



# TOTAL DEFENCE AWARDS 2016

TOGETHER,  
WE SUPPORT NATIONAL SERVICE.



NS

ADVOCATES

2016

# CONTENTS

<b>FOREWORD</b>	<b>02</b>
<b>ABOUT ACCORD</b>	<b>03</b>
<b>THE AWARD / LAUNCH OF NS MARK</b>	<b>04</b>
<b>NS ADVOCATE STORIES - INDIVIDUALS</b>	<b>05-10</b>
<b>NS ADVOCATE STORIES - SMEs</b>	<b>11-18</b>
<b>NS ADVOCATE STORIES - LARGE COMPANIES</b>	<b>19-24</b>
<b>NS ADVOCATE STORIES - ORGANISATIONS</b>	<b>25-28</b>
<b>2016 NS ADVOCATE AWARD RECIPIENTS</b>	<b>29-34</b>

## FOREWORD

In today's complex security environment, national defence has never been more important. Since her independence, Singapore has enjoyed more than 50 years of peace. This did not happen by chance. It came about because of our founding fathers' foresight and resolve to establish an operationally ready Singapore Armed Forces (SAF) and introduce the concept of Total Defence (TD). The peace and stability that we have enjoyed so far only strengthens our conviction that national defence is a shared responsibility and every Singaporean has a part to play.

National Service (NS) was conceived as the bedrock of Singapore's defence and security. While our operationally ready SAF gives strength to our nation, our National Servicemen (NSmen) have drawn strength from the support rendered to them by their employers, families and the community. In recognition of the contributions of these supportive companies, organisations and individuals, the Total Defence Awards (TDA) were established to honour their outstanding and unwavering support for NS and our NSmen.

This year, we honour 126 NS Advocates who have demonstrated exceptional support for NS and TD. We are also pleased to launch NS Mark, a national accreditation scheme to recognise the different levels of support that companies and organisations have shown towards NS. Collectively, our NS Mark recipients and NS Advocates are pillars of strength that will continue to sustain our NSmen.

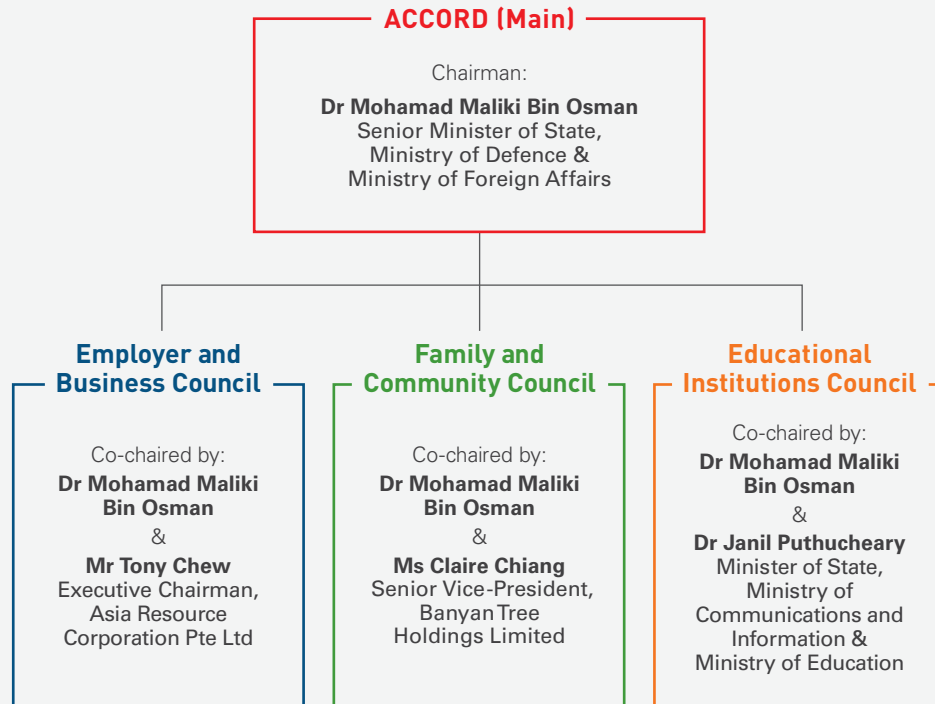
Through the collective will and commitment of every Singaporean, we will ensure Singapore's stability and security for the next 50 years.

