

JAN 2022 - DEC 2022



IDHealth

AN INITIATIVE BY HAPPEE HEARTS MOVEMENT

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Founder's Message

What a year it has been. From obtaining our charity and IPC status, to expanding our team, to moving into our own clinic – what a year. To put it mildly, it has been hectic. To put it bluntly, it has been chaotic. But we made it.

Years ago, when I walked into a MINDS center on a bright Sunday afternoon as a volunteer, I was terrified and never thought I would return. But I did.

Some years later, when I started conducting health screenings for adults with intellectual disability as a volunteer doctor, I never thought that providing healthcare for people with intellectual disability would one day become my mission. But it has.

Further down the road, when I started looking for support to establish the healthcare service I believed people with intellectual disability needed, I faced multiple challenges and was not sure if it would ever come to fruition. But miraculously, it has.

Looking back at the years past, the overwhelming emotion feel is undoubtedly that of deep gratitude. Deep gratitude to all the amazing individuals with intellectual disability I have met over the years who have taught me so much. Deep gratitude to the extraordinary families who have allowed me the privilege to enter their lives and patiently walked alongside me all these years. Deep gratitude to my family and friends, who have made personal sacrifices and given so much of themselves. Deep gratitude to my incredible team for their faith, trust

and belief in me. Deep gratitude to the numerous individuals, donors and supporters who believed in us and our work, and took a leap of faith in giving us their support. It has made a world of difference and will always be a huge part of our story.

Looking forward to the years ahead, I am struck by all the work that still lies before us, yet I am filled with optimism and hope. What seemed impossible years ago has become possible. Our patient numbers and partnerships are growing steadily, as is the awareness and interest on the ground amongst health and social service providers. The mission whose seed was planted on that fateful Sunday afternoon years ago, is truly beginning to grow.

As you read this annual report (our very first!), please do take a moment to celebrate with us. We could not have come this far without the support of our patients, staff, volunteers, partners, donors and supporters. We are truly grateful from the bottom of our hearts.

And as we forge ahead to improve the lives of our amazing patients and their families, we ask for your continued support. We urge you to continue being on this exciting journey with us – thank you for being part of this miracle.

Dr Chen Shiling Founder and Executive Director

About IDHealth



VISION

A world where Persons with Intellectual Disability and their Families can live with Dignity.

MISSION

By providing healthcare for persons with intellectual disability and their families with HEART.

HEART stands for Holistic, Empowering, Accessible, Respectful, Timely



IDHealth is а dedicated charity committed to meeting the healthcare needs of adults with intellectual disability and their caregivers. Our organization takes a family-centric and integrated approach to care, working collaboratively with numerous health and social service providers to ensure holistic and comprehensive support for our target population.

Individuals with intellectual disabilities often face a higher incidence of health issues and encounter difficulties in accessing and utilizing healthcare services compared to the general population. At IDHealth, we recognize these challenges and have made it our primary objective to address and mitigate them. Our goal is to deliver a specialized healthcare service tailored to the specific needs of people with intellectual disabilities, all while ensuring accessibility and inclusivity.

Our interdisciplinary team is committed to addressing the medical and psychosocial aspects of our patients' well-being, through offering holistic care. Additionally, we strive to enhance healthcare accessibility and break down barriers faced by individuals with intellectual disabilities, by building capabilities and supporting other healthcare providers, fostering an equitable healthcare system.

Strategic Thrusts

At the heart of our work lie the strategic thrusts, which form the foundation of our approach. These strategic thrusts encompass three essential pillars: advocacy, care innovation, and teamwork.

ADVOCACY

Advocacy is at the core of what we do. As a team, we speak with and for individuals with intellectual disabilities and their families, who often go unnoticed or struggle to express their needs. We aim to create a more inclusive and supportive environment by raising awareness and advocating for their rights.

CARE INNOVATION

Care innovation is essential in our approach. With a diverse range of patients and complex conditions, we understand that personalized solutions are required. We continuously explore new approaches, methods, and technologies to ensure our care is tailored to each individual's unique circumstances.

TEAMWORK

We firmly believe in the power of collaboration and teamwork. It takes a collective effort from our team, partners, and stakeholders to provide the best support for our patients. By working together and sharing a common vision, we create a cohesive support system that addresses the multifaceted needs of individuals with intellectual disabilities.



