

FOCUS



ISSUE 130 : NOVEMBER - DECEMBER 2013

Read More Inside:

- ForeWoRD** —by CEO - PG. 2
- Season Greetings : X'MAS PARTY** - PG. 3
- 70th Birthday Celebration for Mr.Lee HK** - PG. 5
- ITI & Best Employers Award** —by KK Lau - PG. 6
- HR NEWS** —by Evelyn Ulun & Patricia Law - PG. 7
- My Experience At Loh & Loh** — By Cherrie Liew - PG. 8
- Annual Dinner —MULTICULTURAL** - PG. 9
- Annual Dinner -AWARDS** - PG. 12
- GOODBYE 2013 ~~END** - PG. 14

HAPPY NEW YEAR

FOCUS

CHIEF EDITOR : THONG CHU SHIEN

EDITOR : DANNY CHAN

CREATIVE EDITOR : EVON TAN

FOREWORD BY OUR CEO

- BY MARC LOH



2014 – HERE WE COME!

I have to apologize for the late issuance of FOCUS. The FOCUS editorial team has been chasing me for the foreword non-stop but last month has been pretty hectic with tenders closing, bonus discussions, SARs, handing over of Airie, Sri Damansara, CONQUAS assessment, Long Term Incentive (LTI) implementation, etc, etc. Now that everything is over, there is finally some time to catch up on the KIV work pile. We had our Annual Dinner with the theme Cultural night and I was amazed that we had so many different cultures in our company including some Egyptians! My wife and I had a great time with the hilarious antics by the performer Helmi with the support of everyone especially our extremely sporting Japanese, Australian, Canadian, Chinese and Indian guests. I have always enjoyed our Annual Dinners as it gives us an opportunity to catch up and have a few drinks with colleagues that we have not seen for some time. The Annual dinner is one of the best events to get all of us together and is a staff focused event with the dinner filled with staff activities from ISO awards, Mr and Ms Healthy awards, numerous lucky draws, etc. A lot of time, effort and money are placed into the event to ensure that it is successful every year and I would like to thank the Annual dinner organizing committee for a job well done and look forward to next year's event.

We also had our Green and Red color themed Christmas celebration in December. This year we held it at the Theatre Café in Plaza Damas, as we felt it would provide a more intimate and cooler environment compared to our usual outside canopies. The event was filled with gifts for everyone, some games and lots of Christmas food. This event was planned by SRC and I would like to thank the SRC for their dedication and effort in organizing these events to enable us to forge closer ties as a “family based” organisation.

I am pleased to also inform that LOH & LOH Group will continue to grow significantly in terms of profitability and revenue in 2013, and I thank everyone for their hard work, dedication and effort. Our strong performance enables us to continue to pay above market bonuses, with individual bonuses determined based on individual subsidiary performance, individual performance and achievements during the year. 2014 should continue to be an exciting year with LLC working hard to secure several large tenders, 3 potential developments for LLD and a record order book for WET. I believe with the continual support and hard work from everyone, we should have an even better 2014! Happy New 2014!



CHRISTMAS PARTY 20TH DECEMBER 13

- BY KELVYN NGAM & JIMMY WONG



CHRISTMAS PARTY ~ 20TH DECEMBER 13

- BY KELVYN NGAM & JIMMY WONG



GAME & GIFT



LUCKY DRAW



GRAND - Watch



2nd - Instant Camera



4

3rd - Cosmetic Set



HAPPY 70TH BIRTHDAY ~ MR. LEE H.K.

