

Recruiting Clinic

2021



Recruitment Clinic – Time Schedule

Module 1

155pm	Zoom Admission
200pm	Briefing on the entire Recruitment Clinic
215pm	Monthly Leader's Recruiting Report
220pm	Recruitment Soup of the day - Special Topic
320pm	Leader ACT system
400pm	Leader's feedback and Q&A
	Assignment
430pm	See you next day

Recruiting Clinic – total 5 sessions

There are total 5 sessions for 2021 Recruiting Clinic. Please enrol for this Clinic and you are required to attend all the 5 sessions.

Session 1 : 9th August

Session 2 : 13th September

Session 3 : 11th October

Session 4 : 15th November

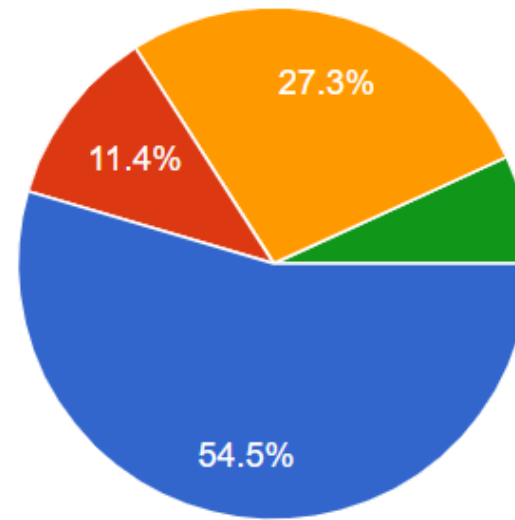
Session 5 : 13th December

From 2pm – 4:30pm. (be punctual)

Recruiting Clinic: Attendance List

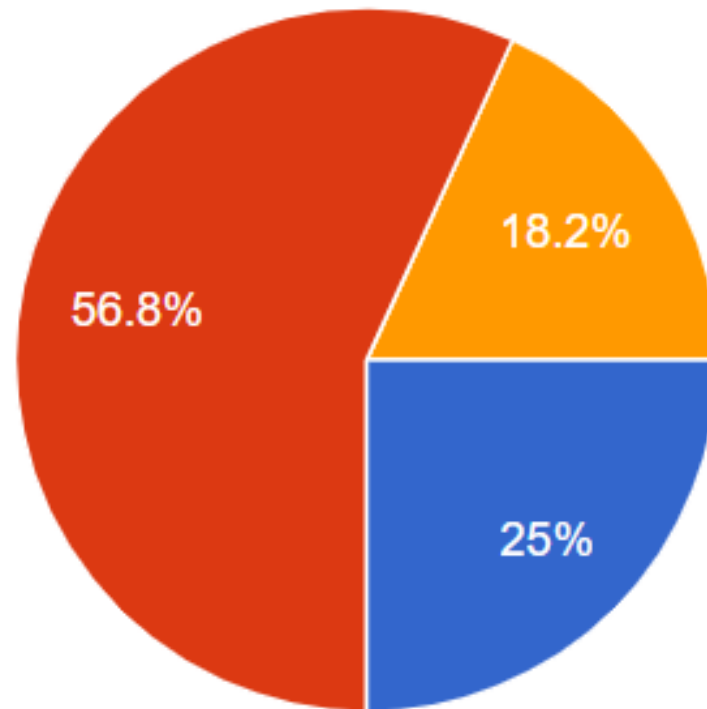
Region	No of Leaders Participating	Names who attending
Central	17	Angeline Teoh, Jean Chan, Lai Wai Man, Lim Kok Seng, Lim Seng Yew, Neo Soon Kian, Ng Chiew Yen, Pang Teen Cheang, Sem Seou Yein, Ajax Soo, SK Tew, Duncan Ong, Pei Siah, Joanne Chew, Suet Ting, Chui Peng, Vincent Choong
East Malaysia	3	Liew Hai Chen, Pauline Liew, Brandon Wong
Northern	4	Celina Chee, Foo Yu Suen , Jack Lai, Ooi Ai Suang
Southern	8	Darren Lim, Eric Eng, Belle Leo, Marcus Tong, Ng Jim Hao, Nick Tang, Adrian Tan, Eric Yap
Total	32	32

