



19 November 2013

Mr Chris Watt
Federal Secretary
Independent Education Union of Australia
Unit 10/40 Brisbane Avenue
BARTON ACT 2600

Dear Mr Watt,

Independent Education Union of Australia Financial Report for the year ended 31 December 2012 - [FR2012/577]

I acknowledge receipt of the financial report of the Independent Education Union on Australia (the reporting unit). The documents were lodged with Fair Work Commission (FWC) on 6 May 2013.

The financial report has now been filed. This financial report was filed based on a preliminary review.

Please note that the reporting unit financial report for the year ending 31 December 2013 may be subject to a full compliance audit.

I make the following comments to assist you when you next prepare a financial report. You are not required to take any further action in respect of the report lodged. The FWC will confirm these concerns have been addressed prior to filing next year's report.

Content of designated officer's certificate

Section 268 of the *Fair Work (Registered Organisation) Act 2009* (RO Act) requires the certificate by the designated officer to certify that the documents lodged are copies of the documents provided to members and presented to a meeting in accordance with section 266.

I note that the designated officer's certificate provided did not give dates for when the financial report was provided to members.

Disclosure of employee benefits to office holders and other employees

The Reporting Guidelines require either the balance sheet or the notes to disclose any liability for employee benefits in respect of office holders and other employees (items 14(c) and 14 (d)). The Balance Sheet only discloses the liabilities for officer holders but not other employees. As there are expenses in relation to employment costs for other employees identified in the Income Statement I would assume that a liability for annual leave and long service leave would also exist for other employees.

In future years please ensure that employee provisions for other employees are disclosed.

Related Parties

The report does not disclose any related party transactions. Related party transactions are required to be disclosed under AASB124.18.

While it is possible that the reporting unit did not, during the 2012 financial year, transact with related parties, in future reports a specific entry within the notes stating this must be included.

Key Management Personnel

General purpose financial reports are required to disclose within the statements or the notes compensation paid to key management personnel.

This normally includes a listing of the key management personnel for the organisation, the total amount of compensation paid to all key management personnel, and then totals for each of the following categories:

- Short term employee benefits
- Post employment benefits
- Other long term employee benefits
- Termination benefits
- Any share based payments.

The definition for these categories can be found within accounting standard *AASB 119: Employee Benefits*.

Please ensure in future years that the Note relevant to key management personnel is disclosed appropriately.

Changes to the legislation and reporting guidelines

I note with the change of legislation, references to Fair Work Australia will need to be updated to the Fair Work Commission.

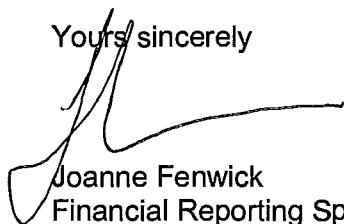
Additionally, a third edition to the General Manager's s.253 reporting guidelines was gazetted on 26 June 2013. These guidelines will apply to all financial reports that end on or after 30 June 2013. Fair Work Commission has also developed a model set of financial statement for the 2012-2013 financial year. There is no requirement to use this model but it may be a useful resource to ensure compliance with the *Fair Work (Registered Organisations) Act 2009*, the s.253 reporting guidelines and the Australian Accounting Standards.

The guidelines and model financial statements are available on the website here:
<http://www.fwc.gov.au/index.cfm?pagename=regorgsfrguidelines#finance>

As stated previously, this financial report was filed based on a preliminary review. The financial report for the year ending 31 December 2013 may be subject to a full compliance audit.

If you have any queries regarding this letter, please contact me on (03) 8661 7886 or via email at joanne.fenwick@fwc.gov.au.

Yours sincerely



Joanne Fenwick
Financial Reporting Specialist
Regulatory Compliance Branch



INDEPENDENT EDUCATION UNION OF AUSTRALIA

Unit 10/40 Brisbane Avenue, Barton. ACT 2600

PO Box 177, Deakin West. ACT 2600

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Facsimile: (02) 6273 3710

Email: ieu@ieu.org.au

6 May 2013

General Manager
Fair Work Australia
GPO Box 1994
Melbourne VIC 3001

Dear General Manager

Please find attached the 2012 Audit for the Independent Education Union of Australia together with the Designated Officer's Certificate in accordance with the Fair Work (Registered Organisations) Act 2009.

