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Champion
Level -
GuideStar India
Platinum
Certification**

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pg 20*

With the generous support of a corporate donor, FFE commissioned an independent impact study to evaluate the effectiveness and outcomes of our work over the past 28 years.



FOUNDATION FOR EXCELLENCE
Nurturing Brilliance ★ Transforming Generations

INSPIRE young minds to pursue STEM and celebrate excellence along their journey NURTURE college STEM students through financial support and soft-skills training MENTOR students to prepare them for STEM careers by leveraging JTF's network

**Mr. Balaji Shyamkumar
CEO- JOY THOMAS
FOUNDATION**

read more pg 19

**JOY
THOMAS
FOUNDATION**



FFE-IDP scholars feature at the Global Leadership Conference, Chennai pg 5

Dear Friends,

We began FY 2023–24 with the gratifying knowledge that so many different entities, institutions and people worked together to impact 13,500+ students in the year that went by. This is even more special as this year marks the 20th anniversary of the establishment of the Foundation for Excellence India Trust, which was registered in Bengaluru in 2003 (the Foundation for Excellence, USA was established earlier in 1994). In its 29-year journey, FFE has stayed focused on its mission to bring about transformational change in a single generation by awarding merit-cum-means scholarships to gifted students with financial constraints. Our journey, growth and impact so far are well captured in the detailed report that was released this quarter.

FFE's founders Dr. Prabhu and Mrs. Poonam Goel's vision to create lasting impact is especially pertinent today as education and learning urgently need to be reimaged in the rapidly changing world of Generative AI. This disruption necessitates FFE's continuous evaluation of the skills training being provided to students today, and we continue to offer new and relevant technical training programs that can significantly augment the career aspirations of our scholars. In the coming months, we plan to provide more learning opportunities through courses, webinars and leadership and entrepreneurship programs. We also encourage corporate donors to increase their engagement with students, which is always a mutually beneficial experience.

FFE's robust and carefully curated mentorship program continues to be a huge draw – both for mentees and mentors. The conclusion of the FY 2022–23 cycle clearly brought out how young individuals greatly benefit from the guidance and support of mentors who have their best interests and success in mind. FFE alumni are also doing us proud as they actively “pay it forward” in many ways, from making financial contributions to mentoring and volunteering.

To our graduating class of 2023, our heartfelt **congratulations** and best wishes go with you as you launch into careers that will afford satisfaction and upward mobility, while influencing your own ecosystem as you become role models to emulate.

As you go through the highlights that marked the preceding quarter, I urge you to help us connect with partner NGOs that can become a part of our outreach program. This will help us ensure that more deserving students, particularly girls from all parts of the country, can benefit from the holistic support offered by FFE.

I thank each one of you for the role you play in making our programs successful and look forward to your continued support in the year ahead.



**Message from
Dr. Sudha Kidao,
Managing Trustee,
Foundation for
Excellence
IndiaTrust (FFEIT)**

Message from
Ram Kolavennu,
COO, FFEIT



Dear Friends,

The second quarter of this year has been dedicated to reflection, planning and celebrating our successes, while setting ambitious goals for the future.

Looking back at the past year during our team meeting in April, we felt immense pride at the milestones we have achieved together. The unwavering dedication and tireless efforts of our team have transformed the lives of many scholars. It gives us great satisfaction to witness their growth, perseverance and success.

Our focus has always been to provide a well-rounded education that goes beyond the classroom. In today's fast-paced world, where new technologies are constantly emerging and the employment landscape is dynamically evolving, bridging the gap between industry and academia has become even more critical. To address this, we have introduced additional training programs to empower our scholars with the necessary skills and knowledge required to adapt and thrive in their respective fields.

On the engineering side, we organized programs such as the Amazon Future Engineer Bootcamp and IBM SkillsBuild , which focused on cutting-edge technologies, to enable our scholars to stay updated with the latest advancements and equip them with the relevant skills demanded by the changing job market. In the medical sphere, we conducted webinars on niche topics such as paediatric cardiology, bringing together experts and scholars to delve into specialized areas of study. These sessions not only expanded our scholars' knowledge, but also gave them a broader perspective of their chosen field.

We also successfully completed the 2022-23 mentoring session for our students. This would not have been possible without the invaluable support of our dedicated mentors. We extend a heartfelt thank you to the 1,500+ mentors who generously took time out from their busy schedules to guide our students. Your mentorship plays an essential role in shaping their careers.

The value of our work was reaffirmed through the 28-year independent impact report, which was released in May. Once again, I would like to express my deepest gratitude. It is through your continued support and partnership that we have been able to create this meaningful impact. Your belief in our mission has been instrumental in driving our success, and we are grateful for the trust you have placed in us. Together, we are truly making a difference and creating a brighter future for generations to come.

FFE hosts long-time donor Mr. Sandeep Sen

The month of May began with a visit from long-time FFE donor and mentor Mr. Sandeep Sen at the FFE office, where he spent time with Managing Trustee Dr. Sudha Kidao, COO Ram Kolavennu and the rest of the Bengaluru staff.

Mr. Sandeep Sen, Global CIO, Linde plc, and his wife Mrs. Sagarika Sen have been associated with FFE since 2014, generously helping to transform the lives of many gifted FFE scholars. They have supported two cohorts of engineering and medical scholars so far. Currently, they are providing support to an all-girls cohort of 16 scholars. Mr. Sen also mentored all the engineering scholars from the previous cohort.



