

Oct + Nov 2007

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SOS Presents Our Leaders For The New Term



Oct + Nov 2007

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SOS IS IN GOOD HEALTH



Our Union is in good health by any standard.

Mr Leow Ching Chuan, SOS General Secretary, said this at the SOS 12th Quadrennial General Meeting held on 16 November 2007 at the Seacare Building.

In the period under review, from March 2004 to August 2007, SOS membership grew from 11,513 to 16,323, an increase of about 42%. The Union also managed to enlarge the number of ships under SOS's collective bargaining agreements (CBAs) from 398 to 579 vessels – an increase of about 45% that resulted in proportionately more of SOS members working on board ships at sea.

These two indicators, membership strength and industrial relations, clearly attest that the Union is indeed in the pink of health. These two core activities, pointed out Mr Leow, define a trade union and differentiate it from other social organisations.

Why Ship Owners Signed CBAs with SOS

In his message, the SOS leader also touched on the reasons behind more and more ship owners and managers signing CBAs with SOS.

"It is because the terms and conditions of service we sought for our members were fair and we gave reasonable assurance of industrial harmony and co-operation. We had to work hard to satisfy ship owners and managers that our CBAs were not mere pieces of paper before they were willing to sign our CBAs. We remained aware of our responsibilities to our members, especially those working aboard our CBA vessels," he said.

The Seacare Medical Scheme was implemented during the period under review for this purpose for both Singapore and foreign members and dependents. The Seacare Medical Holdings Pte Ltd was set up with the aim of becoming a regional healthcare provider – for the ultimate purpose of looking after members' welfare. These healthcare benefits, added Mr Leow, helped to make members appreciate the value of the union membership.

Our Leaders

Mr Leow also attributed the Union's ability to consistently able to give members good value for their membership fee to the 'selfless members who take on the thankless task' of serving in the SOS Executive Committee and the various standing committees.

In the next four pages, we present OUR LEADERS for the NEW TERM of office of 2007 to 2011.

One new committee that was set up deals with the youth. Leading the team as Chairman is Mr Daniel Tan, SOS IR Manager. "It is the foresight of the management to set-up a youth committee to look after the interest of the current, newly recruited and future young members. I am honoured to be part of this committee and I hope I can be the voice of the younger members who wish to share their ideas, views and concerns." said Mr Daniel Tan.





SINGAPORE ORGANISATION OF SEAMEN OFFICE BEARERS AND EXECUTIVE COMMITTEE FOR THE TERM 2007-2011

ADVISORS

: LIM BOON HENG
GRACE FU HAI YIEN
ARTHUR FONG
ZULKIFLI BIN MOHAMMED

PRESIDENT

: TAN JING BOCK

VICE PRESIDENTS

: MOHAMED IDRIS BIN MOHAMED IBRAHIM
BON SHEUN PING

GENERAL SECRETARY

: LEOW CHING CHUAN

EXECUTIVE SECRETARY

: KAM SOON HUAT

ASSISTANT SECRETARIES

: MOHAMAD BIN ABU BAKAR
NAZARUDIN BIN NANDOK

TREASURER

: LEE VAN CHONG

ASSISTANT TREASURER

: DAVID SIM HOR PHENG

ORDINARY COMMITTEE MEMBERS

: SEE BOON KWANG
RAJ MOHAM
RAJA MD SAID BIN RAJA MD SHAFIK
LIM THIZI CHEE
LOH SUAN HIN
NORANI BIN MD RAIS

ALTERNATE COMMITTEE MEMBERS

: DANIEL TAN KENG HUI
MICHAEL THAM SIANG HOCK
MOHAMMAD BIN KODRASONO
KAMIS BIN HUSSAIN
TAN BENG KIAT

TRUSTEES

: LIM ENG SENG
LEOW PENG KUI
MAJOR ABBAS BIN ABU AMIN
OW KEE HENG

INTERNAL AUDITORS

: AHMAD BIN HJ REPAHI
TANG TENG LUNG

SOS EXTERNAL AND INDUSTRIAL RELATIONS COMMITTEE (2007 ~ 2011)

EX-OFFICIO

: LEOW CHING CHUAN

CHAIRMAN

: KAM SOON HUAT

SECRETARY

: MOHAMED IDRIS BIN MOHAMED IBRAHIM

ORDINARY MEMBERS

: DANIEL TAN KENG HUI
RAJA MOHD SAID BIN RAJA MD SHAFIK
NAZARUDIN BIN NANDOK
SEE BOON KWANG
KAMIS BIN HUSSAIN
NORANI BIN MD RAIS
ABDUL RAHIM BIN MOHD
MICHAEL THAM SIANG HOCK
LIM THIZI CHEE

ALTERNATE MEMBERS

: HONG SIAN BENG
WOO SUAY LONG
IZZAT BIN HAMZAH
TAN JIT WEI
MOHD BIN PAKKI
EDDY LEE CHAY CHOO
YUSOF BIN ABDUL RAHMAN
LEE YOU LOCK
MOHD HISHAM BIN HASSAN
HAMZAH BIN PARADI
CHEN SOH HAR

ADMIN SECRETARY

: KOH SOO LEE

SOS MEMBERSHIP & ORGANISING COMMITTEE (2007 ~ 2011)

EX-OFFICIO

: LEOW CHING CHUAN
KAM SOON HUAT

CHAIRMAN

: DAVID SIM HOR PHENG

SECRETARY

: DANIEL TAN KENG HUI

ORDINARY MEMBERS

: KAMIS BIN HUSSAIN
MOHAMAD BIN ABU BAKAR
WOO KUM LEONG
TAN BENG KIAT
RAJ MOHAM
LIM THIZI CHEE
PHUA BAK KHIN
LOH SUAN HIN
MICHAEL THAM SIANG HOCK

ALTERNATE MEMBERS

: WOON TIAN SONG
CHEW SIAN HAI
CHUNG KENG MENG
KOBAN BIN SHAIK HUSSAIN
LOH KIA FOK
LOH KOY HOO
HARUN BIN SALLEH
YENG YIN LEONG
MOHD BIN PAKKI
ISHAK BIN AHMAD ROSDI
AHMAD BIN HJ REPAHI

ADMIN SECRETARY

: THI RI SAN, JULIA



SOS WELFARE & COMMUNITY SERVICES COMMITTEE (2007 ~ 2011)

EX-OFFICIO

CHAIRMAN

SECRETARY

ORDINARY MEMBERS

- : LEOW CHING CHUAN
- KAM SOON HUAT
- : TAN JING BOCK
- : MOHAMAD BIN ABU BAKAR
- : MOHAMED IDRIS BIN MOHAMED IBRAHIM
- RAJA MD SAID BIN RAJA MD SHAFIK
- DAVID SIM HOR PHENG
- NORANI BIN MOHD RAIS
- MOHAMMAD BIN KODRASONO
- LIM ENG SENG
- ABDUL RAHIM BIN MOHD
- BON SHEUN'PING
- SEE BOON KWANG

