Beams



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Managing Director's Address

Managing Director's Address was held on 25 June 2009 at Conference Hall of ACI Centre. To celebrate this event Agribusinesses, ACI Foods, ACI Consumer Electronics and ACI Logistics represented their activities in the lush green lawn of ACI Centre. The representation created a patriotic zeal among the members of ACI Family as ACI's success and growth is deeply rooted with the development of the people of Bangladesh.



In his speech, Managing Director said that the management capacity of ACI has multiplied in manifolds. Now it is the responsibility of the organisation to create synergy between different operations and to utilize the individual capacity. He mentioned that ACI is now not the only one who talks about the improvement of the lives of people of Bangladesh; The Daily Prothom-Alo, Telecom companies are coming with similar messages.

He mentioned some positive indicators which clearly depict that Bangladesh is moving forward. He added that Bangladesh is now in the list of global top 50 economies and Bangladesh has the potential to be in the list of top 20 economies within next 50 years.

He said USA has been able to come to this stage because of being united in all aspects and at the same time for enhancing the ability of its people by valuing individuality. Europe failed to reach that level because individualistic focus is dominating the mind-set of the nation. He reminded us of the objectives of ACI, which is linked directly with development of Bangladeshi people. For this, he said that we have to uplift our morality to that height where envy, bad feelings for others' development will be eliminated to enhance productivity.

He said that the driving force of an organisation is its people. He acknowledged that he is fortunate to address such a powerful group who are the drivers of all changes happening in ACI. He added that these changes gave ACI more focus in recent time that created positive influences in the country.

After his speech MD invited our Executive Directors and Chief Operating Officers to inform management staffs about future plans of their individual businesses and departments.

At the end of the programme, MD distributed innovation awards to the Champion Innovators of ACI.





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Pharma Activities

ACI Pharmaceuticals: Improving position in IMS ranking ▼

Efforts from every corner of the pharmaceutical business helped ACI to secure 4th position in the ranking of IMS 1st quarter, 2009. Now, the total Pharma team is more confident than ever before and is driving to uplift the current position & progress further in the ranking. This achievement is an encouragement to the full team of ACI to contribute more in order to improve the Quality of life of the people of Bangladesh.

Management Development Program in Kolkata, India

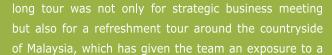
With an aim to sharpen the marketing strategies, ACI Pharmaceuticals arranged a 4 day long workshop in Kolkata in collaboration with C MARC (India). All members from marketing, medical services department and DGMs & RSMs from sales participated in this workshop. The total program was very much interactive which covered both theory & practical examples. Different arenas of marketing, management & branding were



discussed in this workshop with detailed practical case studies in order to gain strategic marketing edge. Now, every participant is more skilled & confident regarding their portfolio management.

Champion of the Champions' Tour - 2008 ▼

In June, a large team of the champions from sales, marketing, factory & services of Pharmaceuticals went to Kuala Lumpur, Malaysia. The purpose of the four day

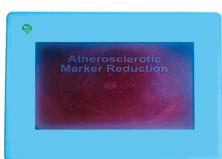


Champina the Champion Tro 2008
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developed country. Based on last year's performance, 155 persons achieved this opportunity. The strategic business meeting was focused to make 2009 even more glorious than ever before.

Introduction of Digital Literature

In June 2009, ACI Pharmaceuticals introduced Digital Literature in the market for the 1st time in Bangladesh. Now, some of our products' information is being promoted to the customers by AV (Audio-Visual) files through an electronic device (known as DPF or Digital Photo Frame) along with the conventional printed paper materials (e.g. - literature, show



card, pad etc.).
Already, this Digital
Literature has
created a positive
noise in favor of our
products in the
market.

Pharma products in the advanced market of Hong Kong

The Pharmaceutical Division of ACI Limited is relentlessly exploring to enhance its presence in Asian countries in addition to countries in Africa, Central America and Latin America. The first product of ACI Limited has been registered with the Pharmacy and Poisons Board, Hong Kong. Hong Kong has an advanced healthcare system and regarded as being one of the most stringent regulatory regimes in Asia. In addition to Hong Kong, ACI products will soon be registered in Cambodia.