Board Members as at 31 Dec 2022



Senior Consultant, Department of Family Medicine, NUHS Associate Professor, Division of Family Medicine, Yong Loo Lin School of Medicine, NUS **Professor Goh Lee Gan** | *Attendance 3/5*



BOARD MEMBER Assistant Chairman Medical Board (Clinical Quality & Value), Chief (East Region), Senior Consultant, IMH **Dr. Giles Tan** | *Attendance 5/5*



BOARD MEMBER Assistant Chairman Medical Board (Community Care Integration), Senior Consultant (Integrative & Community Care), TTSH **Dr. Ian Leong** | *Attendance 4/5*



BOARD MEMBER Founder, NWC Longevity Practice **Dr. Ng Wai Chong** | *Attendance 3/5*



BOARD MEMBER Deputy Director, SMU Pro Bono Centre **Ms. Ruby Lee Yen Kee** | *Attendance 4/5*



HONORARY TREASURER Head of Finance, Wealth Management Ltd **Ms. Low Neng Duan** | *Attendance 5/5*

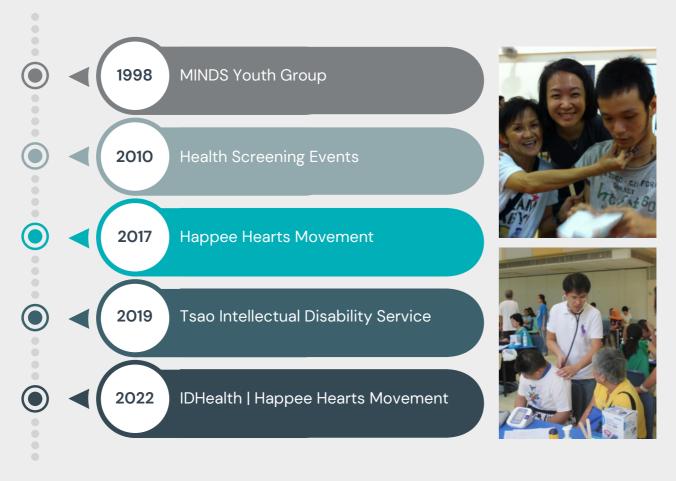


HONORARY SECRETARY Founder & Executive Director, Happee Hearts Movement **Dr. Chen Shiling** | *Attendance 5/5*

Our Journey



How it all Began



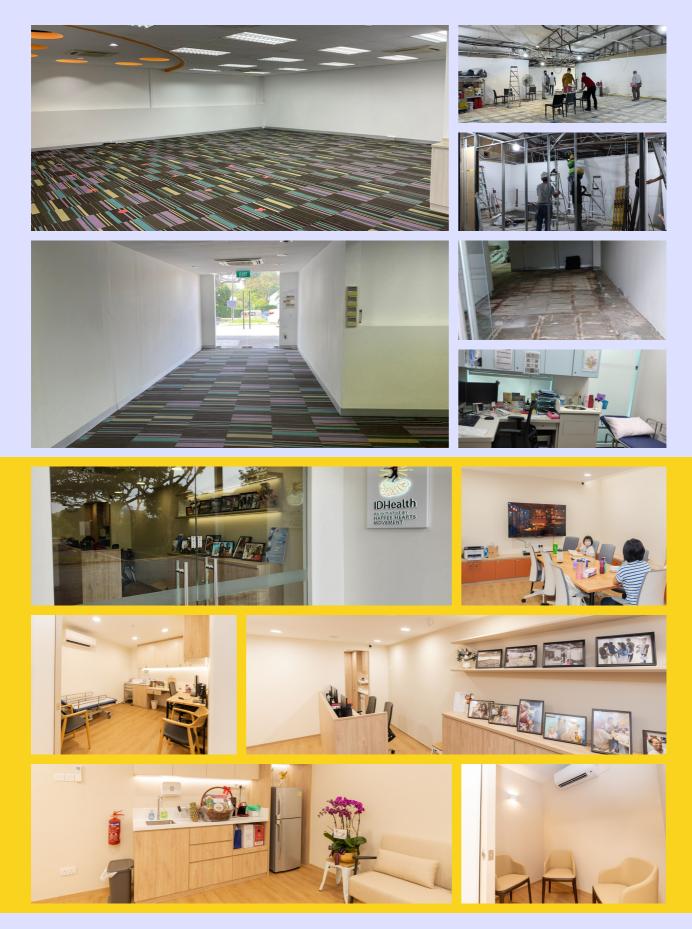
Dr. Chen's journey began with volunteering for the Movement for the Intellectually Disabled (MINDS), where she discovered the hidden light, love, and beauty within individuals with intellectual disabilities and their families. As a medical student and young doctor, she organized health screenings and recognized the unique healthcare challenges they faced. This led her to advocate for this forgotten group and establish Happee Hearts Movement in 2017.

