



TSIBA
BUSINESS SCHOOL

FOUNDERS' GIFT CAPITAL CAMPAIGN



“When we have full ownership of our campus, the long-term sustainability for the critical work that TSIBA does in South Africa will be massively enabled”

Gia Whitehead TSIBA Chairperson



About TSIBA

TSIBA Business School, registered as TSIBA Education NPC, is an accredited not-for-profit Higher Education Institution located in Cape Town, South Africa.

TSIBA offers unique undergraduate and postgraduate qualifications in business and entrepreneurial leadership. At TSIBA, we share a commitment to the United Nations Sustainable Development Goals and the urgent need to educate our students to be responsible leaders.

TSIBA Business School exists as one entity in a Social Enterprise collective comprising the Business School, an Ignition Academy and an Education Trust working together to return highly sought-after people and successful small business enterprises. TSIBA develops ambitious, Purpose-Lived people and emerging businesses who want to take South Africa and the planet forward.

OUR VISION

To challenge the status quo of business education through a values-based approach to teaching and learning in a changing world.

OUR MISSION

To invest in purpose-driven humans and emerging businesses who lead social change.

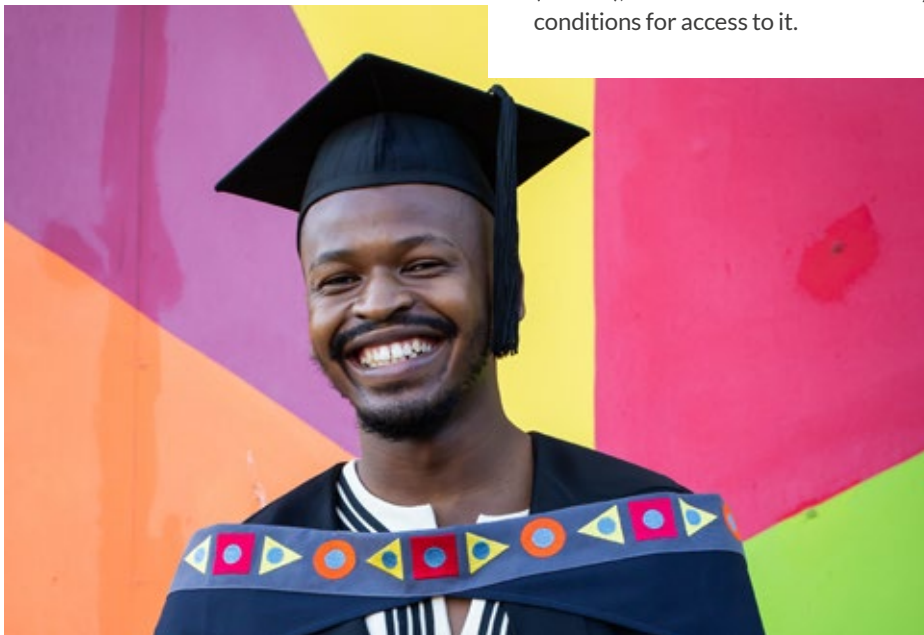
Why TSIBA

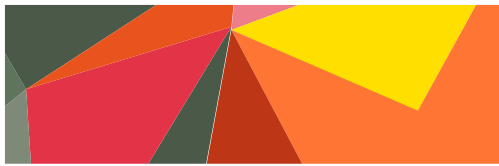
To profoundly change the future trajectory of young people from systemic and inter-generational poverty.

South Africa has made immense progress since our transition to a constitutional democracy in 1994, and as a nation we have many significant accomplishments to be proud of. Among such accomplishments have been the efforts by the South African Government to enhance the quality of education for all, and, for those to whom it was unaffordable, to fund tertiary education through the National Student Financial Aid Scheme (NSFAS), and to create the ancillary conditions for access to it.

Notwithstanding such progress, very significant numbers of Grade 12 secondary school leavers remain excluded from the South Africa Government's National Student Financial Aid Scheme (NSFAS) funding, not for lack of aptitude, motivation or academic ability, but (still) for suffering the disadvantages of having completed their school education with constrained facilities, equipment and teaching staff, and still for lack of financial resources. To this group, access to post-secondary school learning opportunities and to economic democracy remains elusive.