ALTERNATE MEMBERS

- : TANG TENG LUNG
- LIM FUNG JUNG
- ZAKARIA BIN ZAHIT
- CHEN' SOR HAR
- RAMJEET JADOH S/O DADHIBAL
- HAMZAH BIN PARADI
- HO YEW CHUN
- JAGAN MOHAN S/O VELO
- YUSOF BIN ABDUL RAHMAN
- RAHMAT BIN ABU BAKAR
- PHUA BAK KHIN
- : DANIEL TAN KENG HUI
- MARIANA AMAD
- SHOO WENG LEONG, DAVID
- : CHAN WAH LUM, ANTHONY (till 31-03-08)
- NUR ADILA JUMAN (wef 01-04-08)

STAFF IN ATTENDANCE

ADMIN SECRETARY

SOS TRAINING & SKILL DEVELOPMENT COMMITTEE (2007 ~ 2011)

EX-OFFICIO

CHAIRMAN

SECRETARY

ORDINARY MEMBERS

- : LEE VAN CHONG
- : KAM SOON HUAT
- : BON SHEUN PING
- : NAZARUDIN BIN NANDOK
- LOH SUAN HIN
- NORANI BIN MD RAIS
- LIM ENG SENG
- RAJ MOHAM
- SEOW SIOW KIAT
- ISHAK BIN AHMAD ROSDI
- ABDULLAH BIN AHMAD
- CHEW SIAN HAI
- : NUR ADILA JUMAN

ADMIN SECRETARY

SOS CORPORATE COMMUNICATIONS COMMITTEE (2007 ~ 2011)

CHAIRMAN
SECRETARY
ORDINARY MEMBERS

: LEOW CHING CHUAN
: TAN JING BOCK
: LEE VAN CHONG
KAM SOON HUAT
DAVID SIM HOR PHENG
MOHAMED IDRIS BIN MOHAMED IBRAHIM
MOHAMAD BIN ABU BAKAR
CHAN WAH LUM, ANTHONY (TILL 31-3-08)
DANIEL TAN KENG HUI
ABDUL RAHIM BIN MOHD

SOS/ SEACARE REPRESENTATIVES
(In attendance)

: NUR ADILA JUMAN
FOO JEE HWEE, SHENA
JULIE KOH
PECK MUI HOON, EUGENIA
FIROS OSMAN MUSAJI ANGULLIA
ALAN TOH CHENG HOE
WANG CHIA LIM
GILLAN TEO WEI YIN
HAIDAR BIN MD DAUD

ADMIN SECRETARY

: JACQUELYN LAM SZE LIN

SOS FINANCE & INVESTMENT COMMITTEE (2007 ~ 2011)

EX-OFFICIO
CHAIRMAN
SECRETARY
ORDINARY MEMBERS

: LEOW CHING CHUAN
: LEE VAN CHONG
: DAVID SIM HOR PHENG
: BON SHEUN PING
RAJA MD SAID BIN RAJA MD SHAFIK
SEE BOON KWANG
NAZARUDIN BIN NANDOK
TAN BENG KIAT

ADMIN SECRETARY

: TAN SIEW HUI

SOS YOUTH COMMITTEE (2007 ~ 2011)

EX-OFFICIO
CHAIRMAN
SECRETARY
ORDINARY MEMBERS

: JACQUELYN LAM SZE LIN
: DANIEL TAN KENG HUI
: LIM THIZI CHEE
: HARUN BIN SALLEH
HAMZAH BIN PARADI
ABDUL RAHIM BIN MOHD
THI RI SAN, JULIA

ADMIN SECRETARY

NTUC NATIONAL DELEGATES' CONFERENCE

THE ALL INCLUSIVE IDENTITY



The National Trades Union Congress (NTUC) welcomed the new line up of committed leaders as the election for the central committee (CC) was finalized during the National Delegates' Conference 2007 which was held from 29 October to 31 October 2007. The Guest-of-Honour for the conference was Prime Minister Lee Hsien Loong, who delivered his keynote address on the importance of cooperation between the government and unions in order to stay ahead. The new team of CC members comprises of both experienced leaders and young faces, which included Ms Josephine Teo and Mr Edwin Lye. Key leaders such as President John De Payva and Secretary-General Lim Swee Say will continue to lead the NTUC CC for the term 2007-2011.

The Winning Formula

PM Lee is hopeful on the drive and potential that new leaders can contribute and deliver towards the vision of LM2011. Feedback from unions is an important and major factor when it comes to governmental decisions in every policy-making process. Mr Lee said that the successes of previously implemented policies are a result of a joint effort and co-operation between unions, government and union members. This tripartite relationship is an essential element to the growth and vision of the labour movement. "We have a winning formula. Let us build on this formula, broadening our reach and deepening our trust. Keep Singapore in a strong position, always one step ahead of the competition. Then, we can offer a better life and a brighter future for all Singaporeans."

4Ds and 3Rs

Unionists discussed concerns with regards to workforce, membership and leadership issues and a healthy exchange among various key leaders and SG Lim Swee Say were seen throughout the three-day conference. The central theme revolves around the inclusive identity that is necessary to ensure a progressive transition in areas concerning union members. To do this, SG Lim said that we have to apply the 4Ds; Do well in what we plan to achieve, Do good for all workers, Do together as a cohesive movement and Do more for workers' cause.



The inclusive workforce tackles the issues on low-wage and mature workers, health and safety, casual and contract employment, re-deployment and female-friendly working policies. Singapore Organisation of Seamen's (SOS) President Tan Jing Bock brought up the issue on better work conditions and terms for casual and contract workers. The issue, which speaks for many in the maritime industry, was also seconded by Mr Richard Tan from United Workers of Electronic and Electrical Industries (UWEEI), who raised the concerns for employers and labour suppliers to establish a tighter working relationship with the unions to improve the welfare of contract workers. To this, SG Lim replied that the NTUC will continue to take care of contract and casual workers, through the Unit for Contract and Casual Workers (UCCW), and when these workers are encouraged to take up membership with the unions, more can be done and a formal union can be formed especially for this select group to better enhance their welfare.

The 3Rs – Recruitment, Retention and Relation are projected towards the mission of growing more union members at the same time retaining the current pool of unionists while maintaining excellent relation through the use of loyalty programs like the NTUC Gift's age extension which gives out lucky draws and discounts on selected premiums. Another loyalty program managed by the NTUC Club that will be launched in early 2008 is the "Active Ageing Unit" which is catered towards members aged 50 and above.

A fresh blend of Experience, Youth and Dedication

Having the guidance of experienced leaders is an integral part of the CC's move in making LM2011 a far cry from just a mere vision. Proven, leaders such as President John De Payva and SG Lim Swee Say among others are essential figures in the building of a strong and dedicated committee as their experience and depth of understanding the movement will help in bringing young minds to the desired vision. Young leaders also contribute by bringing in fresh ideas and perspectives to bridge the needs of union members, regardless of collars, age or nationalities. SG Lim said that the NTUC values the contributions of leaders who have stepped down to make way for their younger counterparts and hopes that their mentorship will propel the unionists further in reaching the LM2011 vision.

