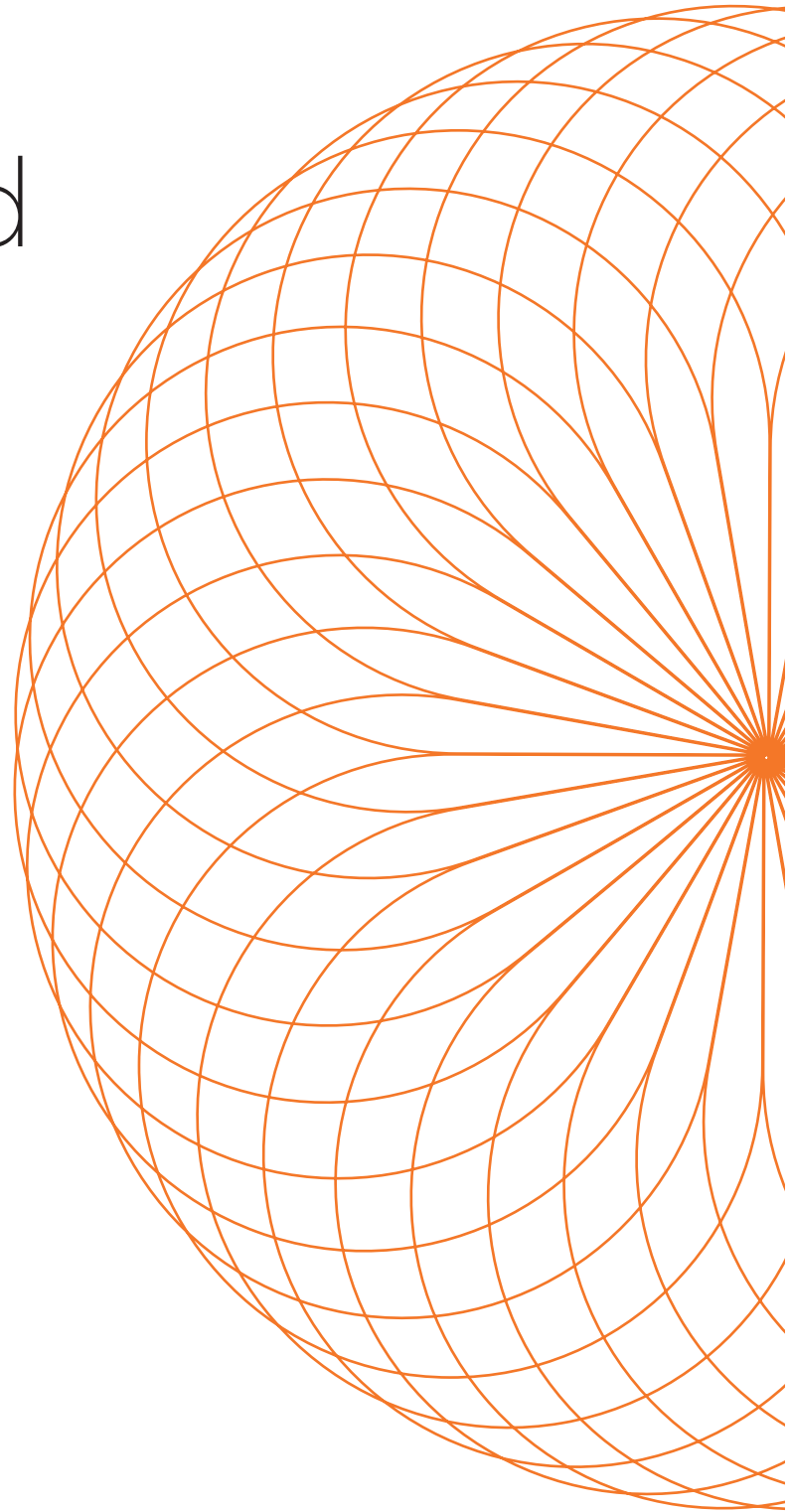




Let's work  
together and  
be the  
**Agents of  
Change**



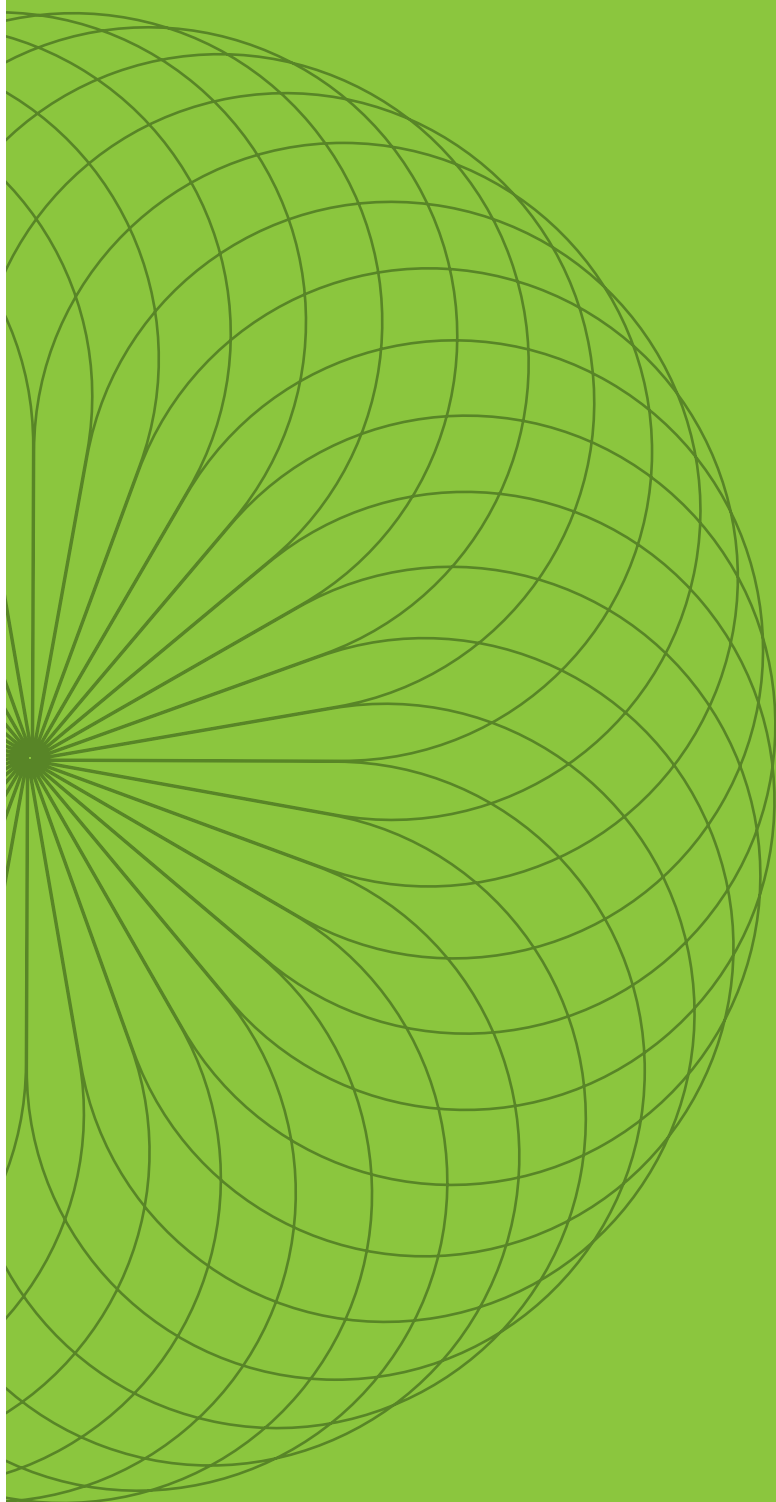


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## 2019-20 is 11<sup>th</sup> year of the Persistent Foundation

