

Minutes of the 171st Meeting of the Governing Body, SESSI

The 171st meeting of the Governing Body, SESSI, was held on 13th February, 2025 at SESSI Head Office Karachi under the Chairmanship of the Minister for Labour and Human Resources Sindh/Chairman Governing Body, SESSI. The following attended the meeting;

1. Mr. Shahid Abdul Salam Thahim, Minister Labour/Chairman, In Chair
2. Mr. Miandad Rahoojo, Commissioner SESSI, Ex-Officio Member/Secretary
3. Mr. Muhammad Danish Khan, Employers' Representative, Member
4. Engr. M.A. Jabbar, Employers' Representative, Member
5. Mr. Khalil Ahmed Baloch, Employers' Representative, Member
6. Mr. Muhammad Khan Abro, Employees' Representative, Member
7. Mr. Mukhtar Hussain Awan, Employees' Representative, Member
8. Mr. Abdul Wahid Shoro, Employees' Representative, Member
9. Dr. Kamran Awan, Medical Adviser, SESSI, Ex-Officio Member

****Members Absent:****

- Secretary, Labour, Government of Sindh, Member
- Secretary, Finance Department, Government of Sindh, Member
- Mr. M. Jawaid Bilwani, Employers' Representative, Member
- Ms. Zehra B. Khan, Employees' Representative, Member

****Other Presence:****

- Ms. Ambreen Kamil, Senior Director (C&B), SESSI
- Syed Hamid Ali, Computer Programmer, SESSI

The meeting commenced with recitation from the Holy Quran. The meeting was formally opened after welcome address by the Chair. The Commissioner was invited to present agenda-wise briefing for deliberations and decisions.

Agenda Item No.1: Confirmation of Minutes of 170th Meeting

3. The Commissioner SESSI informed that the minutes of 170th meeting of the Governing Body held on 31-12-2025 have been signed by all the members and requested members for confirmation.

Decision:

4. Minutes were unanimously confirmed by all the members.

Agenda Item No.2: Progress/Implementation of Decisions from the 170th Meeting

5. The Commissioner informed that minutes of the meeting were signed very recently by all the members. That's why the decisions could not be communicated to the relevant departments for implementation except disbanding of the V&S Cell and transfer of inspection records to the relevant directorates. He further informed that implementation status regarding other decisions will be presented at the next meeting.

6. The members expressed satisfaction.

Agenda Item No.3: Charter of Demand from CBA (01-07-2023 to 30-06-2025)

7. The Commissioner, SESSI, presented the revised Charter of Demand submitted by the CBA, effective from 1st July 2023 to 30th June 2025. He informed the forum that initial flaws identified in the previous (170th) meeting led to its referral back to the Negotiation Committee. After review, the financial implications were reduced from Rs. 355 million to approximately Rs. 205 million annually. The Commissioner requested approval of the revised Charter of Demand with arrears totaling approximately Rs. 205,137,840.

8. Engr. M.A. Jabbar and Mr. Danish Khan expressed concerns about the significant changes in the proposed amount and requested an explanation. The Commissioner explained that typographical errors and irrational demands were addressed and corrected. The Commissioner noted that he had already communicated the importance of accuracy to the concerned parties.

Decision:

9. The Governing Body approved the Charter of Demand, effective from 01-07-2023 to 30-06-2025, as recommended by the Negotiation Committee, with financial implications of approximately Rs. 205,137,840. It was highlighted that financial calculations should be double-checked. The Governing Body set the ceiling for house rent allowance at 86% for SESSI staff.

Agenda Item No.4: Enhancement in House Rent Allowance for SESSI Officers

10. The Commissioner, SESSI, reported on the disparity in house rent allowance, noting that employees from BS-01 to BS-15 (and BS-16 non-gazetted) receive an allowance at 85%, while officers receive 80%. This matter was previously discussed in the 170th meeting on 31-12-2024 and was referred to the Finance Committee for evaluation. The Finance Committee, in a meeting held on 10-2-2025, recommended a 5% increase in house rent allowance for officers, with immediate implementation, incurring an annual financial implication of Rs. 18,756,833.

