



# ANNUAL REPORT

## 2016/17



CHILD DEVELOPMENT CENTRE  
明德兒童啟育中心





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## ABOUT US

The Child Development Centre (CDC) is a not-for-profit organisation, which was informally set up in 1976 and was officially constituted in 1978. We have been providing professional early intervention services for pre-school aged children with individual needs and their families in Hong Kong for over 40 years. Our teaching philosophy is grounded in evidence-based practices.

Based on the child's needs, our multi-disciplinary team offers a wide spectrum of programmes, professional assessments, speech therapy, occupational therapy, sensory processing, social skills training, attention and behavioural support in both Chinese and English. Throughout the year, we closely monitor our programmes to ensure a continuous excellent quality and high standard.

Aside from providing educational services for children, the CDC is also committed to serving their families as well as the whole community. We help empower parents as well as child-care professionals through family support and counselling services, professional school support and child development training.

**Igniting Learning Journeys, one child at a time**

### **Vision**

For every child to succeed in their unique learning journey.

### **Mission**

To provide quality learning experiences for the individual child and empowering their families.



Virginia Wilson, Chief Executive (left); Sabrina Ho, Chairman (right)

## MESSAGE FROM CHAIRMAN

The Child Development Centre experienced another thriving year. We continued to maintain the highest standard of quality services and successful programmes for our families. We have implemented a very successful curriculum into the pre-school programmes that has helped prepare children for a more successful educational experience.

In the last year, we made a deliberate effort to evaluate and review all of our services. This included reaching out to parents to seek their feedback on the quality of our environment, the assessment process, and the programmes. Parental feedback is extremely important to us and helps us strive to provide the best quality services for our families.

The CDC continued to expand its services by organising a new Sensory Group programme in August 2016. This programme aims to improve the child's ability to effectively regulate and process incoming sensory input.

Promoting the understanding of children's individual needs has always been a very important mission for us. This year, the Centre worked closely with our community partners to raise public awareness of children with individual needs. We continued to conduct the Early Childhood Development (ECD) Screener outreach programme with numerous community partners with great success.

Donations are vital in supporting our quality professional services. These contributions supplement our subvention from the Social Welfare Department and the service fees from families. Last year, we continued to organise our annual fundraising event, the Daddy Daughter Ball, which raised over HK\$2 million. We would like to record our thanks to the Ball Committee and our dedicated supporters for all their time, effort and generosity which helped make the evening a success.

With the continued loyalty and effort from all of our generous supporters, we will continue our efforts to change the lives of children through supporting both them and their families during their unique learning journeys.

*Sabrina*

Sabrina Ho  
Chairman

## HIGHLIGHTS OF YEAR 16/17

With a wide spectrum of programmes, the CDC continued to maintain high-quality services for children with individual needs to "learn to learn" and develop essential life and social skills for a holistic foundation for their future endeavours. This year, we made massive efforts to expand our services.

**24%**  
INCREASE



in the number of children served

in

intervention programmes, assessments & consultations

**57%**  
increase



in the number of individual assessments conducted by our therapists as well as our psychologists

**1576.5** hours

of individual speech and language, & occupational therapies



**1,566.55** HOURS OF



guidance

+



counselling

provided to support our children and their families



## CHILDREN

0-6 years is an important stage of a child's development. Timely training within this period is crucial to their growth. The CDC serves children with a wide range of abilities within the local communities and the non-Cantonese speaking communities across all ethnic groups. We provide education, assessment, and therapy all under one roof.

### ❖ Launched a new Sensory Group

Children with sensory-processing difficulties have specific sensory issues that can impede their ability to learn and interact appropriately with others. In August 2016, we launched a new Sensory Group which aims to improve the child's ability to effectively regulate and process incoming sensory input. The group uses a sensory-motor approach and is led by an occupational therapist.

### ❖ Expanded the individual therapies

We increased our provision of both speech and occupational therapy sessions to address the rising demand. These are one-on-one therapy sessions for children with individual needs. Speech and language therapists focus on developing children's overall communication skills. Occupational therapists work with children on their daily functional activities (gross motor skills) as well as fine motor activities.



