MINUTES OF 3rd MANAGING COMMITTEE OF IMA-KSSS (2016-19) HELD AT 11.00 AM ON 28th May, 2017 AT IMA HOUSE, BAILAPPANAVAR NAGAR, HUBBLLI – 580 029

MEMBERS PRESENT:

Dr Y C Yogananda Reddy, Dr V D Sapare, Dr N Veeranna, Dr K Madhusudhana, Dr S B Lakkol, Dr V B Nitali, Dr Mahesh Kumar S, Dr S K Nara, Dr K T Prakash Reddy, Dr, Dr H G Jayappa, Dr J Sharanappa, Dr M S Jayanth, Dr Suresh Rudrappa, Dr S F Kumbar, Dr G B Bidinahal, Dr Azhar Kittur, Dr Sachin Revankar, Dr P V Kanchi, Dr A S Mantaganiker.

Dr.R S Bellary ,President IMA-KSB expressed his inability to attend the meeting.

Dr, Narayana Murthy, Dr. Yuvaraj Pathuvardhan and Dr. N N Mahajan expressed their inability to attend the meeting.

Agenda-1: Welcome by the Chairman Dr.Y C Yogananda Reddy,

The Chairman Dr Y C Yogananda Reddy welcomed the members to this meeting. He also welcomed the auditors M/s. Adarsh Seth & Company represented by Mr. Kapil. At this juncture Chairman thanked the Joint Secretary Dr. V B Nitali and Treasurer Dr. Mahesh Kumar S for their efforts in renovating the new IMA-KSSS Office. Chairman also thanked them for their efforts in following up the court case pending with High Court of Dharwad and attending the issues related to FIR filed at sub-urban police Station, Hubballi. Chairman expressed special thanks to Dr. K T Prakash Reddy, Dr. M S Jayanth, Dr. S K Nara, and Dr. Sharanappa J for motivating new members to IMA-KSSS.

Dr Mahesh Kumar read the IMA Prayer.

Agenda-2: Reading of meeting notice by Secretary Dr Madhusudhan K:

Dr K Madhusudhana, Secretary read the meeting notice.

Both main agenda and additional agenda were read out.

Agenda-3: Condolences, if any:

The House observed a minute of silence in memory of following demise members.

- 1) Dr. Prema V Patil (Alias Premabai) (AG 0063 & SJ 0331) of Jamkhandi branch.
- 2) Dr S.R.Dinesh (AG 0635) of Hassan branch.
- 3) Dr Sudhakar Ranga Rao Kulkarni (A106) of Belgaum branch.

The House decided to send the condolence message to the bereaved families.

Agenda-4: Reading & confirmation of the minutes of 2nd MC Meeting(2016-19) held on 26.02.2017 and action taken report:

The Secretary read the minutes of 2nd MC Meeting (2016-19) held on 26.02.2017 and action taken report thereon. The House resolved to accept the minutes along with action taken report unanimously with few corrections to be incorporated.