11. Mr. Khalil Balouch inquired about the allowance policies in the Government of Sindh, which the Commissioner confirmed as 40% of basic pay. Mr. Balouch emphasized the need to cap the allowance to prevent excessive increases. It was noted that the cap was set at 85% in previous discussions on employee allowances. Mr. Balouch observed that the current ceiling is on the higher side, considering automatic increases with salary hikes.

Decision:

12. The Governing Body approved increasing the house rent allowance from 80% to 85% of basic pay for officers of SESSI with immediate effect.

Agenda Item No.5: Outstanding Payment to Jinnah Sindh Medical University (JSMU)

13. The Commissioner, SESSI, informed the Governing Body about the necessity of using external laboratory facilities like those at Jinnah Sindh Medical University, which is on SESSI's panel, due to unavailable lab facilities at SESSI hospitals or in emergencies. He informed the forum that there were pending liabilities for outsourcing of laboratory services to JSMU amounting to Rs. 2,787,791/- at KVSS Hospital and Rs. 5,117,694/- at Landhi Hospital. He highlighted that the reason for non-payment was the unapproved revised budget.

14. The Commissioner informed that the Finance Committee, in its meeting on 10-2-2025, recommended authorizing the payment of these outstanding dues from the current fiscal year under "Laboratory Expenses." The Commissioner requested permission from the Governing Body to pay the outstanding dues to JSMU from the 2024-25 financial year and proposed to address the shortfall in the Revised Budget 2024-2025.

15. A strong emphasis was placed by the members on clearing pending reimbursement cases from the current financial year, with adjustments to be made in the Revised Budget 2024-2025.

Decision:

16. The Governing Body accorded approval for payment of the outstanding dues to Jinnah Sindh Medical University from the 2024-25 financial year under "Laboratory Expenses."

Additional Discussion:

17. Mr. Abdul Wahid Shoro expressed concerns about the Health Department of SESSI creating hurdles and delays in approving reimbursement cases for secured workers. A specific case of misplaced documents requiring verified photocopies was addressed, and the Commissioner assured resolution and corrective action had been instructed to the Health Department.

18. Mr. Khalil Balouch apprised the forum about a case of Shumaila, D/o secured worker requiring reimbursement on account of her cancer treatment. The Governing Body agreed to reimburse the amount without further delay.

19. Engr. M.A. Jabbar observed that such issues should be handled administratively rather than by the Governing Body. The Commissioner clarified that instructions were given to Medical Superintendents and Chief Medical Officers to handle outside treatment cases at the hospital level to ease the burden on secured workers requiring external treatment.

20. The suggestion to negotiate fixed treatment packages with panel hospitals was discussed, but the Commissioner noted the impracticality due to varied ailments and complications and potential worker difficulties.

Decision:

21. The Governing Body agreed to the suggestion of Mr. Muhammad Khan Abro for allowing panel rates for outside treatment of secured workers.

Agenda No.6: Four-Tier Promotion Formula

22. The Commissioner, SESSI, informed the Governing Body that the four-tier promotion formula for doctors, adopted in the 106th Adjourned Meeting on 03-03-1999, allows promotions from BS-17 to BS-20 based on the following distribution:

- Grade-20: 1%

- Grade-19: 15%

- Grade-18: 34%

- Grade-17: 50%

23. This formula was initially adapted from the Health Department, Government of Sindh.

24. The Commissioner informed that with a sanctioned strength of only 490 doctors, the SESSI Medical Wing operates differently than the Health Department, and the Selection/Promotion Committee recommends eliminating the four-tier formula for better management of health facilities. Currently, there are 12 vacant positions in BS-20 at SESSI. As per the existing formula, only 5 doctors can be promoted, which causes inequity. Thus, it is proposed that the formula be revisited in accordance with the SESSI Service Regulations' current sanctioned structure.

25. Engr. M.A. Jabbar highlighted that the working paper lacks a determination of the current sanctioned strength of doctors. He noted that SESSI Service Regulations are under revision and recommended obtaining the latest status of the four-tier formula from the Health Department, Government of Sindh, to guide SESSI's policy formulation.

26. The Commissioner clarified that the sanctioned strength of SESSI doctors is 490, as per the Budget Book approved by the Governing Body. He noted that while 12 doctors are eligible for BS-20, the current formula only allows 5 promotions, necessitating an immediate recall to prevent discrimination and address pending retirements.