Alumni facilitates inspiring tour for scholars at Collins Aerospace, Bengaluru

Twenty-five FFE scholars embarked on a remarkable journey into the world of aerospace engineering on May 4.

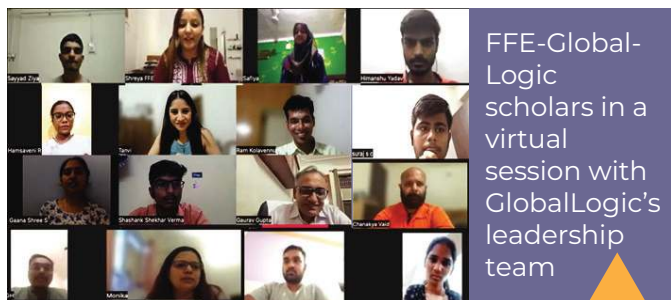
As part of Collins Aerospace's Global Month of Service (GMoS), our scholars got the rare opportunity to engage with the esteemed leadership team at the Collins Aerospace Manufacturing and Engineering office, gaining firsthand exposure to the extraordinary engineering processes involved in aircraft construction. This immersive experience offered a unique perspective on the intricate workings of the aerospace industry and left a lasting impression on the scholars.

What made the occasion even more special was that it was organized and facilitated by FFE alumni currently employed at Collins Aerospace. The alumni's dedication to giving back and inspiring the next generation played a pivotal role in making this visit a resounding success.

Through this initiative, Collins Aerospace showcased their unwavering commitment to educational endeavours. Their generous scholarships have enabled 25 deserving female scholars to pursue their studies at renowned colleges in Karnataka and Telangana.



Virtual donor-scholar interaction with GlobalLogic



The new batch of 30 FFE-GlobalLogic scholars came together for a virtual interaction on May 18. The event was graced by Mr. Gaurav Gupta, Vice President-Engineering at GlobalLogic, whose words ignited enthusiasm and passion among the scholars, while also highlighting exciting career opportunities at GlobalLogic. The session proved to be a fruitful learning experience for both FFE and GlobalLogic, strengthening our commitment to our shared mission. We are grateful to Mr. Gaurav Gupta and GlobalLogic for their continued support and dedication towards creating a positive impact in the lives of these scholars.

FFE-IDP scholars feature at the IDP Global Leadership Conference

IDP Education initiated a scholarship program to support 123 female scholars in FY 2022–23 across all four courses of B.E./B.Tech, MBBS, B.Pharm and LLB. Of these, four scholars pursuing B.E./B.Tech and MBBS in Chennai were invited to participate in the IDP Global Leadership Conference organized by IDP Education on May 18. Sharing their experience of being an FFE-IDP scholar, the girls talked about how they had worked hard to secure admission in some of the top colleges in India, and how this scholarship has ensured that they could continue studying further to become successful doctors and engineers.

Later, the scholars got the opportunity to take a tour of the IDP Education office and interact with their Global Leadership Team, who encouraged them to continue working hard towards achieving their dreams. The scholars were delighted to get featured on such a platform, which also helped to boost their self-confidence.



FFE-IDP scholars at the IDP Global Leadership Conference in Chennai

Scholars reunite with donor Mr. Suraj Moraje

FFE donor Mr. Suraj Moraje, former Group CEO and MD, Quess Corp Limited and former Senior Partner, McKinsey & Company, caught up with his sponsored scholars in a highly engaging session on May 27. This cohort of nine scholars, all students of his alma mater, SVNIT-Surat, now



Mr. Suraj Moraje interacting with his scholars, now all alumni, who studied at his alma mater

alumni, graduated in 2022 and are all currently working. The virtual session gave both Mr. Moraje and the former scholars a chance to update each other on their journey since they last met in-person in 2019 at the Sardar Vallabhbhai National Institute of Technology, Surat. The scholars also talked about their respective workplaces, highlighting what they find enjoyable and what has been surprising, while Mr. Moraje briefed them about his new venture, the Eka Fellowship, and shared a few words of wisdom. We thank Mr. Moraje for his gracious time and support.

FFE-Firstsource donor-scholar virtual meet



FFE-Firstsource scholars interacting with the donors during their virtual meet

On May 30, the Firstsource leadership team virtually met with 12 exceptional FFE-Firstsource scholars, who are currently in their second year of B.Tech. During the session, the students spoke about their personal journeys as beneficiaries of the scholarship program and expressed their gratitude for the financial support that has been instrumental in their pursuit of education. They emphasized the significance of the intensive skills training program offered by FFE, which is helping them acquire key employability skills.

The scholars also got to pose industry-related questions, further enriching their knowledge and understanding. In turn, the donors actively engaged with the scholars, making it an insightful meeting that fostered a sense of connection and empowerment and inspired the scholars to forge ahead in their academic and professional pursuits.

Scholars visit Lennox India Technology Centre

FFE-Lennox scholars paid an exciting visit to the Lennox India Technology Centre in Chennai on May 31, where they engaged with the leadership team of Lennox, further strengthening the bond between the donors and scholars.

During the day, the scholars shared their individual stories, highlighting the impact of Lennox's generosity on their academic pursuits. In their address to the scholars, the donors emphasized the importance of career readiness, effective communication skills and continuous upskilling. Their guidance provided the scholars with a deeper understanding of the current industry requirements and gave them valuable knowledge useful for future success.



