

International Education with an Australian Experience!



**UNIVERSAL
BUSINESS SCHOOL
SYDNEY**

Independent MBA Business School

Master of Business Administration (MBA) 2019

Master of Business Administration (MBA)

Graduate Diploma in Business Administration

Graduate Certificate in Business Administration



**Future
Unlimited**

www.ubss.edu.au

Australia

CRICOS Provider Code: 02571D

Welcome to UBSS

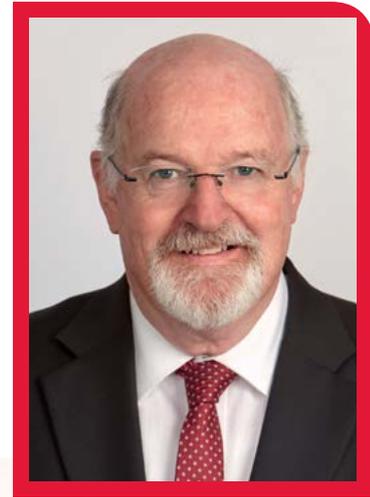
Student success at UBSS is supported by a world class team of mostly PhD specialised academics and student support staff. We are committed to students seeking to build or further their business leadership and accounting careers, based on an international education with an Australian experience, leading edge innovation and digital technology for those who want to be job ready when they graduate.

Part of our global citizenship is a student body that reflects the multicultural make-up of both the high growth Asia Pacific region and the immediate surrounds of Sydney. The UBSS experience brings together international education, a solid Australian business foundation with colleagues and alumni who will form the basis of your long term friendships and business contacts.

Set in the heart of Sydney's education precinct, UBSS' GCA Campus offers students more than world class education. It is also surrounded by a bustling, cosmopolitan, inner city dining and shopping experience, only metres from a major train station hub. With multiple bus routes also accessing the campus, students are assured of safe and reliable transport options.

We look forward to welcoming you and supporting your career success.

International Education with an Australian Experience!



Professor Greg Whateley
Executive Dean



Why study in Australia?

"Australia is a stable, democratic and culturally diverse nation with a highly skilled workforce and one of the strongest performing economies in the world. It is the fourth largest economy in the Asian region and is the 12th largest economy in the world. Australia is a nation of boundless opportunity in a country of endless potential—a nation that is 'open for business'. It is located near Asia, one of the fastest developing regions, so has immediate ties to most powerful economic hubs in the world and acts as a 'bridge' between Asia and the West. Studying in Australia will provide you with wonderful opportunities and experiences, as well as world-class education.

<http://dfat.gov.au/about-australia/pages/about-australia.aspx>

- **Global Recognition** - "Degrees from Australian schools are recognized all over the world. Graduates from Australian schools are highly sought after by both Australian and international employers. This is due to the impressive international reputation of the Australian education system https://www.internationalstudent.com/study_australia/why_study_australia/global-recognition/
- **Growing Destination** - Australia is currently the third most popular destination for international students in the English-speaking world, behind the United States and the UK. Many international students choose to study here because of the cultural diversity, friendly people, and high quality of education. "Sydney is the world's most popular destination for international students."
<http://dfat.gov.au/about-australia/pages/about-australia.aspx>
- **Multicultural Society** - "Australia is multicultural and multiracial and this is reflected in the country's food, lifestyle and cultural practices and experience. This diversity of influences creates a cultural environment in Australia that is lively, energised, innovative and outward looking". Australians value the wealth of cultural diversity and social sophistication that international students bring to the campuses and communities. <http://www.australia.gov.au/about-australia/our-country>
- **Safe environment** - Australia is one of the safest countries in the world. Crime and political unrest are limited and we have low crime rates and strict gun control laws providing a safe environment for international students. A recent study places Sydney and Melbourne among the top 10 safest cities in the world. <http://safecities.economist.com/safe-cities-index-2017>
- **Cost of Living** - "Australia's standard of living is amongst the highest in the world. Living expenses and tuition costs are considerably lower in Australia than they are in the United States and United Kingdom".
http://www.internationalstudent.com/study_australia/why_study_australia/cost-of-living/
- **Work** - Students visiting the country are allowed to work up to 40 hours per fortnight while they are studying in Australia. "Working while you study in Australia can help complement your study and living experience. There are a number of reasons you might want to undertake part time work while studying in Australia, including assisting with living expenses and gaining work experience in your study area."
https://www.internationalstudent.com/study_australia/why_study_australia/global-recognition/

Why study at UBSS?