IDHealth is the culmination of years of advocacy for the healthcare needs of people with intellectual disabilities in Singapore. Driven by a belief in the innate value of every individual, the team is committed to providing healthcare services that allow people with intellectual disabilities and their families to live with dignity. While recognizing the challenges ahead, the IDHealth team is continually inspired by the profound resilience and love they witness in the families they serve. Despite immense heartaches and pain, there is tremendous joy and life-giving love.

The IDHealth team is honored and privileged to be on this journey of life with them.







Our Services



AT THE CLINIC

The IDHealth clinic operates five days a week to provide healthcare services to individuals with intellectual disabilities and their caregivers. We ensure accessibility and availability for our patients. We understand the importance of timely healthcare services, and thus appointments are scheduled to ensure efficient and personalized care.

Our doctors provide tailored assessments, diagnoses, and treatment plans for chronic conditions, acute concerns, and preventive care. Blood investigations, health education and counselling are also carried out in the clinic.

Our team pays special attention to the caregivers of our patients with intellectual disability as well, for their health and wellbeing is closely intertwined with that of their adult child and charge. As such, caregivers who have health needs are also seen as our patients and supported by our team. This allows us to support the care recipients and caregivers as individuals but also as a unit, so as to enhance the family's overall quality of life. This is a unique aspect of our service model.

Our Services

DURING HOME VISITS

After the initial in-clinic assessment, our nurses and social workers conduct home visits to address various health concerns for individuals with intellectual disabilities and their families.

During these home visits, our team conducts an in-depth assessment of their nursing and social needs. We ensure that patients are taking their prescribed medications correctly and monitor their medication regimen. This includes educating patients and caregivers about the importance of medication adherence and addressing any concerns or questions they may have.

By visiting patients' homes, we can assess the environment and provide guidance on creating a supportive and conducive setting.

Home visits offer a valuable opportunity to connect with patients and their families on a deeper level. By immersing ourselves in their home environment, we gain a comprehensive understanding of their daily struggles, challenges, and unique needs. This personal connection enables us to tailor our support effectively, fostering and trust а supportive relationship.



Future care planning is a crucial aspect of our services. We understand that the needs of individuals with intellectual disabilities and their families evolve over time. Our team actively engages in ongoing care planning discussions to address anticipate and future healthcare requirements in both individuals with intellectual disability and their caregivers. As health permeates every aspect of life, we also work closely with many different service providers, including day centres, job coaches, and family service centers to ensure that the needs of our patients are met. This collaborative approach ensures that we proactively adapt our services to meet changing needs, promoting continuity of care and longterm well-being.

Our Services

PROFESSIONAL SUPPORT

IDHealth goes beyond direct patient care by providing professional support and training for service providers in the health and social service sectors. Our aim is to cultivate a sustainable ecosystem that can effectively support individuals with intellectual disabilities. Through collaboration with stakeholders and partners, we create greater value together, leveraging on one another's knowledge and expertise.

By offering training and support programmes, we strive to empower service providers with the necessary skills and knowledge to deliver highquality care. This includes sharing best practices, specialized care approaches, and a deeper understanding of the unique healthcare needs of individuals



with intellectual disabilities.

Our efforts focus on strengthening the capacity and expertise within the health and social service sectors. We believe that by collaborating with partners and organizations, we can build a sustainable ecosystem that ensures long-term support for our patients and caregivers.

