



A LETTER FROM THE PRESIDENT

Within the last year I've had several opportunities to stand before an audience and tell the Winrock story. It's a story I love to tell. I always emphasize the breadth of our experience, the depth of our history and the scientific rigor we bring to all our work. These are three very important dimensions. But there is an equally critical fourth dimension. I'm talking about heart. I'm talking about what propels people to go above and beyond in their quest to make a difference. It's a dimension we have in abundance here at Winrock International.

Working at Winrock is not a 9-to-5 occupation. When deadlines loom, staff members pull out all the stops to meet them, camping out in the office if need be. This commitment to quality may keep us up at night, but it's also what separates us from the crowd. When times are tough and political headwinds blow, as they have done recently for international development organizations, it's quality that makes the difference. And that's why Winrock has been thriving despite the difficulties.

But our employees are not just generous with their time, they are generous in all ways. Winrock works in more than 40 countries — and some of the most remote corners of the globe. Our employees battle challenging terrain, malaria outbreaks and political unrest to do their jobs. Sometimes they even deal with life-or-death situations. In Gopti, Mali, our staff travel roads patrolled by terrorists to teach girls who've never before attended school. In Cox's Bazar, Bangladesh — the epicenter of the Rohingya refugee crisis — our staffers work to end modern-day slavery and child labor. In Papua, Indonesia, the scene of clashes between police and protesters, staffers continue to fight gender-based violence. Even in the U.S., employees waded into the office despite a 100-year flood in Arkansas.

In a way, this is not surprising. Throughout our history we have been known for bucking the system and changing the world. Founding board member Dr. Norman Borlaug, dubbed the father of the Green Revolution, developed high-yield wheat and is credited with saving a billion people from starvation. He and our first president, Robert Havener, created the World Food Prize, which honors the best annual achievement in ending world hunger. Senior scientist Dr. Sandra Brown is a hero to thousands who work in carbon accounting; she was recognized for work that was awarded the 2007 Nobel Peace Prize. Former board member Christiana Figueres brokered the Paris Climate Agreement, which we have pledged to continue following, by the way. Winrock International attracts people who dream big and accomplish enormous things.

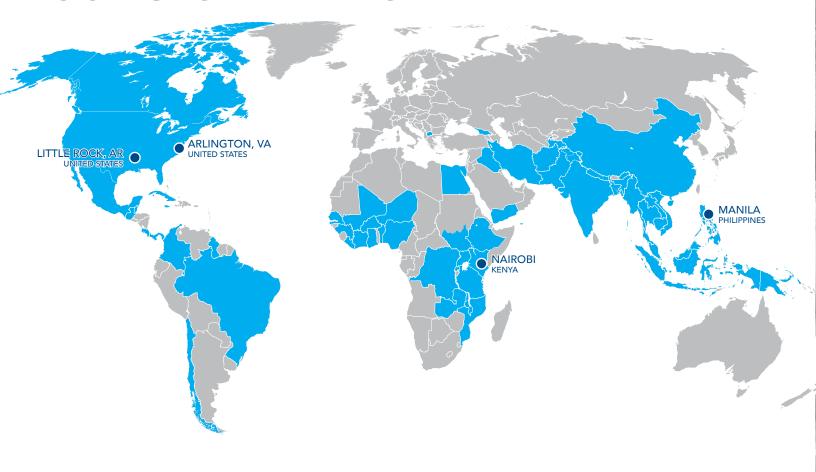
In this report, you'll read about our work in the ginger fields of Myanmar and the pineapple groves of Guinea. You'll learn how our U.S. Programs Unit helps small towns use their social, intellectual and financial capital to flourish. You'll read about our ongoing research in carbon sequestration. You'll also hear the story of a human trafficking victim who survived the unspeakable and now helps others avoid his fate.

It's easy to get caught up in spreadsheets and meetings and other ordinary tasks, but the work we do isn't accomplished by ordinary tasks. It's made possible by extraordinary people who face challenges with good cheer, optimism and purpose. People who stay the course and complete their assignments — from Little Rock to Liberia. The kind of people who work at Winrock International.