FFE-Lennox scholars during their visit to the Lennox India Technology Centre, Chennai

Bosch team connects with scholars and alumni



Alumni and scholars supported by Bosch during a video call with the company's team members

Reflecting an enduring partnership that began in 2011, a virtual meet-up held on June 8 brought together the Bosch team and their supported beneficiaries, stimulating meaningful interactions between the scholars, alumni and mentors. The event also marked the successful culmination of Bosch's association with a third batch of FFE scholars.

The current scholars supported by Bosch and the alumni, who graduated in 2015 and 2019, gratefully acknowledged the vital role played by the scholarship program in their transformation into successful engineers.

They also underlined the invaluable contribution of FFE's skills training and mentorship programs, which equipped them for the professional realm. Mentors from Bosch, who played a pivotal role in guiding FFE scholars through the mentorship program, were also present on this call.

"Education is the key that unlocks the golden door to freedom."

— George Washington Carver

Virtual meet for FFE-Telstra scholars

FFE conducted a virtual session with Telstra India on June 12, involving four B.E./B.Tech scholars who were recipients of the FFE-Telstra scholarship program and have now graduated. During the meet, the scholars outlined their family background, academic journey and placement details. They expressed heartfelt gratitude to Telstra and FFE for the financial assistance provided, as well as for FFE's skills training and mentorship programs that have played a significant role in shaping them into confident individuals ready to enter the professional world.

On behalf of Telstra, Ms. Sharon George, Senior Manager, and Ms. Kiran Dahiya, Corporate Relations Advisor, congratulated the scholars on their successful job placements. In addition, Telstra employees volunteered to provide them with mentorship and professional guidance in their careers. The scholars were also warmly invited to visit Telstra's office to gain firsthand exposure to the corporate environment.



Recently graduated FFE-Telstra scholars interacting with the donors during their virtual meet

First interaction for sponsored medical scholars with donor Indegene

Indegene and the 25 medical scholars supported by them met for the first time in a virtual call held on June 16. The scholars were motivated by the experiences and knowledge shared by Dr. Saurabh Jain, Vice President, Global Operations, and Dr. Srihari. S, Senior Director, Human Resources, from the Indegene leadership team. They shed light on the vast array of career opportunities and pathways in the medical field, encouraging the scholars to dream big and strive for excellence.

We express our heartfelt appreciation to Indegene for their steadfast commitment to empowering these remarkable individuals.



Medical students in conversation with the Indegene team

FFE's participation in SocGen's CSR Month

FFE'S leadership team attended a master-class hosted at Societe Generale's Global Solution Centre (SC GSC) in Bengaluru as part of their Corporate Social Responsibility (CSR) month. The workshop, held on June 27, provided a valuable opportunity for participants to gain insights into various aspects, including governance and reporting, CSR guidelines and expectations, financial sign language, and the concept of a circular economy.



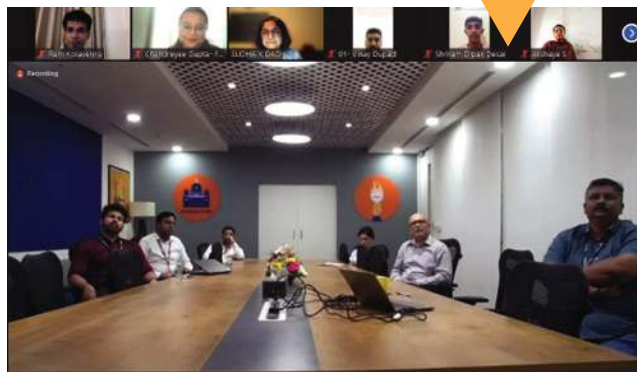
Staff members at the FFE stall during the SocGen CSR month event in Bengaluru

Another highlight of the event was a shared lunch with SocGen's senior leaders. The resolve and dedicated effort displayed by these visionary leaders towards creating a positive impact on society was truly inspirational.

An informative stall set up at the SocGen office to encourage people to enrol as mentors drew an encouraging response from employees, who showed an active interest in FFE's work. More than 50 employees signed up as mentors, eager to make a meaningful difference in the lives of gifted students.

Donor-scholar meet for FFE-Alorica scholarship program

FFE-Alorica scholars convened for a memorable meeting with their donors on June 26. Ten first-year students from B.E./B.Tech, MBBS, LLB and B.Pharm had the privilege of interacting with the distinguished Alorica team, including Mr. Sanjay Ponnappa, Regional President, India Operations, Mr. Sumanth Nag, Vice President, Shared Services , and others. The scholars left the session invigorated and determined to achieve their aspirations.



The Alorica team interacting with their supported cohort of 10 scholars during an online meet

FFE alumni donors meet with sponsored scholars

In the last quarter, 18 FFE alumni who are sponsoring FFE scholars under the "Adopt A Scholar " Program, connected virtually with their supported scholars. The interactions covered a range of topics, from the future goals of the students and the importance of continuously upskilling oneself, to the need for a hobby. These annual engagements are enriching and motivating for both the alumni and the scholars. The great sense of pride felt by the students at being supported by a former FFE scholar is clearly visible in all the sessions. We would like to thank all alumni donors who have come forward to ensure that FFE's Circle of Giving reaches new heights each year!

