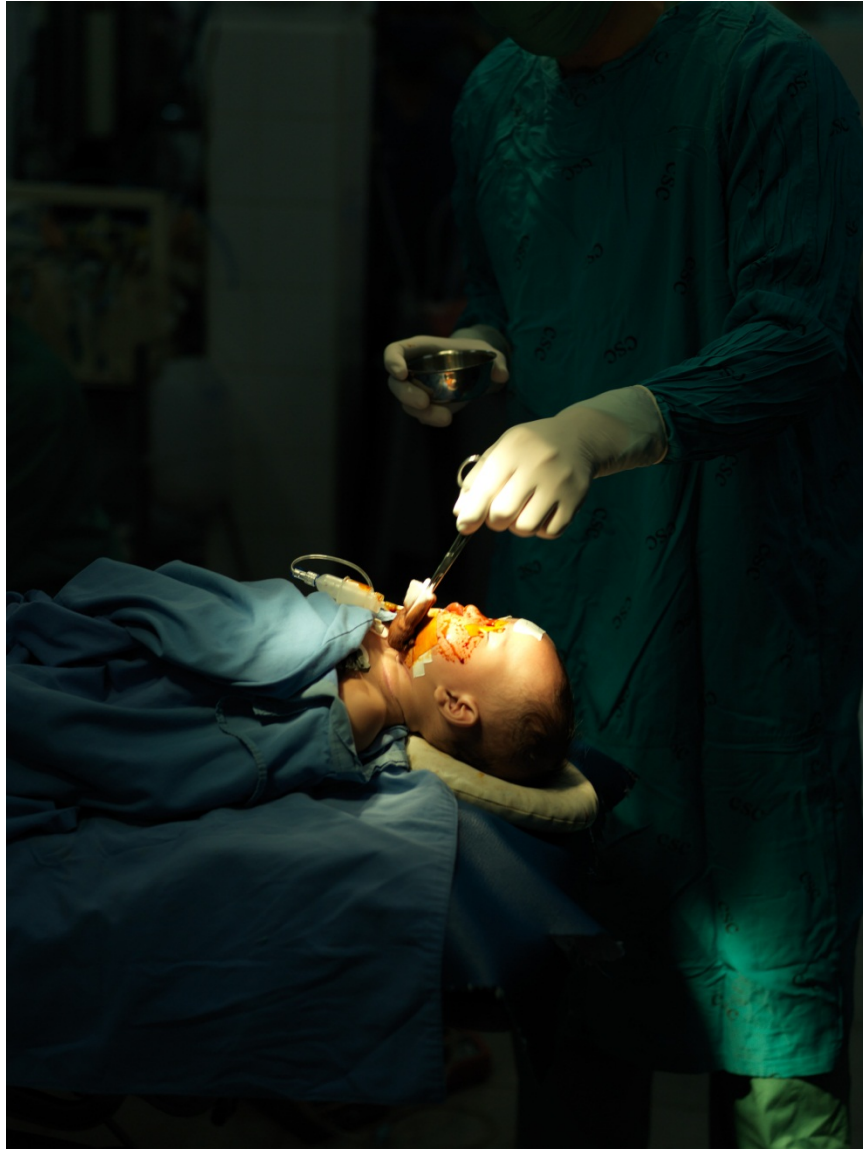




CHILDREN'S SURGICAL CENTRE

Rehabilitation surgery for disabled Cambodians
National Rehabilitation Center, Kien Khleang.



2014 Annual Report

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Annual Report 2014

Children's Surgical Centre

Chief Executive Officer

Dr James Gollogly,
OBE, FACS, FRCSC

Chief Financial Officer and Administrator

Ms. Kanyapak Reinvetch

Manager of Reconstructive Surgery Department

Dr Keo Vanna

Manager of Anaesthesiology Department

Dr.In Sovutheara

Manager of Ophthalmology Department

Dr. Chhor Long

Manager of Administration Department

Mr.Sok Menglong

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President's Report

Dear Friends of CSC,

I am in awe over how far CSC has come in the sixteen years since its inception in Phnom Penh. CSC has grown from a handful of staff performing just four operations in its first year to over 125 full-time dedicated staff who provided 20,000 consultations and over 5,000 life-changing operations in 2014.

