappa appreciates that communication is easy at Spark Minda because many colleagues understand sign language, allowing him to focus on his work and lead a respectable life.



## 417. VAIBHAV

**Vaibhav turns determination into academic and professional growth.**

Vaibhav, 22, recently completed his BA degree. A family-oriented individual with a speech and hearing impairment, he has overcome early challenges with the help of great mentors. In addition to his work, he prepares for government competitive exams. Referred by friends, he appreciates the encouraging environment at Spark Minda and remains active in various extracurricular activities.



## 418. DAYANAND

**Dayanand transforms fear into confidence and a happy life.**

Dayanand, 23, joined the assembly line five months ago after completing his ITI. Originally from Mumbai, he found that working at Spark Minda helped him overcome his initial fears and lack of confidence. He is grateful for the support of his colleagues and says the company has changed his life, making him happier and more eager to support his family.





**Vinayak channels positivity and persistence into progress.**

## 419. VINAYAK

Vinayak, 33, has a positive approach to life and nearly seven years of experience. He joined the team ten months ago through a friend's referral. A member of a family of six, he enjoys travelling and finds the exposure at Spark Minda to be excellent. His primary goal is to continue earning to provide financial support for his household.



## 420. SIDDHARTH

**Siddharth turns an unwavering spirit into lifelong progress and literary pursuit.**

Siddharth, 40, is a Political Science graduate with a visual impairment. He has worked in the paint shop since 2011 and is the sole provider for his family of six; his wife is also visually impaired. An avid reader and writer, Siddharth once dreamed of being a teacher and still hopes to set up a business for his family's future. He values the growth he has experienced since joining the organisation.



## 421. UMESH DANGLE

**Umesh moves forward with quiet courage and a focus on the future.**

Umesh Dangle, 22, has a hearing impairment and a lower limb deformity. A B.Com graduate, he joined Spark Minda in April 2022 and has been with the company for over seven months. He came to know about the opportunity through a close friend working in a different unit.

Umesh comes from a family of six, with his parents working as daily wage earners. He enjoys working at Spark Minda, appreciating both the honest employment and the supportive, inclusive environment provided by his colleagues. Looking ahead, Umesh aspires to build a career in the IT sector.



## 422. AKSHAY POWAR

**Akshay turns dedication into empowerment and artistic expression.**

Akshay Powar, 23, has a speech and hearing impairment. He has been working at Spark Minda for the past six months on the shop floor, installing gates in vehicles. Akshay has completed his ITI training and learned about Spark Minda through friends.

He lives with a family of eight and shares a strong bond with all members. Akshay enjoys playing cricket and has an artistic side; he is skilled in stenographic typing and enjoys writing. He aspires to grow within the organisation, and this job has given him both confidence and a sense of empowerment.





## 423. CHAYA WAGHMARE

**Chaya turns resilience into independence and future entrepreneurial goals.**

Chaya Waghmare, 26, has a genetic hearing impairment. She has been working at Spark Minda for the past seven months, having joined through a referral from a friend who was previously employed there. Chaya comes from a family of four. Despite the challenges posed by her impairment, she successfully completed her education up to the 10th standard. She aspires to be financially independent and strong, and her role at Spark Minda has empowered her to pursue this goal. In the long term, she aims to establish her own independent business alongside her work.



## 424. POOJA NITVANE

**Pooja transforms determination into financial strength and family partnership.**

Pooja, 25, has a speech and hearing impairment. She has been working on the assembly line at Spark Minda for the past six months. Pooja completed her education up to the 10th grade and learned about Spark Minda through her husband's friends who are employed there. She is married and comes from a family of three. Pooja shares a close bond with her family, who support and care for her. Since joining Spark Minda, she has become financially independent and contributes equally to managing her household. She takes pride in her work, enjoys the supportive environment at Spark Minda, and is determined to continue growing in her role while supporting her family.

## 425. MANOJ CHAUHAN

**Manoj, living with partial visual impairment, steps forward with courage.**

Manoj Chauhan, 22, is a migrant from Osmanabad with partial visual impairment. He recently joined Spark Minda, working on the assembly line, 1.5 months ago after completing a diploma in mechanical engineering. Manoj supports his family, where his parents are engaged in small-scale farming and his elder sister is soon to be married. He feels that Spark Minda has significantly improved his financial stability. With aspirations of securing a government job, he dedicates his free time to preparing for competitive exams, studying general knowledge, and keeping up with current affairs.



## 426. ARUN RAJRATNA

**Arun, living with a speech and hearing impairment, transforms steady effort into stability.**

Arun Rajratna, 24, hails from Kamori and has speech and hearing impairments. He completed his I.T.I. in M.S. Office and comes from a family of four with a modest financial background, which motivates him to support them. Although he had no prior work experience, Arun has been with the Spark Minda Group (Minda Vast) for four years. He works on the assembly line for door handles and feels that the challenges and opportunities at Spark Minda keep him engaged and motivated. He first learned about the company through a friend and is satisfied with his work life.





## 427. AKSHAY KODGG

**Akshay, born with a speech and hearing impairment, builds his future with focus and discipline.**

Akshay Kodgg, 24, has speech and hearing impairments. He completed his I.T.I. training and comes from a family of five. Akshay has previous work experience of a few months at Valeo Company and has spent a year working at Spark Minda. He currently works on the assembly line at Spark Minda, manufacturing car door handles. Akshay appreciates the supportive work environment and the equal opportunities he receives. He is dedicated and hardworking, striving to support his family financially, and is focused on building a promising future for himself and his loved ones.



## 428. MANGESH SALVI

**Mangesh, who has a speech and hearing impairment, grows stronger through learning.**

Mangesh Salvi, 31, from Pune, has speech and hearing impairments. He comes from a family of three and completed his education up to the 12th grade. Mangesh has two years of prior work experience and has been working for one year on the car lock assembly line at Spark Minda. He feels confident in his role, strives to learn new skills, and works hard to support his family. He first learned about Spark Minda through a friend.

## 429. RAMCHANDRA MARADE

**Ramchandra, living with a speech impairment, transforms dedication into opportunity.**

Ramchandra, 24, from Bhosari, Pune, has a speech impairment. He holds a B.A. degree and is motivated to achieve a better standard of living. He joined Spark Minda Group 1.5 years ago, marking his first job, after learning about the opportunity through a friend. Ramchandra works on the Tata and Mahindra actuator assembly line, specialising in electronic assembly and switch mounting. He enjoys the supportive work environment and is committed to working hard to provide financial support for his family. He has also trained himself in sign language to improve communication.



## 430. PRAVEEN GANESH

**Praveen, who was born with a speech and hearing impairment, steps into independence with confidence.**

Praveen, 21, has a speech and hearing impairment and joined MVAAT in July 2024. He works in the assembly unit with enthusiasm and dedication. Coming from a modest background, Pravin was determined to achieve financial independence early in life. With patient guidance from his supervisors, he quickly adapted to the work environment and learned new processes confidently. His focus and sincerity make him a reliable team member. Employment at MVAAT has given him a sense of pride and identity, allowing him to support his family and aspire to grow further within the organisation.





## 431. AARTI RAJPUT

**Aarti, who has a speech and hearing impairment, finds strength in discipline.**

Aarti, who joined MVASt in September 2025, works in the assembly unit with confidence and dedication. Living in Bhosari, Pune, she balances her responsibilities at home and work with discipline. Despite her speech and hearing impairment, Aarti communicates effectively through gestures and focus. Her calm and attentive approach is appreciated by her supervisors. Employment has provided her with financial stability and boosted her self-esteem. She feels proud to support her family and is motivated to continue developing her skills and grow within the company.