Joy: "IDHealth recognizes that alone, we cannot provide appropriate healthcare for persons with ID. We need partners in primary and tertiary healthcare as well as in the disability and social service sectors. Our primary focus of building partnerships in this season has been with primary care practitioners i.e. doctors in polyclinics and general practices. IDHealth works to support our colleagues in primary care to serve this population. We do this through providing learning resources, training, and timely support. Our message to our primary care colleagues has been that we are committed to being just a phone call away. Thus, as we have invited them to partner with us in our efforts to create a supportive healthcare ecosystem for persons with ID, every doctor whom we have spoken to has agreed to be part of this initiative. It has been extremely encouraging to meet with compassionate clinicians who desire to serve with heart and skill. We are thankful for all who journey and work with us towards a better quality of life for persons with ID. "

Building Capabilities

At IDHealth, our goal is to improve patient outcomes and enhance lives. Through close collaboration with community partners, we create a more effective and sustainable healthcare ecosystem.

Through these partnerships, we create a powerful network of support, leveraging diverse perspectives and resources to address the unique healthcare needs of individuals with intellectual disabilities. Collaborating with like-minded organizations and stakeholders, we tap into collective expertise, specialized services, and innovative approaches in the field.

Our partnerships extend beyond healthcare, addressing the holistic well-being of our patients. By collaborating with community partners, we access resources and support services that meet broader needs. This enables us to provide comprehensive, patient-centered care.

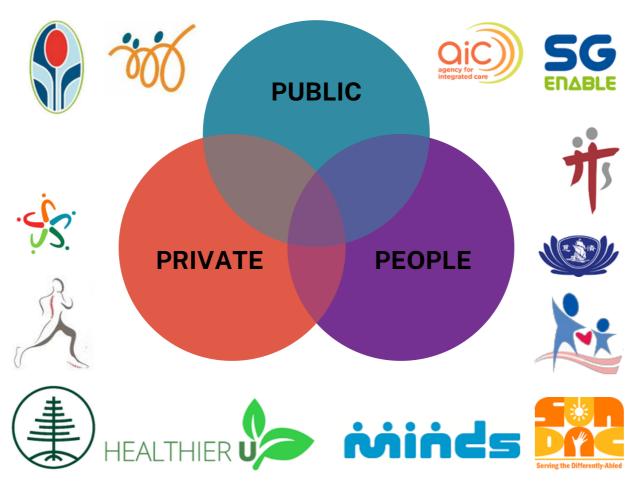


One example of such a partnership is with Dr. Seow Yu Jin, a general practitioner running his own clinical practice. His approachable nature and genuine care create a comforting environment for patients, and we are working closely with him in supporting our patients.

Dr. Seow goes the extra mile to empower his patients with knowledge and guides them toward improved health outcomes. He takes the time to listen to their concerns and tailors his approach to meet their specific needs, ensuring personalized attention and support.

Through our partnership with Dr. Seow, we co-manage a family, providing timely and accessible healthcare services. Our team coordinates care and maintains regular communication with Dr. Seow, allowing him to address the family's acute and chronic needs, while we focus on their psychosocial well-being and future care plan. Whenever there are complex health issues that need further evaluation, Dr. Seow then highlights them to our team, so we can address and manage them in a timely manner. This collaborative approach creates a sustainable ecosystem, enabling us to serve more patients effectively

Establishing a Sustainable Service Ecosystem



Establishing a sustainable ecosystem for the healthcare needs of people with intellectual disabilities will involve engaging the three sectors: public, private, and people. The public sector includes healthcare clusters, institutions, and governmental agencies like the Ministry of Health, Ministry of Social and Family Development, Agency for Integrated Care, and SGEnable. These entities play a critical role in policy-making, resource allocation, and the integration of healthcare and social support services.

The people sector comprises numerous organizations and teams such as Tan Tock Seng Hospital Community Rehabilitation Programme, MINDS, Sun-DAC, Special Needs Trust Fund, Tzu Chi Singapore, and many more; all of which play a vital role in empowering individuals with intellectual disabilities through their programmes and services. The private sector includes individuals and private companies who have the heart for and are keen to provide customized services to meet the complex needs of individuals with intellectual disability.

Through collaboration amongst these sectors, we tap once again on one another's strengths and support each other's limitations, so as to establish a structured and sustainable service ecosystem for people with intellectual disabilities.

Our Impact

200

Total number of patients served by IDHealth



Number of primary care partnerships to support our patients

294 Total number of caregivers supported by IDHealth **549**

Total number of hours spent seeing our patients at home

WHAT SOME FAMILIES HAVE TO SAY

MDM ATIKA BIBI: "I am very happy to be supported by Happee Hearts Movement in the care of my family members, who have intellectual disabilities. I am very assured that their health and care needs are looked after by the people at IDHealth. I am also happy that their health has improved, and that we can reach out to the IDHealth team when we have any concerns."