Today we work in partnership with 21 NGOs across five Indian locations (Pune, Nagpur, Bengaluru, Hyderabad and Goa) and in the past year have:

- \ Implemented 31 projects
- \ Reached out to 19,000 stakeholders
- \ Received contribution of INR 85.75 lakhs through 18 donation drives and volunteering for 10494 hours from employees of Persistent



## Our Trustees

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**Sonali Deshpande**  
Founder Trustee and  
Chairperson



**Dr. Anand Deshpande**  
Founder Trustee



**P. B. Kulkarni**  
Founder Trustee



**Pradeep Bhargava**  
Trustee



**Dilip Kale**  
Trustee



**Sameer Bendre**  
CPO, Persistent  
Trustee (ex officio)



**Sunil Sapre**  
Executive Director and  
CFO, Persistent  
Trustee (ex officio)



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



## Message from Chairperson

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As we complete another gratifying year of work at the Persistent Foundation, I feel humbled and awestruck at the impact we have been able to achieve. The Decade Impact Assessment study showed we were pursuing goals in the right direction but that we needed to create more high impact, flagship projects in order to spread and increase the outcomes and service in the community. With this in mind, we were able to

refine our operating model to improve the overall value and benefit of our big spend projects.

We have been funding cleft lip and palate surgeries for the past five years. This year we added value to this program by incorporating related services - dental treatment, speech therapy, nutrition and maxillofacial surgeries. This has created a tangible increase in the overall impact of this project.

The Kiran Girls Scholarship program is our pioneering project. Here too, we added new elements such as mentoring and annual residential camps in June and December.

We provide opportunities for these young women to participate in seminars and conferences in different cities across India, where they learn not just technical subjects but also experience personal growth.

The Watershed program has evolved in a similar manner. Instead of only the construction of wells, and desilting and widening of streams, we included a water audit, water management and community participation to make this program more comprehensive and holistic.

The ongoing projects in education - student sponsorship, hygiene education, life skills, teacher training, improving reading and writing standards, study centres and encouraging school sports activities - are showing good results.

In the community programs, the construction of wells, livestock and fodder development, biogas, tree planting and solar energy installations continue to do well, grow in scope and give us excellent results while creating close relationships with the rural communities.

Cataract surgeries, squint correction surgeries, providing Jaipur foot to the disabled, paediatric surgeries and funding dialysis sessions are ongoing health initiatives which provide a lot of satisfaction to us all.

The Trustees are our mentors and their guidance and vision is what drives us forward and motivates us to do our best. The employees of Persistent Systems continue to inspire us to do bigger things by their tremendous support through their donations and their enthusiastic participation in our volunteering activities. I would sincerely like to thank the Trustees and the Persistent employees for their invaluable contribution towards our growth and success. You are the wind beneath our wings!! You provide the motivation and the passion to work hard, with integrity, to do our best in our service to society.

My team is wonderful! They are a bunch of young, energetic and committed individuals who are dedicated in their efforts to make a difference. We would not be able to see the success of our projects without their continuous and tireless passion towards their goals.

The year has been one of growth and progress, but marred by the COVID-19 pandemic towards the end. The world has been hit hard and everyone is suffering the consequences. I am hopeful and optimistic that we will all recover and pick up the threads of our lives and our aspirations very soon.

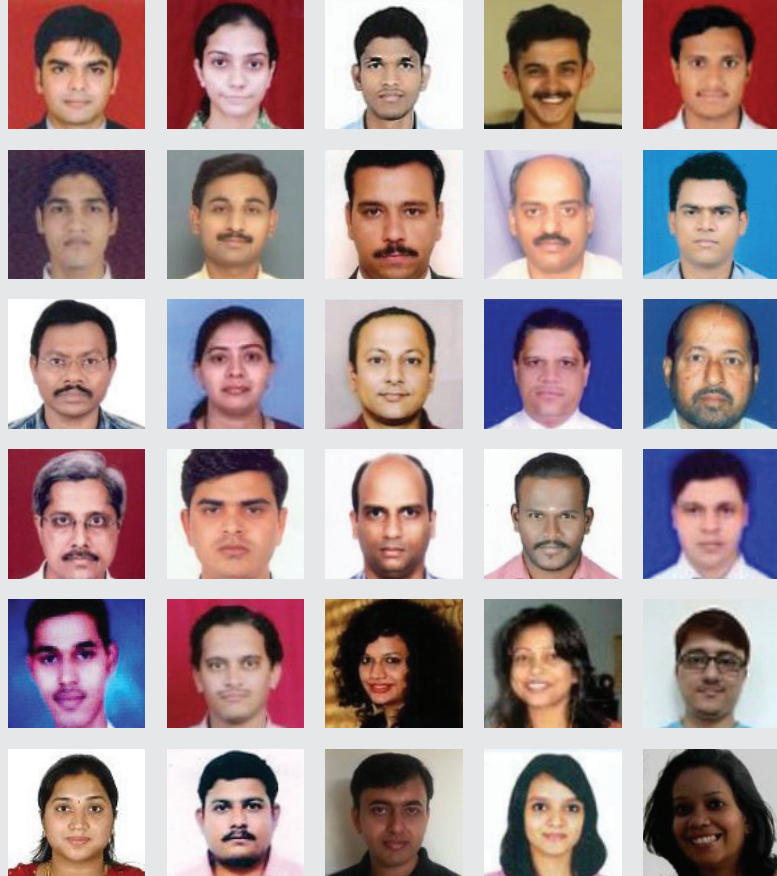
I thank all the shareholders for their continued faith, support and appreciation of our work. I look forward to continuing to grow our initiatives and keep doing meaningful work in the year ahead.

Thank you,

**Sonali Deshpande**  
Chairperson



# Foundation Team



## Pune

### Core Team

Anaya Netanrao  
Rushikesh Barsawade  
Vaibhav Nikam  
Yogita Apte

### Admin Team

Amar Thakur  
Amol Undre  
Anil Wadhwa  
Arvind Indalkar  
Bharat Lele  
Dattatray Prabhune  
Hanumant Dighe  
Jeetendra Dhadve  
Prakash Limaye

Prakash Niphadkar

Ravindra Dighekar

Rupesh Pansare

Sachin Shinde

Sanjay Choudhary

Tejas Bhasme

Tukaram Bhosale

Vidyadhar Purandare

### Corp. Secretarial Team

Amit Atre

Madhav Oak

### Finance Team

Nayana Bhandari

Rajiv Bapat

Saket Rajurkar

## HR Team

Chandrashekhar Sahasrabudhe  
Isha Kulkarni  
Mrudula Andhare  
Nitinchandra Shende

## Marketing Team

Achintya Jain  
Akshay Dhapare  
Nupur Joshi  
Pulkit Grover  
Pratyush Panangipalli  
Tanuj Joshi

## Nagpur

### Core Team

Akshita Vyas  
Neha Barde

## Sankalp Core Team

Aditi Baitule  
Dhaniram Kshirsagar  
Shubham Dharkar  
Shyam Dhanotiya  
Suhas Katulwar  
Supriya Chatterjee  
Suraj Manekar  
Yogesh Joshirao

### Admin Team

Atul Khandalkar  
Hemant Moharil  
Manish Joshi  
Vijay Dharmik  
Yogesh Karmarkar



#### IT Team

Ashwin Manwatkar  
Gulab Bedekar  
Jayant Burde  
Rajesh Hadke

#### HR Team

Shital Gawai  
Shivangi Gokhale  
Sanket Vaidya

#### Centre Head

Rohit Bhargav

### Hyderabad

#### Admin Team

Rachabattuni Swaraju

#### IT Team

Akash Magar

#### HR Team

Ishita Sen  
Rahul Agrawal

#### Centre Head

Vijesh Rangaswami

### Goa

#### Admin Team

Vincent Paul Gracias Flor  
Ramanand Sharma

#### HR Team

Asmita Dessai  
Nadia Isabel Fernandes

#### Centre Head

Girish Bharne

### Bengaluru

#### Core Team

Mahalakshmi K

#### Training Team

Mallika Mulky

#### Admin Team

Vinothkumar Gunasekaran  
Goutham G

#### IT Team

Ritesh Ojha  
Pooja Sing  
Venkatachalam G

#### HR Team

Ranjitha G  
Savitha Damodaran

#### Centre Head

Shylaja Narahari

#### BU Leaders

Mehulkumar Mehta  
Sudarsanan S

#### Program Manager

(Salesforce Practice)  
Asimkumar Mandal

# Flagship Programs

After an impact assessment study, the Foundation decided to focus on flagship programs—implemented at all locations and addressing needs that contribute to the national interest. The objective was for the programs offered to have a direct impact on the quality of life of an individual.