Our Attendees – by Region



- Central Region
- Northern Region
- Southern Region
- East Malaysia Region

Attendees Profile



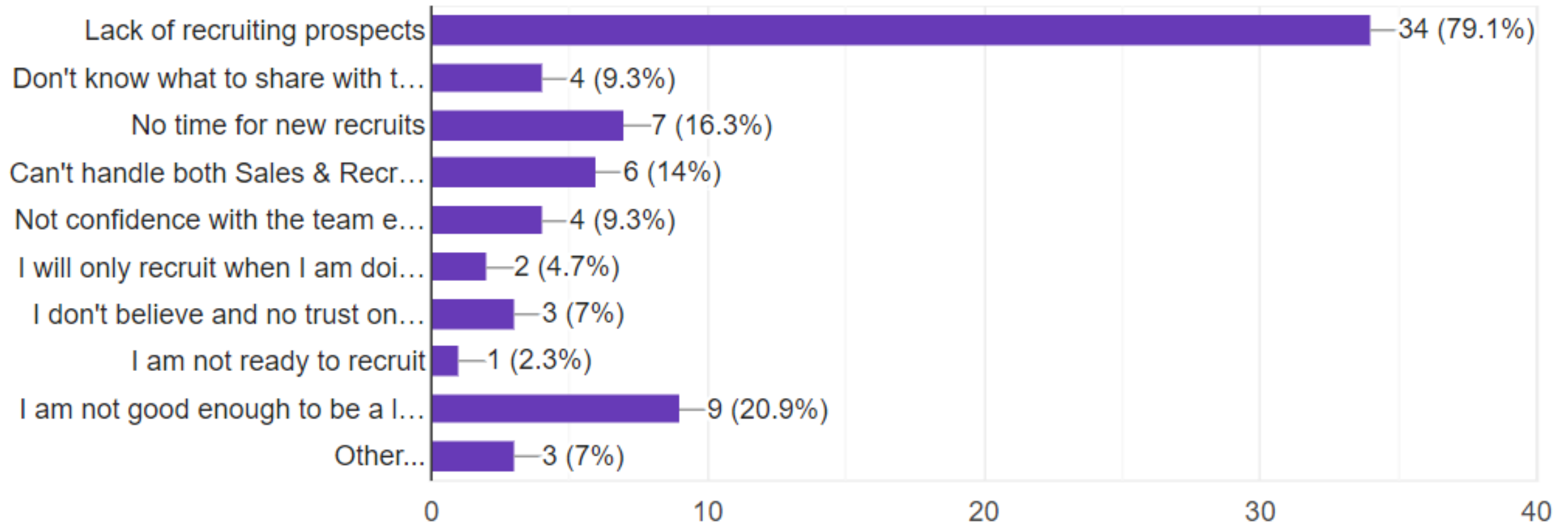
- ASM / WM
- BDM / GM
- GAM / SGM

Which of the following is/are your problem as well? (Choose whichever relevant if any. You may choose more than one)

- Lack of recruiting prospects
- Don't know what to share with the recruiting prospect
- No time for new recruits
- Can't handle both Sales & Recruiting concurrently
- Not confidence with the team effort to give support to you
- I will only recruit when I am doing well in sales
- I don't believe and no trust on myself to lead a team
- I am not ready to recruit
- I am not good enough to be a leader



Which of the following is/are your problem as well? (Choose whichever relevant if any. You may choose more than one)



What challenges you encountered in recruitment?

- Can't get suitable candidates
- Lack of sources to get right candidates
- Lack of prospects
- Lack of recruiting prospect
- Resources
- Prospecting
- Not the right candidate that I want.
- Lack of Confidence, lack of recruiting prospect
- Talent search & selection
- Less activity on it, also challenge in building team culture and direction
- Selection
- Lack of focus on recruiting
- Not so aggressive in recruitment
- Not aggressive enough
- Recruitment knowledge
- Lack of skill, idea on recruitment
- Time
- The journey of follow up with recruiting candidates.
- Slow response
- Give confidence to candidates
- Training / eco system
- less team member
- Motivation team
- Full timer
- Marketing
- Leadership and skill
- BOP
- Can't cross state due to MCO
- comfort with fixed salary, feel that commission based is risky even interest to the business but don't dare to step out



Recruiting Clinic – rules & regulations

1. Be punctual (will start on time)
2. Need to show video camera at all time for maximum interaction
3. To do assignment if there is any
4. To have at least 3 recruits per leader by end of 2021
5. Submit your question & actively involve in Q&A session for better understanding

Recruiting Clinic

2021



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Module 1

155pm

Zoom Admission

200pm

Briefing on the entire Recruitment Clinic

215pm

Monthly Leader's Recruiting Report



QUARTER 3 RECRUITMENT INCENTIVES



一人增3员，全体总动员

Agent Get Agent Incentive

No of CYNR (AIA /SLM – by headcount)	Recruiter Cash Incentive
1 st	RM500
2 nd	RM1,000
3 rd	RM1,500

Note:

1. CYNR based on contracted with one picked up case.
2. Proper selection interview by the respective GAM is needed.
3. Duration of recruit from **1st July 2021 to 31st Dec 2021**
- 4. All rank of associates** are eligible to participate.
5. Those contracted with AIA and SLM consider as 1 headcount.



