ANA Futura information meeting

March 22, 2022
Welcome! – Petter Höglund, MedH, chair ANA Futura steering committee

Presentation of Bodil Lund – New head of department Dentmed

Latest ANA Futura news – Lars Frelin, facility manager

KI Career Service – we support you in your career planning - Vladimir Pabón-Martínez

“Science in five” – Jonas Fuxe, Pathology, Labmed

Information from the Service team – Mike Davoren, technician

Questions from the staff
Welcome – chair ANA Futura steering committee

- Petter Höglund – Head of Department Medicine Huddinge (MedH)
Welcome – chair ANA Futura steering committee

- Bodil Lund – New head of Department of Dental Medicine (Dentmed)
Latest ANA Futura news

- How does the ANA Futura distribution key work and how is it used?
- Survey about ANA Futura common labs
- Digital meeting room screens (Evoko)
- Preventive safety measures in ANA Futura
- Vending machine
- ANA Futura webpage
How does the ANA Futura distribution key work and how is it used?

- The purpose of the ANA Futura distribution key is to have a solid framework to proportionally and fairly distribute our common costs.

- Apart from distributing costs, the key is also used to allocate storage space, space in cold rooms, places for fridges/freezers etc.

- The distribution key is updated twice yearly, or in case of any major changes
Basis for calculating the ANA Futura distribution key (6000 sqm)

Common laboratories, meeting rooms/social areas, and vacant (5000 sqm)

ANA FUTURA (11000 sqm)

- Labmed (34%)
- Labmed education (15%)
- MedH (28%)
- Dentmed (17%)
- Clintec (6%)
- Common laboratories
- Meeting rooms and social areas
- Vacant

Core-facilities
## Latest ANA Futura news

<table>
<thead>
<tr>
<th>Costs distributed using the ANA Futura distribution key:</th>
<th>Costs &quot;NOT&quot; distributed using the ANA Futura distribution key:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Common ANA Futura laboratories</td>
<td>Core-facilities (BSL3, Pre-GMP, Mass-spectrometry, X-ray)</td>
</tr>
<tr>
<td>Meeting rooms, social areas</td>
<td>Freezer facility (rent, liquid nitrogen, courses, safety measures)</td>
</tr>
<tr>
<td>Vacant premises</td>
<td>Additional furniture for offices and laboratories</td>
</tr>
<tr>
<td>Service team (staff and running costs (i.e. waste, labels, detergent, spare parts, gear etc.))</td>
<td>New alarm points for fridges/freezers, incubators.</td>
</tr>
<tr>
<td>Cleaning, flowers, coffee, CO2 gas, AV-equipment and maintenance</td>
<td>Purchase of consumables and equipment to common laboratories</td>
</tr>
<tr>
<td>Infrastructure investments (purchases, upgrades, service agreements) (i.e. approved by the steering committee)</td>
<td></td>
</tr>
<tr>
<td>General adjustments in premises (laboratories and offices) (i.e. according to the demarcation list)</td>
<td></td>
</tr>
</tbody>
</table>
Survey about ANA Futura common labs

- Why did we perform a survey about ANA Futura common laboratories?

- We have now been running laboratory work within ANA Futura for > two years. The survey will answer the current need and usage of shared laboratories/facilities, and what basic shared laboratories/facilities are requested and needed within ANA Futura in the future.

- In total, 28 out of 50 research group leaders responded to the survey (56% answer frequency). The survey have also been complemented with interviews.
Survey about ANA Futura common labs

- **Summary of the survey:**

- Current usage of ANA Futura common labs
  - Most type of labs (basic and methodological) are used but to various extent

- Which type of common labs should be available in ANA Futura in the future?
  - Most defined basic and methodological labs are needed
  - But fewer labs of some type

- Follow up and action plan developed within the Drafting Committee
Digital meeting room screens (Evoko)

- **Status LED color** (green, orange and red)
- **Check-in:** the check-in feature is an efficient way to prevent "ghost meetings" i.e. to free up rooms where no-one shows up for the booking. However, remember to check-in, latest 15 minutes after your meeting started. Otherwise, it will be cancelled and directly bookable for others.
- **Meeting series:** if you book a meeting series and one time-point is occupied, all meetings in the series will be cancelled.
Preventive safety measures in ANA Futura

REMINDER!

