

Contents

01 About MiWEPs	01
02 Key Address	03-04
03 Notice of 5th Annual General Meeting	05
04 4th Annual General Meeting Minutes	06-10
05 Management Council	11-12
06 Membership	13-22
07 Summary of Activities	23
 O8 MiWEPs Activities Year 2019 Career & Business Upgrade Program (CAP) Mentor Walk 4th Annual General Meeting MiWEPs Speakers' Club Fast Track Your Career Members Potluck Agro Project - Hydroponics MiWEPs Support 	24-29 30-31 32 33 35 36 37 38
09 Other Activities	39-41
10 Press & Media Coverage	42
11 Appreciation	43
12 Audited Financial Report Year 2019	44-51
13 Acknowledgement	52
14 Advertisement	53-57

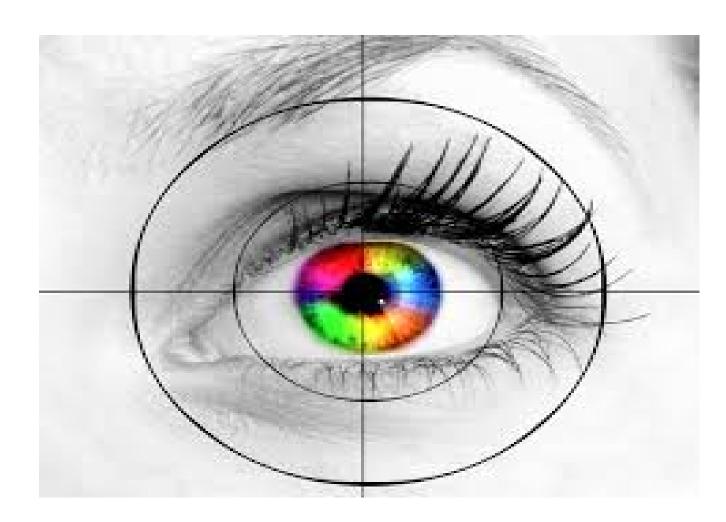
About MiWEPs

Malaysian Organization For Development of Indian Women in Career, Entrepreneurs & Professionals, MiWEPs was formed on 18th February 2016. Ever since its inception, MiWEPs has embraced and uplifted not only Indian women but also of other races. The activities we organize are solutions for pain points faced by the society. Hence, hundreds of women of various categories have uplifted themselves in one way or another. It is truly heart warming to see traces of MiWEPs in various touch points. MiWEPs aspiration is to continue being relevant by adopting new practices and keeping up to the volatile environment.

MiWEPs President & Secretary General

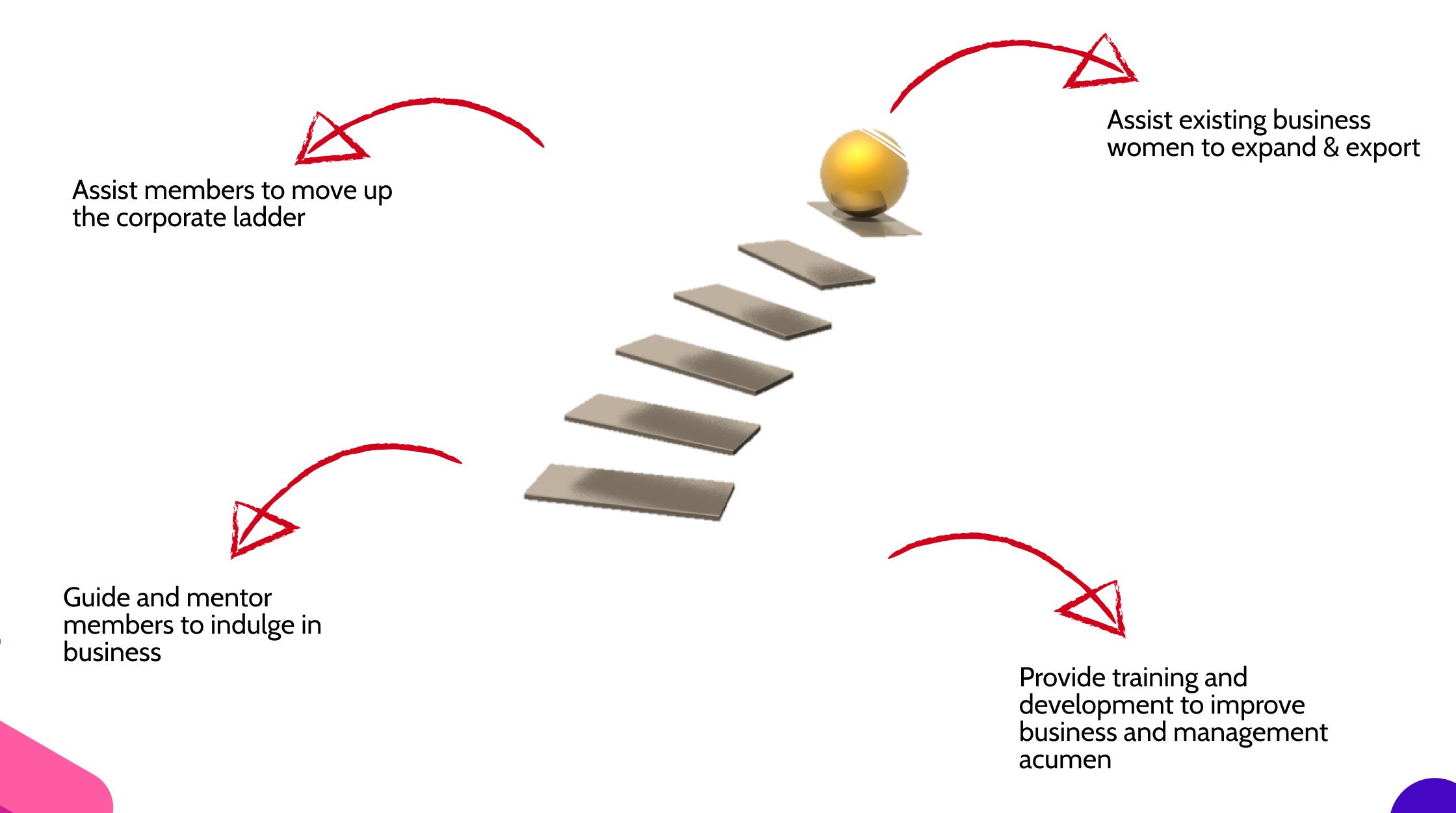
TERMS	YEAR	PRESIDENT	SECRETARY GENERAL
Term 1	2016-2018	Dr Maria Rufina	Dr Bawani Nesamany / Ms Nawarmani
Term 2	2018-2020	Dr Maria Rufina	Dr Cecilliann Veronica

Vision



To INCREASE Indian Women C-Suite Officers, Board of Directors, Managers and Entrepreneurs, both in business and corporate entities.

Mission



i-Clubs: Inspirational Clubs

We have created clear pathway for the development of the three categories of women. Our approach in serving the members is via inspirational clubs, which the members become a part of. They then continuously develop themselves in any specific area. They are as follows:



To provide avenue and guidance on how to groom themselves and improve body language and deportment



One stop center for experts & specialized services for women in business or corporate



A club to coach women to speak well in public, to present confidently and with impact.



To train professional and eligible Indian women to sit in boards of public listed companies.



Sessions dedicated to coach the members on any area of interest in their business and career development.



Opportunity for women to network with Senior Level and C- Suite Officers in multinationals or high commission



Assistance and professional advice over the phone on various matters such as legal, career or business development.



Business assistance and clinics for those who wish to expand business or export.



To assist those in corporate organizations to move upward in their career path and enhance their economic status.

Advisor's Message



Congratulations MiWEPs for another record setting year 2019.

It gives me great pleasure and honour to pen a few words of wisdom and appreciation.

MiWEPs has achieved its aspiration to **EMPOWER INDIAN WOMEN** in economic development to face challenges and be equally competitive with all other Malaysian women. I am alarmed by MiWEP's fantastic growth in just 3 years. Its initiative in providing effective skills, knowledge, education & mentoring to scale the women's growth is truly commendable.

My wish is for MiWEPs to assist business women in ensuring their products are in demand, their supply is stamped, registered and approval is obtained for consumption before distributing.

I am also confident that MiWEPs, being a young and active organization with enterprising leaders who move with the trend and wave of the market activity, it will be manoeuvred skillfully to thrive in the digital weather.

Congratulations, I'm proud to be associated with MiWEPs as the Honorary Advisor. May you grow and be an establishment to be reckoned with.

" To be successful, you have to have your heart in your business and your business in your heart"

- Thomas Watson Sr-

DR. JAYA BUSHANI Ph.D., AMD, PJK

Honorary Advisor

President's Message



Vanakkam! It is the time of the year again for me to pen a few words in MiWEPs Annual Report. I am delighted that the 5th AGM is convened as per the constitution without any delays, despite the pandemic that shook the world. It's good news that we have not heard any depressing news from our MiWEPs family, but our hearts go out to all those who have lost their friends or family to this mishap. We pray that the Lord gives them all the courage to remain strong.

MiWEPs also salutes all front liners who have tirelessly and selflessly given their all to keep us safe. Our biggest NANDRI (thanks) to all of you.

The AGM is always seen as a day to celebrate our achievements throughout the year. Every year, there is one signature project that MiWEPs embarks on. In 2019, it is the Career and Business Upgrade Program, called CAP, which was sponsored by Jabatan Pembangunan Wanita. We successfully conducted CAP in 4 locations namely in Negeri Sembilan, Johor, Penang and Pahang. Amidst much challenge in logistics and time, the events turned out to be a mega success, both in terms of the KPI set by JPW as well as the feedback, testimonies and satisfaction derived from the participants themselves.

Another great achievement and worth a mention here is the Mentor Walk. I am proud to boast that this is the first time ever a program of similar nature has been organized for the Indians and by Indians in Malaysia. We amalgamated 40 mentors from various nationalities and fields together with 150 mentees from all walks of life. The mentees were very grateful for that event. The above endeavours too brought about a hike in our membership from all over Malaysia.

Another dream come true for me personally was to get Miweps to be active on zoom and that happened during the MCO. We also kicked off Miweps Referral Chapters for members to actively refer businesses from outside and within, to Miweps members. This year todate, would not have looked good if not for the tireless effort of the dedicated Management Council team. They have all given their best in their respective ways. Kudos and keep up the team spirit.

The year 2019 too marks the end of my two terms (4 years) as the Founding President. Founding MiWEPs is one of the best things that ever happened in my life. At this juncture, I would like to reminisce and thank the co-founders Late Madhu Sudhan Nair, Dr Jaya Bushani and Dato Seri Dr Prushotman and the founding committee members Nawarmani, Amsa Naidu, Fauziah Bibi, Fawzia Begum, Dr Sivajothi, Prof Nalini, Jayachitra, Dr Bawani Nesamany and Priscilla Alfred and many more others for playing a pivotal role, without whom we would not have grown MiWEPs to where it is now.

Looking back is necessary if we want to leap forward, but for now, we will leave the past to where it belongs and look to the upcoming year. I am indeed excited to pass the helm to the new President. I am confident that MiWEPs would take a big leap under the new leadership.

It is also my hope to see MiWEPs going international, which is very possible now with virtual meetings becoming second nature to everyone. Imagine people from all over the world attending MiWEPs' Zoom Speakers' Club, Talks by Career Club, Mentoring and Referral Clubs with exchanging and referring businesses internationally! Wow that's mind blowing! So everyone, get online NOW or you will be left behind.

To conclude, I would like to borrow the words of Sheryl Sandberg, COO of Facebook ...

"Women need to shift from thinking "I am not ready to do that" to thinking "I want to do that — and I'll learn by doing it." So, adopt this as your mantra and march forward.to success

Best Regards,

DR MARIA RUFINA
President

3.0 Notice of 5th Annual General Meeting



Malaysian Organization for Development of Indian Women in Career, Entrepreneurs and Professionals

NOTICE for 5th Annual General Meeting

Notice is hereby given for the 5th Annual General Meeting of MiWEPs, Malaysian Organization for Development of Indian Women in Career, Entrepreneurs and Professionals. It will be held on:

Date: 12th September 2020, Saturday

Time : 10.00am - 2.00pm

Venue : Binary Auditorium

3rd Floor, Binary University 1,

IOI Business Park, Persiaran Puchong Selatan, Puchong

Agenda:

- 1. Welcoming address by the Secretary General
- 2. President's Address
- 3. Adoption of Minutes of the 4th AGM held on the 27th April 2019
- 4. Presentation and Adoption of Annual Report for 2019
- 5. Adoption of Audited Statements of Accounts for year ended 31st Dec 2019
- 6. Consideration of Resolutions
- 7. Appointment of Auditors
- 8. Transaction of any other business (other than resolutions) for which 14 days' notice has been given.
- 9. Election of Office Bearers for the term 2020-2022

Attached together are the Annual Report 2019, Audited Accounts 2019, Proposed Resolutions, Nomination Form and Election Procedure, for your perusal.

Thank you.