## 432. MANGESH SALVI

**Mangesh, who was born with a speech and hearing impairment, turns consistency into confidence.**

Mangesh joined MVASt in August 2025 and has established himself as a dedicated and hardworking employee. Despite his speech and hearing impairment, he adapts well to assembly processes and learns tasks quickly. He values teamwork and thrives in an environment that treats him with respect and equality. His supervisors commend his punctuality and commitment. Employment has given Mangesh financial independence and confidence, allowing him to support his family and plan for the future.

## 433. SEEMA BHAGWAT

**Seema, who has a speech and hearing impairment, turns resilience into independence.**

Seema, a 26-year-old from Latur, joined MVASt in September 2025. She brings quiet strength and focus to the assembly unit. Despite her speech and hearing impairment, Seema has mastered workplace communication through gestures and teamwork. Her adaptability and dedication make her a reliable employee. With her earnings, she supports her family and feels empowered to make a meaningful contribution. Seema values the inclusive work culture and aspires to continue developing her skills for a stable and independent future.



## 434. RITESH RAJENDRA NANGATE

**Ritesh, who was born with a speech and hearing impairment, works with purpose and calm focus.**

Ritesh, 25, joined MVASt in October 2025 and works diligently in the assembly unit. Hailing from Sambhajinagar, he moved in search of better opportunities and found stability at MVASt. Despite his speech and hearing impairment, Ritesh learns tasks quickly and communicates effectively through gestures and signs. His supervisors appreciate his discipline and consistency. Employment has increased his confidence and provided him with financial independence, enabling him to build a secure future for himself and his family.





## 435. PRASANNA

**Prasanna, who has a speech and hearing impairment, turns maturity and grit into meaningful progress.**

Prasanna, 36, from Vishrantwadi, joined MVASt in October 2025. With years of life experience, he brings a mature and focused approach to his work. Despite his speech and hearing impairment, Prasanna continuously learns and performs his tasks effectively. Known for his calm nature, punctuality, and precision, he is highly regarded by his supervisors for his responsible attitude. Employment at MVASt has given him stability, self-respect, and the ability to support his family confidently. He aspires to continue growing with the company.



## 436. RAKHMAJI RAM DESMUKH

**Rakhmaji, who has a speech and hearing impairment, steps into responsibility with discipline.**

Rakhmaji, 23, from Beed, joined MVASt in October 2025. Despite his young age, he demonstrates great discipline and responsibility in the assembly unit. Living with speech and hearing impairment, he adapted quickly to the workplace and has learned effective communication techniques. His sincerity and focus make him a dependable team member. Employment at MVASt has provided him with financial security and the ability to support his family. He takes pride in being part of an inclusive and supportive workplace.

## 437. ALABAJ

**Alabaj, who was born with a speech and hearing impairment, builds stability through sincerity.**

Alabaj joined MVASt in March 2025, bringing determination and steady effort to the assembly unit. Despite his speech and hearing impairment, he has confidently learned tasks and works with sincerity, contributing positively to team productivity. Employment has provided him with stability and the ability to support his fam



## 438. MAYANK

**Mayank, who has a speech and hearing impairment, turns hard work into confidence.**

Mayank joined MVASt in May 2025 and has established himself as a focused and diligent employee. Despite his speech and hearing impairment, he quickly mastered assembly processes and collaborates effectively with colleagues using gestures and visual cues. His supervisors value his consistency and discipline. Employment has boosted his confidence and enabled him to support his family with pride. Mayank remains motivated to learn and progress within the organisation.





## 439. VAIBHAV PAVAR

**Vaibhav, who was born with a speech and hearing impairment, begins his journey with courage.**

Vaibhav, at just 18, is one of the youngest employees at MVA. He joined in July 2025, relocating from Nashik to pursue better opportunities. Despite his speech and hearing impairment, he learns tasks quickly and adapts effectively to workplace communication. His enthusiasm and dedication make him a promising team member. Employment has provided Vaibhav with his first experience of financial independence and personal responsibility. He aspires to grow and build a secure future.



## 440. AMOL PRAHLAD SIRSAT

**Living with a speech and hearing impairment, Amol shows that discipline and dedication can open the door to independence.**

Amol joined MVA in August 2025 and has demonstrated strong dedication in the assembly unit. Despite his speech and hearing impairment, he communicates effectively through signs and maintains excellent work discipline. His supervisors value his consistent performance and commitment. Employment has enabled Amol to support his family, build financial stability, and gain confidence, providing him with a respectable platform for professional growth.

## 441. NAYANA

**Born with a speech and hearing impairment, Nayana builds confidence through commitment.**

Nayana joined MVASt in August 2025 and is recognised for her sincerity and consistency. Living with speech and hearing impairment, she communicates through gestures and adapts effectively to her responsibilities. Her supervisors value her calm nature and steady progress. Through her earnings, Nayana supports her family and feels more independent. The inclusive environment at MVASt has boosted her confidence, giving her hope for a secure future.



## 442. PAVABA BALIRAM PATIL

**Living with a speech and hearing impairment, Pavba transforms precision and dedication into stability.**

Pavba, 28, joined MVASt in May 2025. His disciplined approach and dedication make him a dependable member of the assembly unit. Despite his speech and hearing impairment, he excels in practical tasks and follows instructions with precision. His supervisors value his punctuality and teamwork. Employment has provided him with financial stability and pride in supporting his family. He aspires to continue growing in his role.





## 443. RUPKUMAR

**Born with a speech and hearing impairment, Rupkumar builds his growth through consistency.**

Rupkumar joined MVASt in July 2025 and adapted quickly to the work environment. Despite his speech and hearing impairment, he communicates effectively through gestures and maintains consistent performance. His dedication and reliability make him a valued team member. Employment has given him financial independence, allowing him to support his family, and he looks forward to further growth within the company.



## 444. TEJAS GANESH

**Tejas, who has a speech and hearing impairment, blends focus with calm effort.**

Tejas joined the assembly unit in November 2025. A dedicated worker with a calm nature, he has quickly become a dependable member of the team. His role has boosted his confidence and provided the financial stability he needs for the future.



## 445. SUSHMITA

**Born with a speech and hearing impairment, Sushmita takes pride in her independence.**

Sushmita joined MVASt in May 2025 and is known for her sincerity and calm demeanour. Despite her speech and hearing impairment, she communicates effectively through gestures and contributes actively to team tasks. Her supervisors value her consistency and dedication. Employment has given her financial independence, enabling her to support her family, and has strengthened her confidence, giving her hope for a secure future.



## 446. SHRIRANG

**Shrirang, with a hearing impairment, is employed at the Spark Minda Group.**

Shrirang, 19, joined MVASt in October 2025. As one of the youngest employees, he brings energy and a strong eagerness to learn. Despite his speech and hearing impairment, he adapts quickly and follows instructions effectively. His supervisors value his discipline and potential. Employment has provided Shirrang with his first sense of independence and the ability to support his family. He aspires to continue developing his skills.





## 447. SAIYYAD JAMEER

**Saiyyad, living with a speech and hearing impairment, works in the assembly unit.**

Saiyyad joined MVASt in July 2025 and has established himself as a reliable employee in the assembly unit. Despite his speech and hearing impairment, he communicates effectively through signs and teamwork. His dedication and consistent performance are valued by his supervisors. Employment has provided him with financial security and boosted his self-confidence.