NTUC CENTRAL COMMITTEE 2007-2011



PRESIDENT

: JOHN DE PAYVA

SECRETARY-GENERAL

: LIM SWEE SAY

SECRETARY FOR FINANCIAL AFFAIRS

: TEO YOCK NGEE

VICE-PRESIDENTS

: CYRILLE TAN SOO LENG
THOMAS TAY JWEE HWA
NORA KANG KAH AI

DEPUTY SECRETARY-GENERALS

: HENG CHEE HOW
HALIMAH YACOB

ASSISTANT SECRETARY-GENERALS

: SENG HAN THONG
JOSEPHINE TEO LI MIN

MEMBERS

: DIANA CHIA SIEW FUI
TERRY LEE KOK HUA
AMEER HAMZAH S/O ABUL NASIR
K KARTHIKEYAN
LIM KUANG BENG
TAN CHAI KUN
FANG CHIN POH
NAKALINGAM SILVA
TAN HOCK SOON
RAJENDRAN S/O GOVINDARAJOO
EDWIN LYE TECK HEE

SOS AND SEKO COLLABORATE



SOS and The Union of Service and Communication Employees (SEKO) signed a Memorandum of Understanding (MOU) on 28 November 2007. Executive Secretary of SOS, Mr Kam Soon Huat, SOS Vice President Mr Mohamed Idris Bin Mohamed Ibrahim and the President from SEKO, Mr Jan Ruden discussed various trade union issues during the signing which was held at the Seacare Building.

Both SOS and SEKO have been long time partners in the management of maritime issues and have been co-operating within the International Transport Workers' Federation (ITF) framework. The MOU strengthens this bond and elaborates further the possible collaboration that can take place between the two unions.

The two unions have expressed their keen intent on continuing to build upon their mutual trust and good relations. The signing of the MOU is testament to the strong working relationship that both unions share.

Mr Kam, who believes in the positive synergies that are present between the two unions said, "We have established this mutual desire to continue to work together in the future and we hope to do so for many years to come."

SINGAPORE UNIONS SIGN IBF COLLECTIVE BARGAINING AGREEMENT

The International Bargaining Forum (IBF) Collective Bargaining Agreement (CBA) was officially signed by the International Transport Federation (ITF), International Maritime Employers' Committee (IMEC), Singapore Maritime Officers' Union (SMOU) and the Singapore Organisation of Seamen (SOS). The symbolic event covers all IMEC (Singapore) members and was held on 16 November 2007.

In attendance were officers from the various organisations such as Mr Branko Krznaric (ITF), Mr David Dearsley from IMEC United Kingdom, his IMEC partners in Singapore, namely Mr Belal Ahmed, Mr Derrick Atkinson, Mr Joseph De Mello and Mr John Chia, Mr Larry Chan and Ms Mary Liew (SMOU), Mr Kam Soon Huat, Mr Mohamed Idris and Mr Daniel Tan (SOS). The significant signing of CBA means there are more opportunities for unions to attract more ship owners to be part of the agreement which in turn, will help in creating more jobs for seafarers.

There is also the training factor which comes in as one of the priorities in the management of welfare for seafarers. Adhering to the IBF CBA, a maritime fund is also made available for both SMOU and SOS. This enables both unions to effectively contribute towards building the seafarers' hostel – an effort to provide accommodation for seafarers regardless of their nationalities.

The IBF was established in 2001 as a joint negotiating forum and by 2003, the unions involved then had secured a deal concerning the salaries and conditions of seafarers. The role of the bargaining forum predominantly revolves around the need to improve the pay and working protocol of low wage crews. It is therefore an essential discussion between the unions and various parties to ensure that there will always be a check on seafarers and that further improvements can be introduced.

SOS is glad to be part of this important Agreement. Looking forward, we want to provide more for our seafarers while working closely with ITF, IMEC and SMOU to strengthen relations and contribute towards a further understanding of seafarers' needs.

ILO MARITIME LABOUR CONVENTION 2006 SEMINAR SHARING IDEALS, FEEDBACK AND OPPORTUNITIES



The International Labour Organization (ILO) Maritime Labour Convention (MLC) 2006, which saw fruitful discussions among the shipping community, was held in Taipei from 2 to 4 November 2007. Maritime unions from countries like China, Singapore, Hong Kong and Taiwan participated in the exchange of ideas and interpretations of the MLC. SOS, represented by Executive Secretary Mr Kam Soon Huat and IR Manager, Mr Daniel Tan, was glad to be part of the important seminar.



Invited guests from the Taiwan shipping community were also there to join in the discussion. All the unions presented their understanding and ideas on the MLC 2006 and shared their views with those in attendance. An active dialogue session took place with key questions being raised and answered by the panel who also hosted the convention.

The seminar provides a platform for unions to share useful ideas and feedback that pertain to the maritime industry in the region. Guests and unionists benefited from the fresh exchange which serves to unite like-minded unionists who work in unison, to serve as a voice for all seafarers.

SOS thank the National Chinese Seamen's Union who organized the MLC 2006, for the invitation and opportunity for our representatives to share and engage in the seminar.



IR MANAGER DANIEL TAN NOW READY TO INSPECT

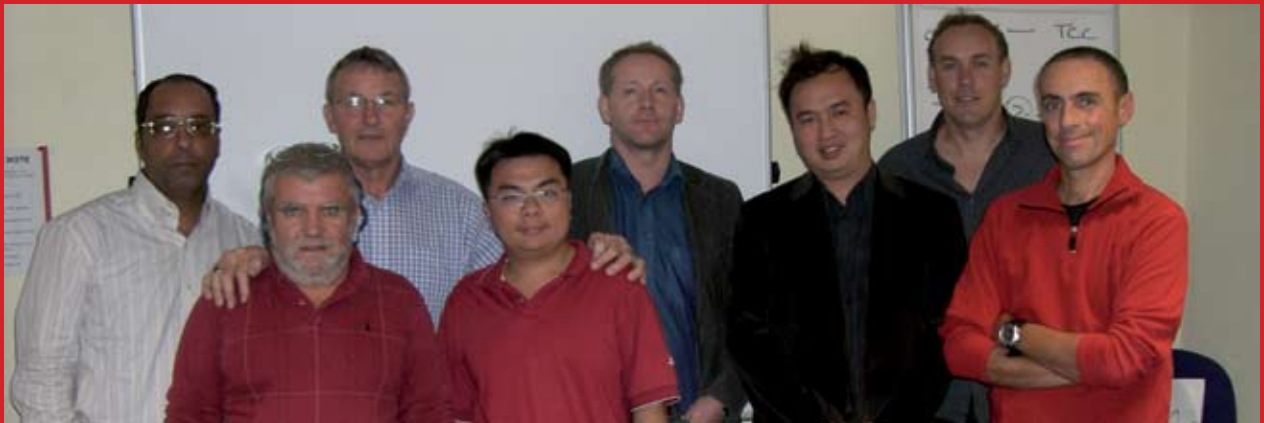
The International Transport Workers' Federation (ITF) has been taking an active role in raising a crop of ship inspectors. From 24 September – 19 October 2007, ITF ran an Inspector's Induction Programme in London, training union representatives from all over the world the skills and the know-how required for ship inspection.