Decision:

27. The Governing Body decided to promote 5 eligible doctors from BS-19 to BS-20 according to the existing four-tier formula as per recommendations of Promotion and Selection Committee. A detailed review and working paper may be submitted for the Governing Body to consider revisiting or recalling the current formula after review by the Promotion and Selection Committee.

Agenda No.7: Inquiry Report on Dr. Muhammad Darvaish

28. The Commissioner, SESSI, reported the Governing Body's earlier directive to conduct an inquiry into the appointment of Dr. Muhammad Darvaish, RMO at KVSS Hospital, who incurred substantial treatment costs shortly after his July 2023 appointment.

29. The inquiry, led by CMO Health Dr. Akram Shaikh, revealed that Dr. Darvaish suffers from multiple chronic conditions much before his appointment as indicated in his personal file. His treatment at Aga Khan Hospital cost Rs. 63,29,308/-, with Rs. 45,12,731/- outstanding. Governing Body approval is required for clearing the liability.

30. Mr. Muhammad Khan Abro noted that Dr. Darvaish had pre-existing conditions upon appointment, treated at private facilities. Engr. M.A. Jabbar raised concerns about the applicability of SESSI Service Regulations to probationary employees and emphasized clarifying this aspect to avoid future ambiguity.

31. Engr. M.A. Jabbar recommended addressing regulation flaws during the ongoing revision process. Mr. Khalil Balouch suspected a fake medical fitness certificate was issued for Dr. Darvaish.

32. Mr. Khalil Balouch and Mr. Mukhtar Hussain Awan highlighted pending reimbursement cases, urging prompt resolution. The Governing Body agreed to expedite these payments.

33. During discussions about Dr. Darvaish, Mr. Abro raised questions about his referral to Aga Khan Hospital, urging termination during his probation to prevent permanent employment and an inquiry into involved officers.

34. Mr. Danish Khan, supported by Mr. Khalil Balouch, suggested issuing show-cause notices to involved parties.

35. The Commissioner requested approval to settle Aga Khan Hospital's outstanding bill for Dr. Darvaish's treatment. Engr. M.A. Jabbar suggested negotiating discounts with Aga Khan Hospital and establishing clear referral policies in the Service Regulations to prevent misuse.

Decision:

36. The Governing Body resolved to limit probationary employees' facilities, with the Commissioner handling cases on merit until the new SESSI Service Regulations are approved.

The Governing Body resolved to constitute a medical board including two outside medical experts to determine fitness of Dr. Darvaish for further decision on continuation of his services. The rest of actions will be initiated in the light of report to be furnished by the medical board.

Agenda No.8: Engagement of PITB for Comprehensive Solutions for SESSI

37. The Commissioner of SESSI introduced the agenda item, seeking permission to engage the Punjab Information Technology Board (PITB) for a comprehensive and integrated solution for SESSI. The Director of IT was invited to brief the Governing Body through a presentation.

38. The Director of IT highlighted that under the Sindh Board of Investment and with World Bank collaboration, the ease of Doing Business Reforms included the development of a web portal by PITB for online registration of new businesses in Sindh. The Sindh Business Registration Portal was launched by the Chief Minister on 20-02-2019.

39. He further briefed that SESSI had made a prior agreement with PITB for a software solution replicating online social security contribution collection and registration of secured workers, a system already implemented by PESSI. He pointed out that different softwares were working in SESSI with compatibility issues.

40. The Director IT informed that the online registration and contribution portal has been operational but with an increase in registered units/workers and contribution collection, certain problems have been reported which required holistic approach for IT solution on the lines of PESSI Punjab. Besides renewal of agreements with PITB, MCB and 1-Link, it requires engagement of PITB for overall IT solution which includes;

- Online generation of F5 form for late payments.
- Cash benefits and mobile application for home-based workers.
- Development of a Health Management Information System (HMIS).
- Integration with NADRA for worker verification.
- Additional requirements for payment systems, client location fields, administrative access, system updates, and development of a new SESSI website.

41. The Director IT SESSI proposed engaging PITB to draft a proposal for integration and coordination among parties to enhance service delivery.

Decision:

42. After deliberation, the Governing Body approved the engagement of PITB as proposed. It was decided to present the final proposal, including financial aspects, for the Governing Body's consideration and approval.