- Only limited number of doors are open in our outer barrier during evenings and weekends (*between 20.00 – 06.00 weekdays and 24/7 during weekends*).

- [https://staff.ki.se/opening-hours-for-ana-futura-entrances](https://staff.ki.se/opening-hours-for-ana-futura-entrances)

- Always have your KI badge clearly visible

- Refer all guests to the front desk / reception, ANA Futura floor 7, staircase / elevator B.
Vending machine

- The Steering Committee ANA Futura have decided to prolong the contract for our vending machine!
- We have >150 unique customers that performed >1000 purchases during the trial period
ANA Futura webpage

- Most information about ANA Futura is to be found on our webpage
- [https://staff.ki.se/ana-futura-for-staff](https://staff.ki.se/ana-futura-for-staff)
Presentation: “KI Career Service – we support you in your career planning”

Speaker:
Vladimir Pabón-Martínez
Career support for PhD students

Karolinska Institutet is one of the world’s leading medical universities. Its mission is to contribute to the improvement of human health through research and education.
PhD students at Karolinska Institutet

Number of doctoral students 2012–2021 at KI

Number of PhD students graduating at KI in 2021: 380

Number of PhD students at KI in 2021: 2061

Ekonomiska rapporter | Karolinska Institutet (ki.se)
**PhD students in Sweden**

Number of third-cycle new entrants, third-cycle students and third-cycle qualifications, by sex, 2020

Third-cycle new entrants and qualifications are presented by calendar year. Third-cycle students are presented for autumn.

<table>
<thead>
<tr>
<th></th>
<th>All</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Third-cycle new entrants</td>
<td>3,100</td>
<td>1,570</td>
<td>1,530</td>
</tr>
<tr>
<td>Third-cycle students</td>
<td>17,140</td>
<td>8,540</td>
<td>8,600</td>
</tr>
<tr>
<td>Doctoral degrees</td>
<td>2,570</td>
<td>1,200</td>
<td>1,380</td>
</tr>
<tr>
<td>Licentiate degrees</td>
<td>450</td>
<td>180</td>
<td>270</td>
</tr>
</tbody>
</table>

Numbers are rounded to the nearest 10.

Where do the new graduated PhD go? What is the next step in their career?

*Universitet och högskolor. Doktorander och examina på forskarnivå 2020 (scb.se)*
# Academic career structure at KI

<table>
<thead>
<tr>
<th>Competence level</th>
<th>Research profile</th>
<th>Educational profile</th>
<th>Adjunct profile</th>
<th>Staff scientist</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD</td>
<td>Postdoc</td>
<td>Lecturer</td>
<td>Adjunct Lecturer</td>
<td>Research Specialist</td>
</tr>
<tr>
<td></td>
<td>Assistant Professor</td>
<td>Assistant Professor</td>
<td></td>
<td>Senior Research Specialist</td>
</tr>
<tr>
<td>Principal Researcher</td>
<td>Assistant Senior Lecturer</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Docent competence</td>
<td>Senior Lecturer</td>
<td>Senior Lecturer</td>
<td>Adjunct Senior Lecturer</td>
<td></td>
</tr>
<tr>
<td>Professor competence</td>
<td>Professor</td>
<td>Professor</td>
<td>Adjunct Professor</td>
<td></td>
</tr>
</tbody>
</table>
An Academic career at KI

Careers at KI

At Karolinska Institutet, there are many opportunities to advance your career as a PhD student, researcher or employee. Our goal is to make you feel that you can thrive and develop in a work environment characterised by good leadership, participation, openness, gender equality and diversity, and care for the environment.

Academic careers

- Qualifications portfolio
- Career structure for academic staff
- Academic appointments and docentur

Career Service

Are you a student, PhD student or postdoctoral researcher? KI Career Service provides additional career support through a selection of events and videos on different career related topics.