Yours sincerely

Chris Watt
Federal Secretary

Designated Officer's Certificate
Fair Work (Registered Organisations) Act 2009

I, Christopher Gerard Watt being the Federal Secretary of the Independent Education Union of Australia certify:

- That the documents lodged herewith are copies of the full report, referred to in the Fair Work (Registered Organisations) Act 2009; and
- That the full report was provided to members via its publication on the IEUA website at www.ieu.org.au; and
- That the full report was presented to a meeting of to the IEUA Federal Executive on 20th March 2013 and to the IEUA Federal Executive on 3 May 2013 in accordance with Fair Work (Registered Organisations) Act 2009

Signature:



Date:

6/5/13.

**INDEPENDENT EDUCATION UNION
OF AUSTRALIA**

*General Purpose Financial Report
For The Year Ended 31 December 2012*

INDEPENDENT EDUCATION UNION OF AUSTRALIA

FEDERAL EXECUTIVE'S STATEMENT (COMMITTEE OF MANAGEMENT REPORT)


On the 20 March 2013, the Federal Executive of Independent Education Union of Australia passed the following resolution in relation to the General Purpose Financial Report (GPFR) of the reporting unit for the financial year ended 31st December, 2012.


The Federal Council declares in relation to the GPFR that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with the reporting guidelines of the General Manager of the Fair Work Commission;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable;
- (e) during the financial year to which the GPFR relates and since the end of that year:
 - (i) meetings of the federal executive were held in accordance with the rules of the organisation; and
 - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation; and
 - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the Fair Work (Registered Organisations) Act 2009; and
 - (iv) the financial records of the reporting unit have been kept as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and
 - (v) the information has been furnished to any member of the reporting unit or to the General Manager of the Fair Work Commission, as the case may be, where information sought by the member or the General Manager of the Fair Work Commission was duly made under section 272 of the (Registered Organisations) Act 2009; and
 - (vi) No orders have been made by the Fair Work Commission under the Fair Work (Registered Organisations) Act 2009 during the period.
 - (vii) There were no recovery of wages activities during the financial year.

Signature:

For Federal Council:
Title of Office held:


Richard Shearman
Federal President


Chris Watt
Federal Secretary

Date: 20 March , 2013

INDEPENDENT EDUCATION UNION OF AUSTRALIA

OPERATING REPORT

PRINCIPAL ACTIVITIES FOR THE YEAR

- (1) **Support** and advice to branches regarding political, industrial, legal and professional agendas. Ensuring ongoing advice to them on the Federal Government's industrial legislation including development of the Fair Work Bill.
- (2) **Representation** of the industrial and professional interests of the members in a broad range of federal spheres. This includes the ACTU and its committees; participation in forums on educational and professional issues of relevance to IEU members; representation to Government Ministers and Shadow Ministers on government policies relevant to the professional and industrial interests of our members; ~~representation of the Union's interests at the Fair Work Australia~~ in relation to rules matters and the defence of members' industrial rights in industrial disputes.
- (3) **Submissions** to national inquiries on school funding, educational, industrial and human rights issues relevant to the membership and the broader community. Appearance before such Inquiries on behalf of the union and its membership and participation in the public debate on these matters.
- (4) **Research** in relevant areas of public policy such as the funding of schooling, industrial, legal and constitutional matters, educational issues, and human rights concerns to inform our own policy development. Oversight of the comparative salaries and conditions of various categories of staff in non government schools across the jurisdictions. Monitoring of Fair Work Australia decisions and decisions from other jurisdictions.
- (5) **Protection and carriage** of the Union's Rules.
- (6) **Negotiation and prosecution** of claims for improved salaries and conditions for workers of Federal Awards through Fair Pay Commission processes.

