B C D E F

SPORT ABERDEEN

The Work Plan outlines the assurance the Hub will request from Sport Aberdeen during 2019.

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2	Area of Assurance	Scope	Objective	Assurance Hub Terms of Reference	Reference to Risk Register/Audit Report/Council Decision	Target Date for Reporting to Committee
3	Financial Management	Quarterly Trading	Assurance that accounts are being managed within budget and the level of financial risk to the Council is low.	15	Corporate Risk Register: Financial Sustainability Corp- 001	Standing Item
4	Risk Management	Hisk negister	Assurance that risks had been adequately identified and scored; and appropritate controls were in place to limit risk to the Council.	14	Audit Scotland report: ALEOs: are you getting it right? (2011)	Standing Item
5	Risk Management	ALEO Internal and External Audit Reports	Assurance that ALEOs have appropriate internal and external audit arrangements in place. The Hub will monitor reporting to the Board and plans put in place by ALEOs to address and close audit recommendations.	14	Audit Scotland report: ALEOs: are you getting it right? (2011)	Standing Item
6	Governance	Aberdeen and Garthdee Alpine Sports into Sport	Assurance that the integration process was being undertaken in line with statutory requirements and risk to the Council was low.	14,15,16,18, 20	Finance, Policy and Resources Committee Review of Sports Organisations ECS/17/067	14-Feb-19
7	Governance	Accountability and Transparency of ALEOs	Assurance that ALEOs had taken into account Audit Scotland recommendations and aim to increase the accountability and transparency of decision making.	16	Audit Scotland report: How councils use arms-length organisations (2018)	14-Feb-19

	А	В	С	D	Е	F
2	Area of Assurance	Scope	Objective	Assurance Hub Terms of Reference	Reference to Risk Register/Audit Report/Council Decision	Target Date for Reporting to Committee
8	Governance	ALEO decision making	Assurance that ALEOs had taken into account Audit Scotland recommendations and aim to increase the level of public participation in the design and delivery of public services.	16	Audit Scotland report: How councils use arms-length organisations (2018)	14-Feb-19
9	Financial Management	Accounts 2017-18	Assurance that accounts were being managed within budget, were in line with statutory requirements and the level of financial risk to the Council is low.	15	Corporate Risk Register: Financial Sustainability Corp- 001	14-Feb-19
10	Financial Management	GAS Audited Annual Accounts 2017-18	Assurance that accounts were being managed within budget, were in line with statutory requirements and the level of financial risk to the Council is low.	15	Corporate Risk Register: Financial Sustainability Corp- 001	14-Feb-19
11	Risk Management	Business Continuity Planning	Assurance that appropriate arrangements are in place to test the Business Continuity Plan.	14	Corporate Risk Register: Civil Contingencies Corp- 004	Jun-19
12	Governance	Information Governance and Data Protection	Assurance on compliance with GDPR.	16	Corporate Risk Register: Information Governance Corp-005	Jun-19
13	Risk Management	PREVENT Strategy	Assurance that ALEOs have appropriate procedures in place to work effectively with the Council to ensure it can meet its PREVENT obligations.	21	Corporate Risk Register: Civil Contingencies Corp- 004	Jun-19

	А	В	С	D	E	F
2	Area of Assurance	Scope	Objective	Assurance Hub Terms of Reference	Reference to Risk Register/Audit Report/Council Decision	Target Date for Reporting to Committee
14	Governance	High Level Employment Practices	To advise Committee on each ALEO's use/non use of zero hour contracts and adoption of the Scottish Living Wage.	18	Council: Living Wage Accreditation CG/16/044	Jun-19
15	Governance	Induction and Training Programme for ALEO Board Members	Assurance that ALEOs have developed a robust induction and training programme which aim to increase the Board's capacity and ensure that well informed decisions could be taken. The training programme should outline how each ALEO would inform Board members of their obligations in terms of conflicts of interest and the code of conduct.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	Oct-19
16	Governance	Compositon and Capacity of the ALEO Board	Assurance that ALEO Boards have the capacity and expertise within their memberships to take well informed decisions and minimise risk to the Council. Assurance will also be sought on the profile of the Board and representation of equalities groups.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	Oct-19
17	Financial Management	Financial Regulations	Assurance on robustness and compliance with financial regulations and procedures.	15	Corporate Risk Register: Financial Sustainability Corp- 001	Oct-19

