

# FOCUS



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# FOREWORD

BY MARC LOH

## The Real Year Begins!

January and February are always full of holidays in Malaysia making difficult to start the engine with multiple holidays such as New Year's Day, Federal Territory, Thaipusam, CNY, etc, etc. I always find that the real year only begins after CNY. I supposed this is good, after a hard year of work in 2013, it allows everyone to take a breather and enjoy bonuses with the multiple holidays! 2013 has been an excellent year for the group and this is due to the effort, skills and contributions of our employees towards the organisation. The Group registered significantly higher revenue and profit compared to the previous year and as the results are yet to be audited, I can only inform everyone of the official results in our next FOCUS issue.

LOH & LOH Constructions recently commenced work on the Kerian Mini Hydro project. This will be our first venture into Mini Hydro schemes and involves the construction of an intake, pipe works and a powerhouse in hilly terrain. This will be an extension of our water expertise and improve our experience and track record in hydropower. The HTP project team also recently obtained our first 4 million Man-hours Certificate without Loss Time Incidents (LTI) from TNB, recognizing our safety efforts and dedication in the HTP project. On the development side, BCA Singapore conducted its CONQUAS assessment on our 3<sup>rd</sup> property development. I am pleased to inform that we further improved on our earlier CONQUAS scores with a score of 79.4. Still short of the coveted 80+ mark but I believe with our continuous improvement in our development quality standards, we will soon be able to achieve this. WET has also started the year strong with the commencement of the Batu Kitang project, this will involve the upgrading/rehabilitation of the existing Batu Kitang Water Treatment Plant and further strengthen our leadership in the area of upgrading/rehabilitation.

We had our "Big Family" lunch gathering at Bukit Kiara Equestrian & Country Resort in February to celebrate Chinese New Year. I hope everyone had fun with the colourful and festive ambience as most of our colleagues wore "Rainbow" colour attire/Chinese traditional costume and sang New Year songs together. Fortunately, Mr KK Lau did not pass me the mic or else the celebration will end early with me pretending to sing. More than 30 hampers were contributed by the management for the lucky draw and the most exciting part was when Mr Jason announced on-the-spot that he would personally contribute another RM2, 000.00 cash to the draw! Congratulations to all of the lucky winners and the SRC for making this another successful event.

I hope that everyone will continue to work hard this year and as it is the year of the horse, may all of us gallop towards greater success together.

2014  
HAPPY CHINESE NEW  
YEAR OF THE HORSE



# LONG TERM INCENTIVE TRAINING

## IT MEANS SERIOUS BUSINESS !!

BY KELVYN NGAM & JIMMY WONG



JOTTING DOWN NOTES



LISTENING SERIOUSLY



OUR CEO IN ACTION



POWERFUL QUESTIONS



POWERFUL ANSWERS



HUNGRY FACES



ECSTATIC PARTICIPANTS



DATE: 13TH JANUARY 2014 + VENUE: BUKIT KIARA EQUESTRIAN CLUB, KL

# CHINESE NEW YEAR GATHERING

## GONG XI FA CAI !!

BY KELVYN NGAM & JIMMY WONG

IT'S NOT JUST AN  
ORDINARY YEAR  
IT'S YEAR OF HORSE!

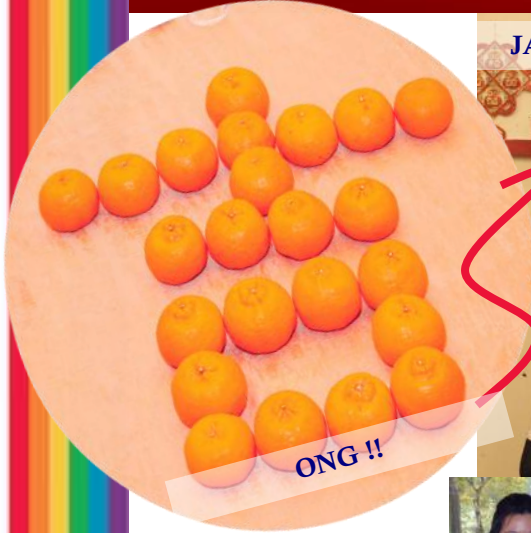
*Happy  
Chinese New  
Year...*



DATE: 12TH FEBRUARY 2014

VENUE: BUKIT KIARA EQUESTRIAN  
CLUB, KL

JAMES BOND & THE GIRLS



ONG !!