## ABOUT ACCORD

The Advisory Council on Community Relations in Defence (ACCORD) is made up of three sub-councils: the Employer and Business (E&B) Council, the Family and Community (F&C) Council and the Educational Institutions (EI) Council.

The comprehensive representation of various stakeholder groups within ACCORD enables it to serve as a conduit that provides meaningful feedback to the Ministry of Defence (MINDEF) and the SAF. Besides actively engendering public support for NS, ACCORD is also instrumental in shaping the development of many initiatives from the ground up that support NS and national defence.

The Total Defence Awards and the launch of NS Mark are important examples of ACCORD's contributions to NS and TD. From developing the initiatives to determining the recipients of these awards, ACCORD and its councils have made great strides in putting advocacy for NS into action.



[www.ACCORD.gov.sg](http://www.ACCORD.gov.sg)

## THE AWARD

Established in 1986, the Total Defence Awards aim to recognise supportive employers and civil resource owners for their contributions towards NS and TD. Since 2015, the TDA has been extended to recognise additional stakeholders including educational institutions, community organisations and individuals. With the incorporation of the Home Team National Service Awards for employers in 2015, the TDA is now the highest national accolade that acknowledges exemplary individuals, small and medium enterprises, large companies and organisations for their outstanding support towards strengthening the defence of our nation.



## LAUNCH OF NS MARK

In 2013, the Committee to Strengthen National Service mooted the idea of an "NS Mark" to create a more supportive NS culture within our community. ACCORD was instrumental in developing NS Mark through extensive consultations between MINDEF, the SAF and various stakeholder groups.

A national accreditation scheme, NS Mark is a platform that enables businesses and organisations to step forward and pledge their support for NS, strengthening public support for NS as a result. In recognition of the different degrees of support provided by companies and organisations, NS Mark has been organised into different tiers to acknowledge different levels of contributions. With a strong cadre of supportive businesses and organisations standing behind them, our NSmen will be able to dedicate themselves wholeheartedly to preserving our nation's peace and security.





## NS ADVOCATE AWARD FOR INDIVIDUALS

### Mr Mak Chee Keong

Director of Corporate Compliance, Symrise Asia Pacific Pte Ltd

At Symrise, a major producer of flavours and fragrances, Mr Mak Chee Keong presently leads a 3-man team with each member specialising in a specific field. As a result, he is the only person qualified to cover the duties of his teammates whenever they are required to attend In-Camp Training (ICT).

Despite his heavy workload and the need to go on frequent overseas audit trips, Mr Mak has not requested any of his co-workers to defer their ICTs. Not only does he personally cover their duties when they are away, he also grants them time off on a regular basis to enable them to train for their IPPT (Individual Physical Proficiency Test). In 2013, Mr Mak's teammate, Second Warrant Officer (NS) Mohamed Fahd Bin Mazlan was notified to attend his ICT. This placed him in a dilemma because he was involved in an ISO certification project with a tight deadline. Although Mr Mak had been scheduled for an overseas trip, he cancelled his trip and offered to oversee the project so that WO2 (NS) Mohamed Fahd would be able to attend his ICT as scheduled.

Mr Mak's strong support for WO2 (NS) Mohamed Fahd Bin Mazlan has helped to strengthen our national defence. His personal efforts have gone a long way towards encouraging social support for NS and building a capable security force that safeguards our homes and families. As a steadfast supporter of NS and our NSmen, Mr Mak serves as a role model for the next generation of NS Advocates.



