

**THE SOCIETY OF THE GOLDEN KEYS
SINGAPORE
(LES CLEF D'OR SINGAPORE)**



CONSTITUTION

1. NAME

- 1.1 The Society shall be called Society of the Golden Keys of Singapore (Les Clefs d'Or Singapore), and is hereinafter referred to as the "Society".

2. PLACE OF BUSINESS

- 2.1 Its place of business shall be InterContinental Singapore, 80 Middle Road, Singapore 188966, or such other place as from time to time decided upon by the Committee subject to the approval of the Registrar of Societies. ~ (Amended 8 Sept 2016 via Singpass, ROS website)
- 2.2 The place of business shall not be used for its activities without the prior written approval of the relevant authorities.

3. AFFILIATION

- 3.1 The Society shall be affiliated to the Union Internationale des Concierge d'Hotels (Les Clefs d'Or), hereinafter referred to as U.I.C.H. whose headquarters are at 12 Rue Cambon, 75001 Paris, France. ~ (Changed on 30 Apr 2001 AGM)

4. OBJECTS

- 4.1 To promote goodwill and friendship between concierges of hotels in Singapore and also between such concierges and members of U.I.C.H throughout the world. ~ (Changed on 30 Apr 2001)
- 4.2 To select and enroll members of the Society
- 4.3 To study ways and means for enlarging the scope of courses and schemes of apprenticeship for younger members of the concierge's profession.
- 4.4 To foster the development of the hotel industry and tourism generally and to maintain the best possible service for hotel guests.
- 4.5 To meet at least once every two months to exchange views and discuss matters in the development of the concierge's profession and the hotel and tourism industries.

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- 4.6 To prepare and publish, or superintend the publication of journals, books, pamphlets and papers and to utilize any other means of communication.

5. PROPENSITIES

- 5.1 The Society shall have no social, racial, political, trade union, religion or commercial propensity.

6. MEMBERSHIP

6.1 CATEGORY

There shall be three categories of members: ~ (Changed AGM 25 July 2016)

6.1.1 Full Members

6.1.2 Honorary Members

6.1.3 Associate Members

6.2 ELIGIBILITY

6.2.1 FULL MEMBERSHIP

Any Chief Concierge or Assistant Concierge, over twenty-one years of age and of good moral character in Singapore who has a minimum of four (4) years of consecutive service in the hotel industry, of which not less than two (2) years shall have been served as either Chief or Assistant Concierge, shall be eligible for election as a Full Member.
~ (Changed AGM 25 July 2016)

6.2.2 HONORARY MEMBERSHIP

The Executive Committee may with the approval of the Society in General Meeting, elect any person who is considered to have rendered some special services to the Society for election as an Honorary Member.

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6.2.3 ASSOCIATE MEMBERSHIP

Any firm or company in Singapore that has a minimum of three years successful trading in their business or field, related to the hotel and tourist industries may apply for membership, provided the firm or company must be recommended by two Full Members of the Society. Said application must be accompanied by original ACRA Business Profile. ~ (Added in AGM 25 July 2016)

6.3 RIGHTS AND PRIVILEGES OF MEMBERSHIP ~ (Changed AGM 25 July 2016)

6.3.1 Only Full Members shall have the right to vote and to hold office.

6.3.2 Only Full Members shall have the right to wear the Golden

6.3.3 Keys insignia on his/her uniform.

6.3.4 Associate members shall have the right to use the Society insignia upon approval by the Executive Committee.

6.3.5 All insignia, dress pin or symbol of the Society must have the prior written approval of the Registrar of Societies.

**Note that with deletion of former 6.3.3 Adherent members shall only wear the Society's dress pin on the left lapel of their uniform: Only existing Adherent Members as of 25 July 2016 hold this right.*

6.4 METHOD OF ADMISSION

6.4.1 APPLICATION

- a. Application for membership must be made on prescribed forms obtainable from the Honorary Secretary or downloadable from the Society's Website. All applications, except for Honorary Membership, must be endorsed by two Full Members (a proposer and a seconder). It shall be presented to the Executive Committee for approval. ~ (Changed AGM 11 July 2009)
- b. All applications shall be subjected to an interview by two members of the Executive Committee present at the end of the Executive Committee Meeting. This will be done on a quarterly basis.