These are the projects the Persistent Foundation has committed to focus on for a minimum of five years.

**Education:** Scholarship and mentoring to female students pursuing engineering degrees in Information Technology and Computer Sciences.

**Health:** Comprehensive care for facial cleft and palate patients.

**Community Development:** Water — For drinking and Agriculture

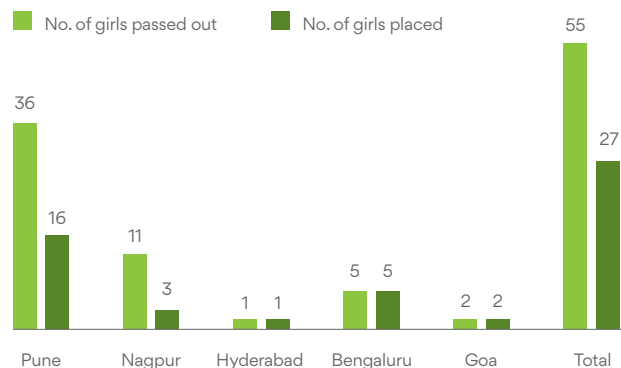
## Education—A Ray of Hope

### Kiran Girls Scholarship

This year we on boarded 41 new scholars. A total of 177 girls are now in the program. Fifty-five girls graduated this year and out of that 27 girls have so far been placed in organizations like Barclays, HSBC, Quantiphi, Cisco and Infosys. Three students are placed at Persistent Systems Limited. The highest salary package has been INR 13 lakhs per annum.

Despite scholarship support, some Kiran scholars do face challenges continuing their education. Through additional support under the program we were able to prevent two students from dropping out. One student had her food and hostel charges covered after her father lost his job and her family moved in search of work. A second student was unable to get her caste certificate issued in time and had to pay full fees. The Foundation supported her, enabling her to continue with her studies.

### Placement Details



### Mentoring Program

A small effort brings about a big change. Mantasha Ali, a final year computer science student from Priyadarshini Indra Gandhi College of Engineering, Nagpur, comes from the Ballai district in Uttar Pradesh. Her parents run a small cloth shop and she has two younger siblings.

She was not able to clear a number of job interviews. While she passed the aptitude test, she was unable to pass the personal interview. She was therefore mentored by a Persistent HR employee, who gave her a practice interview a day prior to her real interview. This time she passed the interview and received an offer letter from Wipro. This is a perfect example of how mentoring helps.

Mentoring is an integral part of the scholarship program. A residential program and one-on-one mentoring enable students to catch up with the changing demands of the IT industry. Each year a summer and winter residential program is conducted by Persistent Foundation.

The Summer school was held in June 2019 at Pune with 72 girls and at Bengaluru with 15 girls. Topics included: Learn to learn computing, data science, business analytics, machine learning applications, agile methodologies, the technology landscape, soft skills and MEAN stack training.





The Winter school was conducted in Feb 2020 at Bengaluru for 20 girls.



Winter school was very helpful. Along with basic python, business analytics and Excel training, we learnt important thing about working in teams. These sessions boosted our confidence and improved our thinking ability. Persistent employees also joined some sessions and shared their journey with us. It was my first ever visit to Bangalore, so we got to explore a few places in the city with fellow students. We all got to know each other, share stories and ended up making good friends and memories. I am so thankful to the Persistent Foundation for giving me the opportunity to be a part of the scholarship and mentoring program.

Ketki Mandavgade, 3<sup>rd</sup> Year Student  
Cummins College of Engineering, Nagpur.

**Other programs 114 Kiran students participated in:**

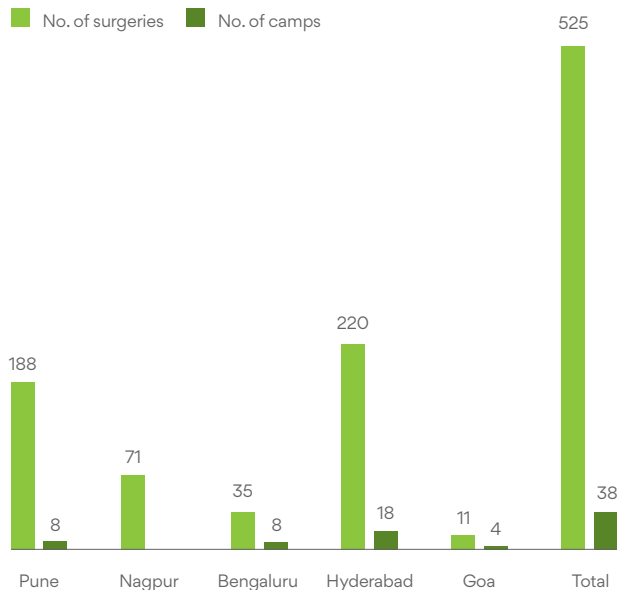
- \\ Computational thinking, soft skills
- \\ Lady Ada Programming competition
- \\ Grace Hopper Celebration India conference
- \\ Achieving CS for all through the beauty and joy of computing

## Health—Spreading Smiles, Spreading Awareness

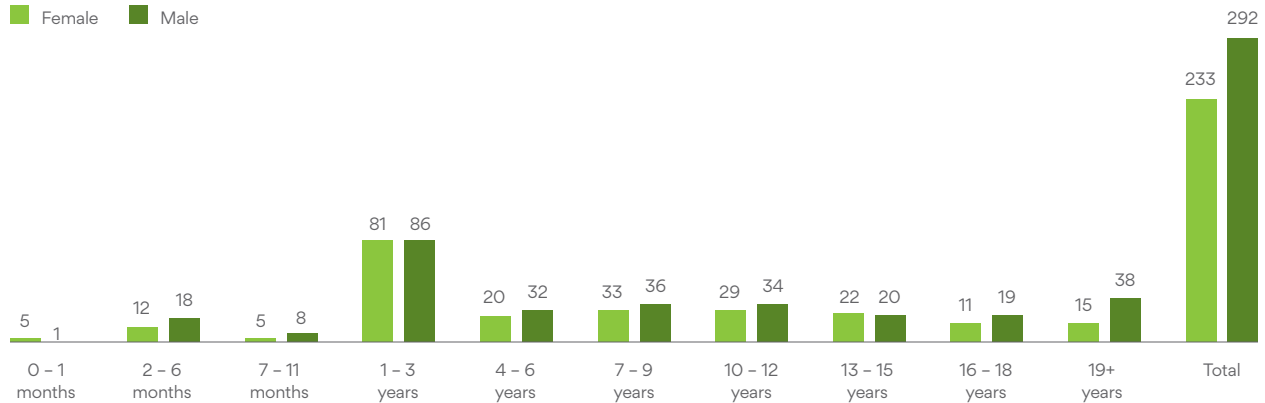
### Comprehensive care for patients with Facial Cleft and Palate

Comprehensive care for patients affected by cleft lip and palate is a flagship project under our health initiatives. Children up to 18 years of age are covered under the program. In the past year we completed 525 surgeries.