FFE launches new scholarship with ACTAA, Chennai

AC Tech Alumni Association, Chennai (ACTAA) and FFE launched a centralized ACTAA-FFE scholarship scheme for qualifying AC Tech students on April 14. The launch event, held at the AC Tech campus, was attended by various dignitaries, including Dr. R. Jayavel, Dean, AC Tech, Mr. A. Elangovan, President, ACTAA, Dr. Sudha Kidao and ACTAA office bearers.

To formalize the partnership, a Memorandum of Understanding (MoU) was signed between ACTAA and FFE for the scholarship scheme. The primary objective is to provide financial support to qualifying AC Tech students through FFE's merit-cum-means scholarship. A platform has also been created to attract interest and collect funds from AC Tech alumni worldwide who are willing to support students studying at their alma mater.

Speaking at the event, Dean Dr. Jayavel highlighted the importance of the program in providing much-needed financial assistance to meritorious students. Dr. Kidao and the current FFE scholars studying at AC Tech drew attention to the versatility and robustness of the program, which goes beyond financial aid by offering skills training for employability, mentoring, and support in accessing internships and job opportunities for the students.



L to R: Mr. Elangovan, Dr. Sudha Kidao, Dr. Jayavel and Ms. Bharathi Baskar (Chief Guest and alumnus of AcTech)

B. AMAZON INTERNSHIP PROGRAM

In a remarkable collaboration as part of the Amazon Future Engineer program, Amazon held a 10-month coding bootcamp for 200 FFE scholars. Following an assessment at the end of the bootcamp, 68 scholars were further selected for internships at Amazon. These internships encompassed diverse roles such as Software Development Engineer, Data Engineer, Support Engineer and Quality Assurance Engineer.

Students who secured internships gained invaluable practical experience and exposure to real-world projects. Along with hands-on learning, the Amazon Internship Program also enabled them to network and form connections with mentors and peers, which will significantly enhance the scholars' career prospects.



Amazon-supported scholars with their mentors during their internship

"Education is the most powerful weapon which you can use to change the world."
—Nelson Mandela

C. FFE Annual Team Meeting 2023



FFE held its annual “All-Hands” Team Meeting in Bengaluru from April 25–27, where we reflected on the achievements of the past year and outlined our plans for the future.

Looking back, we reviewed the significant milestones and accomplishments of the previous year and celebrated the progress we have made in providing equitable opportunities to deserving students and empowering them to pursue professional college degrees. The team then participated in productive workshops that aimed at facilitating strategic planning, brainstorming and setting impactful goals for the upcoming year.

In line with our commitment to holistic support, we also dedicated time to discussing personal well-being and development, where we emphasized the importance of maintaining a healthy work-life balance and nurturing individual growth. By setting personal goals in these areas, we aim to cultivate an environment where our team members thrive both personally and professionally. We firmly believe that by investing in ourselves, we can serve our mission better and have a more profound impact on the lives of the students we support.

The strong bond within the team came to the fore as we got together to unwind and enjoy ourselves, letting our hair down and rejoicing in what our hard work and dedication has achieved. The energy levels were contagious, the camaraderie palpable, and the passion we have for our mission evident in every interaction, reinforcing our commitment to creating transformative change within one generation.

Going forward, we carry with us the collective spirit of determination, collaboration and enthusiasm that emerged from our team meeting. Our workshops and discussions have paved the way for a well-defined roadmap to guide us in our pursuit of excellence. We are confident that the goals we have set will propel us forward in creating a lasting impact on the lives of promising students.

D. MENTORSHIP PROGRAM



The mentorship cycle for FY 2022–23 concluded in June 2023 with a record number of participants. This year, professionals from over 85 corporates provided guidance to 1,241 FFE scholars, spending on average a total of 24 hours over the course of the 4–6-month mentoring engagement to make our graduates career-ready.

To express our gratitude to our corporate partners and their employee volunteers for completing another successful year in FFE's mentorship program, we conducted 10 'Mentorship Closure Sessions' in April and May. While the sessions for Tesco Bengaluru, o9 Solutions and Mu Sigma were held at their respective offices in Bengaluru, virtual closure sessions were held for Fractal Analytics, Dell Technologies, TransUnion CIBIL, Thomson Reuters India, Microsoft, Firstsource and Alvarez & Marsal. We also took this opportunity to thank all the employee volunteers for their participation, felicitate the 'Star' and 'Outstanding' mentors with certificates, showcase the program's impact and hear feedback from mentors and mentees. Mentors and mentees who completed the program were also awarded certificates of completion.

To capture the program's impact, FFE had also collected feedback forms from mentors and mentees post completion, and this was shared as part of the 'Annual Impact Report 22–23' with all corporate partners.

Once again, we would like to thank the numerous corporate employee volunteers, FFE's alumni mentors and other professionals who were a part of the mentorship program. We look forward to your continued support for the 2023–24 program starting in August 2023.



MENTOR TESTIMONIAL



Ms. Karni Gupta

Consultant -
Azure & AI, Microsoft

"I was part of my college's mentoring program, which was quite insightful and still proves to be helpful. So, when I came across a similar initiative via my company, I took the opportunity almost instinctively. The entire mentoring journey was quite smooth. The content provided was well-curated and easy to understand and explain. Often, I used examples from real-life scenarios to explain different concepts to my mentee. Her curiosity to learn was a definite motivator. Sometimes, in the hustle and bustle of our daily lives, we forget some simple life skills, and this program served as a good reminder and enhancer for that. The program has improved my life while facilitating a connection with someone who shares my enthusiasm for picking up new skills. When possible, I would love to have this enriching experience again."