On the right,  
Mr Mak Chee Keong with  
WO2 (NS) Mohamed Fahd Bin Mazlan



## NS ADVOCATE AWARD FOR INDIVIDUALS

### Ms Huang JinLing

Spouse of CPL(NS) Chen Changhua

While he was making plans with his then fiancée, now wife, Ms Huang JinLing for their nuptials last year, CPL(NS) Chen Changhua received notification of his next ICT which happened to coincide with his wedding ceremony. Although CPL(NS)

Chen was eligible to apply for deferment, Ms Huang was adamant about her future husband honouring his NS commitment.

After extensive discussion, Ms Huang convinced CPL(NS) Chen to bring the celebrations forward to November so he could attend his ICT the following month. Despite the inconvenience posed by moving up their wedding day, Ms Huang was convinced that this was the right call to make.

Ms Huang believes that if CPL(NS) Chen had missed his ICT, he would have lost a valuable opportunity to update his combat skills and knowledge. As a result, his competency and performance would have been compromised during his next ICT. Ms Huang's selfless actions in prioritising the nation's needs not only exemplify the strong support a spouse can show our NSmen but also make her a worthy recipient of this year's NS Advocate Award for Individuals.



On the left,  
Ms Huang JinLing and  
CPL(NS) Chen Changhua



## **NS ADVOCATE AWARD FOR INDIVIDUALS**

### **Mr Gary Seston**

Vice Principal, UWC South East Asia (UWCSEA) High School, Dover Campus

As a vice principal at one of Singapore's most well-known international schools, Mr Gary Seston was concerned with whether his NS-liable students were receiving sufficient information on the enlistment process, compared with their peers in mainstream schools.

Despite having limited resources, Mr Seston was determined to address the issue. He started by inviting former students who had served NS to share their experiences with current students who were due for enlistment. To make the sessions more meaningful, Mr Seston also invited a diverse group of speakers with whom the audience could relate to, including UWCSEA alumni who had served NS and their family members. Heartened by the positive feedback he received, Mr Seston decided to extend the invitation to other international schools in 2015 which saw the attendance of over 400 students and parents from all over Singapore.

Going to great lengths, Mr Seston not only invited friends and alumni of UWCSEA to share their NS experiences, he also reached out to MINDEF's National Service Policy Department which assigned a representative to provide insights on the different aspects of NS. These sessions have proven to be of substantial benefit to students and their parents who welcome them as an avenue to receive important information on NS and have their queries addressed. Through his personal efforts to ensure that his students were adequately prepared for NS, Mr Gary Seston has distinguished himself as an NS Advocate within our community.



Mr Gary Seston  
Vice Principal,  
UWCSEA High School, Dover Campus



## **NS ADVOCATE AWARD** **FOR SMALL AND MEDIUM ENTERPRISES**

### **Singapore Shipping Corporation Limited**

Singapore Shipping Corporation Limited (SSC) is both a passionate supporter and an outstanding advocate for TD. Since 2000, SSC has been supporting the Republic of Singapore Navy (RSN) by providing its support and services during Civil Resource mobilisation exercises and operations.

In 2015, SSC participated in a Civil Resource exercise conducted by the RSN as part of its emergency response assessment. Proving to be a dependable partner, SSC was able to meet the objectives of the exercise by providing sealift services to deliver a transnational shipment to Singapore.

SSC's management team has also shown strong and consistent support towards the RSN. SSC's key personnel have been closely involved in planning the exercises, updating the emergency response plans and ensuring that the objectives of every exercise are effectively communicated. Through these efforts, SSC has demonstrated its readiness and capabilities in terms of supporting the RSN in times of need.



Mr Ow Yew Heng  
Chief Executive Officer and Executive Director,  
Singapore Shipping Corporation Limited





## **NS ADVOCATE AWARD FOR SMALL AND MEDIUM ENTERPRISES**

### **A&G Industrial Gas Trading Pte Ltd**

A zealous supporter of NS and TD, A&G Industrial Gas Trading has never failed to go the extra mile to demonstrate its support for its NSman employees. To ensure that the company's NSman employees and their families feel appreciated, A&G has made it a point to give its NSmen time off after their ICTs so they can spend more time with their families.

