

Persistent Foundation
8th Annual Report

FY 2016-17



Let's work together
and be the Agents of Change



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Message from the Chairperson



We have completed eight years at the Persistent Foundation! Eight successful years of hard work, dedication, commitment and wonderful accomplishments. It gives me, personally, a great sense of satisfaction and gratitude along with pride in our work. The Foundation team has worked tirelessly and sincerely to fulfil the goals and targets for this year. Their efforts are truly to be applauded and appreciated.

The highlight of this year has been yet another successful installation of a Solar PV plant at the Nampalli Railway Station in Hyderabad. This has been highly publicized and much appreciated by the Railways. It is our small contribution towards using renewable sources of energy and helping the planet conserve its natural resources and thus leave it in a good state for the future generations.

The projects being executed under the Jaluyukt Shivar Yojana are going strong even this year. We have helped dig more wells, de-silt more streams, widen more canals and construct more bunds. All with the objective of conserving water and making it available to villagers, farmers and animals for a longer period even in summer.

Our ongoing initiatives of infrastructure improvement in schools, study centres, refurbishment of libraries and laboratories is also yielding progress in the academic performance of the children. The Girls Scholarship Program is going on very well. We have created a family of 165 bright young girls and are enlightened by their ambition and persistence to pursue their dreams and make something of their lives. Interactions with them are always fun and eye opening experiences.

Our passion for the New Financial Year is to help conduct cleft lip and cleft palate surgeries for little children. We have taken up this cause as a mission where we would like to help each child overcome this minor disfigurement and ensure that he is able to live a normal life.

For another incredibly fulfilling and eventful year, I would like to express my gratitude and appreciation to all our NGO partners. They have helped us achieve our objectives by their exemplary understanding and execution of our requirements.

I am overwhelmed by the interest and enthusiasm shown by the Persistent employees at all the locations! They have committed their time and money towards various drives initiated by us and have participated wholeheartedly. We look forward to continuous and even larger participation from them in the future.

Our Trustees are the backbone of the Foundation. Their vision, guidance and constant encouragement keep us going with excitement and vigour. Their motivation inspires us to dream bigger.

A very big Thank You to all.

Sonali Deshpande

Chairperson, Persistent Foundation

Committed to Change: Persistent Foundation Trustees



Mrs. Sonali Deshpande
Founder Trustee and Chairperson



Dr. Anand Deshpande
Founder Trustee



Mr. P. B. Kulkarni
Founder Trustee



Dr. Mukund Deshpande
Founder Trustee



Mr. Pradeep Bhargava
Trustee



Mr. Dilip Kale
Trustee



Mr. Sameer Bendre
CPO, Persistent Systems
Trustee (ex officio)



Mr. Sunil Sapre
CFO, Persistent Systems
Trustee (ex officio)



Capt. Kedar Paranjpye
CAO, Persistent Systems
Trustee (ex officio)



Pune Team



Nagpur Team



Bengaluru Team



Hyderabad Team



Goa Team



Pune Team

Arti Dandavate
Yogita Apte
Rushikesh Barsawade
Vaibhav Nikam
Anaya Netanrao
Amit Atre
Nayana Bhandari
Mangesh Mandrekar
Rajiv Bapat
Jeetendra Dhadve
Sanjay Chaudhari
Dattatraya Prabhune

Nagpur Team

Divyapratap Singh
Akshita Vyas
Supriya Chatterjee
Dhaniram Kshirsagar

Yogesh Joshirao
Aditi Baitule
Suraj Manekar

Bengaluru Team

AsimKumar Mandal
Arpitha K
Dheeraj Kumar
Dhires Gupta
Krishna Halder
Nanda Pattanashetti
Nandeasha M
Prakash Pun
Sandeep Basavaraj
Tapas Nanda

Hyderabad Team

Abhishek Gupta
Kranthi Bodepudi

Mahesh Sidhanti
Mahesh V
Narasimharaju Kesipeddi
Prabhakar Rao Thandle
Rahul Agrawal
Raja Pullera
Ramakrishna Vemuri
Ramanath Katru
Ravi Bobba
Sriharsha Wudali
Tushar Jangle
Vijesh Rangaswami
Vishnu Mamidipally