BY ORDER OF MANAGEMENT COUNCIL

DR.CECILLIANN VERONICA SECRETARY GENERAL

Date: 18th August 2020

4.0 4th Annual General Meeting Minutes



Minutes of The 4th Annual General Meeting

Date: 27th April 2019, Saturday Time: 9.00am - 12.00pm

Venue: Auditorium Mercu Alam Bina, Universiti Malaya, KL

MANAGEMENT COUNCIL AT THE ANNUAL GENERAL MEETING

EXCO

1. Dr Maria Rufina President

2. Ms Nawar mani Deputy President

3. Ms Amsa Naidu Vice President

4. Dr Cecilliann Veronica Secretary General

5. Ms Maheswary Treasurer

COUNCIL

6. Puan Sri Dr Rohini C-Suite/Mentor Club Chair

7. Ms Thilagam Fund Raising Chair

8. Ms Yogeswary Business Club Chair

9.Ms Anietha A.Sarina Grooming Club Chair

10. Ms Vijay Latchme Membership chair

11.Puan Fawzia Begum Career Club Chair

12.Puan Fauziah Bibi Speakers Club Chair

13. Ms. Malarkodi B40 Women Chair

14. Ms Kalavathy Perak Council Chair

15. Ms Kuppu Johor Council Chair

16. Ms Manimakalai Banting Council Chair

ABSENTEES (WITH APOLOGIES) AT THE ANNUAL GENERAL MEETING

Ms.Thilagavathy Palaniappan Ms.Thanaletchumy Asst Secretary General Asst Johor Council Chair 7

1.0 Attendance at 4th AGM

No	Name	State
1.	Amaravathi a/p Navaratnam	S
2.	Astina Devi Naidu	S
3.	Christina Karuppiah	S
4.	Dr Cecillian Veronica	WP
5.	Dr Maria Rufina	S
6.	Fauziah Bibi Binti Abdul Aziz	S
7.	Fawzia Begum	WP
8.	G Malliga	S
9.	Hemalatha Subramaniam	S
10.	Hemalatha Subramaniam	S
11.	Humie Kalsum Bt Kamaruddin	WP
12.	Jayamalar a/p Velautham	S
13.	Jeevamuney a/p Suppiah	S
14.	K.Sakunthala Devi	S
15.	Bhawani Raman	S
16.	Komalatha Emperumal	S
17.	Kuppu Mayandy	J
18.	Lekha bhai a/p T.K Vasudevan	S
19.	Letchimy a/p Ayakanu	S
20.	Maheswari a/p Ramasamy	S
21.	Malarkodi a/p Batumalai	S
22.	Manaha Devi	S
23.	Manimakalai a/p Palayathan	S
24.	Amsa Naidu	WP
25.	Nawarmani Ramachandran	S
26.	Nirmala Supramaniam	S
27.	Kuganeswary Muniandy	S
28.	Lavanya Lingan	S

No	Name	State
29.	Nirmalatevi a/p Krishnan	WP
30.	Parameswathy Muthu	S
31.	Parimala Devi	Р
32.	Pathma Nallathambhi	S
33.	Premasundari Ramakrishnan	S
34.	Renuga Devi a/p Kanthasamy	S
35.	Ruth a/p S.Arunasalam	S
36.	S.Kalavathy	Р
37.	Prayma Govindasamy	S
38.	Sarina A.A	S
39.	Sharmila Banu	S
40.	Suseela Ganapathy	S
41.	Susila Arivanandan	S
42.	Tamilarasi a/p Munusamy	S
43.	Thilagam Gopal	Р
44.	V.Indrani a/p Varatharaju	S
45.	Vijay Latchme	S
46.	Yogeswary Thamilchelvam	S
47.	Rengamah Parasuraman	S
48.	Sushila Kathan	S
49.	Kasthory Munusamy	S
50.	Krishna Jayanthi	S
51.	Puvaneswari Manikam	S
52.	Danaletchumy Chinasamy	Р
53.	Julie Kathikamuthambhi	S
54.	Ass.Prof Datin Dr Rohini	S
55.	Thilagam a/p M.Balasingam	S

State	Number
Selangor	45
Perak	5
Johor	1
WP	4

2.0 WELCOME BY SECRETARY GENERAL

2.1 55 members were present for this AGM. The required quorum is double the committee -34. Quorum is fulfilled, hence the meeting was called to order by Secretary General Dr Cecilliann Veronica at 9.00am.

MARK OF RESPECT 3.0

3.1 Dr. Cecilliann then asked everyone to rise and observe a moment of silence for the victims of Sri Lankan terrorist attack that took place early month of April.

OPENING ADDRESS BY PRESIDENT 4.0

- 4.1 Dr.Maria welcomed and thanked everyone for attending the 4th Annual General Meeting. A special thanks was given to those members that had come from Perak and Johor.
- 4.2 Dr.Maria proudly announced that we have about 460 members on board at the moment and she hopes to see more members attending the AGM next year.
- 4.3 Dr.Maria explained that 2018 was a year dedicated to the Executive Diploma in Career and Business Upgrade Program (CUEDIP), as we had the mandate from SEDIC to carry out training for 100 students.
- 4.4 The students were also required to carry out projects and these will be captured as MiWEPs projects.
- 4.5 Another milestone was the graduation of these 100 students in Unversity Malaya in November 2018. It was indeed a proud moment for MiWEPs
- 4.6 The President also highlighted about Mentor walk which will be held later in the afternoon, where 40 esteemed Mentors from various fields were invited.
- 4.7 Finally Dr Maria urged all members to take part in the programs conducted by MiWEPs and with that she concluded her speech.

5.0 ADOPTION OF MINUTES OF THE 3RD AGM HELD ON 29TH SEPTEMBER 2018

- 5.1 Minutes of the 3rd Annual General Meeting was presented by Dr Cecilliann. No amendments were brought up by the members.
- 5.2 The minutes was proposed to be adopted by Ms Indrani Varatharaju and seconded by Ms Parameswary.

6.0 PRESENTATION & ADOPTION OF ANNUAL REPORT FROM JANUARY TILL DECEMBER 2018

The Secretary General presented the Annual Report. Some key highlights for the year 2018 were:

- 6.1 Membership reach out was done in Perak and Johor on 25th February and 19th August 2018 respectively. These events were attended by more than 100 women.
- 6.2 There were 4 batches for the CUEDIP Program. The 4 batches were for KL, Selangor, Perak and Johor. Total 100 participants graduated with Executive Diploma in Administration from International Professional Managers' Association, UK. The graduation was held in University Malaya on 24th November 2018. The Guest of Honour for this event was Ms Sarah Deverall, Director of British Council and Prof. Datuk Dr. NS Rajendran, Ex Director General Of SEDIC.
- 6.3 CUEDIP participants organised a few projects and that went very well.
 - Sunday Wellness Brunch by Santhosam Team on 29th July 2018.

 - Debaté Session under Speakers Club by Champion Team on 14th August 2018.
 Car Booth Sales by Start Team on 7th October 2018 in Tesco Shah Alam. This is the first time ever for Indians It was very successful. Those who participated made profits up to 300%.
- 6.4 A strategic workshop was also organized for the newly elected management council. It was held in Fraser's Hill for 3 days from 30th November 2018 to 1st December 2018.
- 6.5 Women Directorship Program (WDP) conducted by one of MiWEPs partners LEAD WOMEN, which trains to aspire and encourage Professional Entrepreneurs and Business women to seat as Board of Directors. We refered about 12 professional women to attendthe programme.
- 6.6 WE also participated in events organized by other NGO's:
 - Global Peace Day by UPSM on 11.11.2018
 - Jogathon Walk by Rotary Club on 11.11.2018
 - Seminar Gerak Ásas Usáhawan Wanita by WIE 2.4.2018 1.7.2018
- 6.7 The Annual Report was proposed to be adopted by Ms Jeevamoney and seconded by Ms Jayamalar.

7.0 PRESENTATION AND ADOPTION OF FINANCIAL REPORT FROM JANUARY TO DECEMBER 2018

7.1 Ms. Maahesh presented the Financial Year End Report.

7.2 Total Income = Rm 459,615.20 Total Expense = Rm 356,166.74 Nett Surplus = Rm 103,448.46

- 7.3 Income from Membership in 2018 was Rm 18,250 including renewals.
- 7.4 Grant Received :-SEDIC = Rm316,700

IPW = Rm 80,960

Expense from Grant received from SEDIC= Rm 316,723.71 JPW grant will be utilised in 2019.

7.5 The Financial report was proposed to adopted by Ms. Humie Kalsom and seconded by Ms. Yogeswari Tamilchelvam.

8.0 PROPOSAL OF RESOLUTIONS

Ms Amsa tabled the resolutions. They are as follows:

8.1 Resolution 1 Change of MiWEPs address

Purpose : To change MiWEPs formal postal address

Affected Clause : Clause 2

Proposed wording: Current postal and office address

Comments : No objection

Current wording: No 20, Jalan Bukit 11/2, Section 11, Petaling Jaya, 46200

Selangor

Status : APPROVED

8.2 Resolution 2 Entrance fee for B40 and warga emas to be RM 50

Purpose : Encourage members to join

Affected Clause : Clause 6

Proposed wording: B4O/WARGA EMAS was proposed Rm50 as entrance fee Comments: Ms Mala suggest the fees to be omitted for senior citizens and

OKU group.

Ms Suseela Arivandram oppose to the omitted fees for those

who can afford to pay.

Ms Malliga said the fees must be compulsory for all to support

the society, Ms Jeevamoney seconded the suggestion.

Current wording: B40 – Rm50, OKU – Free, WARGA EMAS – Free unless

they are working.

Renewal fee will be Rm100 for this category.

Status : APPROVED

8.3 Resolution 3 No Re Entry Into Council For Resigned Council Members

Purpose : To reduce turnover of council members resignation.

Affected Clause : Clause 9

Proposed wording: Members of the Council, who resigns before the next AGM,

will not be allowed to stand for election for the next 2 terms (4 years) without a valid reason but may remain as an ordinary

member

Comments: Puan Fawzia Begum asked about the procedure of resignation

of council members in the event of being unfit or being away

for a long time.

Current wording: Members of council who resigns before the next AGM, are not

allowed to stand for election for the next two terms(4 years) unless with a valid reason which is being unfit/migration

purpose.

Status : APPROVED

9.0 APPOINTMENT OF NEW AUDITORS FOR THE TERM 2019- 2020

- 9.1 Ms.Nirmala S and Ms Shanthini Karuppiah were appointed as Internal Auditors.
- 9.2 Ms.Nirmala was proposed by Dr Maria and seconded by Puan Fawzia Begum.
- 9.3 Ms.Shanthini Karuppiah was proposed by Ms.Nawarmani and seconded by Ms.Yogeswary Tamilchelvam.
- 9.4 Both of them agreed and accepted the position as Internal Auditors No objection from the floor.

10.0 LUCKY DRAW SESSION

- 10.1 There were 5 RM50 Lucky draw vouchers that were sponsored by SMS Deen Jewellers.
- 10.2 Lucky draw vouchers were presented by Dr Jaya Bushani, Advisor of MiWEPs.

11.0 CLOSING

- 11.1 Dr.Cecilliann invited Puan Fauziah Bibi to give her closing as the organizing chair for the AGM/Installation.
- 11.2 Puan Fauziah Bibi thanked everyone for attending the AGM and urged all members to participate in the events that are organized by MiWEPs.

The Annual General Meeting adjourned at 12.30pm.

Prepared By:

DR CECILLIANN VERONICA SECRETARY GENERAL Approved By:

DR MARIA RUFINA PRESIDENT

5.0 Management Council 2019

A. Organization Chart

EXCO



Dr. Maria Rufina President



Ms. Nawar Mani

Deputy President

Ms Amsa Naidu Vice President



Dr Cecilliann Veronica Secretary General



Ms Thilagawathy
Asst Secretary General



Ms Maahesh Treasurer

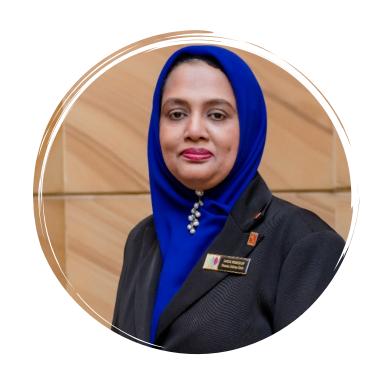
Council Members



Puan Sri Dr. Rohini C-Suite club chair



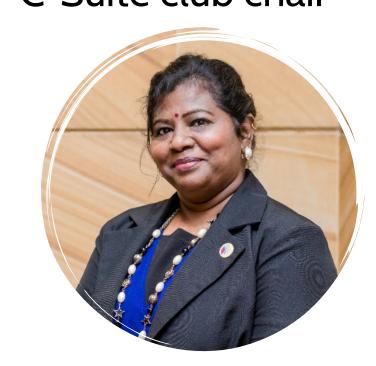
Ms Vijaya Latchme Membership Club Chair



Pn Fawzia Begum Career Club Chair



Pn Fauziah Bibi Speakers Club Chair



Ms Thilagam Fund Raising Chair



Ms Anietha Grooming Club Chair



Ms Yogeswary Business Club Chair



Ms Malarkodi B40 Club Chair



Ms Manimakalai P. Banting Council Chair



Ms Kuppu M. Johor Council Chair



Ms Thanaletchumy Asst Johor Chair



Ms Kalavathy S. Perak Council Chair

Management Council Report for 2019

B. Meetings & Attendance

The second term for MiWEPs is from 29th September 2018-11 September 2020. This Annual Report covers all activities from January 2019 till December 2019.

During this period we had total 18 Council Members. By end of December 2019, 2 of them vacated their positions and that left us with 16 Council Members. Two of them were Ms Maahesh & Ms Malarkodi.

Council Meetings were scheduled once a month. For those from outstation namely Ms Thilagavathy, Ms Kalavathy, Ms Kuppu, Ms Thanaletchumy & Ms Manimakalai, they were given privilege of attending meetings every 3 months once.

In 2019 we had a total of 11 Council Meetings. Attendance percentage for every meeting is as shown in Table 1 below. The Average attendance was 75 %.

Table 1 : Attendance by Meetings

No	Date	Meetings	Attendance	Percentage %
1	12/9/19	3 rd Council Meeting	17/19	89%
2	12/2/19	4 th Council Meeting	13/13	100%
3	12/3/19	5 th Council Meeting	11/13	85%
4	6/4/19	6 th Council Meeting	14/19	74%
5	14/5/19	7 th Council Meeting	11/13	85%
6	22/6/19	8 th Council Meeting	9/18	50%
7	2/7/19	9 th Council Meeting	12/13	92%
8	3/8/19	10 th Council Meeting	9/17	53%
9	3/9/19	11 th Council Meeting	10/13	77%
10	12/10/19	12 th Council Meeting	10/17	59%
11	12/11/19	13 th Council Meeting	10/16	63%

Average 75%

The attendance by every Council Member is as in Table 2 below:

Table 2 : Council Members Attendance

No	Name	Attendance	Percentage %
		40/44	0404
1	Dr. Maria Rufina	10/11	91%
2	Ms Nawarmani	09/11	82%
3	Ms Amsa Naidu	10/11	91%
4	Dr Cecilliann Veronica	10/11	91%
5	Ms. Thilagavathy *	02/06	33%
6	Ms. R Maahesh	06/11	55%
7	Puan Sri Dr Rohini	06/11	55%
8	Pn Fawzia Begum	08/11	73%
9	Ms.Vijay Latchme	09/11	82%
10	Ms Yogeswary	09/11	82%
11	Puan Fauziah Bibi	11/11	100%
12	Ms.Thilagam	08/11	73%
13	Ms Malarkodi	06/11	55%
14	Ms. Anietha A.A Sarina	07/11	64%
15	Ms.Manimakalai*	01/05	20%
16	Ms.Kalavathy*	01/06	17%
17	Ms.Kuppu *	05/06	83%
18	Ms Thanaletchumy*	02/06	33%

Puan Fauziah Bibi had 100 % attendance.