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- c. A person whose application has been rejected through a letter by the Honorary Secretary shall not be eligible for a further application until the expiry of one year from the date his/her application was rejected. The election of members shall be by the unanimous vote by the Executive Committee. ~ (Changed AGM 11 July 2009)
- d. In an alternate year where election will be held during the Annual General Meeting, there will be no approvals granted for membership in the preceding quarter to the Annual General Meeting or during the Annual General Meeting. ~ (Added AGM 11 July 2016)

6.4.2 ELECTION OF MEMBERS

The decision of the Committee is final. The Committee is not obliged to assign any reason whatsoever for the rejection of any application.

6.4.3 ACCEPTANCE OF MEMBERSHIP

- a. Immediately upon election of a member, notice thereof shall be given to him/her in writing of such election and request to remit to the Society within two weeks from date of such request the amount of his/her entrance fee and first monthly subscription. Upon payment of his entrance fee and first subscription, he shall thereby become a member of the Society and be entitled to all the benefits and privileges of membership and be bound by the rules and By-Laws of the Society. He/She may be given a copy of the Constitution and By-Laws of the Society, or download the said documents from the Society's official website, and he/she shall be deemed to have full knowledge of the provisions thereof. ~ (Added AGM 25 July)
- b. If such entrance fee and subscription were not paid within two weeks from the date of such request as aforesaid, the election of the candidate shall become void.

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6.5 RESIGNATION AND REMOVAL OF MEMBERS

- 6.5.1 Any member of the Society wishing to resign his/her membership must so advise the Secretary of the Society in writing, but shall continue to be liable for any subscription or other debt due and unpaid at the date of his resignation. Upon confirmation of resignation, the member shall surrender his membership card, properties of the Society and remove the Golden Keys insignia or the Society's dress pin from his/her uniform immediately. Associate members shall upon resignation remove all insignia of the Society from its stationery and shall also remove the words "Les Clefs d'Or" accordingly.
- 6.5.2 Any member of the Society who, in the opinion of the Executive Committee, is deemed to have been guilty of conduct prejudicial to the interests of the Society may be removed provided that the resolution approving his/her removal shall require the support of not less than two-thirds of those members present and voting.
- 6.5.3 Any member who is more than three (3) months in arrear with the payment of his/her annual or monthly subscription shall be deemed to have his/her membership ceased immediately, after three notices of demand had been sent to him.
- 6.5.4 Any member of the Society whose membership is relinquished due to disciplinary removal, resignation or any other similar cause shall immediately relinquish his/her rights to wear the Golden Keys insignia, the Society's dress pin on his/her hotel uniform and in the case of Associate Member the rights to display the terms "Clefs d'Or" or "Golden Keys" which are the attributes of the Society, and which shall not be used without its consent in any form.
- 6.5.5 Any member of the Society who leaves the profession of Concierge shall cease to be member six (6) months from the date of his last day of service, except for disciplinary removal where membership shall cease immediately. ~ (Changed AGM 29 April 1990)

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6.5.6 Any member who fails to attend two (2) consecutive General Meetings or any three (3) General Meetings in a calendar year shall be called upon by the Executive Committee for an explanation on his absence. If the reasons or explanation for the member's absence are not valid or not acceptable to the Executive Committee, the member may be suspended from membership for a period of up to two years or may be expelled from the Society. The decision of the Executive Committee shall be final. ~ (Changed & Added AGM 25 July 2016)

6.5.7 Members who resigned or who are expelled from the Society shall not have any claim to the subscriptions. ~ (Changed AGM 30 April 2001)

6.6 REINSTATEMENT OF MEMBERSHIP

6.6.1 Members who have been expelled from the Society due to disciplinary or gross misrepresentation of the Society will not be considered for reinstatement. ~ (Amended AGM 11 July 2009)

6.6.2 Members who have left the Profession for more than a year will be subject to re-applying for membership. This is effective from the last day of service in the member's respective hotel. ~ (Added AGM 11 July 2009)

6.6.3 Members who have left the Profession for more than 6 (six) months but less than 1(one) year shall be eligible to request for a reinstatement of membership. This is effective from the last day of service in the member's respective hotel. ~ (Added AGM 11 July 2009)

6.6.4 With reference to 6.6.2 and 6.6.3, his/her application may be considered by the Executive Committee who will decide by unanimous vote.