Agenda Item No. 9: Payment of Arrears of Rs.41,842,833/- for Financial Year 2023-24 to the Suppliers of Medicines as per Approved Rates in Tendering Process

43. The Commissioner of SESSI presented both agenda item highlighting outstanding payments for the supply of medicines to SESSI Hospitals and Circles under the "purchase of medicines for the year 2023-24 through tendering process. The reason for short payment was consumption of budgetary allocation under the head. He reaffirmed that the payments related to supplies made as per approved tender rates and specifications. A request was made to release these outstanding payments to the respective suppliers/contractors from the financial year 2024-25.

44. Engr. M.A. Jabbar reminded that earlier payment for local medicine purchases was subject to a special audit by External Auditors. The Commissioner clarified that this case pertains to suppliers who delivered medicines per the tender, but payments were delayed.

Decision:

45. The Governing Body approved releasing Rs.41,842,833/- for the financial year 2023-24 to respective suppliers from the budget for the FY 2024-25, with adjustments in the revised budget and measures to prevent such issues in the future. Moreover it was decided that an enquiry against the responsible officers shall be conducted on excess expenditure under the head of purchase of medicines and disciplinary action will be taken accordingly.

Agenda Item No. 10: Outstanding Arrear Payments of Rs. 8,608,799/- on Account of Tender Medicines to the Suppliers

46. The Commissioner of SESSI presented both agenda item highlighting long outstanding payments for the supply of medicines to SESSI Hospitals and Circles previous fiscal years (2013-14, 2014-15, 2015-16, and 2019-20). The Sindh Ombudsman has directed in multiple orders to pay the liabilities of the suppliers of medicines.

Engr. M.A. Jabbar questioned the discussion of old payments, with the Commissioner explaining it's an outstanding liability needing Governing Body approval due to the financial implications beyond budgetary allocation. He briefed about various orders of the Sindh Ombudsman for paying off the liabilities. Engr. M.A. Jabbar emphasized taking action against officers involved in malpractice and opposed the Ombudsman's order for payment release, suggesting it be contested on merits of the case.

48. Mr. Muhammad Khan Abro highlighted an ongoing NAB inquiry, suggesting the issue is sub judice and questioned the need for local purchases and urged accountability for negligence, affecting SESSI's reputation, supported by Mr. Danish Khan.

Decision:

49. Payments for FYs 2013-14, 2014-15, 2015-16, and 2019-20 were deferred, noting many current Governing Body members were not part of the initial decision-making and the

ongoing NAB inquiries for those years. The Commissioner is tasked with addressing all responsibilities and coordinating with the Ombudsman.

Agenda No.11: Requirements of Hospital Medical Equipment for 2024-25

50. The Commissioner of SESSI presented to the Governing Body the requirement for hospital medical equipment in SESSI Hospitals for the financial year 2024-25. It was highlighted that, on World Cancer Day, the Honourable Minister for Labour Sindh and Chairman of the Governing Body announced the urgent installation of a Digital Mammography Unit at KVSS Hospital. The Commissioner requested permission from the Governing Body to proceed with the procurement of the necessary hospital medical equipment to meet the urgent requirements.

Decision:

51. After deliberation, the Governing Body resolved to refer the procurement of hospital medical equipment for the financial year 2024-25 to the Procurement Committee. It was approved that the recommendations and decisions made by the Procurement Committee regarding this procurement shall be final.

Agenda No.12: Approval of Agreement with Al-Tamash Medical College

52. The Commissioner of SESSI presented a draft agreement for the affiliation/attachment of Al-Tamash Medical and Dental College, Karachi with Kulsoom Bai Valika Social Security Hospital, Karachi. He informed the forum that a prior decision in an Introductory Meeting on 5th August 2023 was to form a Committee to negotiate with Al-Tamash Medical and Dental College and draft a Memorandum of Understanding (MOU), comparable to the existing MOU with Liaquat College of Medical and Dentistry (LCMD).

53. The Commissioner further informed the Governing Body that the Committee had met with the administration of Al-Tamash Medical and Dental College and prepared a draft MOU in alignment with the terms and conditions of the MOU with LCMD.

54. Engr. M.A. Jabbar inquired if the MOU was prepared in accordance with the existing agreement's terms, to which the Commissioner confirmed affirmatively.