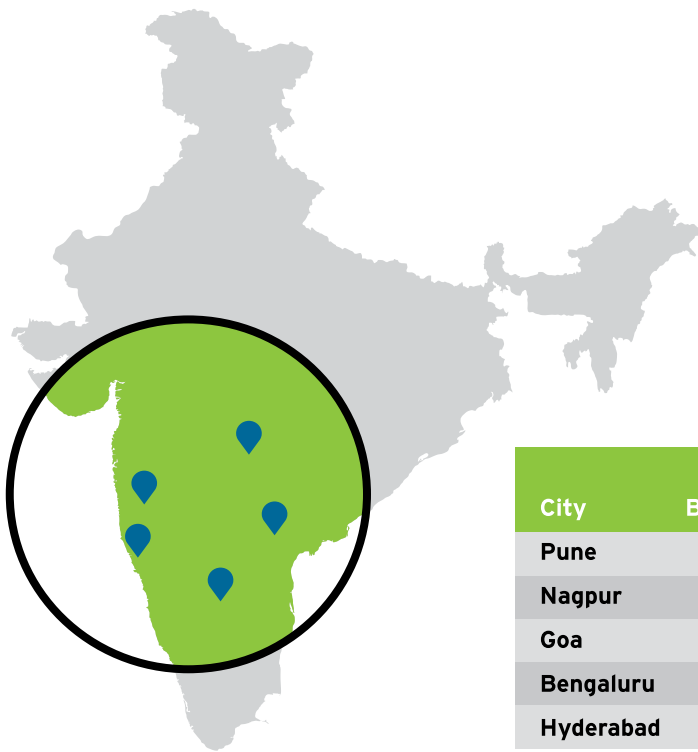
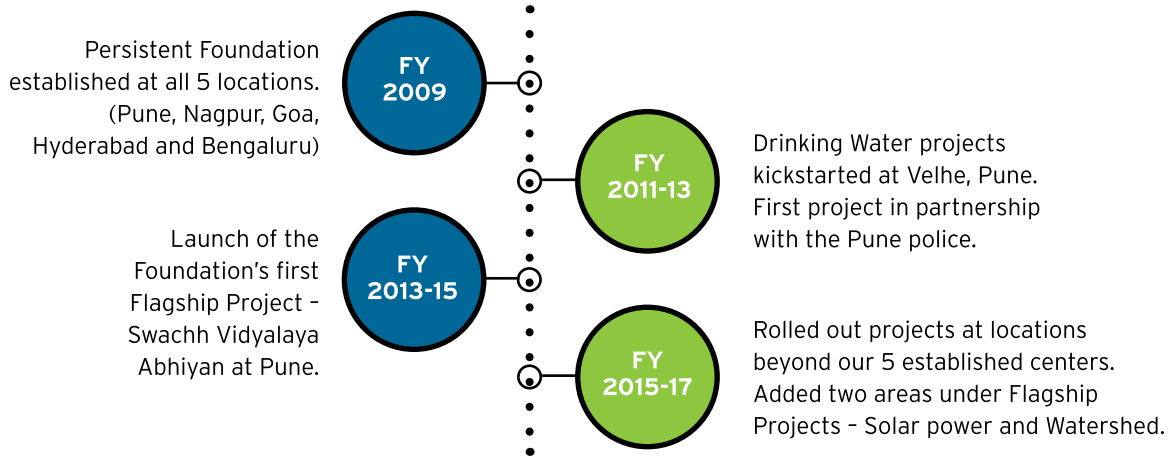
Goa Team

Nikhil Patil
Praveen Pujar
Nadia Fernandes
Carol Pereira

Shweta Raiker
Vincent Flor
Saikiran Hegde
Sueellen Madeira
Rahul Prabhudesai
Andrea Almeida
Renita Lobo
Girish Bharne
Chandrashekar Gawas
Rajesh Dhume

**Special thanks
to entire Admin,
Finance and
HR Team across
all locations**

A Journey of Persistence



Different centers,
united by one purpose

City	(Head count)	(₹ in Lakhs)
	Coverage Beneficiaries Impacted	Coverage Funds Utilized
Pune	37,726	377
Nagpur	2,086	62
Goa	2,007	21
Bengaluru	827	8
Hyderabad	1,575	156

Unity does not mean sameness. It means oneness of purpose.

- Priscilla Shirer

Pune Milestones FY 2017

Leadership Speak

"It gave me great pleasure to interact with the Kiran program scholars and listen to their ambitions. It was a rewarding and immensely satisfying experience to see the twinkle in their eyes and know that we played a part in fulfilling their dreams."

- Atul Khadilkar

Volunteer Bytes

"We worked with kids for whom basic needs were still a challenge - making education an almost impossible

gratifying moment for the Foundation members when they were selected for the HYSEA CSR Special Jury Award for Environment & Sustainability."