ALL THE RAINBOW COLORS



OUR TALENTED MC

# CHINESE NEW YEAR GATHERING



OUR HIDDEN TALENTS !!



YUM SENG !!!

## THE LUCKY ONES !!!



MOHD HERRY (IHS)

NORLIA (WET)

MYZAH (HQ)

HEAH PY (SDP)

RAJA (HQ)

CHOY SP (WET)

YEONG YE (WET)

LOW LS (NW)



YEOW LC (HQ)

MARK YONG (LLD)

CHIAM GK (WET)

AZIRAH (HQ)

YAP KO (SIP)

PATRICIA (WET)

YEOH TS (SDP)

JOANNE (HQ)



NASRIAH (HQ)

EVON (LLD)

JALILAH (HQ)

LEM HK (HQ)

CHAN ML (SIP)

YEE KH (SDP)

RIZAM (WET)

IEDA (WET)



GAN ZH (HQ)

AZWANA (LLD)

KENNETH (LLD)

EVELYN (HQ)

IAN (LLD)

LEE HJ (CT7)

# HR NEWS

BY EVELYN ULUN &  
PATRICIA LAW

## NEW APPOINTMENTS

No	Name	E'e No	Position	Dpt.	Eff. Date
1	CHE WAN NURUL ATIQA BT CHE WAN DERAMAN	L01612	ADMIN ASSISTANT II	HTP	03/02/2014
2	IZANI SAFUAN B IBRAHIM	L01614	ASSISTANT MECHANIC	NW	01/02/2014
3	RIJOH MAKATAM	L01609	LAND SURVEYOR II	SAMUR	15/01/2014
4	MOHAMMAD FATHUL FAHAMI B SUHIMI	L01610	TIPPER TRUCK OPERATOR	HTP	14/01/2014
5	KHALID B MUHAMUD	L01615	EXCAVATOR OPERATOR	HTP	16/01/2014
6	STAVIE NGAU WAN	L01616	EXCAVATOR OPERATOR	HTP	17/01/2014
7	LESAH ANYIE	L01619	EXCAVATOR OPERATOR	HTP	04/02/2014
8	ABU BAKAR @ JALI B KADIR @ ABD KADIR	L01606	EXCAVATOR OPERATOR	SAMUR	02/01/2014
9	RAFAIEL JUNI	L01607	CHAINMAN	SAMUR	03/01/2014
10	WILFRED ANTIUS	L01611	CHAINMAN	SAMUR	14/01/2014
11	LIRRON MOSONDANG	L01613	CHAINMAN	SAMUR	03/02/2014
12	FREDDY TADI	L01618	CHAINMAN	SAMUR	05/02/2014
13	MANUEL SALANG	L01628	LORI HANTU OPERATOR	SAMUR	24/02/2014
14	STELLA YEOW	L00039	CONTRACT EXECUTIVE III	LLD	18/02/2014
15	CHIN CHOONG WAH		SUPERVISOR (CIVIL & STRUCTURAL)	WET	10/02/2014

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	YONG YEAN CHONG	L00033	SR. PROJECT MANAGER	LLD	28/02/2014
2	NOOR AZZLY HISHAM B SABTU	L01596	COMPANY DRIVER 1	HO	10/01/2014
3	NOOR SYAWAL LINA BT HALIM	L01011	ENGINEER II	C104	31/01/2014
4	NURUL IZZATI BT MAZLAN	L01441	ENGINEER III	C104	19/02/2014

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.