## 448. DHARMAPAL

**Blindness never stopped me from seeing my responsibilities clearly.**

Dharmapal is a determined individual who is 100% visually impaired and has been working in the battery cable section for the past six years. This is his first job, which he secured through the support of an NGO, marking a significant turning point in his life. As the sole earning member of his family, he supports his brother and takes immense pride in being able to provide stability at home. Over the years, Dharmapal has developed strong confidence and independence, proving his capabilities through consistent dedication. He expresses deep happiness and satisfaction in his work, valuing the dignity, empowerment, and sense of purpose it has brought into his life.

## 449. RAVI

**This job gave me not just income, but independence and confidence.**

Ravi, originally from Madhya Pradesh, is a 100% visually impaired employee who has been working in the battery cable section for the past two years. This is his first job, and it has played a crucial role in shaping his journey toward self-reliance. As the primary earning member of his family, Ravi carries a strong sense of responsibility and pride. Through his work, he has not only gained financial independence but also built confidence in his abilities. He appreciates the supportive environment that allows him to perform with dignity and respect. Ravi feels empowered by his journey and is motivated to continue growing and contributing meaningfully.



## 450. RAKESH KUMAR

**Here, I am not defined by my blindness, but by my ability.**

Rakesh Kumar is a 100% visually impaired individual who has been working on the battery cable line, handling part fitting, for the past two years. Having prior work experience, he considers this his most fulfilling role so far. The inclusive and supportive environment has helped him enhance his skills and build confidence in his work. Rakesh expresses that he feels valued and respected here, which has positively impacted both his personal and professional life. He takes pride in being self-reliant and contributing to his family. For him, this workplace is not just a job, but a space where he feels truly empowered and motivated to grow.





## 451. BHAGWATI

**Bhagwati, living with a locomotor disability, works independently to support her family.**

Bhagwati, 24, from Bulandshahr, comes from a farming background and has lived away from home for five years to build her career. Despite a leg nerve blockage, she completed her ITI and joined Spark Minda in 2022. The workplace's respectful culture and supportive team immediately made her feel at ease. Over time, she has adapted well to her tasks, growing more confident and independent. Workplace accommodations, such as comfortable seating, help her manage her condition without physical strain. Bhagwati deeply values her role, as her income plays a vital part in supporting her family.



## 452. SHIVA PATEL

**Shiva Patel proves that visual impairment is no barrier to opportunity**

Shiva Patel, 19, moved from Kanpur to Delhi to support his family of six. After completing his ITI, he joined Spark Minda seeking a supportive environment. From the outset, he felt welcomed by a team that communicated patiently and ensured his inclusion. Shiva has noticed significant personal growth, improved discipline, and increased confidence since joining. He appreciates the calm, respectful atmosphere that makes his daily tasks manageable. With his income, Shiva now supports his family with a sense of pride and independence, looking forward to a stable future with the company.

## 453. KARTIK SHARMA

### Kartik turns a challenging recovery into a journey of professional growth

Kartik Sharma, 32, from Delhi, had to pause his BCom studies after developing left-side paralysis. Despite the challenges, he continued forward with determination, joining Spark Minda in 2022. Kartik describes his experience as consistently positive, supported by supervisors who understand his physical limitations. At work, he has mastered discipline, punctuality, and task management. Financially, the job has brought stability, allowing him to contribute meaningfully to his household. Kartik hopes to remain with Spark Minda long-term, as it is a place that respects his abilities.



## 454. PAWAN KUMAR

### A journey of two decades: Pawan represents stability, belonging, and resilience

Pawan Kumar, 41, from Ghaziabad, lives with half-body paralysis—a condition he has navigated for years with persistence. Since joining Spark Minda in 2006, the workplace has become a second home. Over nearly two decades, steady encouragement from his team has allowed him to grow in skill and independence. His income has enabled him to raise his children and support his family with dignity. Reflecting on his journey, Pawan expresses deep happiness and a desire to continue his long-standing career with the organisation.





## 455. SONU PARVEZ

**Sonu turns quiet resilience into steady growth and leadership.**

Sonu Parvez, 28, joined Spark Minda in 2018. Born deaf and non-verbal, he faced lifelong communication barriers that shaped him into a patient and adaptive individual. After learning about the company through a friend, he found a turning point in his life. The supportive environment and understanding supervisors helped him master technical processes smoothly. Over the years, he has gained confidence and leadership qualities. His job has brought financial stability to his family in Noida, and he now aspires to take on roles with even greater responsibility.



## 456. AJAY PRATAP

**Ajay has a journey of Confidence, Support, and Growth.**

Ajay Pratap, from Jasapura village, joined Spark Minda in 2024. Living with a hearing and speech impairment, Ajay has always believed in learning through observation. His team treats him with respect, assisting him as he adapts to the work environment. This job has brought essential stability to his home, as his entire family depends on his earnings. Today, Ajay feels proud and independent, looking forward to growing within the company to build a secure life for his loved ones.



## 457. DEEPIKA SONI

**Deepika finds strength in family and professional empowerment.**

Deepika Soni, 31, joined Spark Minda on 9 February 2022. Living with a locomotor disability in her right hand, she has always pushed forward with positivity. She learned about Project Saksham through a community awareness camp and was inspired by its commitment to inclusive employment. Since joining, she has developed better communication and problem-solving skills. The accessible workplace and cooperative team have strengthened her confidence, and she takes deep pride in contributing to the well-being of her husband and children.



## 458. CHHOTU SINGH THAKUR

**Chhotu navigates challenges with honesty, hard work, and perseverance.**

Chhotu Singh Thakur, 33, from Madhya Pradesh, lives with a locomotor disability affecting his right leg. Raised with strong values of perseverance, he joined Spark Minda on 23 October 2024 through the Project Saksham initiative. Chhotu feels deeply supported by his trainers and supervisors, who have helped him adapt to new skills. The respectful work environment has strengthened his discipline and independence, while his steady income has brought financial stability and pride to his family.





## 459. TEJU CHOUHAN

**Teju proves that determination can turn every challenge into a strength.**

Teju Chouhan, 42, has worked at Spark Minda since July 2024. Living with a right-hand locomotor disability, he previously struggled with low confidence but remained determined to build a stable future. Since joining, his journey has been transformative. With guidance from his team, he has mastered machine handling, cutting, and taping. Teju has seen significant personal growth and is now able to support his family with pride, providing them with a sense of security and hope.



## 460. PRAMOD VISHWAKARMA

**Pramod finds a secure future through skill development and equal opportunity.**

Pramod Vishwakarma, 28, joined Spark Minda on 12 December 2023. Supported by a family that always championed his determination, he overcame the hurdles of a right-hand disability to find stable employment. Through Project Saksham, Pramod has gained new skills and a deep understanding of teamwork. Workplace adjustments allow him to work confidently and independently, strengthening his financial stability and emotional well-being.



## 461. SHOBHIT

**Shobhit turns patience and positivity into a long-term career.**

Shobhit Sharma, 25, lives with a locomotor disability and joined Spark Minda on 1 June 2024. Inspired by the mission of Project Saksham, he has found his experience at work to be enriching and motivating. Consistent feedback from his supervisors has enhanced his problem-solving and communication abilities. Now feeling more disciplined and independent, Shobhit supports his family financially and looks forward to a bright, long-term career with the organisation.





