

To,
NSL RENEWABLE POWER PVT LIMITED
Chitradurga

Subject: Introduction of Comprehensive Human Resource, Security, Personnel and Allied Services. Reg...

Dear Sir/Madam,

It is with great professional pride that I introduce our firm as a premier provider of integrated business solutions. With over **35 years of experience** as a Chief of Human Resource Personnel Management and Administration across public, private, and multinational sectors, I have dedicated my career to optimizing organizational efficiency and human capital.

Our organization is built on a foundation of over **30 years of specialized expertise** in industrial security, utility, and allied services. We understand that in today's competitive landscape, businesses require a partner who can manage the complexities of administration, safety, and workforce health with absolute precision.

Mr. Sharanappa A.S. / Managing Director

With over **35 years** of high-level experience, Mr. Sharanappa leads the organization with a deep understanding of Human Resource Personnel Management and Administration. His tenure across public, private, and multinational sectors, combined with **30+ years** in industrial security and utility services, provides the strategic foundation for the entire team.

To ensure this high standard of service, I am supported by a dedicated leadership team

- **Operations & Coordination:** Led by **Mr. Govindaraju H.** (Programme Coordinator), ensuring seamless execution of all service contracts.
- **Market Strategy:** Managed by **Mr. Venugopal (Digi Tel)** (Marketing Officer), who ensures our solutions stay aligned with modern industry trends.
- **Occupational Health:** Oversaw by **Smt. Sudha** (Nursing Officer), providing essential medical and safety compliance for your workforce.





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"Quality for generations"
CONSTRUCTION &
OUTSOURCING COMPANY

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- **Asset Integrity Management (AIM)** Mr. Shivananda M.G. He must transition from simple "repairing" to "predictive maintenance." By using data, he should be able to tell the Managing Director when a machine might fail before it actually does, saving the client money

Our mission is simple: To allow you to focus on your core business while we handle the critical pillars of HR, security, and utility management. We do not just provide a service; we provide a legacy of trust and professional discipline.

I have attached our **Company Profile** for your review and would welcome the opportunity to discuss how our team can add value to your esteemed organization.

Yours Sincerely,

Mr. Sharanappa A.S.
Managing Director.
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CAREER GUIDE LINES [R] PROFILE

Leading Providers of Integrated Manpower, Security, & Facility Management

1. Executive Summary

Career Guidelines is a premier manpower and security organization with a quarter-century legacy of service. We specialize in providing high-quality, disciplined, and skilled workforce solutions for State and Central Government departments, Autonomous Bodies, and Large-Scale Industrial sectors. With deep roots in Karnataka, we are recognized for our operational efficiency, 100% statutory compliance, and ability to manage complex deployments in both urban and rural settings.

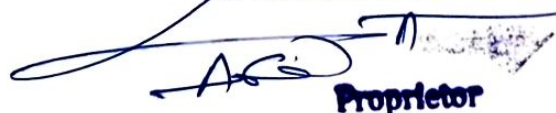
2. CORPORATE BACKGROUND

Established over two decades ago, **Career Guidelines** has emerged as a cornerstone of the manpower and security industry in Karnataka. We provide a bridge between complex organizational needs and a disciplined, verified workforce. With a portfolio of **200+ successful work orders**, we serve as a strategic partner for **State Government, Central Government, and Global Industrial Leaders**.

Our legacy is built on the pillars of **Global Standards, Local Expertise, and Total Legal Compliance**.

Career Guidelines is a premier manpower and security organization with over **25 years of operational excellence**. We have evolved from a local recruitment firm into a state-wide powerhouse, specializing in complex, large-scale outsourced deployments for **Central and State Government Departments** and **Industrial Conglomerates**. Our reputation is built on a foundation of "**Total Compliance**," ensuring that every person deployed is backed by full legal and social security protections. To date, we have successfully executed and managed **over 200 high-value Work Orders**, maintaining a 100% retention rate with major government bodies.