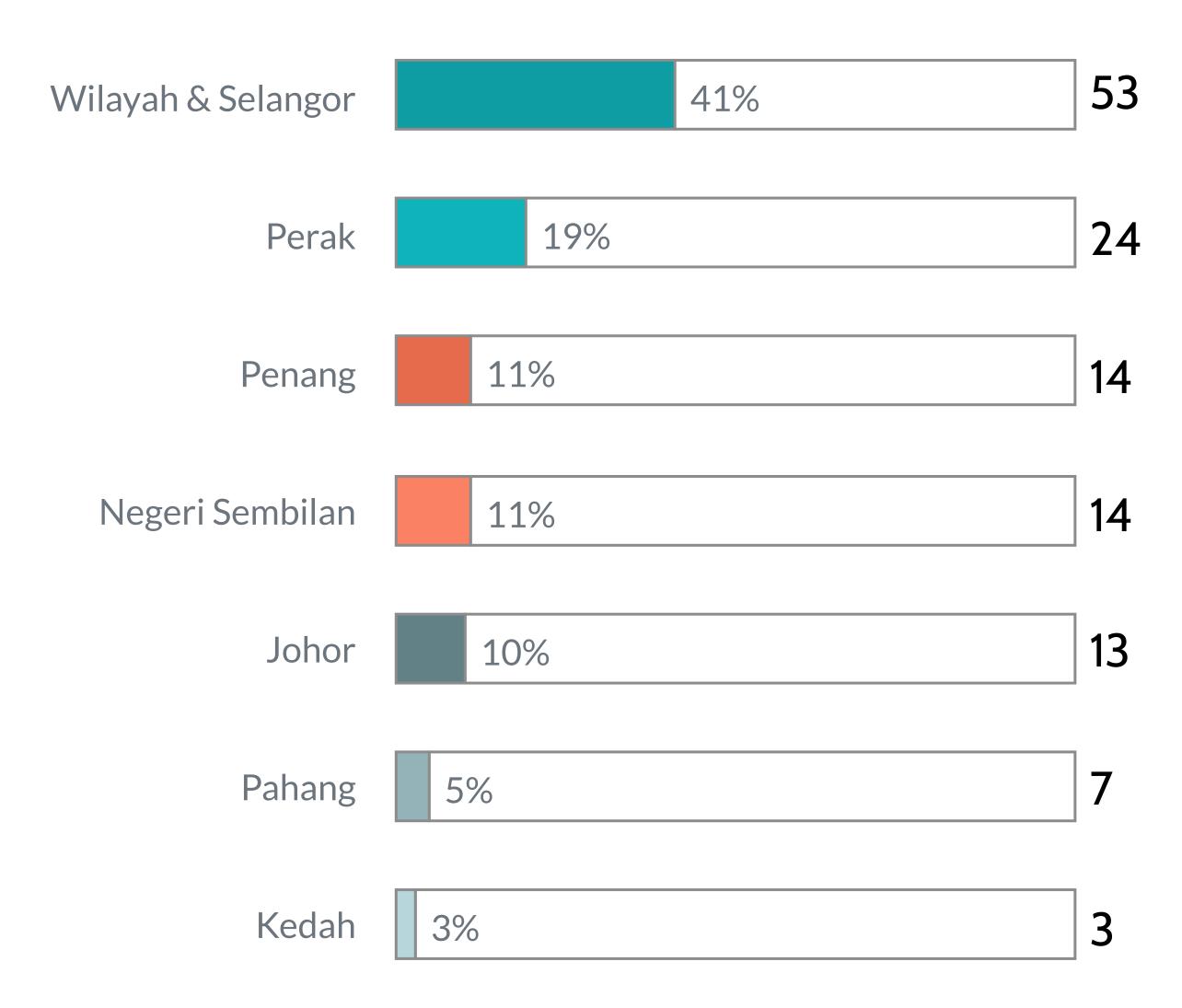
The average attendance for those from outstation is only 37%. This is very poor despite being given the privilege of attending 3 months once. Hence it has been agreed that this privilege will not be given in the upcoming terms.

The average attendance from those in KL & Selangor is 76%. 8 of them recorded attendance of more than 80%.

5

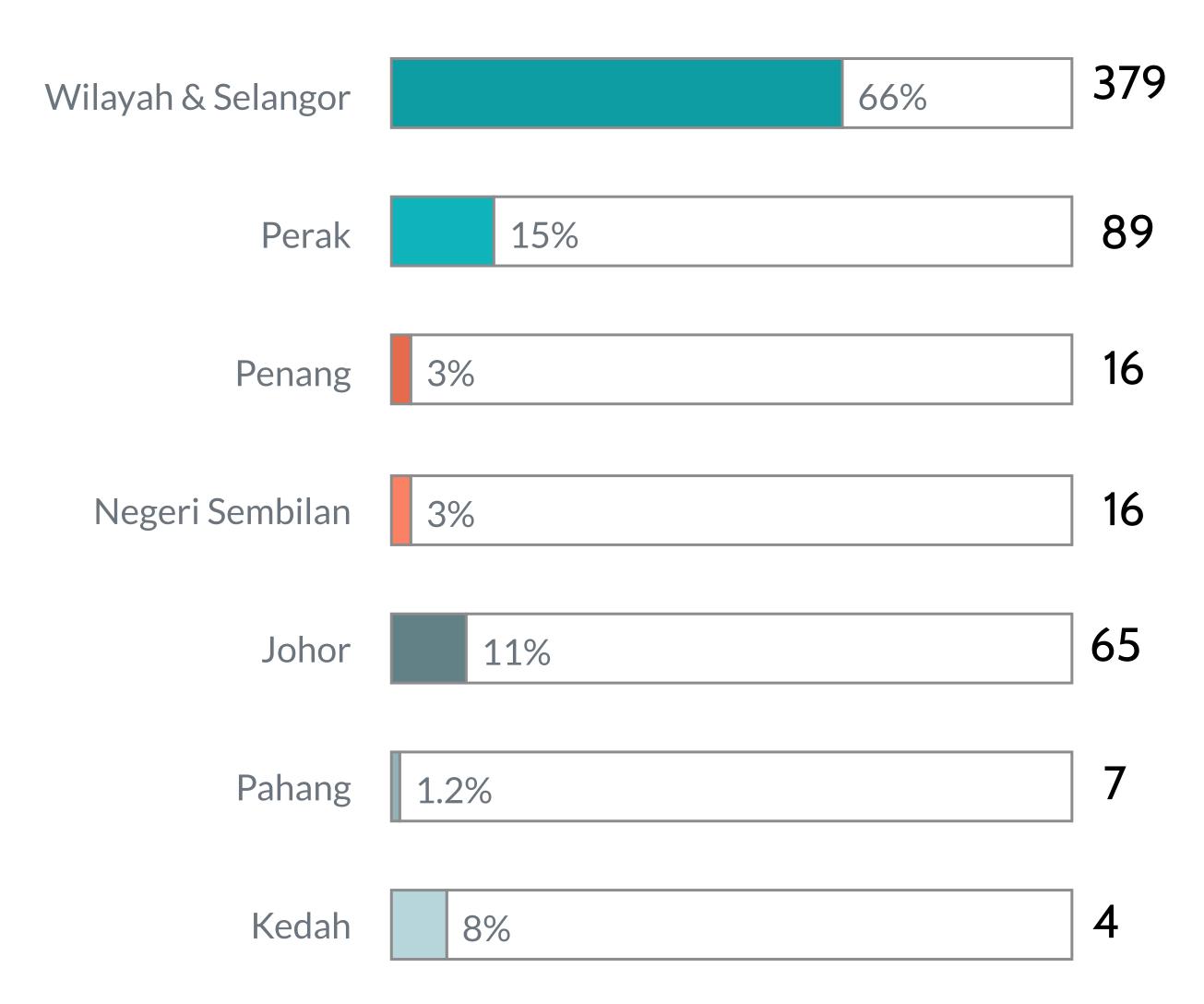
6.0 Membership Report

A) In the year 2019, 130 people joined as members



The new members came through CAP Program held in Johor, Penang, Pahang & Negeri sembilan

B) Total membership as at 31st December 2019 is 579



C. Members as at 31st December 2019

No	Name	State
1.	Dr. Maria Rufina	S
2.	Dr. Bawani Nesamany	S
3.	Nawar Mani Ramachandran	S
4.	Dr. Sivajothi Suppiah	S
5.	Jamuna Karmehen	s
6.	Logeswary @ Rhaane	S
7.	Amsa Naidu	WP
8.	Suguna Arjunan a/p Arjunan	S
9.	Fawzia Begum	S
10.	Fauziah Bibi Binti Abdul Aziz	S
11.	J Jaya Chitra a/p Jayakumar	Р
12.	Santhamaria Ragee	S
13.	Nalini A/P Arumugam	Т
14.	Priscilla Priya Alfred	S
15.	Carol Padman	S
16.	Davi a/p Sohanlal	s
17.	Rachel Vanuja Suppiah	S
18.	Parimala a/l Nesamany	S
19.	Sumathy a/p Kandasamy	S
20.	Mala a/p Rajagopal	S
21.	Maheswari a/p Ramasamy	S
22.	Tamilarasi a/p Munusamy	S
23.	Saraswathy a/p Narajah	S
24.	Letchimy a/p Ayakanu	S
25.	Dr Sarasijam Nair	S
26.	Kamalam a/p Maruthamuthu	S
27.	Ass.Prof Datin Dr. Rohini Devi	S
28.	Nirvere Kaur	KDH
29.	Nirmala Supramaniam	S
30.	Latha a/p Alahu Thevar	S
31.	Yamuna a/p Marimuthu	S
32.	Bhavani Raman	s
33.	Manaha Devi	S
34.		
35.	Guru Dharma Society	S
ارد	Sinniamah A/P V. Krishnan	S

No	Name	State
36.	V.Indrani a/p Vartharaju	S
37.	Lekha Bai a/p T.K. Vasudevan	s
38.	Jeevamuney a/p Suppiah	s
39.	Manimakalai a/p Palayathan	S
40.	Universal Peace Sanctuary Malaysia	S
41.	Supriya Prasannan	S
42.	Reena a/p Shankaraj	S
43.	Esther a/p Mariasoosai	S
44.	Kaladevi a/p Tharumalingam	S
45.	Subashini a/p Moogan	S
46.	Firdaus Nisha M. Faizal	S
47.	Caroline Santhi Dorairaj	S
48.	Srivani a/p Kathiresan	S
49.	Rani wemel	S
50.	Zarina Bebe Binti Syed Peiaru	S
51.	Sarina A. A	S
52.	Suganthi a/p S. Veerasamy	Р
53.	Fauziah Ismail	S
54.	Sri Rajeswari Karmehen	S
55.	Nur Saliza Bt Y. Sahul Hamees Maricair	S
56.	Kamala Bai a/p Muthalia	S
57.	Nitya a/p Letchumanan	S
58.	Jayaletcumy a/p Andy A Tharumalingam	S
59.	Vijaya Latchme a/p Munusamy @ Muniandy	s
60.	Nitthia a/p Rajamanikam	S
61.	Janagi a/p Krishnan	S
62.	Kalaiarasiy a/p Raman	S
63.	Vekeneswari a/p Manoharan	S
64.	Rajammal a/p Tharuman	S
65.	Dr. Cecilliann Veronica	WP
66.	Susila a/p Arivanandan	S
67.	Kalaichelvi a/p V. Ponnambalam	S
68.	Tamil Selvi a/p Ganapathy	S
69.	Letchumy a/p Mahendran	S

No	Name	State
70.	Pramila Devi a/p K. Kanan	S
71.	Shoba a/p Radha	S
72.	Sulochana a/p Ruthiran	N9
73.	Rubini a/p Vijayasuriar	S
74.	Kristina a/p Francis	S
75.	Geetha a/p Ramasamy	S
76.	Secielia Rani a/p Hisrahil	S
77.	Latha Liza a/p Periasamy	S
78.	Philomena a/p Pilavendran	S
79.	Puvanesvari a/p Subramaniam (Buvna)	S
80.	Shila Dorai Raj	S
81.	Helen Peter Pitchay	J
82.	Pakiawathy a/p Armugam	PNG
83.	Shamini Prithivi Raj	S
84.	Seseleya a/p Lourdasamy (Sisieliya)	S
85.	Umadevi a/p Raman	S
86.	Shanmuga Priya a/p Kalai Selvan	S
87.	Ruth a/p S. Arunasalam	S
88.	Devi a/p Samachulu (MIWE)	S
89.	Usharani a/p Sarkunavalu	S
90.	Sangeetha a/p Palpanaban	s
91.	Shri Dahinoor a/p John Britto	S
92.	Venothini a/p Kunathasan Chelliah	S
93.	Mano @ Priya a/p V. Veloo	S
94.	Thilakavathy a/p Sockan	S
95.	Suriawati a/p Ramamoorthy	S
96.	Nurul Fazzira Binti Noorul Ariffin	S
97.	Saraswathi a/p Karuppiah	S
98.	Emily Shah	S
99.	Fatimah Shaznah Binti Abdullah	S
100.	Pervinajit Kaur a/p Jagjit Singh	s
101.	Christina Karuppiah	s
102.	Clara a/p Maria Joseph	s
103.	· · · · · · · · · · · · · · · · · · ·	
	Datin Seri Manimala Sembiah	S