## 462. RAHUL DAGAR

**Rahul is growing professionally with determination.**

Rahul Dagar, from Rewari, has been working at the SMAD plant for the past two years. Prior to joining Spark Minda, Rahul worked at Max, Gurgaon, but the demanding schedule led him to seek a more supportive workplace. At SMAD, he finds the environment comfortable, with colleagues from similar backgrounds. Rahul consistently meets and often exceeds his targets, which motivates him to grow further. Rahul completed his ITI after 12th grade and had initially aspired to join the Indian Army, but was unable to pursue this due to certain limitations. A fitness enthusiast, he enjoys cricket and badminton in his free time. He is a devoted father to two daughters and is committed to providing them with a quality education. With training opportunities available for employees like him, Rahul hopes to remain with the organisation long-term and continue advancing in his role.



## 463. HEMANT

**Hemant builds a stable career through discipline and responsibility.**

Hemant, from Rewari, joined Spark Minda after learning about the opportunity through his brother, who is also employed at the plant. After completing his 10th standard, Hemant chose not to pursue further studies, instead focusing on supporting his family financially. He joined the SMAD plant during a festival hiring drive and quickly adapted to the work environment. Hemant values the discipline and structure of the workplace, which has helped him develop a stronger work ethic and sense of responsibility. His role provides a stable income, enabling him to contribute to his family and plan for the future. Supported by his brother and colleagues, Hemant feels motivated to perform well. Although he was previously less inclined towards academics, he is now focused on building a steady career. His consistent progress reflects his dedication, and he aspires to continue growing within the organisation.

## 464. MANISH

**Manish embraces a second chance to rebuild his career and support his children.**

Manish, from Rewari, joined the SMAD plant two months ago and has quickly settled into his new role. A father of two and the son of a retired Army officer, Manish was determined to find stable employment to provide for his children's education. Prior to joining Spark Minda, Manish worked in Bilaspur with Flipkart; however, frequent leaves due to personal reasons led to his termination. Determined to rebuild his career, he sought stable employment and found Spark Minda to be the ideal workplace. Manish completed his education up to the 10th grade. He appreciates the supportive and friendly environment at the plant, which motivates him to perform better each day. In his leisure time, Manish enjoys playing chess and carrom, activities that help him remain calm and focused. Grateful for this second chance, he hopes to grow professionally while contributing positively to his department.



## 465. ROSHAN

**Roshan turns family responsibility into a driving force for excellence.**

Roshan, 30, from Muzaffarpur, Bihar, has been living in Rewari for the past five years. As the only brother to five sisters, he works hard to support his family and ensure their well-being. He has three years of experience at the SMAD plant, where he values the supportive and structured work environment. In his free time, Roshan enjoys carrom and badminton. Grateful for the opportunities at Spark Minda, he is motivated to grow professionally while providing for his family.





## 466. LAKSHMI

**Lakshmi finds empowerment and pride in supporting her children's education.**

Lakshmi, 33, from Palamu, Jharkhand, has been working at the SMAD plant for a month. A mother of three, her job provides stability, allowing her to send her children to a private school. She values the supportive work environment and her husband's help at home, which empowers her to focus on work. Lakshmi hopes to grow in her role while securing a better future for her family.



## 467. UMIR SINGH

**Umir uses decades of experience to support the community and the organisation.**

Umir, 43, has been with Spark Minda since September 2023, though his work experience dates back to 2006. Currently managing the store department, Umir has a community-oriented nature and has helped several people secure jobs over the years. Despite a condition affecting his left eye, he remains dedicated and productive, valuing the trust the organisation has placed in him.



## 468. KRISHNA

**Krishna turns decades of silent effort into dignity and security for his daughters.**

Krishna, 33, has been deaf and non-verbal since birth. After eight years of working in Delhi, he joined Spark Minda to be closer to his elderly parents. Supported by an understanding line leader, Krishna has found a workplace where he feels respected. He now proudly supports his two young daughters, finding dignity and hope for their future through this opportunity.



## 469. HARRE RAM PASMA

**Harre Ram manages challenges with quiet determination and financial focus.**

Harre Ram Pasma, 30, works at SMAD Bawal and has been with Spark Minda for two years. Born in UP and raised in Samastipur, Bihar, he lives in Bawal with his brother while his wife and child stay back home. Born without a left hand and without formal education, he has faced many challenges but manages daily tasks with determination. He joined Spark Minda through a friend and, with the support of his team, gained confidence in his role. The job has helped him stabilize his family's finances and send money home regularly. Harre Ram hopes to continue growing and secure a better future for his family.





## 470. CHANDRA BHUSHAN

**Chandra Bhushan builds an independent life through his first professional opportunity.**

Chandra Bhushan, 25, works at SMAD Bawal and joined Spark Minda on 29 October. Born without a left hand, he faces challenges in mobility and tasks requiring both hands. Living alone near the plant, he supports his family back home. This is his first job, introduced by a friend, and the supportive team helped him gain confidence in his work. Chandra feels proud to contribute to his family's expenses and values the positive work environment. He hopes to continue growing and build a stable, independent future.



## 471. YASH KUMAR

**Yash reflects resilience and hope through an inclusive workplace.**

Yash Kumar, 20, from Bhojawas, Haryana, was born with a visual disability affecting his right eye and has faced health challenges since childhood. After completing his ITI, he joined Spark Minda on 28 October 2025, learning about it through a friend. With support from the team and visual aids, Yash adapted well and now works confidently. The job has made him independent and able to support his family financially. Living near the plant, he balances work with hobbies like volleyball. Yash hopes to grow further at Spark Minda and eventually secure a government job.

## 472. ANKIT KUMAR

**I am new but learning fast. I feel good to have this opportunity and want to grow further.**

Ankit Kumar, 22, from Kosli, has been working at Spark Minda's SMAD Bawal plant for eight months. Deaf and non-verbal, he lives with his parents and two brothers. He learned about the job through a friend and quickly adapted with guidance from his supervisor. Ankit takes pride in contributing to his family's livelihood and feels comfortable in the supportive work environment. He now understands his tasks well and values the inclusivity Spark Minda provides.



## 473. KRISHAN

**I feel happy to be working here. I am learning every day and feel proud to support my family.**

Krishan, a young individual with hearing and speech impairment, joined the SMAD Bawal plant in March 2025 through a friend's reference. Coming from a modest background, he was eager to find a stable job where he could contribute to his family. Initially, communication barriers made it challenging for him to understand workplace processes and interact with colleagues. However, with continuous support from his team and by observing tasks closely, he gradually adapted to the Armature Line operations. Over time, he developed confidence in handling his responsibilities independently and improved his efficiency. The inclusive environment at the workplace has helped him feel accepted and motivated. Today, Krishan shares that he is feeling good about his job and is proud to be earning and supporting his household.





## 474. ROSHAN

**This job has given me confidence and independence. I feel good being part of this workplace.**

Roshan, who is deaf and non-verbal, joined SMAD Bawal in March 2025 after learning about the opportunity through a friend. He had limited exposure to formal employment before this, which made the transition both exciting and challenging. In the beginning, he relied heavily on gestures and observation to understand his role on the Armature Line. With time, he picked up the workflow and began performing tasks with greater confidence and accuracy. His colleagues also played a key role in supporting him and creating a comfortable work environment. The job has given him a sense of dignity and independence, as he is now able to earn his own income. Roshan expresses that he feels good about his work and is happy to be part of the organisation.