Rodney Ferguson

Chief Executive Officer

OUR GLOBAL REACH









161 **PROJECTS**

VOLUNTEERS

Volunteers for Winrock International aren't just lending manual labor – they're lending their expertise. Volunteers strengthen service providers to conduct youth agriculture training programs in Bangladesh and Nepal, teach best practices to farmers in Africa, and train horticulture and livestock farmers in Burma.



103
VOLUNTEER
TRIPS COMPLETED



12
COUNTRIES



VOLUNTEER TIME VALUED AT \$963,500



2,050 VOLUNTEER DAYS

97
HOST ORGANIZATIONS



\$85,536

VALUE OF RESOURCES

LEVERAGED BY GRANTEE

AND VOLUNTEERS IN THE US



'I WAS ONE OF THE **LUCKY ONES'**

This is the story of Rakib Kishore [not his real name], a trafficking survivor who turned his own horrifying experience into a force of good for others.

I live in Cox's Bazar in southeast Bangladesh. I grew up in a poor family. We struggled to get by. One day a neighbor came to my house and said there is a good job for you in Malaysia. You will earn 50,000 takas (\$590 US) per month. Initially, we were taken in a small boat, 60-70 people in the same tiny boat. And they told us, the big ship is waiting for you in the deep sea. But they lied. The boat was not big. I was screaming, help me, help me. One of them gave me a big blow to the head and I

(BCTIP)

SYNOPSIS:

Mobilizes and coordinates the actions of governments, NGOs, citizens and community leaders to support and empower survivors, increase the effectiveness of prosecution, and engage all layers of society to end human trafficking.

YEARS ACTIVE: 2014-2020

FUNDER: USAID

almost fainted. I was put in a cage like a prisoner, a dark, tiny box below the deck. Sometimes I couldn't breathe. There were six or seven of us in the cage. I was in the cage for 12 days, and on the third day I fainted. They almost threw me into the sea because they thought I was dead, but someone checked my pulse and found I was still alive.

Before long, we were caught by the Thai Navy. They said they would take us to Malaysia. But after a day and night dragging our boat, they cut the rope. We had only 10 liters of reserve fuel and no sail. Sometimes we had to eat insects. One of us died and was thrown into the sea.

After 10 days of floating we were found by fisherman and reached the Sri Lankan coast. I called my family from the Bangladeshi embassy. They thought I had died at sea. But I finally made it home.

On May 25, 2015, it was reported that the graves of 139 people were found in the jungles of northern Malaysia. These people were thought to have died at the hands of traffickers. That could have been me. I was one of the lucky ones. I think that it's my duty to save a person from the situation that I was in. I have to save these persons because they are my brothers, they are my neighbors. I have to save them.

Rakib currently works as a driver in Bangladesh, earning more money than he ever has. Married and the father of a 3-year-old son, he has held national leadership positions with a group of trafficking survivors called ANIRBAN ["the flame that never dies"]. ANIRBAN was founded through a USAID-funded program implemented by Winrock.



at-risk people received information, skills training and livelihood support



migrants trained on safe migration, TIP, migrant rights and redress



individuals reached through the mass media campaign on TIP awareness



'THE RIVER BELONGS TO THE PEOPLE'

Gordon Mumbo was born in southern Kenya, not far from the Mara River, a worldfamous ecosystem which eventually winds south through Tanzania. The Mara River Basin is crucial for food production, economic security and tourism for both countries, yet today it is at risk of running dry. Destruction of the Mau Forest, which stores much of the river basin's water, depletes the region's supply. Population growth leads to increased demand for food, which leads to land-use change.

"People around the Mara on the Kenya side were typically pastoralists, but this is changing," says Mumbo, a team leader for the Sustainable Water Partnership (SWP),

USAID's flagship water program, implemented by Winrock International. "They are getting more into agriculture." Against this backdrop SWP launched the Sustainable Water for the Mara effort, a three-year project in the Mara Basin.

Partnership (SWP)

SYNOPSIS:

SWP supports the U.S. Agency for International Development's (USAID) thought leadership, innovation and action in global water security by integrating water security issues into USAID programming.

YEARS ACTIVE: 2016-2021

FUNDER: USAID

"This activity is really coming at the right time to address these issues, before they get out of control," says Mumbo, a water engineer by trade.

