



## Chang & Chang Security Management Pte Ltd

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### To Whom It May Concern

This is a written testimony to put on record, my appreciation for Jaya Anand's service and professionalism as our consultant for the Security Agencies Grading Exercise (SAGE), as well as other consultancy advice and services that I find him invaluable.

I have had the opportunity to work with many qualified and professional people in the course of my career, but Jaya Anand surpasses many I have come across, as he is quick to understand complex regulatory requirements and distill it in a way that is easy for my staff to understand.

It is no wonder that our industry stakeholder, the Association of Certified Security Agencies (ACSA) has him as their Security Consultant to lead workshops for SAGE, as well as the man who drove the ACSA HelpDesk initiative.

With his assistance and guidance, we achieved an "A" grade in SAGE 2019. This year, we have once again engaged him for the same and we hope he will be our consultant for grading and other compliance matters, for many years to come.

I wish him all the best in his endeavors and he is indeed an asset for any organization he works with.

**Chang Huck Swee**  
Managing Director