- Sriharsha Wudali

Voice of Beneficiary

"Our heartfelt thanks to Persistent for quickly responding to the needs of this school which is serving students from under-privileged families... Funds contributed towards the renovation of the building will definitely improve the number of admissions, while providing further motivation to the school staff."

- Headmistress, Saraswati Vidya Mandir



dream... I was glad that I could extend a small but much needed hand to these economically disadvantaged children. In all, we were 17 strangers who participated in this project, supporting each other, motivating each other and more importantly, taking care of each other throughout the day... Feels good to know that Persistent is contributing to such meaningful projects..."

- Revati Saste

Hyderabad Milestones FY 2017

Leadership Speak

"The Persistent Foundation activities at the Hyderabad Center were carried out with tremendous passion and enthusiasm by volunteers & the core team... It was a

Nagpur Milestones FY 2017

Leadership Speak

"What started out as a routine CSR activity turned into one of the most memorable days... the best moment was when we were whole heartedly welcomed by 250+ students upon reaching there.... and seeing the pleasure & gratitude on their faces when they received the new sweaters distributed by Persistent was just priceless."

- Harshwardhan Pandit

Volunteer Bytes

"James Russell Miller has aptly quoted 'Nothing else in all life is such a maker of joy and cheer as the privilege of doing good.' Persistent Foundation has provided us



a platform to do good for society by participating in various initiatives throughout the year..."

- **Tejshree Kachare**

Goa Milestones FY 2017

Leadership Speak

"The Jaipur foot fitment is a permanent project of the Rotary Club of Mapusa and Persistent Foundation has been of great help in conducting this project successfully for the last 3+ years. Together, we have touched the lives of 100+ people through this program."

- **Girish Bharne**

Leadership Speak

"As a part of its CSR activities, Persistent Foundation works towards the development of the community... the Foundation believes in its social obligations towards the well-being and welfare of the community at large, in accordance with the objectives of the Foundation."

- **Satish Kenkre**

Bengaluru Milestones FY 2017

Leadership Speak

"We have had a very eventful and satisfying year at the Bengaluru Center... We look forward to reach out to many more people in need in the future..."

- **Shylaja Narahari**

Beneficiaries speak

"The training provided to us by Persistent Foundation is extremely useful for our daily work. We will start implementing this knowledge very soon and we are eager to see better results in the coming days... Once again, we thank everyone at Persistent for their assistance and co-operation and look forward to their continued support..."

- **SPARSHA Trust**



Key Focus Areas



Community Development

Aims at enabling the community through various need-based initiatives

- Skill Development Program
- Tree Plantation • Waste Management

Health

Aims at providing preventive, curative and quality health care services

- Mobile Medical Unit
- Cataract Surgeries • Cancer Check up
- Facial Cleft Surgeries • Pediatric surgeries

Flagship Projects

Aims at contributing to National/State level issues and concerns

- Solar Power Projects • Watershed Projects
- Swachh Vidyalaya Abhiyan

Employee Engagement

Aims at enlisting Persistent employees in the various projects of the Foundation

- Volunteering drives • Donation drives



Education

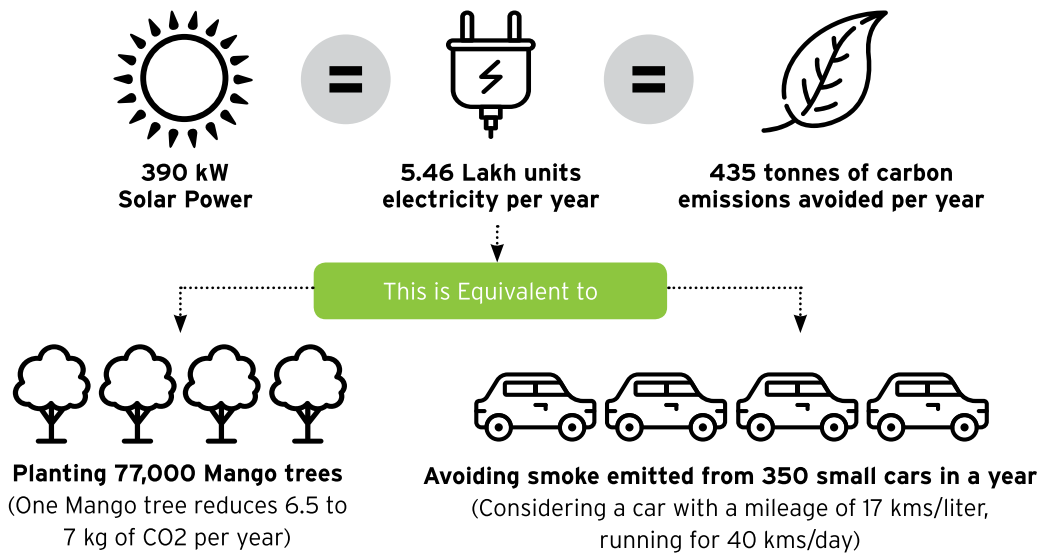
- Aims at improving infrastructure and quality of education
- School Development Program • "Kiran"- Girls Scholarship Program • Support to Study Centers
- Student Sponsorship Program