## WEDDING BELLS

BEST WISHES TO THE BRIDE AND GROOM, **MS. AZWANA AZMAN**, **ENGINEER** FROM **LLD** AND ALSO OUR OWN **CREATIVE EDITOR** AND HER PARTNER **JOHN HENNING de KOCK**, **CONGRATULATIONS!!**

## THE STORK HAS DELIVERED

MAY THE NEWBORN BRING JOY AND HAPPINESS TO THE FAMILY !!!  
**CONGRATULATIONS !!!**

CONGRATULATIONS TO **MS. GUN SOO YONG (TENDER MANAGER FROM WET)** AND HER FAMILY, FOR THE BIRTH OF THEIR SECOND CHILD, A **BABY GIRL** ON **13TH FEB 2014**



**I'LL STOP  
THE WORLD &  
LAUGH WITH YOU**



How others  
see you is not  
important.  
How you see  
yourself means  
everything.

# 2014 CHINESE HOROSCOPE

SOURCES FROM [www.astrology.com](http://www.astrology.com)

## RAT

1936, 1948, 1960, 1972, 1984, 1996

This year, the secret to coming out on top is to keep a cool head and make the most of what you are given. Rats are independent and like to do things their way, are unafraid of risk and think of the world as their playground. Usually, that attitude gets you what you want. The Year of the Horse asks you to be more flexible and adapt your style to changing circumstances. Challenging everyone and everything in your path is not a good idea, but going with the flow is. Taking it easy will also help.

Game-changing ventures, big plans: let these ideas sit and come to fruition before you start taking action. Slow and steady is the name of the game. Yes, this feels different to your usual method of operation, and it might feel uncomfortable at first, but you'll like the results.



## RABBIT

1939, 1951, 1963, 1975, 1987, 1999

Overall, you come out ahead this year, especially if you learn how to operate outside of your comfort zone. You see seven favorable and only five unfavorable months. Since it's a Wood year, which is very good for the Rabbit, you are literally in your element, which mitigates the year's wilder energies and brings them closer to your style. The trick is to know yourself and stick to your own pace. When things get crazy, watch from afar rather than joining in. And when you're feeling it, get in on the action. You're definitely going to have good opportunities.



## HORSE

1930, 1942, 1954, 1966, 1978, 1990

This year, you're looking at six unfavorable months, five of the good kind and one neutral. How can that be - after all, this is your year, right? But there's actually luck in those percentages and lots of good hidden in this year. First off it's a Wood year, which is the luckiest element for the Horse. However, beware of too much of a good thing: you can be a bit reckless when you are in pursuit of adventure. Make sure you keep your stamina up if you're going after a long-desired goal. Sometimes you make rash decisions. If you can rein in that tendency over the next year, you should be just fine.



## ROOSTER

1933, 1945, 1957, 1969, 1981, 1993

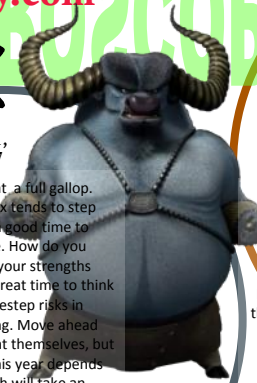
A positive, yet realistic outlook is the key to making the most of this year. You'll have some good opportunities and some challenging situations. Now's the time to make the most of your skills, like your attention to detail and innate leadership ability. You can do a lot with the five auspicious months of this year - while the Horse favors you, it's also a Wood year, which can clash with Metal, your fixed element. That means following the old formula of talent, perseverance and hard work in order to make your own luck. Avoid unnecessary risks. Develop a good sense of timing when you do have to make a big move. Be on your best behavior and stick to the tried-and-true. Have faith in yourself and everything will turn out better than you could have hoped for.



## OX

1937, 1949, 1961, 1973, 1985, 1997

The Year of the Horse takes off at a full gallop. However, the more deliberate Ox tends to step back and ruminate. This year is a good time to plan, think ahead and strategize. How do you deal with challenges? What are your strengths and weaknesses? This year is a great time to think 'slow and steady.' In general, sidestep risks in favor of strategic decision-making. Move ahead when good opportunities present themselves, but do so cautiously. Your success this year depends on being true to your style, which will take an inner sense of purpose and steadfastness, which, fortunately, you have in spades. The Horse likes to stir things up and move at a fast pace. Your mission is not to get caught up in the fuss. You're a determined person - now's the time to show it.