#### No. of Beneficiaries



## Age and Gender of Patients



We expanded the Facial Cleft and Palate program by incorporating nutrition, dental treatment, speech theory and maxillofacial treatment to improve the overall impact.

In the past year, four new centers were opened—in Nagpur, Aurangabad, Sangali and Bengaluru. We are working in the states of Maharashtra, Goa, Telangana and Karnataka with a total of thirteen centers. This includes three comprehensive care centers which in addition to surgery includes support for speech evaluation and management.

### The Nagpur Center



### Case study

Shravani from Mahud, a rural part of Pandharpur (Maharashtra), was born with a cleft lip (her parents and grandparents believed that it was due to the solar eclipse).

They heard about the free surgery being done at our center in Pandharpur from one of the hospital janitors. They came to the hospital in July and Shravani was operated on at the age of one.

Her parents and grandparents are delighted with the change and have already referred two more patients for treatment.



## Community Development—Water

### Integrated Watershed Development

We took a more holistic approach to this project past year, with a greater focus on overall community participation and bringing about change and sustainability through behavioral change.

The village of Varude falls in the rain shadow area. It has a population of 3200, 1641 hectares of land under cultivation, 737 livestock and little in the way of irrigation facilities.

#### The village was selected based on the conditions:

1. Average rain fall is very less
2. The surrounding hills of the village are completely barren and have the potential of being developed as a watershed site

3. The village gets water supply through tanker from January – June
4. The dairy business is the important source of income, but there are no medical or technical guidance services available

A joint BAIF and Persistent Foundation team initiated the project in August 2019.

#### A three-year integrated watershed development plan was prepared, offering multiple services:

- \ Soil and water conservation
- \ Drainage line treatment
- \ Recharge measures
- \ Water storage measures
- \ Agriculture development
- \ Tree plantation
- \ Livestock development.

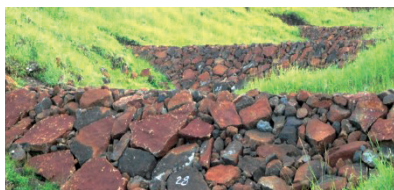
#### The targets are set for three years (2019-22) and the first year is completed as per the plan:

Type of Services	Target for three years	Target for 2019-20	Achievement in 2019-20
Soil and Water Conservation	1,400 hectares 1,400 hectares	400 hectares 400 hectares	400 hectares 0 hectore
Drainage Line Treatment Measures	300 loose boulder structure 5 gabion structures 6 RCC core wall	100 loose boulder structure 2 gabion structures	677 loose boulder structure 0 gabion structures
Recharge Measures	30 farm ponds, Nala deepening— 10,000 cu.m.	10 farm ponds, Nala deepening— 300 cu.m.	14 farm ponds, 0 cu.m. (CCT work is done on 400 Hectors)
Water Storage Measures	10,000 cu.m. desilting	2,000 cum	0 cum
Agriculture Development	700 Farmers	100 Farmers	15 Farmers
Livestock Development	3,074 Livestock	AI: 720 Sorted AI: 50	AI: 892 Sorted AI: 27
Capacity Building of Community	28 Events	8 Events	5 Events

#### CCT (Closed Contour Trench)



#### Loose Boulder Structure



#### Trustees visit the watershed site



**Drinking Water—Support for Open Well Construction**

Persistent Foundation has been working on drinking water projects in Velhe Taluka since 2011 and till date has constructed 29 open wells in Velhe and Mulshi Taluka. Both Velhe and Mulshi Taluka have significant tribal populations, poor accessibility and hilly terrain. Though it experiences heavy rain fall, water run-off is high due to the hilly terrain resulting in a scarcity of drinking water in the summer.



Persistent Foundation has supported eight open wells in the past year in partnership with Jnana Prabhodhini and Torana Rajgad Parisar Nyas. The villagers’ contribution has been an integral part of the project. They have participated in shramdaan and raised funds of INR 5.11 Lakhs.

The size of an open well is decided based on the estimated population increase. In addition to the human population, the livestock population is also an important element given the village’s high dependence upon it. A separate pond is therefore constructed outside every well for livestock. The construction of a separate place for animals is a special feature of the project.

While finalizing the location of an open well, distance from each locality is a major concern. To reduce the struggle of carrying water back to the village, typically carried out by the women, the Neerchakra was introduced. Neerchakra is a specially designed gyroscopic liquid transportation device which can carry 80 liters of water in one trip.



No. of open wells	No. of villages	Population covered	Livestock covered
8	8	2430	2440

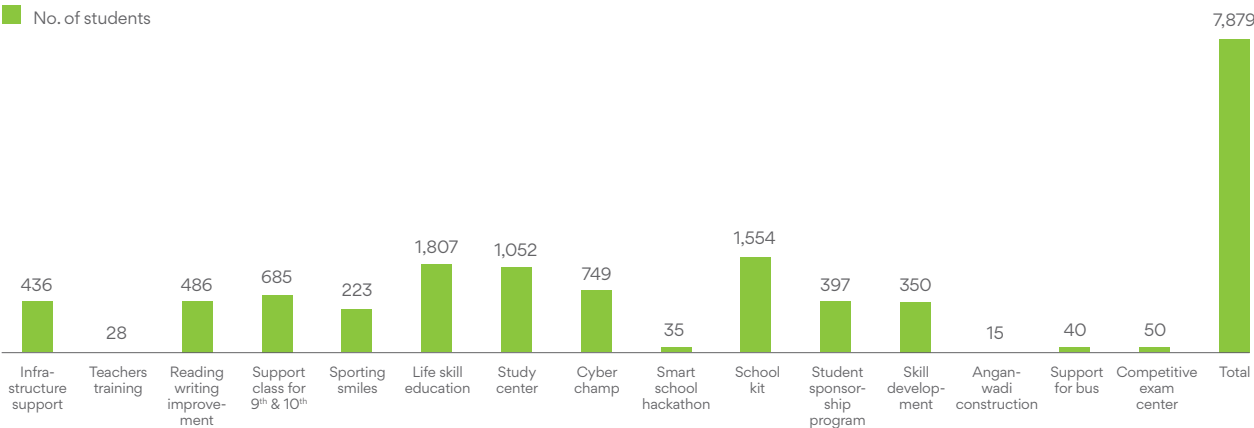
With this intervention we were able to extend the availability of drinking water in the summer for nearly three months while reducing the distance water was carried from four km to less than 1 km. Combined with the Neerchakra, the effort to bring water to the village has been drastically reduced.

# Education

## The Education of Mind and Body

Through 16 schools, 25 study centers, two specially abled schools and two residential schools, we have reached to 7879 students through 14 initiatives.

### Details of Drives and No. of Beneficiaries



## School Upliftment Infrastructure

We believe every child should enjoy a conducive environment for learning and with this goal in mind the Foundation has enabled two schools, one in Nagpur and one in Bengaluru.

The Abhyudaya Global Village school, Nagpur is a unique school established on an agricultural farm in a village called Bawangaon. This school's goal is to impart quality education to village children with an emphasis on developing agriculture-based entrepreneurship to become Agri-preneurs (agricultural entrepreneurs). In June 2019 a massive thunderstorm badly damaged the classrooms. We helped the school restore the classrooms by refurbishing the roof and bringing in electricity.



Sparsha Trust is an NGO working with street children and other vulnerable kids in Bengaluru, where many from under-privileged backgrounds come in search of jobs. Sparsha Trust has been organizing job-oriented skill development programs for young people. Persistent Foundation has supported this effort, creating a training center where 120 young people will be trained in various skills year on year. Sessions are offered on vocational skills, spoken English, computer operation and retail management. In the past year, 82 students were trained and 61 placed in jobs, with an average salary of INR 10,000 per month.