	А	В	С	D	E	F
2	Area of Assurance	Scope	Objective	Assurance Hub Terms of Reference	Reference to Risk Register/Audit Report/Council Decision	Target Date for Reporting to Committee
18	i Financiai Manadement	Medium-Term Financial Planning	Assurance that ALEOs had prepared a medium-term financial plan or had incorporated medium term planning into a Business Plan. This would provide assurance that ALEOs had prepared for core funding pressures.	15	Corporate Risk Register: Financial Sustainability Corp- 001	Oct-19
19	I E inancial Management	SA Audited Annual Accounts 2018-19	Assurance that accounts were being managed within budget, were in line with statutory requirements and the level of financial risk to the Council is low.	15	Corporate Risk Register: Financial Sustainability Corp- 001	Oct-19

ABERDEEN SPORTS VILLAGE

The Work Plan outlines the assurance the Hub will request from Aberdeen Sports Village during 2019.

Area of Assurance	Scope	Objective	Assurance Hub Terms of Reference	Reference to Risk Register/Audit Report/Council Decision	Target Date for Reporting to Committee
Financial Management	Quarterly Trading Accounts	Assurance that accounts are being managed within budget and the level of financial risk to the Council is low.	15	Corporate Risk Register: Financial Sustainability Corp-001	Standing Item
Risk Management	Risk Register	Assurance that risks had been adequately identified and scored; and appropritate controls were in place to limit risk to the Council.	14	Audit Scotland report: ALEOs: are you getting it right? (2011)	Standing Item
Risk Management	ALEO Internal and External Audit Reports	Assurance that ALEOs have appropriate internal and external audit arrangements in place. The Hub will monitor reporting to the Board and plans put in place by ALEOs to address and close audit recommendations.	14	Audit Scotland report: ALEOs: are you getting it right? (2011)	Standing Item
Financial Management	Medium-Term Financial Planning	Assurance that ALEOs had prepared a medium-term financial plan or had incorporated medium term planning into a Business Plan. This would provide assurance that ALEOs had prepared for core funding pressures.	15	Corporate Risk Register: Financial Sustainability Corp-001	14-Feb-19
Financial Management	Audited Annual Accounts 2017-18	Assurance that accounts were being managed within budget, were in line with statutory requirements and the level of financial risk to the Council is low.	15	Corporate Risk Register: Financial Sustainability Corp-001	14-Feb-19
Risk Management	Business Continuity Plan	Assurance that a robust and consolidated Business Continuity Plan had been developed and approved by the Board.	14	Corporate Risk Register: Civil Contingencies Corp-004	14-Feb-19
Governance	Accountability and transparency of ALEOs	Assurance that ALEOs had taken into account Audit Scotland recommendations and aim to increase the accountability and transparency of decision making.	16	Audit Scotland report: How councils use arms- length organisations (2018)	14-Feb-19
Governance	Public Participation in ALEO decision making	Assurance that ALEOs had taken into account Audit Scotland recommendations and aim to increase the level of public participation in the design and delivery of public services.	16	Audit Scotland report: How councils use arms- length organisations (2018)	14-Feb-19