Kenya and Tanzania signed a historic Memorandum of Understanding (MoU) in 2015 to cooperate on the basin's management. This step is not only groundbreaking but rare, as Mumbo well knows. Before coming to SWP, he worked with the United Nations in the Nile River Basin, attempting with mixed results to forge a cooperative agreement between nine countries. But in Kenya and Tanzania, the spirit of collaboration is palpable. Mumbo and his team are cultivating a sense of ownership in the people of the Mara, from community members to government officials to private sector representatives.

"I think the work we are going to do in the Mara could be a model that could be copied in many basins," Mumbo says. "And really the model will be the community—the stakeholders—being in the driving seats in managing the resource."

By working with grassroots populations, the SWP team is learning what the community sees as the Mara's greatest barriers to water security. This knowledge-sharing flows in two directions: SWP educates communities on water risk and conservation, while the communities provide invaluable local perspective.

"The river belongs to the people who live along it," Mumbo says. "They understand the river better than anybody else. They will be able to own it and work with you at sustaining it. If you want to manage the river, you must involve the people."





5

water security action plans implemented across two river basins



25

institutions with improved water resilience



LAKE VILLAGE, ARKANSAS: SMALL TOWN, BIG DREAMS

"We're a small community, but we have big ideas," says JoAnne Bush, a native of Lake Village, Arkansas (population 2,500), and its mayor of 28 years.

One of the most up-and-coming small towns in the Mississippi Delta region, Lake Village has a new city hall, community garden and a retail sector with everything from the Paul Michael Company's flagship furniture store to the nationally known Rhoda's Famous Hot Tamales, a beloved roadside eatery.

community development assistance such as helping to attract business to downtown, analyzing workforce, labor and population trends, and hosting trainings for city leaders.

YEARS ACTIVE: 2006-2018

FUNDER: Various

Bush is sitting in the newly renovated Tushek Building on Main Street, which has rehabilitated Lake Village's downtown. Once a dilapidated eyesore in the center of town, this historic structure has been completely refashioned as Lake Village's one-stop-shop city hall. It has won a preservation award and spurred other downtown development, including a pocket park, community garden and fitness center.

Winrock's U.S. Programs group has been working with the Lake Village community for more than 10 years. It helped identify funding sources for the Tushek building and supported the town as it administered the \$2 million in grants and loans it received to fund the renovation.

Such progress paid off when Lake Village was named one of 12 finalists for the prestigious Robert Wood Johnson Foundation Culture of Health Prize. It beat out almost 200 other communities in this annual competition that awards \$25,000 to the town that best transforms its neighborhoods, schools and businesses so that quality of life and quality of place flourish for everyone.

"There is no dollar value that can be placed on what Winrock offers to cities, especially smaller cities," Bush says. "There is not an organization, there is not a foundation, there is not a state or federal agency that will walk you through and teach you the fundamentals like Winrock."

Winrock worked with Chicot County Memorial Hospital to change its billing practices and better train its staff. It created an energy audit and retail gap analysis to identify retail targets. It also mapped manufacturing facilities, analyzed the workforce and held countless training sessions for city leaders.

"When Winrock goes into a community, we invest and we stay," says Linsley Kinkade, director of U.S. Programs. "We don't just come in and say, 'Widen your road.'"

The changes in Lake Village have created a buzz you can almost feel when you walk along the lakefront or through the downtown. To help rural towns flourish requires social, intellectual and financial capital. Winrock boosts all of these. "Winrock brings concepts and ideas to you that you have never thought of," Bush says. "They introduce you to wonderful resources, and they are involved. They want more for your city than you want yourself."

ARKANSAS



WINROCK SCIENTISTS IMPROVE CARBON SEQUESTRATION DATA

Continuing a long tradition of breakthrough research, Winrock International scientists in 2018 published a landmark paper filling critical knowledge gaps about the potential to mitigate climate change through forest landscape restoration. Published in the scientific journal Carbon Balance and Management, the paper offers a globally comprehensive review of the potential carbon sequestration resulting from restoration. Winrock also developed an accompanying online calculator to simplify measurement of the climate mitigation potential resulting from this practice.