**SERVED** children in programmes, assessments & consultations  
**402**

**1,780**  
hours



of group programmes provided to facilitate early childhood development

**GIFTED**



**311.25**  
HOURS

of financially-assisted services to support underprivileged families.

### PARENT TESTIMONIAL

“ Her communication and social skills are improving every week. ”

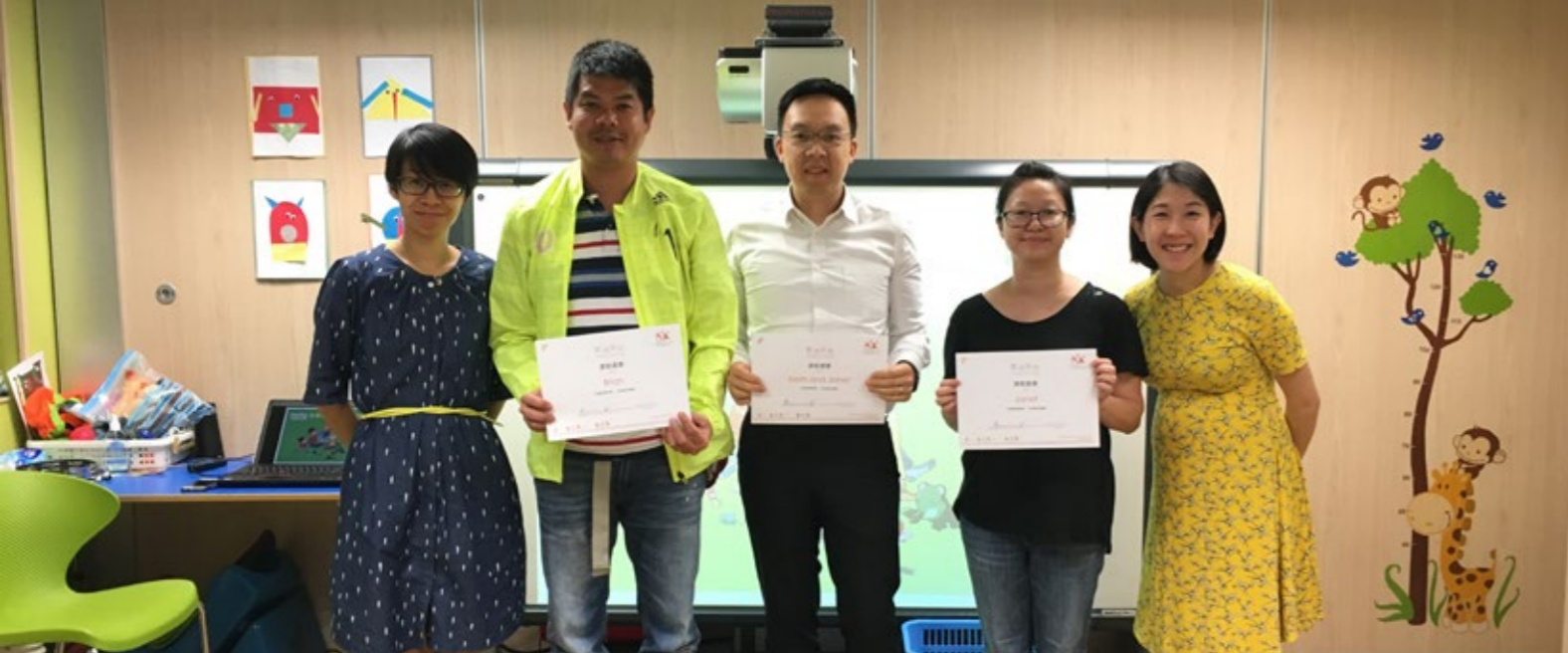
*Ms. V. Chan*



“ My son looks forward to seeing his teachers and friends every week. ”

*Ms. R. Nitta*





## FAMILIES

Family-focused support is also integral to our services. We strive to keep parents informed, respect their feelings and address each family member's unique needs. We make every effort to empower our parents with useful parenting skills by offering various parent workshops and home visits.

### ❖ Running the “Happy Parenting” Programme

To empower our parents to acquire effective skills to nourish their children with individual needs, we organised the “Happy Parenting” Programme in 2016. “Happy Parenting” is a step-by-step programme comprised of group discussions, role play and home practice, all designed to equip parents/caregivers with a set of 20 parenting skills.