RESULT OF THOSE ACTIVITIES

- (1) Sustained membership in the Union's branches.
- (2) A proactive membership industrially and professionally
- (3) Continued public profile of the Union on behalf of teachers and support staff in non government education
- (4) Improvements in the industrial and professional conditions of the membership

SIGNIFICANT CHANGES IN THE NATURE OF THESE ACTIVITIES

There have been no significant changes in the nature of these activities over the past year.

There have been no significant changes in the financial activities over the past year.

INDEPENDENT EDUCATION UNION OF AUSTRALIA

OPERATING REPORT (Cont'd)

DETAILS OF THE RIGHT OF MEMBERS TO RESIGN

A member may resign from the Union in accord with Rule 21 which states:

21 - RESIGNATION FROM MEMBERSHIP

- (a) A member of the Union may resign from membership by written notice addressed and delivered to the relevant Branch Secretary.
 - (b) A notice of resignation from membership takes effect:
 - (i) Where the member ceases to be eligible to become a member of the Union.
 - (A) on the day on which the notice is received by the Union; or
 - (B) on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member; whichever is later; or
 - (ii) in any other case:
 - (A) at the end of two weeks after the notice is received by the organisation; or
 - (B) on the day specified in the notice;
- whichever is the later.
- (c) Any dues payable and not paid by a former member in relation to a period before the member's resignation from the organisation took effect, may be sued for and recovered in the name of the Union, in a court of competent jurisdiction, as a debt due to the Union.
 - (d) A notice delivered to the person mentioned in subclause (a) shall be taken to have been received by the Union when it was delivered.
 - (e) A notice of resignation that has been received by the Union is not invalid because it was not addressed and delivered in accordance with Subclause (a).
 - (f) A resignation from membership of the Union is valid even if it is not effected in accordance with this section if the member is informed in writing by or on behalf of the Union that the resignation has been accepted.

INDEPENDENT EDUCATION UNION OF AUSTRALIA

OPERATING REPORT (Cont'd)

DETAILS (INCLUDING POSITION HELD) OF ANY OFFICER OR MEMBER OF THE UNION WHO IS:

- (1) DIRECTOR OF A SUPER ENTITY
- (2) A DIRECTOR OF A COMPANY THAT IS A DIRECTOR OF A SUPER ENTITY

Debra James	Federal Vice President Council member and Secretary Victoria Tasmania IEU Branch - Director of Catholic Superannuation Fund
Cathy Hickey	Federal Council member and Director NGS Super Fund
John Connors	Member of Victoria Tasmania IEU Branch Committee of Management - Director of Catholic Superannuation Fund
Terry Burke	Federal Deputy President and Secretary IEUA QLDNT Branch - Director of QIEC Pty. Ltd.
John Spriggs	Federal Council member and Senior Industrial Officer IEUA QLDNT Branch - Director of QIEC Pty. Ltd.
Chris Seymour	Organiser IEUA QLDNT Branch - Alternate Director of QIEC Pty. Ltd.
Greg McGhie	Organiser IEUA QLDNT Branch - Director of QIEC Pty. Ltd.
Glen Seidel	Federal Executive member and Secretary IEUA SA Branch - Director of NGS Super Fund
Gloria Taylor	Federal Executive member and Deputy Secretary IEUA NSWACT Branch - Director of NGS Super Fund
John Quessy	Secretary IEUA NSWACT Branch - Alternate Director NGS Super Fund
Kevin Phillips	IEUA NSWACT Branch Executive member and teacher - Director of NGS Super
Dick Shearman	Federal President and Secretary IEUA NSWACT Branch - Director NGS Super
Chris Wilkinson	President IEUA NSWACT Branch and teacher - Alternate Director NGS Super
Theresa Howe	Secretary IEUA WA Branch and Director of Concept One Superannuation Fund
Angela Briant	Assistant Secretary Victoria Tasmania IEU Branch - Director of Tasplan Superannuation Fund
Bernadette Baker	Member IEUA Council and teacher - Director of the Australian Catholic Superannuation Retirement Fund
Paul Dolan	Member IEUA NSWACT Branch- Director of the Australian Catholic Superannuation Retirement Fund
Marg Samson	IEUA SA Branch member - Director of NGS Super

THE NUMBER OF PERSONS THAT WERE RECORDED IN THE REGISTER OF MEMBERS ON 31/12/12

There were 71,133 members on the register of members on 31st December 2012.