Recruitment



Recruitment Group Incentive

Direct Picked Up Group Sales Production on New Recruits (ANP/AFYC)	Bonus on the Group picked up FYP/ FYC (%)
50,000	3%
100,000	4%
200,000	5%

Note:

- 1. Min 2 New recruits** based on contracted with one picked up case.
- Proper selection interview by the respective GAM is needed
- Duration of recruit from **1st July 2021 to 31st Dec 2021**
- Sales production on new recruits counted till 31st Dec 2021 and **picked up by 31st Jan 2022, incentive paid based on picked up.**
- All rank of associates are eligible to participate.
- Mixed production of AIA and SLM.

RECRUITING INCENTIVE

EXTENSION: 1ST JAN – 31ST DEC 2021



HUAHIN, THAILAND

≥ 2 CYNR

- **contract either with AIA/ SLM**
- **≥ 1 CYNR is Foreign Trip Qualifier**
- **another CYNR have 1 inforce case**

Note:

1. *Max 1 ticket for this incentive.*

2021 ROOKIE INCENTIVE HUAHIN, THAILAND



Extension: 1 Jan – 31 Dec 2021

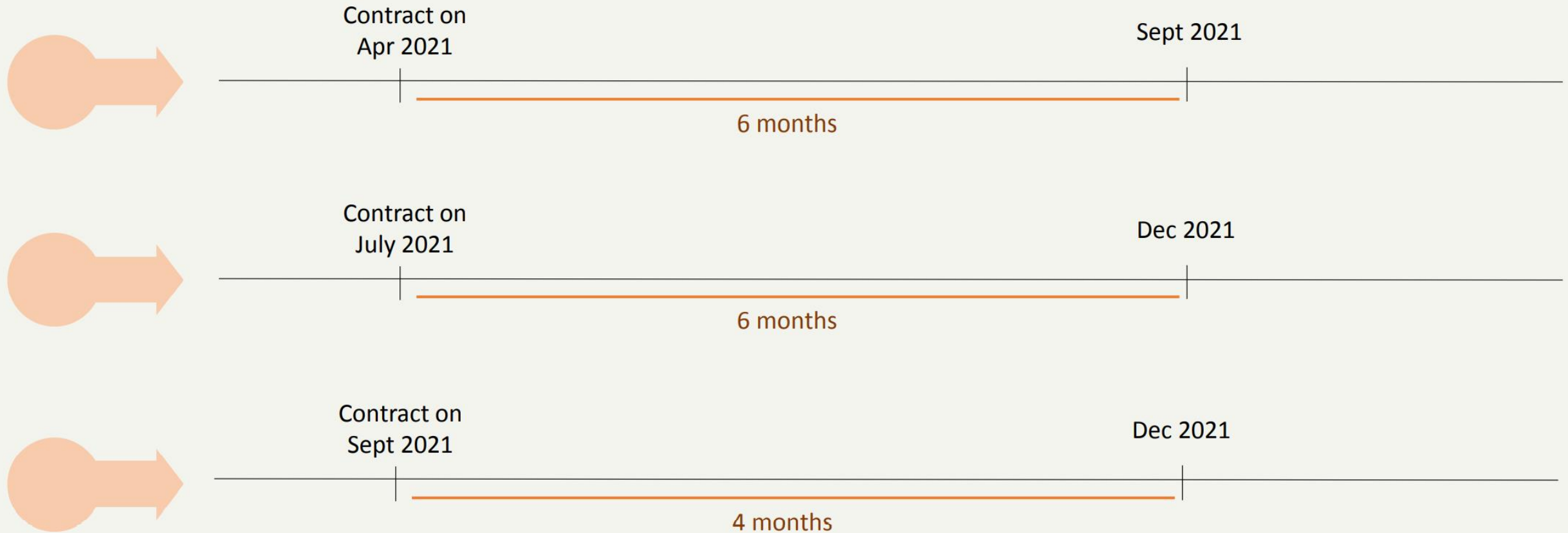
Sales	Production	Period	PR1/ PRO	Ticket
AIA	ANP \geq 60,000	6 months	\geq 85%	1
SLM	AFYC \geq 40,000	6 months	\geq 85%	1

Note:

1. Max 1 ticket for this incentive.

2021 ROOKIE INCENTIVE HUAHIN, THAILAND

ROOKIE INCLUDES



2021 Recruiting Clinic

Note:

1. Contracted CYNR figure: Life as at 6.8.2021, AHAM as at June 2021.

2. Potential and Follow up figure as at 7.8.2021

No	Leader	Region	Contracted CYNR			Potential			Follow Up
			AIA	SLM	AHAM	AIA	SLM	AHAM	
1	Ajax Soo	Central				1			1
2	Angeline Teoh	Central		4			4		
3	Chui Peng	Central				1		1	4
4	Duncan Ong	Central			1				3
5	Jean Chan	Central		2	8		2		
6	Joanne Chew	Central							
7	Kok Seng	Central							
8	Neo SK	Central			2				
9	Pang TC	Central							3
10	Pei Siah	Central						2	
11	Sem SY	Central			1	1			1
12	Seng Yew	Central						3	
13	SK Tew	Central					5		
14	Suet Ting	Central						1	4
15	Vincent Choong	Central							
16	Wai Man	Central			1	2		3	
17	Yen	Central							3
18	Brandon Wong	East Malaysia		1	5				3
19	Hai Chen	East Malaysia						5	
20	Pauline Liew	East Malaysia			1			1	
21	Ai Suang	North							
22	Celina Chee	North	1		3			2	
23	Foo Yu Suen	North							
24	Jack Lai	North						2	
25	Adrian Tan	South	1						
26	Belle Leo	South							
27	Darren Lim	South							
28	Eric Eng	South			4			23	5
29	Eric Yap	South	1		1				
30	Jackie Ng	South	1						
31	Marcus Tong	South	1						
32	Nick Tang	South							

Recruitment Clinic – Time Schedule

Module 1

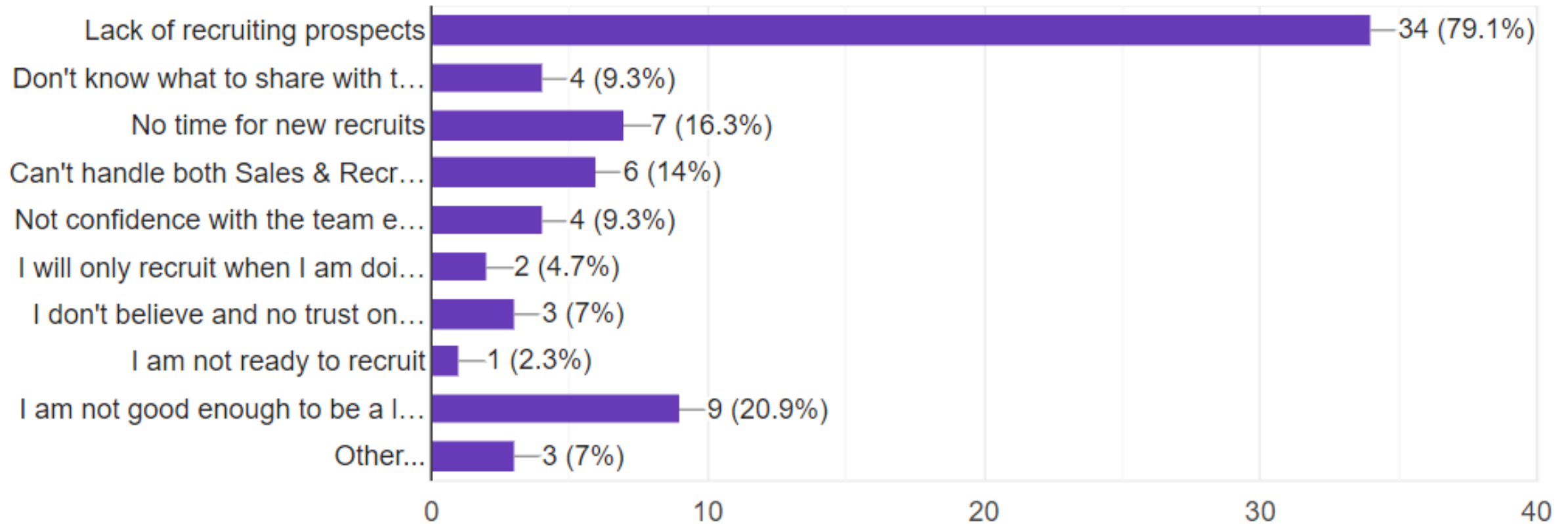
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Recruiting Clinic

2021



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Why **Recruit**?

- Because of better commission rate due to overriding?
- Because of promotion with better ranking?
- Because of incentives?
- Force to do so?
- Obligated?