This tremendous success was not by accident. CSC benefits from excellent leadership, strong governance and a commitment to constant improvement as a charity and as a surgical hospital. The dozens of doctors from numerous countries who every year volunteer at CSC see CSC's devoted medical professionals willing and able to learn the latest procedures and best practices from around the world. Visiting charitable foundations and donors see in CSC extraordinary transparency, governance and, most importantly, thousands of healed children that makes CSC the perfect partner for them in their efforts to help Cambodia's poor. Looking forward to 2015 and beyond I see an organization that will continue to grow in terms of breadth of services and quality of medical care.

If you are currently a supporter of CSC, I thank you and ask that you continue your support of the important and vital work that Dr. Jim and his team provide so well. If you are a past supporter, I would ask that you look again at CSC and see how far we have come. If you are not yet a supporter I encourage you to consider the value for money your funds will provide under CSC's stewardship and as your local partner in providing care and training to underprivileged Cambodians.

Please help us in our mission to help those in need. We cannot do it without your support.

Warmest regards,

Daniel G. Tagliere
Board President
Children's Surgical Centre

Chief Executive Officer's Report

Preamble

CSC had a good year in 2014 as use of the new Vanda building allowed us to expand the numbers of patients treated. We saw 20,000 patients in consultation during the year, and did 5,000 operations. Reviewing previous statistics, we have now done 150,000 consultations and 50,000 operations since we started work in 1998, all due to the support and encouragement of our donors. Since occupying the "Vanda Extension" in January last year, we have used it well and so far have made little change, although we may soon have to move the ENT department into the library on the 3rd floor. The garden looks good and the patients enjoy the relief from concrete, but we have not made any new construction to replace what the fire destroyed last year. Instead, we have moved Physical Therapy into the Vanda Extension, and brought 2 storage containers over from CASC to house our extra equipment. So this has been a very productive year, with record numbers of patients coming for consultation and receiving operations. New donors have visited and promised assistance, more visiting surgeons and anaesthetists have come to work and teach our Khmer staff, and the staff itself has grown in numbers and in qualifications.

Thanks

The Board of Directors would like to thank all donors for all their assistance during the year. Some donors wish to remain anonymous, but others include:

Vanda Sports Group, Ian Mullane, and their boxers for continued fundraising efforts through the White Collar Boxing events.

Dave and Kerry Rickards, the DAK foundation, for their ongoing financial support.

CLSA in Hong Kong, for continuing support.

Kadoorie Charitable Foundation which has supported us for so many years both directly and indirectly.

Dr. Mark Moser & Mr Chuck Monat for their individual donations.

Smile Train for continued support of our Cleft Lip and Palate surgical program.

Watsi for its crowdfunding donations throughout the year.

Peter Bennett Foundation for initiation of support which will last for 3 years.

In addition, there have been **many other private donors** who have made financial contributions throughout the year, and who do not wish to have their names publicized, or whose names are too numerous to mention here, but we do hope they all received their recognition and thank you letters.

The Directors would also like to thank the local Khmer staff of Children's Surgical Center, for all their hard work in providing such good service during the year to the patients we have treated.

Site and Facility Considerations

The Persons with Disabilities Foundation has spent quite a lot of money in upgrading the compound and has development plans which have not been so far been discussed with the other occupants. The new Minister for Social Affairs has not visited the compound, and as the political situation seems to have stabilized, we are planning on visiting him in the New Year, and discussing his vision for further development. There was no significant flooding this year, and the electricity supply has been more stable than in previous years, so on the whole, we have had nothing particular to worry about on this score.