No	Name	State
104.	Thilageswari @ Thila	S
105.	Pushparani Rajamani	S
106.	Sheila Gopinath	s
107.	Chandrika a/p N M Nair	S
108.	Rajeswary Rajoo	S
109.	Nagamah a/p Maruthamuthu	S
110.	Munisvari a/p Paranjodi	S
111.	Krisnavenni a/p Jeyamani	S
112.	Bhawani a/p Kaneson	S
113.	Vanajah d/o Thangariasoo	S
114.	Manga Letchumy Lawrence	S
115.	Kannaki Sukumaran	S
116.	Mary Rosaline a/p J A Alphonse	s
117.	Hemalatha Subramaniam	s
118.	Puvaneswari Rajamani	s
119.	Premasundari Ramakrishnan	s
120.	Swapna Das d/o Sandesh Ranjan Das	s
121.	Gunavathi d/o Kreshnasamy	N9
122.	Kunawathi a/p Krishnan	S
123.	Saraswathy a/p Krisnasamay @Shuba	s
124.	Humie Kalsum Bt Kamaruddin	WP
125.	Tamelarase a/p Kathan	S
126.	Hemalatha a/p Selvaraju	S
127.	Mallika Ramachandran	S
128.	Kasthoori a/p Munisamy	s
129.	Yuganes a/p Munisamy	S
130.	Punitha A/P Munusamy	S
131.	Ramadevi A/P Chardiasekaran	S
132.	Kalarani A/P Munusamy	S
133.	Praveena Balakrishnan	s
134.	Poongothai Jothee Subramaniam	S
135.	Siva Sanggari shamugam	S
136.		,
137.	Pallabita Das	S
	Kogila A/P Duraikanoo	S

No	Name	State
138.	Sujeetha Subramaniam	s
139.	B. Selvarani A/P Balakrishnan	S
140.	Thanageswary A/P Tambigandar	S
141.	Harivashini a/p Manimolly	s
142.	Malarkodi @ Jeymalar A/P T.Batumalai	S
143.	Malathy Kaneson	S
144.	Suseela AP Ganapathy	S
145.	Sarojini A/P Sinnasamy	S
146.	Sugunia Mutu	s
147.	Thilagam A/P Muniandy	s
148.	Selvarani A/P Ramasamy	S
149.	Parvathy A/P Karmegam	WP
150.	Thilaka A/P Perumal	S
151.	Elizabeth Nelson Silavainathan	WP
152.	Pathma AP Nallathambi	S
153.	Vijaletchumy A/P Supramanian	s
154.	Abirami AP Karuppiah	S
155.	Sarojah A/P Poongavanam	S
156.	Parameswary A/P Manoharan	S
157.	Pushpalatha A/P Veeramalai	S
158.	Mahaletchumy A/P Ratharkrishnan	s
159.	Rita Buila Corray	s
160.	Kavitha A/P Alagan	s
161.	Sushila AP Kathan	s
162.	Thanashri A/P Suppaya	s
163.	Vethanayagi AP Chandran	S
164.	Kalaiselvi Murragam	s
165.	Selvarani A/P Mookan	s
166.	Selvakumari A/P Marvthai	S
167.	Rajaswery A/P Munisamy	<u> </u>
168.		
169.	Yasmin Nisha Binti Abdullah	S
170.	Sandra A/P Jayaseelan	S
	Marina A/P Jayaseelan	S
171.	Kuppu A/P Mayandy	J

No	Name	State
172.	Sumathi Kuppusamy	s
173.	Renuga Devi A/P Kanthasamy	S
174.	Renajit Kaur AP Harban Singh	Р
175.	Latha A/P Avadiappan	S
176.	Devica A/P Periasamy	S
177.	Kalaiselve A/P Perumal	s
178.	Poongathai Ramiah	S
179.	Eswary A/P Subramaniam	S
180.	Thilagam A/P M.Balasingam	S
181.	Elizabeth Joseph	s
182.	Komalatha Emperumal	S
183.	Devani A/P Parameswaran	S
184.	Dhishalini A/P Parameswaran	S
185.	Goviri Muniandy	S
186.	Bilkis John Cooray	S
187.	Thanam A/P Raguan	S
188.	Siiamala AP subramaniam	S
189.	Kugeneswary A/P Kuppusamy	S
190.	Babuni A/P Adai Kalam	S
191.	Sarasvathi Kesavan	S
192.	Sarah Edna A/P Paul	s
193.	Sitha A/P Narasimha Bharatheyar	s
194.	Renukadevi A/P Veeramutoo	s
195.	Dr Lalita Veeriah	S
196.	Kaviyarasy AP Munisamy	s
197.	Yogeswary Thamichelvam	S
198.	Rosemarie D/O M D Joseph	s
199.	Amanda Antoinette Xavier Dominic	s
200.	Mangalah Gauari A/P Mahaletchnan	S
201.	Tharani S. Selvaraja	s
202.	Tholesi A/P Muniandy	s
203.	Kasturi A/P Arumugam	555
204.	Anichamalar A/P Thomas	s
205.	•	,
	Vanitha Subramaniam	

No	Name	State
206.	Swathi AP Arivananthan	S
207.	Jeyanthi A/P S. Thoondi	S
208.	Sumathi Thoondi	s
209.	Sabana Azmi	S
210.	Nurul Aini	S
211.	Pappathy Karpaya Nee. P. Pappathy	S
212.	Sarah Muthu	S
213.	Angela Christina	S
214.	Saratha A/P Ravaniah	S
215.	Yogakumari Sankar	S
216.	Thenmozhy Rajo	S
217.	Suganti A/P Ganesan	S
218.	Kalaiselvei A/P Suppiah	S
219.	Malathi A/P Madhurajan	S
220.	K. Sakunthala Devi	S
221.	Catherina Maria Soosa	S
222.	Nazihah Binti Abdullah	s
223.	Jeevajohthy P.Ramulu Naidu	WP
224.	Nirmaladevi A/P V. Devarajoo	S
225.	Rajasundari Veerasamy	S
226.	Letchumey A/P Alagu Naidu	S
227.	Hemalatha Subramaniam	s
228.	Juliana A/P James Thangaprakasam	S
229.	Ranjita Satsithanandan	S
230.	Zarina Bebe Binti Syed Peiaru	S
231.	Gunasunthary AP Balakrishnan	S
232.	Kasthuri Siva Balan	s
233.	Amanda Martin	S
234.	Puvaneswary A/P Subramaniam	s
235.	Prayma A/P Govindasamy	s
236.	Letchime A/P G. Muniandy	S
237.	Janakie Krishnan	s
238.	Amaravathi A/P Navaratnam	S
239.	Tamil Shelvi A/P Yellappan	S

No	Name	State
240.	Tilda Kalaivani	s
241.	Tamil Selvi A/P Manikkam	S
242.	Kannimariyamal Mary	S
243.	Jamuna A/P A. Muthu @Muthu Krishnan	S
244.	Selvi Nagalingham	s
245.	Apamah Thevy A/P Appalasamy	S
246.	Raagini sadasiven	S
247.	Hema Malini A/P Gnanasegaran	s
248.	R.Pakiam A/P Rajoo	s
249.	Uma Devi Sarkunam	s
250.	Jeselin Xavier	s
251.	Thevamany AP N Ehambaram	s
252.	Eliezabeth A/P Sakriyas	S
253.	Parameswathy AP Muthu	s
254.	Kasthuri Devi A/P Manimuthu	s
255.	Krishori devi	S
256.	Rajeswary	s
257.	K.Kokilavni A/P Cheria Kannan	s
258.	Saresvathy A/P Karuppiah	s
259.	Nallammah A/P Kalaiyan	Р
260.	Krishna Jayanthi A/P Tharumalingam	s
261.	Mahalakshmi A/P N. Narayanan	s
262.	Vigneswari A/P S. Muniandy	S
263.	Thanalechumi Ramasamy	J
264.	Joyce Joseph	s
265.	Ghenga Devi A/P P.Raman	S
266.	Hemalatha Balasubramaniam	s
267.	Shamala Devi A/P N. Gurunathan	s
268.	Tharani A/P Govindasamy	s
269.	Sharmila Banu Bt Ahmad Kasbeer	5
270.	_	3
271.	Hisweni A/P Ganesan	S
	Tishalini A/P Retnasingam	S
272.	Banumathy A/P Sundaram	S
273.	Janani	S

No	Name	State
274.	Punitha Ratnasingam	S
275.	Lalitha A/P P.Arumugam	S
276.	Hasidah Bt Abdul Aziz	S
277.	Pushpa A/P Rajoo	S
278.	Siti Nur Azimah Bt Awang@Mohd Shari	s
279.	Malathi Karumanan	s
280.	Parameswari Murugaiah	s
281.	Sakti Mariammah	s
282.	Keshmavani Binti Abdullah	S
283.	Dr. Tazyeen Zahra Abidi	For
284.	Shanti a/p Sathiam	s
285.	Sharitha Rajendran	s
286.	Sharon Sugumar	S
287.	Sitradevi a/p Krishnan	S
288.	Sulogini Balan	S
289.	Tania Manasse	S
290.	Usha Rani a/p Mariappan	S
291.	Vanaja a/p Nallappan	S
292.	Vasanthakumari a/p Letchumanan	s
293.	Vishnupriya Balasubramaniam	s
294.	Vora Kiran Bala	S
295.	Emelia Bt. Abdul Malik	S
296.	Morrine Dominic @ Christy	S
297.	Nur Ismawati Kadir	s
298.	Ragini Kanapathy	S
299.	Julie a/p Kathirkamuthamby	S
300.	Kamachi Sharkunan	s
301.	Kavitha Rajendran	s
302.	M.Jegethisvari	s
303.		
304.	Sujatha Dasan	S
305.	Rengamah Parasuraman	S
	Allirani a/p Ramasamy	S
306.	M.Annaletchimy a/p Muthan	S
307.	Anakeli a/p Kaniapan	Р

No	Name	State
308.	Anantha Valli a/p Perumal	Р
309.	Anne a/p Emmanuel	Р
310.	Angama @ Thanasundari a/p Muttayam	Р
311.	Asuveni a/p Balaraman	PNG
312.	Chandra a/p Gopal	WP
313.	Charanjit Kaur a/p Karnail Singh	Р
314.	Deenavathy a/p Muniam@Balan	Р
315.	Erajaswary a/p Sanmugam	Р
316.	Esai Vaani a/p Balaramin	Р
317.	GengaDevi a/p Subramaniam	Р
318.	Gowry a/p Nagappan	Р
319.	Halli a/p Balaramin	Р
320.	Hashveena a/p Loganathan	Р
321.	Humavathi Rajagopal	P 55
322.	Indra a.p P.Balaram	Р
323.	Jamuna a/p Ellaya	Р
324.	Jaya Letchumy a/p Rejwam	Р
325.	Jayanthi a/p M.Arumugam	Р
326.	Jothilatcumy a/p Subarmaniam	Р
327.	Kavita a/p Muniandy	Р
328.	Komalam a/p Nagappan	Р
329.	Kosila a/p Ayapan	Р
330.	Lakshmy a/p Krishnan	P
331.	M.Paruvathy	P
332.	Mageswari a/p Munusamy	P
333.	Mala a/p Gopal	P
334.	Malarvile a/p Doraisamy	P
335.	Maligah a/p Darman Murugayyan	Р
336.	Malini a/p Velappan	P
337.		
338.	Mallega Davy a/p Gopal Nair	P
339.	Mangayara Karasi a/p Renoo	Р
	Mariamah a/p Nagapan	Р
340.	Mogana K.Maruthamuthu	P 🥠
341.	Mutharasi Marimuthu	WP

No	Name	State
342.	Nallamah a/p Balakrishnan	Р
343.	Navaletchumi a/p Rajinderan	Р
344.	Navina a/p Kanesan	Р
345.	Padmavalthy a/p Nagappan	Р
346.	Paremaswary a/p Theruvengadam	Р
347.	Parimaladevi a/p Panchasaram	Р
348.	Premjit Kaur a/p Joginder Singh	Р
349.	Punitha a/p Gopal	Р
350.	Punitha a/p Subramaniam	Р
351.	S.Kalavathy a/p Samynathan	Р
352.	Selin a/p Charles	Р
353.	Selvarani a/p P.Velappan	Р
354.	Shalini a/p Mohan	Р
355.	Shantinee Sheila Devi a/p Sunthramoorthy	Р
356.	Thanaletchemy a/p Muthusamy	Р
357.	Thilagam a/p Gopal	Р
358.	Thilagavathy a/p Palaniappan	Р
359.	Vanitha Malar a/p Olaganathan	Р
360.	Vijaya a/p Muniandy	Р
361.	A.Fatima Usha	Р
362.	Vishantini Tangavaloo	S
363.	Geetha Kumar a/p C.M.Kumar	S
364.	Datin Sugirtha Kreeson	S
365.	Parveeshah Balakrishnan	S
366.	Sangeeta Mohan Das	s
367.	Saraswathy AP R.Krishnan	WP
368.	Nithiananthini AP Kumarawel	s
369.	Vijayaletchumy AP Gurumoorthy	s
370.	Ramaniammal AP Subramaniam	S
371.	Santa Devi Shanmuganathan	S
372.	Santhi AP Velusamy	S
373.	Letchumi AP Ramasamy	WP
374.	Vilasini AP Narayanan	s
375.	Nirmalatevi AP Krishnan	WP

No	Name	State
376.	Kumary Lela AP Sinmamdram	S
377.	Thana Lechumy A/P Kandan	S
378.	Vijaya Lechumy A/P Periasamy	S
379.	Thavamani AP Mathurai Veeran	S
380.	Pamela Latha Mercy a/p Ponniah Devadas	J
381.	Parimala a/p Karuppan	J
382.	Heymamalathi @ Rheena a/p Muniam	J
383.	Renuga a/p Ramachandran	J
384.	Tamilzchelvi Ramasamy	J
385.	Sivagami Ganesan	J
386.	Tamil Chelvi a/p Perumal	J
387.	Ramani a/p Narayanan	J
388.	Mageswari R Ayavoo	J
389.	Sharmini Reka a/p Tamayar	J
390.	Jeevalatha Kanniappan	J
391.	Meerafloress	J
392.	Noormala Atiqah Bt Abdullah	J
393.	Prema a/p Narayanan	J
394.	Selvi Muniandy	J
395.	Magdalene Rophe a/p Manogaran	J
396.	Umawathi a/p A. Thangavelu	J
397.	Tanuja Thangaiyah	J
398.	Padma Devi Narayanan	J
399.	Parvathy Ramasamy	J
400.	Thavakunchari a/p Nawamuthu	J
401.	Dr. Alicia Francis	S
402.	Annammal a/p Yagappan	P
403.	Uasaa a/p Ramachandran	Р
404.	Manjit Kaur a/p Dawindar Singh	P
405.	Mariama a/p Gopal	P
406.	Suguna Devi a/p Muniandy	P
407.	Jamunambigai a/p Sivaganam	' Р
408.		-
409.	Linggeswari a/p Sandanasamy	P
40J.	Kanagesvary a/p Gopal	Р