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2. Core Service Verticals

- **Manpower Leasing & Outsourcing:** Deployment of technical, administrative, and multi-tasking staff (Group C & D).
- **Security & Vigilance:** Professional guarding, 24/7 site monitoring, and ex-servicemen security for critical infrastructure.
- **Integrated Housekeeping:** Comprehensive sanitation, waste management, and office upkeep following high hygiene standards.
- **Allied Services:** Specialized recruitment for technical roles (Electrical, IT), kitchen management (Cooks/AST), and fleet management (Drivers).

3. Proven Experience & Client Portfolio

A. Government & Public Sector (Karnataka State)

We have successfully executed long-term contracts for the following esteemed departments:

- **Social Welfare Department:** Large-scale staff deployment in **Bangalore Urban, Chitradurga, and Belgaum.**
- **Backward Classes & Minority Department:** Comprehensive manpower support in **Dharwad and Tumkur.**
- **Telecommunications (BSNL):** Dedicated security and facility maintenance for **BSNL Davangere.**
- **Energy Sector (BESCOM):** Security and support staff for **BESCOM Chitradurga.**
- **Urban Development & Civic Bodies:**
 - City Corporation, **Davangere.**
 - Bellary Urban Development Authority (**BUDA**).
- **Agricultural Produce Market Committee (APMC):** Security and vigilance work at **APMC Channagiri and APMC Chitradurga.**

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B. Infrastructure & Telecom (Central & Private)

- **Highway Projects (N.H.4):** Skilled labor and technical support for **Associated Constructions** during NH4 highway development.
- **Tower Caretaking (Vigilance):**
 - **GTL Limited:** 24/7 site caretaking and asset protection.
 - **Global Innova:** Security and site vigilance.
 - **Mack Telecom Chennai:** Specialized tower maintenance and guarding.

C. Industrial & Renewable Energy

- **Wind Power:** Strategic manpower deployment for **Pioneer Wincon Limited** at Wind Mill sites in **Palavanahalli and Chikkasiddavanahalli**.
- **Mining & Materials:** Provision of skilled personnel for **Dolomite-Berhad-A,L,S. Limited**.

4. Operational Strengths

- **25-Year Track Record:** Decades of experience navigating government procurement and tender processes (e-Procurement/KPPP).
- **Regional Dominance:** Strong recruitment network across Bangalore, Tumkur, Chitradurga, Davangere, Dharwad, and Belgaum.
- **Statutory Rigor:** 100% compliance with EPF, ESI, GST, and Labour Laws.
- **Rapid Mobilization:** Ability to deploy large workforces (up to 500+ personnel) within short notice periods for government exigencies.
- **Registration under central Government GEM** Registration-YIMH260013928660

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5. Quality Assurance & Training

Every employee under the **Career Guidelines** banner undergoes:

1. **Background Verification:** Strict ID and police verification protocols.
2. **Induction Training:** Sector-specific training (e.g., hygiene for Social Welfare hostels, technical safety for Wind Mills).
3. **Performance Monitoring:** Regular field supervisor visits and daily MIS reporting to clients

6. ELITE ACCREDITATIONS & AWARDS

We distinguish ourselves through international affiliations and rigorous quality certifications that guarantee world-class service delivery:

- **Global Membership:** Proud Member of **ASIS International (USA)**, the world's leading organization for security professionals, ensuring our security and vigilance protocols meet global benchmarks.
- **Quality Management:** **ISO 9001:2015 Certified**, reflecting our commitment to standardized processes and continuous service improvement.
- **National Recognition:** Registered with the **Director of Industries and Commerce (2015-16)** and holding a **Joint Director District Industries Center Certificate**.
- **MSME Strength:** Valid **Udyam Registration (2025-26)**, positioning us as a preferred partner under the "Make in India" initiative.