6.7 OVERSEAS MEMBERSHIP

The Society shall not engage in activities outside Singapore which are not in accordance with the laws of the foreign country. ~ (Added AGM 25 July 2016)

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7. FEES AND SUBSCRIPTION

- 7.1 The entrance/annual fee and monthly subscription may be determined by the Executive Committee from time to time but the rate of subscription must be ratified at a General Meeting before it can come into effect.
- 7.2 Any member elected into the Society on or after first July in any year shall only be liable in respect of that year for one-half of whatever subscription may be prevailing at the date of his/her election.
- 7.3 Annual subscription shall be due on first January in each year.
- 7.4 In view of the rising costs in correspondences and postage, the revised entrance/annual fees and annual subscription are as follow:

Full member	\$220.00
Existing Adherent member (Only for member since 2015)	\$200.00
Associate member	\$500.00
Overseas	
Full member	\$130.00
Adherent member	\$130.00

~ (Changed AGM 29th July 2016)

7.5 FAILURE TO PAY SUBSCRIPTION AND/OR OTHER DUES

- 7.5.1 Annual subscriptions are payable in advance within three weeks of the first of the year.
- 7.5.2 Monthly subscriptions are payable in advance within fourteen days of the first of the month.

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7.5.3 If a member falls into arrears with his subscriptions or other dues he/she shall be informed immediately by the Treasurer. If he/she fails to settle his arrears within two weeks of their becoming due, the President may order that his/her name be circulated among all members and that he/she be denied the privileges of membership until he settles his account. If he falls into arrears for more than three (3) months dues he will automatically cease to be a member and the Committee may take legal action against him, provided that they are satisfied that he has received due notice of his debts.

8. SUPREME AUTHORITY

The Supreme Authority of the Society shall rest with the General Meeting of members presided by the President.

9. CONSEIL DES SAGES ~ (added AGM 5 June 2012)

OBJECTIVE

The objectives of this council are to guide the Executive Committee in its day-to-day operations in matters pertaining to: -

- a. Image and Integrity of Les Clefs d'Or Singapore in matters relating to:
 - Organised activities & Related Events
 - Collateral
 - Media & Publications
 - Relationship with Associate, Honorary & International Honorary Members
- b. Financial Management
 - Advise & assist the Executive Committee in all financial matters and reports
 - Review any intended expenditures of S\$500.00 and above

9.1 APPOINTMENT

The members of the Conseil Des Sages will be appointed by the Executive Committee with the agreement of the Founder President base on the following criteria:

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- a. Number of years as a member of Les Clefs d'Or Singapore
- b. Must have served in the Executive at least for a term
- c. Number of years in the profession of Concierge (professional experience)
- d. Loyalty to Les Clefs d'Or Singapore

9.2 TERM OF OFFICE

- a. Members of the Conseil Des Sages will serve for two (2) years on appointment.
- b. At the end of each two (2) years term, members of the Council may be reappointed by the Executive Committee
- c. During the tenure, should any member of the Council leaves the profession and becomes ineligible for membership to Les Clefs d'Or Singapore, the Executive Committee may remove the member and re-appoint a replacement.

10. EXECUTIVE COMMITTEE

10.1 MANAGEMENT

The management of the Society shall be vested in the Executive Committee the members of which shall be elected at each alternate Annual General Meeting.

10.2 COMPOSITION OF THE COMMITTEE

The Executive Committee shall comprise the following:

- An Advisor
- A President
- A Vice-President
- A Honorary Secretary
- A Assistant Honorary Secretary
- A Honorary Treasurer

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A Assistant Honorary Treasurer
A Public Relations & International Delegate - (Changed AGM 5 June 2012)
A Assistant Public Relations Officer
3 Ordinary Committee Members A Honorary Legal Advisor Founder President
Immediate Past President
Comite des Sages - (Added AGM 5 June 2012)

~ (Changed AGM 17 April 1999)

10.3 METHOD OF ELECTION ~ (Changed EGM 15 May 1991)

10.3.1 NOMINATION AND ELECTION

Except for the Advisor, Founder President and Immediate Past President, the election of all office bearers shall be by nomination and election by voting members. Each nominee must have a proposer and a seconder and vote of members at an alternate Annual General Meeting. ~ (Changed AGM 17 April 1999)

The Chief Executive Officer of the Singapore Hotel Association, the Founder President and the Immediate Past President shall serve as Advisor to the Executive Committee and will be invited to all Executive Committee meetings. The Advisor will have no voting rights.