Leadership development

Leadership plays an important role in the communication and impact of overall values, strategies and decisions throughout an organization.
PhDs vs Academic positions

USA numbers

"... there are 7 times more PhDs awarded in science and engineering than there are newly available faculty positions"

Where do PhDs go?

- Research / teaching
- Medical profession
- Industry
- Governmental agency
- non-governmental organization (NGO)
- Start your own company
Where do PhDs go?

- Research / teaching
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- Governmental agency
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- Industry
- Start your own company
What do PhDs need?

Figure 8. Requirement of specific knowledge or skill among KI-2018 n = 261 (as data was collected as separate variables n is an approximation) to perform their work duties. 1 = Specialist knowledge in thesis subject area, 2 = Knowledge in thesis subject area, 3 = Knowledge of relevant research findings, 4 = Critical scientific thinking, 5 = Written presentations, 6 = Communication in English, 7 = Leadership/project management.

https://staff.ki.se/media/7755/download
Grow yourself!

Individual Study Plan

Career advice

Representation

Scientific collaborations

Professional development

Mentoring

Courses, workshops

Job opportunities
KI Strategy 2030 and Career Service

Putting students and staff first

KI’s students and staff need to be given the best possible opportunities to pursue their own ideas and develop their potential. This will also make KI an attractive employer and collaboration partner.

Strategy 2030 - Creating Karolinska Institutet's future together (ki.se)
Career Service

Karolinska Institutet Career Service works to educate and advice students, PhD students, postdocs and researchers for a future career inside and outside academia. We offer a varied program of seminars, workshops, lectures and online support. We also organize a doctoral course as well as financed internship programs for PhD students and postdocs.
Calendar with career related activities

Internship program by KI Career Service - Day 2 - Project presentations Spring 2022 call
08-03-2022 3:00 pm to
11-03-2022 5:00 pm

Career orientation: Re-discover your career path
14-03-2022 3:00 pm - 4:30 pm

Drop-in with KI Career Service - Mar 16th
16-03-2022 9:00 am - 12:00 pm

Career workshop: Job interview for non academic jobs
21-03-2022 5:00 pm - 7:00 pm

Internship program by KI Career Service - Application deadline for Spring 2022 call
22-03-2022

International Staff meeting: Useful facts for international staff - March 25
25-03-2022 1:00 pm - 2:00 pm

Career events | Karolinska Institutet Utbildning (ki.se)
KI Career Service web: ki.se/careerservice

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Newsletter

Twice a month

Include:
- Career events
- Useful career advices
- Job ads
- Among other information

Sign up for career news | Karolinska Institutet Utbildning (ki.se)
KI Career Service web

Career Service

Karolinska Institutet Career Service works to educate and advice students, PhD students, postdocs and researchers for a future career inside and outside academia. We offer a varied program of seminars, workshops, lectures and online support. We also organize a doctoral course as well as financed internship programs for PhD students and postdocs.

- About us
- Career events
- Career Service's newsletter

Career support for students
Career support for doctoral students
Career support for postdocs and researchers
Company collaboration
Course: Career skills for scientists

- Doctoral course of 1,5 credits
- 2 times per year
- Apply through course catalogue (1/2 y in advance!)
- 40 students admitted
Internship projects for PhD students

- This program is open to PhD students employed at KI and enrolled in the doctoral course Career skills for scientists (2463).

- Career Service offers up to 20 internship positions per term (1 month with a financed salary) at a company or organization within both private and public sector.
Collaborations

Doctoral Students Association (DSA)  KI Postdoctoral Association (KIPA)  KI Junior Faculty

4/1/22 ANA Futura
Mentoring platform

Welcome to Karolinska Institutet Mentoring Platform

https://mymentor.ki.se
KI Mentoring platform: Benefits

- Keep contact
- Build relations among past, present and future KI members
- Create opportunities to connect
- Facilitate inclusion of non-Swedish KI members
- Mentor’s database
- Promote international cooperation
- Promote and support mentor-mentee relationships
Want to become a blogger?
Email: career-service@ki.se
Drop in with KI Career Service

- Twice a month

- You are welcome at our office at Nobels väg 15A, on the ground floor (follow the signs "Keep calm and visit Career Service").