New Product Launch V

SI No	Name of the Product	Generic Name	Therapeutic Class
1	Alaron ® Suspension	Loratadine	Antihistamine
2	Anaxyl ® 500 Capsule	Tranexamic Acid	Antifibrinolytic
3	Anaxyl® 500 IV Injection	Tranexamic Acid	Antifibrinolytic
4	Cartine® Oral Solution	Levocarnitine	Cardiac Therapy
5	Cefim-3 ® DS Capsule	Cefixime Trihydrate	Antibiotic

Factory Activities

- 2 (two) officials from Drug Administration of Nepal visited our Pharma Plant on 2nd and 3rd June 2009 to observe the manufacturing facilities prior to enlisting our products in Nepal. During their visit, they observed Production, Quality Assurance, Product Development and Warehouse activities.
- Narayanganj Factory provided In-Plant Training to 7 Pharmacy students of Rajshahi University, Khulna University and The Asia Pacific University during the 2nd Quarter of 2009 as a part of In-Plant Training programme.

Programme	Organised by	Trainer/Resource	Participants
Scheduled Training on QMS, EMS & GMP were held during 2nd Quarter of 2009 as per schedule.	In-house	In-house	Selected persons of respective departments.

Medical Services Activities

MSD has successfully organized several programs during the second quarter. Some of them are highlighted here:



Scientific Seminar

18th May 2009: Scientific Seminar at Medicine Department of Shaheed Ziaur Rahman Medical College Hospital, Bogra. Professor Mahmud Hasan, President of Bangladesh Gastroenterology Society was the keynote speaker.

19th May 2009: Scientific Seminar at General Hospital, Tangail.

20th May 2009: Scientific Seminar of Anaesthesia Department, Dinajpur Medical College Hospital.

29th June 2009: Scientific Seminar of Anaesthesia Department, Sher-E-Bangla Medical College Hospital, Barisal.

May 2009: Scientific Seminar at General Hospital, 28th Chittagong.

5th May 2009: Scientific Seminar at North East Medical College Hospital, Sylhet.

23rd May 2009: Scientific Seminar at Women's Medical College Hospital, Sylhet.

1st June 2009: Scientific Seminar at Z.H. Sikder Women's

Medical College Hospital,















27th June 2009: Scientific Seminar of Bangladesh Society of Allergy & Immunology (BANSAI) at NIDCH, Dhaka.

4th June 2009: Scientific Seminar of Bangladesh Pediatric Association and Bangladesh Pediatric Pulmonology Forum at BICH, Dhaka.

Workshop

17th June 2009: Workshop at National Institute of Opthalmology, Dhaka.

3rd June 2009: Workshop of OGSB at Mymensingh Medical College Hospital.

Continuing Medical Education Programs (CME) CME (April, May and June 2009)

Sher-E-Bangla Medical College Hospital, Barisal: Department of Medicine, Surgery and Obs. & Gynae.

Faridpur Medical College Hospital: Department of Medicine and Surgery.

Rangpur Medical College Hospital: Department of Surgery.

Mymensingh Medical College Hospital: Department of Medicine.

Khulna Medical College Hospital: Department of Obs. & Gynae., Pediatrics and Surgery.

Rajshahi Medical College Hospital: Department of CCU and Obs. & Gynae.

Sylhet, MAG Osmani Medical College Hospital: Department of Obs. & Gynae, Surgery, Orthopedic and Medicine.

Chittagong Medical College Hospital: Department of ENT, Obs. & Gynae, Surgery, Nephrology and Orthopedic.

Shaheed Ziaur Rahman Medical College Hospital, Bogra: Department of Medicine, Surgery, Obs. & Gynae and Pediatrics.

Dhaka National Medical College Hospital: Department of Pediatrics and Orthopedic.

Bangladesh Institute of Child Health, Dhaka: Day Care Centre, Dhaka Shishu Hospital.

Saheed Suhrawardy Medical College Hospital, Dhaka: Department of Medicine and Surgery.

Bangladesh Medical College Hospital, Dhaka: Department of Medicine and Pediatrics

Dhaka Medical College & Hospital: Department of Medicine Unit-II and Ward-22.

Sir Salimullah Medical College Hospital, Dhaka: Department of Medicine, Dental Surgery and Cardiology.

BSMMU, **Dhaka**: Department of Urology.

All medical professionals of respective department and institution attended these programs and this initiative helped to build ACI's image among the health care professionals.