## 475. BIR SINGH

**I feel very good working here. This opportunity has helped me become more confident and independent.**

Bir Singh, a person with hearing and speech impairment, joined the SMAD Bawal plant in February 2025 through a friend's support. Before this opportunity, he faced difficulties in finding stable employment due to communication challenges. After joining the Bendix Line, he initially took time to understand the technical aspects of the work. Through consistent effort, observation, and support from supervisors, he gradually became comfortable with his role. He has shown dedication and discipline in performing his daily tasks, which has improved his productivity. The supportive work culture has boosted his confidence and helped him feel included. Bir Singh now shares that he feels very good about his job and values the opportunity to work with dignity.

## 476. KRISHAN

**I am comfortable in my work now. I feel good that I can do my job well and be independent.**

Krishan, working on the Armature Line since February 2025, joined SMAD Bawal through a friend's recommendation. As a deaf and non-verbal individual, he initially found it challenging to communicate and understand instructions. However, his determination to learn and adapt helped him gradually overcome these barriers. By carefully observing tasks and practicing regularly, he improved his efficiency on the production line. The encouragement from his team members played an important role in building his confidence. Over time, he has become more independent in his work and comfortable in the workplace. He now expresses that he is feeling good and is satisfied with his progress and stability



## 477. ANKIT

**I am happy with my work. This job has helped me grow and stand on my own feet.**

Ankit joined the SMAD Bawal plant in February 2025 through a friend's reference. Living with hearing and speech impairment, he had limited access to employment opportunities earlier. When he first joined the Armature Line, he faced challenges in understanding instructions and communicating with coworkers. With patience, observation, and guidance from his supervisors, he gradually learned the required skills. Over time, he became more confident in performing his tasks and managing his responsibilities independently. The job has provided him with financial stability and a sense of self-reliance. Ankit shares that he is feeling good and appreciates the supportive environment that enables him to grow.





## 478. SANGAM KUMAR

**Sangam finds a secure and meaningful future through the Minda camp.**

Sangam Kumar, 27, from Badhaiyu, lives with his parents, brother, and grandfather. Before joining Spark Minda in 2024, he faced limited job opportunities due to his disability. The supportive and respectful work environment helped him quickly adjust and build confidence. With a regular income, he now contributes to his family and feels a sense of pride and stability. Sangam describes his life as “better than before” and is very happy working at Spark Minda, hoping to continue growing with the company.



## 479. RISHAV KUMAR

**Rishav rebuilds his confidence through a supportive work culture.**

Rishav Kumar, 23, from Baheri, Bihar, faced major challenges after an accident left him with a disability, including unemployment and insensitive workplaces. He joined Spark Minda in 2025 through colleagues’ recommendations and found a fully supportive and inclusive environment. The team helped him rebuild his confidence, and he now describes his life as “better than before.” With steady earnings, Rishav supports his family and feels secure about his future. He hopes to continue growing professionally with Spark Minda while maintaining stability at home.

## 480. DEEPAK KUMAR

**Deepak overcomes financial pressure through workplace adaptations and support.**

Deepak Kumar, 29, lived with a locomotor disability and a long period of unemployment before joining Spark Minda in 2023. Small adaptations, such as the provision of a chair at his workstation, have helped him carry out his tasks with comfort and confidence. Since joining, he has cleared past debts and seen his self-belief grow, allowing him to support his father and sisters.



## 481. ANTPAL

**Antpal turns self-dependence into a goal of building a home for his family.**

Antpal, 26, from Budhun, Bareilly, faced unemployment and exclusion in past workplaces due to his disability. He joined Spark Minda in 2023 and found a supportive, inclusive environment. With guidance from supervisors and colleagues, he gained confidence and feels valued at work. Employment has allowed him to support his family and become financially independent. Antpal describes his life as “better than before” and aims to save and build a home for his family, hoping to grow further with the company.





## 482. DHARMENDRA KUMAR PRASAD

**Dharmendra improves his living standards and provides a quality education for his sons.**

Dharmendra Kumar Prasad, 35, from Kushinagar, Gorakhpur, faced unemployment and mobility challenges due to a locomotor disability. He joined Spark Minda in 2025 and found a supportive, inclusive environment with helpful supervisors and colleagues. Workplace facilities have made his tasks comfortable, boosting his confidence and efficiency. Employment has improved his living standard, allowing him to support his family and provide good education for his children. Dharmendra describes his life as “better than before” and hopes to grow further with the company.



## 483. AMIT KUMAR

**Amit secures a better future and manages family responsibilities with pride.**

Amit Kumar, 27, from Lakhimpur Kheri, faced financial challenges and mobility limitations due to a locomotor disability. He joined Spark Minda in 2025 and found strong support from supervisors and colleagues, along with workplace facilities that make tasks manageable. Employment has boosted his confidence, self-dependence, and ability to support his family. Amit feels proud that his earnings have improved his family’s living standard. He hopes to continue growing with Spark Minda and secure a stable, better future for his loved ones.

## 484. VIKASH SONKAR

**Vikash finds respect and growth through the Saksham initiative.**

Vikash Sonkar, 21, lives with visual impairment and comes from a family of four. He joined Spark Minda in 2025 through the Saksham initiative and found a supportive, respectful work environment. The positive atmosphere and guidance from his supervisors have boosted his confidence and helped him grow personally and professionally. Vikash now feels stable, self-reliant, and proud to contribute financially to his family. He expresses deep satisfaction with Spark Minda and hopes to continue growing with the company long-term.



## 485. DHARAM PAL

**Dharam Pal transforms limited opportunity into self-dependence and relief.**

Dharam Pal, 28, from Etawah, lives with his father, sister, and four brothers. Living with a locomotor disability, he faced unemployment before joining Spark Minda in 2024 through the Saksham initiative. He appreciates the full support from supervisors and team members, which has made his work comfortable and encouraging. Since joining, he has gained confidence, financial stability, and the ability to fully support his family. Dharam Pal feels proud and self-reliant and hopes to continue growing with Spark Minda for a secure future.





## 486. SUBHASH MAURYA

**Subhash settles comfortably into a stable and respectful workplace.**

Subhash Maurya, 28, from Bareilly, lives with his parents and brother. Despite a locomotor disability, he sought a stable and respectful workplace and joined Spark Minda in 2025 through the Minda team. He values the full support from supervisors and colleagues, along with workplace facilities that make his tasks easier. Since joining, Subhash has gained confidence, financial stability, and the ability to support his family. He feels proud, secure, and hopes to continue growing with Spark Minda for a better future.



## 487. RAHUL KUMAR

**Rahul overcomes academic hurdles to find fulfillment and professional respect.**

Rahul Kumar, 28, from Mainpuri, lives with his parents and four brothers. Despite facing challenges completing his B.Tech due to a locomotor disability, he joined Spark Minda in 2025 through the Minda team. He appreciates the supportive work environment, helpful supervisors, and workplace facilities that make tasks easier. Since joining, Rahul has gained confidence, financial stability, and the ability to support his family. He feels fulfilled and hopes to continue growing with Spark Minda for a secure future.

## 488. NEETU

**Neetu finds stability and earns newfound respect within her family.**

Neetu, 31, from Aligarh, lives with her husband and daughter. She has difficulty in her right foot, which affects her mobility, and joined Spark Minda in 2025 through a friend. She appreciates the supportive environment, helpful supervisors, and workplace facilities that make tasks manageable. Since joining, Neetu has gained financial stability, contributes to her family, and takes pride in supporting her daughter's education. She feels her life is better and is happy with her future at Spark Minda.



