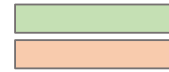


# 2022 Calendar

(f2f) = face-to-face meeting  
 (call) = video call  
 (tbd) = to be decided  
 (int) = internal  
 (ext) = external



|                |                 |
|----------------|-----------------|
| <b>January</b> | <b>February</b> |
|----------------|-----------------|

|      |  |       |  |       |  |  |       |
|------|--|-------|--|-------|--|--|-------|
|      |  |       |  |       |  |  |       |
|      |  | 1 Tu  | (int) ANNUAL AUDIT PREPARATION   |       |  |  | 1 Tu  |
|      |  | 2 We  | (int) ANNUAL AUDIT PREPARATION   |       |  |  | 2 We  |
|      |  | 3 Th  | (int) ANNUAL AUDIT PREPARATION   |       |  |  | 3 Th  |
|      |  | 4 Fr  | Executive Session (f2f)<br>Monthly Management Meeting (tbd)<br><b>(ext) ANNUAL REFRESHER (ONLINE - LIVE)</b><br>(int) ANNUAL AUDIT PREPARATION |       |  |  | 4 Fr  |
| 1 Sa | New Years' Day                           | 5 Sa  |  | 5 Sa  |  |  | 5 Sa  |
| 2 Su |  | 6 Su  |  | 6 Su  |  |  | 6 Su  |
| 3 Mo | (int) SAGE INTACCT SYSTEM IMPLEMENTATION | 7 Mo  | IT Steering Meeting (tbd)<br>ERM prep session (tbd)<br>ERM Work Group Meeting (tbd)<br>(int) ANNUAL AUDIT                                      | 7 Mo  |  |  | 7 Mo  |
| 4 Tu | (int) SAGE INTACCT SYSTEM IMPLEMENTATION | 8 Tu  | Advocacy Exco Meeting (call)<br>Practice Management Competency Meeting (call)<br>(int) ANNUAL AUDIT  | 8 Tu  |  |  | 8 Tu  |
| 5 We | (int) SAGE INTACCT SYSTEM IMPLEMENTATION | 9 We  | NCR Committee Meeting (call)<br>Tax Competency Meeting (call)<br>CAP Panel Meeting (call)<br>(int) ANNUAL AUDIT                                | 9 We  |  |  | 9 We  |
| 6 Th | (int) SAGE INTACCT SYSTEM IMPLEMENTATION | 10 Th | Employee Benefits Competency Meeting (call)<br>Board Regional Work Group (call)<br>(int) ANNUAL AUDIT  | 10 Th |  |  | 10 Th |
| 7 Fr | (int) SAGE INTACCT SYSTEM IMPLEMENTATION | 11 Fr | Special Investment Committee Meeting (2021 Strategic Reserves Performance Review) (f2f)<br>(int) ANNUAL AUDIT                                  | 11 Fr |  |  | 11 Fr |
| 8 Sa |  | 12 Sa |  | 12 Sa |  |  | 12 Sa |

|       |  |       |   |       |
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| 9 Su  |  | 13 Su |   | 13 Su |
| 10 Mo | (int) ANNUAL AUDIT PREPARATION + SAGE<br>INTACCT SYSTEM IMPLEMENTATION TESTING<br><i>REMINDER: MEMBER DUES STRICTLY 30 DAYS<br/>AS PER TAX INVOICE</i>   | 14 Mo | Diversity & Inclusion Committee Meeting (call)<br>(int) ANNUAL AUDIT<br>(int) SERVER MAINTENANCE CHANGES<br><i>REMINDER: MEMBER DUES STRICTLY 30 DAYS<br/>AS PER TAX INVOICE</i>                            | 14 Mo |
| 11 Tu | (int) ANNUAL AUDIT PREPARATION + SAGE<br>INTACCT SYSTEM IMPLEMENTATION TESTING   | 15 Tu | Technical Competency Meeting (call)<br>Human Capital Com. Meeting (call)<br>Social Responsibility & Ethics Committee Meeting<br>(call)<br>(int) ANNUAL AUDIT<br>(int) SERVER MAINTENANCE CHANGES            | 15 Tu |
| 12 We | (int) ANNUAL AUDIT PREPARATION + SAGE<br>INTACCT SYSTEM IMPLEMENTATION TESTING   | 16 We | Audit Committee Meeting (call)<br>Health Competency Meeting (call)<br>(int) ANNUAL AUDIT<br>(int) SERVER MAINTENANCE CHANGES  | 16 We |
| 13 Th | (int) ANNUAL AUDIT PREPARATION + SAGE<br>INTACCT SYSTEM IMPLEMENTATION TESTING   | 17 Th | CPD Board Meeting (call)<br>Chairpersons Competency Meeting (call)<br><b>CAC Committee Meeting (tbd)</b><br>(int) ANNUAL AUDIT  | 17 Th |
| 14 Fr | <b>Executive Session (f2f)</b><br><b>Monthly Management Meeting (tbd)</b><br>(int) ANNUAL AUDIT PREPARATION + SAGE<br>INTACCT SYSTEM IMPLEMENTATION TESTING<br><i>REMINDER: ANNUAL CPD REQUIREMENTS-<br/>FAIS CPD = 13.5 CPD POINTS<br/>FPI CPD = 35 CPD POINTS<br/>TAX CPD SCHEME = 15 CPD POINTS</i> | 18 Fr | <b>Procurement Committee Meeting (tbd)</b><br>(int) ANNUAL AUDIT<br><i>REMINDER: ANNUAL CPD REQUIREMENTS-<br/>FAIS CPD = 13.5 CPD POINTS<br/>FPI CPD = 35 CPD POINTS<br/>TAX CPD SCHEME = 15 CPD POINTS</i> | 18 Fr |
| 15 Sa |  | 19 Sa |   | 19 Sa |
| 16 Su |  | 20 Su |   | 20 Su |
| 17 Mo | (int) ANNUAL AUDIT PREPARATION + ITG AUDIT<br>SYSTEM WALK-THROUGH<br>(int) SERVER MAINTENANCE CHANGES  | 21 Mo | (int) ANNUAL AUDIT<br>(int) Payroll Solution Implementation<br>(int) SERVER MAINTENANCE CHANGES   | 21 Mo |
| 18 Tu | (int) ANNUAL AUDIT PREPARATION + ITG AUDIT<br>SYSTEM WALK-THROUGH<br>(int) SERVER MAINTENANCE CHANGES  | 22 Tu | <b>(ext) CONSUMER NEWSLETTER</b><br>(int) ANNUAL AUDIT<br>(int) Payroll Solution Implementation<br>(int) SERVER MAINTENANCE CHANGES   | 22 Tu |
| 19 We | (int) ANNUAL AUDIT PREPARATION + ITG AUDIT<br>SYSTEM WALK-THROUGH<br>(int) SERVER MAINTENANCE CHANGES  | 23 We | (int) BUDGET BREAKFAST<br>(int) ANNUAL AUDIT<br>(int) Payroll Solution Implementation<br>(int) SERVER MAINTENANCE CHANGES   | 23 We |
| 20 Th | <b>CAC Committee Meeting (tbd)</b><br>(int) ANNUAL AUDIT PREPARATION + ITG AUDIT<br>SYSTEM WALK-THROUGH  | 24 Th | Conduct & Ethics Committee Meeting (call)<br>(int) ANNUAL AUDIT<br>(int) Payroll Solution Implementation<br><i>REMINDER: FOR EASY PAYMENTS OPT IN FOR<br/>DEBIT ORDER</i>                                   | 24 Th |