- We will also be available for digital drop-in on Zoom in case you prefer that.
Alumni Networks on the rise...

Find the KI Alumni Network on ki.se

Programme networks

Global Chapters

KI Alumni China

Department networks

KI Alumni Vietnam
Resources
to share (and discuss) with your people

• myIDP: my Individual Development Plan by Science Careers: https://myidp.sciencecareers.org/
  • Skills, interests, values!

• Vitae Researcher Development Framework:
  https://www.vitae.ac.uk/researchers-professional-development/about-the-vitae-researcher-development-framework

• Jobs.ac.uk career development toolkit:
  http://www.jobs.ac.uk/media/pdf/careers/resources/career-development-toolkit-for-researchers.pdf

• EURAXESS career development tools:
  https://euraxess.ec.europa.eu/career-development/researchers
Resources
For your career?


- Science Magazine - Career Trends: Running Your Lab [https://www.science.org/content/resource/career-trends-running-your-lab](https://www.science.org/content/resource/career-trends-running-your-lab)


- Publications on the topic, eg: The life of P.I. Transitions to Independence in Academia [https://www.biorxiv.org/content/biorxiv/early/2019/03/10/571935.full.pdf](https://www.biorxiv.org/content/biorxiv/early/2019/03/10/571935.full.pdf)
The Career Service team

Ayla De Paepe

Ana Oliveira

Y. Vladimir Pabón-Martínez

Raquel Tavares

Contact us

www.ki.se/careerservice

career-service@ki.se

Follow us

@kicareerservice
Questions?

Presentation: “KI Career Service – we support you in your career planning”

Speaker: Vladimir Pabón-Martínez

Webpage: https://education.ki.se/career-service
Information from the Service team

Speaker: Mike Davoren, technician

Service team webpage:
https://staff.ki.se/service-team-ana-futura
All you need is three phone numbers...

- ANA Futura service team: 08-524 836 41
- KI security guards: 08-524 860 60
- SOS Alarm: 112

- Please record the phone numbers in both your work and private phone! (if you have two separate)
Information from the Service team

Alarm receivers for low temperature- and isothermal freezers

- A reminder to review who are the alarm receivers for low-temperature and isothermal freezers.
- If you want to update alarm receivers, notify the service team: serviceteam.anafutura@ki.se
- For more information visit the website: https://staff.ki.se/explanation-of-the-freezer-alarms-generated-in-the-freezer-facility-in-ana-futura
What type of help can you get from the Service team?

**ANA Futura Service Team**

- **Common service**
  - Lab and office furniture planning, installation
  - Card access administration
  - Coffee machine service
  - Emptying of recycling stations

- **Technical service**
  - Preventive maintenance, calibration and reparation of lab instruments
  - Coordination of service agreements for common lab instruments
  - Freezer facility maintenance

- **Laboratory Safety**
  - Support and coordination related to:
    - Chemical safety
    - Biosafety
    - Radiation safety
    - Fire safety
    - Waste management

- **Washing facility**
  - Sterilization/autoclaving of glass ware, solutions, items.
  - Distribution of clean goods to glass storages.

- **Goods & logistics**
  - Package receiving
  - Lab equipment moving within ANA Futura

**Please ask us!** We can often help you solve your problem or point you in the right direction!
Information from the Service team

How to contact the ANA Futura Service team

- Send your tickets to: serviceteam.anafutura@ki.se
- Telephone: 08-524 836 41
- Talk to any member of the Service Team
- Webpage: https://staff.ki.se/service-team-ana-futura
Speaker: Jonas Fuxe, Labmed/Pathology

Presentation: “Epithelial-Mesenchymal Plasticity - a link between Inflammation and Cancer”

Webpage:
https://ki.se/en/labmed/jonas-fuxe-group
Epithelial-Mesenchymal Plasticity - a link between Inflammation and Cancer

Jonas Fuxe
Assoc. Professor | Head of Division

Karolinska Institutet
Dept. Laboratory Medicine | Div. of Pathology
Cell differentiation vs Cell plasticity

SEX CELL
MUSCLE CELL
FAT CELL
IMMUNE CELL
STEM CELL
BONE CELL
EPITHELIAL CELL
NERVOUS CELL
BLOOD CELL
### “Science in 5”