"Our paper goes beyond anything currently available—both in geographical extent and in restoration categories considered—bringing in agroforestry and mangroves, alongside planted forests and naturally regenerated forests," said lead author Blanca Bernal of Winrock International. Bernal's work advancing climate science also led the global leadership initiative Homeward Bound to select her for its exclusive, year-long international female leadership program for women with scientific backgrounds. The program enlists and nurtures female scientific leaders to combat climate change and gender inequality, culminating in a three-week expedition to Antarctica.

To produce this research Bernal and Winrock scientists, funded by the International Union for the Conservation of Nature (IUCN), used data from over 300 published papers to model tree growth for planted forests, natural regeneration, agroforestry and mangrove restoration around the world. These growth rates were converted into carbon dioxide removal rates, assigned to specific geographies and made publicly available in a database available on InfoFLr.org. Around the world, governments, the private sector and NGOs are harnessing the ability of trees to slow climate change by pulling carbon dioxide from the atmosphere. Yet forests remove carbon dioxide at different rates, depending on climate, management practices, soil conditions and a host of other factors.

The effect of forest landscape restoration activities on the climate has been the subject of considerable research over the past few decades. However, knowledge gaps continue to persist, and a lack of access to data has complicated the efforts of practitioners, especially in developing countries, to reliably estimate the impact of these activities.

"We believe the paper has the potential for an immediate positive impact for practitioners and decision-makers seeking to understand climate mitigation potential or make restoration pledges," said Timothy Pearson, Winrock's director of ecosystem services and an author of the paper. "It will also help countries better evaluate impacts of Bonn Challenge Commitments and progress toward Sustainable Development Goals."

In addition to carbon removal rates, the paper includes estimates of uncertainty, an important detail which helps scientists and practitioners better understand the variability of data used to produce the estimate.

To accompany this research, Winrock has made estimating the climate mitigation potential of forest landscape restoration (FLR) activities even easier with the creation of an online tool in which users need only to enter the location and total area of the restoration work to get an estimate of the carbon sequestration impact. The FLR Carbon Storage Calculator estimates the amount of carbon stored by the following FLR activities across the globe:



AGROFORESTRY



PLANTATIONS AND WOODLOTS



NATURAL REGENERATION



MANGROVE RESTORATION

Scientific research and innovation in the service of battling climate change and creating a more sustainable world continue to be hallmarks of Winrock's mission, and this work continues our decades-long leadership in this field.



BURMESE GINGER FARMERS GO 'ALL NATURAL'

U Aye Hlaing had never tried it before, but after seeing healthy stalks of ginger shooting up from shaded, naturally composted soil at a pesticide-free ginger demonstration plot, he decided to go "all natural" with his own crop in Ale Chaung Village, southern Shan. He planted an acre of ginger seed, spacing plants widely to give them room, intercropped with maize for shade; and used home-made fertilizer with pig manure.

The improved practices were introduced by USAID's Value Chains for Rural

Development project through 16 ginger demonstration plots established in collaboration with community host farmers from around southern Shan. Like other ginger producers in the region, U Aye Hlaing explained that experimenting with improved practices simply made good sense to him: "Better price for better ginger; healthier for environment and people; lower production costs," he said.

Development (VCRD)

SYNOPSIS:

VCRD supports smallholder producers, farmer groups, agribusinesses and community organizations in the coffee, soybean, ginger, sesame and melon value chains in Burma.

YEARS ACTIVE: 2014-2019

FUNDER: USAID

Working with community-based agriculture extension partners since January 2018, the Value Chains and local partners had conducted Farmer Field Days at ginger demonstration plots and host farms in Kalaw, Pindaya, Pinlaung, Hopong and Yatsauk townships. These efforts enabled 4,250 smallholder farmers to learn from each other, ask questions and observe the results of good agricultural practices, such as composting, intercropping, shading, wider spacing, contour planting and the responsible use of inputs.

The activities are helping ginger farmers position themselves with better-quality products to meet the demands of new markets, including for export. In 2017, the project held Myanmar's first ginger "Business-to-Business" trade marketing event in Shan, gathering growers, processors and buyers to build new market linkages, help farmers find new customers and forge relationships to strengthen the value chain. Since then, farmer groups and processors collaborating with the project have shipped pesticide residue-free ginger to the U.S., Europe and Sri Lanka, opening up new export channels to buyers willing to pay premiums for quality produce.