- BY KELVYN NGAM & JIMMY WONG



LADIES



GUYS

LONG TERM INCENTIVE (LTI) & BEST EMPLOYERS AWARD

- BY KK LAU ~ GROUP HR MANAGER



“What is Long Term Incentive (LTI)? LTI is a reward scheme/plan with a period of 5 to 10 years to compensate the top management who drive the company to the next level which normally implemented by big corporate company such as SP Setia. On 13th January 2014 at Bukit Kiara Resort, we (LOH & LOH CORPORATION BHD) has move one step ahead, our CEO, Mr. Marc Loh has proudly launched the LTI which also benefited the eligible and selected job grade B level employees. The purposes and objectives of this LTI are to align the interest of the group employees with the shareholders; retention of key talent and high performers; and rewards the group employees who have the most direct influence in value creation and contribution to the group. In my vast experience as HR practitioner, this is the first time that a company take this gracious move by extending the LTI downward from top management to managerial level. This extension is materialised by the top management after a series of discussion with the shareholders and Aon Hewitt (A global leader in HR solutions appointed by shareholders, with over 30,000 professionals in 90 countries serving more than 20,000 clients worldwide). This is truly a “RECOGNITION” to the managerial level due to their hard work and positive contribution as a team to the group. In addition, this LTI is granted FREE as plan shares and will be paid in cash yearly to the eligible and selected employees if the listing does not materialise within 1st year, 2nd year, and 3rd year. To further enhance and boost the morale of the eligible and selected employees, this LTI allotment is release proportionate in descending trend instead of ascending trend as practice in the general market. The LTI is cap in 3 years which is the shortest in market and can be considered as double BONUS. In fact, this is one of the “BEST” LTI scheme in Malaysia and the allotment is workout by Aon Hewitt (Independence Consultant). With this LTI scheme in place, it will also entice and boost up the job grade C level employees to climb up to next level to enjoy the scheme. Last but not least, we should appreciate and thankful to the shareholders by focusing our best to achieve the targeted profit. As a reputable company, we have registered and participated in HR Asia Best Employers – Malaysia 2014 and Aon Hewitt Best Employers – Malaysia 2015 to benchmark ourselves in term of employer branding, effective leadership and performance culture with the best corporate run company such as SP Setia, American Express, Intel Technology Sdn Bhd, Mcdonald’s Malaysia to name a few who have won the Aon Hewitt Best Employers – Malaysia 2013. The main objective of this participation is not only to win the said award but to take the opportunity to further improve the group employee engagement shortcoming. Besides, we also can learn and re-learn the talent trends and practices to succeed in the market.



NEW APPOINTMENTS

No	Name	E'e No	Position	Dpt.	Eff. Date
1	WAN NOORI BIN WAN TAIB	L01588	SR. LAND SURVEYOR I	HTP	01/12/13
2	TAN TIK SIANG	L01600	CONTRACT EXECUTIVE III	KELAU	23/12/13

We take this opportunity to welcome those new joiner(s) to our big family and wish them success in their appointment. Kindly render your fullest support and cooperation to enable them to discharge their duties.

RESIGNATIONS

No	Name	E'e No	Position	Dpt.	Eff. Date
1	SAIFUL ADLI BIN MOHD HASMI	L01585	SR. LAND SURVEYOR III	HTP	17/12/13

We take this opportunity to record our appreciation for their contribution and cooperation rendered to the Company during their term of employment with us and wish them success in their future undertakings.



The Stork Has Delivered

MAY THE NEWBORN BRING JOY AND HAPPINESS TO THE FAMILY!

C O N G R A T U L A T I O N S ! ! !

CONGRATULATIONS TO KELVYN NGAM AND HIS FAMILY, FOR THE BIRTH OF THEIR CHILD, A BABY BOY!

NAME: Cayden Ngam Li Shen

DOB: 16 Nov 2013



CONGRATULATIONS TO MAZURA AND HER FAMILY, FOR THE BIRTH OF THEIR BABY GIRL!

Name: Sharifah Zarith Rania bt Syed Kamarul Ridzuan **DOB :** 20 Dec 2014



MY EXPERIENCE AT LOH & LOH

- BY CHERRIE LIEW ~ 2013 STUDENT TRAINEE

Student Trainee – Cherrie

Good day!

2013 was a blessed year. Only a Year 2 student, yet I was still given the chance to join this company as a student trainee, I would like to thank every-one from the bottom of my heart for making this possible for me.

My very first impression of this company: HUGE! I actually took quite some time to recognize most of the staffs here in HQ. I remember I was told that, as long as I am willing to ask, everyone here is more than willing to teach. Indeed, the guidance, advice and sharing of experience from each and every one of you have been beneficial to me.

The arrangement of rotating me around the departments in LLD gave me the chance to experience different roles, from development, commercial, project to sales. Some of the departments may not be related to the subjects I have learnt in class, but this arrangement gave me a good understanding of the whole process of a project, from start till it ends, from land sourcing till handing over and maintenance. I am glad that I was given such experience, especially when this is just a short period of time. I sincerely appreciate this considerate arrangement and the time I spent here in LLD.

During the last week of my training, I was given an opportunity to have a 'sneak preview' at one of the company's project site, HTP. Thousand thanks to HTP staffs for the guidance and good hospitality. This additional exposure has enhanced my academic field. I was able to understand different types of structures there, such as earthfill embankment dam, concrete gravity dam and spillway. The best of all, I was able to prove to myself and to others that I am able to suit myself in a construction environment as a future civil engineer.

Well, I understand that my transport problem have brought lots of inconvenience to all. Everyone has been very helpful in arranging transport for me and offering me rides throughout these 3 months. There aren't enough words to describe my gratitude.