THE NUMBER OF PERSONS WHO WERE EMPLOYEES OF THE FEDERAL UNION ON 31/12/12, INCLUDING FULL-TIME OR PART-TIME

As at 31 December 2012, there were five persons employed by the Federal Union. Three persons were employed on a full time basis and two on a part time basis.

INDEPENDENT EDUCATION UNION OF AUSTRALIA

OPERATING REPORT (Cont'd)

THE NAMES OF EACH PERSON WHO HAS BEEN A MEMBER OF THE COMMITTEE OF MANAGEMENT AT ANY TIME DURING THE REPORTING PERIOD AND THE PERIOD FOR WHICH HE OR SHE HELD THE POSITION
The following persons are on the Federal Executive of the Union. The period of time during the reporting period for which they have held their position is indicated.

Chris Watt	Federal Secretary	12 months	
Christine Cooper	Assistant Federal Secretary	12 months	
Anthony Odgers	Assistant Federal Secretary	12 months	
Dick Shearman	President	12 months	
Terry Burke	Deputy President	12 months	
Deb James	Vice President	12 months	
Glen Seidel	Vice President	12 months	
Gloria Taylor	Delegate	12 months	
Theresa Howe	Delegate	12 months	
Barry McFarlane	Delegate	4 months	Resigned 11 May 2012
David Brooks	Delegate	4 months	1 August-31 December 2012



Richard Shearman
Federal President



Chris Watt
Federal Secretary

Dated 20/3. , 2013

INDEPENDENT EDUCATION UNION OF AUSTRALIA

BALANCE SHEET
AS AT 31 DECEMBER 2012

2011 \$		2012 \$
	Current Assets	
54	Cash on Hand	200
259,582	Cash at Bank	348,442
2,720	Business Investment Account	2,792
1,932	Debtors & Prepayments	58,260
<u>264,287</u>	Total current assets	<u>409,694</u>
	Non Current Assets	
21,624	Furniture & Equipment at cost	21,624
(9,520)	Less: Accumulated depreciation	(12,763)
<u>12,104</u>		<u>8,861</u>
<u>12,104</u>	Total Non Current Assets	<u>8,861</u>
<u>276,391</u>	Total Assets	<u>418,554</u>
	Current Liabilities	
81,265	Accrued Expenses & Creditors	19,069
57,424	Provision for Annual Leave - Officers	77,292
137,911	Provision for Long Service Leave - Officers	154,157
25,711	GST Payable	16,851
(25,921)	Liabilities Indemnified by Branches	-
<u>276,391</u>	Total current liabilities	<u>267,369</u>
	Non Current Liabilities	
<u>276,391</u>	Total Liabilities	<u>267,369</u>
<u>-</u>	Net Assets	<u>151,185</u>
	Represented by:	
	Members Funds	
(244,425)	Balance at beginning of Year	(25,921)
218,504	Surplus(Deficit) for the Year	177,106
25,921	Funds Indemnified by Branches	-
<u>-</u>	Balance at End of Year	<u>151,185</u>

These financial statements should be read in conjunction with the attached notes.