Flagship

The More Solar Energy Used, the Sunnier Our Future Prospects

I'd put my money on the sun and solar energy. What a source of power! I hope we don't have to wait until oil and coal run out to tackle that.

- Thomas Edison, 1931



Harvesting Solar Energy at Pune and Hyderabad



Inauguration of the Hyderabad Plant

By Hon. Railway Minister Suresh Prabhu on March 25, 2017, with the Persistent Hyderabad team in attendance.

Pune Railway Station

Hyderabad Railway Station

Particulars	Data	Particulars	Data
Units generated from June 2016 to March 2017	1.68 lakhs units	Units generated from March 25, 2017 to 31 March 2017 (6 days)	4807.51 units
Generation guarantee by vendor for the year (June 2016-June 2017)	2.30 lakhs units	Generation guarantee by vendor for the year (March 2017-March 2018)	3.16 lakhs units
% generation till March 2016	73.43%	% generation till March 2016	1.52%

Saving Water, Saving the Future

Scope of our watershed project

At Village Harni

- Construction of 3 CNB
- De-silting of stream ~3.7 kms

At Village Rakh

- De-silting of percolation tank that satisfies the water needs of the surrounding villages and wildlife
- Refurbishment / strengthening of the percolation tank
- Construction of a waste water weir

Details

- No. of villages covered - 3
- No. of projects completed - 3
- Size of impact - 4,150 villagers • 2,125 hectares land

Outcome

Villagers have confirmed that the water level of all nearby wells has significantly increased and that the water will last up to April, as opposed to just December earlier. The villagers are now able to plant an additional crop after harvesting rice, which has boosted their annual income.



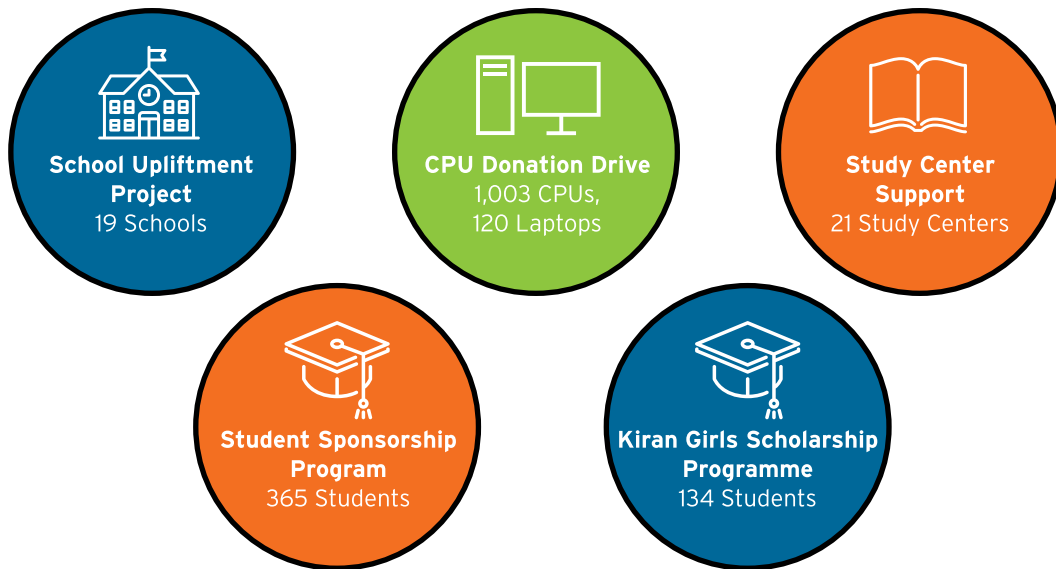
Education

Lighting Minds through Education Programs



An investment in knowledge pays the best interest.