### ❖ Active Listening Parent Survey Feedback

We value and greatly appreciate receiving feedback and suggestions from our parents. This helps us improve our standards and meet the needs of our families. We were pleased to conduct a survey for all CDC parents in December 2016, seeking their feedback on the quality of our programmes and services, as well as the environment at the CDC. All the comments received will be taken into consideration as we move forward.

### ❖ Building Parent Partnerships

We have continuously provided home visits to enhance the connection with parents and gain insight about a child's functioning in their home environment. This can be essential for setting a more productive learning and educational plan.

We also offer review meetings with parents to better track and measure a child's developmental and educational experience through active discussion.

### ❖ Strengthening Family Relationships

With the sponsorship and generosity from supportive corporations and partners, CDC families were given opportunities to go for day trips to an organic farm in the New Territories and a Hong Kong theme Park.

Through funding,  
**reached**



**234**  
**PARENTS**

in outreach  
programmes to  
enhance their  
parenting skills



Organised



Parenting Workshops  
for CDC parents

**AVERAGE**  
**93.25%**



of participants strongly agreed  
that Parenting Workshops were  
**very useful**

**56** **CDC**  
**Families**



benefitted from  
day trips last year



### PARENT TESTIMONIAL

“ CDC provide a nurturing and caring environment not only for my son but also for us parents. ”

*Ms. S. Chan*



“ CDC regularly provide short courses and talks on various subjects to help parents provide support at home. ”

*Ms. R. Liu*





## COMMUNITY

To enable each child to succeed in their unique learning journey, the CDC has been actively collaborating with the business and public sectors to foster wider partnerships within the community.

### ❖ International School Festival

We were honoured to take part in the International School Festival organised by the South China Morning Post (SCMP) Education Post in September 2016. The event reached 7,000 parents. We offered free Early Childhood Development (ECD) Screeners for parents at the site and received great response from them. The sign-up rate was way beyond our wildest expectations!

### ❖ Early Childhood Development (ECD) Screener Outreach Programme

During April 2016 to March 2017, we conducted the ECD Screener outreach programme with 7 community partners including a wide range of backgrounds, such as The Vine Church, Pathfinders, and H.K.S.K.H. Tung Chung Integrated Services Centre. The screener involved 96 children. It was so successful at one particular organisation that an "ECD Screener Clinic" was established as a result, which provided additional screener services to identify children with individual needs.

Approx. **20%** of screened children were identified for further assessments or therapy to address their developmental needs.



### ❖ Provided Centre Visit to University College Karel de Grote

We were glad to have a team of 20 students from the University College Karel de Grote, Belgium visit our centre in March 2017. Along with a guided tour exploring the facilities, we shared with them our mission and how we run as an NGO to achieve our goals to build a more inclusive society.

### ❖ Daddy Daughter Ball

The 7th Daddy Daughter Ball held at the Grand Hyatt Hong Kong, was a great success. The theme for the event was "Wild West". All of the proceeds of this special event will go to support the CDC in continuing to provide quality professional programmes and services for our children and families.

With the support of over **480** fathers and daughters, we broke a new record by raising over **\$2 million**

### ❖ Caring Company Partnership Expo

We were pleased to nominate 14 international and local corporations as the recipients of the Caring Company Logo as part of our community outreach efforts to promote the social responsibilities of corporations.

### ❖ TwoPresents

We have established a long-term and stable partnership with TwoPresents, a social enterprise, who are focused on event-organising with a charitable mission at its core. Through TwoPresents, members of the public can give donations to the CDC in lieu of gifts.

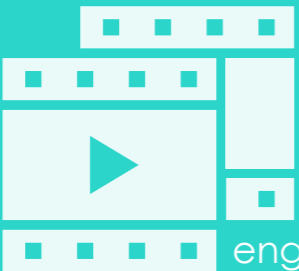
### ❖ Provided Practicum Opportunities for HKU Speech Therapy Students

We partnered with the division of Speech and Hearing Sciences of the University of Hong Kong, to provide clinical practicum for their Speech Therapy students. 10 students were given opportunities to experience the work environment at our centre and were able to acquire hands-on knowledge about individual educational needs, as well as our programmes and therapy services.