- "Universal Business School Sydney (UBSS) is a member of Group Colleges Australia, a consortium of educational institutions. UBSS is the non-self accrediting, higher education provider of GCA
<https://www.ubss.edu.au/>
- **Australian education** - Australian tertiary education ranks amongst the best in the world.
<http://www.opencolleges.edu.au/informed/news/aussie-tertiary-education-ranks-amongst-the-best-in-the-world-3051/>
- **Entrepreneurial focus** - With an entrepreneurial focus, UBSS provides a learning environment for the entrepreneurs of the future.
<https://www.ubss.edu.au/centre-for-entrepreneurship/>
- **Experienced lecturers** - our passionate and experienced teaching staff have internationally recognized academic qualifications, professional memberships and recent commercial experience that provide a real-world focus for learning.
<https://www.ubss.edu.au/about-us/>
- **eLibrary** - in keeping with best practice at major universities in Australia and overseas, UBSS students have access to online databases such as Proquest (<http://www.proquest.com>), EBSCO Host (<https://www.ebscohost.com>), Emerald (<http://www.emeraldinsight.com>), Oxford Reference Online (<http://www.oxfordreference.com>), Informit (www.informit.org) and Gale (www.gale.com).
- **Moodle** - an elearning platform used internationally in 229 countries. Moodle is used for all subjects offered by UBSS. All subject materials are placed on Moodle and it is used as a learning resource by lecturing staff. <http://www.moodle.com>
- **Interactive whiteboards** - interactive whiteboards allow active student participation both in class and later, at home.
https://en.wikipedia.org/wiki/Interactive_whiteboard
- **myGCA** - international standard student management system. It allows students to access their academic details 24x7 via the internet.
<https://isis3.isis-systems.com.au/login.aspx>
- **GCA campus** - our international standard campus offers study and recreational spaces with state of the art computer labs and modern and bright classrooms to maximize student learning safety and comfort.
- **Business simulation game** - used internationally, business simulation games focus on the management of economic processes in a business, allowing students to experience and test themselves in situations before encountering them in real life.
<https://www.bsg-online.com>
- **Australian executives review the Business Simulation Game** - business leaders, Australian and International company directors and managers, entrepreneurs and business authors review and advise on your business simulation game progress.
<https://www.youtube.com/watch?v=T7OBo0L3w5M>
- **Study in Sydney** - Sydney is one of the world's greatest and most beautiful cities, boasting beautiful weather and very attractive attractions such as the Sydney Opera House, Bondi Beach, the Harbour Bridge among many others. It is also a very multicultural city with world-class study options. <https://www.studyinaustralia.gov.au/explore-australia/nsw/sydney>

At UBSS we will provide you with rigorous academic training, as well as a solid grounding in the use and appreciation of technology, and professional skills in helping your successes in securing professional employment after graduation. UBSS currently enrolls over 1,650 students and is a member of Group Colleges Australia, a registered training organisation that has over 30 years' experience in delivering education in Australia.

Why Study an MBA?

Management Skills

Knowledge imparted in our MBA program extends out in developing managerial skills for students. These skills provide the essentials for dealing with real-time situations pertaining to management and problem resolution. You are not only equipped in enacting a managerial role but also facilitated in grasping core responsibilities of your organization. "The MBA introduces students to the various business disciplines and prepares them for general management roles"*.
[*http://www.studiesinaustralia.com/types-of-education/mba-and-management-education](http://www.studiesinaustralia.com/types-of-education/mba-and-management-education)

Developing business expertise

Our MBA provides an additional advantage for students from non-business backgrounds. By earning an MBA degree, you increase your practical knowledge in the field of business administration. Even after completing your MBA, you can continue your doctorate in any other discipline. An MBA will give you the "chance to develop a wide range of general business knowledge and a broad base of technical skills in a relatively short period of time"*

[*http://www.allbusinessschools.com/business-careers/mba/](http://www.allbusinessschools.com/business-careers/mba/)

Starting your own business

An ideal MBA program helps you in becoming business savvy. The skill-set taught in MBA provides you with the hands-on training for dealing with real work business problems. Eventually, you can branch out as an independent entrepreneur: running your very own successful business. "Research has shown that the failure rate for small businesses started by MBAs is about 50 percent less than the standard failure rate"*

[*http://www.allbusinessschools.com/business-careers/mba/](http://www.allbusinessschools.com/business-careers/mba/)