Risk Management	Business Continuity Planning	Assurance that appropriate arrangements are in place to test the Business Continuity Plan.	14	Corporate Risk Register: Civil Contingencies Corp-004	Jun-19
Risk Management	PREVENT Strategy	Assurance that ALEOs have appropriate procedures in place to work effectively with the Council to ensure it can meet its PREVENT obligations.	21	Corporate Risk Register: Civil Contingencies Corp-004	Jun-19
Governance	Scheme of Delegation	Assurance that a scheme had been developed to support decision making and outlined which powers were reserved to the Board and which powers had been delegated to executive officers.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	Jun-19
Governance	Information Governance and Data Protection	Assurance on compliance with GDPR.	16	Corporate Risk Register: Information Governance Corp-005	Jun-19
Financial Management	Financial Regulations	Assurance on robustness and compliance with financial regulations and procedures.	15	Corporate Risk Register: Financial Sustainability Corp-001	Jun-19
Governance	High Level Employment Practices	To advise Committee on each ALEO's use/non use of zero hour contracts and adoption of the Scottish Living Wage.	18	Council: Living Wage Accreditation CG/16/044	Jun-19
Governance	Induction and Training Programme for ALEO Board Members	Assurance that ALEOs have developed a robust induction and training programme which aim to increase the Board's capacity and ensure that well informed decisions could be taken. The training programme should outline how each ALEO would inform Board members of their obligations in terms of conflicts of interest and the code of conduct.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	Oct-19
Governance	Compositon and Capacity of the ALEO Board	Assurance that ALEO Boards have the capacity and expertise within their memberships to take well informed decisions and minimise risk to the Council. Assurance will also be sought on the profile of the Board and representation of equalities groups.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	Oct-19

BON ACCORD CARE

The Work Plan outlines the assurance the Hub will request from Bon Accord Care during 2019.

Area of Assurance	Scope	Objective	Assurance Hub Terms of Reference	Reference to Risk Register/Audit Report/Council Decision	Target Date for Reporting to Committee
Risk Management	Risk Register	Assurance that risks had been adequately identified and scored; and appropritate controls were in place to limit risk to the Council.	14	Audit Scotland report: ALEOs: are you getting it right? (2011)	Standing Item
Financial Management	Quarterly Trading	Assurance that accounts are being managed within budget and the level of financial risk to the Council is low.	15	Corporate Risk Register: Financial Sustainability Corp-001	Standing Item
Risk Management	External Audit Reports	Assurance that ALEOs have appropriate internal and external audit arrangements in place. The Hub will monitor reporting to the Board and plans put in place by ALEOs to address and close audit recommendations.	14	Audit Scotland report: ALEOs: are you getting it right? (2011)	Standing Item
Governance	Public Participation in ALEO decision making	Assurance that ALEOs had taken into account Audit Scotland recommendations and aim to increase the level of public participation in the design and delivery of public services.	16	Audit Scotland report: How councils use arms- length organisations (2018)	14-Feb-19
Governance	Accountability and transparency of ALEOs	Assurance that ALEOs had taken into account Audit Scotland recommendations and aim to increase the accountability and transparency of decision making.	16	Audit Scotland report: How councils use arms- length organisations (2018)	14-Feb-19
Governance	appointment of new	Assurance that the recruitment process had complied with employment and equalities legislation; and to report if an appointment had been made.	16	Urgent Business Committee: Prospective Appointments 6 July 2018	14-Feb-19

Governance	Scheme of Delegation	Assurance that a scheme had been developed to support decision making and outlined which powers were reserved to the Board and which powers had been delegated to executive officers.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	14-Feb-19
Risk Management	Business Continuity Planning	Assurance that appropriate arrangements are in place to test the Business Continuity Plan.	14	Corporate Risk Register: Civil Contingencies Corp- 004	14-Feb-19
Risk Management	Oversight provided by Risk Management Committee	Assurance on how the Risk Management Committee monitors and reviews BAC's risk register and risk management framework.	14	Audit Scotland report: ALEOs: are you getting it right? (2011)	14-Feb-19
Risk Management	PREVENT Strategy	Assurance that ALEOs have appropriate procedures in place to work effectively with the Council to ensure it can meet its PREVENT obligations.	21	Corporate Risk Register: Civil Contingencies Corp- 004	Jun-19
Governance	Information Governance and Data Protection	Assurance on compliance with GDPR.	16	Corporate Risk Register: Information Governance Corp-005	Jun-19
Financial Management	Financial Regulations	Assurance on robustness and compliance with financial regulations and procedures.	15	Corporate Risk Register: Financial Sustainability Corp-001	Jun-19
Governance	High Level Employment Practices	To advise Committee on each ALEO's use/non use of zero hour contracts and adoption of the Scottish Living Wage.	18	Council: Living Wage Accreditation CG/16/044	Jun-19
Governance	Induction and Training Programme for ALEO Board Members	Assurance that ALEOs have developed a robust induction and training programme which aim to increase the Board's capacity and ensure that well informed decisions could be taken. The training programme should outline how each ALEO would inform Board members of their obligations in terms of conflicts of interest and the code of conduct.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	Oct-19