# BUILDING AN ONLINE COMMUNITY

Given the rapid development of online media, the CDC became more active on social media platforms to share news and establish an online connection with the public. Apart from the official [Facebook page](#) and [Instagram account](#), we also actively engaged on our YouTube Channel "[CDCHK](#)".

**2** VIDEO SERIES  
created for parents



with over **20**  
engaging individual videos

## The “Makaton Key Sign” video series

Introduces keyword signing as an effective system to enable parents to help support their children’s understanding and communication needs.



## The “Messy-Play” video series

Introduces simple recipes with fun messy-play activities to help parents stimulate their children’s senses.



# STAFF DEVELOPMENT

At the CDC, we value the devotion and contributions of our staff members. Without their dedicated hard work, it would not be possible for the CDC to provide such comprehensive and professional services to numerous children and their families. Hence, we value and invest in keeping our staff up-to-date with the latest resources and trainings relevant to the specialised field of work.

### ❖ Continued Professional Development (CPD) Days

The CPD days are held to foster team collaboration and communication. During these CPD days, we facilitate communication across and within departments through team-building activities. This enables staff members to get to know more about each other’s characters and their strengths and weakness. In turn, this helps foster a closer and smoother working environment.

### ❖ Long Service Award

We continue to recognise the services of our employees, who have worked for the CDC for five years or more, with the award of a small token of appreciation at the Year-end Staff Gathering. Such recognition is given to eligible employees at every five-year interval. The approximate value of each five-year token of appreciation is approved by the Executive Committee (EC) and recorded in the CDC’s Finance Manual.

### ❖ Staff Training Allowance

Staff members are given full or partial financial assistance to participate in various skills-based trainings. An education allowance may also be granted if further education advancement or professional qualifications are required.

# LOOKING AHEAD >>

## ❖ CHILDREN ❖



With the increasing demand for the ST and OT sessions, we are looking at **extending** services



with a new, fully-equipped **Sensory Integration & Motor Therapy Room**



### EXPANDING

service capacity whilst maintaining a **1:3 adult-to-child ratio**

Committed to an ongoing process of external review, we are delighted to invite **two highly distinguished educational consultants**



to evaluate our services

## ❖ FAMILIES ❖



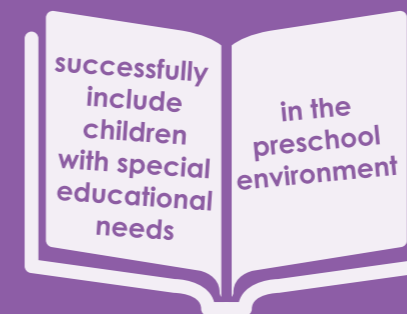
Providing **more** comprehensive parenting programmes for families to enhance their parenting skills & establish a more **supportive parent network**.



Continuing to reach out to our parents to seek their feedback on the CDC's services

## ❖ COMMUNITY ❖

With the generous support of The Swire Group Charitable Trust



we will create a **guide for teachers and therapists**

Creating a Facebook & Instagram page for the **Daddy Daughter Ball** event



leveraging social media to promote the event and to increase community engagement

## ❖ STAFF ❖

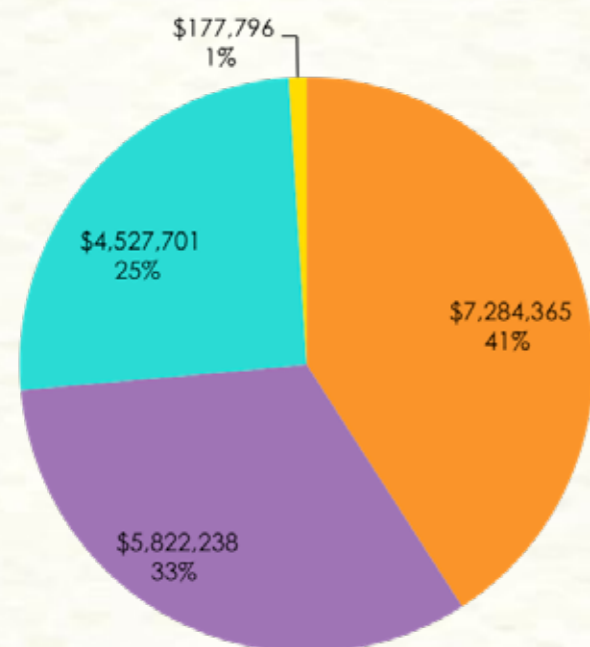
Improve the organisational structure with better services and continuing our commitment to staff development and empowerment.