No	Name	State
410.	Saraswathy a/p Sundaram Muthi	Р
411.	Nirmala Devi Gunasakaram	S
412.	Astina Devi Naidu	S
413.	Sundaravadivu @ Malini	S
414.	Jayamalar a/p Velautham	S
415.	Mutuama a/p S Kailasam	S
416.	Shemamathi Subramaniam	S
417.	Rajalaxmi Kuppusamy	S
418.	Nur Azlina Bt Abdullah	S
419.	T Kalarani @ Nirmala	S
420.	Ranjithavani Subramaniam	J
421.	Eswary a/p Sinnapan	J
422.	Yogaletchumi Rajaretnam	J
423.	Leonara Aquila William	J
424.	Gokkila Palanisamy	J
425.	Kalaivani a/p Palanisamy	J
426.	Puwaneswary a/p Harikrishnan	J
427.	Nalini Permason	J
428.	Nanthini a/p Govindasamy	J
429.	Nagakanie Nagappan	J
430.	Letchmi	J
431.	Subashini Sabapathipillai	J
432.	Sivagami a/p Ponnaiah@Susan	WP
433.	Candrika a/p Sugunan	J
434.	Buvaneswary Balasubramaniam	J
435.	Clara Samydore	J
436.	Jayarakni	J
437.	Loges Sivaraj	J
438.	Diana Sabrin a/p Dhamodaran	J
439.	Rita Dhamodaran	J
440.	Gunasudery a/p Krishnasamy	J
441.	Athiletchumi a/p Sankaran	J
442.	Eswary a/p Silveratnam	J
443.	Saraswathy a/p Perumal	J
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No	Name	State
444.	Mohana a/p Jaganathan	J
445.	Ananthee Nagalinggam	J
446.	Ellilarasi a/p Arunasalam	J
447.	Megala Loganathan	J
448.	Kasturi Murugiah	J
449.	Malarvili Raman	J
450.	Hemawathi	Р
451.	Lilli Patricial D/0 Sandanasamy	Р
452.	Liley A/P Anthonysamy	Р
453.	Malliga Muniandy	Р
454.	Parameswari A/p Sandanasamy	Р
455.	Saidambal A/P karupiah	Р
456.	Sri Devi A/P sekaran	Р
457.	Vejayakumari A/P Balakrishnan	Р
458.	Shanthini Devi Thana Rajan	Р
459.	Jeya A/P Letchmanan	S
460.	K. Ganeswari A/p Krishnasamy	N9
461.	Menaga Sunder	S
462.	Sutha Achuthan	S
463.	Thirumalar A/P Raju	S
464.	Thurka Mogana Ravu	S
465.	Mages D/0 Mahalinggam	S
466.	Parvathi Letchumanan	WP
467.	Gandai Mathae A/P Murugason	WP
468.	Danalatchemy A/p Chinnasamy	Р
469.	Renu Anand A/P Ananthan	S
470.	S. Santhy A/P Shanmugam	S
471.	Pusfa Ramasamy	S
472.	Kuganeswary A/P Muniandy	S
473.	Selvamalar Armathlingam	s
474.	Masuma Taher Pardiwala	WP
475.	Lavanya Lingan	s
476.	Puvaneswari A/P manikam	S
477.	•	PNG
	Elizabeth Sonia Raj	FING

No	Name	State
478.	Taranjeet Kaur A/P Hari Singh	S
479.	Geetha Krishnan	N9
480.	Prema A/P Arumugam	N9
481.	Jeyaletchumy A/P Supperamaniam	N9
482.	Malar Vilee Dharmalingam	S
483.	Uma Thavi A/P Dharmalingam	N9
484.	Shanthini A/P Thiyagarajah	WP
485.	Nagadevi Narayanan	WP
486.	Vathamalar AP Pachchimuthu	WP
487.	Lourdemary A/P Santhanam	МС
488.	Meenakumari I/K Selvan	WP
489.	Krishnaveni A/P Krishnan	N9
490.	Jayaletchumi A/P Yellappan	S
491.	Breamavathi A/P Kaliaperumal	N9
492.	Kamaladevi A/P Sinnasamy	S
493.	Iyammah A/P Muthu	S
494.	Kogilavany Muniandy	WP
495.	Madona Doris Fernandez	WP
496.	Shamala A/P Arumugam	N9
497.	Noor Punithashri Abdullah	S
498.	R.Kalaivani A/P Rengasamy	N9
499.	Mala A/P Mariappan	S
500.	Mataji Luckshmi Prapakaran	S
501.	Komathi A/P Muniandy	N9
502.	Kasthury A/P Krishnasamy	N9
503.	Sivagamy A/P Sinnappa	S
504.	Sivapakiam A/P Pallaiyappan	N9
505.	S.Ireinjoynaa	N9
506.	Jayakody A/P Govindan	WP
507.	Shiyamala Devi A/P Balachandran	WP
508.	Nalini Nagendran	S
509.	Kumari Pachialmal A/P Pachchimithu	S
510.	Thilagam Mk. Yeloo	KDH
511.	Sulochanavathy A/P Selliar Raja	S
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No	Name	State
512.	Chandra a/p Kuppusamy	S
513.	Pasamalar a/p Kuppusamy	s
514.	Kamachi a/p Manoharadas	S
515.	Nesamalar a/p Kuppusamy	S
516.	Manimala Muthukanan	МС
517.	Kasturi a/p Muniandy	S
518.	Shanthi a/p Subramaniam	KL
519.	Buhari Fathima Sheik Dawood	S
520.	Keerthana a/p Ponnusamy	S
521.	Selvarani a/p Govindarajo	S
522.	Shantini Satguna Rajah	S
523.	Jeyandi A/P V.Arumugam	J
524.	Rajeswary A/P Ramasamy	J
525.	Rathi Devi A/P Krishnan	J
526.	Premavathi A/P suppiah	J
527.	Regina Mary A/P Rayappan David	J
528.	Uma A/P Tamil Chelvam	J
529.	Nevashene A/P Ballan	J
530.	Sandira A/P Kuttiannan	J
531.	Gengamah A/P Sivanjalam	J
532.	Sharmila Devi A/P Kunasegaram	J
533.	Mallinie A/P Venkateswaran	J
534.	Puvaneswary A/P Karthigeyan[Pauline]	S
535.	Dr.M.S Maniam	KL
536.	Kamalavalli A/P Perumal	S
537.	Mageswary a/P Ramasamy	KL
538.	Simon Jude A/L Rayappan	P
539.	Suguneswary A/P Tolesram	PNG
540.	Krishnanvani A/P Lawrence	PNG
541.	Premla a/P Govindasamy	PNG
542.	Lim Lee Lee	PNG
543.	Noor Aziza Binti Aiaw Deen	PNG
544.		
545.	Pakkayawathy	KDII
	Rathiga A/P Rukumangadan	KDH



State	Number	
Selangor & Wilayah	378	
Perak	89	
Penang	16	
Johor	65	
WP	4	
Pahang	7	
Kedah	4	

7.0 Summary of Activities 2019

No	Date	Activity	Location	
01	08 Jan	1 st Project Meeting	Signature Hotel, Brickfields	
02	12 Jan	3 rd Council Meeting	Premavilla ,PJ	
03	12 Feb	4 th Council Meeting	Speechelp,PJ	
04	16 Feb	Fast Track Your Career	Signature Hotel Brickfields	
05	23 Feb	Perak Speakers Club Launch- 1 st	Telegu Association, Ipoh	
06	12 Mar	5th Council Meeting	Speechelp,PJ	
07	23 Mar	Perak Speakers Club — 2 nd	Telugu Association, Ipoh	
08	06 Apr	6 th Council Meeting	Signature Hotel Brickfields	
09	08 Apr	Minnal FM Interview – Sigaram Thodu	Minnal station	
10	16 Apr	AGM Project Meeting	MiWEPs HQ, PJ	
11	27 Apr	4 th Annual General Meeting	Fakulti Alam Bina,UM	
12	27 Apr	Mentor Walk	Fakulti Alam Bina,UM	
13	02 May	CAP Meeting	MiWEPs HQ, PJ	
14	05 May	Career & Business Upgrade #2 - Negeri Sembilan	Manipal University Nilai, N9	
15	14 May	7 th Council Meeting	Signature Hotel, Brickfields	
16	22 Jun	8 th Council Meeting	Signature Hotel, Brickfields	
17	29 Jun	KL Speakers Club Launch	Signature Hotel, Brickfields	
18	02 Jul	9 th Council Meeting	Signature Hotel, Brickfields	
19	13 Jul	Career & Business Upgrade #3 – Johor	UTM, Skudai Johor	
20	27 Jul	KL Speakers Club # 2	Signature Hotel, Brickfields	
21	03 Aug	10 th Council Meeting	Signature Hotel, Brickfields	
22	17 Aug	KL Speakers Club # 3	Signature Hotel, Brickfields	
23	03 Sep	11 th Council Meeting	Signature Hotel, Brickfields	
24	18 Sep	MKU Malaysia Kalai Ulagam – Video promo for CAP	MiWEPs HQ, Pj	
25	21 Sep	Career & Business Upgrade #4 – Penang	TAR College,Penang	
26	29 Sep	Career & Business Upgrade # 5 – Pahang	Kompleks Dagangan Kota, Kuantan	
27	12 Oct	12 th Council Meeting	Signature Hotel, Brickfields	
28	19 Oct	KL Speakers Club # 4	Signature Hotel,Brickfields	
29	05 Nov	13 th Council Meeting	Signature Hotel, Brickfields	
30	16 Nov	Agro Project -Hydrophonics	MiWEPs HQ,PJ	
31	14 Dec	Members Pot Luck	MiWEPs HQ, PJ	
Organiz	ed by Other	Organization		
No	DATE	ACTIVITY	BY	
1	09 Jan	10 Tips with Prof Dr Muhaya	SME Corp	
2	24 Mar	Global Mentor Walk	WENA	
3	18 Aug	Program Rakan Strategik MITRA	MITRA	
4	24 Aug	NCWO Bursa	NCWO	
5	24 Aug	Majlis Santapan Malam Hari Wanita ke 57	NCWO	
6	7 Sept	90 th KLSICCI Anniversary Dinner	KLSICCI	
_ 7	30 Oct	Breakfast Talk	WENA	

8.0 MiWEPs Activities Year 2019

A. Career & Business Upgrade Program (CAP)

The first ever Career and Business Upgrade Program was organised in November 2017 in University Malaya. This was sponsored by JPW. Following its resounding success, MiWEPs was awarded grant again by JPW to repeat this in 4 other locations.

CAP is targeted at women of B4O category who are either working in any organizations or managing own businesses. Purpose of CAP is to provide women with essential and practical tips that would help them in various aspects of employment and business. CAP was also intended to educate, empower, enhance and broaden participant's knowledge by providing extra skills and knowledge by programming themselves for career advancement & performance excellence to "Stand Out & Shine".

This one day program started at 9am and went on until 7pm in most locations. There were two parts to it. During the first part (before lunch), the entire congregation was trained on essential topics necessary for everyone such as Programming yourself for career advancement, Communicating positively with different personalities and Self-Re branding via appearance and grooming. During the second half, they were allowed to choose from 9 different topics offered according to three streams:

- LEADERSHIP -Leadership, Critical Thinking, Disciplining Staff
- ADMINISTRATION Daily Planning, 5S for Organizing, Supporting Bosses
- BUSINESS Business Ideation, Social Media, Cash Flow Management

The entire program was concluded with a Corporate fashion show. In this session, importance of self-appearance and grooming was stressed. Participants learned about color that suits them, art of camouflaging, mixing and matching for best corporate wears. This session was very much enjoyed by all and the same time it strongly urged all participants to make an effort to dress corporately for business and at work and not to resort to the normally preferred "baggy blouses and pants".







During this program, to take advantage of the big crowd present, we invited members and non-members from the respective locations to set up booths to exhibit their goods and services besides widening up network circle in uplifting their business. MiWEPs also had a booth to drive membership

The biggest challenge we faced in conducting CAPs was to ensure good turnout. We take this opportunity to thank RTM Minnal FM, ASTRO Viluthugal, Newspaper Makkal Osai, Tamil Malar and Nanban and Malaysia Kalai Ulagam (Social Media streaming) for playing a pivotol role in this nation building activity. Knowing that this is for the B4O women, they generously extended air time for us. The Organizing committee of Penang CAP arranged transport to reach out to the outskirts. This was an excellent idea as it helped many women from city outskirts to participate in this event and obtain knowledge from all the sharing.











At this juncture, MiWEPs would like to express its heartfelt thanks and appreciation to all the Speakers who were involved in various locations. They brought out the essence of the program by delivering "hit the spot" content passionately in the short 45 – 60 minutes they were given. They were Coach Rhandawa, Datin Kaysha Ubrani, Fauziah, Allan Yeoh, Dr.Maria Rufina, Nawarmani Ramachandran, Amsa Naidu, Fauziah Bibi, Dr Sivajothy & Jamuna Karmehen. Participants obtained so much of information from the sharing rendered by the speakers.

Our appreciation also goes to the Guests of Honors who graced the CAPs at various locations :

Nilai : Puan Thamarai a/p Munusamy Timbalan Pengarah Jabatan Pembangunan Wanita (JPW)

Dr Jaya Bushani MiWEPs Honorary Advisor

Johor : Mr Yuneswaran Ramaraj Johor Youth Chief

Penang : YB Professor Ramasamy Timbalan Ketua Menteri, Pulau Pinang

YB Sherleena ADUN Seri Delima N32, Pulau Pinang

Pahang: Puan Thamarai a/p Munusamy Timbalan Pengarah Jabatan Pembangunan Wanita (JPW)

YB Kamache Doraisamy ADUN Sabai, Pahang

The events were very successful and have inspired the management council board to organise more beneficial programs in the future. Experiences obtained, helped organizing team and council to enhance their knowledge in organizing such events more professionally & effectively in future.