Numbers of Operations and Consultations

Operations	2009	2010	2011	2012	2013	2014
Rehabilitation	1,430	1,487	1,491	1,540	1,334	1,556
Eye	2,836	2,213	2,080	3,425	4,816	3,634
Total	4,316	3,700	3,567	4,965	6,150	5,190

Consultations	2009	2010	2011	2012	2013	2014
Rehabilitation	2,648	2,631	2,429	1,960	5,809	7,121
Eye	8,623	9,873	9,411	8,108	11,638	13,268
Total	11,271	12,504	11,840	10,063	17,447	20,389

Scope of Services

Our eye department is currently undergoing some major changes. Drs Long and Roo, the 2 seniors who have been with us for more than 10 yrs, are continuing to do yeoman work, helped a lot nowadays by Dr Heidi: these 3 form the backbone of the team. Of the more junior surgeons, Dr Dira has been fortunate enough to get an ophthalmic residency slot in Manila, so will follow in the footsteps of Roo and Long, and has gone in January 2015, for the next 3 years. Dr Sopheak will go to Thailand

for 3 months of Retina training at the beginning of February. Dr Sitha is now too busy with the Military Hospital to come any more. We recruited 2 new budding ophthalmologists, Drs Sambo and Youey, 3 months ago, who are coming along well. Dr Panha will leave in 2015 for more defined training in plastic surgery, and we are currently assessing 2 more applicants, Dr Remy who has finished the 3 year ophthalmology training in Cambodia and who worked with us while in residency, and Dr Sokret who has recently graduated from medical school. We thus will have enough ophthalmologists to make up for Dira and Sopheak's absences, and we expect to again increase ophthalmic activity in 2015.

The numbers of operations are listed as less than last year, as with the help of Dr Heidi, we have reviewed all our procedures, and reclassified some of them, so that now, if less than 15 minutes is spent doing a procedure, it is designated as a "minor procedure" and not counted as an operation. Hence despite the apparent lower number of operations, the eye department was busier again than in 2013, as evidenced by the numbers of outpatients being 44% higher than last year.

Our ophthalmic nurses are now much more efficient since some of them trained at Wat Raiking in Thailand in 2012, and we are sending 3 more of them for further training to the same place in February, along with Dr Sopheak. In addition, Ms Chantry was accepted for 6 months of training in Orthoptics in India during 2015, and is already studying there.

ENT surgery has now been strengthened under Dr Charlie Huins' guidance for the last 3 months, and we routinely have 1 major case a day, as well as a few smaller ones. Appropriate operating microscopes have been obtained, and 3 or 4 sets of instruments, so that when the French ENT team came at the end of November, we were able to run 2 or 3 operating tables at once. Our local surgeons have just begun to do major surgery "on their own" with Charlie's help, so by the end of 2015, especially if Charlie is replaced with another ENT fellow when he goes to Sydney in March, we should be able to do most major routine ENT surgeries.

Cleft surgery has dropped by about 15% this year, to a total of 178 operations, which is not surprising as the "backlog" has dramatically diminished and there are now more teams competing for patients. SmileTrain continues to support our cleft operations and Phnom Penh Rotary Club has also continued to support our MEC program, so we are very grateful to both of them.

Hip replacements are now routine and no longer need expatriate surgeons, but we have not yet introduced knee replacements due to the costs of the instrumentation and prostheses. We still need more teaching on difficult spinal cases but Prof Ken Cheung has started to visit from the University of Hong Kong, and we expect to develop this relationship in 2015. With Dr Vaikuntham Rajaratnam of Singapore, and Professor Wee Lam of Edinburgh, we have worked a lot on hand surgery, both in setting up a curriculum to teach the correction of congenital hand deformities in

Cambodia, and a program to treat Brachial Plexus Injuries, which looks very promising.

Patient Referrals

Not too much has changed in regard to referrals: mostly it is by word of mouth, among relatives and friends, but there is a steady increase in referrals of difficult cases from other hospitals, and also of people from remote areas through the agency of some organization. We do still use radio advertising on occasion, but TV advertising is not worth the expense, and whenever we do use either of these modes, many patients turn up with conditions far different from what we expected.

Outreach Services

In 2014 we only made one significant attempt at outreach, when we surveyed school children for ear disease every Thursday afternoon. After examining about 2,000 children, we came to the conclusion that this was not a very productive use of our time, as the team detected very few new patients and thought their time and effort would be better spent in Kien Khleang treating patients who were referred for services.