To align its organisational culture with the values of TD, A&G has also encouraged its employees to participate in events and exhibitions organised by MINDEF and the Ministry of Home Affairs (MHA). These include taking part in the Combined Rededication Ceremonies on SAF Day when operationally ready NSmen publicly rededicate themselves to the defence of the nation. The company also actively encourages its NSman employees to put on their uniforms on SAF Day. To update its NSman employees on the latest news and developments in NS and national defence, the company also makes an effort to circulate the PIONEER magazine among its staff.

As part of its advocacy efforts, A&G also participates actively in NS-related focus group discussions organised by MINDEF and the SAF to provide an employer's perspective on how businesses can work with the former to better support our NSmen. For its steadfast commitment to NS, A&G has earned its stripes as one of this year's NS Advocates.



Mr Trevor Toh  
Executive Director,  
A&G Industrial Gas Trading Pte Ltd



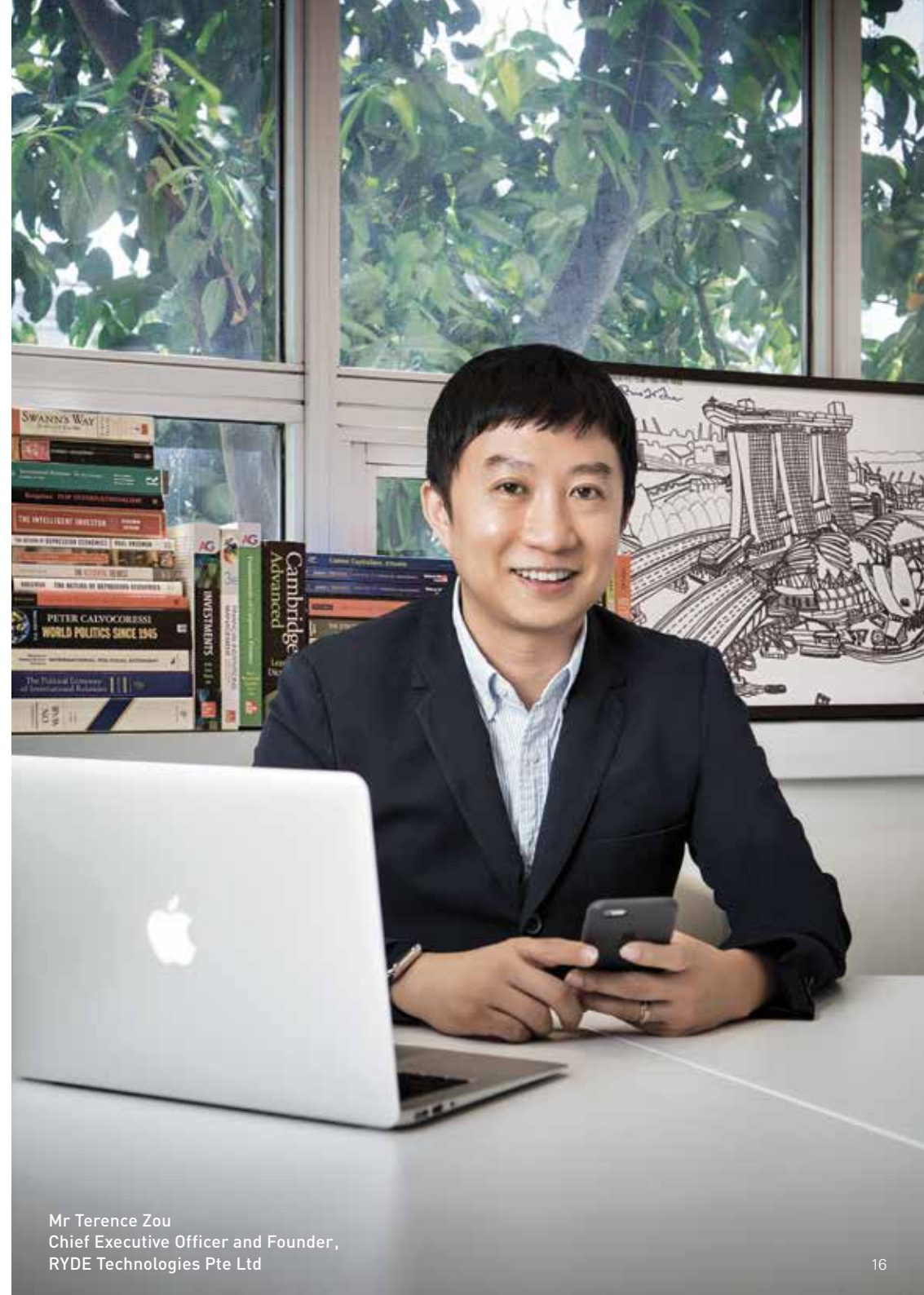
## **NS ADVOCATE AWARD FOR SMALL AND MEDIUM ENTERPRISES**

### **RYDE Technologies Pte Ltd**

Recognising that NS is necessary for our continued peace and prosperity, Singapore's first carpooling app, RYDE, has made it a practice to offer its NSman employees half a day off before their ICTs so they can obtain sufficient rest before their training. To help them recuperate and attend to their family commitments, RYDE's NSman employees are also given an extra half a day off at the end of their ICTs.

Every startup relies extensively on teamwork and talents to scale its operations and business, and RYDE is no exception. Recognising the unique value of the knowledge and acumen acquired by NSmen during NS, RYDE has actively leveraged its staff's NS skillsets and leadership experience to help the company grow as it expands regionally.

In appreciation of the contributions made by our servicemen and women, RYDE also offers S\$5 of free carpooling credit to all SAF personnel and NSmen who make use of the RYDE app. As a startup, RYDE has embraced the importance of our nation's defence as a necessary condition for businesses to thrive. A company that remains resolute in its commitment to support its NSman employees, RYDE has earned its place among this year's cadre of NS Advocates.



Mr Terence Zou  
Chief Executive Officer and Founder,  