A quick statistics of the CAPs are as follows:

CAP	DATE	VENUE	PAX	BOOTHS
2 nd	5 th May 19	Manipal International University, Nilai, NEGERI SEMBILAN	126	17
3 rd	13 th Jul 19	Universiti Teknologi Malaysia Skudai, JOHOR	200	25
4 th	21 st Sep 19	Tunku Abdul Rahman University College Tanjung Bungah, PENANG	260	26
5 th	28 th Sep 19	Kompleks Dagangan Mahkota Kuantan, PAHANG	80	6

Testimonies for Overall CAP Programs

- □ "A good, beneficial programme which I've learnt a lot. I'll definitely bring my friends of any upcoming programmes" Ms Jenny
- □ "Thank you for the experiences which will be helpful for my business." Ms Mala
- □ "Thank u for organizing the event yesterday. I truly enjoyed myself and it was very educating. I submitted my membership application form yesterday" Ms Shamila
- \Box "I obtained new knowledge for business ideation. It opened my eyes in venturing into new business" Ms Reetha
- □ Thank you for organizing this wonderful event here at Kuantan. I truly enjoyed myself and it was very inspiring and educating more women. Thanks to all of you for coming all the way to Kuantan to educate us!" Ms Kala
- □ "Terima Kasih kerana memberi banyak tunjuk ajar kepada kami warga wanita di Kuantan. Di harap pihak Miweps akan mengadakan program sebegini di Kuantan pada masa akan datang" – Cik Su





















CAREER & BUSINESS UPGRADE PROGRAM



5th MAY 2019, Sunday MANIPAL International University, <u>Nilai</u> 9.00am – 6.00pm



In collaboration with















CAREER & BUSINESS UPGRADE PROGRAM



13th July 2019, Saturday University Teknologi Malaysia, Skudai 9.00am – 6.00pm

















21st September 2019, Saturday Tunku Abdul Rahman University College, (TARUC) Penang 9.00am – 6.00pm



















5th CAREER & BUSINESS UPGRADE PROGRAM



29th September 2019, Sunday Kompleks Dagangan Mahkota, Kuantan 9.00am – 6.00pm





MiWEPs organised Mentor walk 2019 on the same day as the 4th AGM on 27th April 2019, from 2pm – 4pm in University Malaya under the leadership of Puan Sri Dr Rohini Devi, the Chair for Mentor Club. The Mentor walk was the first of its kind carried out by Indian Women NGO and was held in University Malaya.

Mentor Walk is an opportunity for those in career, budding entrepreneurs or even students to learn from the more senior and professional ones who have years of experience and have carved success in their own field. During this session, they would connect as a community to share their experiences for self advancement and improvement. It also served as a platform to those seeking answers to their educational plans and career related queries. MiWEPs aspires to empower as many women as possible to become leaders of the future. Mentoring is a powerful tool to unlock potential and to fast track their career and business.

In this session, 40 high calibre mentors and notable personalities from various industries and nationality participated as mentors and they attracted 150 mentees to participate.











We started off by briefing both groups separately. We reiterated two important rules. Firstly, the mentors should be mentee focus. The pair up must be solutions to the queries of the mentees and should not be a one way communication where only the mentor talks. Secondly, the mentees had to ask a lot of questions to ensure they get answers to their queries and concerns.

After the briefing, we started part 1, where the mentees were pre assigned to a mentor based on their requirement. Each mentor had about 3-15 mentees. The mentor and respective mentees were free to move around the premises, and choose a comfortable spot to chat and share experiences.

After a short break, we then commenced part two in the auditorium. In this part, the mentees were free to visit any other mentor of their choice at every 10 minute intervals. At the end of sharing, the mentees were encouraged to identify two or three action plans that they were to pursue immediately after. The entire auditorium space was filled, and it was chaotic but very intense sharing was taking place. The mentees wanted the best of the pool of expert resources and we could see that no one cared to waste any time at all. It was indeed a very fruitful session.

Finally to conclude, we congregated them in the auditorium and called out for testimonies. Many shared that this session had brought them a lot of confidence, was an eye opener, the mentors were so caring and willing to share, the mentors even offered their personal contacts to continue being in touch. The first ever Mentor Walk indeed turned out to be another mega success for MiWEPs.

















27th April 2019

Mengkula Hall, Faculty of Languages and Linguistics, University Malaya

9am — 1pm 4th ANNUAL GENERAL MEETING

4th Annual General Meeting was conducted with 56 members, fulfilling the quorum required. We had attendees from Wilayah Persekutuan, Selangor, Penang, Ipoh and Johor. MIWEPs Advisor, Dr. Jaya Bushani also attended the AGM.

Secretary General, Dr Cecilliann Veronica welcomed all members and this was followed by the President, Dr.Maria Rufina's address. The AGM was then conducted as per the agenda. During presentation of resolution, the floor actively participated by sharing their opinion and views.

Following the AGM, we had installation for the Management Council 2018 – 2020. The ceremony was witnessed by MIWEPs Advisor, Dr. Jaya Bushani, KLSICCI President, YBhg. Dato Ramanathan, SICCI President YBhg. Dato Shanmuganathan and a few other invited guests. All Council Members present were installed. Each of them were given a Certificate and a plant to symbolise "nurturing". We also had Lucky Draw and gave away 5 Cash Vouchers sponsored by SMS Deen Jeweller.







D. MiWEPs Speaker's Club (MSC) 29th June 2019 Signature Hotel, Brickfields

MiWeps Speakers Club (MSC) was designed by Dr Maria to groom women in public speaking. It encompasses a structured and consistent approach in grooming them towards getting rid of the fear of public speaking and to enable them to express themselves clearly and confidently, be it in public or one to one. MSC takes pride in boasting that many of those who had attended the Speakers Club have also improved in their grooming and overall confidence.

What brings about this change? Those who participate in MSC are required to commit to monthly sessions, where a guest speaker will shed some light on any topic related to public speaking. In every session, it is compulsory for all attendees to present and comments are then given by the panel of judges and the guest speaker. Participants progress will be recorded in MSC passport, participants progress card. A detailed and standard SOP is followed in Speakers Club. MiWEPS had seen numerous testimonies in just as early as the third session.



MiWEPs Speaker's Club in KL

In KL, Speakers Club started off in 2018 itself and went on successfully. The new cohort for 2019 was launched on the 29th June 2019 and was led by Fauziah Bibi, the chair of Speakers Club. A total of 4 sessions were conducted in KL on the 29th June, 27th June, 17th august and 19th Oct. Each session was attended by about 22 pax, 34 pax, 22 pax and 31 pax respectively. Total 11 of them attained the Bronze status and 1 Silver status. The rest of them are still in progress.





MiWEPs Speaker's Club in Perak

In Perak, the Speakers Club was launched on 23rd March 2019 and spearheaded by Ms Kalavathy, Perak Chair under the supervision of Pn Fauziah Bibi, Ms Amsa & Dr Maria. During the launch, 30 participants registered as MiWeps Perak Speakers Club member.

A total of 5 sessions were conducted in Perak on 23rd February,23rd March, 15th June 2019 2 sessions and the last one was on 20th July 2019.On average 8 pax attended. Out of 8 registered, 4 achieved Gold level. Participants were indeed happy for being given the opportunity.

Some of their testimonials are.

- "Good initiative in bringing out speaking skills in us"
- "Will finish all the levels to develop my speaking and communication skills which will definitely help in my future undertaking"
- I'm glad to know about this program and thanks to Miweps for organizing such event".







E. Fast Track Your Career Signature Hotel, Brickfields 16th February 2019

"Fast track Your Career" is a project under the Career Club. It's purpose is to share insights into various types of career and what it takes to uplift themselves to higher level.

The first of these series was held in Signature Hotel Brickfields on February 16th 2019. It was chaired by Pn Fauziah Begum, the Chair for Career Club and was guided of Ms Amsa Ms Maheish & Dr Maria. Total of 78 participants took part in this program.

Participants were enlightened with tips on how to fast track career, making decisions about their future career path and strategy for career planning.

Three speakers shared on three different industries. Mr Sulaiman Hamzah from IT industry shared about changes that's taking place in the IT world. He shared challenges and opportunities in this industry. Mr Vincent AKF, from logistics industry shared about prospects or opportunities available in aviation industry. Ms Susheela shared her experience in Human Resource. She shared opportunities in this industry and how human development take place.Besides that,Ms Susheela also shared challenges,obstacles and opportunities in Human Resource.



In summary, participants were equipped with knowledge and better understanding on how to break boundaries in achieving better career and future. They also had a better approach to choose their career path, aware of what skills they need to upgrade in order to climb the corporate ladder.







In this session, we also invited organizations to conduct job interview for hire. About 6 employers participated and 32 people were interviewed by the employers. The whole program started at 9am and finished at about 3pm. The program indeed received great ratings.

F. MiWEPs Members Potluck MiWEPs HQ, Petaling Jaya, 14th December 2019

MiWEPs organized a Members Potluck event at MiWEPs Head Quarters (Speechelp) on 14th December 2019. It was spearheaded by Ms.Nancy. About 55 members participated in this evening funfilled event. The main idea of this was to get the members to network among themselves and encourage them to connect with one another over food and some fulfilled exciting games.

The event started a little later than planned as the weather wasn't on our side for that day. Nevertheless, Dr. Cecilliann started off with some ice – breaking session to get all members to unwind. This was then followed up with Goal Setting 2020 session by Ms. Nawa.



Since it was dawn of the Year 2020,we thought it was timely to remind them on its importance. Following this we had a townhall session, to hear the members express and speak about their concerns, suggestions and preferences. We received great ideas and plan to implement some of them including planning an overseas trip in the near future. Oh, how exciting it will be!

This session was meant to be light spirited and promised a lot of fun. In line with that, we had several games like the Mummy Wrap, Treasure Hunt, Impromptu dances and some Lucky Draws. We also had a live band entertaining us for the evening, singing some really nice songs and the members really had fun dancing to the song played and sang. We were overwhelmed with the testimonies and feedback we received for this event.







- "It was really good time spent and I didn't have the heart to leave"
- "This event is a life changing for me. I was living in depression. But I learnt today that we need to take time for ourselves."
- "I found my life which I lost for the last 10 years".

Wow! Little did we know that something so small like this event, could impact our members in a big way. MiWEPs will continue to have events like this regularly in the future. Just as the saying goes "Alone we can do so little ,Together we can do so much" Helen Keller

G. Agro Project – Hydroponics MiWEPs HQ, Petaling Jaya, 16th November 2019







This was a hands-on programme. Hydroponics is the practice of growing plants using only water, nutrients, and a growing medium. The main agenda this program was to introduce the concept to our participants and how this can give an opportunity to earn some income.

We had 12 participants who took part in this programme and it went really well. The participants went back with each of their self made hydroponic plant.

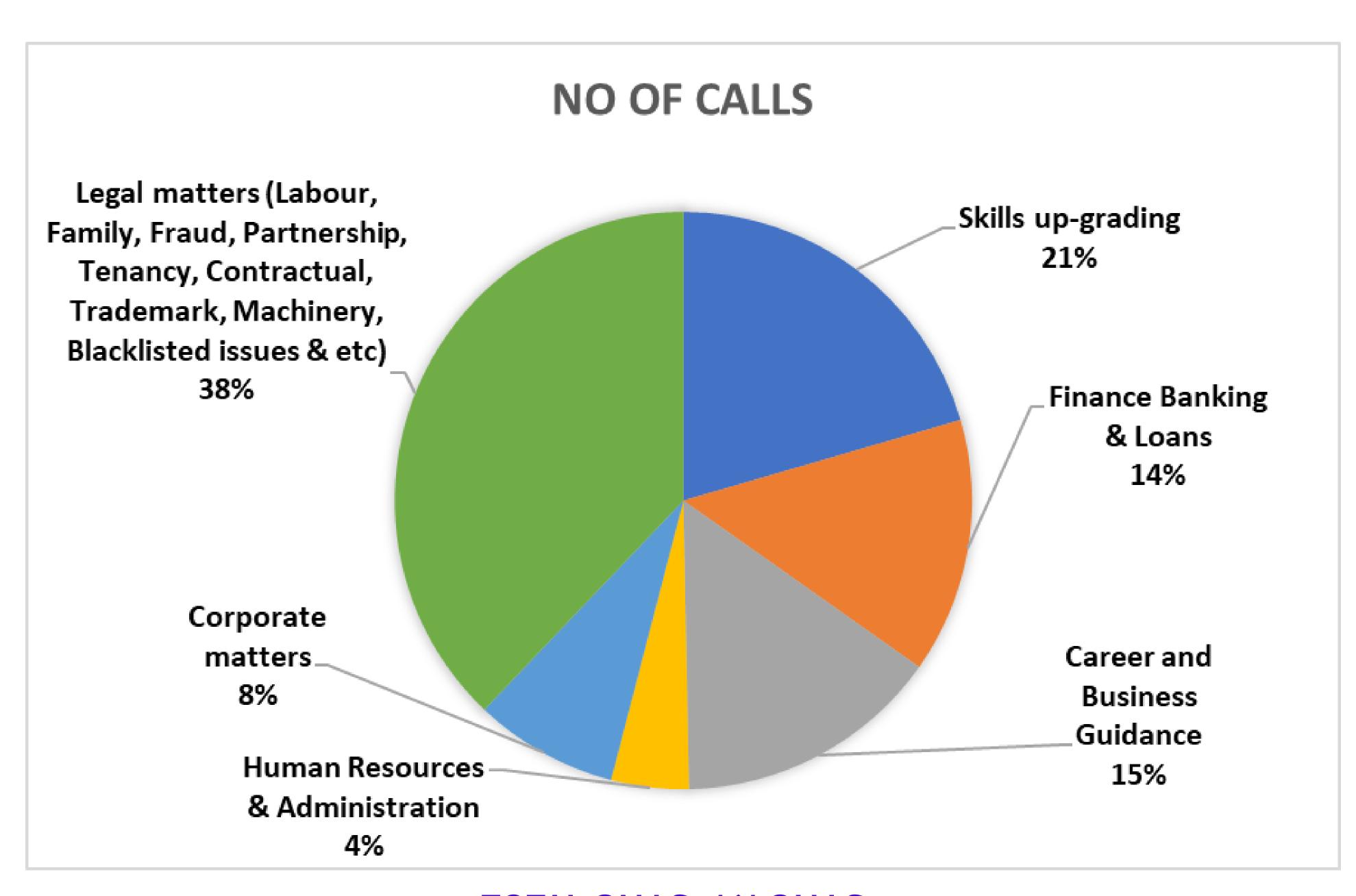




H. MiWEPs support

Miweps support was created to support and give easy access, guidance and solutions to members who wish to have immediate answers or solutions to their queries or concerns. The MiWEPs support is spearheaded by Ms Amsa (an Advocate & Solicitor) via telephone calls attended anytime between 8am – 9am or between 5pm – 6pm. Queries and concerns addressed from the Jan 2019 – Dec 2019 are as follows:

Query/Support	KL/ Selangor	Perak	Johor	Penang, Kedah, Kuantan
Skills up-grading	23 calls	10 calls	640 50	
Finance Banking & Loans	17 calls	6 calls		
Career and Business Guidance	21 calls		3 calls	
Human Resources & Administration	7 calls	33 33		
Corporate matters	2 calls	0.0	0.00	11 calls
Legal matters (Labour, Family, Fraud, Partnership, Tenancy, Contractual, Trademark, Machinery, Blacklisted issues & etc)	61 calls			



TOTAL CALLS: 161 CALLS

9.0 Other Activities

A. Majlis Santapan Malam By NCWO

A fun filled night organised by NCWO on yearly basis, conducted in conjunction with Hari Wanita. This year's theme was "Women are Foundation of Family and National Harmony. All NGOs throughout Malaysia usually await this night to mingle and connect with other NGO women. A very special guest of honour for that night was our very own KDYMM SERI PADUKA BAGINDA RAJA PERMAISURI AGONG TUNKU HAJAR AZIZAH AMINAH MAINUNAH ISKANDARIAH. Also present there was Women, Family And Community Development Minister YB Hanna Yeoh. About 10 members of MiWEPs participated in this memorable night. Veteran activist Datuk Ramani Gurusamy was also honored with the Tun Fatimah Award by the Queen.