Equipment Donated and Purchased

This year we received a container full of supplies from Action Aide Asie, a French NGO and another we shipped ourselves from the USA, so we have now significantly replenished our equipment and made up for what we lost in the fire last year. We also received a very nice slit lamp from Haag-Streit in Switzerland, through the auspices of the Smiling Gecko NGO. In addition, from Medtronics, Charlie Huins obtained a donation of 2 high speed drills for ENT use, and through the World Federation of Neurosurgical Societies, we purchased an operating microscope for neurosurgery/ENT and another high speed drill for spinal/neurosurgery at such good prices that we could not miss out even though we had just purchased already, a Chinese ENT microscope. We are very grateful to all the donors who made this happen, and to Jim Carmichael, Mark Moser and Jim Osbourne who co-ordinated the USA container, packed and shipped it, and got us a lot of what we had requested over the past year.

Visiting Consultants

In 2014, the numbers of visiting expatriate experts were similar to previous years, but we had the chance to welcome some new fellows. Dr Heidi Gollogly has come as our ophthalmic fellow for a year, Dr Charlie Huins as our ENT fellow for 6 months, and Dr Tom Mendes da Costa was our orthopaedic fellow for 6 months. All have been very effective in bringing more theoretical knowledge to our surgeons, as well

as introducing new concepts, techniques and operations, and we certainly would like to replace them with similar volunteers.

Dr Jennifer Garza of Monterey, CA, and the French ENT team, Entendre Le Monde, both came to help teach ENT surgery. Charlie was glad to meet them, so our Khmer ENT doctors have now had substantial instruction in 2014, and their skills have improved remarkably. Our other visitors had all been here in previous years, except for Prof Ken Cheung who came from the University of Hong Kong to help us develop spinal surgery, and has already signed up for a repeat visit in 2015. We had previously sent our doctors to work with Prof Cheung in Hong Kong, so this is leading to much more of a relationship that should develop well in the future.

Visiting Students

Visiting medical students in 2014 were also roughly the same numbers as in recent years. We are however, now getting more requests from students in non-anglophone countries, but when they arrive, they all can converse fluently in English, and seem little different educationally from our more usual flock. The students offer the benefits to us, of frequent discussions in English with our Khmer staff, and of doing some research which helps us assess what we have done to treat various conditions in the past.

CSC Staff and Conferences

Dr Sarandy rotated to Battambang in mid-year, and we have not yet had a surgical trainee to replace him, as there seem to be some problems in the Cambodian system. Other than the staff changes in the eye department, we have had little change throughout the year. Sam Tuck spent most of the year with us, teaching radiography both at CSC and in other hospitals, courtesy of Dave and Kerry Rickards, and he helped our staff tremendously in taking better Xrays and becoming much more familiar with the technology.

The annual “Journées de Chirurgie” took place in Phnom Penh during November, and we presented another 4 papers on various topics. We presented papers at other local conferences and also submitted several papers to international journals, most of which have been accepted for publication or are still in the review process.



Dr. Jim Gollogly
CEO

Chief Financial Officer's Report

Preamble

Income.

We had a **total Income of \$1,609,079 in 2014.**

Donations of USD \$1,535,250 came from the following 60 donors, who each donated more than \$1,000 ;

Vanda Sports Group (VSG) \$271,993
CLSA \$189,916
Watsi.org \$137,435
Dreyfus Charitable Foundation \$90,460
Peter Bennett Foundation \$75,000
Monat Charles \$ 50,000
Smile Train \$41,750
Pink Umbrella \$27,869
Computershare \$25,871
Sutherland, Mary-Anne \$18,270
Gall, Nick \$12,000
ACF-DAK Foundation \$11,082
UNFPA \$7,431
Bank of America Charity Foundation \$5,944
Anonymous \$5,437
British Foundation \$5,217
Kagan Family Trust \$5,000
Smiling Gecko/ GAM \$5,000
E.Lafayette & Etienne Quirin Fdn Inc \$5,000
Riggin, Heather \$4,636
ACF-Direct Recruitment \$4,635
West Island School \$4,124
Key, John \$4,115
IPC Information System HK LTD \$4,038
Gollogly, Bernie \$3,932
Marlborough College Malaysia \$3,457
Wallace, Clayton \$3,259
Jackson, William \$3,200
Peng, Soutien \$3,100
Chevron Federal Credit Union \$3,014
Financial Graphic Service \$3,000
Rotary Foundation of Washington DC \$3,000
Regan, Todd & Jessica \$2,935