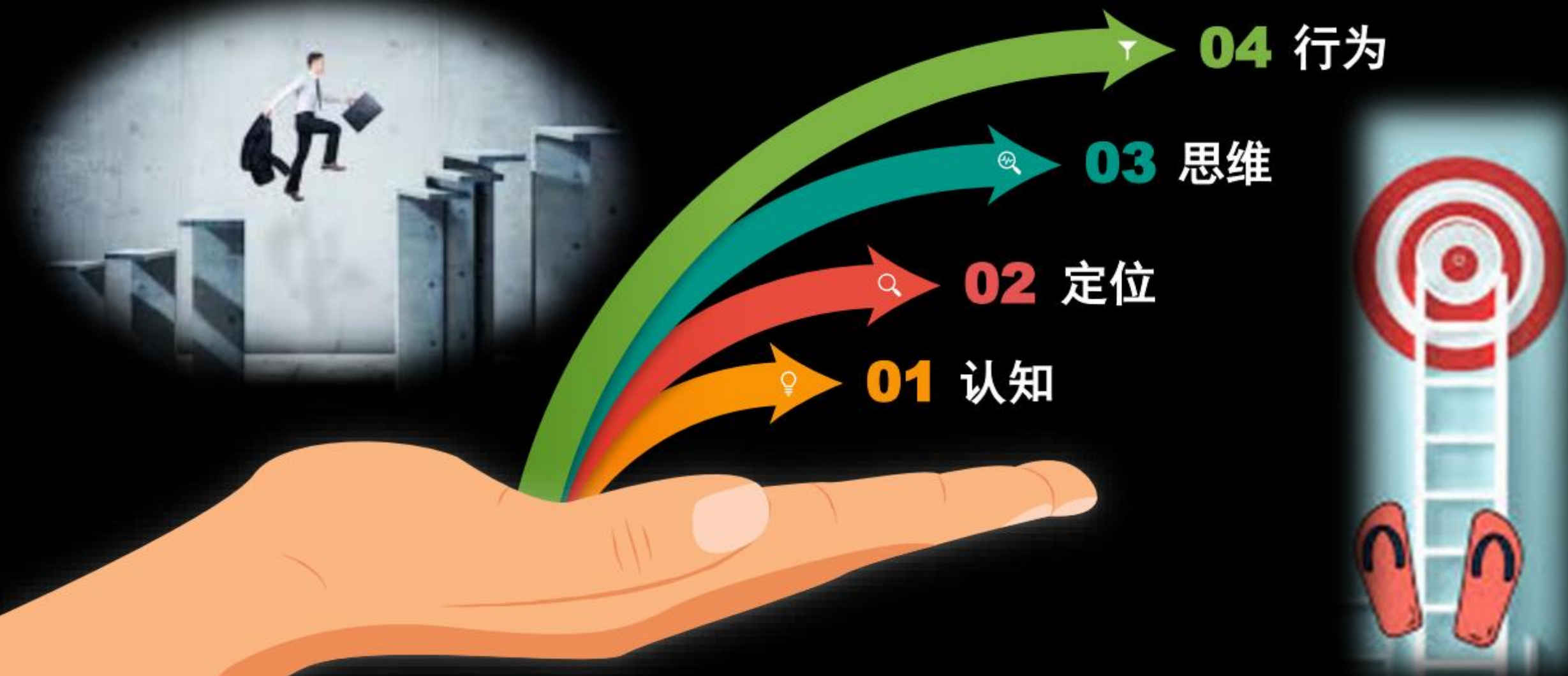
Why to be a **Leader**?

- What is your end in mind?
- To build passive income?
- To groom people?
- To have legacy?
- To achieve higher production?
- To be someone?
- To lead the industry?
- What's your reason to be a Leader?



4 STEP PROCESS FOR SUSTAINABLE BUSINESS

事业持续成长的四步曲





Recruitment for Sustainable Business

增员是持续成长的关键



Recruiting Clinic

Special Topic Sharing as below:-

引才 Speaker: Alex Lim

选才 Speaker: Andy Yap

育才 Speaker: Andy Tang

育才 Speaker: William Chuah & Kelvin Ng

留才 Speaker: Alex Lim & Andy Yap



Recruitment for Sustainable Business

增员是持续成长的关键

引才

Attraction &
Recruitment

增员能力

Recruitment
Ability

Attraction & Recruiting

- Why you?
 - Your character count
 - Your competency
 - Your commitment
- What's your competitive advantage?
 - Your company
 - Your team and you
- Recruitment Methodology
 - social media, referral, personal exposure, observation & proactive approaching
- Reputation & Branding
 - Company, your Team and you



Candidate Profile for Talent Search Program

01

Recruitment Candidate Profile

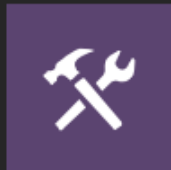


Background

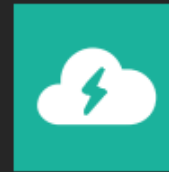
- Bancassurance > AFYC 300K
- PFC funds 1.5 to 3mil/yr
- Mortgage & SME Loan Banker (1mil/mth)
- Unit Trust Consultant (> 1mil/yr)
- Takaful Agent AFYC 100 to 200K



Locate within 30 KM from branches & with full time basis*



Age range from 25 to 38 with min 2 years working experience on the related field



Open to all but Preferred Chinese speaking or Muslim Candidates (decide your own)



Ambitious, able to execute & Goal Driven with high believe in Financial Planning



With good sales performance & existing customer base

**Note: Only AFS with 3K package is available for candidate outside of Klang Valley*

Where to find the right Candidates?

Where to find the right Candidates? (to build up your 1st Liner)

- From your existing Resources
 - Past colleague
 - From same industry
 - Schoolmates, varsity mates, etc...
 - Clients & Customers
 - Facebook
 - Instagram
 - Others
- From Nominator
 - How to find or identify nominator?