#### Cell Plasticity in Inflammation & Cancer

<table>
<thead>
<tr>
<th>Tissue</th>
<th>Condition</th>
<th>Cell of Origin</th>
<th>Conversion</th>
<th>Cancer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pancreas</td>
<td>Pancreatitis</td>
<td>Acinar</td>
<td>Acinar-&gt;Ductal</td>
<td>Pancreatic Ductal carcinoma</td>
</tr>
<tr>
<td>Lung</td>
<td>Cigarette smoke</td>
<td>Type II cells?</td>
<td>Cuboidal-&gt;squamous</td>
<td>Squamous cell carcinoma</td>
</tr>
<tr>
<td>Stomach</td>
<td>Helicobacter Pylori, alcohol</td>
<td>Chef/stem cells?</td>
<td>Squamous-&gt;columnar</td>
<td>Gastric adenocarcinoma</td>
</tr>
<tr>
<td>Liver</td>
<td>Viral hepatitis/chronic injury</td>
<td>Hepatocytes</td>
<td>Hepatocyte-&gt;biliary</td>
<td>Cholangiocarcinoma</td>
</tr>
<tr>
<td>Cervix</td>
<td>Hum. papilloma virus</td>
<td>Endocervical cells</td>
<td>Columnar-&gt;Squamous</td>
<td>Squamous cell carcinoma</td>
</tr>
</tbody>
</table>
"Science in 5"

Cell plasticity in chronic inflammation

Pathogen-free vs. M. pulmonis 7 days
Epithelial-Mesenchymal Transition (EMT)

Tumor progression

Initiation

Pro-inflammatory cytokines

DC migration and antigen presentation

T- and B-lymphocyte activation

Tumor-associated inflammation

TGF-β

EMT
EMT characteristics

EPITHELIAL

Cell polarity
Cell adhesion (to each other and to Extra Cellular Matrix)
Stationary
High level of E-cadherin
Low level of N-cadherin

MESENCHYMAL

No cell polarity
Loss of cell adhesion
Ability to migrate and invade
Low level of E-cadherin
High level of N-cadherin
### EMT – NOT I/O

<table>
<thead>
<tr>
<th></th>
<th>Epithelial tumor cells</th>
<th>Early hybrid EMT state</th>
<th>Hybrid EMT state</th>
<th>Late hybrid EMT state</th>
<th>Mesenchymal tumor cells</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Proliferation</strong></td>
<td>++++</td>
<td>+++</td>
<td>+++</td>
<td>++</td>
<td>+++</td>
</tr>
<tr>
<td><strong>Invasion</strong></td>
<td>+</td>
<td>++</td>
<td>+++</td>
<td>+++</td>
<td>++++++</td>
</tr>
<tr>
<td><strong>Plasticity</strong></td>
<td>+</td>
<td>++</td>
<td>+++</td>
<td>+++</td>
<td>++</td>
</tr>
<tr>
<td><strong>Stemness</strong></td>
<td>+</td>
<td>+++</td>
<td>+++</td>
<td>+++</td>
<td>+++</td>
</tr>
<tr>
<td><strong>Metastasis</strong></td>
<td>+</td>
<td>+++</td>
<td>+++</td>
<td>+</td>
<td>+</td>
</tr>
</tbody>
</table>

*Source: Trends in Cell Biology*
Epithelial-mesenchymal plasticity in metastasis

- Primary tumor
- Circulation
- Distant metastasis
- Cancer cell (EMT)
- Endothelial cell, lining blood vessel
- Cancer cell (MET)
- Circulating cancer cells that have undergone EMT
“Science in 5”

Overall aims

1) Identify molecular switches controlling cell plasticity
Identification of EMT switches