MENTEE TESTIMONIAL



Challa Lakshmi Supraja

3rd Year, Production
and Industrial Engineering
Motilal Nehru National
Institute of Technology
Allahabad, Prayagraj

"FFE's mentorship program helped me build important soft skills like time management, interpersonal skills, interviewing skills and building confidence. The program modules are created keeping in mind students' career readiness requirements. My favourite was the one on communication skills, which helped me overcome my fear of speaking English. The program also helped me build my presentation skills and prepare for interviews. Karni ma'am guided me beyond our mentorship sessions, which has helped me become a better person. Once again, thank you to FFE and my mentor, Karni Gupta from Microsoft, for this wonderful opportunity."

Cohort	Training Programs	No. of scholars	Supported by
2022–23 (1st Year Engineering Scholars)	AMCAT Baseline Assessment	3,440	MSDF* and Randstad
	English Training-Enguru	2,330	MSDF* and Wadhwani Foundation
2021–22 (2nd Year Engineering Scholars)	Aptitude – Ethnus & FACE Prep	1,000	MSDF* and Capgemini
	AMCAT Midline Assessment	1,509	MSDF* and Capgemini
2020–21 (3rd Year Engineering Scholars)	AMCAT Endline Assessment	1,412	MSDF*
	Mock Interviews	777	MSDF*
	IT Reskilling – Coursera	715	MSDF*
B.Pharm (2nd Year)	Coursera	50	Mr. Chirag Patel and Mr. Kanu Bhai Patel

*Michael and Susan Dell Foundation

Other Skilling Initiatives

FLY (Finding the Leader in You) Program

The FLY program conducted by the Competitiveness Mindset Institute (CMI) is designed to teach non-cognitive skills for the personality and character development of students. FFE's partnership with the FLY program began in 2021, and it has already benefited 843 scholars to date. The 11th and 12th batches, featuring a total of 72 participants in their first year of engineering, undertook the 12-day workshop in May and June this year.

Medical Webinars

A webinar on paediatric heart disease was conducted on March 11 by Dr. Kavya Mallikarjun, MBBS, MD (Paediatrics), DNB (Paediatric Cardiology), who works as a Consultant Paediatric Cardiologist at Manipal Hospital, Old Airport Road, Bengaluru. The session saw 350 participants in total and covered congenital heart diseases, acquired heart diseases, arrhythmias and aspects of the clinical approach, concluding with a very lively Q&A.



Dr. Kavya Mallikarjun, MD (Paediatrics)



Dr. Neha Mohan Rao, MBBS, DNB (Paediatrics)

On June 4, a webinar on 'Baby Steps to Baby Care – A Talk on General Paediatrics' was led by Dr. Neha Mohan Rao, MBBS, DNB (Paediatrics), who is a Paediatric Pulmonology Fellow at Bharati Vidyapeeth, Pune. Over 500 participants got an overview of topics such as growth and development, immunization, nutrition, adolescent care, mental health and subspecialties in paediatrics.

Summer Research Internship Program (SRIP 2023) at IIT Gandhinagar



FFE scholars enrolled at the SRIP, IIT Gandhinagar in conversation with Mr Ruyintan Mehta and Sudha Kidao

Amazon Future Engineer Bootcamp

After the success of the first coding bootcamp organized as part of the Amazon Future Engineer (AFE) program, a second bootcamp for 500 FFE scholars got underway in May. With a strong commitment to empowering women students, the program is specifically focused on 200 women AFE scholars, preparing them for internship opportunities at Amazon next year.

The bootcamp aims to equip students with advanced programming skills by providing comprehensive training in Basic Java Programming. This year's cohort will go through an extensive 10-month program with over 22 modules on Data Structures and Algorithms in Java. The course also includes live sessions, doubt-clearing classes and mentoring sessions.

On May 12, ten third-year FFE engineering students started the Summer Research Internship Program at IIT Gandhinagar. This two-month internship, held at the university every year, brings together motivated students from reputed institutions across the country to pursue cutting-edge research projects. Mentored by the IITGN faculty, students get exposure to state-of-the-art laboratories and instrumentation facilities, as well as the chance to pursue multi-disciplinary projects.

2023 Summer Leadership Program by Maker Bhavan Foundation at IIT Gandhinagar

A unique Summer Leadership Program organized by the Maker Bhavan Foundation was held at the IIT Gandhinagar (IITGN) campus from June 7–30. Sponsored by the generous US-based philanthropist Mr. Ruyintan Mehta, the program was attended by 60 students of the Dakshana Foundation and 10 FFE scholars. During the three-week residential program, participants received training in communication and leadership skills from CMI master trainers based on the FLY (Finding the Leader in You) curriculum.

At the valedictory event held on June 30, students identified their key learnings and highlighted how the program had led to increased confidence, better communication skills and overall personal growth. Their sponsor Mr. Mehta expressed his pleasure at the successful implementation of the program. Professor Rajat Moona, Director, IITGN, urged the students to carry on learning throughout their lives, while Dr. Sudha Kidao encouraged them to support and uplift other less fortunate students as they progress in their careers. All students were awarded certificates for the successful completion of the program. They also received IITGN associate alumni status.