Competitive advantage

Our MBA program prepares students as highly qualified leaders. The specialized skills and leadership qualities taught in MBA programs, provides you with a competitive advantage over others. Most of the leading business organizations prefer to hire MBAs for higher management positions. "Employers report that people who have undertaken an MBA tend to be more confident in the workplace, as well as more able to influence other workers, due to their high level of credibility."*

[*https://www.allbusinessschools.com/mba/](https://www.allbusinessschools.com/mba/)

Career Advancement

An MBA degree helps you in quickly climbing up the corporate ladder with a handsome salary package alongside a respectable designation. High performing successful MBAs are more likely to reach top management levels of Fortune 500 companies and other corporate areas. "It is estimated that 70% of the MBA graduates worldwide are senior managers or board directors"*

[*http://www.mastersportal.eu/articles/340/5-very-good-reasons-to-do-an-mba.html](http://www.mastersportal.eu/articles/340/5-very-good-reasons-to-do-an-mba.html)

Job Security

An MBA degree provides a combination of elective and specialized courses that train candidates to handle complex business situations. Thus, having an MBA degree assures sustainability of your job in the organization. The demand for MBAs rides high even during global economic recession. "MBA grads are desirable in any job market; an MBA will give you the opportunities you need to advance in the business world"*

[*http://www.allbusinessschools.com/business-careers/mba/](http://www.allbusinessschools.com/business-careers/mba/)

Career Change

An MBA provides you with the cushion of switching your career. An MBA with particular specialization makes it easier for you to move across industries. "Many, if not most applicants to full-time MBA programs plan to make significant career changes, which is one of the reasons they are applying to business schools in the first place"*

[*http://www.topmba.com/blog/using-mba-career-change](http://www.topmba.com/blog/using-mba-career-change)

Business Connections and Networking

Social networking during the MBA academic term helps in establishing business contacts and referrals. In the long run, you can avail these contacts in improving your business position in the market. "There are large opportunities for networking, especially if you choose to study on-campus, due to the wide range of lecturers and fellow students you will encounter"*

[*https://www.allbusinessschools.com/mba/](https://www.allbusinessschools.com/mba/)



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General Information

The master of business administration (MBA or M.B.A.) is a master's degree in business administration (management). The MBA degree originated in the United States in the early 20th century when the country industrialized and companies sought scientific approaches to management. The core courses in an MBA program cover various areas of business such as accounting, finance, marketing, human resources and operations in a manner most relevant to management analysis and strategy. Most programs also include elective courses.

The first graduate school of business in the United States was the Tuck School of Business at Dartmouth College. Founded in 1900, it conferred the first advanced degree in business, specifically, a Master of Science in Commerce, the predecessor to the MBA. The Harvard Graduate School of Business Administration established the first MBA program in 1908, with 15 faculty members, 33 regular students, and 47 special students. Its first-year curriculum was based on Frederick Winslow Taylor's scientific management. The number of MBA students at Harvard increased quickly, from 80 in 1908, over 300 in 1920, and 1070 in 1930. At this time, only American universities offered MBAs. Other countries preferred that people learned business on the job.

https://en.wikipedia.org/wiki/Master_of_Business_Administration

The UBSS MBA provides a Core program and then opportunity for students to follow either the Entrepreneurial stream or the Accounting stream.

Entrepreneurial Focus

Entrepreneurs are frequently thought of as national assets to be cultivated, motivated and remunerated to the greatest possible extent. Entrepreneurs can change the way we live and work. If successful, their innovations may improve our standard of living. In short, in addition to creating wealth from their entrepreneurial ventures, they also create jobs and the conditions for a prosperous society <http://www.investopedia.com/articles/personal-finance/101414/why-entrepreneurs-are-important-economy.asp>

At UBSS we also provide the learning environment for the entrepreneurs of the future. In addition to the standard and core MBA subjects, we offer our MBA students access to entrepreneurship subjects such as: Innovation and Commercialisation, Leading Innovation and Change and Marketing New Products. These subjects are specifically designed for students interested in creating their own businesses. We also allow students to experiment and test their entrepreneurship skills through our Strategic Business Simulation Game.