Moreover, the issues of youth unemployment and youth unemployability remain dire. Recent data produced by Statistics South Africa), indicate youth unemployment in South Africa at well above 50%, an unemployment rate which has been climbing steadily since 2008. The South African youth unemployment reality places the country in the bottom three nations globally for this crisis. The social and economic consequences to our youth are evident in the present, and potentially catastrophic in the future. Sadly, the economic devastation wrought by the global Covid-19 pandemic has ►





► compounded this situation, and the South African government's valiant efforts to address these challenges will not be sufficient in isolation. Indeed, and in alignment with global trends, the demand for higher education in South Africa continues to increase exponentially (DHET Report, March 2017: Statistics on Post-School Education and Training). In a further report from the Department of Basic Education (National Senior Certificate Examination Report: 2016) it was reported that the number of school leavers qualifying for post-school education had increased by approximately 32% between 2009 and 2016.

With the tertiary education demand curve continuing upwards, private higher education institutions will (and have) played an increasingly important role in preparing young people to enter the economy as skilled and contributing citizens. TSIBA is one such institution with a unique value offering where studies at TSIBA are fully funded for the majority of its students with no fees payable whatsoever through full degree studies where annual household income is less than R350 000 per annum and where academic performance on application meets minimum TSIBA thresholds. As a private higher education institution TSIBA is unique in South Africa for this offering.



OUR STUDENTS

Most applicants to study at TSIBA have emerged from marginalised communities, and are economically excluded youth who aspire to transcend poverty.

Their families teeter on the brink of poverty, with many as shack dwelling residents. Neither of their parents (will have) studied formally, and many parents remain unemployed themselves. Such conditions remain sadly pervasive in a democratic South Africa which remains the country with the highest Gini coefficient globally.

Not for lack of talent or ambition, but for circumstances, TSIBA students are less likely to have performed at school at an academic level which will allow first preference into public university selection and funding. The majority of TSIBA applicants (and students) have transcended the conditions existant in the townships around Cape Town and across the Western Cape. TSIBA students have mostly been educated in poorly resourced secondary schools – and where they have completed Grade 12, and sourced sufficient financial means to study post school, they would not have achieved the academic exemption standard necessary to study at university level.

Notwithstanding such circumstances, TSIBA students and graduates are certainly not poor. They are bright, they are ambitious, and they are as committed to building their lives and their communities as they are to building South Africa.



OUR IMPACT

7500

TSIBA HAS AWARDED
OVER 7500 FULL
ANNUAL-TUITION
SCHOLARSHIPS SINCE
INCEPTION IN 2004

5

FIVE TSIBA
STUDENTS
HAVE BEEN AWARDED
ALLAN GRAY ORBIS
FOUNDATION
SCHOLARSHIPS

2004

SINCE ITS INCEPTION IN
2004, OFTEN FROM
SEEMINGLY IMPOSSIBLE
CIRCUMSTANCES, TSIBA
STUDENTS HAVE EMERGED
AS ECONOMICALLY ACTIVE,
CARING, CONSCIOUS AND
PURPOSE-LIVED GRADUATES.

8

EIGHT TSIBA
STUDENTS HAVE
BEEN AWARDED
MANDELA-RHODES
SCHOLARSHIPS

90%

TSIBA HAS
MAINTAINED A
POSTGRADUATE
EMPLOYMENT
RATE OF 90%
SINCE INCEPTION

2

TSIBA HAS PROVIDED
ADVANCEMENT
OPPORTUNITIES
TO CREATE BETTER
HUMANS, BETTER
COMMUNITIES AND
A BETTER PLANET
OVER TWO DECADES.

3

THREE TSIBA
STUDENTS HAVE
BEEN AWARDED
KOFI ANNAN
SCHOLARSHIPS

1500

SINCE INCEPTION, OVER
1500 HCBA AND BBA
TSIBA GRADUATES HAVE
PROGRESSED TO FURTHER
STUDIES OR ENTERED
THE WORLD AS BUSINESS
PROFESSIONALS AND ACTIVE
ECONOMIC CITIZENS.