ACTION TAKEN REPORT OF M.C. MEETING HELD ON 26.02.2017

- 1) a) The death claim amount sanctioned to nominees of Dr.Shamim A Ahamed of Hassan branch (AG0590), was sent through cheques and same were handed over to nominees through IMA-Hassan branch.
 - b) A letter has been written to nominees of Dr.Sharanabasappa B Masali (AG1375) of Vijayapur expressing dishonouring of death claim as his death occurred during lock-in period. However the membership amount refunded to the nominees after deducting admission fee and registration fee with 4% simple interest.
 - c) The second cheques which were due to nominees of following members are sent.
 - 1. Dr.S S Narasangi (AG0397) of Vijayapur branch (Cheq No-725023 &725024 Rs.130500/-KBL -NCM)
 - 2. Dr. Virupaxappa S Huilgol (AG0439) of Gadag branch (Chq No-725025 &022101 Rs. 55500/-KBL-NCM)
 - 3. Dr.Sudhakar G Shanbhag (A163) of Dharwad branch (Chq No-022102 & 022103 Rs.84000/-KBL-NCM)
 - 4. Dr.Suryanarayana A (AG0816) of H B Halli branch (ChqNo-022104 Rs.77250/- KBL-NCM)
 - Dr.A Halappa (AG0099) of Hassan branch (Chq No-022105 &022106 &022107 &022108 Rs.78000/-KBL-NCM)
- 2) The list of members completing 25 years is prepared branch wise and sent to concerned MC members to contact such members to mobilise 1 member each to Old existing scheme.
- 3) The new office premises has been renovated and opened for utilisation from 28th May 2017. Dr.V D Sapare and Mrs.Sapare unveiled the new premises by ribbon cutting.
- 4) The due amount of Rs.500/- from Dr.Shivaputra Kurbeti (AG0485) is yet to be collected and reminder sent.
- 5) The list of terminated members as on 31 december 2016 has been announced in IMA-Focus of February 2017 issue.
- 6) The corrected PAN card has been received by the office.
- 7) DFC-6 to members of Old Existing Scheme and DFC-1 –SJ to members of new Silver Jubilee scheme has been sent on 01/04/2017
- 8) The advocate fee of Rs.15000/- to Mr.Hanuma Reddy (High Court Lawer) and Rs.25000/- to Mr.Yogesh Kumar (Consumer Complaint Counsel) have been sent.
- 9) The rent of new office premises for three months (Rs.36000/-) has been paid to IMA-Hubballi branch.
- 10) Letter has been written to Hon Secretary IMA-KSB requesting to form branch level committees to promote membership of IMA-KSSS and to install IMA-KSB state level award for promotion of IMA-KSSS membership.
- 11) A condolence message has been sent to the bereaved family of late Mr.A R Mulla.
- 12) The following new office staff has been appointed through walk-in interview taken by Dr.V B Nitali and Dr.Mahesh Kumar S.
 - a) Mr.Basavaraj Nyamati Office clark with consolidated salary of Rs.9500/- per month
 - b) Smt.Geeta Desalli- Office clark with consolidated salary of Rs.7000/- per month

Both are appointed on contract basis for 6 months period from 15.03.2017

- 13) The consolidated salary to Miss. Swathi.B office clark has been increased to Rs.10800/- per month from February 2017.
- 14) A letter of reply has been sent to Dr.R I Alagundagi of Kundgol branch clearing his doubts.

Agenda-5: Discussion & approval of death claims, if any:

The Secretary presented the death claim in respect of following demise members.

| SL.No | NAME | AG NO | BRANCH | DATE OF BIRTH | DATE OF JOINING | DATE OF DEMISE | Memb Contri- bution | DEATH CLAIM SANCTIONED |
|-------|--------------------|--------|-----------|------------------|--------------------|-------------------|---------------------------|------------------------------|
| | | | | | | | Rs. | |
| 1 | Dr.Prema V Patil | AG0063 | Jamkhandi | 11/03/1956 | 03/02/1995 | 15/02/2017 | 29450/- | Rs.1098000/- |
| 2 | Dr.S R Dinesh | AG0635 | Hassan | 12/08/1968 | 25/01/2000 | 21/01/2017 | Rs.30850/- | Rs.1097250/- |
| | Dr.Sudhakar | | | | | | | |
| 3 | Ranga Rao Kulkarni | A106 | Belgaum | 23/09/1943 | 15/03/1994 | 29/04/2017 | Rs.30300/- | Rs.1093500/- |

| | NEW SILVER JUBILEE SCHEME | | | | | | | | | | |
|-------|---------------------------|--------|-----------|------------------|--------------------|-------------------|--------------------------|------------------------------|--|--|--|
| SL.No | NAME | AG NO | BRANCH | DATE OF BIRTH | DATE OF JOINING | DATE OF DEMISE | Memb Contri bution | DEATH CLAIM SANCTIONED | | | |
| 1 | Dr.Prema V Patil | SJ0331 | Jamkhandi | 11/03/1956 | 22/01/2015 | 15/02/2017 | Rs.57700/- | Rs.1293750/- | | | |

After going through the claims of death received from the nominees of the above deceased members, the House unanimously decided to award the death claim settlement amount as per the formula derived in the MC meeting held on 1.11.2015 to Dr.Prema V Patil under both the schemes and to Dr.Dinesh S R in old existing scheme.

However with regard to death claim of Dr.Sudhakara Ranga Rao Kulkarni after detailed discussion Chairman gave the following ruling.