## 489. DIPENDRA

**Dipendra overcomes financial difficulty to support his younger brother's growth.**

Dipendra, 20, from Etah, Uttar Pradesh, has a hand disability and lives with his parents and siblings. He joined Spark Minda in 2025 through a friend, seeking a stable opportunity to support his family. He appreciates the supportive supervisors, team members, and workplace facilities like a sitting chair that make tasks easier. Since joining, Dipendra has gained confidence, financial stability, and pride in supporting his younger brother's education. He feels the job has positively changed his life and looks forward to growing with Spark Minda.





## 490. PRADEEP KUMAR

**Pradeep manages daily needs for his large family with stability and pride**

Pradeep Kumar, 34, joined in 2025 to support a family of eight. Despite a locomotor disability that makes mobility challenging, he manages his responsibilities smoothly with the cooperation of his team. Earning regularly has brought stability to his large household, and he aspires to grow within the organisation in the coming years



**Sagar remains determined to build a stable life after permanent mobility challenges.**

## 491. SAGAR

Sagar, 27, from Gorakhpur, lives with his parents and sister. He has a locomotor disability affecting both his hands and legs due to a past accident, but remains determined to work and support his family. He joined Spark Minda in 2024 after learning about the opportunity through an acquaintance at Samarthan Trust, Delhi. Sagar appreciates the welcoming work environment and support from his supervisors and team, with a stool provided at his workstation to ease his tasks. Employment has brought stability to his life and allows him to provide for his family. He values the inclusive workplace and hopes to continue working at Spark Minda steadily.



## 492. KAMAL SINGH

### **Kamal manages healthcare and household needs as the sole breadwinner**

Kamal Singh, 31, from Hathras, Uttar Pradesh, lives with his parents, sister, brother, wife, and two children. As the sole breadwinner, he carries significant responsibility at home. Kamal has a locomotor disability affecting his hand and foot, but remains committed to supporting his family. He joined Spark Minda in 2025 after learning about it in 2019 through a mutual acquaintance. Kamal describes his experience at the plant as positive, receiving full support from his supervisors and team. A stool at his workstation allows him to work comfortably, and he manages household and healthcare expenses with ease. He values the stability Spark Minda provides and hopes to continue working there long term.



## 493. ANKUR

### **Ankur builds a new home and gains confidence through supportive teamwork.**

Ankur, 29, from Hathras, Uttar Pradesh, lives with his parents and brother. He has a disability affecting his right foot but continues to work diligently, seeking stability and respect. He joined Spark Minda in 2025 after learning about the opportunity through an associate call. Ankur describes his experience as positive, receiving full support from his supervisors and team. A sitting chair at his workstation helps reduce physical strain and perform tasks comfortably. The job has improved his life, allowing him to support his family financially and earn their respect. He is also saving to build a new home. Ankur values the supportive environment and intends to continue growing with Spark Minda.





## 494. SANDEEP SHAH

**Sandeep learns financial independence and moves comfortably through workplace adaptations.**

Sandeep Shah, 19, from Motihari, Bihar, lives with his parents, brother, and sisters. He has speech and locomotor disabilities but is determined to build a stable future. He joined Spark Minda in January 2025 after learning about the opportunity through a contractor at Mobis. Sandeep describes his experience as positive, receiving full support from his supervisors and team. Workplace adaptations, such as ramps, and assistance from the line team help him perform tasks comfortably. The job has improved his life, allowing him to manage his earnings, contribute to his family, and gain respect at home. Sandeep is motivated to grow within Spark Minda and sees it as a reliable place for his future.



## 495. NITU

**Nitu achieves independence while balancing motherhood and professional growth.**

Nitu, 40, from Bihar, lives with her husband and two children. She has a locomotor disability that makes standing for long periods difficult, but she remains determined to support her family. She joined Spark Minda in 2025 through a mutual acquaintance and appreciates the supportive work environment, including the bus facility and opportunities to learn new tasks. A sitting arrangement helps her manage her work more comfortably. The job has enabled her to contribute to household expenses, including her children's school fees. Nitu hopes to continue working at Spark Minda and develop skills in typing and writing for the future.

## 496. AMIT

**Amit earns family recognition and achieves a sense of responsibility.**

Amit, 25, from Madhubani, Bihar, lives with his parents and sister. He has a disability affecting both his hand and foot but remains determined to support his family. He joined Spark Minda in 2024 through the Minda Foundation NGO and values the supportive and respectful work environment. A sitting chair at his workstation helps him perform tasks comfortably. Since joining, Amit has gained confidence and is proud to contribute financially at home. He hopes to continue growing with Spark Minda and build a stable future for his family.



## 497. KARAN KUMAR NISHAD

**Karan takes pride in his first job and the opportunity to support his family.**

Karan Kumar Nishad, 24, from Lakhimpur, Uttar Pradesh, lives with his parents and younger brother. He has a locomotor disability affecting his hand but remains eager to learn and build a stable career. He joined Spark Minda in 2025 through a friend and, as a new employee, describes his experience as positive and supportive. Workplace adaptations such as ramps and a stool help him work comfortably. Proud of his first job, Karan is now able to support his family financially. He hopes to continue learning and grow with the company in the future.





## 498. HEMRAJ

**Hemraj finds responsibility and stability through long-term employment.**

Hemraj, 25, from Ajmer, Rajasthan, lives with his parents, brother, sister, and grandfather. He has a locomotor disability affecting his hand and leg but remains determined to support his family. He joined Spark Minda in 2024 through a friend from Redpound SN Sanstha and describes his overall experience as positive. Workplace facilities such as ramps and stools help him perform tasks comfortably. The job enables him to contribute financially to his family and maintain stability. Hemraj hopes to continue growing with the company and build a secure future through long-term employment.



## 499. RAJNESH

**Rajnesh finds a stable opportunity that matches his unique abilities.**

Rajnesh, 30, from Etah, Uttar Pradesh, lives with his parents, brother, and sister. He has a disability affecting his left hand and foot but remains determined to support his family. He joined Spark Minda in 2025 through a friend and describes his experience as positive and supportive. A sitting chair at his workstation helps him perform tasks comfortably. Since joining, Rajnesh has been able to contribute financially to his family and feels valued at home. He hopes to continue working with the organisation and build a stable future.

## 500. SATENDRA KUMAR

### Satendra builds a secure future for his children with the 'Minda Family'

Satendra Kumar, 39, from Aligarh, Uttar Pradesh, lives with his wife and two young children and is the sole breadwinner of his family. A polio survivor with a locomotor disability affecting his leg, he joined Spark Minda in May 2024 after learning about the opportunity through a friend. He values the support from his supervisors and team, which helps him manage his responsibilities effectively. Workplace facilities such as ramps and a stool make his tasks more comfortable. With a stable income, Satendra is now able to support his family better and feels more confident about the future. He hopes to continue growing with the organisation.



## 501. MUKESH KUMAR

### Mukesh embraces new responsibilities and a steady routine.

Mukesh Kumar, 31, from Firozabad, Uttar Pradesh, lives with his mother and brother. He has a locomotor disability affecting his leg, which sometimes makes movement, especially climbing stairs, difficult. He joined Spark Minda in 2023 through an acquaintance and describes his experience as positive and supportive. A sitting chair at his workstation helps him manage his tasks comfortably. Since joining, Mukesh's life has improved—he recently got married and feels confident managing his household responsibilities. He hopes to continue working steadily and grow within the company.