7. STATUTORY COMPLIANCE TIMELINE (ESTABLISHED LEGACY)

We maintain a "Zero-Default" record with all government regulatory bodies. Our long-standing registrations prove our stability: We maintain a "Zero-Risk" profile for our clients. Career Guidelines is fully registered and compliant with all Indian statutory requirements

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- A. **Social Security:** Active registration for **EPF** (Employees' Provident Fund) and **ESIC** (Employees' State Insurance).
- B. **Taxation:** **GST** (Goods and Services Tax) registration and **Professional Tax** (PT) compliance for all employees.
- C. **Labor Standards:**

d.Labour Certificate and active **Contract Labor License**.

E.Expertise in **Form-V** (Form of Certificate by Principal Employer) and **Form-VI** (License application) procedures.

F. Quality & Identity:

G. ISO Certified (Quality Management Systems).

H.Udyam Registration (MSME).

I.Joint Director, District Industries Centre (DIC) Certificate.

J. Certificate of Registration of Firm.

K.5.Security Clearance: Valid **Private Security Agency (PSARA)** Certificate issued by the **Police Department**.

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Certificate / Registration	Established Year	Regulatory Authority
EPF Registration	2005-06	Employees' Provident Fund Organization
Establishment Certificate	2005-06	Department of Labour
ESIC Registration	2006-07	Employees' State Insurance Corporation
Professional Tax (PT)	2007-08	Commercial Taxes Department
Labour Commissioner (Central)	2012-13	Assistant Labour Commissioner (Central)
PSARA License	2018-19	Police Dept (Private Security Agency)
GST Registration	2020-21	Goods & Services Tax Department

8. CORE SPECIALIZATIONS & EXPERIENCE

A. Government Residential & Welfare (Education)

- **Total Solutions for MDRS & KRCRS Schools:** Full deployment of Cooks, Asst. Cooks (AST), Security, and Group D employees.
- **Specialized Depts:** Serving the Social Welfare Dept (Bangalore Urban, Chitradurga, Belgaum) and Backward Class & Minority Dept (Dharwad, Tumkur).

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B. Infrastructure, Energy & Telecom

- **Renewable Energy:** Managing manpower for Pioneer Wincon Limited (Wind Mills) in Palavanahalli & Chikkasiddavanahalli.
- **Telecom Vigilance:** Tower Caretaker & Security for BSNL, GTL Ltd, Global Innova, and Mack Telecom.
- **National Highways:** Support for Associated Constructions [N.H.4 Highway] and Dolomite-Berhad-A.L.S. Ltd.

C. Civic & Statutory Bodies

- **Municipal Support:** Services for City Corporation Davangere and BUDA (Bellary Urban Development Authority).
- **Agricultural Trade:** Security and vigilance for APMC Channagiri and APMC Chitradurga.
- **Power Distribution:** Support services for BESCOM Chitradurga.

Career Guidelines: Professional Profile Explanation

1. The Foundation of Trust (22-25 Years of Legacy)

- **The Experience Factor:** Having over two decades of experience in State and Central Government sectors (such as Social Welfare, Backward Classes, and BSNL) proves that your agency is "battle-tested." You understand the specific paperwork, audit requirements, and mobilization speed needed for government community development projects.
- **Sector Depth:** Your work spans from Telecom (BSNL/GTL) to Energy (BESCOM/Wind Mills) and Education (Morarji Desai/Kittur Rani Channamma Schools), showing you can handle any level of technical or social infrastructure project.

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2. Global & Quality Standards (International Accreditations)

Your profile is unique because it combines local experience with international benchmarks:

- **ASIS International (USA) Membership:** This is a major highlight. It indicates that your **Security and Vigilance** services follow the same high standards used by global security leaders. It gives you a massive advantage in "Vigilance" and "Asset Protection" tenders.
- **ISO 9001:2015:** This certification proves your **Manpower Leasing** and **Housekeeping** processes are standardized, reducing errors and ensuring client satisfaction.