~ (Changed AGM 17 April 1999)

10.3.2 NOMINATION PROCESS ~ (Added AGM 11 July 2009)

With a minimum of 3 weeks (21 days) prior to Elections at an alternate Annual General Meeting, The Honorary Secretary will send out the following to all members eligible to vote and take office in the Executive Committee, i.e., Full Members who have paid annual subscriptions and fees to date. The nomination package may be transmitted electronically in a unalterable format (Read Only) or by hand and the Honorary Secretary must receive an acknowledgement of receipt. This acknowledgement will be made available for scrutiny during the Annual General Meeting. The following will be included in the nomination package:

- a. Complete list of eligible members to-date
- b. The prescribed nomination form
- c. Election Regulations in accordance to The Constitution
- d. Nomination forms must be returned to the Secretariat at least

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2 weeks (14 days) prior to Elections. The nominations form must be duly filled and endorsed by 2 (Two) Full Members (a proposer and a seconder). The nomination form may be transmitted electronically in an unalterable format (Read only) or by hand and acknowledgement of receipt must be required from the Honorary Secretary. Members are not required to place a nominee for all positions and may nominate the same person for more than one position. All other blanks on the form must be filled or the nomination form will be treated as null and void.

10.3.3 VOTING

- a. Voting shall be a show of hands/secret ballots or such methods as the majority of the voting members thereat decide.
- b. Unless otherwise specified in these rules, all matters put on the vote at any meeting shall be decided by a simple majority vote of the members.
- c. In the event of an equality of votes, the Chairman shall have a casting vote in addition to his own vote.
- d. In any election of office bearers voting shall be done by secret ballot.
- e. Scrutineer(s) shall be appointed to oversee the balloting.
- f. Members eligible to vote must have paid up their subscription up to the date of the voting or they shall not be allowed to vote.

10.4 RE-ELECTION

All officers may be re-elected to the same or related posts for consecutive terms except the Honorary Treasurer and the Honorary Auditors.

10.5 DUTIES OF THE EXECUTIVE COMMITTEE

- a. The duties of the Executive Committee are as follows:
 - To organize and supervise the daily activities of the Society.
 - To make decisions on matter affecting it's running when the general meeting is not sitting.

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- b. It may not act contrary to the expressed wishes of the general meeting without prior reference to it and always remains subordinate the general meeting.

10.6 POWERS OF THE EXECUTIVE COMMITTEE

10.6.1 EXPENDITURE

The Committee shall be empowered to spend \$1,000 for any single item from the Society's fund for the Society's purposes.

10.6.2 SUB-COMMITTEE

The Committee may appoint a sub-committee or sub-committee to be constituted as the Committee thinks fit and may delegate to each sub-committee or sub-committee such part of its duties or powers as the Committee deems fit.

10.6.3 CO-OPTION

The Committee shall have the power to co-opt any ordinary member to fill any vacancy in the Committee.

11. DUTIES OF OFFICE BEARERS

11.1 AN ADVISOR, A FOUNDER PRESIDENT, A IMMEDIATE PAST PRESIDENT & COMITE DES SAGES. ~ (Added AGM 5 June 2012)

- a. To provide for professional guidance from the Singapore Hotel Association and to ensure that the Society's objectives and directions are well within existing laws in Singapore
- b. Affiliation with the Singapore Hotel Association will also ensure continuity and maintain high level of professionalism amongst members. ~ (Added AGM June 26, 1991)

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- c. The Founder President and shall hold life term membership in office. ~ (Added AGM 11 July 2009)
- d. The President, after having served for a mandate of two (2) years, remains as an ex-officio Member of the Executive Committee with the title of Immediate Past President for the next mandate, at the end of which he or she must retire from the Executive Committee. He or She may continue to retain the Honorific, Past President. ~ (Changed AGM 25 July 2016)
- e. The role of the Advisor will be undertaken by the current serving CEO or of equivalent title of Singapore Hotel Association (SHA) ~ (Added AGM 11 July 2009)

11.2 THE PRESIDENT

- a. He shall act as Chairman at all General and Committee Meetings.
- b. He shall also represent the Society in its dealings with outside persons.