RYDE Technologies Pte Ltd



## **NS ADVOCATE AWARD FOR SMALL AND MEDIUM ENTERPRISES**

### **Sunway Ship Supplies Pte Ltd**

To help its NSmen fulfil their NS obligations, Sunway Ship Supplies Pte Ltd has made efforts to give them time off to train for their IPPT, prepare for their ICTs and even offers off-in-lieu if they are called up on a rest day.

As part of its recruitment policy, Sunway has consistently taken into account the Certificate of Service and Testimonial issued by the SAF, the Singapore Civil Defence Force and the Singapore Police Force to NSmen. As an indication of the value the company places on the skillsets, knowledge and experience acquired by NSmen, Sunway also offers a higher starting salary to successful job applicants who have completed full-time NS. Employees who have completed full-time NS are also eligible for additional days of annual leave as part of the company's pro-NS human resource policy.

To reward NSman employees who have performed well during IPPT or ICT, Sunway has been offering time off and even cash bonuses as a means of encouragement. For instance, when an NSman employee receives a cash incentive for achieving the IPPT Gold standard, the company will follow up with a reward of the same value. In the true spirit of an NS Advocate, Sunway also urges its employees to participate in events and exhibitions organised by MINDEF and the MHA to enhance their knowledge of NS and TD and by doing so helps them understand the value and importance of national defence.



On the left,  
Ms Tan Sok Wah and Mr Ng Chor Seng  
Directors, Sunway Ship Supplies Pte Ltd



## **NS ADVOCATE AWARD FOR LARGE COMPANIES**

### **Raffles Hotel Singapore**

Holding firm to the values and ethos of TD, Raffles Hotel has upheld a no-deferment policy despite experiencing manpower shortages. By arranging for supportive colleagues to share additional duties when necessary, the hotel's NSman employees have had little cause to apply for deferment. To reinforce this policy, the hotel has remunerated staff for putting in extra hours or hired temporary staff to help out with operations during peak periods.

Going further, NSman employees who have achieved good performances during their ICTs are also recognised at the hotel's General Colleagues Communication or Town Hall where they are presented with a Certificate of Recognition by a member of the hotel's management team.

