

HCS-SG Enable Masterclass: The Greater Good For All

03 November 2022

4:30 pm – 7:45 pm

Istana Banquet Hall, State Room

Guest-Of-Honour
President Halimah Yacob





Human Capital (Singapore) ("HCS") has been the national Continuing Education and Training (CET) Centre for Human Resource Workforce Skills Qualification (HR WSQ), appointed by SkillsFuture Singapore Agency (SSG—a statutory board under Singapore's Ministry of Education) since 2009. HCS trains and develops people managers so that they can re-design critical HR processes, identify and build necessary competencies, and deploy the best HR practices to meet the increasing expectations of the industry.

HCS offers various HR programmes, including WSQ Specialist Diploma, WSQ Professional Diploma, WSQ Advanced Certificate, WSQ Higher Certificate, Certified HR Professional tracks and more than 100 WSQ modules across 5 levels. HCS partners with world-class educational institutions such as Georgetown University to offer higher-level learning opportunities.

HCS was appointed by Workforce Singapore Agency (WSG—a statutory board under Singapore's Ministry of Manpower) from 2017 to 2019 and e2i since 2019 to deliver professional and career development programmes for PMETs and job-seekers.

HCS also provides the resources, knowledge and HR services to help enterprises acquire and apply new processes and best practice in all areas of organisational development through its consulting arm, HCS Consulting. HCS Consulting has been appointed by then SPRING Singapore (now Enterprise Singapore) since 2012 to offer government-funded consulting projects. HCS Consulting is also the appointed Employment Standards (ES) Compliance Auditor by the Ministry of Manpower.

HCS has been appointed by IMDA in Jan 2020 as one of the only 5 GoCloud Native training providers and consultants in Singapore. HCS partners Alibaba and Huawei for the China Gateway.

For more information, please visit <http://hcs.com.sg>



Set up by the Ministry of Social and Family Development in July 2013, SG Enable is the focal agency for the disability sector in Singapore, dedicated to enabling persons with disabilities and building an inclusive society. It seeks to empower persons with disabilities and their caregivers with timely access to information, referral services and grants; enhance training and employment for them; and engage the community to integrate them as integral members of society. It also manages the Enabling Village. SG Enable is a registered charity and an Institution of Public Character.

For more information, please visit www.sgenable.sg.

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About the Masterclass

The Greater Good For All

Milestones Celebration Of The Movement For Normalising Diversity And Inclusion

Employers play a pivotal role in society's effort to address the talent crunch. An open mindset to possibilities for solution in the war for talents will value add to business competitive advantage. Over the years, the Public-Private-People Partnership has raised the employability bar of the Singapore workforce. The challenge ahead in this competitive and uncertain times is not to do more of the same. It is time to explore possibilities. It is time to explore options.

We provide the Solution. We provide another Option for staffing. Efforts to empower Persons with disabilities (PwDs) goes beyond the Government. It requires business and workplace mindset shift. For those who understand and would think out of the box, they are harnessing a special untapped demographic dividend.

Don't miss the Milestones of HR Powerbank and the First Crop of Singapore's Persons with disabilities (PwDs) Conferred as HR Administrators (CHRA). They are equipped with credentials of 576 hours of Learning By Doing. They will be conferred by President Halimah Yacob.





SEGMENT 1
WELCOME REMARKS BY
MDM HO GEOK CHOO
CEO, HUMAN CAPITAL SINGAPORE

Speaker of The Parliament of Singapore, Mr Tan Chuan-Jin

Chairman SGE, Mr Moses Lee

CE SGE, Ms Ku Geok Boon

Panel Advisors of HR Powerbank

Distinguished Guests

Ladies and Gentlemen

Welcome to The Masterclass In-Conversation on The Greater Good For All.

A thoughtful theme inspired by Speaker of Parliament during a lunch conversation with a few of the panelists for this In-Conversation.

The Greater Good For All will be more than a theme. It will be an Action Program.

To sustain it, it will have 3 important dimensions:

- a. Dimension One is the Scope which embraces Diversity and Inclusion. Last October, HCS had the privilege of organising the Masterclass on Inclusive Disability Hiring. Today's Masterclass marks the next milestone of the journey, which is to walk the talk.
- b. Dimension Two is on the fundamental values that govern the the Action. These values are Involve. Integrate. Innovate. What are these values about? How do we seed these values into our culture? How do we inculcate these values in people?
- c. Dimension Three is on the eco-system. It takes a Village to raise a child, so goes the adage. How can we do what we want to achieve in The Greater Good For All?

The In-Conversation will allow our distinguished panellists to share their perspectives and for you to join in the Conversation.

On this note, I wish all of you a fruitful sharing.

SEGMENT 2

WELCOME REMARKS BY

MDM HO GEOK CHOO

CEO, HUMAN CAPITAL SINGAPORE

President Of The Republic Of Singapore, Madam Halimah Yacob

Speaker of The Parliament of Singapore, Mr Tan Chuan-Jin

Chairman SGE, Mr Moses Lee

CE SGE, Ms Ku Geok Boon

Panel Advisors of HR Powerbank

Distinguished Guests

Ladies and Gentlemen

Welcome to the Ceremony for Conferment Of HR Administrators (CHRA in short) and Appreciation Award for Partners and Early Adopters of HR Powerbank

The Greater Good For All Movement is privileged to have the Recognition & Conferment Ceremony held in this august State Room at the Istana graced by our Guest-Of-Honor, Madam President Halimah Yacob. The gracious gesture of Madam President Halimah Yacob in opening up the entire Istana State Rooms, to this very special group of guests, is a rare and great honor to all of us present today.

We appreciate the President for her heart of gold for this Movement. Her Excellency's constant encouragement has been a driving force and beacon for the HR Powerbank stakeholders in overcoming our 12 months of struggle amid the challenging environment.

What got the stakeholders to hold fast, to get involved, to integrate as a team despite our differences and innovate to overcome our challenges was the trust and faith that Madam Halimah Yacob has placed in HR Powerbank. The faith of the President of Singapore in her people has tugged at the heartstrings of the stakeholders.

This honour, Madam President was many times, during this struggle, a stressor too. But this type of stress sends positive adrenaline running in all of us. It inspired us to more than fulfill our targets that we promised Madam President in last October.

One big score for HR Powerbank in the last 12 months' arduous journey, is the breakthrough into the public sector. HR Powerbank, the surrogate employer for persons with disabilities, has recently won a tender to provide outsourcing services in payroll and HR administration to VITAL, a subsidiary of the Ministry of Finance. Several of the Conferred HR Administrators (or CHRA) will have the opportunity to be placed in VITAL to render such services.

It was the involvement of key stakeholders like The Speaker of Parliament, Mr Tan Chuan Jin, Chairman Moses Lee and CE Ms Ku Geok Boon of SGE, Ms Gan Ai Im of UOB The Unlimited and many other partners that made the impossible, possible.

But most importantly, is the crop of 22 Adopters, who stepped forward to the call to play their part to enable and sustain gracious Singapore.