SOS sent its IR Manager, Mr Daniel Tan to take part in the four-week programme, that will qualify him to be more effective as an IR officer ensuring that proper conditions and welfare are met for seafarers.

The most enlightening experience for SOS' IR Manager was when he had the opportunity to take part in a vessel inspection. The hands-on training revealed aspects of ship inspection that could not have been learnt in a classroom. One vessel had to be detained for improper food sanitation and another had to have work temporarily halted because the wages that they paid to dockers were below the ITF minimum standards.

Among the roles and responsibilities Daniel had to learn was to carry out certain tasks such as connecting to the ITF Core system and navigating through its system to retrieve vessel records and contacts; monitoring of vessel movements in port and knowing the proper ITF procedures in vessel inspection; verifying crew wage accounts against employment contracts and calculating crew entitlements; documenting and submitting reports to appropriate parties; networking with agencies and developing effective network strategies and relationships.

What is more significant is that, through this training, union representatives like Daniel will form part of a network of trained ITF inspectors in ports throughout the world, qualified to inspect, monitor and report on vessels which do not meet the minimum ITF acceptable standards applicable to seafarers.



ITF-FNV WOMEN'S WORKSHOP - ASSESSING WORKPLACE CONDITIONS FOR WOMEN



The ITF-FNV Asia Pacific Women's Evaluation cum Planning Workshop was held from 15 to 17 November 2007 at the Amara Hotel and was attended by 28 participants from over 10 countries such as Singapore, Indonesia, India, Mongolia, Thailand and Australia, among others. Representing SOS was Industrial Relations (IR) Executive, Ms Ong Kai Jing who took keen interest in the topics delivered during the discussion. The workshop, that was conducted with the aim of assessing the effectiveness of previously implemented education activities from the year 2005 – 2007 also involved discussion ranging from how best to fulfill the objectives of these educational activities to the provision of feedback for the overall review of the program as well as to measure the organizational impact on these activities.

Future plans were also not omitted from the three-day workshop. Women from the various unions that spread across continents, gathered and talked about issues close to their hearts. Among those mentioned were the concerns over

creating an environment of gender equality so that mutual respect can be formed among all workers. The notion of the maritime sector being a male-centric industry no longer holds true with the presence of rising women workers and activists taking the lead. With the current level of awareness of the roles that women play in the transport industry, more can be done to ensure that there is democracy and structure within a workplace to give women equal opportunities to participate and develop useful skills.

The active discussion primarily revolved around the effectiveness of various educational activities that have been planned and carried out throughout the years and how best to improve them so that women can maximize their potentials and make full use of these programs that are made available to them.

The ITF Trade Union leaders also spoke about how they can reach out to assist in organizing women workers to pave the way for them to achieve more at their workplace through equal treatment by highlighting the rights and responsibilities for women. These improvements can be done by equipping women with the right techniques as well as through exposure of women activists to the wider, more pertinent industrial issues and through the inclusion of women's voices in the formulation and strategizing processes to alleviate these issues.

Their stay in Singapore also included a timely visit to Club@52 for a welcome reception hosted by SOS on 16 November 2007.



BRIDGING BONDS...

SOS IR OFFICERS VISIT 8 VESSELS

In the months of October and November this year, IR Manager Mr Mohamed Idris Bin Mohamed Ibrahim and IR Executive Mr Mohamad Bin Abu Bakar visited a total of eight vessels under the state flag, to check on the health, safety standards and needs of 70 seafarers of various nationalities.

The monthly ship visits done by the IR officers are important to SOS. It is not only a way for us to keep in contact with all crew members, but also a chance for the union to reach out to them and be up to date with their welfare facilities and services on board as well as in the ports. SOS is always on the lookout for any changing needs of the seafarers in view of technological, operational or management aspects. The crew members were more than happy to welcome SOS IROs. The welfare of all seafarers is a priority to SOS and we provide adequate advice and updates about the union and current affairs during these visits.

Our IR officers never failed to bring along some souvenirs and a smile during their visits to each of the eight vessels. Strengthening connection and establishing a mutual understanding have always been a practice for SOS and we hope to do more to improve the safety and working conditions for all seafarers.



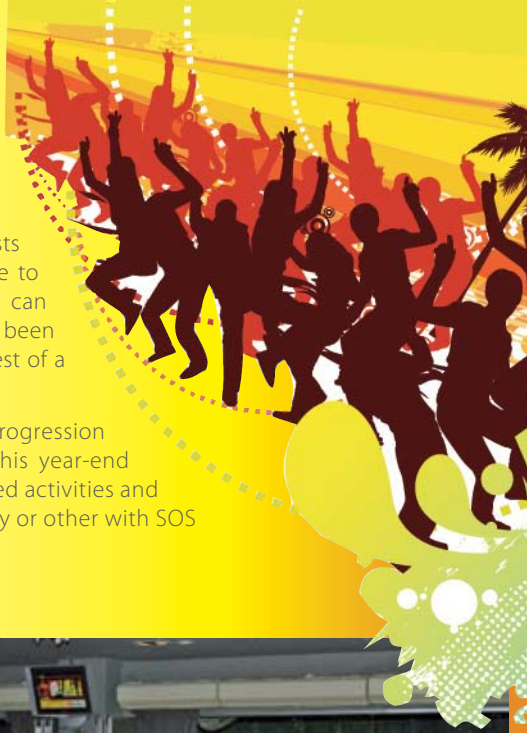
| Name of Vessel | Nationality of Crew |
|-----------------|-----------------------|
| APL Iris | Singaporean, Indian |
| APL Jeddah | Singaporean, Filipino |
| APL Scotland | Filipino, Indonesian |
| Maersk Cloud | Filipino |
| New Blessing | Filipino |
| Maersk Navarin | Filipino |
| APL Holland | Filipino, Indian |
| Hyundai Kennedy | Singaporean, Indian |

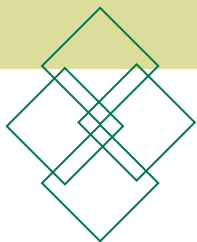
SHIPPING INDUSTRY PLAYERS BOND AT CLUB@52

SOS and Seacare hosted a joint year-end gathering at Club@52 on 30 November 2007 with the wonderful company of our distinguished guests, partners, associates and friends in the shipping industry. The dinner was planned to be a casual affair where SOS and Seacare associates could socialize and enjoy the function in a relaxed environment.

