



Fact Sheet

EMBARGOED TILL AFTER MINISTER S ISWARAN'S SPEECH AT
SG:D INDUSTRY DAY, 17 OCT, 2019

SINGAPORE MENTORCONNECT AND SG WOMEN IN TECH COMMUNITY PLATFORM

Background

Dell Technologies, the Infocomm Media Development Authority (“**IMDA**”), Salesforce and ST Engineering today announced a one-year collaboration to launch Singapore’s first MentorConnect programme - a cross-company mentorship programme dedicated to diversity and inclusion in the workplace. It aims to provide mentoring, leadership and networking opportunities for Singapore professionals, which will harness the strengths and networks across the companies. The Singapore edition will have a primary focus on women mentees for its first edition¹.

The collaboration was announced during IMDA’s first Women In Tech breakfast dialogue at SG:Digital Industry Day, held on 17 October 2019; and the dialogue was attended by more than 100 participants from Singapore’s infocomm media sector.

Importance of workforce diversity

The growth of the Digital Economy in Singapore and Southeast Asia is reshaping industry sectors, business models and companies, with projected demand for tech workers in Singapore expected to grow by 28,500 from 2018 to 2020².

By attracting more women to be part of the technology sector, Singapore will be able to deepen its talent pool, build a strong core workforce, develop more ICT leaders for

¹ Previous editions of MentorConnect globally have included a primary focus on women, although men are welcome to apply as well. The original MentorConnect programme comes from Dell’s Women in Action Employee Resource Group – a community with both male and female members across global chapters

² IMDA Annual Survey on Infocomm Media Manpower 2018



the future and strengthen diversity. This is expected to lead to better and more innovative products, services, and businesses³.

MentorConnect Singapore Programme

MentorConnect aims to provide a platform to guide and empower the professional development of mentees and promote best practices among participating companies from all industries. This broadens the reach and impact on mentees beyond the traditional one-to-one mentoring approach. Through MentorConnect, mentees are able to broaden their professional networks, seek clarity on potential and career goals, increase awareness on leadership principles and obtain diversity of perspectives, expertise and knowledge.

For its first edition in 2019, each of the five organisations will contribute two mentors and 12 mentees each, with women mentees only for the inaugural edition.

Mentors from the four organisations are:

- Dell: Eric Goh, Vice President & Managing Director, Singapore and Lena Yam, Senior Director, Dell Financial Services, Asia Pacific & Japan
- IMDA: Jane Lim, Assistant Chief Executive, Sectoral Transformation Group and Howie Lau, Chief Industry Development Office, Industry Development Group
- Salesforce: Renzo Taal, Senior Vice President, Asia and Cecily Ng, Area Vice President, Enterprise
- ST Engineering: Jeanette Chia, Senior Vice President, Human Resources and Stephanie Hung, Senior Vice President, Singapore Business and Electronics sector



SG Women In Tech Community Platform




Corporate groups, communities and individuals who are keen to participate in Singapore's women in tech initiatives, and would like to contribute articles and mentorship opportunities are welcome to be part of the SG Women In Tech community platform (<https://www.linkedin.com/company/sgwomenintech>).

³ According to McKinsey's Delivering through Diversity (2018) study, which polled 1,000 companies in 12 countries, companies ranking in the top quarter for gender diversity are 21% more likely to see above-average profitability than those in the bottom quarter.



The platform is a community collaboration supported by IMDA and SGInnovate, and aims to provide common resources and a networking site to inform women tech professionals, organisations and the community about the support and mentors available and the many infocomm media opportunities that are emerging. It also aims to help show entrepreneurship as an attractive career option. The mission is to increase the number of women in Singapore’s infocomm media workforce, and encourage more females to take up STEM courses at the tertiary level. Participants can also look forward to networking opportunities via a fortnightly calendar of activities and events.

About Partners for MentorConnect	
	About DELL Technologies DELL Technologies (NYSE:DELL) is a unique family of businesses that helps organizations and individuals build their digital future and transform how they work, live, and play. The company provides customers with the industry’s broadest and most innovative technology and services portfolio spanning from edge to core to cloud.
	About Infocomm Media Development Authority (IMDA) The Infocomm Media Development Authority (IMDA) leads Singapore’s digital transformation with infocomm media. To do this, IMDA will develop a dynamic digital economy and a cohesive digital society, driven by an exceptional infocomm media (ICM) ecosystem – by developing talent, strengthening business capabilities, and enhancing Singapore’s ICM infrastructure. IMDA also regulates the telecommunications and media sectors to safeguard consumer interests while fostering a pro-business environment, and enhances Singapore’s data protection regime through the Personal Data Protection Commission. For more news and information, visit www.imda.gov.sg or follow IMDA on Facebook IMDAsg and Twitter @IMDAsg .
	About Salesforce