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| 21 | Fr | (int) ANNUAL AUDIT PREPARATION + ITG AUDIT SYSTEM WALK-THROUGH   | 25 | Fr | Investment Committee Meeting (f2f)<br>YFPO (call)<br>(int) ANNUAL AUDIT<br>(int) Payroll Solution Implementation | 25 | Fr |
| 22 | Sa |  | 26 | Sa |  | 26 | Sa |
| 23 | Su |  | 27 | Su |  | 27 | Su |
| 24 | Mo | (int) ANNUAL AUDIT PREPARATION<br>(int) SERVER MAINTENANCE CHANGES<br><i>REMINDER: FOR EASY PAYMENTS OPT IN FOR DEBIT ORDER</i>              | 28 | Mo | (int) ANNUAL AUDIT<br>(int) Payroll Solution Implementation  | 28 | Mo |
| 25 | Tu | Education Committee Meeting (tbd)<br>BBEEE Committee Meeting (tbd)<br>(int) ANNUAL AUDIT PREPARATION<br>(int) SERVER MAINTENANCE CHANGES     |    |    |  | 29 | Tu |
| 26 | We | Director Training (call) - King IV (unconfirmed)<br>(int) ANNUAL AUDIT PREPARATION<br>(int) SERVER MAINTENANCE CHANGES                       |    |    |  | 30 | We |
| 27 | Th | Conduct & Ethics Committee Meeting (call)<br>(int) ANNUAL AUDIT PREPARATION  |    |    |  | 31 | Th |
| 28 | Fr | Investment Committee Meeting (f2f)<br>YFPO (call)<br>(int) ANNUAL AUDIT PREPARATION<br>(int) FPSB AFFILIATION FEE RECONCILIATION AND PAYMENT |    |    |  |    |    |
| 29 | Sa |  |    |    |  |    |    |
| 30 | Su |  |    |    |  |    |    |
| 31 | Mo | (int) PERFORMANCE APPRIASALS DUE<br>(int) ANNUAL AUDIT PREPARATION   |    |    |  |    |    |

School Holidays  
Public Holidays

- Internal meetings
- External meetings
- Events
- Reminders

Updated:  
15 Dec 2021

March
April

|   |
|---|
| <p><b>(ext) PROFESSIONAL NEWSLETTER</b><br/>(int) BBBEE AUDIT</p>             |
| <p>Combined FPI Board &amp; Strategy Session (call)<br/>(int) BBBEE AUDIT</p> |
| <p>(int) BBBEE AUDIT</p>  |

|  |      |   |
|--|------|---|
| <p>Executive Session (f2f)<br/>Monthly Management Meeting (tbd)<br/>(int) BBBEE AUDIT</p>                          | 1 Fr | <p>Executive Session (f2f)<br/>Monthly Management Meeting (tbd)<br/><b>(ext) 2022 DIRECTOR ELECTIONS</b></p>  |
|  | 2 Sa |   |
|  | 3 Su |   |
| <p>IT Steering Meeting (tbd)<br/>ERM prep session (tbd)<br/>ERM Work Group Meeting (tbd)<br/>(int) BBBEE AUDIT</p> | 4 Mo | <p>IT Steering Meeting (tbd)<br/>ERM prep session (tbd)<br/>ERM Work Group Meeting (tbd)<br/><b>(ext) 2022 DIRECTOR ELECTIONS</b></p>                         |
| <p>(int) BBBEE AUDIT</p>   | 5 Tu | <p>[election]Special NCR Committee meeting (call)<br/><b>(ext) 2022 DIRECTOR ELECTIONS</b></p>  |
| <p>(int) BBBEE AUDIT<br/><i>REMINDER: 21 DAYS TO DEADLINE FOR<br/>MEMBERSHIP PAYMENTS</i></p>                      | 6 We | <p>Education Committee Meeting (tbd)<br/>BBEEE Committee Meeting (tbd)<br/><b>(ext) ESTATE PLANNING WORKSHOP</b><br/><b>(ext) 2022 DIRECTOR ELECTIONS</b></p> |
| <p><b>(ext) PCE EXAM</b><br/>(int) BBBEE AUDIT</p>   | 7 Th | <p><b>(ext) 2022 DIRECTOR ELECTIONS</b></p>   |
| <p><b>(ext) PCE EXAM</b><br/>(int) BBBEE AUDIT</p>   | 8 Fr | <p><b>(ext) 2022 DIRECTOR ELECTIONS</b></p>   |
|  | 9 Sa |   |

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|------|
| 1 Su |
| 2 Mo |
| 3 Tu |
| 4 We |
| 5 Th |
| 6 Fr |
| 7 Sa |