MDM ROSIE: "I feel very glad that Happee Hearts Movement is supportive in the care of my son. Dr. Chen and her team also closely look after our needs as caregivers and are approachable when we require help or have any queries. I feel very assured that my son's health and well-being has improved significantly since IDHealth team is involved in his care."

Our Volunteering Programmes

Volunteering at IDHealth is an opportunity to make a significant difference in the lives of individuals with intellectual disabilities. Our volunteer's time and support contribute to creating an empowering and inclusive healthcare environment, where every individual receives the care and support they deserve. Our volunteers become part of a dedicated team working towards enhancing the well-being and quality of life for those in our community.



AD-HOC

Volunteers support our events or projects, which may be initiated by them. They play a crucial role in helping us organize fundraisers, community programmes, and special projects. By participating in this, volunteers make a direct impact on the lives of individuals with intellectual disabilities and their families.

BEFRIENDING

Volunteers engage our patients face-to-face through various activities to promote a positive lifestyle. Through this programme, we aim to foster meaningful connections, enhance social skills, and create a supportive community for individuals with intellectual disabilities. Our volunteers participate in tailored activities that boost well-being and provide a fulfilling experience for both patients and volunteers.

MEDICAL ESCORT

Volunteers accompany and assist our patients during their medical appointments. They provide support and comfort and help address their needs throughout the visit. Our programme aims to ensure that individuals with intellectual disabilities receive personalized care and have someone by their side during healthcare appointments.

SKILLS-BASED

There are no limits to how you can contribute, and it does not have to be limited to medical or healthcare skills. We value the diverse talents and expertise of our volunteers. Our volunteers with technology, design, and financial skills have all made a huge difference to our work!

Volunteers' Impact

166 Number of volunteer hours spent with our patients 12

Total number of volunteers supporting IDHealth Total number of hours spent preparing our volunteers

74

WHAT SOME VOLUNTEERS HAVE TO SAY

JACE: "I am totally new and have no knowledge when it comes to interacting with persons with intellectual disabilities. I was very touched by the commitment and sincerity shown Dr. Chen and her team. With the help of Norman, I was gaining confidence to reach out to this special group of people. I was assigned to Rachel to work on her independence and I slowly gained mine too as Norman subtly role changed from a hand-holding parent to an encouraging bystander. Now everytime Rachel says "I like your face", it melts my heart and I return with a million-dollar smile. Because I know it's all she needs."

ALEXA: "My time spent so far as a volunteer with the IDHealth Clinic has been invaluable. From sitting in on Dr. Chen's consultations with patients, I have observed the broad spectrum of clients she treats, from the mildly to severely intellectually disabled. I can see that this helpline for an often-overlooked group of people in Singapore has given peace of mind and hope to clients and their families. As a future medical student, it was eyeopening to learn about how the clinic treats patients holistically; assigning a dedicated multi-disciplinary team to each client. I gained much insight through witnessing Dr. Chen's patience and communication skills which have led to mutually trusting relationships with her patients.

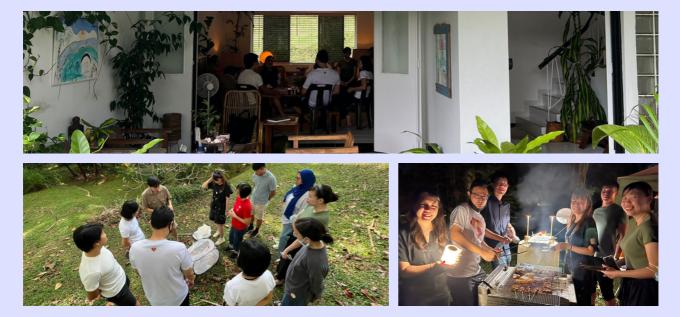
As a phone pal for clients with mild intellectual disabilities, I enjoy the conversations and time I share with them. I'm heartened to know that they look forward to our weekly check-ins and that they see me as a trustworthy source of support and care."