INDEPENDENT EDUCATION UNION OF AUSTRALIA

**INCOME STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2012**

2011			2012
\$	\$		\$
INCOME			
1,280,336		Capitation Fees Received	1,091,335
5,735		Interest Received & Other Income	7,599
<u>1,286,070</u>		Total Income	<u>1,098,934</u>
EXPENSES			
156,623		Affiliation Fees - ACTU (fully reimbursed)	-
97,239		- International	133,889
16,835		- Other	1,210
3,000		Audit fees	3,000
		Employment Costs	
	429,113	- Officers	440,690
	75,193	- Other	39,743
	71,320	- On Costs (incl Super) - Officers	62,281
	6,767	- On Costs (incl Super) Other	5,120
	(8,521)	- Leave provisions - Annual -Officers	19,868
	<u>15,540</u>	- LSL - Officers	<u>16,246</u>
589,411	<u>589,411</u>		<u>583,948</u>
3,564		Depreciation	3,243
10,000		Donations - APHEDA	2,655
32,673		Office Rent & Associated Costs	34,169
17,560		Communication Costs	18,826
96,978		Conference, meeting & travel Costs	104,461
11,195		Meeting costs - Executive/Council	13,284
17,894		Administration/Other Costs	16,631
14,593		Campaigns & Project Costs	6,513
<u>1,067,566</u>		Total expenses	<u>921,828</u>
<u>218,504</u>		Net Operating Surplus (Loss) for year	<u>177,106</u>

These financial statements should be read in conjunction with the attached notes.

INDEPENDENT EDUCATION UNION OF AUSTRALIA

**STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 DECEMBER 2012**

2011		2012
\$		\$
5,708	Cashflows from Operating Activities	7,500
1,274,350	Revenue from Operations	1,486,858
(1,200,952)	Inflows from Related Reporting Entities	(1,405,379)
27	Payments to Suppliers and Employees	99
<u>79,133</u>	Interest Received	<u>89,078</u>
	Total Cashflows from Operating Activities	
	Cash Flows from Investing Activities	
(2,788)	Purchase of Plant & Equipment	-
(2,788)	Net Cash used in other activities	-
76,345	Net Increase (Decrease) in Cash Held	89,078
186,010	Cash at beginning of year	262,356
<u>262,355</u>	Cash at end of year	<u>351,434</u>

STATEMENT IN CHANGE IN EQUITY

	General Account	Indemnified by Branches	Total
Balance at 31/12/10	(244,425)	244,425	-
Movement in Branch Indemnities		(218,504)	(218,504)
Surplus/Loss for Year - 2011	218,504		218,504
Balance at 31/12/11	218,504	(218,504)	-
Movement in Branch Indemnities		(25,921)	(25,921)
Surplus for Year - 2012	177,106		177,106
Balance at 31/12/12	177,106	(25,921)	151,185

These financial statements should be read in conjunction with the attached notes.

INDEPENDENT EDUCATION UNION OF AUSTRALIA

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012**

2011		2012
\$		\$
	NOTES TO THE STATEMENT OF CASH FLOWS	
	1. Reconciliation of Cash	
	For the purpose of the Statement of Cash Flows, cash includes cash on hand and in banks and investments in money market instruments. Cash at the end of the year as shown in the Statement of Cash Flows is reconciled to the related items in the financial statements as follows:	
54	Cash on Hand	200
259,582	General Bank Account	348,442
2,720	Members Equity Bank Ltd.	2,792
<u>262,355</u>		<u>351,434</u>
	2. Reconciliation of Net Cash provided by Operation Activities to Operation Profit after Income Tax	
218,504	Operating Surplus(Deficit) for Year	177,106
3,564	Depreciation	3,243
	Write off Leasehold Improvements	
1,339	(Increase)Decrease in Prepayments/Debtors	(56,328)
(29,088)	Increase (Decrease) in Creditors	(62,196)
(129,864)	Increase (Decrease) in Income Received in Advance	-
7,659	Increase (Decrease) in GST Payable	(8,860)
	Increase (Decrease) in Provision for:	
(8,521)	-Annual Leave	19,868
15,540	- Long Service Leave	16,246
<u>79,133</u>		<u>89,078</u>

INDEPENDENT EDUCATION UNION OF AUSTRALIA

NOTES FOR THE YEAR ENDED 31 DECEMBER 2012

Note 1 Statement of Accounting Policies

This financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards, and the requirements of the Fair Work (Registered Organisation) Act 2009 and associated Regulations 2009.

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets.