THE TSIBA GEMSTONE

The TSIBA Gemstone has important symbolic relevance in this institution.

Gemstones are durable and resilient in nature. In the hands of skilled craftsmen Gemstones become items of immense value, and each one is unique.

TSIBA Students are the precious Gemstones in the making at TSIBA.

TSIBA Graduates 'explode' into the universe as skilled business professionals, and citizens with a commitment to Purpose-Lived leadership.

TSIBA is proudly African, proudly rooted in South Africa and proudly diverse in its perspectives and learning community.

The TSIBA Commitment

- TSIBA commits to providing its students with a rich, relevant and rewarding business education through the academic journey, and one which prepares them fully for active economic participation and citizenship on graduation.
- TSIBA commits to providing access to tertiary education where it is otherwise not available for academic or financial reasons, and a fees model where all undergraduate students study on full or partially subsidised scholarships, at 100%, 75% and 60% subsidies respectively.
- TSIBA commits to providing aspirational academic offerings which bring together a diverse community of students and graduates who collectively will work to take South Africa forward.
- TSIBA commits to the principles of inclusivity and access to quality higher education as a fundamental human right in alignment with the UN Global Sustainability Goals on Education.
- TSIBA Commits to active sustainability-driven citizenry to ensure social and environmental preservation.



“This is a TSIBA ‘game-changer’ campaign and one which once realised provides the platform from which TSIBA can continue to work to enable economic democracy for young South Africans in perpetuity”



Gia Whitehead TSIBA Chairperson



Founders' Gift

Home; a haven for nurturing; a place for engagement; a space for learning and discovery. For almost two decades TSIBA has provided such a space to create better humans, better communities and a better planet.

Providing access to purpose-lived, high-quality business education was inspired by the dreams of TSIBA Founders, current Chairperson Gia Whitehead, previous Chief Executive Officers Leigh Meinert and Adri Marais and (the late) Graham Lashbrooke. Two decades of dedication to this endeavor has seen TSIBA profoundly impact the lives of thousands of young people.

Since inception in 2004, often from seemingly impossible circumstances, TSIBA students have emerged as active economic, caring, conscious and purpose-driven graduates and citizens, and some as Mandela-Rhodes, Kofi Anan and Allan Gray Orbis Foundation scholars. These are the profound transitions which continue to be realised through the spaces of engagement, learning and discovery ►



“TSIBA empowered me with the right attitude and emotional intelligence to pursue further studies and later on, join the finance industry.”



Zikhona Ngumbela TSIBA graduate



TSIBA Founders, current Chairperson
Gia Whitehead, previous Chief Executive
Officers Leigh Meinert and Adri Marais
and (the late) Graham Lashbrooke.

► that the various TSIBA campuses have provided. Such outputs reveal the promise of the transformative impact of education as a catalyst to unlock the best of what humans can be, a promise which TSIBA to this day upholds.

From a modest blanket factory as its home in Cape Town's Mowbray district with less than 10 students on campus in 2004, to a Pinelands campus with 400 students for eight years, and then in 2020 to our current Woodstock campus with over 700 students in 2022, the exponential growth in student numbers over 18 years reveal an increased aspiration for TSIBA education programmes as well as its social impact.

Whilst we would never be where we are today without the consistent and very generous support of our partners

and donors over the years, these facilities were however never owned by TSIBA.

Consequently, besides the lease cost liabilities that some of these campuses brought, our campus spaces have never quite felt like 'Home'. Nor have these spaces fully aligned with our own design and ambition for an inspirational, aspirational and sustainable social impact educational campus.