Agribusiness Activities

ACI Agribusinesses Communication Fair-2009

On the day of MD's Address, following communication events were demonstrated in ACI Agribusinesses communication fair-2009.



Inauguration of ACI Agribusiness Communication Fair-2009.



Showing communication of various SBUs of ACI Agribusinesses through printing materials.



Person to person communication.
Photograph showing farmers'
meeting.



Farmers' meeting being observed by MD, ACI Ltd; ED,AB; BDs, AB; BM, CC & PH and others.



Farm house meeting being observed by MD, ACI Ltd; ED,AB; BDs, AB; BM, CC & PH and others.



Communication through Truck Procession.

Activities of ACI Motors Limited

ACI Motors started a new dimension in Tractor business with cooperation from SICMA Rotavator of Italy. SICMA developed this Rotavator through trial on different types of soil condition of Bangladesh. SICMA Rotavator is accepted by the farmers because of its well adaptability and efficiency.

A day long training program followed by refreshment for

the managers, mechanics of Power Tiller and Customers was organized on 8th May 2009 at ACI Centre. After the training program they enjoyed wonderful moments at Water Kingdom. To help



Hand over of the Key to BSMRAL

the AILA affected people, ACI Motors distributed relief together with ASA University and Royal Tours, Khulna. Colleagues from other businesses of ACI were present on the occasion. From 11th June 2009 to 13th June 2009 the team visited different locations of Khulna and distributed drinking water, food and cloths to the affected people. Treatment with medication was also ensured. More than 1200 families received help and services from ACI.



Enjoyment at Fantasy



Relief Distribution to Affected people

Activities of ACI Fertilizer

ACI Fertilizer is trying to promote and make the farmers adaptive with new technology by communicating to them about efficient use of fertilizers. We used multimedia projector to make this kind of field demonstrations among farmers in various places of the country. As part of new





technology to the farmers, we have introduced two Plant Growth Regulators (PGR) named Flora and 4-CPA. Flora ensures more flowers and fruits for crops and it increases about 40% yield and 4-CPA is an essential PGR for summer tomato production. We focused on promoting these products in the 2nd quarter. We got a lot of positive feedback and comments about our product from all of our customers as well as farmers.

ACI Fertilizer also participated in the exhibition of biannual MD's address in ACI Centre. In the exhibition, viewers highly appreciated our promotional materials and products.

Activities of Crop Care and Public Health Business

New Product Launched

ACI Crop Care & Public Health has launched an ecofriendly Yield Booster product "Flora" of Nitrobenzene generic on 13th, 14th, 16th and 18th June 2009 for better crop yield at RDA of Bogra, Jessore, Mymensing and Chittagong respectively through colorful programs. In the programs Dr. S. Ramaswamy, advisor to Devi Crop Science Pvt. Ltd. India was present as a special guest. Dr. Md. Shariful Islam, Business Director,



Agribusinesses; Mr. Md. Ayub Ali, Business Manager, CC & PH; Mr. Md. Rafiqul Islam, National Sales Manager, CC & PH; Mr. Omar Faruque Majumder, Product Manager, CC & PH; Mr. K.M. Firoz Ahmed, Product Manager, CC & PH; Mr. Md. Mahbubur Rahman, Manager, PD & RA; respective field personnel of CC & PH; potential Customers and leader farmers were also present there.

Scientists, Journalists and other resource persons were also present in those programs. Dr. S. Ramaswamy of Devi Crop Science and Mr. K M Firoz Ahmed, Product Manager, explained the technical aspects of "Flora". A "Crop Fashion Show" was arranged by Mr. Md. Fahid Shams Shabuj & Mr. Md. Towfiqul Islam, Product Executives of CC & PH, with a traditional Bengali theme, which was first of its kind in the pesticide industry in Bangladesh. This type of presentation was appreciated by every single participant. All the scientists and journalists expressed that "Flora" will help the farmers of Bangladesh to obtain maximum yield which will ensure the food security of Bangladesh.

Boost Up Training for CC & PH Field Personnel ▼

The Product Management team of ACI Crop Care & Public Health has successfully conducted a nationwide field related training program for Field Personnel from 20th April to 18th May 2009 at Jessore, Bogra and Comilla. Dr. Md. Shariful Islam, Business Director, Agribusinesses, inaugurated all the training programs and Mr. Md. Ayub Ali, Business Manager, Mr. Omar Faruque Majumder, Product Manager and Mr. K.M. Firoz Ahmed, Product Manager of CC & PH were present



there as faculty. Mr. Md. Rafiqul Islam, National Sales Manager, CC & PH coordinated the whole program.