B.KLSICCI's 90th Anniversary Dinner

The Kuala Lumpur & Selangor Indian Chamber of Commerce and Industry (KLSICCI) celebrated its 90th Year Anniversary and it was also Business Award night. This memorable dinner was held at Grand Lexis Ballroom Bangsar on 7th September 2019. The Guest Of Honour for that night was Datuk Seri Anwar Ibrahim. Quite a number of MiWEPs Council and members attended this event. It was definitely a night to be remembered.







C. Global Mentor Walk

The Global Mentoring Walk is an annual affair initiated by WENA. Held on the same day in countries across the world, the Global Mentoring Walk unify the Vital Voices of Global Leadership Network. The 2019 walk was held in March to coincide with the celebration of International Women's Day. A number of them from MiWEPs participated as Mentors as well as Mentees.





D. NCWO BURSA

A free seminar was organised by Bursa Malaysia & National Council of Women's Organization Malaysia. The seminar aims to help women to learn about Financial Planning and Investment .MiWEPs were given opportunity to open booths there and 5 MiWEPs members took part.





E. Strategic Partner Meeting With MITRA

It was indeed an honour for MiWEPs when Mitra invited us to be one of their strategic partner in joining hands and serving the community better. It was definitely a good exposure for us to mingle with other NGOs and to share ideas among the other NGOs on how to bring out the best for the B4O community. This brainstorming session was spearheaded by YB Waytha Moorthy. Dr.Maria and Dr.Cecilliann represented MiWEPs.





F. US Embassy Breakfast Talk- Collaboration with WENA

MiWEPS collaborated with WENA in this Breakfast talk program together with US EMBASSY. The talk was mainly to share insights among growing entrepreneurs. It was to connect entrepreneurs to Domestic and International market opportunities. This talk was presented by Ms. Greta Schettler, CEO AND Founder of Equal Up Strategies and Board of Directors. It was a very informative sharing and those who took part in this event benefitted well. This program was also a collaboration with few other NGOs namely Peniagawati, BPW and NAWEM.





10.0 Press & Media Coverage







புகள்கிழமை 25 வசப்டம்பர் 2019





நிறுபுற்று பெண்களின் உரிமையை நீலைநாட்ட

ராகு: பகல் 12.56

சித்தயோகம் சர்வ ஏகாதசி

ஆள்மிகப் பயணம் புத்துணர்ச்சி கொடுக் கும். கடன் குறையும் நிலை உண்டு. பட்டம் பதவி தேடி வரக்கூடும். வாகன யோகம் உண்டாகும். வழக்குகள் சாதகமாகக்கூடும். குடும்ப திர்வாகம் சத்தோஷம் தரும், இன்றைய நான் அனுகலமாகும். அதிர்ஷ்ட என் 9. எழுத்து C.M. றும் அஜத்தா, தேவதை கோமாதா.

வேலை வாய்ப்பில் கவனம் தேவை, கலை ஞர்களுக்குப் பொறுமை தன்று. செய்யும் முயற்சியில் ஊக்கம் தேவை. தொழிலில் வீண் பயம் வேண்டாம். பணப்புழக்கம் சுமார். பிரச்சினைகளில் விவேகம் தேவை, ஒப்பந்தங் களில் ஆலேசனை நன்று. அதிர்ஷ்ட என் 5. எழுத்து U,W. நிறம் விளிப்பச்சை. தேவதை

் மிதுளம்

பணிவில் கஷ்டம் வந்தபோகும். உங்கள் தீர்மானத்திற்கு ஆதரவு வேண்டும். எண் ணிய எண்ணத்திற்கு ஆக்கம் தேவை. உத்தி யோகத்தில் பரிவு தல்லது. உடல் ஆரோக்கியத்தில் கவனமின்மை கூடாது. பங்குகளில் மெத்தனம் வேண்டாம். குடும்ப ஒத்துழைப்பு நல்லது. அதிர்ஷ்ட என் 4. எழுத்து N,Z. நிறம் மெருன் தேவதை கிகுஷ்ணா.

பயனம் லாபகரமாக அமையும். **Оилинентен** сипіліц Суц сипіл. Сипіц பொறாமைகள் நீங்கும். வரவுசெலவு கிருப்தி தரும். ஈடுபடும் காரியம் ஆதரவு பெறும். பகைவர் பணியும் நிலை உண்டு. வியாபாரம் ஊக்கம் தகும். அதிர்ஷ்ட என் 3. எழுத்து A,O. நிறம் பச்சை. தேவதை தான்யலட்சுமி.

Abud.

கபவிழாக்களில் பெருவிதம் உண்டு: பெண்கள் சாதனை செய்வர், இஷ்டதெய்வ வழிபாடு மகிழ்ச்சி தகும். பிரச்சினைகள் தீரும் திலை உண்டு. பணவரவு ஆனத்தம் தகும்.

பெண்களே போராட வேண்டும்

என்று கேட்டுக் கொண்ட பேராசிரியர் இராமசாயி மைவெப்ஸ் எனும் அமைப் புக்கு பாராட்டு

ஒருநாள் கருத்தரங்கில் 30 தொழில் முனைவர்கள் தெழில்கூடம் அமைக்கப்பட்டு அவர்களின் பொருட் கள் விற்பனைக்கு வைக்கப்பட்டது. அரசாங்கம் -தனியார் துறைகளில் பணியாற்றும் பெண்கள் குறிப்பாக வியாபாரத்துறையில் முமு கவனம் செலுத்தி வரும் மகளிர், கல்விமான்கள் என்று அனைத்துத் தரப்பினரின் சித்தனைக்கும் விருத் தளிக்கும் வகையில் பல்வேறு தொழில்துறை மற்றும் தலைமைத்துவப் பயிற்சிகள் இக்கருத்தரங்கில் நடத்தப்படுவதாக டாக்டர் மரியா ருஃபினா கூறினார். மைவெப்ஸ் அமைப்பின் தலைவர் டாக்டர் மரியா தஃபினா, துணைத் தலைவர் நவமணி, உதவி

பேராசிரியர் இராமசாமி வலியுறுத்தல்

கார்க் டவுக், செப். 25-வாழ்க்கையில் முன்னேற்றம் அடைய விரும்பும் பெண்கள் கங்களில எதிர்காக முன்னேற்றத்திற் குத் தேவையான உரிமையை நீகை நாட்டிக் கொள்ள நாங்களே போராடிப் பெறவேண்டும் என்று மைவெப்ஸ் எலும் இந்திய மகளிர்களுக் கான மேம்பாட்டுத் தீட்ட கருத்தரங்கை தொடக்கீ வைத்து பினாங்கு மாநில துணை முதல்வர் பேராசிரியர் ப.ரோமசாமி வலியுறுத்தினார்.

அமைக்கப்படுமேயானால் அவர்கள்

சிறப்பாக அமையும் என்றார்.

பெண்களுக்கான தொழில்துறை ஆண்களின் ஆதிக்கத்தில் உருவாக்கத்தில் தன்முனைப்போடு பெண்கள் அதிகம் கட்டுப்படுத் செயலாற்றி வரும் டாக்டர் மரியா தப்படும் நிலையை காலவோட் ருஃபிளாவின் தலைமையில் டத்தில் மாற்றி அமைத்து அவர் இயங்கும் மைவெப்ஸ் தொழில் களுக்கான தொழில் வாய்ப்பை முனைவர் அமைப்பின் ஏற்பாட்டில் அமைத்து கொடுத்தால், பெண் பினாங்கு துங்கு அப்துல் ரஹ்மான் களின்பங்கு என்பது வீட்டிற்கும் 🌌 பல்கலைக்கழகத்தில் நடந்த நாட்டிற்கும் தங்களின் பிள்ளை ஒருநாள் கருத்தரங்கில் கலந்து களின் எதிர்காலத்திற்கும் முன் கொண்ட பேராசிரியர் இராமசாமி னேற்றத்தை நிச்சயம் கொண்டு பெண்களுக்கான வாய்ப்புகள் சரியாக வரும் என்று அவர் விவரித்தார்.

பெண்களின் பொருளாதர தன்முனைப்பு கருத்தரங்கு தலைவர் அம்சா, செயலானர் டாக்டர் சிசலியா மேலும் தங்களின் திறமைகளின் வழி முன்னேற்றம் பற்றி நாடு தமு மேலும் விரிவடைத்து பெண் பல மகளிங்கள் கருத்தரங்கை வழிநடத்திய வேளையில் முன்னேறுவதற்கான வாய்ப்புகள் விய நிலையில் இந்திய மகளிர் களின் எதிர்காலத்தை முறை பினாங்கு ஸ்ரீ டெலிமாசட்டமன்ற உறுப்பினர்ஷெர்லீனா களுக்கான தொழில் முனைவர் யாக செப்பனிட வேண்டும் அப்துல் ரஹீட் உரை நிகழ்த் திணர்.

குரோ ஸ்ரீ சுப்பிரமணியர்



இந்தியப் பெண்களுக்கான வாழ்க்கை மற்றும் வாணிக மேம்படுத்துதல் திட்டம் இலவசப் பயிற்சிப் பட்டறை



இத்தியப் பெண்கள் வாணிகம் மற்றும் வாழ்க்கை மேம்படுத்து தல் திட்டத்தின் வழி மேம்பாடு அடையும் வகையில் பமிற்சிப் பட்டறை ஒன்று ஏற்பாடு செய் யப்பட்டுள்ளது. வியாபாரத்தில் ஈடுபடும் பெண்களும் வேலை செய்பவர்களும் தங்களின் வளர்ச்சியை மேம்படுத்திக் கொள் ளும் வகைமில் இந்த இலவச கருத்தரங்கு ஏற்பாடு செய்யப்பட் டுள்ளது.

கடந்த 2017 ஆம் ஆண்டு நடைபெற்ற இத்தகைய கருத் தரங்கில் கலந்து கொண்ட 400 பெண்கள் பயனடைந்துள்ளதாக குறிப்பிட்ட இவ்வியக்கத்தின் தலைவரான டாக்டர் மரியா ரூபினா, மகளிர் மேம்பாட்டு இலாகாவின் ஆதரவுடன் நடை

இந்நிகழ்ச்சியின் வழி அனைத்து பெண்களும் பயனடை யும் வகையில் இலவசமாக ஏற் பாடு செய்யப்பட்டுள்ளதாக குறிப்

மேல் விவரங்களுக்கு - அபிராமி (010-9226429),ஜெய்மலர் (017 - 6141841)ஆகியோரை தொடர்ப





11.0 Appreciation

Many have contributed to this successful year and MiWEPs hereby would like to convey its appreciation to all those who have contributed be it the members, council members, the advisors, the sponsors, the donors, the government agencies, ministries, the media and every well-wisher who have contributed in one way or another. We would like to extend our heartfelt appreciation to JPW (Jabatan Pembangunan Wanita), Signature Hotel, and SpeecHelp Therapy & Resources Sdn Bhd for their support towards MiWEPs.

ON BEHALF OF THE MANAGEMENT COUNCIL

Dr.Cecilliann Veronica MD,FINEM Secretary General

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MALAYSIAN ORGANISATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER, ENTREPRENEURS AND PROFESSIONALS

Registration No.: PPM-008-14-19022016 (Registered in Malaysia)

STATEMENT BY MEMBERS OF THE MANAGEMENT COUNCIL

We, the undersigned, being members of the Management Council of the Malaysian Organisation for Development of Indian Women in Career, Entrepreneurs and Professionals (MIWEPS), do hereby state that, in the opinion of the Management Council, the financial statements set out on pages 2 to 9 are properly drawn up so as to give a true and fair view of the state of affairs of the association at 31 December 2019 and result of its operation and its receipts and payments for the year then ended.

ON BEHALF OF MANAGEMENT COUNCIL

DR MARIA RUFINA MARIASOOSAI

PRESIDENT

NAWAR MANI RAMACHANDRAN ACTING TREASURER

REPORT OF THE AUDITORS TO THE MEMBERS OF MALAYSIAN ORGANISATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER, ENTREPRENEURS AND PROFESSIONALS (MIWEPS)

We conducted our audit, with examination of the Balance Sheet and Income and Expenditure of Malaysian Organisation for Development of Indian Women in Career, Entrepreneurs and Professionals (MIWEPS) and have obtained all the information and explanation required.

In our opinion, the Statement of Financial Position and the Income and Expenditure Statement give a true and fair view of the state of affairs of the Association as at 31 December 2019 and its results for the year ended on that date.