As Dr.Sudhakara Ranga Rao Kulkarni has paid all the DFC's as per the demand notices sent by IMA-KSSS and has no dues to IMA-KSSS and also his membership with IMA-KSB was not there incidentally, Chairman gave the ruling to take legal opinion about whether to honour the death claim or not. Chairman also ruled that all the members should abide by the legal opinion in due course. He also said that IMA-KSSS office would give all the relevant documents for the legal opinion.

House unanimously agreed for Chairman's ruling and had given complete responsibility to Chairman and office bearers to take necessary action to take legal opinion regarding the above said matter.

Agenda-6: Enrolment and approval of MC for new members in Old Existing Scheme and Silver Jubilee Scheme:

The Secretary submitted the following lists towards enrolment of new membership in Old Existing Scheme and Silver Jubilee Scheme from 27.02.2017 to 28.05.2017 after proper scrutiny. The House unanimously approved the new members enrolment lists as follows:

(1) New Enrolments in Old Existing Scheme : (27.02.2017 to 28.05.2017)

| MEMBERS JOINED FROM 27/02/2017 TO 28/05/2017 IN OLD EXISTING SCHEME | | | | | | | | | |
|---|------------|------|---|---------------|------------|----|-------|--|--|
| | | AG | | | | AG | AMOUN | | |
| SL.NO | DOJ | NO | NAME | PLACE | DOB | E | Т | | |
| 1 | 03/03/2017 | 1526 | DR SHANTA MARADI | SINDHANUR | 01/01/1979 | 39 | 12800 | | |
| 2 | 03/03/2017 | 1527 | DR SUBHASHCHANDRA BALLAEKERE JAYARAM | MYSORE | 15/05/1964 | 53 | 28700 | | |
| 3 | 03/03/2017 | 1528 | DR PRASANNA KUMAR S | CHINTAMANI | 20/07/1975 | 42 | 20700 | | |
| 4 | 09/03/2017 | 1529 | Dr RAJSHEKHAR LAKSHETTY | BIDAR | 11/03/1957 | 60 | 36700 | | |
| 5 | 13/03/2017 | 1530 | DR PRUTHVI S | BENGALURU | 13/05/1985 | 32 | 12200 | | |
| 6 | 20/03/2017 | 1531 | DR S RAJENDRA PRASAD | MYSORE | 22/04/1964 | 53 | 28800 | | |
| 7 | 05/04/2017 | 1532 | DR RENUKA M | MYSORE | 12/03/1971 | 47 | 23700 | | |
| 8 | 15/04/2017 | 1533 | DR RAVI KUMAR K N | DODDABALLAPUR | 24/10/1965 | 52 | 28800 | | |
| 9 | 21/04/2017 | 1534 | DR LAKSHMI DEVAMMA | NELAMANGALA | 10/07/1969 | 48 | 23700 | | |
| 10 | 02/05/2017 | 1535 | DR KIRAN SHANKAR S | MANDYA | 16/04/1975 | 43 | 20900 | | |
| 11 | 06/05/2017 | 1536 | DR SATHYANARAYANA M V V | DAVANAGERE | 22/05/1966 | 51 | 28700 | | |
| 12 | 12/05/2017 | 1537 | DR INDUSHEKAR | HASSAN | 01/06/1966 | 51 | 28800 | | |
| 13 | 12/05/2017 | 1538 | DR ANITHA K T | HASSAN | 13/05/1972 | 45 | 20800 | | |
| 14 | 20/05/2017 | 1539 | DR ANAND VARMA | HUBBALLI | 17/07/1978 | 39 | 12700 | | |
| 15 | 23/05/2017 | 1540 | DR UMAKANT BOKE | BAGALKOT | 25/05/1959 | 58 | 36700 | | |

(2) New Enrolments in Silver Jubilee Scheme: (27.02.2017 to 28.05.2017)

| MI | MEMBERS JOINED FROM 27/02/2017 TO 28/05/2017 IN SILVER JUBILEE SCHEME | | | | | | | | | |
|------|---|---------|---------------------|----------|------------|----|--------|--|--|--|
| SL.N | | | | | | AG | AMOUN | | | |
| 0 | DOJ | SJ NO | NAME | PLACE | DOB | E | T | | | |
| | | SJ-0700 | DR SUBHASHCHANDRA | | | | | | | |
| 1 | 03/03/2017 | | BALLAEKERE JAYARAM | MYSORE | 15/05/1964 | 53 | 47,200 | | | |
| 2 | | SJ-0701 | DR SHIVARAMA SASTRY | | | | | | | |
| | 03/03/2017 | | GK | MYSORE | 13/06/1967 | 50 | 38,700 | | | |
| 3 | 03/03/2017 | SJ-0702 | DR SANJEEV KOLAGI | BAGALKOT | 20/05/1972 | 45 | 31,700 | | | |
| 4 | 03/03/2017 | SJ-0703 | DR UDAYA SHANKARA | HASSAN | 04/05/1962 | 55 | 47,200 | | | |