Murphy, Caitlin \$2,618
 Foster, Graeme \$2,575
 Wilson, Craig Alan \$2,400
 Judge, Paul \$2,170
 Cognizant US Corp \$2,000
 Phi Tran \$2,000
 Wai, Justin \$2,000
 Women's International Group \$2,000
 Wong, Eugene \$2,000
 Chen, Ken An \$2,000
 Chen, Sherry \$2,000
 Hernandez, Margarita \$1,965
 Shine Training Limited \$1,658
 Lister, A. and D. Durupt \$1,647
 Chen, Cheng Lien \$1,500
 Baum, Jeffry \$1,500
 H&M Cambodia \$1,466
 Koster, Glenn \$1,420.05
 Thomas, Evan & Kimberley Lazzara \$1,400
 Lasch, Kelly & Sean \$1,379
 ACF-Tom Clipson \$1,377
 Kao, Yun \$1,300
 Roberts, Karen S. \$1,200
 Bikini Fit Asia Limited \$1,150
 Corral, Edward & Danielle \$1,120
 Silicon Valley Community Foundation \$1,100
 Fuchs, Stefan \$1,025

1,248 other donors made up the rest of the donations, so there were 1,308 donors in total this year.

In addition, there were other Incomes from Interest & Dividends (\$23,598), Cost Recovery (\$6,526) and Pharmacy (\$43,703)

Expenses.

Expenditures this year were \$1,611,349

1. CSC's Overheads of \$1,295,510 were due to these items ;

- Medical Staff Salaries \$635,678
- Medical Consumables \$229,208
- Other Assets & Depreciation \$200,633
- Operating Costs \$149,306
- Management & Admin. Salaries \$69,598
- Repair and Maintenance \$42,633
- Pharmacy Expense \$42,360
- Utilities \$31,155

- Staff Training \$19,562
 - Surgical Expense to Chenda \$11,800
 - Security & Cleaning the compound \$9,001
2. We collected \$170,410 for the following partners and passed on to them:
1. Australian Cambodian Foundation (ACF) \$72,500
 2. CamKids \$97,910

Total Assets in 2014 were \$1,480,662, represented by ;

1. 8 Bank Accounts totalling \$646,603
2. 4 PayPal Accounts holding \$86,573
3. Equity Investments \$472,849
4. Other current assets (cash on hand, petty cash, A/C receivable, advances, prepaid) \$36,615
5. Equipment and Property \$238,022

The details of all these can be seen in CSC's Statement of Income and Expenses 2014.

Cost Control

Our budget was underestimated due to the increased number of consultations in 2013 from 17,447 in 2013 to 20,349 in 2014, mainly associated with increased ENT activity, and we were over budget by about \$49,000 for the following 4 reasons:

1. Medical Consumables for patients were \$28,208 over budget, mainly because of the increased number of consultations. We also cut eye glasses for 272 patients, and paid treatment fees for Chemotherapy for Cancer Patients to the Russian Hospital.
2. Operating Costs were \$21,406 over budget due to the Legal Retainer Fees of \$11,339 (Dr.Mark Moser's case). We had to refund some money for the Fistula program back to UNFPA as our Fistula activity was lower than proposed.
3. Pharmacy Expenses were \$20,760 over budget, as both income and expenses were double what we had planned for this year.
4. Staff Training was \$7,562 over budget, due to sending Dr Long to training at Watraikhing Hospital in Thailand, and Jack and Sam to the Medical Trade Fair at Shenzhen, China. In addition, we funded Ultrasound Training to Drs. Tholy & Vanna.

Financial Viability

In 2014, we have continued to receive wonderful support from our major donors as mentioned in the details of Income. We expect this to continue in 2015, and we currently have \$754,085 carried forward, so about 6 months of funding in hand.

Role and Influence of Donors

We continue to progress forward as the Board decides, without the major donors driving the agenda, just as in previous years.