11.3 VICE-PRESIDENT

He shall assist the President in his duties and deputizes for him in his absence.

11.4 THE HONORARY SECRETARY

- a. He shall keep all records except financial records of the Society's and shall be responsible for their correctness.
- b. He shall keep all minutes of General and Committee Meetings.
- c. He shall maintain an up-to-date register of members at all times.

11.5 ASSISTANT HONORARY SECRETARY

He shall assist the Honorary Secretary in his duties and deputize for him in his absence.
~ (Added AGM 24 Sept 1989)

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11.6 THE HONORARY TREASURER

- a. He shall keep all funds and collect and disburse all monies on behalf of the Society.
- b. He shall keep an account of all monetary transactions and shall be responsible for all their correctness.
- c. He is authorized to spend up to \$200.00 for petty expenses on behalf of the Society.
- d. He will not keep more than \$200.00 in the form of cash and money in excess of this will be deposited in a bank to be named by the Committee. ~ (Amended AGM 11 July 2009)
- e. He shall sign cheques for withdrawal together with the President and Vice-President. ~ (Amended AGM 11 July 2009)
- f. The Honorary Treasurer is required to maintain proper accounts and records of the transactions and affairs of the Society for a period of at least five (5) years. ~ (Added in AGM 25 July 2016)

11.7 ASSISTANT HONORARY TREASURER

He shall assist the Honorary Treasurer in his duties and deputize for him in his absence.
~ (Included on 13 Apr 1992)

11.8 PUBLIC RELATIONS & INTERNATIONAL DELEGATE ~ (Changed 24th AGM 5 June 2012)

To establish, maintain and to facilitate a good working relationship with all media as well as obtain publicity exposure. To assist in attending to inquiries/requests pertaining to Society's matters and implementing effective advertising strategies. ~ (Added AGM 8 Apr 1993)

11.9 ASSISTANT PUBLIC RELATIONS OFFICER

To assist the Public Relations & International Delegate and deputize in his/her absence.

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11.10 AN HONORARY LEGAL ADVISOR ~ (Amended 17 Sept 1994)

To provide legal advice and guidance in the running of “the Society” so as to ensure that it does not engage in any activities that may be considered illegal, wrongful or contravene the laws of Singapore.

11.11 THE ORDINARY COMMITTEE MEMBERS

They will attend and participate in all general committee meetings and assist in carrying out the decisions made at these meetings. Any member of the Committee absenting himself from three meetings consecutively without satisfactory explanations shall be deemed to have withdrawn from the Committee, and a successor may be co-opted by the Committee to serve until the next Annual General Meeting. Any changes in the Committee shall be notified to the Registrar of Societies within two weeks of the change.

12. MEETINGS

12.1 ANNUAL GENERAL MEETING (AGM)

12.1.1 The AGM shall be held in March of the year.

12.1.2 The functions of the Annual General Meeting are:

- a. To consider and confirm the Minutes of the last Annual General Meeting and of any other intervening General Meetings;
- b. To consider the Auditor’s Report, the Report of the
- c. Committees and any other reports;
- d. To consider financial statements of the previous financial year;
- e. To consider and adopt any amendments to the rules.
- f. To elect members of the Executive Committee at every alternate year;
- g. To elect Honorary auditor(s) or appoint Public auditor(s);
- h. To transact any other business of which due notice;
- i. To transact any other business of which due notice has been given by the Honorary Secretary to member

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12.2 EXTRAORDINARY GENERAL MEETING (EGM)

An EGM may be called at any time by the Committee or on the written request of at least 50% of voting members ten days before such meeting shall be convened, and stating the objects of the meeting.

12.3 NOTICE OF MEETING

12.3.1 At least two weeks' notice will be given to an AGM and at least ten days of an Extraordinary General Meeting and particulars of its agenda will be sent to all members four days in advance of the meeting.

12.3.2 The following shall be sent with each notice of an Annual General Meeting:

- a. A copy of the Minutes of the last Annual General Meeting and of any other intervening General Meeting
- b. A copy of the audited Financial Statements of the previous financial year with a copy of the Auditor(s) reports
- c. A copy of the Committee's Report of the past year's activities and happenings;
- d. A copy of the documents concerning any other businesses, which is intended to be transacted at the meeting.

12.4 MINUTES OF GENERAL MEETING

The Minutes of General Meeting shall be entered in the Minutes Book and reproduced for members.