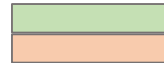
|  |       |  |
|--|-------|--|
|  | 10 Su |  |
| (int) ANNUAL AUDIT - MANAGEMENT LETTER PRESENTATION TO MANAGEMENT<br><i>REMINDER: MEMBER DUES STRICTLY 30 DAYS AS PER TAX INVOICE</i>  | 11 Mo | (ext) 2022 DIRECTOR ELECTIONS  |
| (ext) 2022 DIRECTOR ELECTIONS  | 12 Tu | (ext) 2022 DIRECTOR ELECTIONS  |
| (ext) 2022 DIRECTOR ELECTIONS  | 13 We | (ext) 2022 DIRECTOR ELECTIONS  |
| CAC Committee Meeting (tbd)<br>(ext) 2022 DIRECTOR ELECTIONS<br>(int) ANNUAL AUDIT - MANAGEMENT LETTER MANAGEMENT RESPONSE   | 14 Th | (ext) 2022 DIRECTOR ELECTIONS  |
| (ext) 2022 DIRECTOR ELECTIONS<br><i>REMINDER: ANNUAL CPD REQUIREMENTS- FAIS CPD = 13.5 CPD POINTS FPI CPD = 35 CPD POINTS TAX CPD SCHEME = 15 CPD POINTS REMINDER: 14 DAYS TO DEADLINE FOR MEMBERSHIP PAYMENTS</i> | 15 Fr | Good Friday<br><i>REMINDER: ANNUAL CPD REQUIREMENTS- FAIS CPD = 13.5 CPD POINTS FPI CPD = 35 CPD POINTS TAX CPD SCHEME = 15 CPD POINTS</i> |
|  | 16 Sa |  |
|  | 17 Su |  |
| Human Rights day<br>(ext) MY MONEY SMART WEEK  | 18 Mo | Family Day   |
| (ext) MY MONEY SMART WEEK<br>(ext) 2022 DIRECTOR ELECTIONS<br>(int) SERVER MAINTENANCE CHANGES   | 19 Tu | (ext) 2022 DIRECTOR ELECTIONS<br>(int) SERVER MAINTENANCE CHANGES  |
| (ext) MY MONEY SMART WEEK<br>(ext) 2022 DIRECTOR ELECTIONS<br>(int) SERVER MAINTENANCE CHANGES   | 20 We | (ext) 2022 DIRECTOR ELECTIONS<br>(int) SERVER MAINTENANCE CHANGES  |
| (ext) MY MONEY SMART WEEK<br>(ext) 2022 DIRECTOR ELECTIONS<br>(int) CRM SYSTEM REFRESH PROGRAM<br><i>REMINDER: FOR EASY PAYMENTS OPT IN FOR DEBIT ORDER</i>  | 21 Th | CAC Committee Meeting (tbd)<br>(ext) 2022 DIRECTOR ELECTIONS   |

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| 8 Su  |
| 9 Mo  |
| 10 Tu |
| 11 We |
| 12 Th |
| 13 Fr |
| 14 Sa |
| 15 Su |
| 16 Mo |
| 17 Tu |
| 18 We |
| 19 Th |

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|---|----|----|--|----|----|
| <b>Investment Committee Meeting (f2f)</b><br><b>Quarterly staff function (f2f)</b><br>YFPO (call)<br><b>(ext) MY MONEY SMART WEEK</b><br><b>(ext) 2022 DIRECTOR ELECTIONS</b><br>(int) ANNUAL AUDIT - MANAGEMENT LETTER<br>and AFS FINALISATION WITH AUDITORS<br><i>REMINDER: 7 DAYS TO DEADLINE FOR<br/>         MEMBERSHIP PAYMENTS</i> | 22 | Fr | Special Audit Committee Meeting (call)<br><b>(ext) 2022 DIRECTOR ELECTIONS</b>   | 20 | Fr |
| (ext) MY MONEY SMART WEEK   | 23 | Sa |  | 21 | Sa |
| (ext) MY MONEY SMART WEEK   | 24 | Su |  | 22 | Su |
| <b>(ext) 2022 DIRECTOR ELECTIONS</b><br>(int) SERVER MAINTENANCE CHANGES  | 25 | Mo | <b>(ext) 2022 DIRECTOR ELECTIONS</b><br>(int) SERVER MAINTENANCE CHANGES<br><i>REMINDER: FOR EASY PAYMENTS OPT IN FOR<br/>         DEBIT ORDER</i> | 23 | Mo |
| <b>(ext) 2022 DIRECTOR ELECTIONS</b><br>(int) SERVER MAINTENANCE CHANGES  | 26 | Tu | <b>(ext) 2022 DIRECTOR ELECTIONS</b><br>(int) SERVER MAINTENANCE CHANGES   | 24 | Tu |
| <b>(ext) 2022 DIRECTOR ELECTIONS</b><br>(int) SERVER MAINTENANCE CHANGES  | 27 | We | Freedom Day  | 25 | We |
| Conduct & Ethics Committee Meeting (call)<br><b>(ext) 2022 DIRECTOR ELECTIONS</b><br><b>(ext) DEADLINE FOR MEMBERSHIP CODE OF<br/>         ETHICS</b>   | 28 | Th | Conduct & Ethics Committee Meeting (call)<br><b>(ext) 2022 DIRECTOR ELECTIONS</b>  | 26 | Th |
|   | 29 | Fr | <b>Investment Committee Meeting (f2f)</b><br>YFPO (call)<br><b>(ext) 2022 DIRECTOR ELECTIONS</b>   | 27 | Fr |
|   | 30 | Sa |  | 28 | Sa |
|   |    |    |  | 29 | Su |
|   |    |    |  | 30 | Mo |
|   |    |    |  | 31 | Tu |