Financial Monitoring

The Board chose to continue with Price Waterhouse Cooper (PWC) as auditors for the 4 years (2014-2017, but this year, the audit for 2014 will not commence until the 1st week of March 2015.

A Draft "CSC 2014 Statement of Income and Expenditures" is attached to this report.

Equipment and Vehicle Replacement

In year 2014, we bought a new Chinese ENT Microscope (ASOM-5/B) for \$15,890 and a Zeiss Pico ENT Microscope for \$11,000, as well as an Aesculap high speed drill for \$5,000.

Broken medical and non-medical equipment was repaired by Jack and his Bio-Engineering Unit and our repair & maintenance expenses decreased from our budget this year by \$11,366. We are now sending 2 Bio-Engineering staff (Jack and Thearun) to join the Bio-Medical Engineering Class at Puthisastra University, which will train them how to repair medical equipment during the next 3 years (2015-2017).

This year we issued a maintenance contract for our new donation of a 100kva Generator to David's Garage who already cares for our old 30kva generator as well as all the vehicles.

Funding Initiatives

Vanda Sports Group continued naming us as the sole beneficiary to their White Collar Boxing events, staging four bouts in 2014 (two in Hong Kong and two in Singapore). By comparison with year 2013, the events themselves raised \$271,993 v \$105,139, while the boxers each created individual fundraising pages on Firstgiving and we received a further \$142,464 in 2014 v.\$103,283 in 2013. VSG raised \$414,457 in total this year. Further support coming from sports included John Key, running endurance races across the globe this year, raising \$29,935 in total donations, and our long-time supporter and friend David Gross also ran for CSC and raised \$2,055.

The Dreyfus Charitable Foundation donated \$90,460 for medical study and research, and the Peter Bennett Foundation stepped in this year with a \$75,000 donation for General Use, and a promise of similar support for the next 2 years. The

Pink Umbrella Foundation donated AU\$30,000 again, much of which is used to support treatment for some of CSC's cancer patients. Our partnership with Watsi entered its second year, and they raised \$137,435 for us through their crowdfunding website. However, due to increasing privacy concerns in the developed world, it is possible that this sort of funding is unsustainable in the long run, and we are already being subject to requests that may be impossible to fulfill.

Thank you letters were mailed regularly by Anne McMurrey before she handed over to our new Stakeholders Relation Officer, Harrison Wallace in September 2014, and we expect Harrison to be equally consciencious about this matter.



Kanyapak Reinvetch
Chief Financial Officer & Administrator

Children's Surgical Centre
Profit & Loss Budget vs. Actual
January through December 2014

	Jan - Dec 14	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
500 · Donations	1,535,250.16	490,916.00	1,044,334.16	312.73%
550 · Interest & Dividends	23,598.46	3,000.00	20,598.46	786.62%
560 · Cost Recovery	6,526.86	2,400.00	4,126.86	271.95%
570 · Pharmacy Income	43,703.49	24,000.00	19,703.49	182.1%
Total Income	1,609,078.97	520,316.00	1,088,762.97	309.25%
Gross Profit	1,609,078.97	520,316.00	1,088,762.97	309.25%
Expense				
4D10000 · Medical Salaries	635,678.87	640,059.00	-4,380.13	99.32%
4D1400 · Medical Consumables	229,208.81	201,000.00	28,208.81	114.03%
4D1500 · Surgical Expense to Chenda	11,800.00	12,000.00	-200.00	98.33%
4D1600 · Staff Training	19,562.20	12,000.00	7,562.20	163.02%
4D1700 · Repairs & Maintenance	42,633.44	54,000.00	-11,366.56	78.95%
4D1800 · Utilities	31,155.28	31,800.00	-644.72	97.97%
4D1900 · Security&Cleaning Kien Khleang	9,001.07	9,432.00	-430.93	95.43%
4D2000 · Other Assets & Depreciation	200,633.52	210,815.00	-10,181.48	95.17%
4D2100 · Grant to ACF	72,500.00			
4D2200 · Grant to CamKids	97,910.24			
4D2300 · Pharmacy Expense	42,360.34	21,600.00	20,760.34	196.11%
4I100 · Management & Admin Salaries	69,598.63	71,334.00	-1,735.37	97.57%
4I200 · Operating Costs	149,306.86	127,900.00	21,406.86	116.74%
Total Expense	1,611,349.26	1,391,940.00	219,409.26	115.76%
Net Ordinary Income	-2,270.29	-871,624.00	869,353.71	0.26%
Other Income/Expense				
Other Expense				
4I700 · Currency Loss (Gain)	879.99			
4I800 · Unrealised Loss (Gain)	76.47			
4I900 · Realised Loss (Gain)	21,243.29			
Total Other Expense	22,199.75			
Net Other Income	-22,199.75	0.00	-22,199.75	100.0%
Net Income	-24,470.04	-871,624.00	847,153.96	2.81%