General Secretary of SOS, Mr Leow Ching Chuan, who presented the guests with his welcome address, mentioned that both SOS and Seacare hope to make the event a social occasion where the management and staff can interact freely with one another. The year 2007, according to Mr Leow, has been a good year for the shipping industry and it is apt to celebrate the harvest of a productive year by holding this joint function.

Sharing a strong bond, SOS and Seacare found that it is a natural progression for both organizations to work together to hold functions such as this year-end gathering. "SOS and Seacare both have their roots in maritime and related activities and there is an overlapping of the various people having dealings in one way or other with SOS and Seacare."





HARI RAYA CELEBRATION



SOS celebrated Hari Raya with about 380 union members, their spouses and children at the Grand Holiday Inn Parkview Hotel, on 18 October 2007. Members and their families filled the ballroom at as early as 6pm. Door gifts, in the form of glass dessert plates for the adults and glass cups filled with jellies as well as miniature ketupats which contained sweets were given out to the children. The crystal ballroom sparkled with balloons and confetti, and most importantly, the smiles from our audience.

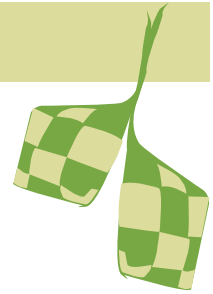
This year, SOS is proud to have NTUC Assistant Secretary-General Mdm Halimah Yacob as the Guest-of-Honour (GOH). Vice President of SOS, Mr Mohamed Idris Bin Mohamed Ibrahim gave a welcoming note to all members before calling upon the GOH to present her speech. The Hari Raya celebration was not just limited to SOS members and their families, but also the residents of three homes - the St Theresa's Home, Darul Ihsan Lilbanat Orphanage and the Boys' Town Singapore. Mdm Halimah walked down to the tables to hand out green packets to the appreciative residents of these homes after presenting her speech.



For the Young and the Young at Heart

The theme of this year's celebration revolved around happiness shared amongst the young and old. Songbirds J Mizan and Rahimah Rahim filled up the room with their evergreen songs that brought a nostalgic touch to the night.

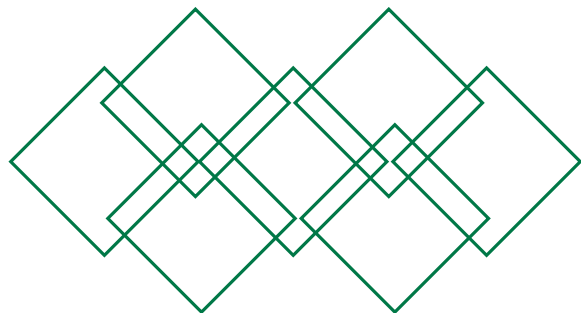




The young ones were not forgotten; as they too were treated with famous tunes from local singer Didi Cazli.

The night would not be complete without the comic relief that prevails in every festive celebration. Crowd pleaser, Alias Kadir – who is also a popular local Malay comedian, entertained our members with his usual antics. Entertainment and dinner continued with a list of song and dance as well as games, lined up for the audience. SOS members and their families participated actively in these games and a total of 20 lucky draw prizes were drawn out. Samsung digital cameras were given out for both 3rd and 2nd places whereas the 1st and Special Prizes were 19-inch and 14-inch coloured televisions respectively.

It was a beautiful night with children and parents alike, donning their bright traditional costumes and looking their best for the celebrations. As they say, "All good things must come to an end" and the night wrapped up at about 10.30pm still, with a celebratory aftertaste left in each of SOS members who were present.



FESTIVAL OF LIGHTS



Deepavali was celebrated in a more interactive way this year as more than 150 SOS members and their spouses gathered at the Parkroyal Hotel on 23 November 2007 for pre-event activities before the dinner.

The pre-event activities included a trip down to memory lane where a 'Kacang-Putih' stall was set up to bring back these snacks of yesteryears. The early birds were also treated to Henna Art or Crystal Tattoo services.

The hearty buffet dinner commenced shortly after, along with popular music and an opening act by hip hop performers, The Ruthra Dancers.

Games and Names...

Games such as the "Best Catwalk" and "Beer Drinking Contest" were well-received by the members. But what left a greater impact that night was the "Best Dance Contest" which revealed that SOS members indeed have hidden talents! The winner, who pulled his robotic moves, cracked the crowd with his dance and went home with a new name – The Michael Jackson of SOS.

Another highlight from the Deepavali celebration was the "Head Chopping, Fire-Eating and Illusion Act by The Amazing Jusco" which got the crowd on the edge of the seat.

The night ended with a lucky draw prize presentation that saw 20 lucky winners taking home NTUC FairPrice vouchers. The top two prizes were dining vouchers for two, sponsored by the Parkroyal Hotel.



UPCOMING EVENTS (MAR '08)

- **19 March:** Dialogue Session with General Secretary
- **29 March:** SOS / Seacare Members' Night

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Seacare Focus





SEACARE HEADS TO THE SILK ROAD



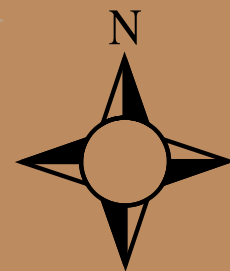
Seacare Workshop 2007 proved to be a productive exchange of knowledge and ideas between the Seacare group of companies. In attendance were some 31 members including the President of the Kesatuan Pelaut Indonesia (KPI), Mr Hanafi Rustandi, who heads the Indonesian trade union for seafarers, Chairman of Singapore Maritime Employers Federation (SMEF), Capt Joseph Francis, three other SMEF representatives as well as chairmen, members of the board of directors and management staff of the Seacare group of companies.



The workshop, held at the Silk Road which covered the areas of Urumqi, Turpan, Dunhuang and Xi'an, was made successful with the presence of speakers who shared their visions and experiences with the participants, from 21 to 26 November 2007. Key subjects such as business opportunities for Maritime Medical Services and scope of synergy between Seacare and its Indonesian counterpart, the KPI, as well as between Seacare and SMEF.

Aside from potential collaborations between Seacare and the associations, the workshop also included talks on social responsibilities that organizations and unions should partake in. Mr Chan Tee Seng, Chairman of Seacare Manpower Services Pte Ltd and General Manager of NTUC Income Insurance Co-operative, spoke on the topic; "Role of Social Enterprise: NTUC's





Perspective”.

Social Responsibility – Our Shared Duty

During his speech, he delivered another perspective for social enterprises. Doing Well – in terms of profitability, sustainability, governance and entrepreneurial spirit, is important to ensure enterprises stay profitable in the long run. “Doing Good” said Mr Chan, means leaving an impact to society, members and employees. The role of social enterprises therefore, encompasses more than just doing good to benefit the society and the enterprises, but goes beyond that. Touching lives and making a difference should be the end result that began with a social aim.

Sharing the same sentiments is Mr Kong Mun Kwong, Chairman of Seacare Holdings Pte Ltd, who delivered his keynote address on ‘A Peep into the Future Economy: The Financial Coaster Ride, The Long Drawn Global Emergency – A Warmer World with Lesser Oil and The Present Regional Pre-occupation.’ This draws concerns over environmental woes that will affect businesses and the public at large.