The image features a 3D rendered scene with four stylized human figures. On the left, three white figures are shown in a line, appearing to be in a state of recruitment or initial effort. They are slightly faded and semi-transparent. On the right, a single red figure is shown in a full, dynamic running pose, representing the final stage of attraction. The background is plain white.

From Recruit to Attract.....

- Your Attempt
 - Starts with personal effort
 - Supported by the TEAM effort
 - Leverage on the GV

Recruiting Script 引才的话术

- 1st approach Content
 - Key words
 - Intention
 - Call for Action
- Sample script (2 samples)
 - Hi Mr. Candidate, glad to meet with you. May I know, if there is a better career offer, would you consider? Why? I would like to invite you to participate in our zoom event on 14th August to find out more.
 - Hi Mr. Candidate, would you be working at this company until your retirement age? Why? I see. I would like to invite you to participate in our zoom event on 14th August to find out more.



Recruiting Script

引才的话术

- 1st approach Content
 - Key words
 - Intention
 - Call for Action
- 2nd approach – Face to Face or Zoom Meeting
 - Why this industry?
 - Why this company GV?
 - Why this principal?
 - Why your Team?
 - Why you?



Leadership

Leadership is a **Choice**, NOT a Rank

Leadership is NOT only increase Head Count, BUT **HEART COUNT**

Leadership is by **ACTION**, NOT by Position



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320pm	Leader ACT system



Leader ACT system



ACTIVITY MONITOR

	A	P	C	R	N
WEEKLY	1	0	0	0	0
TODAY	0	0	0	0	0

ANP	FYP	POLICY SIZE	CASES
65,000	65,000	32,500	2
Guilin, China	40.63%	Rome & Venice, Italy	21.67%

95,000

235,000

PRODUCTIVITY	MDRT
7,222	263,000

HIGHLIGHTS

2021-08-03 09:20:36

Congratulation

Let's congratulate **Jason Chew** on submitting a case **(Loan) RM100,000.00**. You are the star of the family. So proud of you!

HIGHLIGHTS

2021-08-03 02:11:27

Congratulation

Let's congratulate **Charmaine LX** on submitting a case **(Fund) RM300.00**. You are the star of the family. So proud of you!

HIGHLIGHTS

2021-08-02 22:39:17

Menu

My Account

R50

P100

Financial Report

Report

Search

Agent Hierarchy

Search Activities

Search Policy

Policy Analysis

Log out

v2.0.8



ACTIVITY MONITOR

	A	P	C	R	N
WEEKLY	1	0	0	0	0
TODAY	0	0	0	0	0

ANP	FYP	POLICY SIZE	CASES
-----	-----	-------------	-------

65,000	65,000	32,500	2
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Guilin, China	40.63%	Rome & Venice, Italy	21.67%
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95,000	235,000
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PRODUCTIVITY	MDRT
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7,222	263,000
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HIGHLIGHTS

Congratulation
Let's congratulate **Jason Chew**
You are the star of the family. So

HIGHLIGHTS

Congratulation
Let's congratulate **Charmaine L**
are the star of the family. So pro

HIGHLIGHTS



Q Type Here...

1

Source of Names		Source Letter	A	A	A	A	B	B		
A.Relatives B.School Friend C.Neighbors D.Colleagues/Former Colleagues E.Known Through Spouse F.Known Through Children G.Known Through Hobbies/Games H.Known Through Church/Temple I.Known Through Social Groups J.Known Through Public Services K.Newly Married Couple L.New Job Or Promotion M.New Homeowners N.People with whom you do business										
Annual Income	RM50,000 or Below									
	RM 50,001 - RM 100,000									
	RM 100,001 - RM 300,000		X		X					
	RM 300,001 - RM 500,000			X		X	X			
	Above RM 500,000									
	Below 25					X				
	25 - 40		X		X					

Add New Customer (R50)

Client Name

Phone

Cancel
Save

PHONE: (017) 567 4432

4. NAME: Tita

PHONE: (019) 878 7765

5. NAME: Recruit

PHONE: (016) 330 1218

6. NAME: HOO

PHONE: (014) 345 4567

7. NAME: Recruit



1

Source of Names		Source Letter	A	A	A	A	B	B	L	
A.Relatives B.School Friend C.Neighbors D.Colleagues/Former Colleagues E.Known Through Spouse F.Known Through Children G.Known Through Hobbies/Games H.Known Through Church/Temple I.Known Through Social Groups J.Known Through Public Services K.Newly Married Couple L.New Job Or Promotion M.New Homeowners N.People with whom you do business		Source Name	1. NAME: Den Ki PHONE: (019) 887 6789	2. NAME: Adam PHONE: (016) 330 2324	3. NAME: Felicia PHONE: (017) 567 4432	4. NAME: Tita PHONE: (019) 878 7765	5. NAME: Recruit PHONE: (016) 330 1218	6. NAME: HOO PHONE: (014) 345 4567	7. NAME: Recruit	
Annual Income	RM50,000 or Below									
	RM 50,001 - RM 100,000									
	RM 100,001 - RM 300,000		X		X					
	RM 300,001 - RM 500,000			X		X	X			
	Above RM 500,000									
	Below 25					X				
	25 - 40		X		X					