Our Campus Acquisition Aspiration – A TSIBA 'Home' through the Founders' Gift Capital Campaign

The TSIBA aspirational dream is to *own* its home; a space for learning and nurturing of future citizens, as well as a space which embodies the aspirations that our donors live through TSIBA. Campus ownership also provides sustainability and a platform for innovation and growth. ►



"The immense potential of the future rests in the youth of any society, and it is from a fully owned campus that TSIBA envisages preparing thousands of future leaders who will take South Africa forward towards the rainbow nation Madiba himself dreamed of"



Gia Whitehouse TSIBA Chairperson



► 'Home' for TSIBA is thus both a physical and an emotive space. It is a space through which we live our values and are able to do so sustainably. The physical space and the activities it engenders must embody another original Founders' dream, that is, that the TSIBA Campus must be representative of what TSIBA stands and aims for. To achieve this, our home, our campus must be owned, nurtured and shaped by the values of TSIBA.

TSIBA Chairperson, Gia Whitehead, has committed to this vision as a legacy project for her tenure. "When we have full ownership of our campus, the long-term sustainability for the critical work that TSIBA does in South Africa will be massively enabled," imagines Gia. "This is a TSIBA 'game-changer' and one which once realised will provide the platform from which TSIBA can continue to work to enable economic democracy for young South Africans in perpetuity."

51 Old Mill Road, Pinelands – Founders' Gift Realised

Pursuant to the campus acquisition dream, suitable and aspirational premises was identified at 51 Old Mill

New TSIBA Campus at
51 Old Mill Road,
Pinelands



Road, Pinelands, Cape Town, and has subsequently been acquired through the deployment of held TSIBA financial reserves and loan funding.

The new TSIBA Campus at 51 Old Mill Road, is located on 9200 square metres of land, with 4500 square metres of campus floor space facilities, 125 parking bays, and numerous outside green spaces providing an aspirational home for this institution in a secure and highly valued area. 51 Old Mill Road provides more than adequate space and facilities for our current student cohort of 700 students. Situated on the boundary of the industrial area of Ndabeni, this particular address is easily accessible



**"I am more
than just
enough."**

Buhle



to students and staff. Critically, the premises provide sufficient space to realise our 2025 strategic goal to accommodate 1000 students in studies by 2025, and 2000 students by 2030.



New TSIBA Campus at 51 Old Mill Road, Pinelands

AN INVESTMENT IN FOUNDERS' GIFT

Founders' Gift aims at raising sufficient financial resources to replenish the loan funding of ZAR 50 000 000 which the Business School has acquired from the TSIBA Education Trust. Loaned Trust funding has secured the campus purchase and associated project costs including interior design, installation, migration and campus greening.

In addition, to leverage full value from the asset in perpetuity, an additional sustainability endowment of ZAR 50 000 000 is sought. Founders' Gift thus forms part of a broader sustainability campaign aimed at securing the financial sustainability of TSIBA for decades ahead. Balance Sheet assets realised

through this campaign will enable TSIBA to become a more highly sought after, and premium teaching and learning institution. This will further cement our standing as a key partner in providing access to learning opportunities which contribute to South Africa's skills needs, and which produces engaged, purpose-lived and economically active citizens.

Campus Acquisition Funding – ZAR 50 000 000

- Outright purchase of the campus land and property
– Approximately ZAR 39 500 000;
- Interior design, installation, migration and set up of information technology, learning infrastructure and campus readiness
– ZAR 5 000 000;
- Campus greening including solar-power and efficient water usage systems installation
– ZAR 3 000 000;
- Campus signage, painting and preparation, and green spaces development
– ZAR 2 500 000.

Sustainability Endowment – ZAR 50 000 000

- TSIBA Scholarships Perpetuity Endowment
– ZAR 50 000 000
- Bequests and Equity Share transfers to the TSIBA Education Trust present alternative options for investment in endowment funding ▶



► Ownership of such an asset significantly strengthens all of what TSIBA is committed to and our long-term financial sustainability to do so. From a fully owned home TSIBA commits in perpetuity to:

- Provide its students with a rich, relevant and rewarding business education through the academic journey, and one which prepares them fully for active economic participation and citizenship on graduation.
- Provide access to tertiary education where it is otherwise not available for academic or financial reasons, and a fees model where all undergraduate students study on full or partially subsidized scholarships, at 100%, 75% and 60% subsidies respectively.
- Provide aspirational purpose-lived academic offerings which bring

together a diverse community of students and graduates who collectively will work to take South Africa forward.