To this call, the Early Adopter Companies will outsource certain aspects of their services such as recruitment, payroll or administrative tasks to CHRA.

CHRA will value add to the business competitiveness of the Adopters by solving their talent crunch challenges.

This win-win solution will present the Next Workforce for Singapore and support the Diversity and Inclusion Agenda for Disabilities Hiring.

The CHRA brand will be synonymous to the Next Workforce. The next initiative and journey of HR Powerbank with the promoting and outreach of CHRA. The CHRA Brand will be personified as a vocation; eco-system; song, performance and personality;

CHRA will be dedicated to Madam President Halimah Yacob, because, Excellency, your kindness has inspired a team of volunteer singers, dancers and CHRA to choreograph a performance in less than 5 days.

CHRA will be launched by Madam President at the end of the Program.

I want to also appreciate, all stakeholders and guests for honouring CHRA and HR Powerbank will your presence.

Special thanks to the team from Istana, Goodwood Park Hotel, HR Powerbank Ambassadors, Action@JR headed by Mr Lee Hong Chuan and HCS staff and Associates for your hard work in putting together, this evening's event.

Thank you.



OPENING ADDRESS BY GUEST-OF-HONOUR **PRESIDENT HALIMAH YACOB**

Mr Tan Chuan-Jin, Speaker of the Parliament of Singapore

Ms Ho Geok Choo, CEO, Human Capital Singapore

Mr Moses Lee, Chairman, SG Enable

Distinguished Guests

Ladies and Gentlemen

Good evening. I am happy to join you on this joyous occasion as we celebrate the graduation of the first group of Conferred HR Administrators (CHRA). I am glad that many employers, professionals, managers, and executives have come together today to learn about the strategic competitive advantage of inclusive hiring.

Persons with disabilities are a talent pool with valuable skills and expertise. Last year, I launched the HR Powerbank initiative that supports the employment of persons with disabilities. HR Powerbank plans to train a team of more than 20 CHRAs per year and facilitate their work placements. This initiative complements the President's Challenge Enabling Employment Pledge, which calls on organisations to adopt an inclusive mindset, create barrier-free workplace environments, and implement supportive employment policies for employees with disabilities. As at end-September 2022, we have had 224 pledgers so far. Initiatives like the HR Powerbank facilitate turning these commitments into action.

Today, we celebrate the graduation of 23 CHRAs with disabilities. I am heartened to learn that five had already been successfully placed into shared services roles at the HR Powerbank even before graduation. In addition, five more individuals are pending confirmation for employment in outsourced services. HR Powerbank and its partners will continue to support the remaining CHRAs and partner them toward



employment. Partners like SG Enable also come in to support the training and employment of the CHRAs, before they are hired by the various companies.

It is encouraging that several organisations from the people, private and public sectors have already stepped forward to support the HR Powerbank, and by extension, inclusive hiring practices. For example, VITAL, the centralised shared service provider of HR and administrative services in the public sector, has tapped on CHRAs to meet the requirements from the scaling up of its shared services. Besides VITAL, there are 21 other early adopters who will be recognised today.

The Enabling Masterplan (EMP) 2030 has set out an aspirational target to raise the employment rate of persons with disabilities to 40%, up from the current 30%. To achieve this, I urge everyone to contribute our part. For example, more organisations could step forward to be early adopters of the HR Powerbank, to support inclusive hiring. Together, we can achieve our shared vision of a fair and inclusive society, where persons with disabilities are enabled to pursue their aspirations, achieve their fullest potential, and participate as integral and contributing members of society.

The Government will also continue to play a key role to support the employment of persons with disabilities.

First, employers of persons with disabilities are provided wage offsets of up to 30% through the Enabling Employment Credit for each Singaporean employee with disability earning below \$4,000 per month. Employers who expand local hiring may also be eligible for wage support under the Jobs Growth Incentive (JGI). The JGI provides salary support of up to 20% for the first \$6,000 of wages for local new hires for the first six months. The JGI has been extended to March 2023. I encourage employers to use these programmes to continue hiring more local persons with disabilities.

In addition, the government defrays up to 90% of the costs of workplace modifications and equipment to help companies accommodate the unique needs of persons with disabilities under the Open Door Programme. The programme also provides job placement and job support services to persons with disabilities.

SG Enable has also introduced three new programmes under the National Jobs Council to provide customised employment, traineeships and skills upgrading opportunities to persons with disabilities amid the pandemic in 2021. These programmes continue to run today.

Following the release of the EMP2030 report, a multi-stakeholder Taskforce has been formed to look at enhancing employment support and opportunities for persons with disabilities. The Taskforce will look at several areas including increasing the number of inclusive employers, the designing of micro-jobs, and further enhancing the capabilities of job coaches to improve employment outcomes for persons with disabilities. The Taskforce has representatives across the people, private and public sectors, with different expertise to co-create solutions.

Everyone, including employers, has a part to play in our ongoing efforts to build a more inclusive society. Employers can provide persons with disabilities with the opportunity to contribute meaningfully to society through employment and in turn, benefit from access to a new talent pool. Organisations also benefit when there is diversity and inclusivity at the workplace. I am confident that the employers joining us today will set an example for others and encourage others to follow your lead.

The Government recently launched the Forward Singapore exercise, to discuss how we, as a society, can work together to refresh our social compact and chart our new way forward. If we work in close partnership with one another, we can collectively make a difference to the lives of persons with disabilities in Singapore. I encourage everyone to participate in the conversations.

We can do a lot more. For a start, we need to open opportunities in more sectors of the economy for the employment of persons with disabilities. The traditional sectors where they are typically employed are in F&B, hotel, or kitchens. Employers are slowly opening, and I have met those in the healthcare sector, library service and banks employing persons with disabilities. But much more can be done.

The fact is that persons with disabilities are not homogenous and have a wide spectrum of skills. Some have tertiary qualifications and are capable of higher-level jobs in the different sectors of our economy. Many suffer from mobility issues, but their intellectual capacity is on par with any other worker capable of doing jobs requiring complex skills. What they may require would be some adjustments to the workplace to help them move about or to read the computer better. These are not costly and there are government schemes to help employers make such adjustments. There are also many assistive technologies now available in the market to help workers with disabilities perform their functions.

Persons with disabilities seeking higher education too need greater support as the infrastructure is normally not built with their needs in mind and the teaching methodology too is meant for the general population of students but not suited to someone with a hearing loss, visual impairment, or mobility issues. Building requirements for institutions of higher learning should provide for such needs so that people with disabilities will not face difficulty accessing higher education which is important for them to secure better jobs.

These are some feedbacks that I have received in my engagement with people with disabilities. It should be part of a larger conversation that we need to have under Forward Singapore on how to build a Social Compact that addresses the needs and challenges facing people with disabilities whether in education, employment or in accessing community facilities especially for adults with severe disabilities who are not able to work. In this conversation, we should not forget about their caregivers who need a lot of support too especially for those taking care of severely disabled loved ones. In essence, the question is what kind of society we want to build where people of all abilities can grow and live meaningful and fulfilling lives.