Our Events - STAFF RETREAT

The IDHealth team kicked off our first day with a bang! Dr. Chen conducted our staff retreat which set the tone for our exciting journey ahead. The retreat began with a fascinating exploration of the insect kingdom, revealing striking parallels between their behaviours and the work we are about to undertake. We discovered that what may appear peculiar or unusual in certain insects is, in fact, a form of communication, much like the unique ways our adults with intellectual disabilities express themselves. Furthermore, insignificant as insects may appear to be, they are in fact critical and essential to our world. This resonates strongly with us, as our people with intellectual disabilities are often invisible and undervalued by the world. This eye-opening experience deepened our understanding and appreciation for the individuals we serve.

But the retreat was not just about insects; it also served as a powerful bonding and self-discovery opportunity. Through engaging in individual and team activities, we uncover our personal strengths, values, and aspirations. Sharing these insights with one another fostered a sense of trust and camaraderie, breaking down barriers and paving the way for the teamwork that is required from every team member.

As the day drew to a close, we gathered for a delightful barbecue feast, surrounded by our cherished families and friends. This moment of celebration and togetherness reminded us of the importance of our support networks and the joy of sharing our achievements with loved ones. It reinforced the sense of purpose and commitment that drives us to make a positive impact on the lives of individuals with intellectual disabilities.



Our Events - APPRECIATION NIGHT

We organized an appreciation night at our new clinic space to thank our donors, supporters, and partners. It was a joyous occasion where everyone came together to witness the launch of our new space and celebrate the beginning of an important stage of our journey.

During the event, we took our guests on a tour of the new space, celebrating IDHealth's new 'home' and fostering connections. Good food and positive vibes filled the atmosphere, all the ingredients for a delightful and memorable night.

The presence of our valued supporters further motivated the IDHealth Team to pursue our mission with conviction. With their support and belief, we are determined to make a lasting impact.

The appreciation night marked a significant milestone, allowing us to express our gratitude and strengthen our commitment to our cause. We are inspired to move forward, ensuring that individuals with intellectual disabilities receive the care and support they deserve.





Our Events - LUMINANCE DAY

The collaboration between IDHealth and Prudential volunteers resulted in a memorable day filled with joy and connection. Together, we organized an engaging outing for 15 families at the beautiful Flower Dome in Gardens by the Bay. The volunteers and families came together in a creative activity, building and decorating terrariums, capturing precious moments of shared laughter and teamwork

The event was a resounding success, as everyone immersed themselves in the experience, fostering strong bonds and creating lasting memories. The volunteers found the day deeply meaningful, as it provided them with a unique opportunity to gain a deeper understanding of the challenges faced by these remarkable families. Through their interactions, they developed a greater sense of empathy and compassion, igniting a desire to make a positive difference in the lives of individuals with intellectual disabilities.

The IDHealth Team extends heartfelt gratitude to the Prudential volunteers for their exceptional support. Not only did they dedicate their time and effort to create a memorable experience for the families, but they also played a crucial role in raising funds for the Happee Hearts Movement. Their unwavering commitment and enthusiasm contribute immensely to our collective mission of improving the well-being of individuals with intellectual disabilities.



IDHealth | Happee Hearts Movement

Upcoming Plans



COMMUNICATION ACCESSIBILITY PROJECT

In recognition of the vital role of effective communication in healthcare, we will soon be embarking on our upcoming communication accessibility project. This initiative aims to break down barriers and empower our patients to actively engage in their healthcare.

We will be working with speech and language therapists from AWWA in profiling our patients, to understand their unique communication needs and challenges. This information will guide us in developing personalized strategies for clear and meaningful interactions. We can then create a range of materials to bridge the communication gap with healthcare professionals. These may include visual aids, simplified language resources, and multi-modal tools. Our goal is to offer diverse and accessible communication options that cater to our patients' needs.

This project beyond goes communication; it enhances healthcare delivery. By enabling better communication, we empower healthcare professionals to provide even better healthcare. Improved understanding and engagement lead to more accurate diagnoses. higher satisfaction, and better health outcomes.