| | | | BABU G L | | | | |
|----|--------------------------|---------|--|--------------------|------------|--------------|--------|
| 5 | 03/03/2017 | SJ-0704 | DR PRASANNA KUMAR S | CHINTAMANI | 20/07/1975 | 42 | 31,700 |
| 6 | 13/03/2017 | SJ-0705 | DR RAVI N | BENGALURU | 09/05/1978 | 39 | 26,700 |
| 7 | 15/03/2017 | SJ-0706 | Dr LALITH KUMAR | HOSAPETE | 30/08/1974 | 43 | 31,700 |
| 8 | 14/03/2017 | SJ-0707 | DR ASHA K R | TUMKUR | 18/11/1978 | 39 | 26,800 |
| 9 | 14/03/2017 | SJ-0708 | Dr UMESH RAO D | KADUR | 30/12/1961 | 56 | 57,700 |
| 10 | 14/03/2017 | SJ-0709 | DR SUMA UMESH | KADUR | 07/10/1963 | 54 | 47,200 |
| 11 | 17/03/2017 | SJ-0710 | DR KESHAV RAJ G | TUMKUR | 03/04/1971 | 46 | 38,800 |
| 12 | 24/03/2017 | SJ-0711 | DR S RAJENDRA PRASAD | SARAGUR | 22/04/1964 | 53 | 47,200 |
| 13 | 24/03/2017 | SJ-0712 | DR (SMT) SHASHIKALA | SHIKARIPURA | 11/05/1967 | 50 | 38,800 |
| 14 | 30/03/2017 | SJ-0713 | DR RAGHAVENDRA P | HOSAPETE | 04/06/1983 | 34 | 24,700 |
| 15 | 05/04/2017 | SJ-0714 | DR RENUKA M | MYSORE | 12/03/1971 | 47 | 38,700 |
| 16 | 11/04/2017 | SJ-0715 | DR SREENIVAS A G | SHIKARIPURA | 23/03/1962 | 56 | 57,800 |
| | | SJ-0716 | DR P R LAKSHMI | NELAMANGAL | | | * |
| 17 | 21/04/2017 | | DEVAMMA | А | 10/07/1969 | 48 | 38,700 |
| 18 | | SJ-0717 | DR (SMT) SUMATHI | | | | |
| | 25/04/2017 | 01.0=10 | SANTOSH | HOSAPETE | 21/04/1971 | 47 | 38,700 |
| 19 | 26/04/2017 | SJ-0718 | | DODDABALLA PURA | 24/10/1965 | - - 2 | 47 200 |
| 20 | 26/04/2017 02/05/2017 | SJ-0719 | DR RAVIKUMAR K N | MYSORE | | 52 58 | 47,300 |
| | † | SJ-0710 | DR N CHANDRASHEKAR | + | 09/12/1959 | | 57,700 |
| 21 | 02/05/2017 | SJ-0721 | DR SHIVA KISHORE J V DR SATHYANARAYANA M | KOLLEGAL | 06/03/1979 | 39 | 26,700 |
| 22 | 06/05/2017 | 33-0721 | VV | DAVANAGERE | 22/05/1966 | 51 | 47,200 |
| | 00,00,201 | SJ-0722 | DR (SMT) SHASHIKALA | D/W/W/GERE | 22,00,1300 | | 17,200 |
| 23 | 06/05/2017 | | GUGRI | HOSAPETE | 22/07/1958 | 59 | 57,700 |
| 24 | 11/05/2017 | SJ-0723 | DR INDUSHEKAR | HASSAN | 01/06/1966 | 51 | 47,200 |
| 25 | 11/05/2017 | SJ-0724 | DR (SMT) ANITHA K T | HASSAN | 13/05/1972 | 45 | 31,700 |
| 26 | | SJ-0725 | DR V G PURUSHOTTAM | | | | |
| | 18/05/2017 | | RAO | HOSAPETE | 12/04/1968 | 50 | 39,000 |
| | 40/05/201= | SJ-0726 | DR PADMAVATHI | | 27/05/1225 | | 47.500 |
| 27 | 18/05/2017 | CL 0727 | PERUMAL | HOSAPETE | 27/05/1962 | 55 | 47,500 |
| 28 | 22/05/2017 | SJ-0727 | DR PRAKASH NADAGOUDA | HUBBALLI | 01/09/1958 | 59 | 57,700 |
| 29 | 23/05/2017 | SJ-0728 | DR UMAKANT BOKE | BAGALKOT | 25/05/1959 | 58 | |
| 30 | 23/03/201/ | SJ-0729 | DI UIVIANAINI BUNE | HAGARIBOM | 23/03/1333 | 20 | 57,700 |
| | 24/05/2017 | 3, 0,23 | DR T BASAVAREDDY | MANAHALLI | 16/06/1974 | 43 | 32,000 |
| 31 | 24/05/2017 | SJ-0730 | DR CHANDRA MOHAN | HOSAPETE | 09/06/1980 | 37 | 26,700 |
| 32 | ,, | SJ-0731 | DR SRINIVAS V | | ,, | | -, |
| | 24/05/2017 | | DESHPANDE | HOSAPETE | 03/10/1975 | 42 | 32,000 |
| 33 | 24/05/2017 | SJ-0732 | DR MANJUNATH D R | HONNALLI | 08/12/1967 | 50 | 38,700 |
| 34 | 24/05/2017 | SJ-0733 | DR GAYATHRI DEVI R | HONNALLI | 02/01/1970 | 48 | 38,700 |