# 2022 Calendar

(f2f) = face-to-face meeting  
 (call) = video call  
 (tbd) = to be decided  
 (int) = internal  
 (ext) = external



|            |             |
|------------|-------------|
| <b>May</b> | <b>June</b> |
|------------|-------------|

|  |    |    |   |   |    |
|--|----|----|---|---|----|
|  | 1  | We | (int) 2022 Budget Reforecast<br>(int) SERVER MAINTENANCE CHANGES  |   |    |
|  | 2  | Th | (int) 2022 Budget Reforecast  |   |    |
|  | 3  | Fr | Executive Session (f2f)<br>Monthly Management Meeting (tbd)<br>(int) 2022 Budget Reforecast   | 1 | Fr |
|  | 7  | Sa |   | 2 | Sa |
| Workers'Day  | 8  | Su |   | 3 | Su |
| Workers'Day Observed   | 6  | Mo | IT Steering Meeting (tbd)<br>ERM prep session (tbd)<br>ERM Work Group Meeting (tbd)<br>(int) 2023 - 2025 BUDGET PLANNING -PRODUCT REVIEWS | 4 | Mo |
| Practice Management Competency Meeting (call)<br>Tax Competency Meeting (call)<br>[election/interview]Special NCR Committee meeting (call)<br><b>(ext) 2022 DIRECTOR ELECTIONS</b><br><b>(ext) PROFESSIONAL NEWSLETTER</b> | 7  | Tu | (int) 2023 - 2025 BUDGET PLANNING -PRODUCT REVIEWS  | 5 | Tu |
| Special CPD Board Meeting (call)<br>Special FPI Board Meeting (call)<br>CAP Panel Meeting (call)<br><b>(ext) 2022 DIRECTOR ELECTIONS</b>   | 8  | We | Combined FPI Board & Strategy Session (f2f)<br>FPI AGM (call & f2f)<br>(int) 2023 - 2025 BUDGET PLANNING -PRODUCT REVIEWS                 | 6 | We |
| Employee Benefits Competency Meeting (call)<br>[election/interview]Special NCR Committee meeting (call)<br><b>(ext) 2022 DIRECTOR ELECTIONS</b>  | 9  | Th | (int) 2023 - 2025 BUDGET PLANNING -PRODUCT REVIEWS  | 7 | Th |
| Executive Session (f2f)<br>Monthly Management Meeting (tbd)<br><b>(ext) 2022 DIRECTOR ELECTIONS</b>  | 10 | Fr | (int) 2023 - 2025 BUDGET PLANNING -PRODUCT REVIEWS  | 8 | Fr |
|  | 11 | Sa |   | 9 | Sa |

|  |       |   |       |
|--|-------|---|-------|
|  | 12 Su |   | 10 Su |
| IT Steering Meeting (tbd)<br>ERM prep session (tbd)<br>ERM Work Group Meeting (tbd)<br><b>(ext) 2022 DIRECTOR ELECTIONS</b><br><i>REMINDER: 21 DAYS DEADLINE FOR FPI CPD UPLOADS</i> | 13 Mo | (int) 2023 - 2025 STRATEGIC BUDGET PLANNING<br>Outgoing Strategy Review                                     | 11 Mo |
| Technical Competency Meeting (call)<br>NCR Committee Election interviews (call)<br><b>(ext) 2022 DIRECTOR ELECTIONS</b>  | 14 Tu | <b>(ext) PCE EXAM</b><br>(int) 2023 - 2025 STRATEGIC BUDGET PLANNING<br>Outgoing Strategy Review            | 12 Tu |
| Health Competency Meeting (call)<br>NCR Committee Election interviews (call)<br><b>(ext) RELEASE PCE RESULTS</b><br><b>(ext) 2022 DIRECTOR ELECTIONS</b>                             | 15 We | <b>(ext) PCE EXAM</b><br>(int) 2023 - 2025 STRATEGIC BUDGET PLANNING<br>Outgoing Strategy Review            | 13 We |
| Chairpersons Competency Meeting (call)<br>NCR Committee Election interviews (call)<br><b>(ext) 2022 DIRECTOR ELECTIONS</b>   | 16 Th | Youth Day   | 14 Th |
| <b>(ext) 2022 DIRECTOR ELECTIONS</b><br><i>REMINDER: ANNUAL CPD REQUIREMENTS-<br/>FAIS CPD = 13.5 CPD POINTS<br/>FPI CPD = 35 CPD POINTS<br/>TAX CPD SCHEME = 15 CPD POINTS</i>      | 17 Fr | <i>REMINDER: ANNUAL CPD REQUIREMENTS-<br/>TAX CPD SCHEME = 15 CPD POINTS</i>                                | 15 Fr |
|  | 18 Sa |   | 16 Sa |
|  | 19 Su |   | 17 Su |
| [election]Special NCR Committee meeting (call)<br>Advocacy Exco Meeting (call)<br><b>(ext) 2022 DIRECTOR ELECTIONS</b><br><i>REMINDER: 14 DAYS DEADLINE FOR FPI CPD UPLOADS</i>      | 20 Mo | (int) 2023 - 2025 STRATEGIC BUDGET PLANNING<br>Outgoing Strategy Review<br>(int) SERVER MAINTENANCE CHANGES | 18 Mo |
| (ext) Strategy session with stakeholders (hybrid)<br><b>(ext) 2022 DIRECTOR ELECTIONS</b>  | 21 Tu | (int) 2023 - 2025 STRATEGIC BUDGET PLANNING<br>Outgoing Strategy Review<br>(int) SERVER MAINTENANCE CHANGES | 19 Tu |
| (ext) Strategy session with stakeholders (hybrid)<br><b>(ext) AGM COMMS TO MEMBERS</b><br><b>(ext) 2022 DIRECTOR ELECTIONS</b>   | 22 We | (int) 2023 - 2025 STRATEGIC BUDGET PLANNING<br>Outgoing Strategy Review<br>(int) SERVER MAINTENANCE CHANGES | 20 We |
| Board Regional Work Group (call)<br>NCR Committee Meeting (call)<br><b>CAC Committee Meeting (tbd)</b><br><b>(ext) 2022 DIRECTOR ELECTIONS</b>                                       | 23 Th | <b>CAC Committee Meeting (tbd)</b><br>[portfolios]Special NCR Committee Meeting (call)                      | 21 Th |