- The principles of inclusivity and access to quality higher education as a fundamental human right in alignment with the UN Global Sustainability Goals on Education.

Returns on investment in the TSIBA Founders Gift Campaign are tangible and impactful, providing investors with the opportunity to profoundly change the future trajectory of thousands of ambitious and talented young people from severely under-resourced communities. TSIBA Founders' Gift provides a unique opportunity to leave a profound personal legacy.

Naming rights are available to significant investors.

HOW TO INVEST

Contact Gia Whitehead,
TSIBA Chairperson directly on
gia.whitehead@tsiba.ac.za

Invest directly to the
Founders' Gift Campaign
through the [GIVE TO TSIBA](#)
[donations portal](#).



**"I am a risk
taker that
believes there
is an answer
to everything
in life."**



Yazeed



“There is a myth that the purpose of education is to give one the means for upward mobility and success. The plain fact is that the planet does not need more successful people. But it does desperately need more peacemakers, healers, restorers, storytellers, and lovers of every kind. It needs people who live well in their places. It needs people of moral courage willing to join the fight to make the world habitable and humane. And these qualities have little to do with success as we have defined it.”

David W. Orr, *Ecological Literacy: Educating Our Children for a Sustainable World*



TSIBA BUSINESS SCHOOL, REGISTERED
AS TSIBA EDUCATION NPC

Board of Directors

EXECUTIVE DIRECTORS

GIA WHITEHEAD BOARD CHAIR

Gia is a TSIBA co-founder and is the current Board Chair. Gia holds a Bachelor of Information Technology (Bond University) and Postgraduate Diploma in Enterprise Management (University of Cape Town).

DR RIEDWAAN KIMMIE CHIEF EXECUTIVE OFFICER

Dr Riedwaan (Rudi) Kimmie holds

the title of CEO at TSIBA Business School. He holds a PhD in Leadership Studies from the University of KwaZulu-Natal.

DR PETER AYUK ACADEMIC DEAN

Dr. Ayuk's significant experience in accreditation and tertiary and executive education adds significant value to the current TSIBA business curriculum and our continued expansion and evolution of contemporary and relevant

education for both undergraduate and postgraduate studies at TSIBA.

GRAHAM MOORE HEAD OF SUSTAINABILITY

Graham is the Head of Sustainability at TSIBA. Graham holds a Bachelor of Arts Degree from the University of the Witwatersrand, a BA Hons from UNISA, and Postgraduate Diplomas in Financial Management from UNISA, and Engineering Management from the University of Pretoria. ▶

NON-EXECUTIVE DIRECTORS

SIMON SUSMAN

Simon Susman is the Honorary President of Woolworths Holdings Limited. Simon is the Head of the TSIBA Sustainability Committee and a Trustee of the TSIBA Education Trust.

PROFESSOR DERESH RAMJUGERNATH

Professor Deresh Ramjugernath is currently the Deputy Vice-Chancellor: Learning and Teaching at Stellenbosch University. Professor Ramjugernath is a member of the TSIBA Academic Advisory Council.

PROFESSOR MILFORD SOKO

Professor Milford Soko teaches International Business and Strategy at Wits Business School. Professor Mills is a member of the TSIBA Academic Advisory Council.

MOHAMMED KAJEE

Mohamed (Mo) Kajee completed a B.Compt (hons) and qualified as a CA (SA). Mohammed is the Chairperson of the TSIBA Audit and Risk Committee.

NTOZA BAM

Ntoza holds a Master's degree in Business Leadership (MBL) and is currently a PhD candidate. Ntoza is a member of the TSIBA HR and Remuneration Committee.

LUNGA SCHOEMAN

Lunga is a TSIBA graduate, currently working for the DGMT Trust. Lunga is the Chair of the TSIBA HR and Remuneration Committee.

DERRICK MSIBI

Derrick holds a BBusSc, BCom (Hons), MCom, PMD (Harvard) and, CA (SA) qualifications, Derrick is currently the CEO of Stanlib and previously MD of Investment Solutions (SA's largest multi-management investment firm).