RESEARCH / PROGRAMME EVALUATION PROJECT

IDHealth committed is to continuous improvement so that our patients will receive the best healthcare we can deliver. Therefore, from the inception of our clinic, we began planning our programme evaluation. We have engaged the help of researchers from the NUS Saw Swee Hock School of Public Health to assist us in designing a research study to evaluate our processes and the impact that we are having on the health of our patients and their caregivers. As the IDHealth model of care is unique to Singapore and internationally, this study will contribute significantly to the body of knowledge on health and healthcare access of persons with ID

IDHealth Mentions

4 October 2022 MCI Singapore Mentions by Ms Denise Phua Member of Parliament



".. for the even more vulnerable, what is the ministry's recommendation for younger Singaporeans who are disabled, who have



About 5mins.

special needs, and who are prone to early onset of chronic illnesses due to a lack of education and care? They are best served by healthcare professionals who are a bit more aware, more trained, and more aware of their conditions, such as Dr. Chen Shiling and her doctors at Happee Hearts Movement. Who and how does the ministry propose to include these groups of residents and to fund doctors like Dr. Chen?"

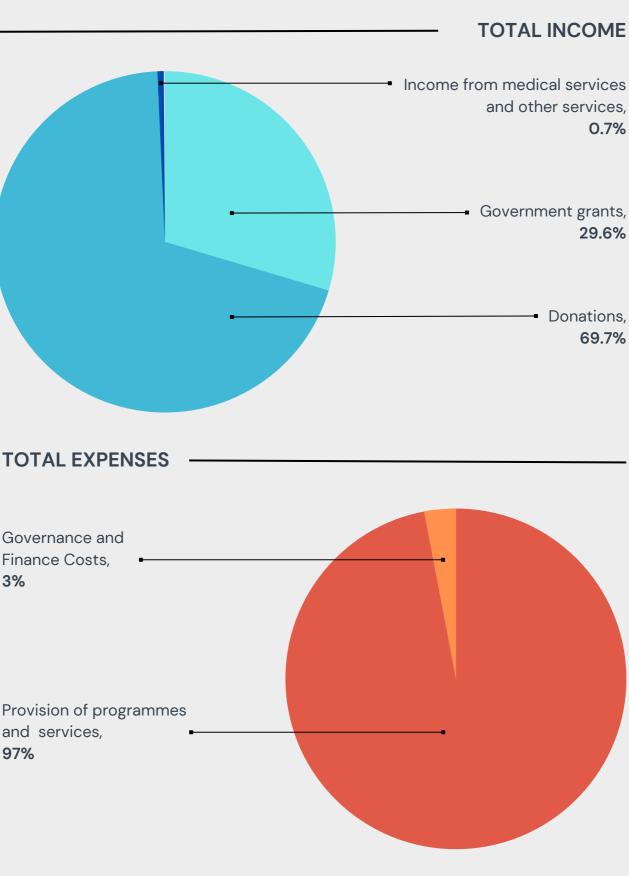
health the and wellbeing of the caregivers also need to be addressed as they age. Dr. Chen therefore developed holistic а healthcare approach for ageing caregivers and their adult children with ID, addressing also social and issues bringing together multidisciplinary stakeholders on the same platform."

2 March 2022 Channel News Asia **Mentions by Ms. Rahayu Mahzam** Senior Parliamentary Secretary for the Ministry of Health and Ministry of Law





About 3mins.



Financial Year In Review



Corporate Information & Governance

Registered Name	Happee Hearts Movement
UEN	201730459D
Date Established	24 Oct 2017
Constitution	Company Limited By Guarantee
Registered Address	600 Upper Thomson Road #01-43 Singapore 574421
Charity Registration Date	6 May 2022
IPC Status	27 October 2022
Auditor	Pinnally PAC

In compliance with the Code of Governance for Charities and Institutions of Public Character, Happee Hearts Movement is required to disclose its reserves policy and annual remuneration of its key Executives.

As per Happee Hearts Movement's policy in maintaining reserves, the aim is to maintain unrestricted reserves that is equivalent to six months of annual operating expenditure. The level of reserves will be reported to the Board together with annual reporting and budgeting. These funds will be used for:

- The setting up of new programmes and services for persons with intellectual disability and their families
- Funding the operations of Happee Hearts Movement and existing programmes
- Funding new projects undertaken by Happee Hearts Movement for the benefit of persons with intellectual disability and their families

For the year ended 31st December 2022, the number of highest-paid executives with annual remuneration exceeding \$100,000 each (which include salaries, bonus and employer's Central Provident Fund contributions) were: 0.