|   |       |  |       |
|---|-------|--|-------|
| <b>(ext) 2022 DIRECTOR ELECTIONS</b>  | 24 Fr | <b>Investment Committee Meeting (f2f)</b><br><b>Quarterly staff function (f2f)</b><br>YFPO (call)<br>(int) UPDATE OF DIRECTOR DETAILS ON CIPC<br>and filing ANNUAL RETURNS<br>(int) AFS TO FPSB & SAQA<br><i>REMINDER: FOR EASY PAYMENTS OPT IN FOR<br/>         DEBIT ORDER</i> | 22 Fr |
|   | 25 Sa |  | 23 Sa |
|   | 26 Su |  | 24 Su |
| Diversity & Inclusion Committee Meeting (call)<br>[election]Special NCR Committee meeting (call)<br>(int) SERVER MAINTENANCE CHANGES<br><i>REMINDER: 7 DAYS DEADLINE FOR FPI CPD<br/>         UPLOADS</i>   | 27 Mo | (int) 2023 - 2025 STRATEGIC BUDGET<br>PRESENTATION TO INTERNAL MANAGEMENT -<br>EXCO<br>(int) SERVER MAINTENANCE CHANGES  | 25 Mo |
| Human Capital Com. Meeting (call)<br>Social Responsibility & Ethics Committee Meeting<br>(call)<br><b>(ext) CONSUMER NEWSLETTER</b><br>(int) SERVER MAINTENANCE CHANGES<br><i>REMINDER: FOR EASY PAYMENTS OPT IN FOR<br/>         DEBIT ORDER</i> | 28 Tu | (int) SERVER MAINTENANCE CHANGES   | 26 Tu |
| Audit Committee Meeting (call)<br>(int) SERVER MAINTENANCE CHANGES  | 29 We | <b>RETIREMENT CONFERENCE</b><br>(int) SERVER MAINTENANCE CHANGES   | 27 We |
| CPD Board Meeting (call)<br>Conduct & Ethics Committee Meeting (call)   | 30 Th | Conduct & Ethics Committee Meeting (call)<br>(int) RUN STAFF SURVEY  | 28 Th |
| <b>Investment Committee Meeting (f2f)</b><br>YFPO (call)  |       |  | 29 Fr |
|   |       |  | 30 Sa |
|   |       |  | 31 Su |
| (int) SERVER MAINTENANCE CHANGES  |       |  |       |
| <b>(ext) DEADLINE FOR FPI CPD UPLOAD</b><br><b>(ext) DEADLINE FOR MEMBER RENEWAL</b>  |       |  |       |

School Holidays  
Public Holidays

- Internal meetings
- External meetings
- Events
- Reminders

Updated:  
15 Dec 2021

| July  |       | August   |       |
|---|-------|--|-------|
|   | 1 Mo  | <span style="color: red;">IT Steering Meeting (tbd)</span><br><span style="color: red;">ERM prep session (tbd)</span><br><span style="color: red;">ERM Work Group Meeting (tbd)</span><br><span style="color: blue;">(ext) PROFESSIONAL NEWSLETTER</span><br><span style="color: blue;">(ext) SAQA NLRD DATA UPLOAD</span> |       |
|   | 2 Tu  | Advocacy Exco Meeting (call)<br>Practice Management Competency Meeting (call)<br><span style="color: blue;">(ext) SAQA NLRD DATA UPLOAD</span>   |       |
|   | 3 We  | NCR Committee Meeting (call)<br>Tax Competency Meeting (call)<br><span style="color: blue;">(ext) SAQA NLRD DATA UPLOAD</span>   |       |
|   | 4 Th  | Board Regional Work Group (call)<br>Employee Benefits Competency Committee (call)<br><span style="color: blue;">(ext) SAQA NLRD DATA UPLOAD</span>   | 1 Th  |
| <span style="color: red;">Executive Session (f2f)</span><br><span style="color: red;">Monthly Management Meeting (tbd)</span><br><span style="color: blue;">(ext) SAQA NLRD UPLOAD WINDOW OPEN</span>   | 5 Fr  | Diversity & Inclusion Committee Meeting (call)<br><span style="color: blue;">(ext) SAQA NLRD DATA UPLOAD</span>  | 2 Fr  |
|   | 6 Sa  |  | 3 Sa  |
|   | 7 Su  |  | 4 Su  |
| <span style="color: red;">IT Steering Meeting (tbd)</span><br><span style="color: red;">ERM prep session (tbd)</span><br><span style="color: red;">ERM Work Group Meeting (tbd)</span><br><span style="color: blue;">(ext) SAQA NLRD DATA UPLOAD</span> | 8 Mo  | <span style="color: blue;">(ext) SAQA NLRD DATA UPLOAD</span>  | 5 Mo  |
| <span style="color: red;">Education Committee Meeting (call)</span><br><span style="color: red;">BBEEE Committee Meeting (call)</span><br><span style="color: blue;">(ext) SAQA NLRD DATA UPLOAD</span>   | 9 Tu  | National Woman's Day   | 6 Tu  |
| <span style="color: blue;">(ext) SAQA NLRD DATA UPLOAD</span>   | 10 We | Human Capital Com. Meeting (call)<br>Social Responsibility & Ethics Committee Meeting (call)<br>CAP Panel Meeting (call)<br><span style="color: blue;">(ext) SAQA NLRD DATA UPLOAD</span>  | 7 We  |
| Director Induction Training (call)<br><span style="color: blue;">(ext) SAQA NLRD DATA UPLOAD</span>   | 11 Th | Health Competency Meeting (call)<br>Technical Competency Committee (call)<br><br><span style="color: blue;">(ext) SAQA NLRD DATA UPLOAD</span>   | 8 Th  |
| <span style="color: blue;">(ext) SAQA NLRD DATA UPLOAD</span>   | 12 Fr | Chairpersons Competency Meeting (call)<br>Audit Committee Meeting (call)<br><span style="color: blue;">(ext) SAQA NLRD DATA UPLOAD</span><br><span style="color: red;">REMINDER: ANNUAL CPD REQUIREMENTS-<br/>TAX CPD SCHEME = 15 CPD POINTS</span>  | 9 Fr  |
|   | 13 Sa |  | 10 Sa |