- Benjamin Franklin



School Upliftment Project - Good Education depends on Good Infrastructure

- Vernacular Medium Schools
- Differently-Abled Children's School
- Residential Schools



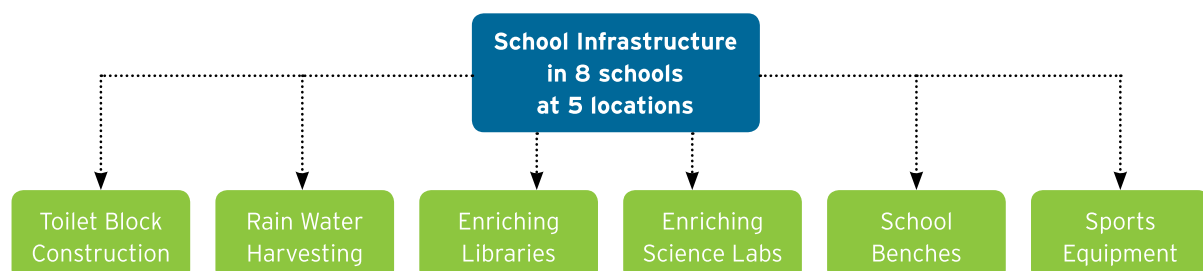
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Locations



7,000+
Students

Student Profile

- Parents are either illiterate or are educated up to secondary level only
- Unstable income sources
- Issues like addiction, anti-social elements





Beyond Basics - Programs to Improve the Quality of Education

Objective

The aim of these programs is to improve the quality of education for students in schools associated with Persistent Foundation.

Wise Buddha

Wise Buddha aims at improving reading and writing skills by segmenting lessons into 3-4 modules, with dedicated worksheets for each module. This tool helps teachers ensure that every student understands the lesson and solves the related exercise. Thanks to Wise Buddha, teachers are now reporting a positive improvement in students' attendance and performance.

Manthan

In order to improve reading & writing skills, a pilot project was implemented in two schools to assess the actual reading and writing skills of the students. Through this test, it was observed that the students' performance was not at par with the required standards. To bridge this gap, an improvement program is scheduled to roll out across all schools in Pune in FY 2017-18.

Wash (Water and Sanitation Hygiene)

This program aims at sparking behavioral changes in students with regard to hygiene practices. Student groups are formed in every school and are entrusted with the responsibility of maintaining hygienic

conditions, looking after the drinking water facility, the toilet blocks and the areas where students assemble to eat. In the coming year, a teacher will be appointed to every group to sustain this initiative.

Empowering Study Centers

Impact

- No. of study centers supported - 21 (across all locations)
- Average enrollment - 60 students in each study center
- Monitoring of study centers done voluntarily by Persistent Systems' employees

The Need

The study centers supported by Persistent Foundation are located in disadvantaged areas, where students lack a congenial study atmosphere at home. By offering a quiet and well-equipped study center, we help further the holistic growth of these students.



CPU donation Drive by Persistent Foundation

1,003 CPUs,
120 Laptops



- Partner contribution Screens and Keyboards
- Our aim - increasing the reach of computer education
- Drives managed entirely by Persistent Systems teams from the Admin Department and the IT Enterprise Systems Group.
- Donation drive impact: Currently benefiting more than 100 schools

Added Benefits

Along with studies, we conduct medical examination camps for students at these centers. This year, an eye check-up was planned in association with one of our Healthcare partners. This initiative was driven by the Persistent employees engaged in monitoring the program.

The association between the NGOs and the study centers will continue in the future, irrespective of Persistent Foundation's association with the two NGOs.

Student Sponsorship Program - Supporting Deserving Candidates

The children of Persistent's on-contract employees (including security professionals, gardeners, plumbers, electricians and housekeeping staff) are covered under this program. The selection process for this program was designed by Persistent's administration team, while the interview panel that shortlists the students includes Persistent employees.

Eligibility

- Wards of on-contract employees
- Students should be in 7th grade or above
- Students should have an aggregate score of 70% or above

- The employees on-contract should have been working at Persistent for more than 2 years

Volunteers speak

"There are hardly any organizations that think of helping the children of on-contract employees. I feel now, more than ever, that Persistent genuinely cares for all its employees, regardless of their role."

- Mr. G. D. Joshi

Kiran Girls Scholarship Program- Encouraging Girl Power

About

Six years ago, Persistent Foundation launched a scholarship program called 'Kiran' - targeting girls from the under-privileged sections of society who are pursuing their graduation in Computer Science and Information Technology. The main objective of Kiran is to help these girls become educated, confident, skilled and employable.