Lastly, I would like to thank the editors for giving me this opportunity to write a few words here. My best wishes to all! ;)



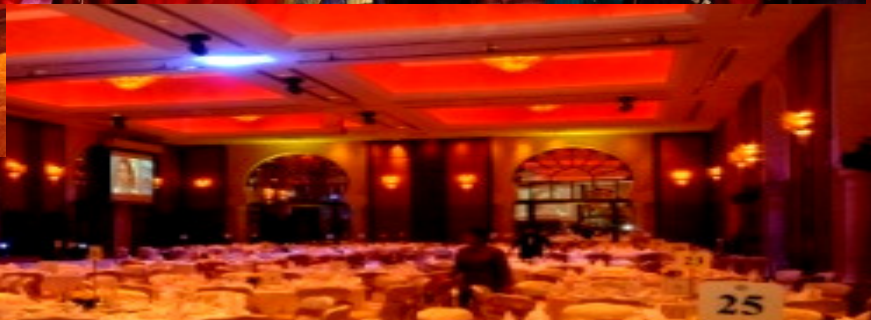
ANNUAL DINNER 2013

-PHOTO BY JIMMY WONG

MULTICULTURAL NIGHT

LOH & LOH CORPORATION BERHAD

DATE : 16th NOVEMBER 2013
TIME : 7.00 PM
VENUE : SHERATON IMPERIAL KUALA LUMPUR
DRESS CODE : LOCAL OR INTERNATIONAL COSTUME



ANNUAL DINNER 2013

-PHOTO BY JIMMY WONG

MULTICULTURAL NIGHT



MC: CORRIANNE ADRIANNE



PERFORMANCE



ANITA MUI -by ERIC LOKE



MALAY TRADITIONAL DANCE -by JALILAH



BOLLYWOOD DANCE -by NIRMALA & NAZRI



AFRICAN DANCE -by EVON TAN, AZWANA & EVELYN



Harmonica



60Mil Dollar Man Entertainer: HELMI



Micheal Jackson In the House



LINDA



ANNUAL AWARDS

LONG SERVICES AWARDS

10 YEARS

No	Name
1	LIN YUIN HING
2	CHAN SIEW KUEN
3	KUIK TEING SHEN
4	EZAD BIN MOHAMMED
5	JONG NYUK FONG
6	NG BOON KIAT
7	MOHD MUNAZRY SEMAN

15 YEARS

1	SAYIDAH BINTI SAMHURI
2	LOW WENG KONG
3	WEE KEE GHEE
4	SOO MOOK YEONG
5	JALILAH BINTI ABD JALIL

20 YEARS

1	CHAN VOON SENG
2	YEO THIAM GUAN

30 YEARS

1	YEOW AH CHOO
---	--------------

35 YEARS

1	TAN BENG TEIK
2	ONG ENG CHENG

LONG SERVICE AWARDS



HEALTHY AWARDS

Monthly Rated Employee

No	Dpt	Name	E'e No
1	CT7	LIM KOK BOON	L00051
2	CT7	JOSEPH K. DAVID RAJA	L00911
3	LLD	YEOW ENG KHOON	L00058
4	LLD	CHOO JUN MING	L00026
5	HTP	LIM NGONG HUA	L00025
6	IHS	WONG CHUN PING	L00784
7	IHS	LOO KUI MENG	L01006
8	IHS	LEE JEE HWA	L01236
9	KELAU	SULAIMAN BIN BULAT	L00044
10	KELAU	ANG HOON HONG	L00273
11	KELAU	TEY YONG HO	L01127
12	KELAU	CHANG CHEE BOON	L01179
13	KELAU	AZLAN ALIFF BIN KASIRAN	L01384
14	KELAU	SHURAWAN BIN TARMIN	L00269
15	P&M	LOW LEN SIONG	L00067
16	P&M	TAN BEE HUAT	L00280
17	P&M	ABD RAFAR BIN YAHAYA	L01155
18	P&M	JACKSON LAGANG JOK	L01380
19	P&M	LEE NGEE CHAI	L01381
20	SIP	CHAN MEI LOY	L00106
21	VALE	LIEW CHEN KONG	L00768
22	VALE	TAN MING SOON	L01351
23	WET	ZULKEFLEE BIN YAHAYA	
24	WET	LAU PIK EI	
25	WET	THEO WEI KING	
26	WET	KHOO CHEE KIAN	
27	WET	CHENG CHEE KAN	
28	WET	YONG KOK SOON	
29	WET O&M	CHOW KON YEW	
30	WET O&M	MOHAMMAD SAHRIL BIN SABARUDIN	
31	WET SALES	KHATIM ISMAIL	