LEIGH MEINERT

Leigh is a TSIBA co-founder and held the position of TSIBA Managing Director between 2006 and 2012. Since then Leigh has remained as a TSIBA Board member.

REYBURN HENDRICKS

Reyburn completed a Bachelor of Business Science majoring in Actuarial Science at University of Cape Town. He is a Certified Financial Analyst (CFA) charter holder and majority shareholder in H1Holdings, a BEE investment company founded in 2000.

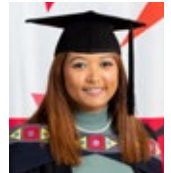
KIENO KAMMIES

Kieno is a serial entrepreneur, a commercial Talk Show Host and music radio presenter for the past 20 years.



"I am a courageous and God – fearing wife and mother with successful career and multiple income streams uplifting those around me."

Joylin





TSIBA 'SHARDS OF AMAZING'

Saabirah Daya-Cajee

**TSIBA BBA Graduate (2019)
Digital Community Manager
John Brown Media S.A**

The Road Not Taken. Being the lover of poetry that I am, I always used the last stanza of Robert Frost's poem 'The road not taken' as a metaphor for my journey at TSIBA. It reads: Two roads diverged in a wood, and I— I took the one less traveled by, And that has made all the difference.

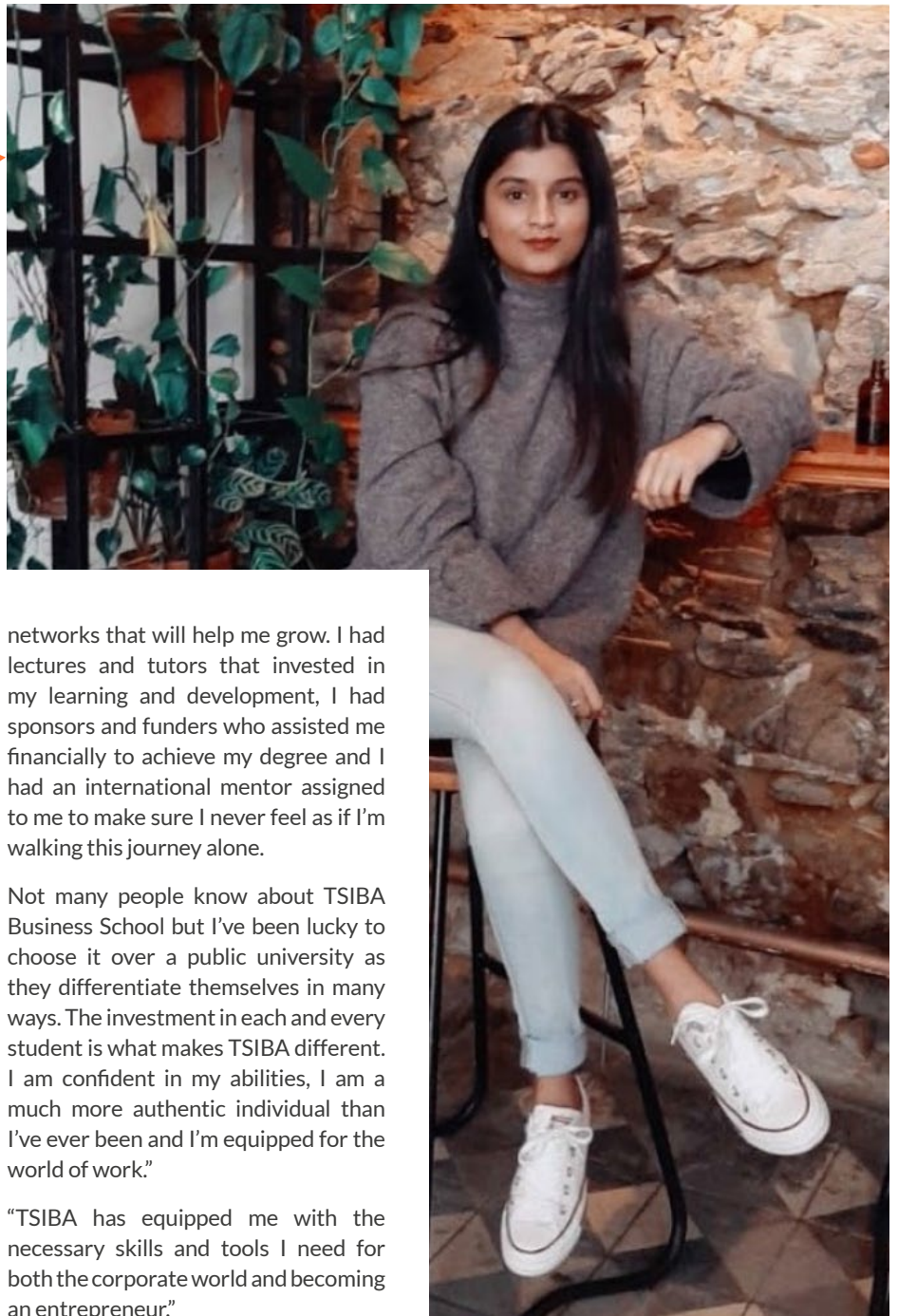
TSIBA teaches you to learn more about yourself through leadership and self development. I was asked to reflect on 'who am I' for the first time in my first leadership and self development class. It has since planted the seed of the person I have grown to become over the years.