<https://www.bsg-online.com/>

"Business simulation games, also known as economic simulation games or tycoon games, are games that focus on the management of economic processes, usually in the form of a business... Some benefits of simulations are that they permit students to experience and test themselves in situations before encountering them in real life... They are also used extensively in the professional world to train workers in the financial industries and management, and to study economic models"

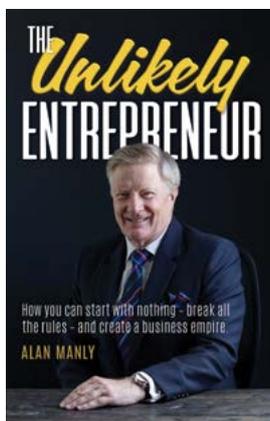
https://en.wikipedia.org/wiki/Business_simulation_game

Entrepreneur Profile

Alan Manly is a founder and Chief Executive Officer of Group Colleges Australia which includes UBSS. He is responsible for the corporate planning and governance of the group of companies. GCA incorporates two Registered Training Organisations, five colleges, offering accredited pathway courses including English Language, Vocational Education, and Higher Education.

Alan is an entrepreneur, innovator, businessman and published author with over thirty years experience in the technology and education industries.

Alan is one of those exceptional entrepreneurs you have never heard of – unheralded – uncelebrated – unlikely – quietly going about the task of creating a viable, thriving business out of thin air. His latest book "The Unlikely Entrepreneur" is a funny, unforgettable, compelling and true story of a man who had none of the qualities considered necessary for an entrepreneur, but was able to amass significant success creating his own business empire.



www.alanmanly.com.au

Top MBA employers

1. Google
2. Apple
3. McKinsey & Company
4. Walt Disney
5. Amazon
6. BCG
7. Nike
8. Deloitte
9. Goldman Sachs
10. BAIN & COMPANY

<http://money.cnn.com/gallery/pf/2015/06/16/mba-employers>

Top Successful Companies Founded by MBA Graduates

1. Nike
2. Genentech
3. Bloomberg
4. EA Electronic Arts
5. Sun Microsystems
6. Staples
7. Victoria's Secret
8. Gap Inc.
9. Zynga
10. TNT

<https://www.quora.com/What-are-the-successful-companies-started-founded-by-MBAs>

Course Overview and structure

The UBSS MBA was developed to provide an industry-relevant qualification to equip graduates with scholarly knowledge of business administration, and professional and interpersonal skills required to confidently and ethically conduct business within the private or public sectors.

Students of the course are trained to analyse a range of contemporary workplace management practices - either their own and/or through case studies provided - to ensure they can positively contribute to any organisation by analytically reviewing and developing business opportunities; resolving a range of workplace problems and issues, and displaying a solid grounding in the fundamentals of business, namely business economics, financial management, corporate governance and strategy, organisational behaviour, clients and target markets.

The UBSS MBA requires students to take:

- A range of general management-oriented subjects; and
- A set of specialised subjects in Entrepreneurship and Accounting.



Career opportunities/areas of employment include:

General	Applied Finance	Human Resources	Marketing
<ul style="list-style-type: none"> • Project/Operations Manager • General Manager • Management consulting • Entrepreneur 	<ul style="list-style-type: none"> • Finance Officer/Manager • Corporate Treasury • Entrepreneur • Financial Advisor 	<ul style="list-style-type: none"> • HR Officer/Manager • Staff Recruitment • Staff development & performance • Workplace/Industrial relations • HR Policy Development • Entrepreneur 	<ul style="list-style-type: none"> • Marketing Coordinator/Manager • Social media & online marketing • Marketing planning/strategy • Advertising • Events/facilities/project management • Communications • Entrepreneur

The MBA degree requires the completion of 16 subjects (80 credit points) as follows:

- 8 core subjects (40 credit points)
- 8 Entrepreneurial Subjects (40 credit points)
OR 8 Accounting Subjects (40 credit points)

The core coursework component expose students to extensive coverage of the theoretical and applied frameworks associated with the essential functional, process and contextual aspects of general management from an operational and strategic perspective. Consequently, the core is informed by the disciplines of economics, accounting, research methodology, management and organisational theory, and the skills to complete the Strategic Business Simulation.

The option of either the entrepreneurship or accounting stream provides the student with the opportunity to really zero in on their area of interest.

Teaching Methodology	Assessment Methods	Mode of Study
Students are provided with real world business challenges and simulations with mentoring from leading industry experts. Students utilise a traditional F2F weekly commitment supported with a range of world-class eResources.	The assessment methods combine both theoretical and practical activities. The core assessment is test/exam based and supported with a range of simulations and business presentations.	Face to face

The MBA course is recognised in the Australian Qualifications Framework at Level 9. The Graduate Diploma is recognised in the Australian Qualifications Framework at Level 8. The Graduate Certificate course is recognised in the Australian Qualifications Framework at Level 8.