More than 1,700 Dakshana students have been supported through FFE scholarships since the Dakshana Foundation partnered with FFE in 2013. The 10 FFE scholars who participated in this year's summer leadership program are also alumni of the Dakshana Foundation.



Sudha Kidao addressing the students at IIT GN at the valedictory event



Gathering of attendees of the Leadership Program along with the training and leadership team



Certificate of Completion being awarded to students by philanthropist and program sponsor, Mr. Ruyintan Mehta, and by Dr. Sudha Kidao

"Education is not the filling of a pail, but the lighting of a fire."

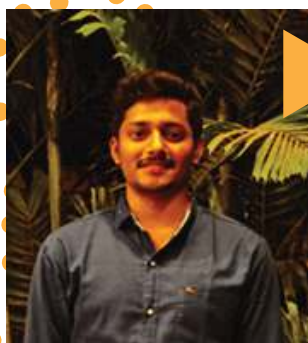
— W.B. Yeats

SCHOLAR TESTIMONIALS



Poojitha Sai
Sri Lalitha Mulukutla
2nd Year,
Computer Science
and Engineering
JNTU, Kakinada

"I attended the Aptitude Training Program conducted by Ethnus, which has been made available to students by FFE. The program started with a pre-assessment that had 60 questions. Based on the scores, aptitude training began at different levels for each of us. There were two live online sessions in a week that briefly explained the topic for the day, following which we were given questions to solve. Along with the weekly assignments, the mentor also gave us various tips and tricks to solve problems accurately. A learning portal was allotted for self-paced learning that helped me to crack a lot of problems. Important topics like number properties, percentages, ratios, proportions, number series, coding and decoding, non-verbal reasoning, data sufficiency, permutations and combinations, simple equations, and profit and loss were covered. The training ended with a post-assessment where I was able to perform much better than the initial test. I am very thankful to FFE and Ethnus for providing me with such great training."



Panasa Teja
4th Year,
Computer Science and Engineering
National Institute of Technology
Calicut

Nilendu Dikshit
1st Year,
Mechanical Engineering
Jadavpur University, Kolkata



"I personally think that the five pillars of the FLY program (Conscientiousness, Taking Initiative, Perseverance, Innovativeness and Problem Solving) are made in a way so as to develop true leadership skills in us. From norm-setting to problem-solving, everything was touched upon in great detail. Norm-setting helps to be regular, punctual and stick to a routine-bound life. The concepts of communication and taking initiative were also explained so well! Post these sessions, I felt more confident and less worried about being judged. The pillars of innovativeness and conscientiousness focused on developing entrepreneurial thinking, but in a unique way. I am practicing all these pillars so that I can become successful in life. I want to thank every CMI representative for helping me to learn these beautiful lessons. Finally, I want to thank FFE for this great opportunity."

"I secured a pre-placement offer from Samsung R&D Institute, Bangalore, after completing my graduation from NIT Calicut. My heartfelt gratitude to the entire FFE organization for helping students from low-income families in their careers, not only supporting us financially, but also providing the necessary skilling and mentoring programs to guide us in the right direction to achieve our goals.

Various courses were provided by FFE to improve personal skills and better prepare for interviews. The FACE Prep Aptitude Program taught us to tackle logical reasoning and analytical-based questions in a simpler and easier way. The Mock Interviews program and one-to-one mentoring helped me get through the placement screening process seamlessly. I also gained more technical knowledge through the Coursera training program. Once again, I would like to thank FFE for helping many students like me in achieving our dream careers."

F. VOICE OF SCHOLARS

Current Scholar:



Kusuma Sai

**4th Year, Electronics and
Communication Engineering
NIT Rourkela**

"If it were not for the scholarship, which covered the lion's share of my educational expenses, either an onerous loan or a heavy debt would have been my only two options. I convey my gratitude to my very generous donors and to FFE for giving me a platform to prove myself."

Hailing from Korumilli, Andhra Pradesh, Kusuma's story is a resounding ode to the profound impact that access to education and financial support can have on an individual's life.

Born into a humble family with limited means, Kusuma faced a myriad of challenges from the outset. With her father shouldering the burden of being the sole breadwinner as an agricultural labourer, the weight of financial hardship always loomed over Kusuma and her family. The family's struggles were further compounded by her mother's battle with ovarian disease, casting a shadow of uncertainty over her future.

However, Kusuma's indomitable spirit refused to be subdued. Her teachers recognized the spark of brilliance within her and encouraged her to pursue her dreams. Fuelled by her ambitions, Kusuma embarked on a journey of persistence and dedication. The FFE scholarship program played a pivotal role in providing her with the necessary support and resources to continue her education. Once the financial burden was lifted, Kusuma could focus her energy and passion on her studies. The scholarship program also opened up access to priceless resources that enabled her to cultivate her talents and unlock her true potential. As she explains, "If it were not for the scholarship, which covered the lion's

share of my educational expenses, either an onerous loan or a heavy debt would have been my only two options. I convey my gratitude to my very generous donors and to FFE for giving me a platform to prove myself."

As Kusuma transitioned from her rural upbringing to the bustling city of Rourkela, she encountered a new set of challenges. Yet, armed with the resilience instilled in her through the scholarship program, she tenaciously embraced these obstacles. Motivated by her father's sacrifices and a burning desire to uplift her family, Kusuma envisions a future where her loved ones are bestowed with the comforts and happiness they deserve.