The objective of the training was to boost up the personality of field personnel, make them smarter & more job oriented. The training focused on "Positive Mental Attitude", "Product detailing", "Crop Life Cycle", "Crop Entomology," "Plant Pathology", "Weed identification", "Business communication", "Negotiation skill" and "By Customer Sales & Credit Recovery Plan Preparation". After completion of each day's training session an evaluation was conducted by the respective faculty in both written and practical form. Best three performers and the best performing group were awarded at the end of each day training that followed by a closing ceremony.

Consumer Brands Activities

ACI introduces Panasonic Digital AV range in Banglade

ACI Limited has started Marketing and Distribution of Audio-Visual range of world renowned electronics company, Panasonic, in Bangladesh. Panasonic, in collaboration with ACI Consumer Electronics, the newly formed division of ACI, organized a spectacular launching ceremony and two-day long public display program in April 16-17 at BCFCC. The aim was to bring, for the first time, the High-Definition Audio Visual Experience from Panasonic to the consumers of Bangladesh. The product display program, dubbed as "Experience life in High-Definition World", drew a huge crowd to the show. Panasonic VIERA HD television, Lumix Digital Camera, Home Theatre System, Blu-ray DVD player, Digital Camcorder and Conventional Color TV were displayed during the program. A living-room replica was decorated along with 50 inch Plasma HDTV and 1000 Watts Home theatre system to present the real-life theatrical experience to the visitors. Visitors also got the opportunity to be photographed by professional photographer with Panasonic Lumix professional digital camera. The photos were later distributed to the visitors by email as memento of the program. There were also several guiz shows organized for the visitors, and the winners were given free Panasonic branded T-shirts.

During the launching ceremony, the dealers, salesmen, technicians, ACI Officials and Panasonic Singapore delegates were present. The Executive Director of Consumer Brands, Mr. Syed Alamgir inaugurated the program. Later the delegates from Panasonic conducted two separate training programs for dealers and technicians.



Panasonic ideas for life



Grand Finale of the country's biggest online gaming contest

The biggest online gaming competition of the country, ACI Pure Salt Desh Ke Jano came to an end on 30th of May, 2009 through a splendid Grand Finale. The Grand Finale took place in the Hall of Fame of Bangladesh China Friendship Conference Centre (BCFCC). Commerce minister Col. Muhammad Faruk Khan decorated the seat of the chief guest of the program. The Grand Finale was aired on 5th June in Chanel 1.

The online competition started from 27th April and it became a huge hit within a very short period of time. This competition was not only limited to web space rather it spread throughout the campuses of Dhaka and the adjacent areas. ACI PURE Salt - Desh Ke Jano reached out to students of different universities in Dhaka city with a microbus containing latest laptops and internet facilities. Desh Ke Jano went to the Tetuljhora College of Hemayetpur, where the students participated in the competition and used the internet for the first time.

The game was played by more than three and half lac players for more than thirteen lac times before the online competition ended on 25th May. After intense competition among these three and half lac players in the first and second round of online competition, 100 top players were selected for the Grand Finale. Participation from all the districts and from people of all occupations testifies the hype created by this event.

The competition between these top 100 finalists took place in Bangladesh China Friendship Conference Centre. The contest in the Grand Finale was full of tension and excitement. The audience and the Commerce Minister also participated in the contest. After stiff competition, 10 top scorers were decided. The joyous celebration of the winners brought an ambience of festivity in the BCFCC. After that beautiful musical presentation of patriotic songs by Mahmuduzzaman Babu lifted the audience to high spirits.

The commerce minister stated that ACI PURE Salt - Desh Ke Jano will play a big role in motivating the young generation to know more about our country. He also mentioned in his speech that it is a wonderful initiative which will take our nation one big leap ahead and this is a wonderful example of Corporate Social Responsibility.

At last it can be said that, ACI Pure Salt - Desh Ke Jano was a combination of patriotism, information technology and

brilliant minds which will play a big role in creating a brilliant Bangladesh.