Ginger is one of the main sources of income for about 10,000 households in six townships in southern Shan, an area that produces about 90 percent of Myanmar's ginger. The Value Chains project works through community and private-sector partners to support local extension capacity, improve market linkages and protect human health and the environment. The five-year project also supports coffee, soybean, melon and sesame value chains. It has linked Burmese coffee growers with lucrative international markets, supported nearly 40,000 households through direct project interventions, and formed 24 new public-private partnerships in the agriculture sector.

By working with farmers to improve growing practices, produce better products and connect them with new markets, Winrock is aiding the environment while expanding opportunity.



\$7.1M

in **private sector investment** leveraged by VC-RD across the coffee, ginger, soy, sesame and melon value chains since 2014



\$263M

exported by project participants across the life of the project in all five value chains



66%

of participants adopted improved practices or technologies

including use of improved seed and fertilizers, grain dryers, drying tables, moisture meters, pesticide-herbicide free and/or Good Agricultural Practices production systems



PUMPS AND PINEAPPLES

Farmers in Guinea face a common threat to food security, agricultural production and prosperity: irrigation. The country's rainy season is followed by a dry season that can damage or destroy key crops, such as pineapples. For farmers, supplemental irrigation during the dry season means the difference between success and failure.

"Pineapple farmers without irrigation face problems," says Mamadou Sidibe. Sidibe is one of many young people gaining hands-on experience in agricultural extension, entrepreneurship and rural innovation through the USAID-funded Feed the Future Guinea SMARTE program, implemented by Winrock International.

The program equips entrepreneurial youth like Sidibe with the skills to pursue a career in agriculture, Guinea's largest sector. Around 75 percent of Guineans are employed in agriculture. Without land or startup capital, however, it's a challenge for youth to find opportunities.

Feed the Future Guinea Agricultural Services – Strengthening Market-Led Agricultural Research, Technology, and Education (Guinea SMARTE)

SYNOPSIS:

Strengthens the intersection between education and the private sector, and hastens technology adoption to transform Guinea's agricultural sector.

YEARS ACTIVE: 2016–2019

FUNDER: USAID

An innovative solution is helping farmers combat the perils of Guinea's dry season and providing opportunity to ambitious young entrepreneurs. Winrock identified a new irrigation technology that temporarily converts motorbikes into mobile water pumps, called a mobipompe. Powered by a small-engine motorcycle—a ubiquitous form of transportation in Guinea—a mobipompe is ideal for small- and medium-scale farms. The mobipompe kit includes intake and output tubes, as well as a mechanism to attach the pump to a motorcycle without requiring any changes to the motor. It can be connected in about 15 minutes and delivers the power of a five-horsepower pump.

Guinea SMARTE imported approximately 75 mobipompe kits and taught Sidibe and other young people to install and operate them as part of their apprenticeships. The project also provided training in business management, marketing and analytical skills to identify and reach new customers. These young entrepreneurs now demonstrate and sell the kits for \$100 on consignment, a particularly appealing business model since it does not require land or startup capital.

"These mobipompes have a high importance for pineapple farmers and even the vegetable farmers," Sidibe says. "This will help a lot of the farmers, especially the small farmers who cannot afford to buy large-scale irrigation."

Through Guinea SMARTE, Winrock is researching and scaling new technologies like the mobipompe that not only improve food security and increase farmer incomes, but also provide opportunities for Guinea's most valuable resource: its young people. With the right skills and tools, young entrepreneurs like Sidibe will create the economic growth of tomorrow.



placed

234

apprentices with 137 hosts





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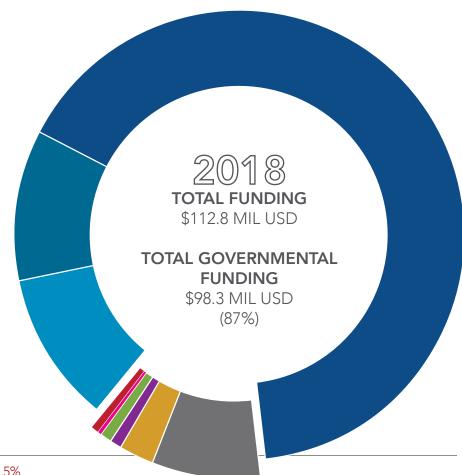
Vice President, General Counsel & Chief Risk & Compliance Officer

Libby Whitbeck

Chief of Staff

FUNDERS & DONORS

Winrock's programs are made possible through the generosity and commitment of our funders and donors. We appreciate their confidence in our ability to fulfill our mission and effect meaningful change.