Decision:

55. After deliberations, the Governing Body approved the affiliation/attachment of Al-Tamash Medical and Dental College, Karachi with Kulsoom Bai Valika Social Security Hospital, Karachi, based on the terms and conditions outlined in the agreement.

Agenda No.13: Progress on Nursing College, KVSS SITE Hospital

56. The Commissioner of SESSI informed the Governing Body that the Nursing School at KVSS SITE Hospital underwent renovation and extension in 2022 to meet the school's

requirements. The Governing Body previously decided in its 161st meeting to hand over the Nursing College to JSMU for 35 years. A committee drafted the MOU, which was vetted by the Law Department, Government of Sindh on 24-11-2022. However, the Commissioner expressed that the agreement is not favorable to SESSI as JSMU uses the premises free of rent, with utilities paid by SESSI, while the Nursing School is operated at no cost to JSMU.

57. The Commissioner proposed modifying certain clauses or terms of the MOU to better serve SESSI's interests, clarifying that the agreement cannot be revoked, but can be modified through negotiation with JSMU management, pending Governing Body approval.

58. It was noted that the MOU had already been vetted by the Law Department and approved by the Governing Body in its meeting on 18-10-2022.

59. The Commissioner requested authorization from the Governing Body to negotiate with JSMU's management to revise the terms of the MOU, emphasizing the requirement for Governing Body permission for any negotiation or review. Engr. M.A. Jabbar supported the Commissioner's stance and emphasized finding a solution to review the MOU in SESSI's best interest. Mr. Danish Khan suggested obtaining legal advice before proceeding further.

Decision:

60. The Governing Body granted permission and empowered the Commissioner to negotiate with the management of JSMU to review and modify the terms and conditions of the MOU in the interest of SESSI.

Agenda No.14: Enquiry Report on Nursing College at S.S. Landhi Hospital

61. The Commissioner of SESSI presented the Enquiry Report concerning the Nursing College at S.S. Landhi Hospital to the Governing Body. This matter was previously discussed in the 169th meeting and decision was made to enquire the matter of non-completion before completing the remaining work.

62. Engr. M.A. Jabbar reviewed the Enquiry Report and noted the report's leniency in holding the responsible parties accountable. He pointed out deficiencies and concluded that the case should be referred to the Anti-Corruption Department for further investigation.

63. The Commissioner expressed concern that involving the Anti-Corruption Department might not benefit SESSI and could stall progress, likening it to issues experienced in Dharki. He proposed requesting the contractor to complete the remaining construction work at the previous cost and terms, without additional charges. Engr. M.A. Jabbar acknowledged and appreciated the Commissioner's suggestion.

64. It was questioned how the full estimated cost was released to the contractor without completing the construction. Mr. Muhammad Khan Abro suggested identifying and holding accountable the SESSI officers involved in malpractice and recommended an inquiry by Governing Body members.

Decision:

65. The Governing Body resolved to make a final effort to negotiate with the contractor to complete the remaining works without incurring additional charges or financial burden on SESSI. The Commissioner is tasked with reporting the outcome of the negotiations to the Governing Body.

Agenda No.15: Construction of 20-Bedded Hospital at Dharki

66. The Commissioner, SESSI, provided an update on the Dharki Hospital project, noting that construction was suspended due to fraud and embezzlement of funds. The culprits have been arrested by the FIA, and investigations by the FIA and Anti-Corruption Department are ongoing. No further steps can be taken until the investigations are concluded.

67. The Commissioner expressed concerns about the sub-standard construction posing potential risks and requested permission to establish a dispensary at Dharki by renting an alternative building/premises.

Decision:

68. The Governing Body resolved to make alternate arrangements for establishing a dispensary at Dharki and to hire a building/premises on rent.

Agenda Item No. 16: Renovation, Remodeling, and Construction of S.S. Valika Hospital, Karachi

69. The Commissioner, SESSI, reported that the KVSS Hospital building, constructed 5-6 decades ago, is in a dilapidated condition and requires significant repair, renovation, and remodeling to meet modern standards. The matter had been discussed in earlier meetings, supported by presentations from an external consultant. A report with PC-1 and an estimated cost exceeding Rs. 1 billion was prepared, highlighting urgent needs for several departments.