## WASH and Life Skills Education Program

We have been running the WASH and Life Skills education program for the last four years and this year decided to involve teachers, non-teaching staff and parents in the program as well. This program is implemented in 10 schools - five in Pune, three in Nagpur and two in Goa - reaching out to 1807 students. The objective of this program is to sensitize students to personal and community hygiene as well as counselling students who are dealing with adolescent issues.



### WASH (Water, Sanitation and Hygiene)

This promotes better hand washing and hygiene practices among students. A WASH club led by students has been established and runs successfully in all schools at Pune. Students are practicing simple habits like handwashing and maintaining personal hygiene taught through games and role plays.

Through this initiative Nutan Balvikas school students collected Rs 2 from each student to purchase hand washing liquid and soap to practice regular hand washing. In Agarkar High school for girls and Aranyeshwar school, the sessions on menstrual hygiene and the disposal of sanitary waste resulted in the girls taking the lead to restart and monitor the sanitary napkin disposal machine. Students have also maintained a class wide health register to measure personal hygiene among students.

### Tarang Program (Life skills education program)

This is a 10-day session for the students of 8<sup>th</sup> std focused on topics like peer pressure, menstrual

hygiene, sex education and addiction. Due to these sessions, students have started communicating more, asking more questions and seeking help. Students have started sharing openly their challenges like peer pressure, bullying and academic stress with teachers and teachers have seen the positive effects of the Tarang sessions on adolescents. At the Nagpur and Goa locations, an organization called ThatMate is implementing the project. A week-long program is educating students of 7<sup>th</sup> to 9<sup>th</sup> std on sexual and mental health.

### Highlights of the program

1. A teachers' workshop was organized to impart Swachh Bharat Swachh Vidyalaya guidelines, its implications for the schools, and the role of teachers and staff in creating sustainable WASH facilities in schools.
2. Celebration of World Toilet Day - CYDA organized street plays and "Talk on Toilet" giving adolescents a platform to speak about the importance of toilets in maintaining cleanliness and hygiene. Close to 1200 adolescents participated in the celebration.
3. Formation of OMC (Operation and Maintenance Committee) in schools - The maintenance and operation of WASH facilities and infrastructure. Teachers, students, principals and school sanitation workers are the part of this committee.



Engagement of parents - Parent meetings and sessions on WASH have led to better sanitation practices and health outcomes in the communities. Parents were able to understand the importance

of handwashing and are also teaching the younger children to wash their hands. These sessions were conducted at Padmavati, Aranyeshwar, Samrat Ashok Nagar, Gosavi Vasti and other communities. Parents shared in the meeting that before, children would complain of stomach aches. This has now been reduced. Similarly, though most parents did know about the separation of dry and wet waste, they never practiced it. The community sessions helped them understand the importance of this and increased the practice.

## Case study

Rohan, a 15-year-old studying in 9<sup>th</sup> std in Aranyeshwar school, had leadership qualities but could be stubborn about what he believed. CYDA had planned to celebrate World Toilet Day, but Rohan was not convinced and refused to be part of any celebration. A film show was organized followed by a discussion. In the discussion Rohan shared that talking about toilets is a taboo and his neighborhood friends and his family would not approve. But through the discussion he realized its close relation to health and well-being. Rohan participated in the role play and has become a leader of the WASH club.

## Improving Reading and Writing Skills

Now in its fourth year, teachers were trained with lesson plans, material and a teacher's handbook. In the second semester, teachers carried out

classroom sessions and Manthan coordinators monitored these sessions. Last year five schools were covered in this project.

The table shows a considerable improvement.

Year	2019-20	2018-19	2017-18
Level 1	62	131	176
Level 5	268	416	354

In Level 5, students can read and write better. There is a drop in Level 1. There are some students in this level who are slow learners who require special attention by the teachers. The project is implemented in three schools and reaches 486 students.

In the students' workshop, Manthan volunteers designed a program on Marathi poems. The program contained a story telling pattern which involved the reading of various Marathi poems in between the narration of the story. As a result, the students were able to understand and appreciate the crux of many poems.

## Feedback from a teacher after conducting a session

प्रतिस्पर्ध पत्र

शाळेचे नाव: दुरा वि. मुली, पांडवनागर दिनांक: 22/8/19 वेळ: 11:30 ते 12:30  
 मंडळाचे नाव: इयत्ता

आजच्या तासाला शिकवलेल्या आशयाबद्दल आपला अभिप्राय -

ट, ड, उ, द पाठून  
 तयार होणारे शब्द मुलींकडून काढून घेतले. काना, भोका  
 धापासून तयार केलेले गाणे अनिशय सुंदर पणे  
 घेतले. आप शिडीचा खेळ घेऊन त्यांचा शब्दसंग्रह  
 वाढवला. दळ्याचे वेडी दोकी गटातील विद्यार्थीनींना तासाला  
 सरभागी करून घेतले.  
 विद्यार्थ्यांची निरिक्षणे विद्यार्थीनींनी ~~अच्छ~~ अगदी भन्नापासून  
 गाणे म्हटले व खेळात सरभागी आल्या

तासालील घांगल्या सहभागासाठी दखल घ्यावी असे विद्यार्थी -

नाव	कसालाठी दखल ?
तनिष्ठा पवार	न कोलणारी विद्यार्थीनी बोलत होती

## Story narration workshop



## Teacher Training

The Foundation has been implementing teacher training programs for the past two years in three schools along with Grammangal. This training focuses on the 'Rachnavad Shikshan'-method - a constructive way of teaching for pre-primary and primary teachers. Twenty-eight teachers from four schools and two study centers were part of this program.

The method changes the way teachers teach. Students enjoy learning as they get hands on training and the freedom to try new things while teachers make their own creative teaching materials. An exhibition was held in each school where teachers, parents and students made creative learning aids materials on topics such as language, mathematics and science.



## Support for Community Study Centers

The Foundation also supports after-school programs, ranging from academic studies to physical exercise and character development. Many students are unable to study at home and could not afford to join tuition classes. Twenty-five centers are supported, helping 1052 students in Pune, Nagpur and Hyderabad.

Extracurricular activities include celebrating festivals and competitions, events like Diwali Mahotsav, Sports Day, health check-up camps, summer camps, field visits and educational trips. These events are designed to boost confidence and provide constructive activities. Persistent employees also volunteer at these events, giving students the opportunity to interact with

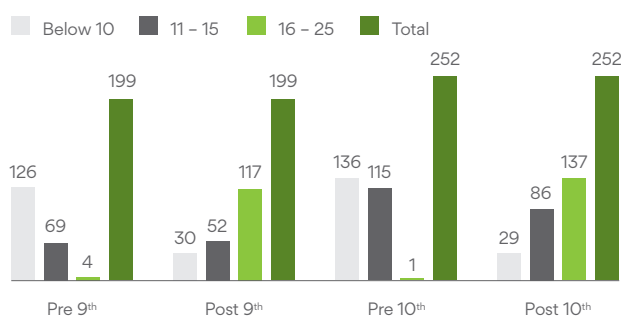
professionals who can also be seen as role models for them.

## Support Classes

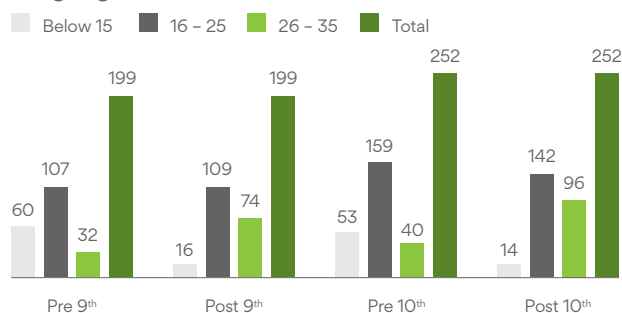
This is the first year of this project implemented by Suprabhat Mahila Mandal. The objective is to boost the academic performance of students of 9<sup>th</sup> and 10<sup>th</sup> standard in key subjects such as mathematics, science and language skills. A pilot project was implemented in three schools where Suprabhat teachers conducted a one-hour daily class.