To strengthen TD, Raffles Hotel has also taken steps to inculcate in every staff member the mindset that safety and security are not the exclusive duties of NSmen or the SAF but the responsibility of every person. As part of an ongoing effort, the hotel has assembled a team comprising employees from different departments and equipped them with additional training in areas such as first aid, handling security threats, and AED (Automated External Defibrillator) certification. In early 2016, the hotel also conducted its first Krav Maga programme to instruct frontline staff on how to handle dangerous situations. Raffles Hotel's enthusiastic support of NS and strong commitment to TD serve as an outstanding example of an NS Advocate.



Mr Ronald Dooremalen  
Hotel Manager,  
Raffles Hotel Singapore



## **NS ADVOCATE AWARD FOR LARGE COMPANIES**

### **KMG Ultra Pure Chemicals Pte Ltd**

As a large company, KMG Ultra Pure Chemicals has put several initiatives in place to help its NSman employees carry out their NS obligations with ease. Keenly aware of the necessity for NSmen to focus during their ICTs, KMG has seen to it that the duties of its NSman employees are covered by supportive teammates and supervisors. This arrangement has enabled the company's NSmen to complete their ICTs with absolute peace of mind so they can give their best during training.

A healthy workforce is also an effective fighting force. As part of a broad endeavour to support TD, KMG also organises inter-departmental activities such as futsal to create opportunities for employees to pit their skills against one another and improve their health and fitness in the process. The company is also working with Fitbit to look into making use of their range of wearables to help KMG's employees track and enhance their activity levels.

A multinational organisation that recognises that businesses can only prosper within a secure and stable environment, KMG has spared no effort in providing the support that its NSman employees need to perform their NS duties. Its commitment and contributions to our national defence have distinguished KMG as a role model that has created footsteps for aspiring NS Advocates to follow.



Ms Alyce Cheong  
Human Resource Manager,  
KMG Ultra Pure Chemicals Pte Ltd



## **NS ADVOCATE AWARD FOR LARGE COMPANIES**

### **Hitachi Asia Ltd**

Regardless of their age, nationality, or background, Hitachi Asia believes in empowering each of its employees to play his or her part in TD.

To help NSman employees with their NS commitments, Hitachi Asia has created a strong company culture that extends support to them whenever duty calls.

The company has spared no effort or expense even when facing situations where more than one employee from the same department has been called up.

Hitachi Asia's commitment to NS has remained resolute despite possible disruptions to its business or operations.

By designing and putting in place a "Healthy Workplace Ecosystem", the company is also helping its employees keep fit and stay healthy as part of a larger effort to contribute to TD. To maintain a healthy workforce, Hitachi Asia also organises company-wide activities such as yoga and Zumba classes, in addition to annual health and wellness screening for all employees. To create a healthy working environment that can nurture a sound cadre of NSmen, the company also organises talks and courses on nutrition and chiropractic care.

As the local branch of a multinational corporation, Hitachi Asia's strong commitment to NS and its NSman employees is not only admirable but worthy of an NS Advocate.



Mr Hirohiko Morisaki  
Managing Director,  
Hitachi Asia Ltd



## **NS ADVOCATE AWARD FOR ORGANISATIONS**

### **Association of Small and Medium Enterprises**

A non-profit organisation established by entrepreneurs for entrepreneurs, the Association of Small and Medium Enterprises (ASME) is a strong advocate of TD and backed by the support of its President, Mr Kurt Wee, who also serves on ACCORD's Employer & Business Council.

Besides calling on Singapore's SMEs to participate in the Combined Rededication Ceremony every SAF Day since 2008, ASME has contributed to TD by urging its members to promote a more understanding work environment that imparts values consistent with TD. In addition, ASME has endorsed efforts that encourage NSmen to upgrade their skills so they can adapt more quickly and remain relevant in a rapidly changing economy.