In closing, a big thank you to speakers of the panel discussion for providing insights on the best practices and strategic advantage of inclusive hiring. My congratulations again to the graduating CHRAs. I wish you all the best.

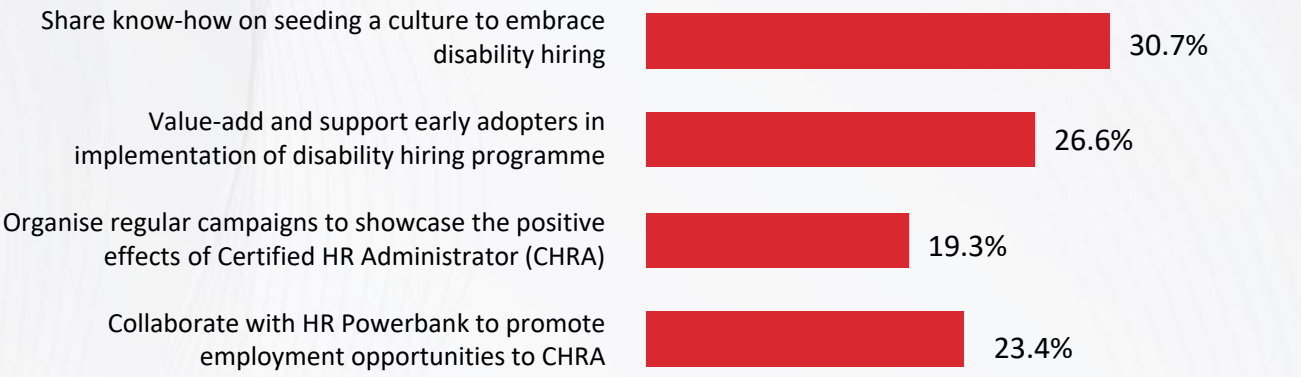
Thank you.



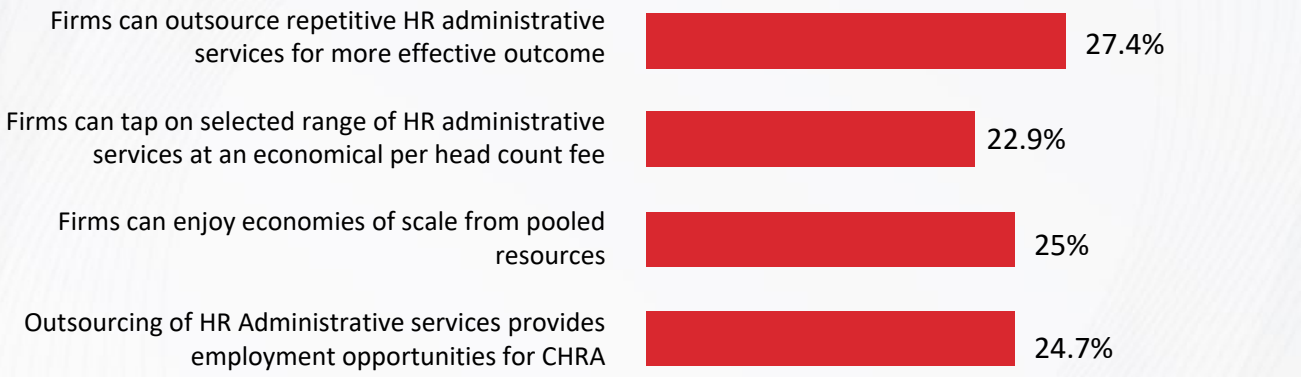
GROUND SENSING: AN INSTANTANEOUS DIGITAL POLL

291 Participants

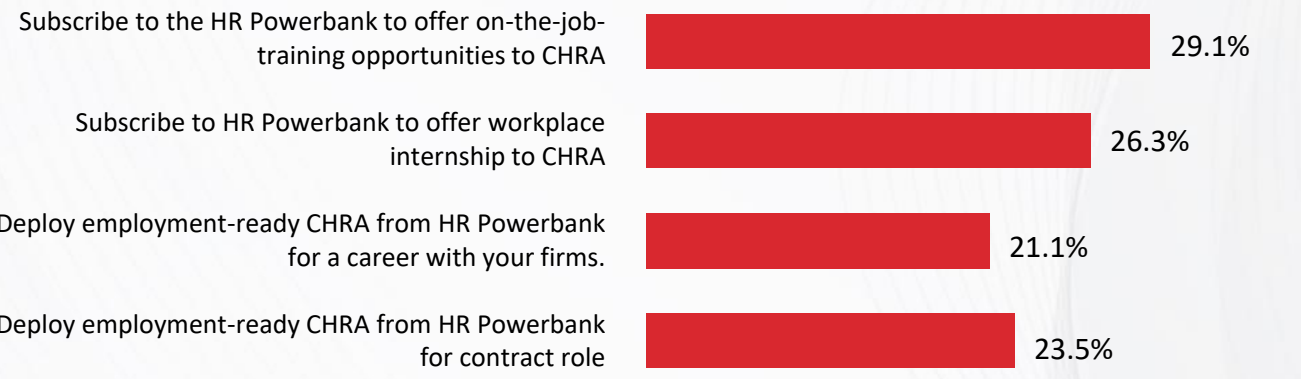
Q1. How can the Early Adopters blaze the trail to promote and be an exemplary model for others?



Q2. What are the merits of setting up a cost plus HR Centralised Shared Services such as HR Powerbank?



Q3. What are the ways that your firm could work with HR Powerbank to provide employability and employment opportunity for CHRA?



IN-CONVERSATION

Pivoting Evidence-Based Outcomes- Integrate. Involve. Innovate.

- a. The complexity, science and art of IIL.
- b. Skillsets for Life. Skillsets through life.
- c. Sharing om best disability inclusive hiring practices and reinforce their commitment to:
 - Embrace a mindset for inclusive disability hiring as strategic competitive advantage for business
 - Leverage on the inclusive mindset to promote dignity for persons with disabilities
 - Implement supportive employment policies & job redesign to seed a conducive organisation culture for persons with disabilities.



Photo: Left to Right

PANELLISTS

Mr Tony Soh (CEO, National Volunteer & Philanthropy Centre)

Ms Ku Geok Boon (CEO, SG Enable)

HOST PANELIST

Mr Tan Chuan-Jin (Speaker of The Parliament of Singapore)

PANELLISTS

Mr Dennis Lui (CEO, VITAL)

Ms Gan Ai Im (Managing Director & Head, Marketing, Group Wholesale Banking and Global Markets, UOB)

MODERATOR

Mr Augustine Anthuvan (HCS Media Partner)



Mr Dennis Lui (CEO, VITAL)

I was also privileged to be part of a Panel discussion hosted by Speaker Chuan-Jin Tan on the topic of “Pivoting Evidence-Based Outcomes - Integrate. Involve. Innovate.”