NON-GOVERNMENTAL

INDIVIDUALS AND FAMILIES \$0.58 MIL | 0.5%

OTHER REGIONAL AND INTERNATIONAL AGENCIES \$0.19 MIL | 0.2%

NONPROFITS AND UNIVERSITIES \$1.0 MIL | 0.9%

MULTILATERALS \$0.76 MIL | 0.7% FOUNDATIONS \$2.9 MIL | 2.6%

CORPORATIONS \$8.9 MIL | 7.9%

GOVERNMENTAL

USAID \$74 MIL | 65.6%

NON-U.S. GOVERNMENT AGENCIES \$12 MIL | 10.7%

OTHER U.S. FEDERAL GOVERNMENT AGENCIES \$12 MIL | 10.8%

U.S. STATE GOVERNMENT AGENCIES \$0.18 MIL | 0.2%

ORGANIZATIONS

CORPORATIONS

Asia Pacific Resources International Limited

Bale Chevrolet

Bunge Loder Croklaan Shea Sustainable Program

Clean Harbors Environmental Services, Inc.

Comcast of Arkansas

Dentons US LLP

Edward Jones Investments

Entergy Services, Inc.

Facebook

First Security Bank

HUB International of AR

JT International

Microsoft

Neste

Nestle Nespresso S.A.

PT Daya Lestari

Scenic Hill Solar

Southwest Power Pool

Vesta Realty LLC

FOUNDATIONS

AARP Foundation

Cedar Tree Foundation

Conservation International

David and Lucile Packard

Foundation

ECLT Foundation

Kellogg Foundation

Kresge Foundation

L-A-D Foundation

McKnight Foundation

National Fish and Wildlife Foundation

National Forest Foundation

National Science Foundation

NoVo Foundation

Regenerative Agriculture Foundation

Robert Wood Johnson Foundation

Rockefeller Brothers Fund

Rockefeller Family Fund

Schmidt Family Foundation

Surdna Foundation

U.S. Bank Foundation

Walton Family Foundation

GOVERNMENT AGENCIES

Arkansas Economic Development Commission

Arkansas Martin Luther King, Jr. Commission

City of North Little Rock, Arkansas

Department for International Development

Deutsche Gesellschaft für Internationale Zusammenarbeit

German Federal Ministry for the Environment, Nature Conservation and Nuclear Safety

Ghana Forestry Commission

Japan International Cooperation Agency

Millennium Challenge Corporation

Netherlands Organisation for

Scientific Research

North Little Rock Convention and Visitor's Bureau

Norway's International Climate and Forest Initiative

Republic of Liberia Forestry Development Authority

State of Tocantins

Swiss Agency for Development and Cooperation

U.S. Agency for International Development

U.S. Department of Agriculture

U.S. Department of Commerce

U.S. Department of Energy

U.S. Department of Labor

U.S. Department of State

U.S. Environmental Protection Agency

U.S. Small Business Administration

MULTILATERALS

African Development Bank

Asian Development Bank

European Union

Inter-American Development Bank

Nederlandse Financierings-Maatschappij Voor Ontwikkelingslanden N.V.