Agenda-7: Update of DFC-6 and DFC-1-SJ:

Secretary said that till the date of meeting,

- a) Total of 1133 members have paid DFC-6 to old existing scheme
- b) Total of 536 members have paid DFC-1-SJ to New Silver Jubilee scheme.

Agenda -8: Discussion on alternate investment of funds of IMA-KSSS as per Bye-law:

- a) Receipts and Payments account was presented along with fund position as on 25th May 2017 was presented by Dr.Mahesh Kumar S, Treasurer to the house and after detailed discussion house unanimously approved the same.
- b) Discussion with auditors:
 - Mr.Adarsh Seth, Charted account from M/s.Adarsh Seth & company participated in the discussion and cleared the doubts. The following issues were discussed.
 - 1) CA said that income tax is being remitted regularly and continuous efforts would be made for refund of the same along with the TDS in due course of time as hearing comes.
 - 2) CA also opined that the choice of paying income tax and going for refund in due course is better as the contrary decision would attract huge penalty if at all we lose the case.
 - 3) Few members suggested to make amendments to pay total contribution received as DFC to death claim itself to avoid accumulation of funds and income tax on interest. However Chairman said that amendments can be done only through proper procedure as per Karnataka Society Act 1961.
 - 4) Mr.Adarsh Seth to a question by Chairman suggested investing the funds of the IMA-KSSS in Government securities as per the Bye-laws to gain more returns. He also said that by doing so there would be tax indexation benefit to IMA-KSSS.

House unanimously accepted the above decision and thanked Mr. Adarsh Seth for participating in the discussion.

c) Discussion on alternate investment of funds of IMA-KSSS as per Bye-law.

Chairman proposed for investment in Government Securites as per the Bye-laws as the FD's are not yielding as earlier. The Chairman also said that same has been discussed with financial adviser Mr.Saji K.S. and taken opinion about the advantage. After detailed discussions house decided to invest the funds of IMA-KSSS in Government Securities in phased manner as per the advice of financial adviser. House also authorised Chairman and office bearers to take further course of action appropriately.

Agenda-9: Progress report on fraudulent withdrawals from IMA-KSSS accounts

a) Writ petition in High Court of Karnataka.

The Chairman informed following things to the House

- 1) Chairman along with Joint Secretary Dr.V B Nitali and Tresurer Dr.Mahesh Kumar met Mr.Hanuma Reddy High court advocate and discused about letter to be sent to IO of sub-urban Police station and various documents to be submitted as per the notice given by IO..
- 2) As per advice given by advocate detailed letter along with list of documents were sent to Invetigation Officer(IO).
- 3) As per the discussion with IO and advocate it is expected that charge sheet would be filed soon.
- 4) The fraud cheque leaves and FD receipts have been sent to FSL Bengaluru by Sub-urban Police Station.