## DRAGON

1940, 1952, 1964, 1976, 1988, 2000

You and the Year of the Horse make beautiful music together. You get 9 favorable, 2 neutral and only 1 unfavorable month this year, plus lots of fun and adventure. In fact, you can probably shine in every area of your life. So what are you waiting for? Get out there and make your dreams happen. And, yes, it's okay to take some risks. One warning: your attention span might be shorter than usual. Plus, you have to be willing to stand up and do things for yourself. You'll have to provide the drive to make it across the finish line. Don't worry - you have it in you. Events are going to happen fast this year - at a gallop, not a trot, so do some planning now. And by all means, keep your eyes and ears open. Opportunities could come in bunches.



## GOAT

1931, 1943, 1955, 1967, 1979, 1991

Will you look at that? You don't have a single unfavorable month this year. The Year of the Horse is yang to your yin and the combination creates great luck in all sectors of your life. Here's the trick to making the most out of this time: let your hair down. Be more adventurous than normal. Get out more. Hit the fitness center after work. Take a little risk occasionally. The key word is 'little' - you don't need to change your essential nature, just let yourself go every now and then. Experience that Horse type of energy, then come back to the safety and security of your Sheep style. It'll help you be you, but even better.



## DOG

1934, 1946, 1958, 1970, 1982, 1994

You've hit the jackpot with 12 out of 12 favorable months! The year starts off with a Tiger month, which will be one of your best, so you'll have to hit the ground running. Don't let this month slip by - the time to act is now. And if you haven't yet planned out your big goals for the year, do it soon. There'll be opportunities every month. Of course, you don't have to take advantage of every single one - you don't want to go overboard. Overall, be alert. Expect good stuff to happen. Above all, be open to possibilities. Change might not always be comfortable, but it's necessary to get where you want to go, especially since luck is with you.



## TIGER

1938, 1950, 1962, 1974, 1986, 1998

How sweet it is - the Year of the Horse, that is. After two years filled with obstacles, your time to shine has come! You get 11 favorable months and one neutral month this year. Nothing can hold you back while the Horse has the reins. That big dream you've had forever? Carpe diem. This is the perfect time to implement changes for the better. This year is all about adventure and evolution. Do some hard thinking, then get out there and lead the parade. You're going to have some luck in all areas of your life. Keep your eyes wide open so you don't miss those good opportunities.

## SNAKE

1941, 1953, 1965, 1977, 1989

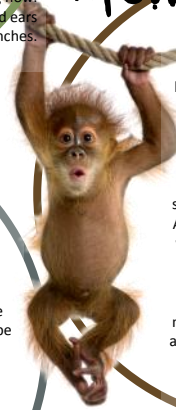
Lucky you! Your good months outnumber the other kind this year. Still, there are several months where you want to err on the side of caution. There'll be opportunities. There'll be challenges. Learn how to tell one from the other. Galloping into the unknown is not your style. When things get wild, you don't have to go along for the ride and probable crash. You're good at reading people and situations, and this year is when you want to put those skills to work. You're going to have your lucky moments. Move quickly - like the Horse - when they arrive. You'll be just fine in the end.



## MONKEY

1932, 1944, 1956, 1968, 1980, 1992

Opportunities might not be as numerous as you'd like this year, but not to worry - you can get a lot accomplished if you manage to be careful, cautious and prudent. This year encourages you to get better at reading people and situations before you make your move. Any tendency toward creating mischief will have repercussions, so think twice before trying to play games or pull a fast one. Rather than testing people and their limits, use this year to learn more about yourself and your behavior and how you can help create change for the better.