	<p>Salesforce is the global leader in Customer Relationship Management (CRM), bringing companies closer to their customers in the digital age. Founded in 1999, Salesforce enables companies of every size and industry to take advantage of powerful technologies—cloud, mobile, social, internet of things, artificial intelligence, voice and blockchain—to create a 360° view of their customers. For more information about Salesforce (NYSE: CRM), visit: www.salesforce.com.</p>
	<p>About ST Engineering ST Engineering is a global technology, defence and engineering group specialising in the aerospace, electronics, land systems and marine sectors. The Group employs about 22,000 people across offices in Asia, the Americas, Europe and the Middle East, serving customers in the defence, government and commercial segments in more than 100 countries. Its employees bring innovation and technology together to create smart engineering solutions for customers in the defence, government and commercial segments. With more than 500 smart city projects across 70 cities in its track record, the Group continues to help transform cities through its suite of Smart Mobility, Smart Security and Smart Environment solutions. Headquartered in Singapore, ST Engineering reported revenue of S\$6.7b in FY2018 and it ranks among the largest companies listed on the Singapore Exchange. It is a component stock of the FTSE Straits Times Index, MSCI Singapore, SGX ESG Transparency Index and SGX ESG Leaders Index. For more information, please visit www.stengg.com.</p>
	<p>About SGInnovate At SGInnovate, we build and scale Deep Tech startups into high potential companies with global impact. We believe that hard global problems can be solved using Deep Tech, and Singapore, where we are based, is uniquely positioned to realise Deep Tech innovations that can tackle these challenges. Our Deep Tech Nexus Strategy is focused on adding tangible value to the Deep Tech startup ecosystem in two key areas – development of Human Capital and deployment of Investment Capital. With the support of our partners and co-investors, we back entrepreneurial scientists through equity-based investments, access to talent and business-building advice. Our efforts are</p>



	prioritised around emerging technologies such as Artificial Intelligence, Autonomous Tech, MedTech and Quantum Tech, which represent impactful and scalable answers to global challenges. SGInnovate is a private-limited company wholly owned by the Singapore Government. For more information, please visit www.sginnovate.com .
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Appendix D1 – Quotes from DELL, IMDA, Salesforce and ST Engineering

<u>DELL</u>	<p>“People are one of the most critical assets at Dell Technologies and we believe that it’s important to develop our talent and create an inclusive workplace where everyone can be themselves and do their best work. In the technology industry, female representation decreases as you look up the corporate ladder, so our diversity and inclusion strategy focuses on holistic culture change. We’re excited to launch the first edition of MentorConnect in Singapore and believe that mentoring presents opportunities for both mentors and mentees, opening up conversations that can encourage the team to innovate and contribute their best for themselves and their companies.”</p> <p><i>Mr Eric Goh, Vice President & Managing Director, Singapore, Dell Technologies</i></p>
<u>IMDA</u>	<p>“Nurturing talent is at the core of IMDA’s work, as the ability to attract and retain the right talent will directly contribute to our business outcomes. We are delighted to partner DELL, Siemens and ST Engineering for MentorConnect, and believe that we can do more collectively to magnify the positive impact of mentoring.”</p> <p><i>Mr Terry Siow, Assistant Chief Executive (International & Corporate), IMDA</i></p>



<u>Salesforce</u>	<p>“At Salesforce, we believe in the equality of every human being and have always championed women in the workforce. This commitment comes to life through our equal pay update where we ensure there's equal pay for equal work at Salesforce. We are proud to partner Dell and IMDA on MentorConnect along with ST Engineering to drive greater diversity and inclusion for the workforce of Singapore.”</p> <p><i>Mr Renzo Taal, Senior Vice President, Asia, Salesforce</i></p>
<u>ST Engineering</u>	<p>"We believe the foundation of our business success rests on our governing principles, value creation for our customers with our partners, and inclusive growth of our people. We are committed to this MentorConnect program to enrich our mentoring and talent development with industry partners."</p> <p><i>Ms Eleana Tan, Chief Corporate Officer and Chairperson of Women's Committee, ST Engineering</i></p>

Appendix D2 – About the Mentors

DELL



Eric Goh
Vice President & Managing Director, Singapore
Dell Technologies

Eric Goh is tasked with overseeing the company's growth and operations in Singapore, with core responsibilities for leading the sales strategy, go-to-market, business development and enhancing relationships with customers across public and private sectors, partners and alliances.

An IT industry veteran, Eric brings with him the breadth and depth of senior management experience in sales, customer service, marketing and business management, both at local as well as regional level. He is a consummate leader with a passion and track record for nurturing talent and developing high-performing teams.