Fellow panellists Mr Tony Soh (CEO/NVPC - Towards a City of Good), Ms Ai Im Gan (SVP/UOB) and Ms Ku Geok Boon (CEO/SG Enable) shared on their rich and positive experiences in working with PWDs.

VITAL (Ministry of Finance) had embarked on our inclusive hiring journey in 2016. Today 6% of our workforce (including vendors) are PWDs. More importantly, we are moving beyond the traditional digitalisation and scanning jobs to other roles in HR and Payroll. The advent of newer low code technologies (like Robotics Process Automation) #rpa as well as hybrid work arrangements will all help us to further unlock their talents.

I shared that it takes a village to create a supportive and conducive environment for PWDs in VITAL (Ministry of Finance). I was glad that our team members were able to take a group photo with Mdm President to commemorate this special occasion.

Ultimately, as Speaker Chuan-Jin Tan reminded us, it is about the type of society we want to become. It is about looking beyond the self and to put others before self. It is about creating a fair and more inclusive Singapore! #forwardsg #inclusivehiring

Extract of Mr Dennis Lui’s LinkedIn post.



CONFERRED HR ADMINISTRATORS (CHRA)

- | | |
|------------------------------------|-----------------------------|
| 1. AVANTIKA NEHA BANU M | 13. NADIAH BINTE MOHAMED |
| 2. CHANG JING WEN | 14. NEO YI XIN |
| 3. CHANG JING TING, LYNN | 15. NG HEE KIAT |
| 4. CHU CHUN (ZHU JUN) | 16. NUR ATHIRAH BINTI AZMAN |
| 5. DOREEN LEONG JACK EE | 17. ONG SOO KOON |
| 6. FARAWAHEEDA BINTE MOHAMAD ADAM | 18. PUA KIA FONG |
| 7. HENRY SEAH ZHI YONG | 19. QUEK SWEE HAI |
| 8. IBRAHIM BIN JAAFAR | 20. RENDI TOH JIANG SEN |
| 9. JEREMY KOH ZHEN YI | 21. SEA SOCK LAN |
| 10. LEONG MING YU, ANGELINE-LENNEL | 22. TAN CHERN, MAXIMILLIAN |
| 11. LEX GOH TA LANG | 23. TAN KOK ENG |
| 12. LIM KIAN BOON | |





HR Powerbank Early Adopters





Allspice Institute Pte Ltd

‘Producing well trained and global culinary and hospitality professionals who possess the skills and self-confidence to succeed in the highly competitive international hospitality and culinary industry’

Allspice
Culinary Arts | Hospitality | Academia

At Allspice Institute we aim to bring together a holistic learning experience and environment for development and research in the field of Hospitality which includes its history, cultural nuances forming a basis for variation in salutations. We also aim to approach in human relations.

Our approach is to provide a firm foundation to which one may continue to grow and build on and adapt, especially in the present dynamic, international hotels & resorts and Culinary Art which is a craft that demands dedication, a keen passion, and desire to be the best in this diverse and rich field.

Our native and international teachers and guest speakers, in our cooking school, will impart their experiences and love for this career. The culture in our organization is one which recognizes people’s talents as our assets to be nurtured towards achieving their potential in a supportive and innovative environment. recognize people’s talents as our assets to be nurtured towards achieving their potential in a supportive and innovative environment.

Our vision is to be amongst the best culinary and hospitality schools in Asia and to positively influence the quality of culinary services available in the market place today. Whereas our mission is to produce well trained and global culinary and hospitality professionals who possess the skills and self-confidence to succeed in the highly competitive international hospitality and culinary industry.



Alpha ESS International Pte. Ltd

AlphaESS is a leading global energy storage solution and service provider who specializing residential and commercial applications and delivers pre-eminent products and fit-for-purpose solutions.



We comprise of over 15+ subsidiaries who provide local services and approximately 80,000+ systems which are actively running in over 83 countries which gives millions of people ability to live with reliable, accessible and clean energy.





CaringSG Limited

‘Every caregiver Well and Empowered.’



We are Charity organization with the vision to make ‘Every caregiver Well and Empowered.’ While our mission is to ‘Connect, enable and empower fellow special needs caregivers by building an inclusive, compassionate and supportive community through innovative solutions’. Our main source of funds is received through grants from Temasek Foundation, Tote Board and NCSS, and donations from general public & organizations. Expected grants and donation received in 2022 is between \$500,000 to S\$1million.

We are currently piloting the 3i caregiver support service model through Project 3i under the Alliance for Action for Caregivers for persons with disabilities. The 3i model is tiered, and aims to support the caregivers in the community setting through community-based, family-centered and personalized programs such as; CAREconnect, CAREbuddy and CAREwell programs respectively. Through the 3i programs, we help caregivers to find their community of fellow caregivers, so that caregivers can support each other, be it in group settings (CAREconnect) or in 1 to 1 setting (CAREbuddy). Moreover, we navigate the complex health and social service landscape is difficult.

Thus, the CAREwell team reconnects caregivers and supports them in engaging mainstream services effectively. Furthermore, we provide training, support and opportunities for balanced and empowered caregivers to give back to the community.

Lastly, we intentionally collaborate with public, private and other non-profit organizations to bring about greater awareness, engagement and participation of the community at large to build an inclusive society.



EEO (Singapore) Pte. Ltd.

EEO offers an integrated platform for global teaching and learning. It is committed to using technology to promote educational progress, help teachers around the world, cultivate independent and self-disciplined learners, and become an educational technology enterprise that is widely welcomed by teachers and students.





Euroswift Asia Pte. Ltd

Euroswift provides One-Stop Retail Creative and Display Solutions, from Retail Design & Build, Fixtures and Furniture modularization, In-store Communications, Merchandising Display, to Retail Digitalization.

For over 15 years since our inception in 2008, we have grown our presence to 10 overseas subsidiaries through Joint Ventures in Malaysia, Indonesia, Thailand, Hong Kong, China, Philippines, Australia, UAE, Vietnam and Cambodia; supporting the network through our OEM manufacturing partners mainly in China and Southeast Asia.

With the help of our force of employees of over 100+ overseas and 30 within Singapore, we’ve been able to accomplish an annual turnover of approximately \$15 Million while winning several design and build accolades regionally over the years and continue to strive to be the Retailers' Creative Workshop.





Goodwood Park Hotel



Goodwood Park Hotel is Singapore’s distinguished heritage hotel and certified as a SG Clean establishment by the Government which is housed in a uniquely designed building dating back to 1900, our 5-star hotel is an endearing pioneer of the Singapore tourism industry. Much of her original beauty has been faithfully restored, with the Grand Tower as a national monument through a gazette in 1989.

We consist of 233 guest rooms and suites complete with contemporary amenities, complimentary wired and wireless internet access, two outdoor swimming pools, a fitness Centre, beauty and spa services, five renowned restaurants, a bar, a deli and a fine range of banqueting and meeting venues to cater to every need and occasion.