## PIG

1935, 1947, 1959, 1971, 1983, 1995

This year is definitely an improvement over last, thanks to the fixed element of Wood. In fact, there are actually nine favorable months for you. So let yourself have fun and enjoy any excitement that comes your way. But on the flipside, remember to use the reins during the Year of the Horse so things don't wander off-track or get out of control. Learn to be aware of your emotions. Don't jump into the fray simply because other people are doing it. Don't take unnecessary risks. Meditate more than usual. With these tools by your side, you can keep it together and come out ahead.



# VINEGAR: THE BEST SOLUTIONS

## SOURCES FROM READER'S DIGEST

With so many different uses around the house, this super item — in its white vinegar as well as its apple cider vinegar versions — deserves a special place in your pantry.



### 1. Clear dirt off PCs and peripherals

Note: Before you start cleaning, make sure that all your equipment is shut off.

**1 cup vinegar + 1 cup water + clean cloth to wipe**



### 2. Unclog and deodorize drains

The combination of vinegar and baking soda is one of the most effective ways to unclog and deodorize drains. It's also far gentler on your pipes (and your wallet) than commercial drain cleaners.

To clear clogs in sink and tub drains, use a funnel to pour in **1/2 cup baking soda + 1 cup vinegar**. When the foaming subsides, flush with hot tap water. Wait five minutes, and then flush again with cold water. Besides clearing blockages, this technique also washes away odor-causing bacteria.

To speed up a slow drain, pour in **1/2 cup salt + 2 cups Boiling vinegar**, then flush with hot and cold tap water.

### 3. Get rid of smoke odor

If you've recently burned a steak — or if your chain-smoking aunt recently paid you a surprise visit — remove the lingering smoky odor by placing a shallow bowl about **3/4 full of white or cider vinegar** in the room where the scent is strongest. Use several bowls if the smell permeates your entire home. The odor should be gone in less than a day. You can also quickly dispense of the smell of fresh cigarette smoke inside a room by moistening a cloth with vinegar and waving it around a bit.



### 4. Shine your silver

Make your silverware — as well as your pure silver bracelets, rings, and other jewelry — shine like new by soaking them in a mixture of **1/2 cup white vinegar + 2 tablespoons baking soda** for two to three hours. Rinse them under cold water and dry thoroughly with a soft cloth.

## EAT-CLEAN BY AZWANA AZMAN

### Simple Avocado Beet Salad (vegan, serves two)

- 1 avocado, sliced long
- 1 lemon juice
- 2 Tbsp olive oil
- 1 tsp black pepper

- 6 baby roasted beets or 2 large beets
- 1 cup fresh pea shoots, roughly chopped
- 1/2 tsp salt

\*You may substitute lemon juice with balsamic or red wine vinegar.

To make:

1. Slice baby beets about 1/4 inch thick.
2. Slice avocados to about the same thickness.
3. Slice a few in half-keep a few long.
4. Drizzle 1 Tbsp lemon juice on avocado.
5. Set beets and avocado aside.
6. Rough chop pea shoots. Set the sprouted (leafed) ends aside.
7. Place the hard stalk ends in a small bowl.
8. Add the olive oil, lemon juice or vinegar, salt and pepper to the stalk pea shoots bowl. Mix well.
9. Place a few of the marinated stalks on serving plates.
10. Arrange avocado and beet slices on top of stalks on plates.
11. Rotate beet, avocado, beet, avocado.

Add all the remaining pea shoots-stuff them into crevices on the plate to keep it tight and pretty.

Drizzle the leftover oil-acid mixture over the salads.

Optional: drizzle a bit more olive oil or lemon juice or vinegar over beets. Fresh grind black pepper is a nice salad topper.



### Swiss Chard Green Smoothie with Lime and Banana Recipe

- 2-3 cups Swiss chard, de-stemmed and roughly chopped
- 1-2 large bananas, fresh or frozen
- 1/2 lime, chopped
- 1 cup ice

In a blender, add chopped Swiss chard leaves, bananas, lime and ice. Blend on the highest speed until smooth and creamy.

Total time: 5 minutes

Yield: 4 cups