PURE Fun Fest 2009



On MD's Address day, ACI Foods Limited organized festival for all ACI members at ACI Center. This event was an attempt of ACI Foods Limited to get insights from the employees of the company regarding existing and upcoming product lines.

development team, for example, obtained opinions of the visitors of the stall

by making them taste various food samples. The distribution team collected information about the availability of their

In the event, all the products of ACI Foods Limited were displayed. Web based questionnaire was designed to get ideas on product development and to obtain customer feedback about existing ones. Mouth-watering 'Jhalmuri' and dart game in

From this event, the team of ACI Foods Limited obtained various insightful information and suggestions from the ACI employees. In exchange, the contributors won Pure Fun products.



For Sanitary Napkin, Gynecologists' endorsement plays a vital role to ensure penetration into the clinics and hospitals. In this regard, Savlon Freedom Sanitary Napkin recently conducted three Seminars among the potential Gynecologists in Dhaka Medical College Hospital and Lab-Aid Hospital. Objective was to create awareness among the Gynecologists to recommend Savlon Freedom Sanitary Napkin to the patients for ensuring safe hygiene practice during post maternity period.

The first Seminar was held in the Gynecologist Department named MAT-2 in Dhaka Medical College Hospital on 20 May 2009. Total participants were 57 including the Gynae Consultants, Registrar, In-Door Medical Officers and the Intern Doctors. The Renowned Gynecologist and Head of the Department, Dr. Farhana Dewan conducted the overall seminar.

The second Seminar was held in Lab-Aid Hospital on 27 May 2009. Total participants were 70 including 3 Gynae Consultants, 20 In-Door Medical Officers and 47 nurses. The Chief Gynae Consultant Dr. Laila Arzumand Banu conducted the overall Seminar. The other renowned consultants Dr. Marium Faruki Shati and Dr. Zamila Begum also contributed to make the seminar successful through their enthusiastic participation. This was an exclusive Seminar which was conducted to generate awareness among all the nurses of the hospital including the Gynecologists. It was done because in most of the hospitals nurses recommend on the sanitary napkin use during post maternity.

The third Seminar was held in another Gynae Department named MAT-4 in Dhaka Medical College Hospital on 31 May 2009 where a total of 55 participants were present. Dr. Salma Rouf, Head of the Department conducted the overall Seminar.

In all these three Seminars, several activities on Freedom sanitary napkin were conducted. A brief product presentation was made which included product brief on Savlon Freedom sanitary napkin, comparative advantage of Freedom over traditional clinical napkins and suitability of Freedom for use during post maternity period.

Moreover, the product features and economy price proposition of Freedom Popular were also briefed to the doctors so that they could suggest the patients to convert to Freedom for regular purpose instead of the low priced unhygienic solutions.

Leaflets and Freedom Gift Pack were distributed among all the participants to generate interest on the brand from the participants.





Seminar at Lab-Aid Hospital









Seminars at Dhaka Medical College Hospital

Long Service Award Ceremony

On 10 June 2009, ACI organized a program in ACI Centre to recognize those employees who proved their loyalty towards the company through their invaluable contribution over the years. The purpose of rewarding the employees for their long service and achievements is not only about giving awards but rather giving people a real sense of worth.

In his speech on the occasion, Managing Director emphasized on the importance of human resources of a company. He then handed over awards of 1 tola of gold to



those who served for 15 years and 2 tolas of gold to those who gave 25 and 33 years of their lifetime to ACI. All the heads of businesses were present on the occasion. The program was anchored by HR Executive, Somaira Monwar and ended with refreshments. We congratulate the employees who received recognition in the Long Service Award Ceremony.

Innovation Award June, 2009 ▼

Altogether thirty seven innovations were placed for the evaluation of Innovation Award June, 2009. Among those, eight most remarkable innovations were selected for the Innovation Award held on June 25, 2009 on the day of MD's Address.