With an illustrious tradition of unparalleled 5-star hospitality, well-appointed accommodation and renowned cuisine, your stay in this unique heritage hotel in Singapore will be nothing short of unforgettable.

Protecting the well-being of our guests and staff remain paramount as always. We are proud to be certified as a SG Clean establishment by the Singapore Government with our hygiene and sanitation measures officially inspected and endorsed by appointed assessors.

We are committed to ensuring a safe and clean environment for everyone as well as providing peace of mind for our guests' experience. Moreover, we had the honor of being the recipient of several awards and accolades, including the Building and Construction Authority (BCA) Green Mark Gold Award, TripAdvisor Certificate of Excellence, Forbes Travel Guide Recommended Award, and Hotel Security Excellence Award.





HelloRide

‘Cycling well for every journey’



HelloRide is a subsidiary of the mother company Hello Inc. who has over 5000 employees is one of the largest Bike sharing providers based in China. We are also a brand provider for the Alibaba trading platform.

After obtaining the bike sharing license issued in July 2022 which granted us the needed platform to operate in Singapore, we have been functioning under the name of HELLOBIKESG PTE.LTD.

At present, we consist of over 30 employees and provide internet mobility trading services. Our mission is to build a low-carbon environment and society while adhering by the brand’s concept of ‘cycling well for every journey’.





Kingsoft Cloud Pte. Ltd

Founded in 2012, Kingsoft Cloud is the leading cloud service provider in China. Since establishment, Kingsoft Cloud is devoting on providing customer safe, reliable, stable and high-quality cloud computing services.

Kingsoft Cloud have developed a comprehensive suite of cloud computing services, with solutions for many industries, such as government, finance, AIoT, healthcare, industrial engineering, media, video, game, education, Internet, content services. These solutions integrate with AI, big data, IoT, blockchain, edge computing, and AR/VR technologies.

We've also established green energy-saving data centers and operating agencies in Beijing, Shanghai, Guangzhou, Hangzhou, Yangzhou, Tianjin and other domestic regions, as well as Russia, Singapore and the United States. Kingsoft Cloud will continue its go-global strategy and extend cloud computing worldwide, connecting more devices and people by building a universal cloud computing network.





Mysteel Singapore Pte. Ltd.

Mysteel Singapore Pte. Ltd. is part of MCS Group. MCS is a market-leading voice and electronic commodities brokerage for financial derivatives and physical commodities.

Since its inception in Singapore in 2015, MCS has become a formidable global presence as a leading broker in the commodities space focused on China-centric markets. It is one of the largest brokers in the world to offer its clients physical and financial broking services combined with proprietary Chinese commodities data.

MCS was established with one clear goal in mind - to bring increased liquidity to the commodity markets through its vast Chinese presence and deep global relationships across multiple asset classes.

MCS combines its Chinese roots with exclusive access to award-winning proprietary commodities data covering Ferrous, Non-Ferrous and Energy. MCS's unmatched strength gives its clients unique insights and unparalleled value-add into the underlying asset classes and fundamental Chinese data that moves commodities markets.





National Volunteer and Philanthropy Centre

‘Promoting a giving culture in Singapore through catalyzing development in volunteerism and philanthropy to build a City of Good...’



The National Volunteer & Philanthropy Centre (NVPC), a non-profit organization that promotes a giving culture in Singapore through catalyzing development in volunteerism and philanthropy to build a City of Good. This is the steward of the City of Good vision for Singapore, where individuals, organizations, and leaders come together to give their best for others.

Key initiatives under NVPC include [giving.sg](#) (a leading digital platform helping more than 550,000 registered users access donation and volunteerism opportunities), Company of Good (a program that helps more 2,400 companies on their corporate purpose journey), SG Cares Giving Week (an annual nationwide movement where non-profit organizations and companies celebrate the spirit of giving) and the Centre for Non-Profit Leadership (which champions leadership development at the board level of non-profit organizations).

We are also responsible for administering the President’s Volunteerism and Philanthropy Award (PVPA) which is the pinnacle award that recognizes individuals and groups that have achieved excellence in giving.



PT-G Builders PTE Ltd



‘Love and truth for the benefit of the society’

PT-G Builders PTE Ltd, is a company with approximately 300 employees who values practice love and truth for the benefit of the society.

Our main business engagement is related to the field of construction with the mission to build a place of kindness and a home of happiness and with the mission to illuminate all families in the world with the light of goodness.





SG Enable

Set up by the Ministry of Social and Family Development in July 2013, SG Enable is the focal agency for the disability sector in Singapore, dedicated to enabling persons with disabilities and building an inclusive society. It seeks to empower persons with disabilities and their caregivers with timely access to information, referral services and grants; enhance training and employment for them; and engage the community to integrate them as integral members of society. It also manages the Enabling Village. SG Enable is a registered charity and an Institution of Public Character.





Siasun Automation (S) Pte Ltd



‘Building a beautiful smart and connected world’

Siasun Automation (S) Pte Ltd engage in product and service manufacturing. We are a by-product of our mother company Shengyang Siasun Robot and Automation Co. Ltd originated in China which manufactures and repair of lifting and handling equipment including conveying systems and industrial automated systems

Our aim is to build a beautiful smart and connected world and become an industry expert in the smart era, with the plan which is inclusive of taking initiatives to integrate innovation chain, industrial chain and financial chain resources from a global perspective to achieve industrial fission-type development and promote industry upgrading. Our mission is to create work-class high-tech enterprises and develop into an entity who is internationally influential and intelligent.



Sian Chay

‘Fostering a positive spirit of collaboration among residents, charities, volunteers and partners so as to create a conducive and convenient environment for medical consultation and treatment’

Sian Chay is a medical institution, a social service agency registered with the ministry of health, provides free Traditional Chinese Medicine consultation, low-cost medicine and treatment for the community regardless of race or religion.

Our aim is to have a culture within to ‘foster a positive spirit of collaboration among residents, charities, volunteers and partners so as to create a conducive and convenient environment for medical consultation and treatment’ while promoting the 5 core values of the company ‘forgiveness, universal love, compassion, gratitude and blessing’ while our vision and mission within the company is to promote TCM education and development as well as to participate in the charitable and humanitarian work in Singapore.





Singapore Carpentry Pte Ltd

Singapore Carpentry group is a leading carpentry firm in Singapore. With a combined factory, office, showroom space of more than 50,000 square feet, and more than 30 skilled carpenters, you can be sure we are able to meet our companies needs for quality custom-made carpentry efficiently.

To further increase productivity whilst keeping the price competitive, Singapore Carpentry is the leading carpentry factory in Singapore to invest in modern technologies as well as robotic machineries to automate partial fabrication of carpentry at its highest quality.





Singapore Corporate Services Pte Ltd

‘Upholding high standard of professional accounting practices, and refining our people with enriching experiences and our mission is to assure that our clients’ peace of mind...’