### Pre- and Post-Assessment Data

#### Maths assessment of 9<sup>th</sup> & 10<sup>th</sup> std.



#### Language assessment of 9<sup>th</sup> & 10<sup>th</sup> std.



## Sporting Smiles

While implementing various educational projects we recognized the need for enhanced sports activities to channel students' energy as well as enabling them to build healthy relations, a positive attitude and teamwork. Starting with a pilot program, a dedicated sports teacher, supported by Foundation took an hour a day focused on Indian sports like Kabaddi and Kho-Kho. Students' attention as well as attendance increased, with some participating in inter-school sports competitions.





### Special Education Projects for Hearing-Impaired Students

Persistent Foundation supports a hearing-impaired center at Hyderabad, working with NGO Ashray Akruti. The objective is to provide comprehensive educational and rehabilitation programs for children of standard 7<sup>th</sup> and 8<sup>th</sup> at the Chandrayangutta Centre. This program helps the children to progress in reading, writing and understanding concepts and helps them to communicate with improved speech and vocabulary.

#### A Success Story—A child unable to speak a word is now playing cricket and speaking simple sentences

Mohammed Imtiyaz from Hyderabad studies in the 8<sup>th</sup> standard. He comes from a low-income family. With the help of friends they got him enrolled in the school in 2012. Before joining the school, he could not speak at all. Today he is an active boy who loves to play cricket and paint. He can now also speak in small sentences.

### Cyber Champ

Cyber Champ is an IT-based inter-school competition for students of standard 2<sup>nd</sup> to 9<sup>th</sup> held in Pune, Nagpur and Goa. Students are asked to build projects based on problem statements on specific themes. This year 749 students from 78 schools participated in the competition and 149 Persistent employees helped implement the program. In Nagpur, students from associated schools, NGOs and children of the support staff at Persistent participated. Along with Cyber Champ, 'Kids Day Out' was also planned for 160 children in

Nagpur. The event had various fun-filled activities like games, clay modelling, extempore speeches, a magic show and yoga demonstration.

### Smart School Hackathon (SSH)

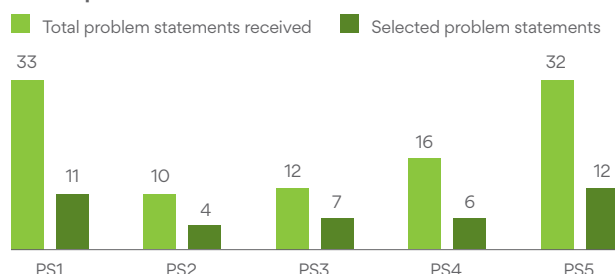
Smart School Hackathon, conducted in association with i4c, is the first of its kind competition aimed at tapping into the creativity of school students studying in Class 7, 8 and 9. It was designed with a vision to prepare high school students for engineering and allied technical careers, enabling them to explore and develop their competencies for success in the future. Smart School Hackathon, Pune was a pilot edition, reaching out to 30-35 schools (Pune, PCMC area and two schools from Nashik) that have Atal Tinkering Labs, Robotic Labs or similar facilities. Around 3,500 students participated and 40 teams with 160 students from 23 schools competed in the grand finale.

The SSH format is an eight hour, non-stop, product development competition. The five critical concerns addressed topics like water conservation, waste management, cleanliness, noise pollution control and wonder out of waste. The ideas shared by the students were impressive as well as demonstrating their technological awareness.

The most popular challenge students picked was "How to manage a noisy classroom". Thirty-three teams submitted their ideas in response to this problem. Problem statement 2 (PS2) - An alert to remind students of missing books in their school bags - was the least popular with only ten ideas submitted. Problem statement 5 (PS5) - Creating wonders out of waste - had the most entries (32) selected for the grand finale.

The grand finale was conducted at Persistent Systems in Pune and founder and managing director Dr. Anand Deshpande inaugurated the event. Dr. Unnat Pandit, Program Director at Atal Innovation Mission, NITI Aayog, Govt. of India, was the guest of the valedictory ceremony. Prizes worth INR 1 lakh were won by the student teams.

## Participation Statistics



Competitions play an important role in motivating students to perform and excel. Competitions like Smart School Hackathon offer a chance for participants to gain substantial experience, showcase skills, analyze and evaluate outcomes. We are grateful for such wonderful exposure given to our students and the excellent support and service given by the entire team.

**Ms. Zohra Shaikh**

Educator A.U.S., Chandsi.

## Student Sponsorship Program

In this program, Persistent employees sponsor a student's education whose parents would otherwise be unable to do due to financial hardship. Each year over 350 students from 7<sup>th</sup> to 10<sup>th</sup> standards are supported. The program is supported entirely by Persistent employees. The program also supports additional teachers who can teach extra curriculum subjects, such as computing and calligraphy, as well as sponsoring the children of housekeeping and security staff.

Persistent employees have supported 1554 students with school kit donations, filled with 14 items.



## Skill Development



The more we give importance to skill development, the more competent will be our youth.

**Shri Narendra Modi**

Hon. Prime Minister of India.

In the past year we supported 375 students through the Skill Development program. Participants are 52% male, 48% female, aged 18 to 35 years, having passed their 12<sup>th</sup> standard. We partner with the Swa-Roopwardhinee and Sambhav Foundation.

Out of 375 students, 299 have completed the training and received certification. With COVID-19, placing these students has been a challenge but after lockdown is over, we will be placing all candidates. The nursing students were in demand from the hospitals where they were placed for training.

Location	Name of the course	No. of students covered	Duration (including certification)
Goa	Asst. Electrician and General Duty Assistant	50	Four Months
Nagpur	Asst. Electrician and General Duty Assistant	100	Four Months
Hyderabad	Customer Care Executive	100	Four Months
Bangalore	Customer Care Executive	100	Four Months
Pune	Patient Assistant Course	25	Ten Months



## Case study

Smita (name changed) is 31 years old. Her husband died in an accident so now she lives with her parents.

She has two daughters, age five and six. She felt helpless with no job or skill to earn money. She learnt about the nursing course through her friend.

Completing the course and finding a job in the hospital has brought about a drastic change in her personality. She has become more confident and is now sure that she will be able to take care of her family.



This year there were 350 applications. 100 students were selected and the Foundation is supporting 50 of those students.

The exam paper is set by ten experts over ten subjects. The personal interview is conducted by a three-member panel - an ex-student officer, a Trustee of Swa-Roopwardhinee and an expert from the field.

Swa-Roopwardhinee provide support of library which has more than 2000 books and Abhyasika. This year 200 lectures were arranged where experts from different fields addressed students. Students attended a program organized by the Foundation where students got the opportunity to interact with practitioners who are active in the social sector.

A drumming session was organized for students which aimed at giving them input on stress management. All students took the competitive exam in April 2020.

## Support for Competitive Exam Centre



Persistent Foundation is implementing this project in partnership with Swa-Roopwardhinee.

The program aims to provide opportunities to talented students from disadvantaged backgrounds to become leaders in society. Fifty students are selected from across Maharashtra to appear for competitive exams such as MPSC and UPSC.



# Health

## Cataract Operations

Persistent Foundation collaborates with four hospitals to provide cataract operations for seniors from low income group in Pune, Nagpur, Hyderabad and Bengaluru. A total of 1200 operations were supported by the Foundation at these locations.