By sharing regular updates on NS and TD, ASME also ensures that its members' knowledge of NS policies remains current. In addition to recommending incentives, monetary or non-monetary, that help to reward the efforts of NSmen, ASME also encourages companies to offer as much support as they can so NSmen can invest themselves wholeheartedly during training without having to worry about their work commitments. By spearheading the collective efforts of local SMEs to support their NSman employees, ASME has stood out as an NS Advocate.



Mr Kurt Wee  
President,  
Association of Small and Medium Enterprises



## **NS ADVOCATE AWARD FOR ORGANISATIONS**

### **Singapore Chinese Chamber of Commerce & Industry**

Having a President who is also co-chairman of the ACCORD Employer and Business Council's Working Group, the Singapore Chinese Chamber of Commerce & Industry (SCCCI) consistently sets a strong example for other organisations when it comes to supporting NS and our NSmen.

In support of NS and TD, SCCCI has created opportunities for MINDEF to update trade associations and their members on new developments in NS. These sessions and exchanges have helped different businesses enhance their understanding of NS, enabling them to better manage their manpower resources. SCCCI also makes available its own communication channels for MINDEF and the MHA to promote matters concerning NS. In doing so, the organisation has helped to build connections and establish networks between Singapore's business community, MINDEF and the MHA.

Since 1968, SCCCI has been a passionate advocate for NS by taking the initiative to raise funds for NS and national defence. Its steadfast support for NS was evident when it presented the first two intakes of enlistees with a limited edition medallion bearing the Chinese inscription “尽忠报国” (Serving Our Country Loyal) and “National Service” in English. SCCCI continues to display strong support for NS by acting as one of the key organisers for this year's SAF Day Combined Rededication Ceremony. Its efforts to champion NS have made SCCCI a deserving recipient of this year's NS Advocate Award for Organisations.



Mr Thomas Chua Kee Seng  
President,  
Singapore Chinese Chamber of Commerce & Industry



## **NS ADVOCATE AWARD** **FOR INDIVIDUALS**

**Mdm Joanne Chia**  
**Ms Huang JinLing**  
**Mr Lee Kwok Chong**  
**Mr Lim Lai Choon**  
**Mr Adwin Low Kok Pheng**  
**Mr Mak Chee Keong**  
**Mr Gary Seston**  
**Ms Priya Shahane**  
**Ms Soo Yoke Khing**  
**Ms Tan Yan Joo**  
**Dr Joseph Wang Hou**  
**Ms Yip Wai Leng Karen**

## **NS ADVOCATE AWARD** **FOR ORGANISATIONS**

**Agri-Food & Veterinary Authority**  
**Association of Small and Medium Enterprises**  
**Bedok View Secondary School**  
**Central Provident Fund Board**  
**Compassvale Primary School**  
**Greenridge Primary School**  
**HomeTeamNS**  
**Jurong Junior College**  
**Nanyang Girls' High School**  
**Nanyang Polytechnic**  
**National Environment Agency**  
**Ngee Ann Polytechnic**  
**Pei Hwa Presbyterian Primary School**  
**Premier Security Co-Operative Ltd**  
**Princess Elizabeth Primary School**  
**Republic Polytechnic**  
**Singapore Chinese Chamber of Commerce & Industry**  
**Singapore Institute of Technology**  
**Singapore International Chamber of Commerce**  
**Singapore Management University**  
**Singapore Manufacturing Federation**  
**Singapore National Employers Federation**  
**Sport Singapore**  
**Temasek Club**  
**The Good Life Co-operative Limited**  
**The SAF Warrant Officers and Specialists Club**  
**Yuan Ching Secondary School**  
**Zhonghua Primary School**