Impact - 134 girls supported

Supplementary initiatives under Kiran

- In the month of June and December 2016, a 5-day Residential Training Program was conducted for 3rd and 4th year university students
- In the month of January, a workshop on 'Foundation of Programming Language' was conducted for 1st and 2nd year students





Selection Process

Application gets scrutinized on the basis of selection criteria

Selection Criteria for candidates

- Socio-economic background of student
- Scholastic performance in 10th and 12th std.

First round of interview

Panel comprises of

- Interviewer from HR
- Interviewer from technical background

Selected students are called for second round of interview

Panel comprises of

- Senior leadership at Persistent
- Persistent Foundation trustees

A scholarship of INR 40,000/- per year is given to 40 girls

All locations of Persistent

- Number of students at present: 150+

Program extended to girl students pursuing

M.Sc. Bioinformatics, M.Sc. Computer Science and Master of Computer Application (MCA)

- Starting FY 2016-17

A 'Project Guidance Seminar' was arranged for 3rd year students

- 11 students were sent to MIT College in Pune to attend a seminar on 'Current Trends in Computer Science Research'
- 2 students were sent to the ACM/MSR Research Summit in Bengaluru
- 14 students from the 3rd year were sent to IUCAA to attend the 'Data Intensive Science Workshop' in February 2017
- An 'IoT Seminar' was conducted for 3rd and 4th year university students

Nursing Course Program - Enabling Employment

Objective

This program was launched to improve the employability of the beneficiaries.

Details

- 1 year program
- 35 women have been enrolled this year (FY 2017)

Impact

- 90% of the candidates become highly-employable (salaries ranging from INR 7,000 - 9,000 per month)
- Remaining 10% of the candidates opt for further studies

Skills training

Along with Nursing, students are also trained in Communication, English Speaking skills, etc.

Health

Paving the Way for a Healthier Future - Health Initiatives of FY 2017

**Health is a state of complete harmony of the body, mind and spirit.
When one is free from physical disabilities and mental distractions, the gates
of the soul open.**

- Benjamin Franklin



Cataract Surgeries

Partners - Specialized Hospitals at Pune, Nagpur and Hyderabad

Supporting - Close to 2,000 patients in a year

Reach - Patients from low socio-economic background

Breast Cancer Screening Program

Partners - Domain experts conducting camps at 2 locations (Pune and Bengaluru)

Reach - around 1,000 women

Outcome

- 700 out of 1,000 screened
- 50% of them were diagnosed with an infection
- They were provided with medication and counseling

Mobile Medical Unit

Partners - Specialized NGO at Goa

Supporting

- 900 Patients
- Medical services in remote community

- A van visits on weekly basis and provides medical services

Reach

- Areas where basic amenities like water, electricity and roads are not available
- Services also provided for those in need of special medical attention like physiotherapy

School Health Program

Partners: 6 domain experts at 3 locations (Pune, Bengaluru and Hyderabad)

Supporting: 5,000+ students per year

- There are two teams involved in this process
- one team does checkup
- other team visits school on regular basis
- Regular visiting doctors also conduct sessions with parents and students on hygiene and nutrition



Reach

- Pune - checkup is conducted against 20 indicators for the past 6 years
- Bengaluru - Dental Camp (47+ students)
- Hyderabad - Eye Camp (350+ students)

Support to Individual Medical Cases

Partners: Employees at Persistent

Supporting

- Curative treatment to those in financial need
- Patients who belong to lower socio-economic profile
- Majority of the times referring employee has already supported the cause and the patient needs additional support

Reach: This year

- 2 cancer patients
- 1 thalassemia patient
- 1 bone-marrow transplant patient
- 1 accident case

Facial Cleft Surgeries

Partners

- Rotary Club
- Akila Bharatha Mahila Seva Samaj
- Sai Seva Charitable Trust

Reach

- 178 cases across 5 cities
- Available specialists - Plastic Surgeons

Project Details

- No mechanism in place for identification of patients due to stigma attached with condition
- The project has a component of identification and awareness creation about facial cleft correction surgery of the child
- Medical condition that has an impact on identity
- Patient needs at least 3 surgeries for remedying the cleft - leads to difficulty with a follow up
- There is a ground level worker appointed who takes care of mobilization and awareness
- The Goa State Ministry of Health has shown keen interest in the program for the coming year

Associates: Northern Cleft Foundation (UK)