Today, Kusuma stands on the threshold of a new chapter in her life. She has recently been offered a placement with **Wells Fargo**, marking the beginning of her professional career. She is deeply grateful for the FFE scholarship program that has shaped her journey. It not only alleviated the financial burdens her family faced, but also instilled in her the confidence and belief that she can achieve anything she sets her mind to. Her inspirational journey shows how access to opportunities combined with perseverance can help individuals overcome adversity and realize their full potential.

Alumnus:



Rashmi Bhat

**B.M.S. College of Engineering,
Bengaluru (2016–2020)
Software Engineer 2, Cisco,
Bengaluru**

As a child, Rashmi's aspirations ran from being an astronaut to a car racer and even finding a cure for cancer. Despite their modest background – her father works in a travel agency, her mother is a homemaker – her parents cheered her on. However, her pursuit of a professional degree suffered a severe blow when her father, the sole breadwinner, was cheated out of his money, leaving the already lower-middle-class family living in Bengaluru with a pile of debts. "It was difficult enough to afford three meals a day, let alone the education fees for my younger brother and me," recalls Rashmi.

"Still, I wasn't ready to give up on my education, so I applied to colleges anyway. When I got into B.M.S. College of Engineering, I started looking for scholarships. As luck would have it, I found out about FFE from a friend and applied immediately. FFE took me in as a part of their family. Not only did they provide financial aid, but they also organized workshops, technical and skill development courses and a wonderful mentoring program – how fortuitous! All this was crucial towards building a solid base for my career."

In her final year, Rashmi interned at Cisco through campus placement; she soon got a full-time offer, which she readily accepted after she graduated in 2020. "It was a dream come true as I had once visited the Cisco office as part of a workshop organized by FFE and knew immediately that this is where I wanted to be. My family looks at me with pride now."

Rashmi has already notched up several achievements in her time at Cisco, including finishing in first place in a global hackathon conducted by the company earlier this year. She has many other talents outside of work as well. "I'm a classically trained singer, and I have a YouTube channel where I mix songs. I also do wall painting; you can see some of my paintings at public bus stops in Bengaluru."



Rashmi's wall painting
in her neighbourhood

A big believer in the value of giving back, Rashmi has mentored students and been a judge at events for various NGOs. "When I look back at my journey, I realize that I've successfully dealt with a fair share of ups and downs – but I wasn't alone. FFE has been a great support throughout, and I've never been more thankful to them and my donors."

"Today, I am a proud FFE alumnus and donor, as I understand the importance of FFE's mission and the transformation it brings to a student's future. The significance of the alumni's contribution back to the foundation can't be emphasized enough, as we have been through this journey, so we can support the upcoming scholars in theirs. This "Circle of Giving" is one of a kind, and to be a part of it feels amazing!"

G. DONOR FEATURE



Dr. Joy Thomas

<https://www.joythomasfoundation.org/>

Joy was perhaps the most brilliant gift from India to the US in engineering sciences in recent decades.

Arogyaswami Paulraj, Prof Emeritus, Stanford University

The Joy Thomas Foundation (JTF) brings together a global network of STEM professionals and academics, who are dedicated to inspiring the next generation of STEM students, researchers and entrepreneurs. The foundation was created in 2020 to honour the life and legacy of Dr. Joy Thomas, an Indian-American STEM genius and IIT Madras alumnus.

With its mission to uplift underrepresented students and their families through impactful STEM careers, the foundation's efforts are organized around three pillars:

- INSPIRE young minds to pursue STEM and celebrate excellence along their journey
- NURTURE college STEM students through financial support and soft skills training
- MENTOR students to prepare them for STEM careers by leveraging JTF's network

"We are proud to collaborate with FFE to achieve this shared mission in India. Since 2021, we have sponsored 17 underprivileged students studying at premier institutions, including six women students studying at IITs. In addition to financial support, JTF has also started a program to provide mentorship and internship opportunities for the scholars."

Mr. Balaji Shivakumar,
CEO and College STEM Lead
Joy Thomas Foundation

H. FACILITATOR FEATURE



Mr. C.S. Ramakrishnan (Retd.)

Mr. C.S. Ramakrishnan has been associated with FFE since the year 2000, when he was introduced to the organization by Mrs. Kanthimani, who was a social worker and a facilitator for FFE in Chennai.

The 88-year-old, who lives with his family in Puducherry, has been identifying deserving scholars, earlier from Coimbatore until 2015, and now from Puducherry. His commitment to the cause of FFE is commendable, and he has been instrumental in facilitating and helping onboard 75 scholars nearly 75 scholars so far.