Governance	Compositon and Capacity of the ALEO Board	Assurance that ALEO Boards have the capacity and expertise within their memberships to take well informed decisions and minimise risk to the Council. Assurance will also be sought on the profile of the Board and representation of equalities groups.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	Oct-19
Financial Management	Medium-Term Financial Planning	Assurance that ALEOs had prepared a medium-term financial plan or had incorporated medium term planning into a Business Plan. This would provide assurance that ALEOs had prepared for core funding pressures.	15	Corporate Risk Register: Financial Sustainability Corp-001	Oct-19
Financial Management	Audited Annual Accounts 2018-19	Assurance that accounts were being managed within budget, were in line with statutory requirements and the level of financial risk to the Council is low.	15	Corporate Risk Register: Financial Sustainability Corp-001	Oct-19

ABERDEEN HEAT AND POWER

The Work Plan outlines the assurance the Hub will request from Aberdeen Heat and Power during 2019.

Area of Assurance	Scope	Objective	Assurance Hub Terms of Reference	Reference to Risk Register/Audit Report/Council Decision	Target Date for Reporting to Committee
Financial Management	Quarterly Trading Accounts	Assurance that accounts are being managed within budget and the level of financial risk to the Council is low.	15	Corporate Risk Register: Financial Sustainability Corp- 001	Standing Item
Risk Management	Risk Register	Assurance that risks had been adequately identified and scored; and appropritate controls were in place to limit risk to the Council.	14	Audit Scotland report: ALEOs: are you getting it right? (2011)	Standing Item
Risk Management	ALEO Internal and External Audit Reports	Assurance that ALEOs have appropriate internal and external audit arrangements in place. The Hub will monitor reporting to the Board and plans put in place by ALEOs to address and close audit recommendations.	14	Audit Scotland report: ALEOs: are you getting it right? (2011)	Standing Item
Financial Management	Medium-Term Financial Planning	Assurance on the evidence base and process used by AHP when making financial assumptions within its five-year Business Plan.	15	Corporate Risk Register: Financial Sustainability Corp- 001	14-Feb-19
Governance	Public Participation in ALEO decision making	Assurance that ALEOs had taken into account Audit Scotland recommendations and aim to increase the level of public participation in the design and delivery of public services.	16	Audit Scotland report: How councils use arms- length organisations (2018)	14-Feb-19
Governance	Accountability and transparency of ALEOs	Assurance that ALEOs had taken into account Audit Scotland recommendations and aim to increase the accountability and transparency of decision making.	16	Audit Scotland report: How councils use arms- length organisations (2018)	14-Feb-19