Children's Surgical Centre Balance Sheet

As of December 31, 2014

	Dec 31, 14
ASSETS	
Current Assets	
Checking/Savings	
100 · Cambodia Commercial Bank	37,292.67
101 · ANZ Royal	20,177.11
102 · Wells Fargo CSC (4121)	158,418.30
103 · Wells Fargo Sustain Fund (7835)	160,704.84
104 · HSBC HKD (001)	46,729.58
105 · HSBC USD (201)	27,648.19
106 · Wells Fargo CSC- CK (9074)	6,542.96
107 · Wells Fargo CSC- ACF (3470)	189,089.22
108 · PayPal (USD Account)	78,156.84
109 · PayPal (AUD in USD)	4,676.23
110 · PayPal (GBP in USD)	3,652.25
111 · PayPal (CAD in USD)	88.43
150 · Cash on hand	8,717.46
160 · Petty Cash	300.00
Total Checking/Savings	742,194.08
Accounts Receivable	
11000 · Accounts Receivable	11,891.13
Total Accounts Receivable	11,891.13
Other Current Assets	
1990 · Equity Investments	472,848.95
1995 · Staff Advances	7,420.00
1996 · Project Advance	2,322.00
1997 · Deposits & Pre Pairs	5,964.63
Total Other Current Assets	488,555.58
Total Current Assets	1,242,640.79
Fixed Assets	
1998 · Equipment and Property	238,021.61
Total Fixed Assets	238,021.61
TOTAL ASSETS	1,480,662.40
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
21000 · Current Liabilities	2,481.95
Total Other Current Liabilities	2,481.95
Total Current Liabilities	2,481.95
Total Liabilities	2,481.95
Equity	
30000 · Opening Balance Equity	1,502,650.49
Net Income	-24,470.04
Total Equity	1,478,180.45
TOTAL LIABILITIES & EQUITY	1,480,662.40