# FINANCIAL HIGHLIGHTS

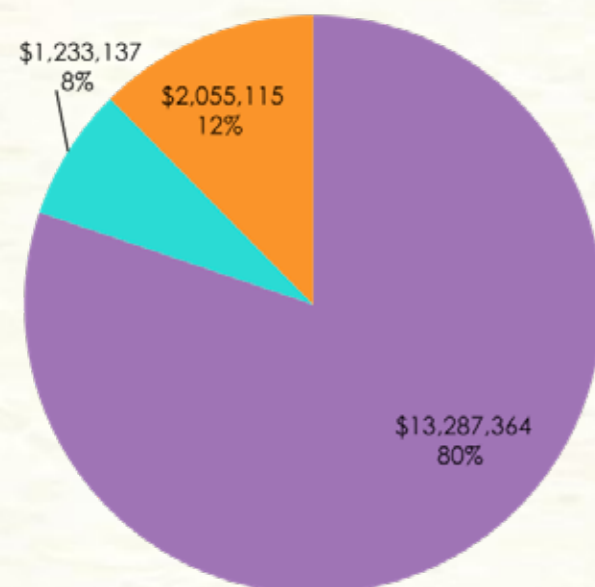
## ❖ Total Income



**Total:** \$17,812,100

- Government Subvention
- Services & Programme Fees
- Fundraising & Donation
  - General Donations
  - Specific Donations
  - Fundings
  - Beneficiary Events
  - Annual Ball
- Other Net Income

## ❖ Total Expenditure



**Total:** HK\$16,575,616

- Services & Programme Expenses
- Fundraising Expenses\*
- Administrative Expenses

\*Fundraising Expenses labelled as "Advertising and publicity expenses" and "Direct programme expenses" in the Income and Expenditure Account.

[Note1] Annual Financial Report of Lump Sum Grant can be viewed at our [website](#).

[Note2] CDC upholds the practice of utilising the entire sum of the Lump Sum Grant, i.e. the funds allocated to the CDC by the SWD in recognition of our continuing contribution to the social welfare of Hong Kong, in providing professional services at the CDC without holding any reserve.



## GOVERNANCE PRINCIPLES

We understand it is important for our stakeholders to know how the CDC is governed.

### ❖ CDC Principles are...

- Following our Vision and Values
- Complying with Statutory & Regulatory Requirements
- Being Accountable for Public Monies and Services Provided
- Full Transparency and Communication with a Stakeholders

### ❖ Our Governance Structure includes...

- The Roles, Responsibilities & Functions of
  - The Executive Committee & the 3 Standing Committees
    1. Nominations
    2. Finance
    3. Staffing
  - The Staff & Operation of the CDC

### ❖ We also have...

- A 3 year Strategic Plan
- Performance Measures & Monitoring
- Internal Controls and Reporting
- External Reporting and Audit
- Financial Reporting Policies and Standards
- Budget and Financial Management
- Risk Management Procedures
- Corporate Citizenship

# THE EXECUTIVE COMMITTEE

The Child Development Centre is governed by an Executive Committee. Executive Committee Members are elected annually at the Annual General Meeting held at the end of the year. The Committee members are all volunteers from the current CDC parent community, the local Hong Kong community, and professionals in accounting and legal fields. The Committee meets eight to ten times a year to help the Chief Executive and the Senior Leadership Team govern and maintain the strategic direction of the CDC. The Chief Executive reports directly to the Committee.