Singapore Corporate Services Pte Ltd is Singapore based CPA firm with over 20 years of combined experience and we value Enterprising where we take initiative to constantly seek new solutions and opportunities to enhance our unique value propositions, professionalism where we ensure our staff are certified and qualified professionals who can deliver practical solutions within the committed timeframe, integrity where we ensure that we adhere to professionals ethics, take ownership and exercise.

We through being client-centric as we priorities our clients' interest as utmost importance and adapt our solutions to their need with uncompromising quality services in the path where we engage in providing professional bookkeeping and accounting outsource services and personal income tax, goods and services tax (GST), payroll, company incorporation and other compliance professional services.

Supported by a local team of qualified professionals, passionate in serving the start-ups, small and medium enterprises. As a SME ourselves, we understand the challenges faced by business owners. Hence, our values are set to be your extended team, helping you start it right, stay compliant and most importantly, competitive!

The vision in our company is to establish a reputation for elevating businesses by upholding high standard of professional accounting practices, and refining our people with enriching experiences and our mission is to assure that our clients’ peace of mind by supporting them with comprehensive accounting functions while they focus on enhancing their business.





Singapore FOZL Group Pte Ltd.

FOZL 福智霖

“It is our great pleasure to be part of disability inclusion program, and it is wonderful experience to work with HR Powerbank to promote lifelong learning”

Singapore FOZL Group Pte Ltd provides corporate services in the professional industry. We are originated from Singapore in 2011, who have assisted many MNCs, SMEs set up their business in Singapore and expanded to ASEAN markets. Our dedicated teams are pledged to provide timely and high quality of services to our valuable clients.

We offer a full range of corporate services. Including but not limited to company incorporation, secretarial services, work pass application, payroll services, accounting, taxation, business license applications, trademarks registration, corporate advisory and private client services.

Our turn HQ group turnover lies at 5 million SGD while focusing upon ESG sustainable development and creating social value in the business ecology and serving the society and the public while developing businesses. Our aim is vision and mission are to create value for clients, business partners and society and create social value together.



Singapore Mico Pte Ltd

Singapore Mico Pte Ltd is a company specialized in food and beverage in Singapore with over \$600 million annual sales. In the present year, we are bringing an intangible cultural heritage restaurant brand “Wo Wo Dian”, which has over 130 years of history, into Singapore.

Our parent company, Sichuan Meile Group Industry Co., LTD, founded in 1990, is specialized in real estate development, cosmetic retail chain stores, financial services, hotels, logistics, and food and beverage.

We are currently operating business in Singapore, China, and United States. We ensure that we never forget its social responsibilities, and has donated millions of dollars to the society over the years in order to increase the standard of life of the society as a whole while working on implementing our vision in becoming a respectable century-old enterprise.



Spark Education Group

Spark Education Group is a fast-growing global online education company specializing in interactive live-instruction with small-group classes for children. Our mission is to Spark passion for learning, ignite lifelong growth. Since 2018, we have attracted over half a million users worldwide and its portfolio companies are backed by top global investors including KKR, IDG Capital, GGV Capital, Sequoia China, Carlyle, Northern Light Venture Capital, and GSR Ventures.



Spark Education Group's portfolio includes: - VIS PARK, featuring Spark Math (mathematics curriculum combining Singapore Math with Common Core State Standards), and Spark Chinese (Chinese language learning curriculum) - Huohua Siwei (a Chinese-language online learning service) - Allschool (an online marketplace connecting teachers and learners) - ClassPod (an education platform enabling interactive live-instruction for small-group classes)



SpoonX

‘With Pride and Care, we serve.’

SpoonX is a series D start-up based in Singapore with over 2000+ employees in China where our mother company, Zaihui is located. As an internet service providing company specializing in the F&B industry we further engage in SaaS-based business communication and big-data platform designed to automate and adjust marketing strategies.



Our platform further offers marketing automation and customer loyalty for China's local merchants through one-stop membership management. Which enables them to obtain customer deposit members, increase member repurchase rates, effectively motivate members and enhance brand image while making it our mission to stick by our statement ‘With Pride and Care, we serve.’



Vital

‘central agency for corporate shared services’

VITAL is the Singapore Public Service’s central agency for corporate shared services entrusted with managing and transforming corporate service delivery for Whole-of-Government.

Established as a department under the Ministry of Finance in 2006, we aggregate common corporate services in areas such as human resources (HR) & payroll, finance and procurement within the public sector to achieve economies of scale, improve efficiency, strengthen governance and enhance service quality.

As a policy-ops-tech innovation platform and robotics & automation (R&A) lead for corporate and administrative services. We also provide our partners the functional leaders, as well as policy and system owners (namely, the Public Service Division, Accountant-General’s Department and Government Procurement Function Office) to transform Public Service corporate services.

With more than 500 staff and still growing, we are serving more than 100 public agencies (i.e. ministries, organs of state, or statutory boards) and over 100,000 public officers.





ZA Tech Global (Singapore) Pte Ltd

“At ZA Tech, we believe in the power of people and in a disability-inclusive workplace as a driver of growth for both business and community. We proudly support HR Powerbank in further building a caring and inclusive Singapore.”



ZA Tech Global (Singapore) Pte Ltd was founded by the global leader in online insurance, ZhongAn Online, and backed by Softbank’s Vision Fund 1, ZA Tech is a technology venture established with an aim to redefine insurance and enable leading insurers to unlock the value of digital partnerships and accelerate go-to-market for the new generation of online insurance.

We leverage technology to upgrade the insurance value chain and internet ecosystems to offer digital, affordable, accessible & innovative insurance solutions to meet the growing needs of on-demand customers.

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We further accelerate go-to-market for the new generation of online insurance. We leverage technology to upgrade the insurance value chain and internet ecosystems to offer digital, affordable, accessible & innovative insurance solutions to meet the growing needs of on-demand customers.

HR Powerbank Panel Advisors



MS KU GEOK BOON
CEO, SG ENABLE



MS GAN AI IM
Managing Director & Head, Marketing, Group
Wholesale Banking & Global Markets, UOB



MR SHAFIE LATIFF
Director, BBFL



MR MARKUS ANG
Director, Lionstep Raffles Capital Investment
Pte Ltd



HR Powerbank Partner



MR AUGUSTINE ANTHUVAN

HCS Media Partner

A former senior TV journalist, reporter & executive producer (2005-2019), radio broadcaster (1997-2005), audio-visual producer (1983-1997) - is presently a voice talent, media literacy facilitator, moderator-at-large & is one of Singapore's most experienced media trainers.

With more than 30 years of training experience, working with a variety of organisations and people, coupled with 20+ years as a journalist.

Augustine brings his wealth of 'real life' experiences into the classroom. This places Augustine in a special category of trainers – one who is able to customise the training experience to match the organisation's needs.

Augustine Anthuvan has been a journalist for more than 20 years. He was Radio Singapore International's Assistant Programme Director, radio broadcaster & producer for 7 years, reporting on socio-political developments in Southeast Asia. In 2005, he joined Channel NewsAsia (CNA) and has worked in news and current affairs.