The following is a summary of the material accounting policies adopted by the Association in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

- (a) **Income Tax**
The association is a tax exempt body under the division 50 of the income tax assessment Act 1997 as a registered employee organisation.
- (b) **Property, Plant & Equipment**
Each class of property, plant and equipment are carried at cost or fair value less, where applicable, any accumulated depreciation.

Plant and Equipment

Plant and Equipment are measured on the cost basis.

The carrying amount of plant and equipment is reviewed annually by the Association to ensure it is not in excess of the recoverable amount from those assets.

Depreciation

The depreciable amount of all fixed assets are depreciated on a straight line basis over the useful lives of the assets to the association commencing from time the assets is held ready for use.

The depreciation rates used for each class of depreciable asset are:

<u>Class of Fixed Assets</u>	<u>Depreciation Rate</u>
Office Furniture & Fittings	10 - 20%
Office Equipment	27%

- (c) **Employee Benefits**
Provision is made for the company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with benefits arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at their nominal amount. Other employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions are made by the association to an employee superannuation fund and are charged as expenses when incurred.

- (d) **Income Recognition**
The reporting entity account for income on the accrual based accounting method.

INDEPENDENT EDUCATION UNION OF AUSTRALIA
FOR THE YEAR ENDED 31 DECEMBER 2012

**NOTE 2 - INFORMATION TO BE PROVIDED TO MEMBERS OR THE GENERAL
MANAGER OF FWA.**

In accordance with the requirements of the Fair Work (Registered Organisations) Act 2009 the attention of members is drawn to the provisions of Section 272, indicates as follows:

- (1) A member of a branch, or a General Manager, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
- (2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
- (3) The reporting unit must comply with an application made under subsection (1).

Civil penalty provision applies for non compliance.

NOTE 3 - Cashflow from State Branches (Capitation Fees & Reimbursements)

	2012
	\$
- NSW/ACT	591,305
- W.A	86,251
- QLD/NT	322,047
- VIC	393,462
- S.A	85,507
- TAS	8,286
	<u>1,486,858</u>

HOUSTON & HANNA
CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

Telephone: (02) 6249 8515
(02) 6248 8175
Facsimile: (02) 6249 6792

GPO Box 810, Canberra ACT 2601
Suite 15, George Turner Offices
11 McKay Gardens, Turner ACT

email: kim@khanna.com.au

**INDEPENDENT AUDIT REPORT TO THE MEMBERS OF
THE INDEPENDANT EDUCATION UNION OF AUSTRALIA
FOR THE YEAR ENDED 31 DECEMBER 2012**

I have audited the general purpose financial report, comprising the Income Statement, Balance Sheet Statement of Change in Equity, Cashflow Statement, Committee of Management Statement and accompanying Notes of the Independent Education Union of Australia, in respect of the year ended 31 December 2012 and received all the information and explanations I required for the purposes of my audit.

Scope

The Executive Committee is responsible for the preparation and presentation of the financial reports and the information contained therein. I have conducted an independent audit of the financial reports in order to express an opinion on them to the members.

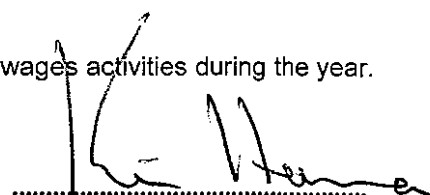
My audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with Australian Accounting Standards and Statutory requirements so as to present a view of the Independent Education Union of Australia which is consistent with my understanding of its financial position and the results of its operations.

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion.

In my opinion,

- (i) There were kept by the Organisation in respect of the year satisfactory accounting records detailing the sources and nature of the income of the Organisation (including income from members) and the nature and purpose of expenditure:
- (ii) The general purpose financial report is presented fairly in accordance with relevant Australian Accounting Standards and the requirements imposed the Fair Work (Registered Organisations) ACT 2009 ,
- (iii) That the branch has not being involved with recovery of wages activities during the year.



Kim Hanna FCA
Registered Company Auditor(341)

Date.....1.../4/2013.....