The Foundation also supported six community eye screening kits at the Hyderabad location which helps identify suitable patients. Each kit, which lasts for three years, contains a vision drum - 3 mts. (Elec-Illumination), trail set, trail Frame, a streak retina scope, a torch light, Occluder, a near vision book, measuring tape and bag.

One kit can screen 50 people per day and the machine will be used for 10 days in a month. In a period of three years 108,000 individuals will be covered with the help of six machines.

## Squint Correction Surgery

Persistent Foundation is supporting squint correction surgery in Goa through an organization named Saksham. This is the third year of the program. Thirty-one cases were supported - the youngest patient was 11 months old, and the oldest was 22 years old.



## Bal Shalyakriya

Bal Shalyakriya Mission is a camp organized annually in Nagpur to treat complicated surgical conditions requiring a high degree of surgical expertise in children up to the age of 16.

This includes urological, orthopedic, ophthalmology and many more. It's a lifeline for children who need such surgeries to live a normal life.

Persistent Foundation has collaborated with Gowda Saraswat Sabha (GSB) supporting these surgeries for six years. Five NGOs come together with over 50 specialized medical professionals from across the globe to conduct the camp.

The Persistent Foundation contributes funding to subsidize the high-cost surgeries. In the past year we supported 25 successful surgeries.

## Pediatric Surgeries

Pediatric surgeries have a huge impact on a patient's life but are expensive and unaffordable to many. Persistent Foundation teamed with Nagai Narayanji Memorial Foundation (NNMF) which organizes a camp for corrective surgery, therapy and orthotic support for children in central India. Persistent Foundation has funded 28 such surgeries. With support from Persistent Foundation patients aged 3 months to 18 years have been treated successfully.



### Case study

Bhushan is a 10 year old boy from a small village in Ramtek and was born with joined fingers, called Syndactyly. They make it hard to perform certain activities as well as difficulty in writing and eating. It also brings social stigma and a feeling of inferiority. Bhushan's father, a poor farmer, responsible for two children and parents, was in no position to consider treatment for his son.

After surgery, physiotherapy helped him achieve function in his fingers. He is now performing all skillful activities and is full of confidence.



### Case study

The above girl is one of the bravest, most courageous patients in this year's camp.

Aged 12, she suffered from the spinal deformity congenital scoliosis. Asha's surgery was a success. Today she is able to stand straight and walk normally.

During post operation recovery she showed her determination to get better with each passing day.

### Supporting Dialysis Sessions

Dialysis is one of the most critical solutions to help patients with kidney failure live longer. But it can be an overwhelming decision to make, involving a recurring cost and impacting a family long-term. Covering its recurring cost is one of the biggest challenges faced by patients.

The Foundation teamed with Seth Tarachand Ramanath Charitable Ayurvedic Hospital Trust in Pune and Ashwini Kidney Dialysis Center in Nagpur to support 35 patients with 3225 dialysis sessions. Persistent employees also supported this project. One dialysis machine and three dialysis chairs were donated in Pune and Nagpur respectively.





### Case study

Mahendra is a 28-year-old on regular hemodialysis for the past five years. Although he is a computer engineer, he cannot sustain a job due to the dialysis. He has an elder sister and mother.

His sister is the only one earning money and refuses to marry so she can take care of her family. Their mother was also recently diagnosed with chronic kidney disease (CKD). His sister has refused to regularly follow-up with her mother's treatment, as she knows the outcome and finds it difficult to look after another CKD patient with limited resources. Mahendra has been given dialysis for nearly three years through a subsidized scheme with Persistent Foundation's support.

This support has helped him to continue with the sessions, when it is difficult for him to fulfil even day-to-day activities.

### Mobile Medicare Unit

This is the tenth year of this project, working with Help Age India in Goa. A mobile Medicare van visits 17 villages in the north and south Goa districts. The mobile van brings a doctor, a social worker and the driver. The van makes weekly visits, providing medical and health care services and medicines to the people in this villages. This year we reached out to 2,621 people.



This service is a ray of hope to live a healthy and productive life taking utmost care of us with regular checkups, consultation and free medicines for common ailments. This would otherwise be very difficult for us as our mobility is limited and the cost of health care is out of our reach, with no earnings at this old age.

**Hari Kamat, 62**

Beneficiary of the service at Viridi village

# Community Development

**“Alone, we can do so little, together, we can do so much”**

Under our Community Development initiative Persistent Foundation focuses on the needs of communities in rural areas, especially related to drinking water and environmental conservation.

Key to these programs is the engagement of relevant stakeholders in the planning and implementation. The community contributes financially as well as through shramdan.

## Livestock Development

This is the third year of the livestock program, covering four villages and providing eight services.

The dairy business is the main occupation of these areas, along with agriculture, as the area falls in the rain shadow area.

The program is designed to help improve the health of livestock, make insemination available at reasonable rates and increase milk production.

It also helps to prepare young people for livelihood opportunities through farm, off-farm and non-farm-based sources.

**Programs under the Community Development initiative include:**

Livelihood	The Environment
Support for artificial insemination centres	Tree planting
Improved agricultural techniques	Solar power



Services	Target for FY 19-20	Achievement
Artificial insemination	1,320 doses	1,664 doses
Artificial insemination (sorted semen)	160 doses	78 doses
Mineral mixture	100 kg	100kg
Infertility camp	3	4
Fodder development	125 families	267 families
Biogas unit	9 units	9 units
Youth training	15 nos	16 nos
Exposure visit	5 nos	5 nos

**Artificial Insemination (AI):** This year 1664 were completed compared to 1320 in the previous year. 684 gave birth to a total of 351 females and 333 bulls. The conception rate of 52% is well above the standard norm. We provide this at a subsidized rate of Rs 120, compared to a market rate of Rs 200.

**Artificial Insemination (Sorted Semen):** Sorted semen insemination assures 90% of female calf births as compared to 50% born through conventional semen. The service is also provided to farmers at a subsidized rate. Out of a total of 78 doses given this year, 21 have given birth to female calves and no males. The conception rate was 100% with 57 results remaining.

**Mineral Mixture:** A total of 38 dairy farmers benefitted from this project this year. Farmers were provided with one to four kg of mineral mixture consisting of high protein and minerals. These are used by farmers to mix in livestock food to help improve their health and help increase milk production by one to four liters per cow. The quality of milk also improves which helps them generate more income.

**Infertility Health Camp:** Infertility is a major issue in the animals and requires special attention for the good health of the livestock. Four camps were organized this year to address the issue, with experts diagnosing and treating 327 animals.

**Fodder Development:** 267 farmers benefitted from this activity. Maize, bajra and BH10 seeds were distributed – a total of 1250 kg seeds. Farmers were able to produce 820,000 kg of silage from the cultivated seeds which has helped them have green fodder in the summer.

**Exposure Visits:** Five exposure visits were arranged for 80 farmers. Training and information on fodder development, biogas prom unit (unit which makes biogas residue to compost), kisan melava, dairy technology and other practices were introduced. A special visit was also arranged for women this year. Twelve women went to Shirur to see the poultry unit, vegetable nursery and earth worm unit to enrich their knowledge.

**Biogas Unit Demonstration:** Under the biogas unit initiative, nine families have installed biogas this year, ensuring the availability of an eco-friendly, clean source of energy. These families consume only one to two LPG cylinders instead of six to seven and residue of the unit is used as compost in farms.

In total, these seven services have helped save Rs. 21.15 lakhs and generated Rs 1.20 lakh income this year, which the farmers will generate year on year.

### Value Add in the Program



Farmers have established FPOs (farmer's producing company) of Futanwadi where farmers have raised Rs 2 lakhs and the Foundation supported with another Rs. 2 lakhs to buy a silage-making machine. The FPO produces silage for their own use as well as for sale at subsidized rates.