Data Protection Policy	Assurance that a Data Protection Policy had been developed and approved by the Board which was in compliance with GDPR.	16	Corporate Risk Register: Information Governance Corp-005	14-Feb-19
Scheme of Delegation	Assurance that a scheme had been developed to support decision making and outlined which powers were reserved to the Board and which powers had been delegated to executive officers.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	14-Feb-19
Board Report Template	Assurance that AHP had developed a Board Report Template which clearly set out sections for recommendations, financial implications and managing risk.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	14-Feb-19
Business Continuity Planning	Assurance that appropriate arrangements are in place to test the Business Continuity Plan.	14	Corporate Risk Register: Civil Contingencies Corp- 004	Jun-19
PREVENT Strategy	Assurance that ALEOs have appropriate procedures in place to work effectively with the Council to ensure it can meet its PREVENT obligations.	21	Corporate Risk Register: Civil Contingencies Corp- 004	Jun-19
Information Governance and Data Protection	Assurance on compliance with GDPR.	16	Corporate Risk Register: Information Governance Corp-005	Jun-19
Financial Regulations	Assurance on robustness and compliance with financial regulations and procedures.	15	Corporate Risk Register: Financial Sustainability Corp- 001	Jun-19
High Level Employment Practices	To advise Committee on each ALEO's use/non use of zero hour contracts and adoption of the Scottish Living Wage.	18	Council: Living Wage Accreditation CG/16/044	Jun-19
	Scheme of Delegation Board Report Template Business Continuity Planning PREVENT Strategy Information Governance and Data Protection Financial Regulations High Level Employment	Policy had been developed and approved by the Board which was in compliance with GDPR. Assurance that a scheme had been developed to support decision making and outlined which powers were reserved to the Board and which powers had been delegated to executive officers. Assurance that AHP had developed a Board Report Template which clearly set out sections for recommendations, financial implications and managing risk. Business Continuity Planning Assurance that appropriate arrangements are in place to test the Business Continuity Plan. Assurance that ALEOs have appropriate procedures in place to work effectively with the Council to ensure it can meet its PREVENT obligations. Information Governance and Data Protection Assurance on compliance with GDPR. Assurance on robustness and compliance with financial regulations and procedures. To advise Committee on each ALEO's use/non use of zero hour contracts and adoption of the Scottish Living	Data Protection Policy Policy had been developed and approved by the Board which was in compliance with GDPR. Assurance that a scheme had been developed to support decision making and outlined which powers were reserved to the Board and which powers had been delegated to executive officers. Assurance that AHP had developed a Board Report Template which clearly set out sections for recommendations, financial implications and managing risk. Business Continuity Planning Assurance that appropriate arrangements are in place to test the Business Continuity Plan. Assurance that ALEOs have appropriate procedures in place to work effectively with the Council to ensure it can meet its PREVENT obligations. Information Governance and Data Protection Assurance on compliance with GDPR. Assurance on robustness and compliance with financial regulations and procedures. To advise Committee on each ALEO's use/non use of zero hour contracts and adoption of the Scottish Living	Data Protection Policy Policy had been developed and approved by the Board which was in compliance with GDPR. Assurance that a scheme had been developed to support decision making and outlined which powers were reserved to the Board and which powers had been delegated to executive officers. Assurance that AHP had developed a Board Report Template which clearly set out sections for recommendations, financial implications and managing risk. Business Continuity Planning Assurance that appropriate arrangements are in place to test the Business Continuity Plan. Assurance that ALEOs have appropriate procedures in place to work effectively with the Council to ensure it can meet its PREVENT obligations. Assurance on compliance with GDPR. To advise Committee on each ALEO's use/non use of zero hour contracts and adoption of the Scottish Living To adores Cottish Living 16 Audit Scotland report: ALEOs: are you getting it right? (2011) Addit Scotland report: ALEOs: are you getting it right? (2011) Entry (2011) Audit Scotland report: ALEOs: are you getting it right? (2011) Entry (2011) Audit Scotland report: ALEOs: are you getting it right? (2011) Entry (2011) Audit Scotland report: ALEOs: are you getting it right? (2011) Entry (2011) Audit Scotland report: ALEOs: are you getting it right? (2011) Entry (2011) Audit Scotland report: ALEOs: are you getting it right? (2011) Entry (2011) Audit Scotland report: ALEOs: are you getting it right? (2011) Entry (2011) Entry (2011) Audit Scotland report: ALEOs: are you getting it right? (2011) Entry (2011) Entry (2011) Audit Scotland report: ALEOs: are you getting it right? (2011) Entry

Governance	Induction and Training Programme for ALEO Board Members	Assurance that ALEOs have developed a robust induction and training programme which aim to increase the Board's capacity and ensure that well informed decisions could be taken. The training programme should outline how each ALEO would inform Board members of their obligations in terms of conflicts of interest and the code of conduct.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	Oct-19
Governance	Compositon and Capacity of the ALEO Board	Assurance that ALEO Boards have the capacity and expertise within their memberships to take well informed decisions and minimise risk to the Council. Assurance will also be sought on the profile of the Board and representation of equalities groups.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	Oct-19
Financial Management	Medium-Term Financial Planning	Assurance that ALEOs had prepared a medium-term financial plan or had incorporated medium term planning into a Business Plan. This would provide assurance that ALEOs had prepared for core funding pressures.	15	Corporate Risk Register: Financial Sustainability Corp- 001	Oct-19
Financial Management	Audited Annual Accounts 2018-19	Assurance that accounts were being managed within budget, were in line with statutory requirements and the level of financial risk to the Council is low.	15	Corporate Risk Register: Financial Sustainability Corp- 001	Oct-19

ABERDEEN PERFORMING ARTS

The Work Plan outlines the assurance the Hub will request from Aberdeen Performing Arts during 2019.