APPROACH

PRESENT

CLOSE

REFERRAL

NEW

APPROACH INFORMATION

Client Name:

Tita

Introduced By:

Phone:

(019) 878 7765

Date:

06-Aug-2021

Address:

Product Category

Life

Loan

Fund

REMINDER (R1)

Type...

REMARK AFTER MEET (R1)

Type...



Search Activities



06-Jul-2021

06-Aug-2021

- All **21**
- Approach **11**
- Present **8**
- Close **2**
- Referral
- New

All Fund

Name:	ABCD
Activity:	Approach
Introduced By:	
Agent:	ANDY TANG
Name:	Alice Lee
Activity:	Present
Potential ANP:	15,000
Introduced By:	
Agent:	ANDY TANG
Name:	Wang
Activity:	Present
Potential ANP:	7,000
Introduced By:	

Choose Agent To View

- Belle Leo
- Ben Eng
- Bernice Chua Chai Wen
- Brandon Tee Cong Yuan
- Brandon Wong Ken Vui
- Brian Pang Ching Hong
- Bryan Wong Jiang Bing
- CK WinChun

Cancel View

2021-07-20 09:52:27



Search Activities



06-Jul-2021

-

06-Aug-2021

All 18

Approach 16

Present

Close 2

Referral

New

All

Life

Loan

Fund

Name: Foo MBH Cosmeceuticals **2021-08-03**
09:03:31

Activity: Approach

Introduced By:

Agent: JASON CHEW

Name: Pn Siti CG global **2021-08-03**
09:17:09

Activity: Approach

Introduced By:

Agent: JASON CHEW

Name: Rini Riaz group **2021-08-03**
09:11:34

Activity: Approach

Introduced By:

Agent: JASON CHEW

Name: Novas **2021-08-03**

Activity Report						
Associate Name	Jason Chew					
Activities Duration :	06-Jul-2021	to	06-Aug-2021			
Summary of Activities						
Business	Approach	Presentation	Closing	Referral	New Recruits	Potential Sales
Life	0	0	3	0	0	
Fund	1	0	0	0	0	
Loan	15	0	0	0	0	
Overall	16	0	3	0	0	
Activities in details						
Day/Date	Client Name	Stages	Product Category	Potential Sales	Closed	Remark after meet
						Called & requested for income docs. Prepared latest income statements.
20-Jul-2021	Jack ancient thai	Approach	Loan	0	0	Following up the rest of docs for biz loan
21-Jul-2021	Jonathan Lee	Approach	Loan	0	0	Obtained all income docs. Pending latest payment records for credit card due to exceeding credit
22-Jul-2021	Sani En	Approach	Loan	0	0	Loan submitted for trrf, banker to obtain further info. Initial docs on screening fine
23-Jul-2021	Catherine air con	Approach	Loan	0	0	After checking CCRIS, cannot proceed due to age & clean credit
23-Jul-2021	Marcus (Lina CO)	Approach	Loan	0	0	3rd year in biz with new registered biz. To obtain docs
24-Jul-2021	Mandy Yew	Approach	Loan	0	0	PBB loan approval of RM100k. MBB loan failed due to internal issues
25-Jul-2021	Eilynn Ng (Kampar)	Approach	Fund	0	0	Ex colleague. Invited to do online presentations on fin planning to her uni & public in late Aug c
27-Jul-2021	Pam Tham	Close	life	0	7,300	
27-Jul-2021	Ho Hock Kian	Approach	Loan	0	0	Call. Follow up with email on trrf
27-Jul-2021	Foo MBH Cosmeceuticals	Approach	Loan	0	0	Existing Cimb client, not served at Setia ALAM. Provided info on trrf, to follow up
27-Jul-2021	Linda kesb Medicare	Approach	Loan	0	0	Client to check profitability and turnover for trrf. Operated more than 3 years.
28-Jul-2021	Tan Sunlighten	Approach	Loan	0	0	Profitable biz, pending audited report ready in Sept. On trrf. To invite for mbb zoom event on gu
29-Jul-2021	Mandy Yew	Close	life	0	0	
29-Jul-2021	Novas	Approach	Loan	0	0	Biz owner, call back. Interested in trrf
29-Jul-2021	Pei Shin	Approach	Loan	0	0	Obtained email Fr operator Ms Chan. This lady is Fin mgr
30-Jul-2021	Rini Riaz group	Approach	Loan	0	0	Staff provided boss contact. Whatsapped the boss
31-Jul-2021	Pn Siti CG global	Approach	Loan	0	0	Client with RM10m annual sales. No loans yet. Need to discuss with other directors on trrf
03-Aug-2021	Foo MBH Cosmeceuticals	Approach	Loan	0	0	Existing Cimb client, not served at Setia ALAM. Provided info on trrf, to follow up
29-Aug-2021	Mandy Yew	Close	life	0	0	



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HIGHLIGHTS

2021-08-02 22:39:17

ACT System Installation

Name

Email address

Hand-phone

Rank position

Reporting to who?