12.5 QUORUM

12.5.1 The quorum shall be at least one quarter of the total voting membership present at the AGM or an EGM.

12.5.2 The quorum of a Committee Meeting shall be at least half of the members of the Committee.

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12.5.3 In the event of there being no quorum, the EGM shall be cancelled but the AGM shall be postponed for half-an-hour. If a quorum still not present then those present shall constitute a quorum but they shall have no authority to amend, add or delete any of the existing rules unless the resolution(s) is/are passed by at least two-thirds of those present and voting thereon.

12.6 PLACING ITEMS OF THE AGENDA

Any member who wishes to place an item on the agenda of a meeting may do so provided he gives notice to the Committee one week before the meeting is due to be held.

13. AUDIT

Two voting members not members of the Committee will be elected as Honorary Auditors at each alternate AGM and will hold office for years only and shall not be re-elected for consecutive terms. Alternatively, a qualified public accountant may be appointed. They will be required to audit each year's accounts and present a report upon them to the Annual General Meeting. They may be required by the President to audit the Society's accounts for any period within their tenure of office at any date and make a report to the Committee.

14. FINANCIAL YEAR

The Financial Year of the Society shall be from 1st January to 31st December.

15. MEMBERSHIP REGISTER

The Society shall maintain an up-do-date Register of Members, which shall be made available to any member upon his request.

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16. BOOK OF ACCOUNTS

All or any of the books, statements, etc. of the Society shall be made available to any member upon his written request to be submitted to the Executive Committee at least 48 hours before such inspection.

17. CORRESPONDENCE

All communications issued by the Society shall be signed in the name of the President by the Secretary or by two members of the Executive Committee. In the case of correspondence relating to the financial affairs of the Society, this shall be signed by the Treasurer. All communications by the members to the Society shall be addressed to the Secretary at the place of business of the Society.

18. PROHIBITIONS

- 18.1 The funds of the Society shall not be used to pay the fines of members who have been convicted in court.
- 18.2 The Society shall not engage in any Trade Union activities as defined in any written law relating to trade unions for the time being in force in Singapore.
- 18.3 The Society shall not attempt to restrict or interfere with trade or make directly or indirectly any recommendation to, any arrangement with its members which has the purpose or is likely to have the effect of fixing or controlling
- 18.4 The price or any discount, allowance or rebate relating to any goods or services to be supplied by them.
- 18.5 The Society shall not hold any lottery, whether confined to its members or not, in the name of the Society or its office-bearers, committee or members.
- 18.6 The Society shall not indulge in any political activity or allow its funds and/or premises to be used for political purposes.

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- 18.7 The Society shall not raise funds from the public for whatever purposes without the prior approval in writing of the Registrar of Societies and other relevant authorities.
- 18.8 Gambling of any kind and the playing of poker or mahjong whether for stakes or not, is forbidden on the Society's premises. The introduction of materials for gambling or drug taking and of bad characters into the premises is prohibited.

19. AMENDMENTS

No alterations or additions/deletions to these rules shall be made except at a General Meeting and they shall not come into force without prior sanction of the Registrar of Societies.

20. INTERPRETATION

In the event of any question or matter arising out of any point that is not expressly provided for in the rules, the Committee shall have power to use their own discretion. The decision of the Committee shall be final unless it is reversed at a General Meeting of Members.

21. DISSOLUTION

- 21.1 The Society shall not dissolve, except with the consent of not less than 3/5 of the voting members of the Society for the time being resident in Singapore expressed, either in person or by proxy at a General Meeting convened for the purpose.
- 21.2 In the event of the Society being dissolved as provided above, all debts and liabilities legally incurred on behalf of the Society shall be fully discharged, and the remaining funds shall be distributed to members on pro-rata basis based on the number of months of membership or be donated to an approved charity
- 21.3 Notices of dissolution shall be given within seven days of the dissolution to the Registrar of Societies.

S E R V I C E T H R O U G H F R I E N D S H I P

Correspondence Address: Intercontinental Singapore, 80 Middle Road Singapore 188966

**THE SOCIETY OF THE GOLDEN KEYS
SINGAPORE
(LES CLEDS D'OR SINGAPORE)**



CONSTITUTION

S E R V I C E T H R O U G H F R I E N D S H I P

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