## ❖ Composition of the Executive Committee



**Sabrina Ho**  
Chairman



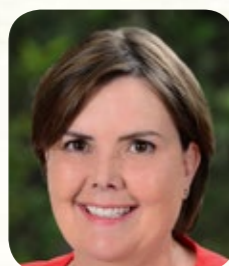
**Tinuade Bergkvist**  
Vice-chairman



**Wayne Tam**  
Honorary Treasurer



Margaret  
Chang



Linda  
Da Silva



Calvin  
Hsu



Jackie  
Hui



Gordon  
Jones



Henson  
Lam



Sonia  
Lee



Kay  
McArdle



Marina  
Wong

# HONORARY AUDITOR'S REPORT

**Honorary auditor's report to the members of  
The Child Development Centre**  
(Incorporated in Hong Kong and limited by guarantee)

We have audited the financial statements of The Child Development Centre ("the Centre") set out on pages 8 to 39, which comprise the statement of financial position as at 31 March 2017, the statement of comprehensive income, the statement of changes in funds and the cash flow statement for the year then ended and notes to the financial statements, including a summary of significant accounting policies.

### Executive Committee's responsibility for the financial statements

The Executive Committee is responsible for the preparation of the financial statements that give a true and fair view in accordance with HKFRSs issued by the HKICPA and the Hong Kong Companies Ordinance and for such internal control as the Executive Committee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. This report is made solely to you, as a body, in accordance with section 405 of the Hong Kong Companies Ordinance, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report.

We conducted our audit in accordance with Hong Kong Standards on Auditing issued by the Hong Kong Institute of Certified Public Accountants. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Executive Committee, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the financial statements give a true and fair view of the financial position of the Centre as at 31 March 2017 and of its financial performance and its cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards ("HKFRSs") issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA") and have been properly prepared in compliance with the Hong Kong Companies Ordinance.



Certified Public Accountants  
8th Floor, Prince's Building 10 Chater Road  
Central, Hong Kong

18 Oct 2017

## Income and Expenditure Account

For the year ended 31 March 2017

(Expressed in Hong Kong Dollars)

	General Fund	Designated Funds	Total
<b>PRINCIPAL SOURCE OF REVENUE</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Service fee income	5,822,238	-	5,822,238
Donations received			
- General donations	721,515	-	721,515
- Specific donations	-	586,295	586,295
Subvention from Social Welfare Department	-	7,284,365	7,284,365
Income from fund raising activities	3,219,891	-	3,219,891
	<b>\$9,763,644</b>	<b>\$7,870,660</b>	<b>\$17,634,304</b>
<b>OTHER NET INCOME</b>			
Interest income	31,132		31,132
Net gain on investments	120,185		120,185
Miscellaneous income	26,479		26,479
	<b>\$177,796</b>		<b>\$177,796</b>
<b>EXPENDITURE</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Activities expenses	-	29,537	29,537
Advertising and publicity expenses	32,724	-	32,724
Consultancy fees	56,183	22,896	79,079
Direct programme expenses	1,135,471	64,942	1,200,413
Entertainment	1,248	-	1,248
Financial Assistance	-	96,740	96,740
Insurance	48,873	-	48,873
Legal and Professional fees	-1,895	-	-1,895
Miscellaneous expenses	258,823	-	258,823
Office supplies	21,070	-	21,070
Printing, stationery and supplies	71,885	-	71,885
Rent, rates and utilities	1,372,114	216,980	1,589,094
Repairs and maintenance	34,230	-	34,230
Staff costs	5,376,247	7,705,761	13,082,008
Telephone, fax and postage	23,145	-	23,145
Travelling	8,642	-	8,642
	<b>\$8,438,760</b>	<b>\$8,136,856</b>	<b>\$16,575,616</b>
<b>Surplus/ (Deficit) for the year</b>	<b>\$1,502,680</b>	<b>-\$266,196</b>	<b>\$1,236,484</b>

## ACKNOWLEDGEMENTS

Our warmest thanks to all our supporters who so generously gave their time, effort and gifts to support The Child Development Centre from April 2016 to March 2017. Through your generous contributions, we have been able to continue to deliver our educational services that truly made a difference to the children, youths and their families in our community. Our thanks also go to all those who made anonymous donations.