Core Subjects (8) – All Students

Subject Code	Subject Name	Credit Points
MCR002	Organisational Behavior	5
MCR003	Management Attributes and Skills	5
MCR007	Project Management	5
MCR008	Corporate Strategy	5
MCR001	Economics	5
MCR004A	Accounting Systems and Processes	5
MCR006	Financial Management	5
MCR009	Business Law	5

Entrepreneur Stream Subjects (8)

Subject Code	Subject Name	Credit Points
MCR005	Clients and Markets	5
MCR010	Innovation and Commercialisation	5
MCR011	Strategic Business Simulation	5
MCR012	Entrepreneurship Research Report	5
MHR001	Managing Workplace Relations	5
MHR002	Leading Innovation and Change	5
MKT001	Brand Development	5
MKT002	Marketing New Products	5

Accounting Stream Subjects (8)

Subject Code	Subject Name	Credit Points
MAC001A	Financial Accounting and Reporting	5
MAC002	Accounting Information System	5
MAC003	Management Accounting	5
MAC004	Quantitative Methods	5
MAC005	Audit and Assurance	5
MAC006	Advanced Financial Accounting and Reporting	5
MAC007	Strategic Management Accounting	5
MAC008	Taxation Law	5

Graduate Diploma in Business

This postgraduate course in general management requires completion of any 8 subjects from the subject list. A sample set is:

- Economics
- Organisational Behaviour
- Managerial Attributes and Skills
- Financial Accounting and Reporting
- Clients and Markets
- Financial Management
- Project Management
- Corporate Strategy

The Graduate Diploma articulates fully with the MBA degree. Students completing this qualification will receive full credit for their studies towards the MBA. Consequently, students seeking to exercise this pathway should obtain advice on electives from the Academic Coordinator during the subject selection period.

Graduate Certificate in Business

This postgraduate qualification serves as an entry point to studies in general management, particularly for those who do not hold formal tertiary qualifications, but are able to demonstrate a substantial record of relevant professional experience.

This postgraduate course requires completion of any 4 subjects from the subject list. A sample set is:

- Economics
- Organisational Behaviour
- Managerial Attributes and Skills
- Financial Accounting and Reporting

Duration

Duration of Study: MBA, Graduate Diploma and Graduate Certificate in Business

UBSS has a unique trimester year, which means that the MBA could be fast-tracked and completed in four trimesters or one and a half years. UBSS also has three intakes – January, May and September – that provide the opportunity for students to commence their studies during the year.

Course	CRICOS Course Code	Number of Subjects	Number of Subjects each year	Fast-track (Trimester model)	Normal Completion time
MBA	084520C	16	8	4 Trimesters (1.5 years)	2 years
Graduate Diploma	084518G	8	8	2 Trimesters (7 months)	1 year
Graduate Certificate	084519G	4	4	1 Trimester (3 months)	1 Trimester

*Completion times may vary if academic credit is awarded.

Domestic students may also study part-time and take 1-3 subjects per trimester over three or two trimesters per year. Completion times will be approximately double those above in the part-time mode. Domestic students may alter studies between full-time and part-time modes. International students must study full-time (a minimum of 8 subjects in one calendar year) to satisfy their visa requirements.

Workplace Integrated Learning (WIL)

In line with the focus on graduates being 'workplace ready' UBSS has embarked on a program of developing a number of initiatives in the area of workplace integrated learning (WIL) in order to enhance the experiential learning for students. The initiatives are intended to broaden student understanding of business and accounting theory through practical work based applications. Some of these initiatives include the extensive use of case studies; the introduction of online business simulation competitions; and class presentations of real business cases by executives of prominent Sydney based companies.



ACCREDITED PROGRAM



INSTITUTE OF PUBLIC ACCOUNTANTS



CHARTERED ACCOUNTANTS AUSTRALIA - NEW ZEALAND

institute of MANAGERS AND LEADERS



Business Simulation Game winners - #1 in the world

Ranked #1 out of 1,748 teams from 127 colleges and universities from around the world.
(L/R) Prof. Greg Whateley, Ekta Shrestha, Jeffrey Inciong, Assoc. Prof. Wayne Smithson, Asst. Prof. Richard Xi.