United Nations Capital Development Fund

United Nations Development Programme

World Bank

NONPROFITS AND UNIVERSITIES

Fauna & Flora International

Greenbelt Fund

Henderson State University

International Fund for Agricultural Development

International Union for Conservation of Nature

Jamaica Hotel & Tourist Association

Kyung Hee University

Roundtable on Sustainable Palm Oil

Sasakawa Africa Association

Terrain Natural Resource Management

THRIVE

WISIONS of Sustainability

World Resources Institute

World Wildlife Fund

Wuppertal Institute

University of Arkansas at Little Rock

OTHER REGIONAL AND INTERNATIONAL AGENCIES

Asia-Pacific Economic Cooperation

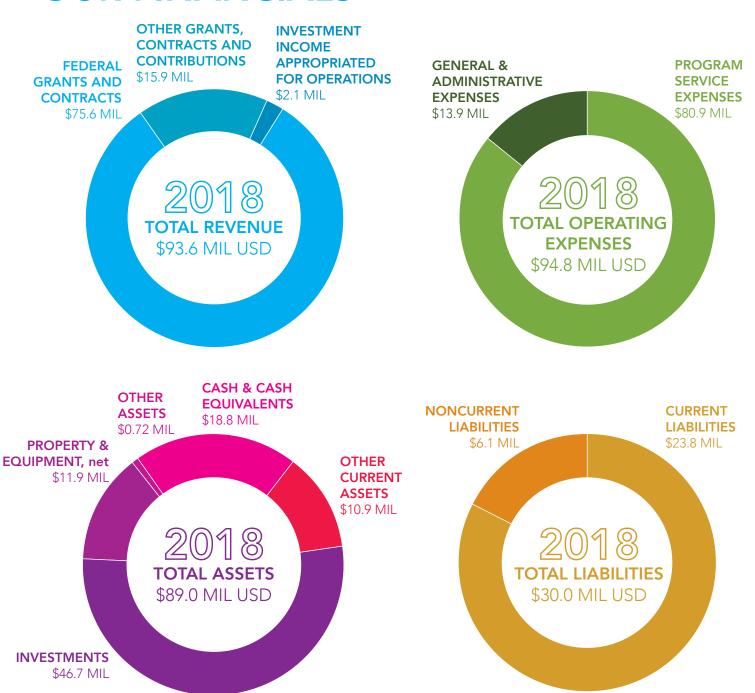
Climate Focus North America

Delta Regional Authority

FONAFIFO

IDH the Sustainable Trade Initiative

OUR FINANCIALS



CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Λ	C	C	-	C
н		3		

CURRENT ASSETS	2018	2017
Cash and Cash Equivalents	\$18,826,489	\$22,105,272
Other Current Assets	\$10,944,595	\$14,723,159
Total Current Assets	\$29,771,084	\$36,828,431
INVESTMENTS	\$46,681,385	\$52,460,723
PROPERTY AND EQUIPMENT, NET	\$11,858,335	\$12,197,430
OTHER ASSETS	\$722,402	\$587,557
TOTAL ASSETS	\$89,033,206	\$102,074,141
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES	\$23,789,677	\$29,157,854
NONCURRENT LIABILITIES	\$6,102,603	\$6,629,597
TOTAL LIABILITIES	\$29,892,280	\$35,787,451
NET ASSETS	\$59,140,926	\$66,286,690
TOTAL LIABILITIES & NET ASSETS	\$89,033,206	\$102,074,141

CONSOLIDATED STATEMENTS OF ACTIVITIES

OPERATING	REVENUE	AND S	LIPPORT
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TOTAL OPERATING REVENUE AND SUPPORT	\$93,559,429	\$98,024,722
Investment income appropriated for operations	\$2,148,161	\$2,447,990
Other grants, contracts and contributions	\$15,852,213	\$12,360,148
Federal grants and contracts	\$75,559,055	\$83,216,584

OPERATING EXPENSES

Program service expense	\$80,920,661	\$86,573,527
General and administration expense	\$13,916,808	\$12,513,569
TOTAL OPERATING EXPENSES	\$94,837,469	\$99,087,096

INVESTMENT LOSS IN EXCESS OF APPROPRIATIONS	\$(5,867,724)	\$4,124,196
Change in Net Assets	\$(7,145,764)	\$3,061,822
Net Assets at Beginning of Year	\$66,286,690	\$63,224,868
NET ASSETS AT END OF YEAR	\$59,140,926	\$66,286,690



WINROCK'S MISSION IS TO EMPOWER THE DISADVANTAGED, INCREASE ECONOMIC OPPORTUNITY AND SUSTAIN NATURAL RESOURCES ACROSS THE GLOBE.

Front cover: Bobby Neptune Back cover: Nguyen Minh Duc