(In alphabetical order)

### ❖ Corporations

Adventure Sport Academy  
 AMANPULO  
 Arirang Korean Restaurants  
 Astalift  
 Beyond Dessert  
 Bonham Strand Hong Kong Limited  
 Boucheron Hong Kong Ltd  
 Bounce Inc  
 Brazilian Football Academy  
 Buddy Tantino  
 CÉ LA VI Hong Kong  
 China Everbright Limited  
 City of Dreams  
 Clearwater Bay Equestrian and Education Centre  
 CoCoon  
 Columbia International Removals Ltd  
 Craft Cakes and Confections  
 Diversified Global Graphics Group  
 EAT.it  
 Fishsteria  
 Four Seasons Hotel Hong Kong  
 FR Events  
 Fresh Start Concepts Ltd  
 Fuji Photo Products Co. Ltd.  
 Gia  
 Giando  
 Goldman Sachs (Asia) LLC  
 Good Chow Holding Limited  
 Grand Hyatt Bali  
 Grand Hyatt Bangkok  
 Grand Hyatt Beijing  
 Grand Hyatt Hong Kong  
 Grand Hyatt Singapore  
 Grand Hyatt Tokyo  
 Hampton, Winter and Glynn  
 Hong Kong Canine  
 Hong Kong Disneyland Resort  
 Island Shangri-La Hong Kong  
 JIA Group Limited  
 kikki.K  
 Kosun Investments Limited  
 KPMG  
 LC Surveyors Limited  
 Little Bao  
 M.A.C.  
 Ma Belle Jewellery Co. Ltd.  
 MASE  
 MBlife  
 Melco Group  
 Moonstar Creation Factory  
 Ocean Park Hong Kong  
 On The Road Experience  
 Plus Group International Limited  
 Pop Eight Salon  
 Print Plus  
 Pure International (HK) Ltd  
 SEA Group  
 Sideways (Driving Club)  
 Simmy Sweets  
 Skin Laundry  
 Steam Hair Care  
 Studio City  
 The Bank of East Asia  
 The Caprioli Management Co. Ltd.  
 The Fat Pig  
 The Fleming  
 The Langham Hong Kong  
 The Peninsula Hong Kong  
 World of Hyatt  
 22 Ships

## ❖ Community Groups/Associations/ Schools/ Public Bodies

DADs Network  
Hong Kong Rugby Union  
Hong Kong Trade Development Council  
Hong Kong Youth Arts Foundation  
Queen Elizabeth Foundation for the Mentally Handicapped  
Sedan Chair Charities Fund  
Sky Warrior Club  
St Patrick's Society Hong Kong  
The American Chamber of Commerce Charitable Foundation  
The Hong Kong Council of Social Service  
The Hong Kong Racehorse Owners Association Charitable Foundation Ltd  
The Ohel Leah Synagogue Charity  
The Royal Commonwealth Society, HK Branch  
The Swire Group Charitable Trust  
The Welfare League Trust  
The William E. Connor Foundation  
Zoroastrian Charity Funds of Hongkong, Canton and Macao

## ❖ Individuals

Anuj Adani  
Karuna Agarwal  
Bill Agee  
Jeffrey Alam  
Andy Ann  
Gabriele Antonazzo  
Steve Apedaile  
Laurence Bailey  
John Bateman  
Thomas Batt  
Yvonne Becher  
Tinuade & Anders Bergkvist  
Francis Berlin  
David Blennerhassett  
Trish Blomfield  
Ann Bridgewater  
Linda Burgoyne  
Scott Carnachan  
Greg Chambers  
Biby Chan  
Chuak Chan  
Peter Chan  
Philip K.C. Chan  
Yi Kan Chan  
Kary Chau  
Michael Chen  
Jonathan Cheng  
Raynard Cheng  
Daniel Cheong  
Stephen Chianese  
Samuel Chiu  
Ping Kuen Chow

Pui Ying Chu  
Benny Chu Chen  
Anastasia & Damian Chunilal  
Fred Clatworthy  
Charley Cloris  
Perran Coak  
Mike Coates  
Jason Cohen  
Janet Collier  
Antonio Da Silva  
Jelmar De Jong  
Tom Deegan  
Antony Dickson  
Greg Donohugh  
Iain Drayton  
Mac El-Omari  
Benjamin Falloon  
Darryl Flint  
Keith Foley  
Frederick Fong  
Jennifer Fong  
Melody Fong  
Lyn Fox  
Laurent Franquet  
Hannah French  
Adrian Fu  
Derrick Fung  
Spencer Fung  
Joseph Gallagher  
Peter Gastreich  
Stuart Gates  
Louis-Vincent Gave