# OVERVIEW OF OUR BUSINESS UNITS

## Security System Division (SSD)

Spark Minda is a leader in two-wheeler lock sets in India. Its security branch supplies electronic, mechanical, and connected security systems, including die-casting starter motors and alternators, through the ASEAN business, MINDA VAST Access Systems Ltd. The division dominates over 40% of the domestic 2W market for vehicle access control, serving major OEMs globally with diverse mechanical and electronic systems. Their locksets offer various key options, including conventional, two-track, four-track, snake-biting, and smart keys. Adapting to technological trends, regulations, and OEM demands, the division focuses on in-house design, product innovation, and a group-wide "zero-defect" initiative, ensuring excellence throughout the product life cycle.

## Die-Casting Division (DCD)

The Die-casting Division is vital to the company, producing aluminium and zinc components for global automotive and non-automotive sectors and contributing 17% to total revenue. It offers end-to-end solutions, from prototyping to assembly. Key products include upper brackets, turbocharger housings, engine mounts, and brake callipers. The company aims to expand exports, particularly in EV die casting, aligning its expertise with the shift toward electric mobility. Ongoing efforts in automation and cost optimisation allow Spark Minda to assist OEMs and Tier 1 suppliers in navigating regulatory changes efficiently.

## Wiring Harness Division (WHD)

The Wiring Harness Division strives to enhance designs through cost-effective engineering and improved labour productivity. These factors enable the division to offer top-tier, dependable products at competitive prices. The division produces a wide range of wiring harnesses, battery cables, wiring sets, connectors, and terminals. It provides complete solutions, from design

to delivery, with high competence. Additionally, the division offers connectivity solutions for off-road vehicles and every sector of the automobile industry.

## Minda Instruments Limited (MIL)

Minda Instruments Limited (formerly Minda Stoneridge Instruments Limited), a subsidiary of Spark Minda, was previously a joint venture with Stoneridge Inc., USA, a leading manufacturer of electronic instruments and sensors. Fully acquired by Spark Minda in FY22, the company aligns with the Group's strategic focus on the Sensors and Clusters segment, enabling access to a rapidly growing global market.

The company is focused on advanced technologies such as connected clusters and cockpits, particularly 7+ inch display screens, which enhance end-consumer features, especially in the passenger vehicle (PV) segment. It has also added new EV customers, with growth driven by premium products like 7+ inch digital TFT clusters.

A key milestone was achieved with the receipt of a TFT cluster order from a leading Indian OEM. The facility is well-equipped to support the design and production of customised instrument solutions.

## MINDA VAST Access System Limited (MV)

Minda VAST Access Systems Pvt. Ltd. is a 50:50 joint venture between VAST LLC, USA, and Minda Corporation Limited, headquartered in Pune. VAST, a global leader in vehicle security and access solutions, is a partnership of WITTE Automotive (Germany), STRATTEC Security Corporation (USA), and ADAC Automotive (USA).

With the automotive industry evolving due to electric vehicles, autonomous driving, and rapid technological advancements, innovation has become

essential. The company continues to adapt by transitioning from mechanical systems to mechatronics, developing new products such as bracketless door handles and electric steering column locks in collaboration with SMIT and VAST.

Its capabilities include a robotic paint shop, in-house tooling, and advanced testing facilities. The company remains focused on new product development and expanding into new markets to drive future growth.

### **Minda Silca Engineering Pvt. Ltd. (MSEPL)**

Minda Silca Engineering Pvt. Ltd., established in 2006, was formed as a joint venture between Spark Minda (Ashok Minda Group) and Silca S.p.A., Italy, a part of the Dormakaba Group (with a turnover of approximately CHF 2.8 billion).

Silca is the flagship company within the Dormakaba Group for the key business segment. It is a leading European manufacturer of key blanks, key-cutting machines, and equipment dedicated to key production and key blank processing.

Silca also offers a wide product range for key manufacturing, duplication, and security solutions.