The Seacare Workshop also focused on the development and strategy for future expansion and growth, for Seacare group of companies such as the Seacare Medical Holdings Pte Ltd, Seacare MarinePlus Pte Ltd and Seacare Landscape Pte Ltd. SOS and Seacare also discussed plans on welfare schemes for its members.

Another agenda that was brought up during the workshop is the Common Collective Bargaining Agreements that was held between SOS and SMEF representatives.

The Seacare Workshop 2007 has encouraged more to think beyond future financial growths but also delve into the need to improve welfare systems, conserving and contributing back to society.





SEACARE MARINEPLUS ASPIRES TO BE THE SOUTH EAST

It is a refreshing outlook to have another branch of Seacare companies spread its wings to provide more services for the seafarers. The Seacare MarinePlus Pte Ltd (SMPL), headed by General Manager, Mr Wang Chia Lim, aspires to expand its land transfer services and progress with plans on a new seafarers' hotel amongst other future projects.

The SMPL is made up of three main divisions; the Land Transfer Division, Hotel Division and Future Projects Division. Currently, its operations are centered on land transfer services and hotel management. Leading the team for the transportation services is Mr Terence Chng. Mr Chng is not a new face in the transportation industry. Given his experience as the Business Development Executive at a leading transfer service company, he was exposed to various aspects of this line prior to joining the team. This division, which was fully operational on 15 December 2007, specializes in ferrying seafarers from arrival, transit and departure points from all over Singapore.

The need for land transfer services arise as shipping agencies find it convenient and cost effective to outsource this task. This is where SMPL comes in to assist these agencies to ease the process of ferrying the crews and to reduce any hassle in their routines.

Working together with Mr Chng is Mr Lawrence Ngiam, Operations Executive for Land Transfer Division. Mr Ngiam, who is well-versed in areas concerning public road transport servicing passengers, ensures that the needs for shipping agencies with regards to crew transfer management are met, through an effective flow of transporting regardless of the different deployment processes each shipping agent follows. This means that the services that the land transfer division provides are available at any time. Given the nature of the shipping industry, operating on a 24 hours basis is important as there is no fixed time for crews to arrive, depart or transit as the schedules vary for each ship. Still, SMPL is mindful of the crews' welfare and the expectations of the ship owners when it comes to productive use of time. More importantly, it aims to provide quality service to meet the requirements of the shipping community.



"Under the Seacare Group, we will be a force that will be recognized especially in providing welfare services to seafarers and it is our unique contribution back to the shipping companies in terms of the services they need that will drive us further to serve more in the maritime industry."

Mr Wang, General Manager of Seacare MarinePlus Pte Ltd

ASIA'S PREMIER ONE-STOP CENTRE

One-Stop Center for various purposes

Going beyond the land transfer service, SMPL, together with other Seacare associates, are keen to complement the one-stop center – an integrated service center that comprises of the hotel services, medical and land transfer services all in one. SMPL views the premiere of such a service center as an integral part of extending welfare management for international seafarers and their family members. With a wider range of services that are dedicated towards seafarers, issues can be handled at a faster rate with more effective ways. The hotel division, which was launched on 01 November 2007, will cater towards the lodging requirements for seafarers. The hotel that will be leased takes after the Sailors' Home concept, and is still in the midst of planning.

Mr Wang added that the Seacare Group has already gone beyond borders, across several countries in this region, including China. Adapting to the changing needs of time and anticipating change in itself are two important criteria to move forward. SMPL is also looking into medical referral services in other countries for seafarers and their family members – facilitation and support in terms of transportation. Another project under its belt will be the launch services within the port waters and outer port limit (OPL) that is currently in its planning stage.

In unison, Mr Wang, Mr Chng and Mr Ngiam abide by the same vision for SMPL's future. Mr Wang affirms that, "Five years from now, SMPL together with the other service providers within the Seacare Group will be the premier one-stop centre serving the seafarers in Singapore with associates in other Southeast Asian countries."



SEACARE LANDSCAPE SCALES GREATER HEIGHTS WITH L1 GRADING



Since it received its L1 grading, the Seacare Landscape Pte Ltd team has been on the roll with multiple projects and plans for expansion on their way. Joining the pool of talent under the Design and Build Division are two experienced figures – Mr Gordon Lam and Ms Christin Hamdani. Mr Firos Angullia, General Manager for Seacare Landscape, extends his welcome to his two new colleagues from the Project Division.

With his background in retail, residential and commercial landscape works, Mr Lam is an asset to the team. The 51-year-old Senior Project Manager has 30 years' experience in construction and civil engineering projects in Singapore and overseas. Among the countries that he had been assigned to are Brunei, Peru, South Africa, Iran, Saudi Arabia, Sabah and Sarawak. Mr Lam mentioned that he sees a promise in Seacare Landscape and is amazed at the synergies formed amongst his colleagues.

The landscape scene in Singapore he says, is building its niche and this, along with his extensive contact base in the industry, encourages him to pursue more projects and work together with the tight unit that he is heading.

Right People for the Right Job

The 16-strong Project division is currently busy with about five ongoing projects. Mr Lam says that it is not a simple task to do when it comes to choosing the right people to join his team.

"In design and build, we need people who use not only their right brain, but also the left side as well. The right attitude also matters a lot."

It is therefore not just about creativity and talent but a sound knowledge of market forces and the economics of the landscape industry is an essential tool to have in order to be part of a strong team that delivers satisfying results.

With the new project division formed and more projects underway, the Seacare Landscape team spreads out its arms to gather new, capable individuals such as Ms Christin Hamdani who aspires to combine her knowledge of interior design with her newfound love that is landscaping, to learn and pursue more projects for Seacare. Learning the ropes of costing for tender of projects has also given her a fresh new outlook on the landscape industry. The need for such a flexible and positive mind is inevitable for a progressive organization like the Seacare Landscape.

Ms Hamdani explains that the project division is diverse and her position as a Quantity Surveyor requires her to look out for tenders and quotations, calculate costs and liaise with the main contractor and consultants. An intricate job that demands discipline to chase over deadlines as well to be on site to follow up with the progress of different stages of the projects, Ms Hamdani's job scope does not stop there. As a designer, she said that her other role helps to complement the way she designs. Budgeting, for example, is an important aspect of design. Knowing the limitations and extent to which she can venture into, aids in the process by applying budget to design.



New faces to the Seacare Landscape team: Senior Project Manager Mr Gordon Lam and Designer/Quantity Surveyor Ms Christin Hamdani.

Battling Obstacles

With the progressive trend that the landscape scene is seeing, there are certain challenges that may arise. The market forces for example, play a part in determining the kinds of demands that may affect the landscape industry. The art of persuasion when it comes to dealing with clients differ with each project that Seacare Landscape is involved in. From the design perspective, the changing of design proposals can also be a challenge as these forms a hindrance to the pace of project developments. However, there is nothing this team cannot handle. The never-say-die attitude coming from these fine and experienced pool of talents will propel them to greater heights.