Prior to joining Dell EMC in 2011, Eric served as Managing Director and Vice President of Hewlett-Packard (HP) in Hong Kong where he was responsible for all aspects of growth, business operations and charting HP's position in the then rapidly expanding technology sector in Hong Kong and Macau. Before that, he was Vice President of Marketing for the HP Enterprise Business in Asia Pacific & Japan where he led demand generation and awareness programs for HP's enterprise portfolio, encompassing hardware, software and IT services. Prior to the merger with HP in 2002, Eric also served as Managing Director of Compaq Singapore. Under his strategic leadership, the company's customer service organisation obtained the prestigious Singapore Quality Class (SQC) award from SPRING Singapore (now Enterprise Singapore).

Eric is a member of the Temasek Polytechnic School of Informatics & IT Advisory Committee, as well as SGTech (formerly SiTF or Singapore Infocomm Technology Federation). He is also the executive sponsor of Dell's True Ability employee resource group in Singapore which seeks to support and be inclusive of differently-abled team members. Eric possesses a Masters in Management from Macquarie University, Sydney.



DELL



Lena Yam
Senior Director, Dell Financial Services, Asia Pacific & Japan
Dell Technologies

Lena Yam is a Senior Director of Dell Financial Services (DFS) – Dell Technologies’ financial services arm – in Asia Pacific and Japan (APJ). DFS provides customers and partners with financing solutions, as well as innovative flexible consumption models that help reduce financial risks for customers with the changing business and infrastructure requirements.

Lena joined Dell EMC in 2000 to start up its financial services in South Asia⁴, and later taking on an expanded role to lead the business unit across Asia Pacific and Japan. She established the financing operating model in different countries and built a strong network of global and regional funding partners. In her role, Lena has successfully launched several key initiatives in Asia, including storage-on-demand financing model and transformational software licensing scheme.

Prior to Dell, Lena worked at IBM for nine years, where she started her career as Enterprise Account Sales Manager, followed by various regional sales leadership roles, before leaving the company as the Singapore Country Manager of IBM Global Financing.

Lena graduated from the National University of Singapore, majoring in Economics and Statistics. She volunteers in a primary school and the local sailing community. Lena leads diversity initiatives within the APJ finance organisation at Dell, striving to embrace differences across backgrounds, cultures, gender, orientation and thinking styles, and allowing innovation to thrive.

⁴ South Asia includes Afghanistan, Bangladesh, Bhutan, Brunei, Cambodia, Christmas Island, Fiji, Guam, Indonesia, Kiribati, Laos, Malaysia, Maldives, Marianas, Mongolia, Myanmar, Nepal, Pakistan, Palau, Papua New Guinea, the Philippines, Samoa, Singapore, Solomon Islands, Sri Lanka, Thailand, Tonga, Tuvalu, Vanuatu and Vietnam.



IMDA



Jane Lim
Assistant Chief Executive
Infocomm Media Development Authority (IMDA)

Jane Lim is the Assistant Chief Executive of the Sectoral Transformation Group in the Infocomm Media Development Authority of Singapore.

Jane works with partners in the public and private sector to drive digital transformation of industry sectors to accelerate the growth of Singapore's digital economy. The Sector Transformation Group includes industry clusters such as Trade and Connectivity, Built Environment, Lifestyle, Modern Services and the national SMEs Go Digital programme.

Prior to IMDA, she was the Director of Social Programmes in the Ministry of Finance and the Divisional Director in the Energy Market Authority. In addition, she has experience in manpower planning and policy, and intellectual property policy development.

Jane has an MBA from the Sloan Fellows Program in the Massachusetts Institute of Technology. She also holds a Masters in Political Science with MIT and graduated summa cum laude with a double major in Biological Sciences and Government from Cornell University. She is married with two young daughters.



IMDA



Howie Lau
Chief Industry Development Officer
Infocomm Media Development Authority (IMDA)

Howie Lau is the Chief Industry Development Officer at Infocomm Media Development Authority (IMDA). The Industry Development Group comprises Enterprise Growth Acceleration, Human Capital Development, TeSA Programme Office, Digital Industry Singapore, Internationalisation Platforms & Partnerships, Innovation & Ecosystem Development, Strategic Media Partnership, Media & Ecosystem Development and Singapore Film Commission.

Prior to his appointment, Howie was the CMO and head of Consumer business at StarHub where he was responsible for charting StarHub's brand and marketing as well as leading the Mobility, Pay TV and Broadband businesses. Before that, he was the Vice President corporate development of Lenovo where he led Lenovo's global end-to-end post-merger management and related merger and acquisition matters.

He has more than 25 years of experience managing P&L, corporate development and marketing across many territories in Lenovo and IBM. He serves as the Immediate Past President of Singapore Computer Society and the Governing Council for Singapore Institute of Directors.

Howie sits on the board for NUS Institute of Systems Science and Singapore Science Centre. He holds a Bachelor of Business Administration from the National University of Singapore and has received the Philip Kotler marketing excellence award and NUS outstanding alumni award.