Over the span of 14 years, Augustine as a senior TV journalist, covered numerous local and overseas news assignments; has written, produced and narrated several documentary programmes & became CNA's Executive Producer for the Perspectives TV panel discussion series which he helmed for 8 Seasons (2012-2019).

An established live commentator for national events - he is also a voice talent, speaker and media literacy facilitator. He is one of Singapore's most experienced media trainers, and has been a decade-long forum moderator at numerous events. Augustine is now an independent strategic media relations consultant, moderator and media trainer.

HR Powerbank Partner



MS FELINKA ZHOU FAN

Director, Singapore FOZL Group Pte Ltd

Ms Zhou specialises in 14 years of market entry needs, client relationship management, business development and corporate secretarial solutions. Prior to starting the business venture, Felinka worked at Far East Organization and she was the top performer in the organisation and won many awards.

FEO Gold Award Winner 2009 Singapore (FAR EAST ORGANIZATION)

FEO Merit Award Winner 2010 Singapore (FAR EAST ORGANIZATION)

Champion of FEO Award 2011 Singapore (FAR EAST ORGANIZATION)

Felinka is active member in volunteering and giving back to the community. Ms Zhou is appointed as the Benevolent Ambassador of Sian Chay Organisation. Sian Chay Organisation is a medical institution which has over century of history in Singapore. It provides free consultation and subsidized medication for the community regardless of race and religion.

From a young age, Ms Zhou was interested in writing Chinese poetry due to her parent's teaching. In 2015, she published her first poetry book in Singapore titled "I Came from Ancient Past" 《我从古代来》, which is collected by the National Library of Singapore. Ms Zhou published these poetries in hope of sharing some of her life experiences and insights that she has gained. Since then, Ms Zhou has published a total of 3 books in the "I Came from Ancient Past" series and a new title "Wishing Your World To Be Full of Bliss" 《愿你的世界温暖沁心》 which is also collected by the National Library of Singapore. All sales proceeds during the book launch period were donated to Sian Chay Medical Institution so as support low-income family to receive medical consultation and medication.

HR Powerbank Partner



MR LEE HONG CHUANG

Patron, Action@JR

Lee Hong Chuang, 52, Adviser of Hougang Grassroots Organisation, also a Senior IT Manager at Kyndryl, was born in Singapore in 1970. He graduated with a Bachelor of Science (Computer and Information Sciences) from the National University of Singapore in 1997.

Hong Chuang has been volunteering for more than 33 years. He started out in 1989 as a Children Camp Instructor. Thereafter he went on to hold various key positions in the youths, sports, and corporate arena. Currently, he is the Advoser of Hougang Grassroots Organistaion and Chairs both Hougang PAP Branch and Hougang PCF.

With more than 33 years as a volunteer, he has Chaired and organised many national projects such as the 1st Youth Olympic Games and 28th SEA Games as Competition Manager. He led the National Gymnastics Team to several Major Gymnastics Competitions as Team Manager, launched the PAYM Policy Forum when he was Chairman of PAYM CYC, and organised the President Challenge for his former company.

In recognition of his volunteer services, he has been awarded the Public Service Medal (PBM) in 2005 followed by the Public Service Star (BBM) in 2013. For his contributions in the Youth arena, he received the Singapore Youth Award (Community and Youth Services) in 2004 and again in 2009, this time a Medal of Commendation. In 2007, he received the Ship for Southeast Asia Youth Program International Award and in 2006, the People's Association Youth Movement (PAYM) Outstanding Youth Award after receiving PAYM Individual Award in 1997, 2002 and 2006.

His involvement in community work has seeded a passion in him to nurture a positive mindset in people especially the workforce and to encourage reskilling for survival.



MS SUN NIANBEI

General Manager, China Construction Bank Corporation

China Construction Bank Corporation, Singapore Branch (“CCB Singapore” or the “Branch”) commenced business in 1998 under an offshore banking licence, which was upgraded to a wholesale banking licence in 2010. In December 2020, CCB Singapore was awarded a Qualifying Full Bank (“QFB”) licence by the Monetary Authority of Singapore, allowing the Branch to offer a full suite of banking products and services to the Singapore market.

Under the QFB licence, the Branch will deliver dedicated, professional services through its five business centres, namely, the Commodities Trade Financing Centre, the Infrastructure Financing Service Centre, the Investment Banking Transaction Centre, the Private Banking Centre and the FinTech Innovation Centre. These five centres are collectively the driving force for the Branch’s business growth in Singapore and the region. Tapping onto CCB Group’s vast client network and strong capabilities in Fintech innovation, CCB Singapore is committed to building an integrated, cross-border financial service platform that serves our clients in Singapore and China, as well as countries participating in the “Belt and Road Initiative” and along the “New International Land-Sea Trade Corridor”.



HR Powerbank Partner



MR KWA KIM CHIONG

CEO, JustLogin

JustLogin began with the goal of simplifying and automating HR, so companies like yours can devote more time to people and productivity – not paperwork. We pioneered HR on the cloud back in 2000 so small to mid-sized businesses can enjoy the productivity only availed to big enterprises with deep pockets back in the day. HR on the cloud enabled small businesses to subscribe to enterprise-level software for a fraction of the costs without having to invest in their own R&D.



HR Powerbank Partner



DR SHERRY ZHU

Managing Director, Walnut International Fund Management

Sherry is a computer scientist who specialises in natural language processing. She is also Managing Director at Walnut International Fund Management, a single family office. She is co-leading an effort to organise a group of family offices to contribute to the local community, through philanthropic giving and volunteering.



HR Powerbank Partner



MR NAUWROZ KHAN

Executive Producer, Xapbox Media Pte Ltd

Started out as a coffee boy in a Film set, gradually worked my way up to be a technical director with National Broadcasters. After acquiring years of experience, Started Xapbox Media which integrates technology with Broadcast & Television.

Currently overseeing a few projects that is technology related to Broadcast & Television.

Strong Operations professional with EMBA in Leadership, Strategy & Innovation and BA in Communications and Media Management.