Future Plans

Changes such as the tendering limit for the specialist workheads for all gradings allows more projects to be secured under each grading. This brings in a positive vibe for those in this industry as the flexibility means that there are more areas of design and build to explore. The tendering limit for L1 Grade for example, has been increased from \$0.5million to \$0.75million. For L2 Grade, the limit has been raised from \$1million to \$1.5million. The revised BCA Contractors' Registry is effective from 15 November 2007. This means that there are plenty of opportunities for Seacare Landscape Pte Ltd to pursue and place its expert touches on both the hardscape and softscape in Singapore. In time to come, Seacare Landscape hopes that its project division – from the maintenance to business development, can work together to blend in all their expertise and create an impact in each and every project the team undertakes and work together towards achieving the L2 Grade and beyond.



General Manager of Seacare Landscape Pte Ltd, Mr Firos Angullia (far left) with his team.



SUNSHINE GARDEN CONDOMINIUM OPENS TO A BRIGHT START IN MANILA

In the heart of Metropolitan Manila, within the bustling district of Mandaluyong, the construction of Sunshine Garden Condominium by Pan-Asia Investments Group Holding Co. Inc is underway. Pan-Asia Investments is an associate company of Seacare Properties (Philippines) Pte Ltd.

Seacare officials were glad to be present at the grand opening of Sunshine Garden. Mr Lee Van Chong, Director of Seacare Properties (Philippines) Pte Ltd, Mr David Sim, Director of Seacare Co-operative Limited and Ms Shena Foo, Group General Manager, Seacare Co-operative Limited were there to grace the occasion.

Officially launched on 11 November 2007 at the Crowne Plaza Galleria Manila, the 7-storey high building offers more than just accommodation. There are also eight commercial units available within the condominium. Eighty-six other residential units consist of one to four bedrooms.

The modern built and design caters towards today's Filipino way of life. The condominium has in place, sleek furnishings coupled with an impressive exterior that appeal to a fast-paced lifestyle. Filipinos and foreign investors alike can look forward to a fresh, new living experience at the heart of Manila – that is Sunshine Garden Condominium.



ENJOYING LIFE'S SIMPLE PLEASURE IS NOW WITHIN YOUR HORIZON

SUNSHINE GARDEN

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in partnership with

TRIPARTITE CENTRE FOR FAIR EMPLOYMENT AT SEACARE BUILDING

SOS and Seacare welcome a new “resident” in their building at Chin Swee Road. The Tripartite Centre for Fair Employment, located at the first floor of the Seacare Building, officially opened its doors on 20 November 2007.

Over 150 employers and union representatives attended the launch event. In his opening speech, the Guest-of-Honour, Dr Ng Eng Hen, Minister for Manpower said that there is a need for a practical but effective approach in changing mindsets of employers. This will take time, and would be a challenge for the Centre.

Dr Ng highlighted that the Centre will provide outreach programmes to both employers and employees. “It will be a one-stop Centre where workers and employers can provide feedback and seek advice on fair employment practices. Employers can also tap on the Centre’s assistance to build up capabilities such as HR processes,” he said.

Mdm Halimah Yacob, NTUC Deputy Secretary-General and Co-Chairperson of the Tripartite Alliance for Fair Employment Practices (TAFEP) stated the primary role of the Centre is to promote and bring about the adoption of fair employment practices. She said, “This Centre is tripartite because we want to work in partnership with employers and the Government in formulating and facilitating what is practical and will work on the ground. Such a structure is unique to Singapore. We are the first in leading a battle against discrimination in the workforce.”

Mdm Halimah added that implementing fair employment practices correctly will help employers recruit the right candidates and develop employees to the best of their potential, therefore benefiting businesses. Closing her speech, she urged all employers and employees, with the support of the Government to work in partnership with the Centre to create a fair employment culture that is win-win.



Minister for Manpower, Dr Ng Eng Hen and TAFEP Co-Chairs, Mdm Halimah Yacob and Mr Bob Tan officially launched the Tripartite Centre for Fair Employment.



Dr Ng Eng Hen, Minister for Manpower speaking as the Guest-of-Honour at the launch of the Tripartite Centre for Fair Employment.

ICA GA SUCCESS - SEACARE PLAYS A ROLE

More than 1,000 delegates from 69 countries attended the International Co-operative Alliance (ICA) General Assembly (GA) held in Singapore. This key event, which took place from 14 to 19 October 2007, marked a major milestone for co-operative movement in the Asia Pacific region.



Singapore is the third Asian nation that had been chosen as the venue for the ICA GA in its 112 years of existence. Being selected as a venue for the GA was a significant event for the co-operative movement in Singapore as well as the region as it provided a chance for speakers and guests to interact and mingle while tapping on one another's expertise, experience and updates on the current changes occurring worldwide.

Seacare, as an active affiliate of Singapore National Co-operative Federation (SNCF), contributed to the success of the mega convention as one of the sponsors for the ICA GA. Seacare Chairman Mr Leow Ching Chuan also led the team who was in charge of the Sponsorship, Social and Ceremonial Events Committee.

Minister for Community Development, Youth and Sports, and Second Minister for Information, Communications and the Arts, Dr Vivian Balakrishnan, was the guest-of-honour for the opening ceremony. Delivering the opening speeches were Mr Seah Kian Peng, Chairman of SNCF and member of the ICA Board and Member of Parliament for the Republic of Singapore as well as Mr Ivano Barberini, President of ICA. Mr José Manuel Salazar-Xirinachs, Executive Director, International Labour Organisation (ILO) and Mr David Cook, Chief Executive Officer for "The Natural Step" were among the keynote speakers who expounded on the theme "Innovative in Co-operative Business". Mr Lim Boon Heng, Minister in the Prime Minister's Office, Government of Singapore and Chair, Social Enterprise Development Council of Singapore National Trade Union Congress (SNTUC) was also there to deliver his speech.

Innovative Business for a Global Economy

One of the highlights of the GA was the 2007 Global 300 Launch. Singapore's home-grown enterprises, namely NTUC Income and NTUC FairPrice, made it to the list of the Global 300 for the second consecutive year. Mr Seah said that maintaining the competitive edge in dealing with business and profits is the channel through which co-operatives can commit their social responsibilities. It is appropriate then for many to view the NTUC as a social enterprise. A commendable achievement, the NTUC, together with other large co-operatives and mutuals that are listed in the Global 300, garnered close to US\$1 trillion in revenue for the global economy.





Focus on Youth: The Leaders of Tomorrow's Enterprises

The ICA also held a youth conference on 14 October 2007 to open up a network of like-minded young co-operative members and enrich them with a wider scope of the co-operative movement through the sharing of information, ideals and experiences.