Salesforce



Renzo Taal
Senior Vice President, Asia
Salesforce

Renzo Taal is Senior Vice President, Asia at Salesforce and relocated to Singapore in 2018 to lead the business in this region. In this capacity, Renzo is responsible for the business growth in Asia, helping our customers connect to their customers in a whole new way. He is a recognized leader in the European and International business arena. In October 2016 he was nominated by Quote Magazine on the list of CEO's for 2021 and has been named for the last five years by Management Team as one of most influential young business leaders in the region.

Renzo first joined Salesforce in February 2014 where he led growth and success in Northern European. Renzo brings over 20 years of international business leadership experience and prior to his roles at Salesforce, he was Senior Vice President at Philips Lighting where he was responsible for the transformation of the Lighting division and drove their online business back to profitability.

Before Philips, Renzo was based in Austin, Texas at Dell with the Global M&A and Sales Operations for the World Wide Public and Large Enterprise division where he was a member of the global Dell executive team and was part of many of Dell's strategic takeovers. Earlier in his career at Dell, Renzo managed the Dell site in Amsterdam and the Dell Services and Marketing business for China, Hong Kong and North Asia.

Renzo holds a Master of Science in Business Administration from the Erasmus University, Rotterdam School of Management. He studied at Harvard Business School and worked as a strategy consultant for the finance and fast moving consumer goods industry prior to joining Dell.



Salesforce



Cecily Ng
Area Vice President, Enterprise
Salesforce

Cecily leads the Enterprise business at Salesforce as Area Vice President - a role she held since 2015 - and is focused on enabling large businesses in Asia to innovate, be more agile and connect with their customers in a whole new way. In this capacity, Cecily serves as a trusted advisor to the C-Suites of Asia's large enterprises while leading a robust team across 10 countries that drives growth of Salesforce in this region. Cecily amassed 15 years of progressive experience and is a seasoned tech professional. Prior to Salesforce, Cecily worked with IBM, Microsoft and Sun Microsystems.

An equality champion, Cecily is the Executive Sponsor for Salesforce Women's Network in Singapore and is especially passionate about helping young women develop their careers. Dedicated to gender parity at Salesforce and in the technology industry, Cecily also keenly serves as a mentor for young women as part of the Salesforce-Halogen Foundation partnership programme BizAcademy.

Cecily was born in Hong Kong and is a recipient of the Singapore Ministry of Education Pre-University and Secondary School scholarships. She holds a bachelor degree in Electrical and Electronic Engineering from the National University of Singapore. In her free time, Cecily enjoys cooking up a storm in the kitchen and going on adventures with her husband.



ST Engineering



Jeanette Chia
Senior Vice President, Human
Resources
ST Engineering

Jeanette is the Senior Vice President for Human Resources at ST Engineering. As a passionate HR thought leader, Jeanette drives its People & Culture Strategy, Talent Management, Learning and Organization Development, and People Engagement.

Jeanette's HR career spans over 20 years, most notably in banking with UBS, Citibank, ANZ and UOB. Some of her key appointments held included country and regional HR head roles where she partnered CEOs, Global and Regional Business Heads in driving and shaping their people strategy and agenda.

Key highlights of Jeanette's work include:

- Leadership Development
- Organizational Transformation
- Culture & Change Management
- Talent Development & Management
- HR Transformation

Jeanette holds a Bachelor of Arts from the National University of Singapore, majoring in Psychology with an Honor degree in History.



ST Engineering



Stephanie Hung
Senior Vice President, Singapore Business,
Electronics Sector And Cloud Business, InfoSoft
ST Engineering

With many years of experience in the Technology Sector, Stephanie is an innovative and dynamic leader, spanning formative years in IBM, HP, Microsoft servicing clients from airlines and airports, banking and financial services institutions, to manufacturing and consumer packaged goods industry, and public sectors accumulated many years industry knowledge in the business and IT transformation journey. She has been business advisor in providing business and technology consultancy to both enterprises and the public sectors to effect innovation and sustainability.

At ST Engineering's Electronics sector, she is leading the Singapore Business teams, driving customer engagement and experience, new business developments and strategic alliances. She is also responsible to build the organization capabilities and provide cloud adoption and transformation services to our customers in the new digital 5.0 with the use of cloud & edge computing, analytics & A.I. and lean & agile approach. She is championing the Cloud Business Unit to provide professional services and managed services to modernize and embrace hybrid clouds for our enterprise customers.

As a strong believer of mentorship and inclusiveness, she actively mentors and coaches executives and teams to foster trust, growth and success.

She holds a Master Degree in Business Administration with High Honors from the University of Chicago Booth School of Business. She holds a Bachelor Degree in Business Administration from the Chinese University of Hong Kong. She is fluent in both English and Chinese (Mandarin and Cantonese).