Alice Giles  
Julie Giles  
Max Gottschalk  
John Gough  
Darryl Goveas  
Antoine Granveaud  
Peter Gut  
Scott Hall  
Christopher Hasson  
Emily Henningsen  
Michael Henningsen  
Chi Kuen Ho  
Lawrence Ho  
Sabrina Ho  
Jeremy Hobbins  
Ryan Holsheimer  
Simon Holt  
Henry Hon  
Baoshu Huang  
Tom Hudak  
Alan Hui  
Jackie & John Hui  
William Hui  
Theo Jackson  
MJ Jennings  
Edward Johnson  
Emily & Jason Johnson  
Sammi Johnson  
Rimmo Jolly  
David Kan  
Mandeep Kaur  
Leslie Keyes

Christian Kim  
Noah Kim  
Sven Koehler  
Jancu Koenig  
Benedict Ku  
Kandy Kwong  
Philippe Lagger  
Leland Lai  
NiQ Lai  
Loretta Lai  
Kenneth Lam  
Kevin Lam  
Martin Lau  
Gregory Lee  
Sonia & Jong Lee  
Loewe Lee  
Michael Lee  
Roger Lee  
Wai Fan Lee  
Karol Lee  
Rasitha Leelasena  
April Leong  
Rhonda Leung  
Maxwell Leveson  
Shen Li  
Kaka Li  
Archie Lin  
Arne Lindman  
Daiwei Ling  
Dandan Liu  
Julian Liu  
Kennic Liu  
Jason Lo  
Peter Lo  
Viviane Lok  
James Louey  
Quinton Lu  
Clara Lui  
Ming Chung Mak  
Tonya Mason  
Darren McEntee  
Alyssa Meng  
Virginia Morris  
Thomas Morrow  
Adam Moss  
Nigel Mukherjee  
Thomas Mulvey  
Brian Murray  
Edith Ng

Lois Ng  
Wing Yee Ng  
Herman Ng  
Donald O' Kieffe  
Anthony O'Brien  
Patrick O'Neill  
Andrew Parmet  
Ben Pelletier  
Paolo Picazo  
Matthew Pine  
Dario Pong  
David Poureshagh  
Geoffrey Prentice  
Richard Price  
Shruti Puranik  
Rupert Purser  
Lisa Rizzo  
Lourens Roets  
Krostoe & Ian Ross  
David Russell  
Marcel Sabella  
Michael Scales  
Arne Schulz  
Michael Sciulli  
Tao Sha  
H.R. Shiever  
Paul Shih  
Ariees Shringla  
Edmund Sim  
Adam Singer  
Edmond Siu  
Chris Smith  
Phoenix So  
Yvonne So  
Michael Spangfort  
Peter Spizziri  
Andrea Springmann  
Francis Srun  
William J Stephens  
Richard Stock  
Derek Sulger  
Elaine Sum  
Homer Sun  
Jacqueline & Stanley Sun  
Chang Sun  
Chang Hwan Sung  
Deepak Surtani  
Jeremy Sutch  
Chun Bun Sy

Anthony Sylvester  
Kit Yee Sze  
Henry Tai  
Agus Tandiono  
Frank Tang  
Hamilton Tang  
Leslie Tang  
William Tang  
Henry Tao  
Dominique Thollon  
Tim Threlkeld  
Raymond Tong  
Alex Trojonaw  
Ernest Tsang  
Suet Man Tse  
Siu Kuen Tse  
Daniel Tseung  
Zoltan Varga  
Harvey Ven  
Anton Wan  
Patrick Wang  
Adrian Watt  
Robert Webb  
Sheri Wilbanks  
Chi To Wong  
James Wong  
Mark Wong  
Marina Wong  
Oi Chun Wong  
Steve Wong  
Arthur Wu  
Mason Wu  
Ronnie Wu  
Daniel Xu  
Jacky Xu  
Crystal Yan  
Paul Yang  
Jason Yeung  
May Yeung  
Leung Wai Yiu  
Toby Yonge  
Oneira Yu  
Victor Yuan  
Adam Zaki  
Philip Zhai  
Wayne Zhang  
Shen Zhao  
Tony Zheng  
Tao Zhong