Ms Jacquelyn Lam from Seacare Co-operative Ltd participated in the global youth conference which also included a visit to three local co-operatives; NTUC Income Contact Center, ITE College East Co-operative Outlet and NTUC FairPrice Distribution Centre.

Some 150 delegates from over 18 countries were there to learn more about the functions and structures of different co-operatives. For some, it was an eye-opening event as they partake in the different activities that range from educational tour to the Singapore Mint Gallery to a fun farewell dinner at DXO.

A Touching Moment

The SNCF was instrumental in helping the Dewan Koperasi Indonesia (DEKOPIN) in their successful appeal for financial aid. The Tidal Waves Asia Fund, managed by Red Cross, gave a grant of over S\$654,000 enabling the Indonesian co-operatives, who were affected by the natural disaster, to purchase farming equipments and fishing boats in rebuilding Aceh and Nias. The ceremony provided an emotional uplifting moment at the GA.

Quotable Quotes

"It is a great honour and privilege for us to host the ICA General Assembly. The strong participation in this GA by like-minded co-operatives leaders speaks volumes of the global co-operative movement's solidarity."

Mr Seah Kian Peng, Chairman of SNCF, Member of ICA Board and Member of Parliament, Republic of Singapore.

"Learning to maximise the value of every dollar and cent for the greater benefit of the society is the very backbone of the co-operative movement, which I am proud to say has been manifested through the hosting of this GA."

Mr Leow Ching Chuan, Chairman of Seacare Co-operative Ltd



SEACARE WELCOMES VIETNAMESE DELEGATION

Seacare Co-operatives gave a warm welcome to 25 Vietnamese delegates from the Co-operatives of Mekong Delta Provinces on 5 November 2007. The delegation was led by Mdm Hyunh Kim Hoang, Standing Vice-President of Ho Chi Minh Co-operative Alliance (HCA).

It was a time for both Seacare and its Vietnamese counterpart to build up on rapport and lay ahead future plans for possible collaboration. Chairman of Seacare Co-operative Mr Leow Ching Chuan was there to lead in the discussion. Seacare representatives; Mr Lee Van Chong, Mr Kam Soon Huat, Mr David Sim, Mr Tan Jing Bock and Ms Jacquelyn Lam were also present at the meeting.

The discussion highlights the importance of co-operatives' visits to further communicate a deeper understanding that relate to issues where both parties are keen to work and act on a common purpose together. Seacare hopes to continue this working co-operation and thank the Vietnamese delegates for their presence.





DIFFERENT THINKING FOR DIFFERENT RESULTS...

Participants from different walks of life had the chance to experience different facets of the thinking process during the Manpower In-house Training Course, a two-day workshop that deals with changing perceptions and ways to lead a more improved work and social life. The course, held on 24 and 25 November 2007 was made possible with the attendance of 44 trainees from various organizations.

"The 7 Levels of Change for People Who Want to be Effective" was the title given to the course. These seven levels encompass topics on effectiveness, efficiency, improving, cutting, copying, being different and achieving the impossible – which can be applied at both workplace and at home. Different situations demand different ways of handling them. The objectives of this training course are to teach participants to think creatively, be more innovative, and be a better person, worker, family member and citizen as well as to be more productive and more enterprising.

The methodology used throughout the course was engaging, applying experiential simulation, discussions and talks while keeping mental and physical energy involved through games and exercises.

Details of Trainees for Different Thinking For Different Results Course dated 24th and 25th November 2007

| Name | School |
|---------------------------------|--|
| CHAN WAI CHUN | AI TONG SCH |
| IRMA BINTE AMAR MAMORI | BALESTIER HILL PRI SCH |
| TAN ENG YORK | BUKIT PANJANG PRI SCH |
| NEO KIM HEO | CATHOLIC HIGH SCH (SEC) |
| CHANG MEE HAR | CHIJ OUR LADY QUEEN OF PEACE |
| NORLELA BTE KITANG | CHUNG CHENG HIGH SCH (MAIN) |
| TEO LAY KHENG MAGGIE | CLEMENTI PRI SCH |
| LAILA BEEVI BTE MOHAMED HUSSAIN | COMMONWEALTH SEC SCH |
| CHONG QUEE MOI | COMPASSVALE PRI SCH |
| SITI SAMIAH BTE MUHAMMAD SHAWAL | CORAL PRI SCH |
| POH ENG HIAN | CRESCENT GIRLS' SCH |
| WONG KIM FOOK STEPHEN | GONGSHANG PRI SCH |
| AMINAH BEE BTE ABDUL AZIZ | JUNYUAN PRI SCH |
| SHUM LYE CHEE | LAKESIDE PRI SCH |
| SALAM BIN MOKRI | MARSILING SEC SCH |
| FOO SAY MENG | MAYFLOWER PRI SCH |
| AMY LONG @ CHEONG PEK GIN AMY | MERIDIAN PRI SCH |
| WAN BEE TEN | NAN CHIAU PRI SCH |
| GERVRY D/O RAGUVARAN | NORTHBROOKS SEC SCH |
| LETCHUMY D/O REGUNATHAN | NORTHBROOKS SEC SCH |
| TAN HWEE TIANG ALICE | NTUC CENTRE - EED (WORK CARE AGENTS PROJECT) |
| SALINAH BTE YAHYA | NTUC CENTRE - EED (WORK CARE AGENTS PROJECT) |

| Name | School |
|--------------------------------|--|
| YAP AH HOON JANE | PASIR RIS CREST SEC SCH |
| LOH JOON SENG | PASIR RIS PRI SCH |
| LEONG LAI HAR | PAYA LEBAR METHODIST GIRLS SEC |
| YEO KAU TEE | PEI CHUN PUBLIC SCH |
| NG BEE KEOW | PEI CHUN PUBLIC SCH |
| LEE GUEK ENG | PEIYING PRI SCH |
| NORAI DAH BINTE SALLEH | PING YI SEC SCH |
| MOHD AZMI BIN HAJI SAID SHUKOR | POI CHING SCH |
| MOHD WAFFA BIN YUSOFF | QIHUA PRI SCH |
| LIM SIOK ENG | SEMBAWANG PRI SCH |
| THIAM LAI TONG | SERANGOON SEC SCH |
| PANG LAY HWEE | SOUTH VIEW PRI SCH |
| NYING SAY TUEN | ST JOSEPH INSTITUTION JUNIOR |
| SOH YING HONG ESTHER | ST STEPHEN'S SCH |
| THANALAKSHMI D/O SUBRAMANIAN | SUBORDINATE COURT |
| CHUA PECK HOON | WESTWOOD SEC SCH |
| ZONG YIN HUAN | WHITE SANDS PRI SCH |
| RADIN ROZITA BINTE BERI | XINGHUA PRI SCH |
| ISNIN BIN SIS | YUAN CHING SEC SCH |
| DEVAGI D/O N KRISHNAN | ZHENGHUA PRI SCH |
| KHO PUI HWANG PEGGY | NTUC CENTRE - EED (WORK CARE AGENTS PROJECT) |



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