The House accepted and appreciated the above proceedings.

b) Progress in State Consumer commission, Bengaluru.

The Chairman informed following things to the House

- 1) The Canara Bank has submitted its objections to the notice given by State Consumer Redressal Forum and next hearing is due for 7th July 2017.
- 2) Nothing much has progressed with regard to Karnataka Bank Ltd due to Court vacations.
- 3) The Chairman requested to permit to pay Rs.20,000/- to Mr.Yogesh Kumar the legal counsel for which house unanimously accepted.

The House accepted and appreciated the above proceedings.

Agenda-10: Unveiling of new office premises and shifting the office:

The renovated new office premises has been unveiled by Dr.V D Sapare founder Chairman of IMA-KSSS and Mrs .Sapare by ribbon cutting.

The House appreciated the ambience of the new office premises and suggested few improvements ie., Air conditioner installation to board room and befitting back drop in board room.

Agenda-11: Consumer complaint against IMA-KSSS by Dr.Seetharam Setty (AG-0194) of Udupi, and subsequent withdrawal of complaint.

The complaint has been filed by Dr.Seetharam Setty (AG0194) of Udupi (a terminated member) against IMA-KSSS requesting for refund of his contribution. However he withdrew the case unconditionally after negotiation by Chairman and Dr.Sreenivas Kakkilaya of Mangaluru . Chairman expressed his thanks to Dr.Sreenivas Kakkilaya of Mangaluru branch.

Agenda 12: Office related matters, if any:

Appointment of new office staff for ratification.

The following new office staffs has been appointed through walk-in interview taken by Dr.V B Nitali and Dr.Mahesh Kumar S.

- c) Mr.Basavaraj Nyamati Office clark with consolidated salary of Rs.9500/- per month
- d) Smt.Geeta Desalli- Office clark with consolidated salary of Rs.7000/- per month

Both are appointed on contract basis for 6 months period from 15.03.2017

House ratified the same

Agenda-13: Correspondence, if any

Secretary presented the following letters to the house

1) Letter received from Dr.Gangamma Padmanabha (AG No.0159) of KR Pet branch for revival of membership in old existing scheme:

House dicided to revive her membership after collecting membership fee for her age and due DFC's with penalty along with new application form .

- 2) The letter received from Dr.Manche Gowda Manchaiah (SJ NO.0193) of Mandya branch for Change of nominee:
 - After verifying the requirements for change of nominee house accepted the same.
- 3) The letter received from Dr. Shivanand Murgude of Sankeshwar branch (AG0043): Secretary said that Dr. Shivanand Murgude was asking for refund since many years and received a recent letter. The Chairman said that matter to be settled amicably. The House authorised Chairman and office bearers to talk to concerned member and settle the matter once for all.

Agenda-14: Any other subject with permission of the Chair:

- a) The Secretary requested to sanction the budget for payment of membership fee to IMA- head quarters to make non IMA membersof IMS-KSSS as life members of IMA-KSB during membership drive month of July 2017 as per the decision of the 1st MC(2016-19) meeting held on 27.11.2016. The House decided to sanction the same and directed the office to follow the proper procedure to make life membership of IMA-KSB. The House also suggested to maintain the list of such members who are made life members of IMA-KSB through IMA-KSSS funds, so that the same can be deducted during their death claim.
- Secretary requested to sanction additional budget of Rs.100000/- (Rupees one lakh only) towards renovation of new office premises. The House unanimously approved to grant the same.
 The House also approved to grant the budget for installation of Air conditioner to board room.
- c) Dr.V D Sapare and Dr.A S mantganikar suggested to work towards cancellation of bail granted to accused Ashwini patil by High Court of Karnataka, Dharawad, as there is clear cut violation of bail conditions. Chairman accepted the same and promised to take proper action towards cancellation of bail through legal counsel Mr.Hanuma Reddy, High Court Advocate.

Agenda-15: Vote of thanks: With vote of thanks presented by Dr. S B lakkol, joint Secretary, the meeting concluded its business of the day.

CHAIRMAN