Staff List 2014

No		Staff Name	Position	Sex	Phone #	Email Address
The Management (2)						
1	Dr.	James G. Gollogly	Chief Executive Officer	M	012 979 214	jim@csc.org
2	Ms.	Kanyapak Reinvetch	Chief Financial Officer	F	012 710 789	kanya@csc.org
Stakeholder Relations (6)						
3	Ms.	Anne McMurrey	Stakeholder Relations Officer	F	092 344 470	info@csc.org
4	Mr.	Herrison J. Wallace	Stakeholder Relations Officer	M	015 528 578	info@csc.org
5	Ms.	Erin P. Bourgois	Donor Development Officer	F	010 752 683	erin@csc.org
6	Dr.	Tom Mendes Da Costa	Orthopedic Surgeon Volunteere	M	089 921 248	tom@csc.org
Reconstructive Surgery Department (16)						
7	Dr.	Keo Vanna	Manager of Reconstructive Surgery	M	012 878 035	vanna@csc.org
8	Dr.	Keo Yemmony	Surgeon	M	016 277 738	mony@csc.org
9	Dr.	Soum Ratha	Surgeon	M	089 960 202	ratha@csc.org
10	Prof.	Ou Cheng Ngiep	Surgeon	M	012 590 325	ngiep@csc.org
11	Dr.	Tea SokLeng	Surgeon	M	012 795 525	sokleng@csc.org
12	Dr.	Ky Chanmony Raksmeay	Surgeon	M	012 600 991	raksmeay@csc.org
13	Dr.	Tho ly	Surgeon	M	012 634 994	ly@csc.org
14	Dr.	Heang Oy	Surgeon	M	078 578 579	oy@csc.org
15	Dr.	Charles Huins Timothy	ENT Fellow	M	092 264 608	charles@csc.org
16	Dr.	Touch Sokdavy	ENT Surgeon	F	017 521 277	davy@csc.org
17	Dr.	You Kosal	ENT Trainee	M	089 753 239	kosal@csc.org
18	Dr.	Chhea Sothea	ENT Trainee	F	077 773 534	Sothea@csc.org
19	Dr.	Lim Sarandy	DES Trainee	M	092 787 809	dy@csc.org
20	Dr.	Un Kompheak	DES Trainee	M	012 524 113	kompheak@csc.org
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27	Mr.	You Sokhom	Nurse (Instrument)	M	012 689 344	
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29	Ms.	Sok Sokanha	Nurse	F	078 788 897	
30	Ms.	Orn Muy Eng	Junior Nurse (Post Op.)	F	070 864 001	
31	Mr.	Chan Maraka	Junior Nurse (Instrument)	M	097 998 9126	
32	Ms.	Hap Kanika	Nurse	F	015 777 201	
33	Ms.	Ngim Sokny	Nurse	F	098 439 834	
34	Ms.	Heng Davy	Junior Nurse	F	087 707 870	
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36	Mr.	Chhuon Sopheak	Junior Nurse (Dressing)	M	097 717 4756	

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39	Mr.	Hour Senglong	Nurse	M	010 585 256	
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46	Mr.	Ly Sokhai	Support Medical Staff	M	012 808 769	
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50	Mr.	Sem Sambath	Radiographer Trainee	M	010 777 206	
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75	Dr.	Chhour Yuey	Ophthalmological Trainee	M	016 397 980	

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82	Ms.	Phal Sokheang	Ophthalmic Nurse	F	086 894 779	
83	Mr.	Nhet Thet	Ophthalmic Nurse	M	097 770 7 091	
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85	Mr.	Sem Ratha	Ophthalmic Assistant	M	010 256 162	
86	Ms.	Cheang Somphea	Ophthalmic Assistant	F	016 331 914	
87	Ms.	Seng Ratana	Ophthalmic Assistant	F	097 363 3397	
88	Mr.	Kea LyChheang	Ophthalmic Assistant	F	077 996 338	
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96	Mr.	Kuy Sarith	Building Technician		012 491 887	
97	Mr.	Mom Vansa	Maintenance	M	097 656 0813	
98	Mr.	Les Math	Maintenance	M	070 286 836	
99	Mr.	Nhean Pannha	Maintenance	M	096 489 8345	
100	Mr.	Thon Bunthin	Assistant Technician		096 745 4924	
101	Ms.	Soun Sokha	Cleaner	F	097 6869017	
102	Ms.	Than Siekngin	Cleaner	F	070 449 390	
103	Ms.	Lim KomSort	Cleaner	F	097 909 8470	
104	Ms.	Yem Srey Leoung	Cleaner	F	097 884 0093	
105	Ms.	Voeurn Son Un	Cleaner	F	096 489 8345	
106	Ms.	Uk Dany	Cleaner	F	011 876 157	
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118	Mr.	Khun Romanea	Patient Information Officer	M	086 816 225	
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Maintenace/Cook/Cleaning/Security Unit (9)						
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121	Mr.	Men Simen	Maintenance & Driver	M	012 813 134	
122	Mr.	Chom Theang	Maintenance & Driver	M	085 499 439	
123	Mr.	Deb Dy	Maintenance	M	097 985 0755	
124	Mr.	Nan Tak	Janitor	M	097 6391 564	
125	Ms.	Chhoun Daly	Cook	F	012 378 106	
126	Ms.	Pol Sokhom	Cook	F	089 815 031	
127	Ms.	Noun Sokkhom	Cook	F	070 754 758	
128	Ms.	Leav Simorn	Cook	F	092 985 083	