70. The Commissioner requested permission to proceed with actions for renovation and construction work at KVSS SITE Hospital. The proposal was endorsed by all members of the Governing Body.

Decision:

71. The Governing Body allowed permission to proceed in accordance with SPPRA and other laws, with an emphasis on transparency and merit.

Additional Discussion:

16 (a) Modular Operation Theatres:

72. The Commissioner requested permission to construct two Modular Operation Theatres at S.S. Landhi Hospital, shifting focus from KVSS Hospital due to its upcoming renovation.

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Page 13 is attached

Decision:

73. The Governing Body approved the construction of two Modular Operation Theatres at S.S. Landhi Hospital.

Agenda Item No. 17: Construction of 100-Bedded Cancer Hospital

74. The Commissioner, SESSI, highlighted the increasing number of cancer patients and the associated costs of external treatments. A reserved plot could accommodate a dedicated cancer hospital, including a radiation therapy department. Permission was sought to develop a feasibility report and plan a 100-bedded Cancer Hospital on the reserved plot on the basis of public private partnership basis for cost sharing and better management services.

Decision:

75. The Governing Body approved obtaining a feasibility report for the construction of a Cancer Hospital under a Public-Private Partnership model to be presented before the Governing Body for approval.

Other/Additional Agenda

Agenda Item No.18: Creation of New Posts (SNE)

76. The Commissioner outlined the need for additional posts due to departmental expansions and upgrades. The Finance Committee previously discussed and recommended the creation of these positions, including Dentists in SESSI Hospitals.

Decision:

77. The Governing Body agreed to create the necessary posts, including position of Dentists, for the financial year 2024-25 as per recommendations of the Finance Committee.

Agenda Item No.19: SESSI Staff Colonies Maintenance

78. The Commissioner conveyed CBA's request for repairs and maintenance in staff colonies, which requires additional budget approvals.

Decision:

79. The Governing Body referred the maintenance request to the Finance Committee for budgetary consideration and subsequent approval in the next Governing Body meeting.

Agenda Item No.20: Governing Body Meeting Attendance Fee enhancement:

80. Engr. M.A. Jabbar proposed an adjustment of the meeting attendance fee, increasing it to a flat rate of Rs. 30,000.

Decision:

81. The Governing Body approved enhancement of the meeting attendance fee to Rs.30,000.
82. The meeting concluded with a vote of thanks to and from the Chair.

attached P# 13/13
changes in the minutes

Engr. M. A. Jabbar
Employers' Representative/
Member Governing Body

Muhammad Danish Khan
Employers' Representative/
Member Governing Body

Mukhtar Hussain Awan
Employees' Representative/
Member Governing Body

Dr. Kamran Awan
Medical Advisor, SESSI
Ex-Officio Member

Khalil Ahmed Baloch
Employers' Representative/
Member Governing Body

Muhammad Khan Abro
Employees' Representative/
Member Governing Body

Abdul Wahid Shoro
Employees' Representative/
Member Governing Body

Miandad Rahoojo
Commissioner, SESSI
Ex-Officio Member/Secretary

Shahid
Shahid Abdus Salam Thahim
Minister for Labour and Human Resources Sindh/
Chairman, Governing Body, SESSI

page 13 is attached

changes in the minutes of the 171st Meeting of Governing Body SESST.

13/13

Agenda Item No.2: Progress/Implementation of Decision from the 170th Meeting

5. The Commissioner Informed that implementation Status regarding decisions made, (other than already implemented status of disbanding of the V&S Cell and transfer of inspection records to the relevant directorates), will be presented in the next meeting.

Governing Body asked Commissioner to provide the information in respect of complaints received against V&S Cell during the period it was functioning, in next meeting.

Decision:

51. After deliberation, The Governing Body resolved to refer the procurement of hospital medical equipment for the financial year 2024-25 to the procurement committee. It was decided that the recommendation made by procurement committee shall be presented before Governing Body for final decision/Approval.

Agenda Item No.20 Governing Body/Sub Committee Meetings Attendance Fee

80. The Governing body discussed the enhancement of fee in respect of Attending Governing Body and Sub Committee meetings to Rs.30,000/-

Decision:

81. The Governing Body approved enhancement of Governing Body/Sub Committee meeting attendance fees to Rs.30,000/-

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