Balshalyakriya - Camp Addressing surgical needs of children

Partners: Goud Saraswat Brahmin Sabha, Pid Parayi

Reach

- This year 120 children were operated upon
- 29 of these were major/high value surgeries

Available specialists: 40-45

- 5-day camp annually
- Pediatric, Orthopedic, Urinary, Plastic, Spinal, Anesthetist, specialized nurses from USA

Project Details:

- Hospital provides 6-7 operation theaters and two floors free of cost for the camp
- Associate partners help identify patients with surgical needs

Associates: NRHM, PHC, Pid Parayi



Community Development

Improving Lives in Rural and Urban Communities

We make a living by what we get, but we make a life by what we give

- Winston Churchill



ENVIRONMENT
Waste Management
Tree Plantation



SKILL DEVELOPMENT
Urban Community
Anganwadi Sevikas - MS-CIT



DRINKING WATER PROJECT
Mulshi, Velhe

Environment Projects

Waste Management

The Need

- Waste management is a grave problem in growing cities
- Irrespective of continuous efforts, people continue to dump garbage, especially in certain spots

Project Details

- While working in affected areas, our partner organization identifies areas with chronic waste problems
- Persistent employees voluntarily undertake cleaning activities at these places
- Presently, we are able to reach out to 6,000 households to collect segregated waste
- Persistent Foundation has been working on this



project in 2 zones (falling under the Pune Municipal Corporation) for a period of two years

- For better impact, we have partnered with an organization that is working at the grass-root level
- Along with this, we also work on creating awareness about waste management
- One of the zones we are working on has recently won the "Green Prabhag" prize

Tree Plantation

The Need

- Tree plantation creates a carbon sink and plays an important role in climate change
- Our growing population and urbanization has led to an increase in pollution, which is taking a toll on the planet
- Trees can help fight pollution - a matured tree consumes 48 pounds of carbon dioxide per year
- As such, this is an important activity that needs to be adopted by every organization

Project Details

- Persistent Foundation actively contributes to tree plantation projects and has successfully participated in the urban forestry project at Warje, Pune, and at other sites in Maharashtra
- 5,000+ trees planted so far
- Employees are involved in the tree maintenance activities and are encouraged to involve their families, too



- Employees visit the site at least 4 times a year to (i) water the plants (ii) remove weeds

Skill Development

Background

- Recognizing that skill development is the need of the hour, 2 projects were implemented under this initiative
- In FY 2016-17, the focus was on 'Woman Empowerment', which led to the training of 400+ women

MS-CIT Training for Anganwadi Sevikas

Project Details

- The 'Digital India' mission has prompted various Government departments to set different targets for digital transformation, as this will help track real time data and improve timely decision-making
- As part of this, the Integrated Child Development Scheme has planned to make all their 'Anganwadis' digitally equipped
- At Persistent Foundation, we believe in the Digital India mission and hence decided to impart digital training to the Anganwadi workers

Impact

- Under our Skill Development program, 65 Anganwadi workers were trained for the MS-CIT course by Sunbeam Training Institute
- Today, all of them have successfully passed the exam

Skill Development Project for Women in Urban Communities

Project Details

- This program was first initiated in the urban community of Yerawada, Pune, in FY 2015-16 and is continuing in this year, too
- It aims at training women who wish to launch their own business and offers post-launch handholding support, too
- 15 different skill-based courses such as stitching, making bags, soft toys, candles, files, etc. are offered to the beneficiaries
- The project has been very well-received with demands for a catering course as well

Impact

- 383 women benefited
- These women now undertake independent contracts as small-scale entrepreneurs



Drinking Water Project

The Need

- There are many small villages/ hamlets in the district of Pune which are difficult to access
- Due to their reduced accessibility, Government schemes do not reach them in time
- These areas also suffer from limited access to electricity and education
- Persistent Foundation works to satisfy the basic need of drinking water in these villages
- Villagers contribute land and shramdan, which instills a sense of ownership in the community



More Water to Velhe

Project Details

- Persistent Foundation is working in the tribal taluka of Velhe, situated at a distance of 40 kms from Pune
- This region is characterized by hilly terrain and heavy rainfall, making it difficult to step outside on rainy days
- Water tankers cannot access the region, forcing women to walk for hours in search of water (at least 3-4 kms one-way)
- Through this initiative, we aim to create water bodies which will last long, while reducing the water-ferrying burden on the village women