Solar insecticide has been introduced to the farmers and supplied at a subsidized rate. This helps reduce the use of pesticides and move towards residue-free farming.



## Tree Plantation—Plantathon

Let us be the reason for greenery of the earth.



We planted 9244 trees across different locations in India. 190 employees donated towards tree plantation and 3460 employees volunteered for planting. We partnered with the Forest department and NGOs working on environmental issues. The trees are four to five feet in height at the time of planting and we ensure the survival of these trees for a minimum period of three years. Volunteers participate in maintenance activities.

## Solar Energy Projects

The environment is one of our key areas of involvement and being in the IT industry, we understand the need for power and electricity.

In response to contributing towards the global sustainability goal of affordable and clean energy Persistent Foundation installed three solar power projects from 2016 to 2018. The Foundation has also committed to maintaining these sites for five years.

This year we have installed two solar power projects at Nagpur and Pune with a total capacity of 11 kwp. Both projects are relatively small compared to earlier ones but meet 100% of the electricity requirements of that NGO. They save 100% of their electricity bill, which is a recurring saving in the future. The total capacity of all five projects is 463 kwp, generating approximately 675,000 units of electricity per year, saving approximately INR 54 lakh annually.

## Output of Solar Power Projects

Project Location	Installation Year	Electricity generated by March 2020	Amount Saved	Carbon Emission
Pune railway station	2016	8,41,695 units	67.0 lakhs	707 ton
Nampally railway station	2017	8,98,544 units	7188352	754 ton
Tarachand Hospital	2018	1,77,496 units	1419968	150 ton
Swa-Roopwardhinee (Pune)	2019	Net metering in process		
Matrushakti (Nagpur)	2019	12,000 units	40,000	10 ton

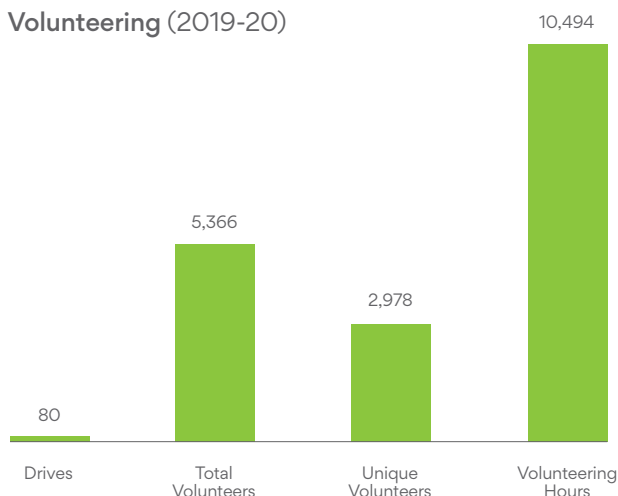


# Employee Engagement—Leading the change!

Persistent Foundation has now completed 11 years of continued support to the community in its three areas of focus - Education, Health and Community Development. These three areas are our pillars to give back to society. Strengthening these programs are our passionate and dedicated employees, who actively support our endeavors through volunteering and donations.

In FY 2019-2020, Persistent Foundation organized 80 activities across five locations in India that saw a total participation of 5366 employees of which 2978 are unique volunteers. Volunteer camaraderie is increasing year on year and is bringing a sense of responsibility to each individual.

Volunteering (2019-20)



The volunteer activities organized throughout the year provide new experiences to our employees. The activities can be as simple as spending Diwali at an old age home, cooking for the elderly and being there as their family or assessing children in our study centers. The activities can also be as difficult as planting rice in an acre of land to saving farmers money, organizing a cyber competition with over 200 children for the entire day or being a mentor to a Kiran scholar throughout her four years of college. Our volunteers have been the agents of change in many ways!

## Volunteer speaks



As a volunteer, we have been organizing the Cyber Champ competition for almost a decade. Every year, we interact with 1500 students participating from 40 schools. It's always exciting to see young, ignited minds coming up with innovative ideas.

**Prasad Patil**

Lead Quality Engineer & Lead of Cyber Champ Competition



I have been mentoring two Kiran girls for the last two years. It has been a lovely journey so far. We have a mentoring call every month where the girls share their problems and difficulties related to academics. Since they were in the final year of engineering, they had a lot of questions about the campus interview process and final year project. I was able to share my experience about the interview process and projects. I am really happy mentoring the Kiran girls.

**Arpitha K**

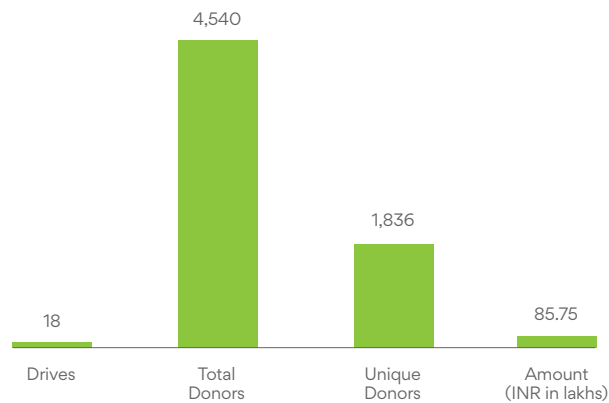
Lead Project Engineer  
Mentor for Kiran Scholar, Bangalore.



Our employees strengthen our CSR initiatives not only through their time, skills and efforts but also through monetary and in kind donations. The trust and belief that our employees have in the Foundation has helped us extend our support to more projects and thus more beneficiaries. Many former employees still contribute to the Foundation even though they are miles away.

Our employees have truly helped us increase the scope of our projects and have always helped the team in accomplishing our goal. In the last year we received Rs. 85 lakhs from 18 donation drives.

#### Donation (2019-20)



In-kind donation drives during the Joy of Giving week receive a huge response from employees at all our location. This includes donations of clothes, books, newspapers, stationery, toys and back to school backpacks. The volunteers also participate in distributing these items to partner NGOs, along with some fun games planned for kids at the shelter.



Since 2016 Persistent Foundation has been supporting us with financial and volunteer support to help the Sparsha Trust provide child protection,

childcare, child development and youth skills development across urban and rural Bangalore. The support of Persistent and its employees over the years has improved the lives of children from families living in great hardship and has ensured the children's access to education and holistic developmental opportunities. We thank the Persistent Foundation and look forward for their continued support and co-operation

#### Sparsha Trust, Bengaluru

Employee response to fundraising drives has also been generous. During unprecedented times of natural disasters, employee contributions have always filled us with pride. The Maharashtra flood affected many lives in 2019. Persistent Foundation, with the support of employees, was able to contribute to the rehabilitation work on a large scale. Similarly we also responded to the Kerala flood by refurbishing a school. The Foundation team and leadership from Persistent attended the inauguration and expressed their gratitude



It was a pleasure to attend the function and trust me I was personally touched to see the project being completed with great dedication, the enthusiasm of the school committee, the culture imbibed by them and the students being schooled. I am short of words to express the feeling of satisfaction exercised during the visit. I would like to congratulate the team for a well-executed project.

#### Mr. Shripad Agawekar

Chief Product Architect  
Persistent, Pune.

As a responsible organization, it is central to our values to give back to the community and the environment in which we operate.

Working together for business and with social responsibility has built a happy Persistent. This stands true to the quote by H. Jackson Brown Jr,

**“Remember that the happiest people are not those getting more, but those giving more.”**

We are grateful to all our agents of change for joining hands with us and making this world a better place to live in!

## The Year in Pictures

Tree Plantation



Rice Plantation



Cyber Champ Certificate Distribution



Christmas with UPAY kids



Visit to the Slums



Paper Pen Packing





Mahashramadan



Seed Bombing



Bag Making Activities



Cloth Bag Painting



Miscellaneous



NGO Mela



Sweaters and Books Distribution





**PERSISTENT**  
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