3. Total Statutory Shield (Legal Registrations)

A "Big Profile" must demonstrate that the agency takes zero risks with employee welfare. Your enclosed certificates prove this:

- **Social Security Continuity:** With **EPF (2005)** and **ESIC (2006)** registrations that are nearly 20 years old, you demonstrate a historical commitment to employee welfare—a key requirement for big-ticket government contracts.
- **PSARA & Labour Compliance:** Holding the **PSARA (Private Security Agency) License** and **Assistant Labour Commissioner (Central)** registrations ensures you are legally authorized to operate across state and central jurisdictions without legal hurdles.
- **Financial & Industrial Recognition:** Registrations like **GST**, **Professional Tax**, and the **Director of Industries and Commerce** certificate confirm you are a recognized industrial entity.

4. Regional Mastery (The Karnataka Network)

Your profile clearly maps out your "Command Areas" across Karnataka, proving you have the local recruitment network to deploy staff quickly:

- **North Karnataka:** Strong presence in **Dharwad, Belgaum, and Bellary (BUDA)**.
- **Central Karnataka:** Deep expertise in **Davangere (City Corp/BSNL)**, **Chitradurga (APMC/BESCOM)**, and **Tumkur**.

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- **Bangalore Hub:** Specialized services for the Social Welfare Department in Bangalore Urban.

5. Technical & Infrastructure Specialization

Unlike general agencies, you have proven experience in **Specialized Allied Services:**

- **Renewable Energy:** Managing manpower for **Pioneer Wincon (Wind Mills)** requires specialized safety knowledge.
- **Civil Infrastructure:** Supporting **N.H.4 Highway projects** shows you can manage "Skilled Labor" and "Site Supervisors" for heavy engineering.
- **Community Development:** Managing residential school kitchens (Cooks/AST) and hostels shows a high level of "Social Responsibility" and "Public Trust."

9. How to Use This Profile for Future Tenders

When you submit these certificates, you should include a "**Capability Matrix**" in your cover letter:

Strength	Benefit to the Client (Government/Industry)
25 Year History	Zero risk of agency failure; deep understanding of Govt. protocols.
ASIS (USA) & ISO	International quality security and management standards.
200+ Work Orders	Proven track record in mass-mobilization and multi-site management.
100% Statutory Record	Guaranteed no legal liabilities or labor disputes for the Principal Employer.

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10. THE "200+ WORK ORDERS" PORTFOLIO

Our agency has proven its scalability by managing over 200 distinct projects across diverse sectors. Key deployment highlights include:

A. Government Residential Excellence

- **Social Welfare & Backward Classes:** Strategic deployment of **Cooks, Assistant Cooks (AST), and Group D** staff across **Morarji Desai and Kittur Rani Channamma** Residential Schools.
- **District Presence:** Seamless management across **Chitradurga, Tumkur, Dharwad, Belgaum, and Bangalore (Urban & Rural)**.

B. Critical Infrastructure & Telecom

- **BSNL & Global Telecom:** 24/7 Caretaker and Security services for high-value tower assets and fiber networks.
- **Infrastructure:** Supply of skilled technicians and site supervisors for **NHAI/NH4** projects.

C. Administrative & Specialized Services

- **Data Entry Operations (DEO):** Providing high-speed computer operators for State Health and Education departments.
- **Fleet Management:** Deployment of professional **Drivers** for government vehicle pools.

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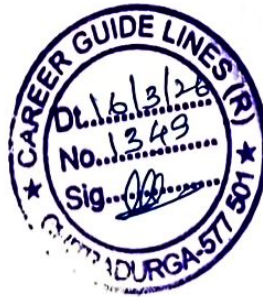
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11. CORE CAPABILITIES (QUOTATION SUPPORT)

Capability	Description
Mass Mobilization	Ability to recruit, verify, and deploy 200+ personnel within 15 days.
Verification	100% Police Verification and Aadhaar-linkage for all security and school staff.
Financial Strength	Proven capacity to manage monthly payrolls for large workforces while awaiting bill processing.
Training	Dedicated induction programs for Kitchen Hygiene (Schools), Safety (Industrial), and Soft Skills (DEOs).



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