|  |       |   |
|--|-------|---|
|  | 14 Su |   |
| (ext) SAQA NLRD DATA UPLOAD  | 15 Mo | CPD Board Meeting (call)<br>(ext) SAQA NLRD DATA UPLOAD   |
| (ext) SAQA NLRD DATA UPLOAD  | 16 Tu | (ext) SAQA NLRD DATA UPLOAD   |
| (ext) SAQA NLRD DATA UPLOAD  | 17 We | (ext) RELEASE PCE RESULTS<br>(ext) SAQA NLRD DATA UPLOAD  |
| (ext) SAQA NLRD DATA UPLOAD  | 18 Th | CAC Committee Meeting (tbd)<br>(ext) SAQA NLRD DATA UPLOAD  |
| (ext) SAQA NLRD DATA UPLOAD<br>REMINDER: ANNUAL CPD REQUIREMENTS-<br>TAX CPD SCHEME = 15 CPD POINTS  | 19 Fr | (ext) SAQA NLRD DATA UPLOAD<br>(int) EMP 501 Interim Reconciliation   |
|  | 20 Sa |   |
|  | 21 Su |   |
| (ext) SAQA NLRD DATA UPLOAD<br>(int) SERVER MAINTENANCE CHANGES  | 22 Mo | (ext) SAQA NLRD DATA UPLOAD<br>(int) SERVER MAINTENANCE CHANGES   |
| Special Board Meeting (call)<br>(ext) SAQA NLRD DATA UPLOAD<br>(int) SERVER MAINTENANCE CHANGES<br>(int) 2022 Performance Appraisals 2022-01 | 23 Tu | (ext) CONSUMER NEWSLETTER<br>(ext) SAQA NLRD DATA UPLOAD<br>(int) SERVER MAINTENANCE CHANGES                                |
| (ext) SAQA NLRD DATA UPLOAD<br>(int) SERVER MAINTENANCE CHANGES<br>(int) 2022 Performance Appraisals 2022-01                                 | 24 We | Combined FPI Board & Strategy Session (call)<br>(ext) SAQA NLRD DATA UPLOAD<br>(int) SERVER MAINTENANCE CHANGES             |
| Director Training (call) _POPIA<br>CAC Committee Meeting (tbd)<br>(ext) SAQA NLRD DATA UPLOAD  | 25 Th | Conduct & Ethics Committee Meeting (call)<br>(ext) SAQA NLRD DATA UPLOAD<br>REMINDER: 7 DAYS DEADLINE FOR FPI CPD<br>UPLOAD |

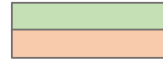
|       |
|-------|
| 11 Su |
| 12 Mo |
| 13 Tu |
| 14 We |
| 15 Th |
| 16 Fr |
| 17 Sa |
| 18 Su |
| 19 Mo |
| 20 Tu |
| 21 We |
| 22 Th |

|   |       |   |
|---|-------|---|
| <b>Investment Committee Meeting (f2f)</b><br><b>(ext) SAQA NLRD DATA UPLOAD</b>   | 26 Fr | <b>Investment Committee Meeting (f2f)</b><br>YFPO (call)<br><b>(ext) SAQA NLRD DATA UPLOAD</b>                                |
|   | 27 Sa |   |
|   | 28 Su |   |
| <b>(ext) SAQA NLRD DATA UPLOAD</b><br><b>(int) SERVER MAINTENANCE CHANGES</b><br><i>REMINDER: 7 DAYS DEADLINE FOR FPI CPD UPLOAD</i>                                      | 29 Mo | <b>(ext) SAQA NLRD DATA UPLOAD</b><br><b>(int) SERVER MAINTENANCE CHANGES</b>   |
| <b>(ext) SAQA NLRD DATA UPLOAD</b><br><b>(int) SERVER MAINTENANCE CHANGES</b>   | 30 Tu | <b>(ext) SAQA NLRD DATA UPLOAD</b><br><b>(int) SERVER MAINTENANCE CHANGES</b>   |
| <b>(ext) SAQA NLRD DATA UPLOAD</b><br><b>(int) SERVER MAINTENANCE CHANGES</b>   | 31 We | <b>(ext) SAQA NLRD UPLOAD WINDOW CLOSE</b><br><b>(ext) KEY INDIVIDUAL WORKSHOPS</b><br><b>(int) SERVER MAINTENANCECHANGES</b> |
| <b>(ext) SAQA NLRD DATA UPLOAD</b><br>Conduct & Ethics Committee Meeting (call)   |       |   |
| <b>Executive Session (f2f)</b><br><b>Monthly Management Meeting (tbd)</b><br>YFPO (call)<br><b>(int) PERFORMANCE APPRIASALS DUE</b><br><b>(ext) SAQA NLRD DATA UPLOAD</b> |       |   |
|   |       |   |
|   |       |   |

|       |
|-------|
| 23 Fr |
| 24 Sa |
| 25 Su |
| 26 Mo |
| 27 Tu |
| 28 We |
| 29 Th |
| 30 Fr |

# 2022 Calendar

(f2f) = face-to-face meeting  
 (call) = video call  
 (tbd) = to be decided  
 (int) = internal  
 (ext) = external



|                  |                |
|------------------|----------------|
| <b>September</b> | <b>October</b> |
|------------------|----------------|

|   |      |  |
|---|------|--|
|   |      | 1 Tu   |
|   |      | 2 We   |
| (ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION  |      | 3 Th   |
| Executive Session (f2f)<br>Monthly Management Meeting (tbd)<br>(ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION                         |      | 4 Fr   |
|   | 1 Sa | 5 Sa   |
|   | 2 Su | 6 Su   |
| IT Steering Meeting (tbd)<br>ERM prep session (tbd)<br>ERM Work Group Meeting (tbd)<br>(ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION | 3 Mo | IT Steering Meeting (tbd)<br>ERM prep session (tbd)<br>ERM Work Group Meeting (tbd)<br><b>FINANCIAL PLANNING WEEK</b><br>(int) 2023 BUDGET: PLAN & FORMULATION |
| (ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION  | 4 Tu | Education Committee Meeting (tbd)<br>BBEEE Committee Meeting (tbd)<br><b>FINANCIAL PLANNING WEEK</b><br>(int) 2023 BUDGET: PLAN & FORMULATION                  |
| (ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION  | 5 We | <b>FINANCIAL PLANNING WEEK</b><br>(int) 2023 BUDGET: PLAN & FORMULATION  |
| (ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION  | 6 Th | <b>FINANCIAL PLANNING WEEK</b><br>(int) 2023 BUDGET: PLAN & FORMULATION  |
| (ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION  | 7 Fr | Quarterly staff function (f2f)<br><b>FINANCIAL PLANNING WEEK</b><br>(int) 2023 BUDGET: PLAN & FORMULATION  |
|   | 1 Sa | 12 Sa  |