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Credit Transfer: MBA and Graduate Diploma and Certificate

The following provisions for credit transfer apply:

- **MBA:** A maximum of eight (8) subjects may be awarded to MBA candidates with recently completed graduate or honours studies from a recognised tertiary institution that are directly relevant to core or specialised subjects;
- **Graduate Diploma:** A maximum of four (4) subjects may be awarded to Graduate Diploma candidates with recently completed graduate or honours studies from a recognised tertiary institution that are directly relevant to core or specialised subjects.
- **Graduate Certificate:** A maximum of two (2) subjects may be granted to Graduate Certificate candidates with recent completed graduate or honours studies from a recognised tertiary institution that are directly relevant to core or specialised subjects.

Credit transfer is awarded based on the merits of the case, subject to:

- previous studies must have been completed within the last 5 years;
- demonstrable alignment of learning outcomes and content, and the equivalence of assessment;
- the applicant providing the requisite information and certification for assessment by UBSS.



How to Enrol

GCA Admissions Centre

The GCA Admissions Centre processes all applications for admission to Universal Business School Sydney (UBSS).

The Admissions Centre is committed to providing excellent service to its applicants as well as all partner education agents.

Admission Procedure

To enrol in any UBSS courses, please complete the enrolment form and submit it via email to: info@gca.edu.au

Enrolment forms are downloadable from:
www.ubss.edu.au

Before you submit your application, please ensure that:

- You know which program you want to study, and which date you want to start.
- You have electronic copies of your passport, certificates of completion and academic transcripts, which you will need to attach to your online application.

You will be contacted by one of our admissions staff after submitting your application. Successful applicants will receive a letter of offer from our admissions centre which includes your course information and course fees.

A Confirmation of Enrolment (CoE) will be issued upon receiving your fees. The Confirmation of Enrolment is required if you are outside Australia and intend to apply for a student Visa. Please be aware that the processing of your Visa may take 6 weeks or more.

Important Note

Please be advised that any school dependents accompanying international students to Australia may be required to pay full fees if they are enrolled in either a government or non-government school.



Admission Criteria: MBA, Graduate Diploma and Graduate Certificate in Business

The MBA, Graduate Diploma and Graduate Certificate awards are open to domestic and international students. The admissions criteria are summarised below:

MBA Admissions Criteria	
Domestic Applicants	<ul style="list-style-type: none">• Bachelor degree (AQF level 7) or post-graduate award in any discipline from a recognised tertiary institution
International Applicants	<ul style="list-style-type: none">• Bachelor degree (AQF level 7) or post-graduate award in any discipline from a recognised tertiary institution• An IELTS overall score of 6.0 (with written and oral bands of no less than 6.0 or equivalent) for applicants who did not complete their award in Australia
Graduate Diploma in Business Administration	
Domestic Applicants	<ul style="list-style-type: none">• Bachelor degree (AQF level 7) or post-graduate award in any discipline from a recognised tertiary institution.
International Applicants	<ul style="list-style-type: none">• Bachelor degree (AQF level 7) or post-graduate award in any discipline from a recognised tertiary institution• An IELTS overall score of 6.0 (with written and oral bands of no less than 6.0) for applicants who did not complete their award in Australia
Graduate Certificate in Business Administration	
Domestic Applicants	<ul style="list-style-type: none">• Proven record of relevant professional, management or business related work experience of no less than five years

Admission Dates:

UBSS operates over a trimester year. Applicants for the MBA, Graduate Diploma and Graduate Certificate in Business can be admitted to commence the course in early:

- January (Trimester 1) or
- May (Trimester 2) or
- September (Trimester 3)

The actual commencement dates vary each year. Applicants should check the UBSS website (trimester dates) for details. Applicants for admission must apply no later than one week prior to the commencement of the trimester to ensure sufficient time to assess and process their application.

Orientation

UBSS provides an orientation for all new students prior to the commencement of each intake trimester (early January, May and September). All new students are required to attend orientation to obtain:

- Academic advice and guidance about their course;
- Rules and regulations relating to studying at UBSS/GCA
- Administration information relevant to their course
- Support available

Orientation also provides the opportunity to meet members of the teaching staff and other students prior to classes commencing.

Dates and times for orientation are posted on the UBSS website: www.ubss.edu.au approximately one month prior to the commencement of the trimester and are included in the published trimester dates.

**We look forward to welcoming you to UBSS
to "International Education with an Australian
Experience" with our
International MBA program.**



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Independent MBA Business School

Higher Education

Master of Business Administration (MBA)

Bachelor of Business

Bachelor of Accounting*

*CPA, CA and IPA Accredited



Group Colleges Australia

Launching Careers For Over 30 Years

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