I didn't become a student-number on a chair. I learned the importance of forming relationships and building

networks that will help me grow. I had lectures and tutors that invested in my learning and development, I had sponsors and funders who assisted me financially to achieve my degree and I had an international mentor assigned to me to make sure I never feel as if I'm walking this journey alone.

Not many people know about TSIBA Business School but I've been lucky to choose it over a public university as they differentiate themselves in many ways. The investment in each and every student is what makes TSIBA different. I am confident in my abilities, I am a much more authentic individual than I've ever been and I'm equipped for the world of work."

"TSIBA has equipped me with the necessary skills and tools I need for both the corporate world and becoming an entrepreneur."





TSIBA 'SHARDS OF AMAZING'

Khwezi Jackson

TSIBA BBA Graduate (2019)

Investment Consultant

10x Investments

I am in a job that I want because of the importance that was placed on knowing yourself. If I didn't know who I am or didn't have conversations about who I am I wouldn't be where I am today. I would be chasing money instead of doing what I am passionate about.

The TSIBA BBA degree exposes one to different aspects of the business and self. Leadership and self-development have enabled me to be able to be a team member and a leader when called upon. The subjects have also taught me how to manage work dynamics; have enabled me to be a well-rounded Investment Consultant with the ability to look at every client's holistic financial overview.

Why TSIBA? To be honest; I never knew who TSIBA was until November 2015. I was provisionally rejected at UWC and UCT, but I did get accepted



at Rhodes. My mother encouraged me to register at TSIBA. I did so to make her happy and not because I was sold on TSIBA. That soon changed after my first interview at TSIBA. I can't tell you what it was about TSIBA but after my first interview, I felt at home. By January when UCT and UWC accepted me I was the one doing the rejecting.

I spent 4 wonderful years at TSIBA and had the opportunity of working with international masters students from Hanze University. I had a taste at running two student businesses. I worked with

international students in consulting small business entrepreneurs in Cape Town. I had the opportunity to spend some time in the wilderness in the first year and last year at TSIBA. Through TSIBA I was trained to stand and deliver presentations which has made me a better speaker. You don't only leave TSIBA with a degree but with knowing who you are and what you want to bring to the world.

"Today I can say that TSIBA is one of the most hidden secrets of higher Education in South Africa."



TSIBA 'SHARDS OF AMAZING'

Ruth Stoffberg
TSIBA BBA Graduate (2018)
Investment Operations Officer
Prowess Investment
Managers



I started my journey at TSIBA in 2014. The journey was a new and a daring adventure at first. It was however an opportunity to make my dream a reality, and for that reason I had to make sure that I ploughed in order to reap.