## **NS ADVOCATE AWARD**

### **FOR SMALL AND MEDIUM ENTERPRISES**

**360 Communications Pte Ltd**  
**83 Design & Print Pte Ltd**  
**A&G Industrial Gas Trading Pte Ltd**  
**ACMA Engineering Works & Trading Pte Ltd**  
**Advanced Engineering Group (International) Pte Ltd**  
**Black-Tactical.com**  
**BuzzCity Pte Ltd**  
**Chin Yuan Metal Pte Ltd**  
**City Music Company Pte Ltd**  
**Cleaning Express Pte Ltd**  
**Eltraco Roofing System Pte Ltd**  
**Emergenetics International-Asia Pacific**  
**Enovate System Pte Ltd**  
**Ensure Engineering Pte Ltd**  
**Fat Cat Cycles Pte Ltd**  
**Fong's Engineering & Manufacturing Pte Ltd**  
**Fortune Electrical Control Pte Ltd**  
**Fullspectrum**  
**GE Lines Pte Ltd**  
**Grit Overseas Pte Ltd**  
**H.T Ensafe Pte Ltd**  
**Hock Yiap Wooden Cases Manufacturer**  
**Hong Lian Gim Kee**  
**LifeWorks Associates**  
**Lim Siang Huat Pte Ltd**  
**Lionel Lim Lifestyle Works**

**MEC Engineering Pte Ltd**  
**NPE Print Communications Pte Ltd**  
**One Touch Systems Pte Ltd**  
**Or Kim Peow Contractors (Pte) Ltd**  
**Pantropic Online Pte Ltd**  
**Parkway Learning Centre**  
**Patent Systems Pte Ltd**  
**Run Media**  
**RYDE Technologies Pte Ltd**  
**Sam Aluminium Engineering Pte Ltd**  
**SDDA Pte Ltd**  
**Singapore G Pte Ltd**  
**Singapore Shipping Corporation Limited**  
**Soon Chow Workshop (2001) Pte Ltd**  
**Sprint Connections**  
**STELOP Pte Ltd**  
**Strategy Solutions**  
**Success Frontiers Training and Consultancy LLP**  
**Sunway Ship Supplies Pte Ltd**  
**SW Construction Pte Ltd**  
**Terumo Asia Holdings Pte Ltd**  
**TT Innovation and Technology Pte Ltd**  
**Ultimate Alliance Consultancy Pte Ltd**  
**Verztec Consulting Pte Ltd**  
**Wee Guan Engineering Pte Ltd**  
**Yu Ging Construction Pte Ltd**

## **NS ADVOCATE AWARD** **FOR LARGE COMPANIES**

**Advanced Material Engineering Pte Ltd**  
**Charles & Keith International Pte Ltd**  
**Chye Joo Construction Pte Ltd**  
**City Gas Pte Ltd (as Trustee)**  
**CWT Limited**  
**Dredging International Asia Pacific Pte Ltd**  
**DSO National Laboratories**  
**East Marine Pte Ltd**  
**Grand Park City Hall**  
**Hitachi Asia Ltd**  
**Jurong Health Services Pte Ltd**  
**Keppel FELS Ltd**  
**Keppel Singmarine Pte Ltd**  
**Keppel Telecommunications & Transportation Ltd**  
**KMG Ultra Pure Chemicals Pte Ltd**  
**Ley Choon Constructions and Engineering Pte Ltd**  
**Mediacorp Pte Ltd**

**MOH Holdings Pte Ltd**  
**Penguin International Limited**  
**PROSEC Services Pte Ltd**  
**Raffles Hotel Singapore**  
**Rhodium Resources Pte Ltd**  
**SBS Transit Ltd**  
**Sembcorp Design and Construction Pte Ltd**  
**Senoko Energy Pte Ltd**  
**SFI Manufacturing Pte Ltd**  
**SMRT Corporation Ltd**  
**ST Electronics (e-Services) Pte Ltd**  
**ST Electronics (Info-Comm Systems) Pte Ltd**  
**ST Electronics Limited**  
**Singapore Technologies Marine Ltd**  
**Tan Tock Seng Hospital**  
**Teledirect Pte Ltd**  
**UMW Equipment & Engineering Pte Ltd**

**“ We recognise the contributions and capabilities of NSmen, many of whom are exemplary employees and leaders in their companies. By increasing recognition of the training, skills and personal developments acquired during NS, we can further develop a pool of talent and leaders with potential to excel in the business community and elsewhere. ”**

**Mr Loh Chin Hua**

CEO, Keppel Corporation  
ACCORD (E&B) member