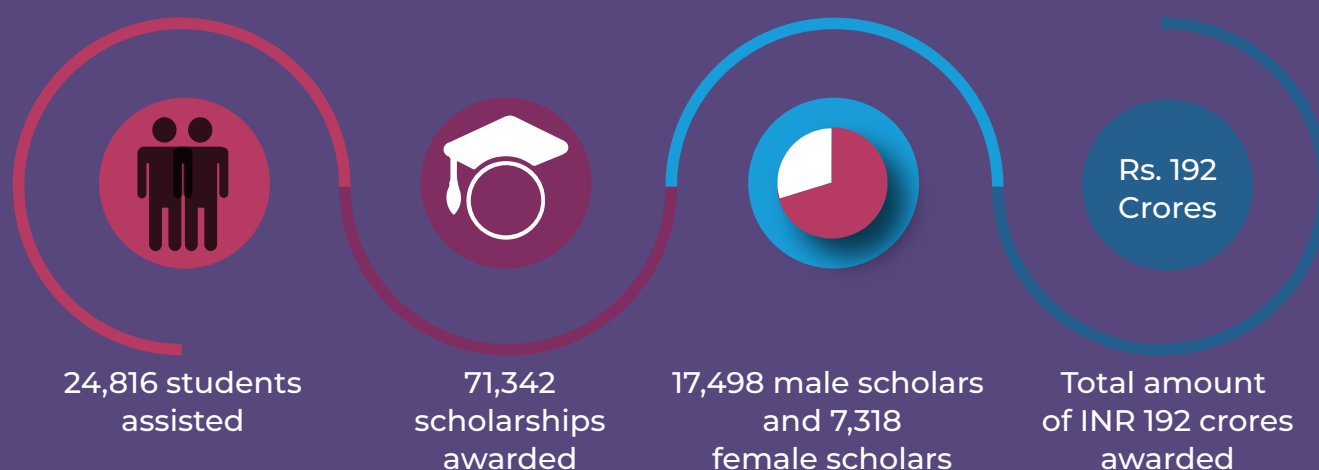
Mr. Ramakrishnan did his MA in Gandhian Thought in 1992, following which he was actively involved in social work. He served as the Secretary to the Trustee of the Southern Zone in the Kasturba Gandhi National Memorial Trust, posted at Kasturbagram, Tamil Nadu. The trust carried out several initiatives, including teaching handicrafts to villagers and running an orphanage for the girl child, a health centre and an elementary school.

The lifelong Gandhian has organized meetings on Gandhian thought and exhibitions on the life and philosophy of Mahatma Gandhi. Mr. Ramakrishnan was awarded the prestigious 'Mahatma Gandhi Spirit of Service Award' by Bharatiya Vidya Bhavan, Coimbatore Kendra, which he received from Mrs. Ela Gandhi, the granddaughter of Mahatma Gandhi.

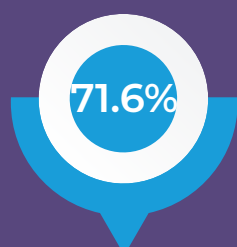
FFE – 28 Years Impact Study by Sattva Consulting

With the generous support of a donor, FFE commissioned an independent impact study to evaluate the effectiveness and outcomes of our work over the past 28 years. The study was conducted by Sattva Consulting, a leading consulting firm in the development sector.

We are delighted to share that the comprehensive report is now available on our website, along with the summary report and a concise four-minute video on the findings. The impact report showcases the evolution of our programs, the milestones we have collectively achieved and the significant impact we have made in the lives of countless students. It also highlights the transformative changes experienced by our scholars, in terms of their academic achievements, personal growth and future prospects.



FFE's impact in numbers (up to FY 2020–21)



71.6% of scholars showed early signs of upward economic mobility on completion of their graduate studies and securing employment

99% of the recent scholars (2017–21) believe that the FFE scholarship played a significant or very significant role in supporting them to complete their higher education.



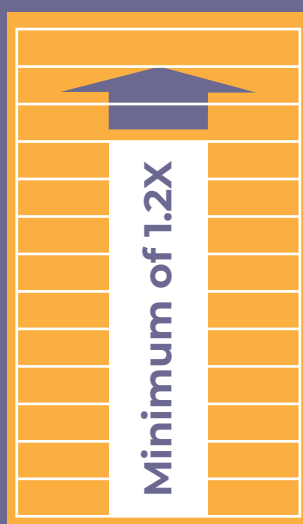
75% of the recent FFE graduates who appeared for campus placements, secured employment independently or through campus placements

87% of the recent FFE graduates with jobs reported earning more than the industry standard of Rs. 3 Lakhs from their first job

72% of the recent FFE graduates with jobs showed signs of upward economic mobility



2.5x social return generated on each rupee invested in the FFE scholarship programme



Graduates reported earning a minimum of 1.2 times their annual household income



The current average salary of FFE scholars was INR 10.5 lakhs compared to the average first salary of INR 6.5 lakhs

By reviewing the findings of the impact study, we have been able to gain valuable insights into the effectiveness of our programs, identify areas for improvement, and reinforce our commitment to creating equitable opportunities for promising students.

It has inspired us to set even higher goals, to expand our reach and deepen our impact on the lives of disadvantaged students. With your unwavering support, we are confident that we can create lasting change and empower more students to achieve their dreams.

Please find the link to the impact study report here:
<https://ffe.org/sattva-ffe-28-years-impact-study/>

FFE awarded Champion Level - GuideStar India Platinum Certification



We are thrilled to share that FFE has been awarded the prestigious Champion Level - GuideStar India Platinum Certification!

This certification is a testament to our resolute commitment to transparency, accountability and effective governance. It recognizes the exceptional standards we uphold in managing and utilizing resources to create a positive impact in the lives of underprivileged students.

We would like to express our heartfelt gratitude to all our supporters, donors, volunteers and partners who have stood by us throughout this incredible journey.

The Platinum Certification from GuideStar India demonstrates the foundation's efficient and effective utilization of donations. It signifies trust and accountability, empowering our stakeholders to make well-informed choices when deciding to support our cause.



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