Cancer Research 2019

1. Nature Cell Biology 2009
   Cell Cycle 2010

2. Oncogene 2013
   Oncogenesis 2014

3. MS in prep.

Epithelial genes

Mesenchymal genes

Epithelial Repressors (EpR)
- Snail
- Zeb
- Twist

Mesenchymal Activators (MeA)
- β-catenin
- AP-1
- SP-1

TGF-β
- P-Smad3
- Smad4

GSK-3β
- CAR
- GF
- Ras
- PI3K-AKT

C/EBPβ
- EpR
- Snail
- Zeb
- Twist
- MeA
- SBE

FoxP4
- E
- SBE
Overall aims

1) Identify molecular switches controlling cell plasticity

2) Elucidate functional effects of cell plasticity
Mouse model of lymphatic dissemination

GFP-labeled EMT cells

Day 0

Day x

Draining PLN

Non-draining PLN
Lymphatic dissemination of EMT cells

Day 1

Day 2

Day 6

Footpad

LN

EpXT

DAPI

LYVE1
3D models
Immune cell properties of EMT cells

Cancer

Inflammation

EMT

Lymphatic vessel

Lymph node

CCR7

CCL21

Oncogene, 2016
“Science in 5”

Exploring lymph nodes as an interface between cancer and the immune system

- High Endothelial Venule
- Abnormal High Endothelial Venule
- Cancer cell
- Macrophage
- Cancer antigen
- Chemokines
- Dendritic Cell
- B cell
- T cell
- Exosomes
- Conduit and Fibroblast Reticular Cells
Overall aims

1) Identify molecular switches controlling cell plasticity

2) Elucidate functional effects of cell plasticity

3) Explore cell plasticity as a diagnostic tool and therapeutic target
Guidelines and definitions for research on epithelial-mesenchymal transition

Jing Yang 1, Parker Antin 2, Geert Berx 3, Cédric Blanpain 4, Thomas Brabletz 5, Marianne Bronner 6, Kyra Campbell 7, Amparo Cano 8, Jordi Casanova 9, Gerhard Christofori 10, Shoukat Dedhar 11, Rik Derynck 12, Heide L Ford 13, Jonas Fuxe 14, Antonio García de Herreros 15, Gregory J Goodall 16, Anna-Katerina Hadjantonakis 17, Ruby Y J Huang 18, Chaya Kalcheim 19, Raghu Kalluri 20, Yibin Kang 21, Yeesim Khew-Goodall 22, Herbert Levine 23, Jinsong Liu 24, Gregory D Longmore 25, Sendurai A Mani 26, Joan Massagué 27, Roberto Mayor 28, David McClay 29, Keith E Mostov 30, Donald F Newgreen 31, M Angela Nieto 32, Alain Puisieux 33 34, Raymond Runyan 2, Pierre Savagner 35, Ben Stanger 36, Marc P Stemmler 5, Yoshiko Takahashi 37, Masatoshi Takeichi 38, Eric Theveneau 39, Jean Paul Thiery 40, Erik W Thompson 41, Robert A Weinberg 42, Elizabeth D Williams 43, Jianhua Xing 44, Binhua P Zhou 45, Guojun Sheng 46, EMT International Association (EMTIA)

Affiliations + expand

PMID: 32300252   PMCID: PMC7250738   DOI: 10.1038/s41580-020-0237-9

Free PMC article
“Science in 5”

Fuxe group

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Wenwen Sun
Nikolina Giotopoulou
Azadeh Nilchian
Pauline Pujas
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Joel Johansson
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Mei-Fong Pang
Vedrana Tabor
Sandra Travica

Collaborators

Karolinska Institutet
- Mikael Karlsson, MTC
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- Per Hall, MEB

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- Malin Sund

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- Santiago Gonzalez

New York University (NYU)/Uppsala University
- Theresa Vincent

Tokyo Medical and Dental University
- Tetsuro Watabe

University of Lisbon, Portugal
- Margarida Amaral

Funding

Swedish Research Council
Swedish Cancer Society
StratCan, Karolinska Institutet
Nordic Cancer Union
Radiumhemmet

Cancerfonden

radiumhemmet

Nordic Cancer Union

Vetenskapsrådet
Questions?

Speaker: Jonas Fuxe, Labmed/Pathology

Presentation: “Epithelial-Mesenchymal Plasticity - a link between Inflammation and Cancer”

Webpage:
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Questions from the staff

★ ANA Futura ★