One of the three highest paid staff concurrently serves on the Board. Happee Hearts Movement also discloses that no Board members are renumerated for their Board services. There is no paid staff, being a family member of the Chairman or a Board member of the charity, who has received renumeration exceeding \$50,000 for the year ended 31st December 2022.

Special thanks to all our donors and supporters for their generous support!

IDHealth would not have been possible without YOU.





Ms Chan Chia Lin Dr Goh Wei Leong Mr Hsieh Fu Hua Dr Mary Ann Tsao Mr Robert Kwan Dr Tan Weng Mooi Ms Tina Hung

Donors List as at 31 December 2022

Binjai Tree Lian Soon Construction Luminance Capital Ray of Hope SUN-DAC The Majurity Trust Chan Chia Lin Denise Phua Dr Goh Wei Leong Dr Mary Ann Tsao Dr Tan Weng Mooi Hsieh Fu Hua Robert Kwan **Tina Hung Benjamin Png** Cindy Teo Dr Hong Weiwei Gabriel Lim Joie Lim Khew Teck Hin Kwan Huay Yee Lee Kay Chai Lew Shi Yun Phyllis Cheng Shirley Chew Vaness Tan Augustine Tan **Beatrice** Teo CRP (TTSH) Dr Cheah Si Oon Dr Chew Sung Boon Dr Chris Wong Dr David Lim Dr Seow Yu Jin Sister Tina Tan Shen Kiat Toto

Adeline Jong Adeline Low Adrian Ong Adrian Tan Alena Tan Alvina Lau Anil Kumar Audrey Chen Aw Yong Wee Wee Bernice Tan Brandon Chuah Candice Loo Carol Ng Celine Tan **Cheryl Chiew** Chin Teo Chong Jun Hien Chor Li Ling Chua Ching Ching Chua Jiawen Chua K J Damien Lee Daniel Fu Darius Chen Darrick Toh David Kiu Denise Tan Diana Oh Doine Goh Eddy Ng Edwin Choi Edwina Toh Estelle Aiai Eswandi Sihalam Evan Febrianto Ew Wei Min Fiona Hu

Gan Yu Hock Germaine Lee Gillian Ong Goh Sok Hoon Hafeena Ali Hsu Fan Han Huang Jieying lan Ang Indra Gunawan Ivan Chang J Loh JΟ Jason Teo Jeanette Kok Jimmy Leong Jing En John Ho Joseph Chung Joy Teo Juanita Lestari Julia Cheot Kah Wee Kaji Meimei Kareen Lui Kellina Chin Kenneth Huang Khin Moe Moe Aung Kwek Jing Yi Lam Fair Fong Law Soon Hiat Lee Chee Kin Lee Hui Keng Lim C L Lim P K Lim Qin Jin Lin Hengrui Lin Yuxiang Lin Zhiyuan

Lindy Neo Ling Tian Lionnel Heng Loong Jun Wei Loris Hew Low Soo Wen Lynette Low Marco Kok Mathilda Sin Mindy Yeo Minty Cai Muhamad Azhari Nancy Wong Neo Han Yee Ng Leng Poh Nicholas Kok Niick Atooh Ong Choon Seng Ong Teck Beng Pang Yi Woon Perlyn Kwek Peter Goh Philip Sevilla Phua Dong Haur Phua Yi Jing **Prashant Shende** Q Hanh R Basu R Vijayakumar Rajat Ratan **Rohit Agrawal** Senthil Sabapathy Sharon Shen Shawn Ong Sia Hwee Lay Sim Sok Peng Soo Li Kuan Susan Ong Tabasum Ashraf

Tan Aiying Tan Fen Fen Tan Mui Kuan Tan Wee Lee Teo Hock Ang Teo Yingxin Tham Kar Yeng Thanapron Lorchirachoonkul **Terence Huey** Thiri Kham Vaness Tan Victor Ngo Vijay Genji Srinivasulu William Low Yap Seow Siong Yeo Lee Hon Yong Jui Jin Yvonne Fong Zack Huang Zainal Y Zhang Yujing Zhenyi Alexa Ling Dr Andrew Yap Dr Kareen Lui Dr Teo Yingxin Cherie Chin Chin Sue Yin Connie Tan Elijah Lim Ethan Loh Foo Yoke Lin Jamie Smith Jane Liu Lynn Kok Shannon ... and many more!

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