- 1. Brahmmarpan Pikaso, Assistant Manager; Konica Baidya Tina, Product Executive and Masud Billah, Sr. Product Executive of Pharma Marketing were awarded for introducing Food Grade Plastic Dropper (5 ml and 1.25 ml) for the 1st time in Bangladesh in Cefim 3 and Odazyth suspension. Due to its superiority in ultra-precise dose measurement and safety profile, this innovation has more doctors' attention and customers' confidence.
- 2. Md. Abu Hasan Zaman, Manager, Treasury of Finance & Planning was another innovator who got awarded for introducing Offshore financing at overnight floating LIBOR. Application of this innovative banking product in Premiaflex Plastics Ltd. has already saved Tk. 5 million in the first quarter of 2009.
- Kamrul Hasan Rashed, Assistant Manager, ACI Consumer Brands was awarded for introducing new formulation and cost optimization of vanish toilet cleaner. His initiative has reduced Cost Of Goods Sold significantly and thus increased Gross Profit.
- 4. Another innovation award was presented to Mohammad Alamgir Hossain, QC Chemist, ACI Formulations for formulating new method to determine Sulphur content in finished products. With his innovation, time required to complete each test has been reduced by 50% and before his attempt it required Tk. 3,000 to conduct a test whereas now it takes Tk. 500 only.
- Md. Anisur Rahman, Marketing Manager, Premiaflex Plastics got the innovation award for developing new specification for soya oil packaging The new development has helped to increase sales and delight customers.
- 6. Md. Habib Jahan, Program Manager, ACI Seed was awarded with the prize for deploying state of the art technology of hybrid rice seed production. Implementation of Hybrid seed production technology locally has reduced the cost of hybrid rice seed from \$ 2.0/kg to \$1.69/kg.



Farewell Dinner

Mr. Md. Ziaul Haque Khondker, former Managing Director of Investment Corporation of Bangladesh, was appointed as a Board of Director of ACI Limited on 22 May 2000. He was in the Board for 9 years and during his tenure the Board benefited by his experience and valuable suggestions.

Recently he has been appointed by the Government of Bangladesh as Chairman of Securities and Exchange Commission and as a result, he left ACI Board on 19 May 2009.

Mr. M Anis Ud Dowla, Chairman of ACI, gave him a farewell dinner on 11 June 2009 at The Westin Dhaka which was attended by Board members.



Happy faces of Shareowners in AGMs ▼

ACI Limited

Advanced Chemical Industries Limited held its 36th Annual General Meeting on 18 June 2009 at Bangladesh-China Friendship Conference Centre. The meeting was presided over by Mr. M. Anis Ud Dowla, Chairman. The shareowners approved the proposal of declaration of dividend as follows:

- i) Cash dividend: @ 100% per share of Taka 10 each for the year ended 31 December 2008.
- ii) Stock dividend: @20% i.e. 1 (one) Bonus Share for every 5 (five) Ordinary Share of Tk. 10 each for the year ended 31 December 2008.

The meeting was attended by large number of shareowners who appreciated the Management for the outstanding performance and for declaration of excellent dividend. The Chairman painted a prospective outlook of business in the days ahead and assured good governance and sound management of the company.

ACI Formulations Limited

On the very same day, ACI Formulations Limited held its 13th Annual General Meeting in the same venue. The meeting was presided over by Mr. M. Anis Ud Dowla, Chairman & Managing Director of ACI FL. The shareowners approved the proposal of declaration of dividend as follows:

- i) Cash dividend: @ 10% per share of Taka 10 each for the year ended 31 December 2008.
- ii) Stock dividend: @ 20% i.e. 1 (one) Bonus Share for every 5 (five) Ordinary Share of Tk. 10 each for the year ended 31 December 2008.

The Chairman informed the shareowners that 13th Annual General Meeting of ACI FL is the first one after its enlistment as Public Limited Company through Direct Listing with both the Dhaka and Chittagong Exchanges and thanked them for their active participation.









Union is strength: Father and Sons

A man had several Sons who were always quarreling with one another, and try as he might, he could not get them to live together in harmony. So he determined to convince them of their foolishness by the following means. He asked them to fetch a bundle of sticks and invited each in turn to break the bundle across his knee.

All tried and all failed and then he untied the bundle, and

handed them the sticks one by one, which they had no difficulty at all in breaking.

"There, my boys," said he, "united you will be more than a match for your enemies: but if you quarrel and separate, your weakness will put you at the mercy of those who attack you.'

Moral: Unity always works as strength for everyone's life.

Editorial Committee: Ms. Sheema Abed Rahman, Director, Corporate Affairs; Ms. Bilkis Mansoor, Head of Creative Communication; Mr. Pravat Ghose, HR, Manager; Mr. Shamim Ferdous, HR, Manager; Hasan Tarik, Asst. Manager, HR and Ms. Salma Mannan, HR Executive.