Area of Assurance	Scope	Objective	Assurance Hub Terms of Reference	Reference to Risk Register/Audit Report/Council Decision	Target Date for Reporting to Committee
Financial Management	Quarterly Trading Accounts	Assurance that accounts are being managed within budget and the level of financial risk to the Council is low.	15	Corporate Risk Register: Financial Sustainability Corp- 001	Standing Item
Risk Management	Risk Registers	Assurance that risks within the Corporate and Music Hall risk registers had been adequately identified and scored; and appropritate controls were in place to limit risk to the Council.	14	Audit Scotland report: ALEOs: are you getting it right? (2011)	Standing Item
Risk Management	ALEO Internal and External Audit Reports	Assurance that ALEOs have appropriate internal and external audit arrangements in place. The Hub will monitor reporting to the Board and plans put in place by ALEOs to address and close audit recommendations.	14	Audit Scotland report: ALEOs: are you getting it right? (2011)	Standing Item
Governance	Accountability and transparency of ALEOs	Assurance that ALEOs had taken into account Audit Scotland recommendations and aim to increase the accountability and transparency of decision making.	16	Audit Scotland report: How councils use arms-length organisations (2018)	14-Feb-19
Governance	Public Participation in ALEO decision making	Assurance that ALEOs had taken into account Audit Scotland recommendations and aim to increase the level of public participation in the design and delivery of public services.	16	Audit Scotland report: How councils use arms-length organisations (2018)	14-Feb-19
Governance	Scheme of Delegation	Assurance that a scheme had been developed to support decision making which outline which powers were reserved to the Board and which powers had been delegated to executive officers.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	14-Feb-19
Financial Management	Financial Regulations	Assurance on robustness and compliance with financial regulations and procedures.	15	Corporate Risk Register: Financial Sustainability Corp- 001	14-Feb-19

Risk Management	Business Continuity Planning	Assurance that appropriate arrangements are in place to test the Business Continuity Plan.	14	Corporate Risk Register: Civil Contingencies Corp- 004	Jun-19
Risk Management	PREVENT Strategy	Assurance that ALEOs have appropriate procedures in place to work effectively with the Council to ensure it can meet its PREVENT obligations.	21	Corporate Risk Register: Civil Contingencies Corp- 004	Jun-19
Governance	Information Governance and Data Protection	Assurance on compliance with GDPR.	16	Corporate Risk Register: Information Governance Corp- 005	Jun-19
Governance	High Level Employment Practices	To advise Committee on each ALEO's use/non use of zero hour contracts and adoption of the Scottish Living Wage.	18	Council: Living Wage Accreditation CG/16/044	Jun-19
Governance	Induction and Training Programme for ALEO Board Members	Assurance that ALEOs have developed a robust induction and training programme which aim to increase the Board's capacity and ensure that well informed decisions could be taken. The training programme should outline how each ALEO would inform Board members of their obligations in terms of conflicts of interest and the code of conduct.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	Oct-19
Governance	Compositon and Capacity of the ALEO Board	Assurance that ALEO Boards have the capacity and expertise within their memberships to take well informed decisions and minimise risk to the Council. Assurance will also be sought on the profile of the Board and representation of equalities groups.	16	Audit Scotland report: ALEOs: are you getting it right? (2011)	Oct-19
Financial Management	Medium-Term Financial Planning	Assurance that ALEOs had prepared a medium-term financial plan or had incorporated medium term planning into a Business Plan. This would provide assurance that ALEOs had prepared for core funding pressures.	15	Corporate Risk Register: Financial Sustainability Corp- 001	Oct-19

Financial Management	Audited Annual Accounts	Assurance that accounts were being managed within budget, were in line with statutory requirements and the level of financial risk to the Council is low.	15	Corporate Risk Register: Financial Sustainability Corp- 001	Oct-19
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