NIRMALA SUPRAMANIAM HONORARY AUDITOR

V. INDRANI VARTHARAJU HONORARY AUDITOR

Madri

Kuala Lumpur

Date: 15th August 2020

MALAYSIAN ORGANISATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER, ENTREPRENEURS AND PROFESSIONALS

Registration No.: PPM-008-14-19022016 (Registered in Malaysia)

BALANCE SHEET AS AT 31 DECEMBER 2019

	NOTES	2019 RM	2018 RM
CURRENT ASSETS			
Cash & bank balances:			
CIMB A/C 1 - 8008043286	3	49,922.15	127,416.17
CIMB A/C 2 - 8009143962	3	24,999.50	27,867.58
Petty Cash - Wellness			778.00
		<u>74,921.65</u>	<u>156,061.75</u>
TOTAL ASSETS		74,921.65	156,061.75
FUND AND LIABILITIES			
General fund		74,121.65	<u>155,261.75</u>
		74,121.65	<u>155,261.75</u>
CURRENT LIABILITIES			
Other payables and accruals	4	800.00	800.00
	•	800.00	800.00
TOTAL FUND AND LIABILITIES		74,921.65	156,061.75
NET ASSETS			
Equity: Retained Year Surplus		155,261.75	51,813.29
Current Year Deficit		(81,140.10)	103,448.46
TOTAL EQUITY		74,121.65	155,261.75

The annexed notes form an integral part of the financial statements.

MALAYSIAN ORGANISATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER, ENTREPRENEURS AND PROFESSIONALS

Registration No.: PPM-008-14-19022016 (Registered in Malaysia)

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2019

		2019 RM	2018 RM
INCOME	NOTES		
Sponsorship/Donations	5	29,597.00	27,600.00
Women director program		_	11,734.20
Grooming/Fast Track		700.00	1,220.00
CAP - Sponsorship, grant, delegates & booth fees	6	6,270.00	2,110.00
Speakers Club		1,500.00	280.00
Power Network		-	40.00
Membership subscriptions/Renewals	7	9,970.00	18,285.00
Deferred SEDIC Grant		-	316,700.00
Induction Walk		-	86.00
JPW Grant	12	_	80,960.00
JPW Grant Perak	8	3,000.00	600.00
Miscellenious Income		660.00	_
Advertisements on Miweps Website		1,100.00	
		52,797.00	459,615.20
XPENDITURE		_	
Women director program		_	10,600.00
Food & Baverage for meetings		3,002.00	_
Speakers club		500.55	_
Office Rental	9	9,550.00	_
Other Venues Rental	10	4,405.50	_
Volunteers allowance		300.00	_
Transform a class above design		100.00	_
Members Potluck		2,799.40	_
Council meeting		473.00	_
Reach-out		_	449.30
AGM expenses/Mentor Walk		7,926.57	5,802.20
Printing & stationeries		1,501.05	
General expenses(HQ)	11	3,508.00	642.36
CAP Overall expenses	12	86,800.58	_
Strategic workshop		481.00	7,500.00
Bank Charges		68.00	65.27
Incentives M/ship Umbrella/hooks/straws		600.00	4,200.00
NCWO Dinner table		900.00	750.00
T-Shirt Printing		_	693.50
Grant Expenses		_	316,723.71
Advert Cost	13	2,150.00	1,000.00
Souvenirs	10	265.75	145.00
Hydro Project		400.00	920.00
Claims, reimbursements & miscellenius expenses		778.00	307.70
Traveling & Accommodation		, , 0.00	1,150.00
Wages & Salaries	14	2,250.00	4,167.70
Accounting Fee	11	800.00	800.00
New Office Set-up	15	2,242.05	250.00
Website /Wix.com	1.7	2,135.65	
Total Expenses		133,937.10	356,166.74
NET (DEFICIT)/ SURPLUS FOR THE FINANCIAL YEAR	_	(81,140.10)	103,448.46

The annexed notes form an integral part of the financial statements.

MALAYSIAN ORGANISATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER, ENTREPRENEURS AND PROFESSIONALS

Registration No.: PPM-008-14-19022016 (Registered in Malaysia)

STATEMENT OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

TORTINE TERRETORD OF DECEMBER 2017	2019
	RM
BANK AND CASH AS AT 01 JANUARY	156,061.75
RECEIPTS	
Sponsorship/Donations	29,597.00
Grooming/Fast Track	700.00
CAP - Sponsorship, grant, delegates & booth fees	6,270.00
Speakers Club	1,500.00
Membership subscriptions/Renewals	9,970.00
JPW Perak	3,000.00
Miscellenious Income	660.00
Advertisements on Website	1,100.00
TOTAL RECEIPTS	52,797.00
LESS: PAYMENTS	
Food & Baverage for meetings	3,002.00
Speaker club	500.55
Office Rental	9,550.00
Rental – other venues	4,405.50
Volunteers allowance	300.00
Transform a class above design	100.00
Council meetings	473.00
AGM expenses/Mentor Walk	7,926.57
Printing & stationeries	1,501.05
General expenses(HQ)	3,508.00
CAP expenses	86,800.58
Strategic workshop	481.00
Bank Charges	68.00
Membership Incentives, Metal straws	600.00
NCWO dinner table Half	900.00
Advertisement Cost	2,150.00
Souvenirs	265.75
Hydro Project	400.00
Members' Potluck Claims, reimbursements & miscellaneous expenses	2,799.40 778.00
Wages & Salaries	2,250.00
Accounting Fee	800.00
Office Set-Up/Maintenance	2,242.05
Website /Wix.com (3 years m'ship)	2,135.65
TOTAL PAYMENTS	133,937.10
DEDDECENTED DV .	74,921.65
REPRESENTED BY : CIMB A/C 1 – 8008043286	40 022 15
	49,922.15
CIMB A/C 2 - 8009143962	24,999.50
	74,921.65

The accompanying notes form an integral part of the financial statements.

MALAYSIAN ORGANISATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER, ENTREPRENEURS AND PROFESSIONALS

Registration No.: PPM-008-14-19022016 (Registered in Malaysia)

NOTES TO THE FINANCIAL STATEMENTS – 31 DECEMBER 2019

1. PRINCIPLE ACTIVITY AND GENERAL INFORMATION

The principal activity of the Society is as a platform to consolidate all career women, professional, entrepreneurs, business women and to promote the development of women in innovation and technology. There has been no significant change in this activity during the financial year.

There was no permanent employee employed by the society for the financial year ended 31 December 2019.

The Society is a society registered with the Registrar of Societies.

The address of the registered office and principal place of business of the Society is as follows:-

No 20 Jalan Bukit 11/2, Section 11, Petaling Jaya, 46200 Selangor Darul Ehsan.

2. SIGNIFICANT ACCOUNTING POLICIES

(a) Accounting convention

The financial statements have been prepared under the historical cost convention.

The financial statements are presented in Ringgit Malaysia ("RM")

(b) <u>Income recognition</u>

Members' subscriptions fees, sponsorship fees and any others events done for the members have been recognized on receipts basis.

(c) <u>Cash and cash equivalents</u>

Cash and cash equipment's represent cash and bank balances, short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

MALAYSIAN ORGANISATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER, ENTREPRENEURS AND PROFESSIONALS

Registration No.: PPM-008-14-19022016 (Registered in Malaysia)

NOTES TO THE FINANCIAL STATEMENTS – 31 DECEMBER 2019

(d) <u>Impairment of Assets</u>

The carrying values of assets are reviewed for impairment when there is an indication that the assets might be impaired. Impairment is measured by comparing the carrying values of the assets with their recoverable amounts. The recoverable amount is the higher of net realizable value and value in use, which is measured by reference to discounted future cash flows. Recoverable amounts are estimated for individual assets or, if it is not possible, for the cashgenerating unit.

The impairment loss is charged to do the income statement immediately, unless the asset is carried at revalued amount. Any impairment loss of a revalued asset is treated as a revaluation decrease to the extent of previously recognized revaluation surplus for the same asset.

(e) <u>Financial Instruments</u>

Financial instruments are recognized in the balance sheet when the society has become a party to the contractual provisions of the instrument.

Financial instruments are classified as liabilities or equity in accordance with the substance of the contractual arrangement. Interest, dividends, gains and losses relating to a financial instrument are classified as liabilities and are reported as expenses or revenue. Distributions to holders of the financial instruments classified as equity are charged directly to equity. Financial instruments are offset when the society has a legally enforceable right to offset and intends either to settle on a net basis or to realize the asset and settle the liability simultaneously.

3. CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of:	2019 RM	2018 RM
CIMB A/C 1 - 8008043286	49,922.15	127,416.17
CIMB A/C 2 - 8009143962	24,999.50	27,867.58
Petty Cash - Wellness		778.00
	74,921.65	156,061.75

4. OTHER PAYABLES, ACCRUALS AND GRANT RECEIVED

	2019 RM	2018 RM
Accruals	800	800
	<u>800</u>	800

MALAYSIAN ORGANISATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER, ENTREPRENEURS AND PROFESSIONALS

Registration No.: PPM-008-14-19022016 (Registered in Malaysia)

NOTES TO THE INCOME STATEMENTS – 31 DECEMBER 2019

	6,270.00
BOOTHS AT CAP 4 PENANG	2,340.00
BOOTHS AT CAP 4 DENAME	1,670.00
BOOTHS AT CAP 2 NILAI	2,260.00
6. CAP BOOTHS	RM
C CAR ROOTHG	тъв
	29,597.00
AGM BOOKLET ADVEKTS SPONSOKSHIF	
AGM BOOKLET ADVERTS SPONSORSHIP	1,200.00
ZK RESTAURANT SPONSORSHIP	5,000.00 800.00
DONATIONS FROM JOGATHON ROTARY CLUB NLFCS SPONSORSHIP	6,997.00 5,000.00
SHANTI'S DONATION DONATIONS EDOMATION DOTABLE CLUB	200.00
MENTARI ENTERPRISE DONATION	200.00
BJ IMPEX DONATION MENTARI ENTER PRICE DONATION	200.00
	10,000.00
VY BUMI MINING SPONSORSHIP	
SMART STEPS SPONSORSHIP	5,000.00
5. SPONSORSHIP/DONATIONS	$\mathbf{R}\mathbf{M}$

MALAYSIAN ORGANISATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER, ENTREPRENEURS AND PROFESSIONALS

Registration No.: PPM-008-14-19022016 (Registered in Malaysia)

NOTES TO THE EXPENDITURE STATEMENTS – 31 DECEMBER 2019

9. OFFICE RENTAL	RM
DEPOSITS, TABLE & CHAIRS	2,350.00
APRIL - DECEMBER @RM800 X 9	7,200.00
	9,550.00
10. OTHER VENUES RENTAL	RM
ALAM BINA FOR AGM/MENTOR WALK	2,305.00
ALAM BINA - AGM	2,000.50
TELEGU ASSOCIATION IPOH	100.00
	4,405.50
11. GENERAL EXPENSES HQ	RM
LAP TOP FOR OFFICE USE	3,508.00
	3,508.00
12. JPW GRANT - CAP OVERALL EXPENSES	\mathbf{RM}
FOR 4 LOCATIONS:	
NEGERI SEMBILAN	12,381.40
JOHOR	9,978.10
PENANG	21,073.60
PAHANG	16,367.48
CAP EXPENSES	27,000.00
	86,800.58

JPW Grant amounting to RM80,960.00 was received in November 2018. This was recognized as an income in the year 2018 Accounts. This fund was only utilized in 2019 for CAP project expenses which amounting to RM86,800.58

MALAYSIAN ORGANISATION FOR DEVELOPMENT OF INDIAN WOMEN IN CAREER, ENTREPRENEURS AND PROFESSIONALS

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NOTES TO THE EXPENDITURE STATEMENTS – 31 DECEMBER 2019

13. ADVERTISEMENT COST	\mathbf{RM}
MAKKAL OSAI DEEPAVALI	2,000.00
FB LIVE MKV	150.00
	2,150.00
14. WAGES & SALARIES	$\mathbf{R}\mathbf{M}$
LOGESWARY MARIMUTHU I/C : 891016-06-5020. 1 MONTH	1,500.00
MEENAKSHI SUBRAMANIAN K9501892. (15 DAYS)	750.00
	2,250.00
15. NEW OFFICE SET-UP	RM
WALL PAPER & CARPET ETC	2,242.05
	2,242.05

13.0 Acknowledgement

We would like to express our heartfelt appreciation to those who provided support, both in kind and contribution. Firstly to YBhg Tan Sri Dato Professor Joseph Adaikalam, Executive Chairman of Binary University for sponsoring us the venue at Binary University for the 5th AGM, YBhg Dato Dr V. Shanmuganathan for sponsoring venue at Signature Hotel for our activities, Ms. Nawarmani of Speechelp Therapy & Resources for offering her space for meeting venues, Ms. Sulochana and her team in Mary Kay Sdn Bhd for the goody items, and last but not least to all our Management Council Members term 2018 - 2020 for making this year 2019 productive and successful.

14.0 Advertisement



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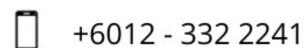
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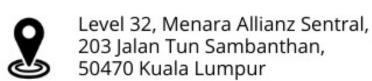
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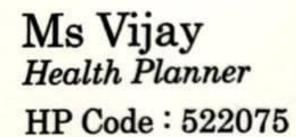
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A Big "THANK YOU" Dn Mania Rufina

Dear Dr. Maria Rufina,

As your term as the President has come to a close, we would like to take this opportunity to thank you for all your hard work and commitment in building and growing "MiWEPs" to what it is today.

Over the last 4 years, your leadership role in MiWEPs has been characterized by innovative ideas, strategic thinking and, most valuable, your tireless efforts to increase the credibility and visibility of MiWEPs in the country especially through the Career and Business Upgrade Programme. The resulting recognition has become an asset to MiWEPs, and the relationships you have fostered with our partners will ensure MiWEPs to prosper and continue to offer opportunities for our growing Indian women.

By all measures, MiWEPs has improved on your watch with cementing the confidence of our Indian women for funding, increasing our membership, building a growing team of young and committed talents inside the organization, enhancing the quality and impact of the board members and outputs, and building a great relationship with our partners both in Government bodies and private associations. Your energy and devotion as the President will be difficult to match, but you leave MiWEPs a better organization and on a strong footing for those who follow you.

You have mooted some great I-clubs in Miweps and especially Speakers Club has stood out among the rest of the clubs. Another exciting baby of yours will be Transform A Class Above which definitely will be carried out in the near coming future.

It is our great pleasure on behalf of MiWEPs to thank you for your dedication and the great job you have accomplished in your four year term as an outstanding immerse President and wish you all the very best in your future endeavors and we look forward to your ongoing involvement in MiWEPs.

With love, EXCO AND COUNCIL MEMBERS