|   |       |   |       |
|---|-------|---|-------|
|   | 2 Su  |   | 13 Su |
| (ext) FPSB ASSESSMENT<br>(int) INTERIM IT & FINANCIAL AUDIT PLANNING<br>(int) 2023 BUDGET: PLAN & FORMULATION   | 10 Mo | (int) 2023 BUDGET: PLAN & FORMULATION<br>(int) INTERIM ANNUAL AUDIT<br>(int) IFRS REPORT FRAMEWORK REVIEW   | 14 Mo |
| (ext) LEADEREX<br>(ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION  | 11 Tu | (int) 2023 BUDGET: PLAN & FORMULATION<br>(int) INTERIM ANNUAL AUDIT<br>(int) IFRS REPORT FRAMEWORK REVIEW   | 15 Tu |
| (ext) LEADEREX<br>(ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION  | 12 We | (int) 2023 BUDGET: PLAN & FORMULATION<br>(int) INTERIM ANNUAL AUDIT<br>(int) IFRS REPORT FRAMEWORK REVIEW   | 16 We |
| (ext) LEADEREX (Finance & Financial Planning)<br>(ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION   | 13 Th | (int) 2023 BUDGET: PLAN & FORMULATION<br>(int) INTERIM ANNUAL AUDIT<br>(int) IFRS REPORT FRAMEWORK REVIEW   | 17 Th |
| (ext) FPSB ASSESSMENT<br>(int) INTERIM IT & FINANCIAL AUDIT PLANNING<br>(int) 2023 BUDGET: PLAN & FORMULATION<br><i>REMINDER: ANNUAL CPD REQUIREMENTS-<br/>TAX CPD SCHEME = 15 CPD POINTS</i> | 14 Fr | (int) 2023 BUDGET: PLAN & FORMULATION<br>(int) INTERIM ANNUAL AUDIT<br>(int) IFRS REPORT FRAMEWORK REVIEW<br><i>REMINDER: ANNUAL CPD REQUIREMENTS-<br/>TAX CPD SCHEME = 15 CPD POINTS</i> | 18 Fr |
|   | 15 Sa |   | 19 Sa |
|   | 16 Su |   | 20 Su |
| (ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION<br>(int) SERVER MAINTENANCE CHANGES  | 17 Mo | (int) 2023 BUDGET: PLAN & FORMULATION (int)<br>INTERIM AUDIT (Finance and ITG)<br>(int) SERVER MAINTENANCE CHANGES  | 21 Mo |
| (ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION<br>(int) SERVER MAINTENANCE CHANGES  | 18 Tu | (int) 2023 BUDGET: PLAN & FORMULATION (int)<br>INTERIM AUDIT (Finance and ITG)<br>(int) SERVER MAINTENANCE CHANGES  | 22 Tu |
| (ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION<br>(int) SERVER MAINTENANCE CHANGES  | 19 We | (ext) 2022 FPI CONVENTION<br>*(unconfirmed ext) GALA DINNER<br>(int) 2023 BUDGET: PLAN & FORMULATION (int)<br>INTERIM AUDIT (Finance and ITG)<br>(int) SERVER MAINTENANCE CHANGES         | 23 We |
| CAC Committee Meeting (tbd)<br>(ext) PCE EXAM<br>(ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION   | 20 Th | CAC Committee Meeting (tbd)<br>(ext) 2021 FPI CONVENTION<br>(int) 2023 BUDGET: PLAN & FORMULATION (int)<br>INTERIM AUDIT (Finance and ITG)  | 24 Th |

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| (ext) PCE EXAM<br>(ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION<br><i>REMINDER: 7 DAYS DEADLINE FOR FPI CPD UPLOAD</i>           | 21 Fr | (int) 2023 BUDGET: PLAN & FORMULATION (int)<br>INTERIM AUDIT (Finance and ITG) (int)<br>MEMBERSHIP RENEWAL PRODUCT PRICING UPDATES  | 25 Fr |
| Heritage Day  | 22 Sa |   | 26 Sa |
|   | 23 Su |   | 27 Su |
| (ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION<br>(int) SERVER MAINTENANCE CHANGES  | 24 Mo | (int) 2023 BUDGET: PLAN & FORMULATION (int)<br>INTERIM AUDIT (Finance and ITG) (int)<br>MEMBERSHIP RENEWAL PRODUCT PRICING UPDATES<br>(int) SERVER MAINTENANCE CHANGES  | 28 Mo |
| (ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION<br>(int) SERVER MAINTENANCE CHANGES  | 25 Tu | (int) 2023 BUDGET: PLAN & FORMULATION (int)<br>INTERIM AUDIT (Finance and ITG) (int)<br>MEMBERSHIP RENEWAL PRODUCT PRICING UPDATES<br>(int) SERVER MAINTENANCE CHANGES<br><i>REMINDER: 7 DAYS DEADLINE FOR FPI CPD UPLOAD</i> | 29 Tu |
| (ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION<br>(int) SERVER MAINTENANCE CHANGES  | 26 We | FPI Strategy Session (f2f)<br>(int) 2023 BUDGET: PLAN & FORMULATION (int)<br>INTERIM AUDIT (Finance and ITG) (int)<br>MEMBERSHIP RENEWAL PRODUCT PRICING UPDATES<br>(int) SERVER MAINTENANCE CHANGES                          | 30 We |
| Investment Committee Meeting (f2f)<br>Conduct & Ethics Committee Meeting (call)<br>(ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION | 27 Th | Conduct & Ethics Committee Meeting (call)<br>(int) 2023 BUDGET: PLAN & FORMULATION (int)<br>INTERIM AUDIT (Finance and ITG) (int)<br>MEMBERSHIP RENEWAL PRODUCT PRICING UPDATES   |       |
| Executive Session (f2f)<br>Monthly Management Meeting (tbd)<br>YFPO (call)<br>(ext) FPSB ASSESSMENT<br>(int) 2023 BUDGET: PLAN & FORMULATION      | 28 Fr | Investment Committee Meeting (f2f)<br>YFPO (call)<br>(int) 2023 BUDGET: PLAN & FORMULATION (int)<br>INTERIM AUDIT (Finance and ITG) (int)<br>MEMBERSHIP RENEWAL PRODUCT PRICING UPDATES                                       |       |
|   | 29 Sa |   |       |
|   | 30 So |   |       |
|   | 31 Mo | (int) 2023 BUDGET: PLAN & FORMULATION   |       |