HR Powerbank Ambassadors

1. MR ALAN PEK KIAN AIK (Assistant Vice President, Deutsche Bank)
2. MS HONG LIYAN EMILY (Constituency Director, Hougang CO, People Association)
3. MR JOSEPH CHIA CHOY HENG (Director & Principal Consultant, Probity People Management Consultancy Co Ltd)
4. MS KOH SIA ENG (Senior Executive, HR Powerbank)
5. MS MOLLY YEO SUAN GEK NEE (Senior Manager, Singtel)
6. MR MUHAMMAD FARHAN BIN SEMIN (Manager, Social Media & Corporate Services, HCS)
7. MR NIU ZHONG (Manager, Singapore FOZL Group Pte Ltd)
8. MR RUBEN VAMADEVAN (Programme Specialist, CEO Office, HCS)
9. MR SEAN GOH SHAO HERN (Associate Director, Capability & Business Development, HCS)
10. MS YONG LAI EE (Principal, Mindchamps Preschool Pte Ltd)

CHRA Ambassadors

1. MS BOON CAI YING, TABITHA (Ceo, Noivil Studios)
2. MR CHIA KIM SUN, RICHARD (Executive, HR Powerbank)
3. MR DARYL RAIZAL - MING TAN (Chairman, M.R.S. Gateway Corporation Pte Ltd)
4. MS MARY ANNE TAN GEOK SWAN (Senior Executive, HR Powerbank)
5. MR NICK SHEN WEIJUN (Creative Director, Tok Tok Chiang)
6. MR RICHARD TIONG HOW KEAP (Executive, HR Powerbank)
7. MR SOH CHEE SENG, HENRY (Executive, HR Powerbank)
8. MR SEE CHENG WOON (Executive, HR Powerbank)

HOST PANELLIST, PANELLISTS AND MODERATOR

BIOGRAPHIES



HOST PANELIST

Mr Tan Chuan-Jin

Speaker of The Parliament of Singapore

Mr Tan Chuan-Jin is the current Speaker of the Parliament of Singapore. He has been elected to the post by Members of Parliament (MPs) on 11 September 2017, making him the 10th Speaker of Singapore since the First Legislative Assembly of 1955.

Mr Tan has been an elected MP in the Marine Parade GRC since 7 May 2011. He served as the Minister for Social and Family Development from 9 April 2015 until his election as Speaker on 11 September 2017. He had also been the Minister for Manpower from 1 May 2014 to 8 April 2015.

Prior to his election to Parliament, Mr Tan had served in the Singapore Armed Forces for nearly 24 years. He holds a Master’s Degree in Defence Studies from King’s College in London and a Master’s Degree in Public Management from the Lee Kuan Yew School of Public Policy at the National University of Singapore.

Mr Tan is married with two children. He enjoys running and photography. In 2014, he published a book capturing his travel photographs and has auctioned his prints in support of charitable causes.

HOST PANELLIST, PANELLISTS AND MODERATOR BIOGRAPHIES



MODERATOR

Mr Augustine Anthuvan

HCS Media Partner

A former senior TV journalist, reporter & executive producer (2005-2019), radio broadcaster (1997-2005), audio-visual producer (1983-1997) - is presently a voice talent, media literacy facilitator, moderator-at-large & is one of Singapore's most experienced media trainers.

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HOST PANELLIST, PANELLISTS AND MODERATOR

BIOGRAPHIES



PANELIST

Mr Dennis Lui
CEO, VITAL (Ministry of Finance)

Dennis Lui is Chief Executive of VITAL, Ministry of Finance. VITAL, the Central Agency for Corporate Shared Services, serves over 100,000 public officers across 100 Ministries, Departments, Organs of State and Statutory Boards in the areas of finance, human resources and procurement.

Prior, Dennis was the Senior Director (Finance and Administration) in the Ministry of Home Affairs (MHA) from April 2017 to March 2020. Dennis started his career with the Inland Revenue Authority of Singapore (IRAS). He was a member of Senior Management team from 2011 to 2017.

Dennis graduated from Christ Church, Oxford University with a BA in Politics, Philosophy and Economics (First class). He received a MSc in Management (with distinction) from the London School of Economics as well as an MBA from the Anderson School at University of California Los Angeles (UCLA). Dennis is a Fellow of CPA (Australia).

HOST PANELLIST, PANELLISTS AND MODERATOR

BIOGRAPHIES



PANELIST

Ms Gan Ai Im

Managing Director & Head, Marketing, Group Wholesale Banking and Global Markets, UOB

Gan Ai Im is the Managing Director and Head of Group Wholesale & Global Markets Marketing and in the last 16 years at UOB, she has held three leadership roles.

In 2019, as UOB’s Head of Group Brand, she supported the launch of “The Unlimited” – a first-of-its-kind programme that brings together dedicated partners from the public, private and people sectors to promote inclusive hiring. “The Unlimited” is a programme that was inspired by UOB’s own success in hiring persons with disabilities at UOB Scan Hub. Today, 35% of the employees at UOB Scan Hub are persons with disabilities.

In her current role, Ai Im leads a Group Marketing team that is responsible for communicating with businesses on how UOB is able to open doors to Asia, through its ASEAN market specialism.

Given the importance of SMEs as the backbone of business in Singapore and the manpower shortages that regularly confront them, Ai Im sees knowledge exchange as the catalyst to interest businesses in the hiring of PWDs.

On programmes like “The Unlimited,” Ai Im believes that continued support of the public and people sectors is crucial for companies in the private sector to play a role in fostering a more inclusive and sustainable workforce.

Ai Im also serves as a Director in UOB Venture Management’s Asia Impact Investment Fund, which invests in companies that help to improve the livelihood and well-being of people living at the base of the pyramid in Southeast Asia and China. These investments span across various sectors including education, healthcare, financial inclusion and agriculture.

HOST PANELLIST, PANELLISTS AND MODERATOR

BIOGRAPHIES



PANELIST

Ms Ku Geok Boon

CEO, SG Enable

Ku Geok Boon has held the position of Chief Executive Officer of SG Enable since its establishment in July 2013.

Under her leadership, SG Enable developed the Enabling Village, an integrated community space which materialises SG Enable’s vision of an inclusive society and enabled lives. The Enabling Village is a winner of several accolades, including the President’s Design Award and BCA Universal Design Mark Award (Platinum).

Ms Ku believes that embracing diverse experiences and abilities helps businesses grow and ultimately builds a culture that values every individual. She has guided SG Enable to deliver innovative programmes and services for persons with disabilities in Singapore, especially in inclusive employment and community integration.

Prior to her position as CEO of SG Enable, she held several leadership positions at Ministry of Social & Family Development, Ministry of Education and various schools in Singapore.

HOST PANELLIST, PANELLISTS AND MODERATOR

BIOGRAPHIES



PANELIST

Mr Tony Soh

CEO, National Volunteer & Philanthropy Centre (NVPC)

Tony is passionate about reimagining community and business systems to create a more gracious, sustainable and equitable society for all. He believes in the potential of every person to make full use of his or her talents to make a difference in the world.

In a career spanning more than three decades, Tony has held leadership and senior management roles in government ministries, statutory board and listed real estate company, with both regional and global responsibilities.

He also volunteers as chairman, president and board member in family, youth, community service and healthcare non-profit organisations.

VIDEOS

**Highlights of HCS-SG Enable Masterclass 2022 with
Presentation Awards**
will be featured at HCS upcoming Masterclass on
18 Dec 2022.

The Long March
[https://www.youtube.com/
watch?v=iujhmmMuhyo](https://www.youtube.com/watch?v=iujhmmMuhyo)



The Greater Good for All
[https://www.youtube.com/
watch?v=re9CicIVJzY](https://www.youtube.com/watch?v=re9CicIVJzY)