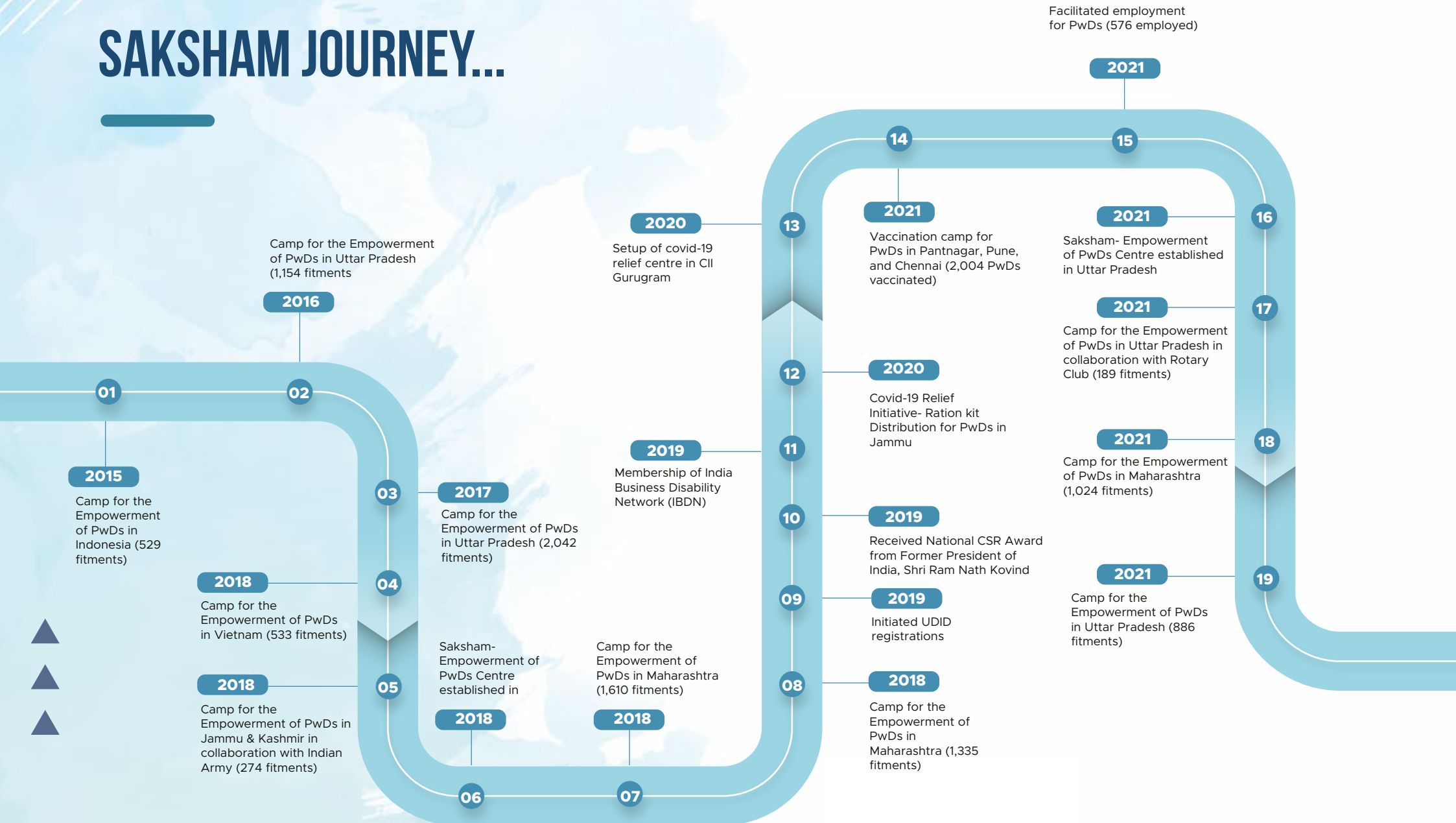
### **Interior Plastic division (IPD)**

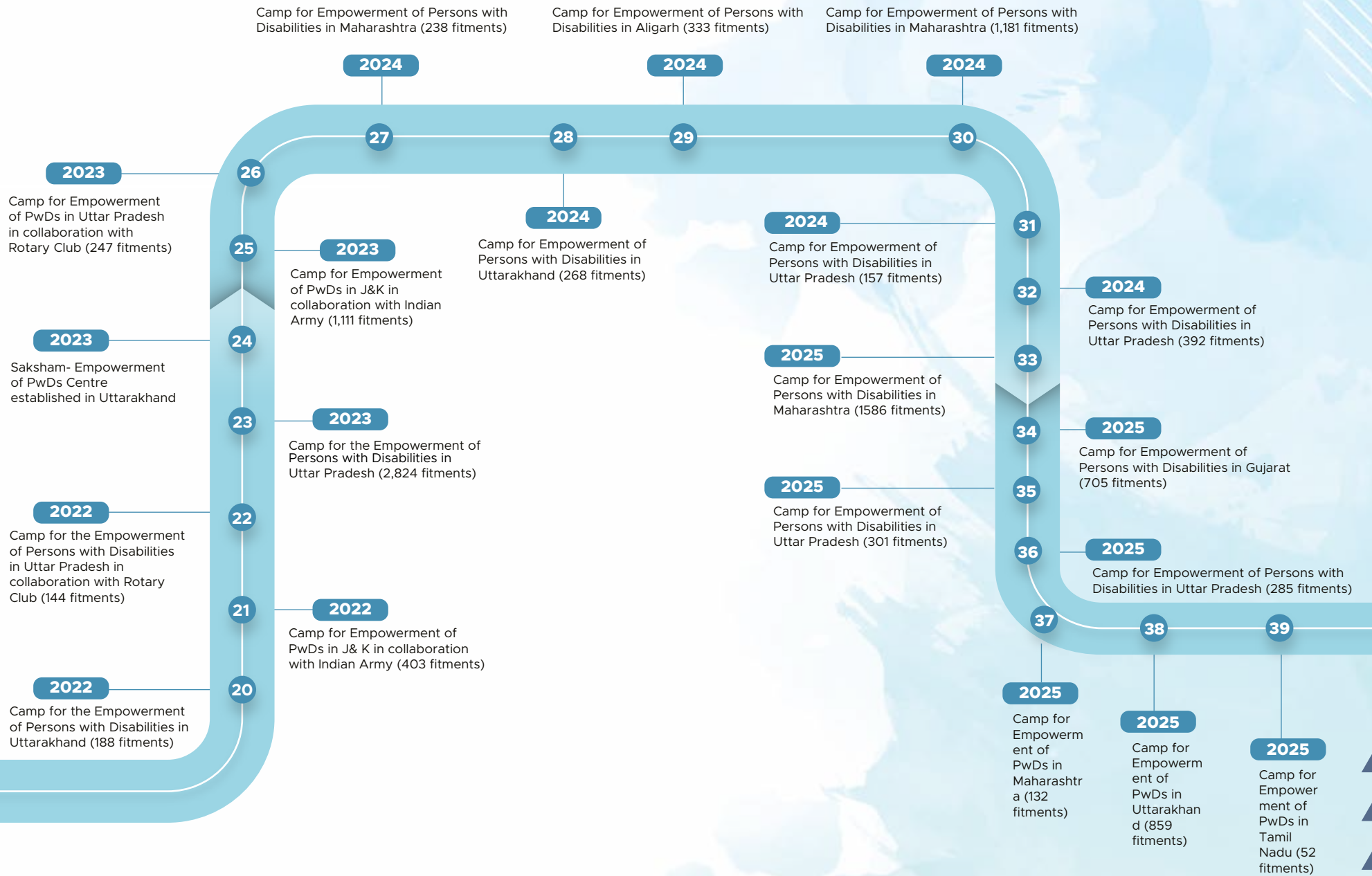
The Interior Plastic Division was established in 2017 after Spark Minda acquired expertise in value-added plastic technologies such as kinematics and lightweighting. Since its establishment, the Interior Plastics vertical has expanded its product segments across passenger and commercial vehicle interiors, exteriors, and engine components.

The division's products are designed to meet stringent requirements related to perceived quality, comfort, safety, lightweighting, and functional specifications.



# SAKSHAM JOURNEY...





# OUR JOURNEY AND THE ROAD AHEAD

Since the inception of the Saksham Programme in 2015, the journey of Spark Minda Foundation has been shaped not just by intent, but by countless human stories that continue to give this work its meaning. What began as an effort to extend support has gradually transformed into a deeper commitment - to restore confidence, to enable independence, and to ensure that no individual feels limited by their circumstances. Over the years, Saksham has reached thousands of Persons with Disabilities, not only through assistive support and skilling interventions, but by opening doors to opportunities that once felt distant, including meaningful employment for over 1,000 individuals across the Spark Minda ecosystem and beyond. Yet, beyond every number lies a lived reality - a first step taken with a new limb, a first day at work after years of hesitation, a renewed sense of identity and belonging. These are the moments that define this journey and remind us that true empowerment is not delivered; it is experienced, slowly and personally. As we reflect through Blaze the Trail, we see not just milestones achieved, but lives quietly transformed and possibilities that continue to unfold. And as we look ahead, our path becomes even more purposeful. We aspire to reach further into communities, to build stronger bridges between potential and opportunity, and to create ecosystems where inclusion is not something that needs to be advocated for, but something that naturally exists. The road ahead calls for deeper partnerships, more compassionate systems, and a continued commitment to walk alongside every individual in their journey towards dignity and self-reliance. Because for us, inclusion is not a goal to be completed - it is a responsibility to be lived, every single day, in every life we touch, as we continue to move forward together with empathy, belief, and an unwavering faith in human potential.

**Praveen Karn**  
Head Group Sustainability and CSR  
Spark Minda Group



# ABBREVIATION

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<b>Code</b>	<b>Full Form / Expansion</b>
CD-GN	: Component Division – Greater Noida
DCD-GR	: Die Casting Division – Gurugram
GN-MCL – DCD	: Greater Noida – Minda Corporation Limited – Die Casting Division
GN-MCL-WHD	: Greater Noida – Minda Corporation Limited – Wiring Harness Division
HDR-MCL-WHD	: Haridwar – Minda Corporation Limited – Wiring Harness Division
IPD-GN	: Interior Product Division – Greater Noida
MYSORE-MCL-WHD	: Mysore – Minda Corporation Limited – Wiring Harness Division
NOIDA-AMD-GN-MSEPL	: Noida – Auto Motor Division – Greater Noida – Minda Silica Engineering Pvt. Ltd.
NOIDA-MCL-SSD	: Noida – Minda Corporation Limited – Security System Division
PN-MCL-SSD	: Pantnagar – Minda Corporation Limited – Security System Division
PUNE-MCL-DCD	: Pune – Minda Corporation Limited – Die Casting Division
PUNE-MCL-SSD	: Pune – Minda Corporation Limited – Security System Division
PUNE-MIL	: Pune – Minda Industries Ltd
PUNE-MV	: Pune – Minda Vast
SMAD-BWL	: Starter Motor & Alternator Division – Bawal
WHD-HOSUR	: Wiring Harness Division – Hosur
WHD-MUR	: Wiring Harness Division – Murbad
WHD-PKM	: Wiring Harness Division – Pillaipakkam
WHD-PTM	: Wiring Harness Division – Pithampur
WHD-PUNE	: Wiring Harness Division – Pune







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