HEALTHY AWARDS

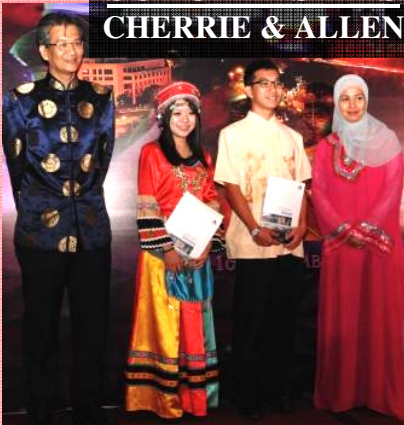
Daily Rated Employee

No	Dpt	Name	E'e No
1	HTP	HAMDI BIN ABD MANAF	L00437
2	HTP	AJANG EMANG	L00682
3	HTP	SATAR BIN TIR TOMIARJO	L00759
4	HTP	MOHD HALMY BIN YUSOFF	L00989
5	HTP	AINAN A/L YEK	L00990
6	HTP	MOHD SABRI BIN OTHMAN	L01069
7	HTP	MARYATO BIN ABDUL MANAN	L01094
8	HTP	MOHD ROSLI BIN MENAL	L01100
9	HTP	WAN ZAHARI BIN ISMAIL	L01116
10	HTP	DARMAN BIN MOHD IRWAN	L01133
11	HTP	SELI ANAK GAWEI	L01135
12	HTP	SALANG ANAK MUNDAM	L01151
13	HTP	MOHD NAZARI BIN AB NASIR	L01152
14	HTP	VI CHAN A/L ENDIN PELIAN	L01158
15	HTP	JEFFRI BIN MAHARI	L01159
16	HTP	MOHD RAZUAN BIN ROSLI	L01216
17	HTP	BENNY WAN LAWAI	L01227
18	HTP	SURYADI BIN CHARLES	L01242
19	HTP	SIMUN SABAR BIN AGUS	L01261
20	HTP	MOHD ZAKI BIN MOHD ZAHID	L01271
21	HTP	SAFARI BIN CHE WAN BIDIN	L01274
22	HTP	ABDULLAH BIN IBRAHIM	L01303
23	HTP	NURIAFANDI BIN SUKADI	L01364
24	HTP	ABDUL HAFIZ BIN ABDULLAH	L01409
25	CT7	NAJIB BIN NURROHMAN	L00319
26	EDTP3	BOON HOCK ON	L00084
27	EDTP3	HAMNOR NIZAM BIN KAMARUDIN	L01314
28	KELAU	MOHD SHAHRIL BIN ZAKARIA	L01202
29	P&M	MUJABIN BIN KADIR	L00197
30	SIP	KUSNAN BIN YASIN	L00917
31	SDP	CHIN HEE MIN	L00109
32	VALE	NG KIMPENG	L00986

Monthly Rated Employee (FEMALE)

No	Dpt	Name	E'e No
1	HO	SITI AZLINA BINTI ISMAIL	L01308
2	LLD	EELENA CHEW	L00025
3	HTP	CHUA AI HOON	L00213
4	HTP	TAN BEE KEE	L00471
5	SDP	WAN NAZRAH BINTI MOHD ZIN	L01338
6	SIP	NIK NUR NAZIRA BT NIK YUSOFF	L01189
7	WET	MERIYAN BINTI DARUS	
8	WET	KHAIRANI BINTI MAT RANI	
9	WET	JONG NYUK FONG	

Student SCHOLARSHIPS CHERRIE & ALLEN



STUDENT

No	Name
1	CHERRIE LIEW QIAN YI
2	ALLEN LING HW KA
3	WAI JUN XIAN
4	LEE JUN LIANG
5	GAN YOONG SIN

REPRESENTATIVE HEALTHY AWARD



ANNUAL AWARDS

BEST DRESS AWARDS



1st- RM 700
CHAN MEI LOY



2nd- RM 500
SULALA



3rd- RM 300
ANNIE TANG



4th- RM 200
NAZRI

CASH LUCKY DRAW



GRAND PRIZE
RM 9,000
LEM HOON KIW



2ND
RM 5,000
IZZUL ANAS



3RD
RM 3,000
SHERWIN THONG

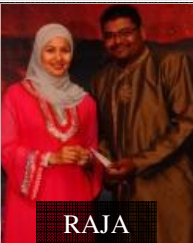


3RD
RM 3,000
ROSANITA

4TH PRIZE — RM 1,000



LEE JEE HWA



RAJA



ONG SIEW BEE



SABRINA



NICOLE



NG HAN LENG

BONUS LUCKY DRAW



HEAH PEY YI



CHENG CHEE KAA



ZAK WAN

GUEST LUCKY DRAW



ANNUAL DINNER 2013

-PHOTO BY JIMMY WONG

MULTICULTURAL NIGHT



Happy New Year!



GoodBye 2013 & Welcome 2014