School Holidays  
Public Holidays

■ Internal meetings  
■ External meetings  
■ Events  
■ Reminders

Updated:  
15 Dec 2021

## November

## December

|   |    |  |
|---|----|--|
| Advocacy Exco Meeting (call)<br>Practice Management Competency Meeting (call)<br>*(ext) OPEN 2022 MEMBER RENEWALS<br>(ext) PROFESSIONAL NEWSLETTER<br>(int) 2023 BUDGET: PLAN & FORMULATION |    |  |
| NCR Committee Meeting (call)<br>Tax Competency Meeting (call)<br>(int) 2023 BUDGET: PLAN & FORMULATION  |    |  |
| Employee Benefits Competency Committee (call)<br>Board Regional Work Group (call)<br>Diversity & Inclusion Committee Meeting (call)<br>(int) 2023 BUDGET: PLAN & FORMULATION                | 1  | Th<br>(int) RUN STAFF SURVEY<br><i>REMINDER: MEMBER RENEWAL EARLY BIRD DISCOUNT DEADLINE IS 31 DECEMBER 2021</i>           |
| Executive Session (f2f)<br>Monthly Management Meeting (tbd)<br>(int) 2023 BUDGET: PLAN & FORMULATION  | 2  | Fr<br>Executive Session (f2f)<br>Monthly Management Meeting (tbd)  |
|   | 3  | Sa   |
|   | 4  | Su   |
| IT Steering Meeting (tbd)<br>ERM prep session (tbd)<br>ERM Work Group Meeting (tbd)   | 5  | Mo<br>IT Steering Meeting (tbd)<br>ERM prep session (tbd)<br>ERM Work Group Meeting (tbd)<br>(int) 2022 ASSET VERIFICATION |
| Technical Competency Committee (call)<br>Human Capital Com. Meeting (call)<br>Social Responsibility & Ethics Committee Meeting (call)   | 6  | Tu<br>(int) 2022 ASSET VERIFICATION<br><i>REMINDER: MEMBER RENEWAL EARLY BIRD DISCOUNT DEADLINE IS 31 DECEMBER 2021</i>    |
| Special Audit Committee Meeting (call)<br>Health Competency Meeting (call)  | 7  | We<br>(int) 2022 ASSET VERIFICATION  |
| Chairpersons Competency Meeting (call)  | 8  | Th<br>(int) 2022 ASSET VERIFICATION  |
|   | 9  | Fr<br>(int) 2022 ASSET VERIFICATION  |
|   | 10 | Sa   |



|   |       |  |
|---|-------|--|
|   | 11 Su |  |
|   | 12 Mo | (int) TRADE MARK COPYRIGHT RE-VALUATION  |
| FPI Strategy Session (call)   | 13 Tu | (int) FIXED ASSETS IMPAIREMENT TESTS<br>REMINDER: MEMBER RENEWAL EARLY BIRD<br>DISCOUNT DEADLINE IS 31 DECEMBER 2021 |
| CAP Panel Meeting (call)  | 14 We |  |
| CAC Committee Meeting (tbd)   | 15 Th | REMINDER: ANNUAL CPD REQUIREMENTS-<br>TAX CPD SCHEME = 15 CPD POINTS   |
| REMINDER: ANNUAL CPD REQUIREMENTS-<br>TAX CPD SCHEME = 15 CPD POINTS                            | 16 Fr | Day of Reconciliation  |
|   | 17 Sa |  |
|   | 18 Su |  |
| (int) SERVER MAINTENANCE CHANGES  | 19 Mo | (int) SERVER MAINTENANCE CHANGES   |
| Audit Committee Meeting (call)<br>(ext) CONSUMER NEWSLETTER<br>(int) SERVER MAINTENANCE CHANGES | 20 Tu | (int) SERVER MAINTENANCE CHANGES<br>REMINDER: MEMBER RENEWAL EARLY BIRD<br>DISCOUNT DEADLINE IS 31 DECEMBER 2022     |
| FPI CPD Board Meeting (call)<br>(ext) RELEASE PCE RESULTS<br>(int) SERVER MAINTENANCE CHANGES   | 21 We | (int) SERVER MAINTENANCE CHANGES   |
| Conduct & Ethics Committee Meeting (call)<br>REMINDER: 7 DAYS DEADLINE FOR FPI CPD<br>UPLOAD    | 22 Th |  |

|  |              |  |
|--|--------------|--|
| <p>Investment Committee Meeting (f2f)<br/> YFPO (call)<br/> (int) INTERIM AUDIT FEEDBACK MEETING</p>                               | <p>23 Fr</p> |  |
|  | <p>24 Sa</p> |  |
|  | <p>25 Su</p> | <p>Christmas Day</p>   |
| <p>(int) SERVER MAINTENANCE CHANGES</p>  | <p>26 Mo</p> | <p>Day of Goodwill</p>   |
| <p>(int) SERVER MAINTENANCE CHANGES<br/> <i>REMINDER: MEMBER RENEWAL EARLY BIRD<br/> DISCOUNT DEADLINE IS 31 DECEMBER 2021</i></p> | <p>27 Tu</p> | <p>(int) SERVER MAINTENANCE CHANGES</p>  |
| <p>FPI Board Meeting (f2f)</p>   | <p>28 We</p> | <p>(int) SERVER MAINTENANCE CHANGES<br/> <i>REMINDER: MEMBER RENEWAL EARLY BIRD<br/> DISCOUNT DEADLINE IS 31 DECEMBER 2021</i></p> |
|  | <p>29 Th</p> |  |
|  | <p>30 Fr</p> |  |
|  | <p>31 Sa</p> |  |