The Leadership Camps, the TSIBA Graduate Profile of Values, mentorship and the practical projects shaped and contributed to my successes. All of these TSIBA programmes contributed to where I am today and the person I became. My greatest learnings were to prioritise through proper planning, have faith in my abilities, know my capabilities and stand for my truth

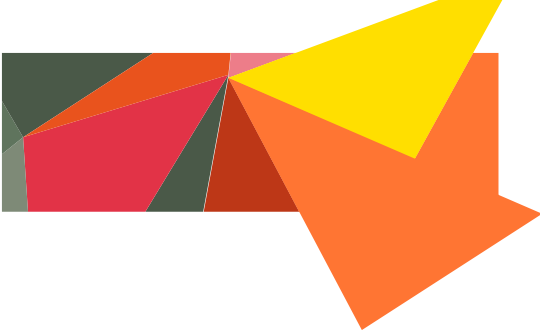
even though my voice was shaking sometimes. Mentorship and counseling play a big role in my life and this was what carried me through my journey.

The TSIBA qualification was a blessing that many don't have the privilege of acquiring or completing. Without it, I would not have been where I am currently. Coming from the underprivileged and gangster infested community of Hanover Park where most youngsters don't get this opportunity, I'm eternally grateful. Having this qualification opened doors which I didn't believe was possible. I can truly say now that the world is my oyster.

"Your input determines your output"

As my goal was soon to become a reality and closer to the end of my TSIBA journey, the turning point in my life was where I needed to take mature steps towards my future career. I had to make sure that I was disciplined in making wise decisions in a world that has not seen me before and in a place that is unknown to me. I learned that nothing worth doing comes easily, it comes with hard work, sacrifice, discipline and consistency.

"The TSIBA BBA qualification gave me access to places and experiences I never thought possible."



TSIBA 'SHARDS OF AMAZING'

Shingai Gunha
TSIBA BBA Graduate (2017)
Technical Operations Manager
Apex Visibility Pty(Ltd)



What makes TSIBA Different? My ability to fit in and create deep relationships with the other students was accelerated during the orientation camp when I started at TSIBA, thus allowing me to be who I was without fear of any judgement from day one. This made it easy to focus on the studies rather than focusing on making friends or trying to fit in.

While bursaries and scholarships were an option from other universities. TSIBA's inhouse scholarship programme guaranteed me the safety of knowing that my studies won't be

compromised should those funding me pull out. TSIBA's scholarship programme is 100% aimed at ensuring that the student it supports makes it rather than only ensuring that the fee is paid for the agreed time. This gave me comfort to know that as much as I was to finish in a specified period, I could also communicate personal situations which hindered my ability to perform well and get advice directly from the people funding my education.

Leadership and Campus Involvement:
At TSIBA, leadership is integrated into all our programmes. In 2015, myself and 4 other TSIBA students

started a Microfinance NPO; called Masiphumelele Community Innovators (MCI). MCI provided financial and asset loans to entrepreneurs within the economically disadvantaged communities in Cape Town. MCI also provided constant business mentorship to those entrepreneurs in an attempt to ensure enhanced sustainability of their business ventures. I was also an active member of Enactus TSIBA and the Black Management Forum (BMF), both of which yielded great project management experiences.

"TSIBA has got this family orientation that surrounds its student culture."



TSIBA'S WAY

"TSIBA is a place with soul.
I feel it when I walk through the door.
It shines in the eyes of the
people I meet.
It lives in the passion and pride
with which they speak.
TSIBA is a place with heart.
Its heart is present in the quality of
attention that people pay each other.
It sings of their care in many ways.
TSIBA is where people are liberated
to be their best selves.
Here expression is given to the
very best of what education and
humankind can be.
It is where I come to draw inspiration,
courage and comfort.
Because it is where I feel my
dreams belong.
TSIBA is alive in my dreams and is
made real through my efforts.
Mayibuye! Let Africa return."

Leigh Meinert TSIBA co-founder, June 2007



Bringing Hope, Building South Africa, Leaving Your Legacy

www.tsiba.ac.za



@TSIBAed