Impact

- This project has benefited 500+ people and 300+ livestock

More Water to Mulshi

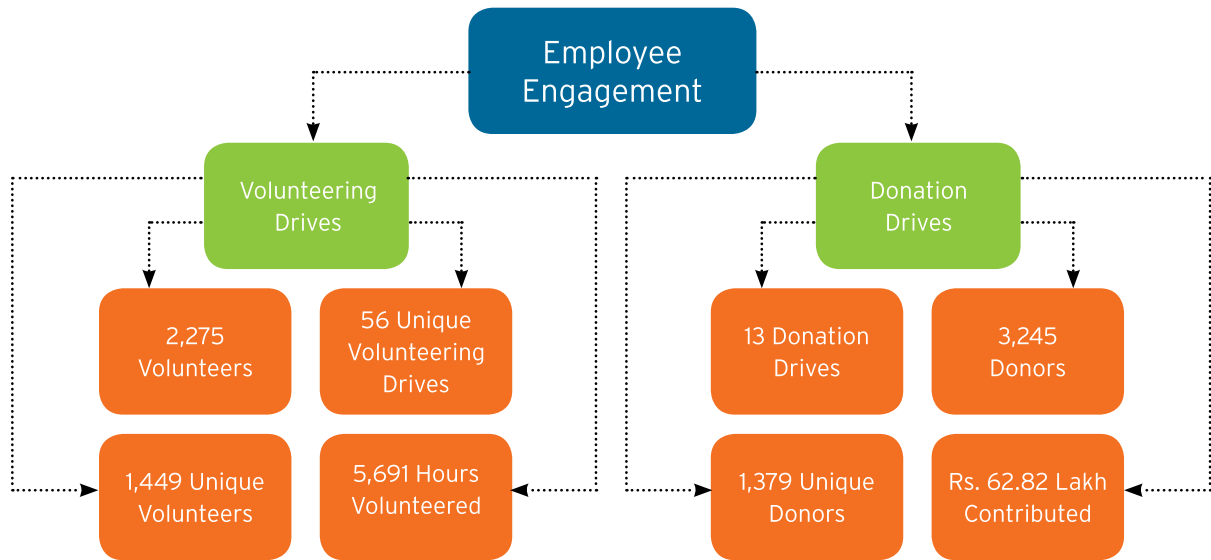
Project Details

- Mulshi is one of the talukas in Pune which receives the highest rainfall, but the hilly terrain makes water storage a challenge
- Women have to walk 2 to 2.5 kms to get water; one person in the house is dedicated solely to this daily task
- 3 villages (Pimpri, Limbarwadi and Sushale) that face drinking water issues were identified and incorporated into the project from December onwards
- Villagers have donated their land for the construction of an open well which will provide drinking water until the arrival of the monsoons

Impact

- This project has benefited 600+ villagers and 1,000+ livestock





Employee Supported Drives

School Kit/Book/Uniform Donation • Pune, Nagpur, Goa, Bengaluru • 2800 Students	Joy of Giving: Pulses Donation Drive • All Locations • 2000+ People	1 Book 1 Smile • All Locations • 4000+ Students • 200 Special Students
School Health Program • Pune • 792 Students	Creating Sporting Smiles • Pune • 2700 Students	Cataract Operation • Pune, Hyderabad • 310 Patients
Dialysis Support Donation Drive • Pune • 15 Patients	Donation Drive For Well Construction • Pune • 1 Village	Student Sponsorship Program • All Locations • 365 Students
Being A Life Saver • Pune • 1 Patient	Semicolon • All Locations • 3 Organizations	Tree Donation • Pune • 630 Trees

Financials

Balance Sheet			Income and Expenditure Account		
INR Lakhs			INR Lakhs		
Particulars	March 31, 2017	March 31, 2016	Particulars	2016-17	2015-16
Funds and Liabilities			Income		
Trust funds or Corpus	1,065.16	963.64	Donations (Persistent Systems Limited)	575.91	413.18
Income and Expenditure Account	115.72	23.67	Donations (Employees and others)	62.82	67.67
Total	1,180.88	987.31	Interest	93.02	86.73
Property and Assets			Loss carried to balance sheet	-	45.03
Investments	1,157.50	966.50	Total	731.75	612.61
Income Outstanding (Tax deducted at source)	20.19	14.28	Expenditure		
Cash and Bank balances	3.19	6.53	Expenditure on objects of the Foundation	624.61	598.36
Total	1,180.88	987.31	Establishment expenses	15.09	14.25
			Surplus carried to balance sheet	92.05	-
			Total	731.75	612.61



PERSISTENT
FOUNDATION

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