Belongs to which Region?

WhatsApp to me – Andy Tang

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Announcement

- GV BOP on 14th August 2021
(Saturday, 2pm to 330pm)



理财创业 密码

14th August | 2^{PM} to 330^{PM}

Language: Mandarin

Zoom link **889 0329 6300**

SPEAKER:

ALEX LIM

Group CEO



理财创业密码

Date : 14 August 2021 (Saturday) Time : 2:00pm - 3:30pm

Language : Mandarin Speaker : Alex Lim @ GV Group CEO

forms.gle

您好,

谨此为你献上 **好消息**, 本公司 **有意聘请** 一批有心在金融理财领域为自己创业的年轻人。

"金融理财创业" 成为大部分年轻人首选的行业。因为它无论在景气好或不好的情况下, 都成为消费者不可或缺的理财方案。

我们提供风险管理, 投资理财, 金融借贷和财富分配服务。让你轻易的为自己创业道路上起步, 掌控自己的事业, 编织自己的未来!

别错过 **8月14日(2pm)**, 以 **理财创业密码** 为主题, 特别为你而设的创业说明会。

名额有限, 请立刻点击以下的 **Google Form**, 报上名字! 📌

<https://forms.gle/7sEpQ6e4Z6Fkz6TG6>

我们欢迎你 🙌

4:01 pm ✓

GVBOP – 14th August 2021 (Saturday, 2pm to 330pm)

Existing Registration status.....

No	Name as per IC	Nickname (if any...)	Email address	Gender	Age	Existing Job/Career	I am	I was Invited by	Contact Number	Branches
1	Amanda Chung	Amanda	lychee_aclc@yahoo.com	Female	33	Banker	NEW candidate	Jackie	010-2523510	Central Region
2	Foong Sook Guan	Yvonne	Yvofoong@hotmail.com	Female	37	Hawker	NEW candidate	Eric	186481339	South Region
3	Lai Junn Hoe	Eric	Ericlai1594@hotmail.com	Male	26	QS	NEW candidate		183908226	Central Region
4	Lim Phui Yoke	Bernice	phuiyokelim95@gmail.com	Female	26	Property	NEW candidate	Jackye Ng	197320440	South Region
5	LIM WAN WAN	Claudia	winnie_0129@hotmail.com	Female		Online business	NEW candidate	GOH SZE MEI	178237119	East Region
6	Kwong kah kee					HLA	NEW candidate	Arthur		Southern
7	Lim mie jane						NEW candidate	Arthur		Southern
8	GOH SZE MEI	Angeline	angelinegreatvision@gmail.com	Female	31	Financial Planner	Existing GV associate	-	175066299	Central Region
9	LING JIA SHENG	Kent Ling	jiasheng8109@hotmail.com	Male	23	Mortgage Planner	Existing GV associate	William bos	143122378	South Region
10	Tee chee ean	Sammie	sammietee3633@gmail.com	Female	51	GAM	Existing GV associate	GV	60163311635	Central Region
11	Yong Keat Lim		lyk5515@gmail.com				Existing GV associate		60124835515	North Region

Announcement / Assignment

- GV BOP on **14th August 2021** (Saturday, 2pm to 330pm) - 3 invitees per Leader
- GV Orientation on **17th August 2021** (Tuesday, 8pm to 915pm)
 - Orientation content
 - (why this industry, why GV, why you, market potential, income potential, how to kick start)
 - Free Exam fee on PCE / TBE / CEILLI
- Proceed to Initial Interview
 - Respective Manager or Leader to initiate the meeting
 - Identify if is the right candidate for financing scheme
- Proceed to AFS / TES / iWAP / Alpha Interview
 - Liaise with relevant person to do the interview
 - AFS (William & Andy Tang), TES (Kelvin Ng), iWAP & Alpha (Andy Yap)





See you next
clinic on
13th September 2021



A close-up, low-angle shot of a hand holding a black pen, poised to write on a document. The document features a faint grid pattern. In the background, a laptop keyboard is visible, slightly out of focus. The overall lighting is dim and moody, with a dark blue or teal tint. The text 'Thank You.' is overlaid in the bottom right corner in a clean, white, sans-serif font.

**Thank
You.**