



FOCUS

ISSUE 127 : MAY - JUNE 2013

Parent's Day was officially established in 1994 with the sincere efforts of the then US President Bill Clinton. During his presidential term in White House, Clinton felt that despite having a Father's Day and a Mother's Day that honored fathers and mothers individually there existed a void. Raising children in a proper way requires the presence and combined endeavor of both parents and hence there needed to be an occasion that appreciated parents collectively. The President strived to establish Parent's Day and this was realized when he signed into law a resolution for "recognizing, uplifting, and supporting the role of parents in the rearing of children." This resolution was cohesively adopted by the U.S. Congress. It would establish the American celebration of Parent's Day on the fourth Sunday of every July.

READ MORE INSIDE:

WHAT OUR C.E.O SAID

FORWARD BY MARC LOH - pg.2

BIRTHDAY BOY OF THE MONTH

CEO BIRTHDAY PHOTOS - pg.3

WHO'S IN, WHO'S OUT

HR NEWS - pg.4

BY KOGI & PATRICIA LAW

COMPANY ACTIVITIES

BADMINTON - pg.5-6

Photos by Jimmy Lin

CELEBRATIONS

RAMADAN BUKA PUASA - pg.7-8

DINNER photos by Jimmy Lin

GRATITUDE MOMENTS

PARENTS' DAY SPECIAL -pg. 9-10

FOCUS

Chief Editor: **Thong Chu Shien**

Editor: **Danny Chan**

Creative Editor: **Evon Tan**

Happy Parents' Day!



FORWARD

WHAT OUR C.E.O SAID ~~BY MARC LOH

Halfway there!

We are already in the middle of the year, and with the elections out of the way, things are expected to pick up with less uncertainty in the economy! The middle of the year is also a milestone for all of us to review our annual targets/KPIs and check if we are on track or need to improve. Never leave too big a gap to catch up with too little time at the end of the year!

LOH & LOH Constructions recently secured the **Kerian Mini-Hydro project** in Perak. The project is due to commence soon and will involve the construction of a series of intakes and powerhouses that will generate electricity by accelerating water through gravitational pipelines to drive turbines. The group is also investing significantly in our **Plant and Machinery** with our increased number of projects and order book and to ensure our fleet continues to be modern to provide us with a competitive edge. The additional purchases of Volvo Articulated Trucks, large capacity excavators and the latest compactors will increase our current asset purchase value to approximately RM90million. With the new plant and equipment, our P&M and HR departments are working hard to ensure the supporting manpower are in place, and I thank them for their efforts.

LOH & LOH Development has obtained the **CCC for Phase 2 Idaman Hills, Selayang** and will commence handing over of the 80 units of Bungalows in Phase 2 to owners at the end of July. In the pursuit to achieve higher quality standards in our developments, the houses in Phase 2 will also be assessed by Building Construction Authority of Singapore utilizing their CONQUAS standard. The CONQUAS standard is a well-known international standard and utilized in countries like UK, Hong Kong, Australia, etc besides Singapore. As part of our efforts to grow and strengthen the development business, our development subsidiary is currently in the midst of negotiating and finalizing a deal for another piece of land in Petaling Jaya, Selangor. More details will be provided once this is completed.

LOH & LOH Group is pleased to announce the formation of the **LOH & LOH Scholarship** as part of our Corporate Social Responsibility. The Scholarship will be given to deserving individuals coming from challenging backgrounds with the aim of elevating the financial difficulties for these individuals and their families as well as providing these deserving individuals an opportunity to achieve their ambitions and dreams. The Scholarship is also open to children of employees but subject to the scholarship terms and conditions. As part of our mid-year schedule, the senior management are also in the midst of our annual salary and promotion review, so work hard and achieve your objectives!

As the Puasa season commences, I wish all Muslim staff **“SelamatBerbukaPuasa!”**





On Our CEO Birthday

~ MR MARC LOH ~



*Make the most of your special day and
let those around you
show how much they
cherish and love you.
You deserve it!*



**Happy
Birthday**

EXECUTIVE MOVEMENTS

WELCOME TO OUR FAMILY

A. NEW APPOINTMENTS

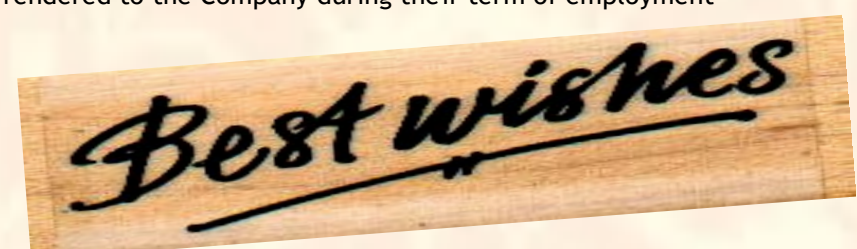
No	Name	E'e No	Position	Department	Eff Date
1	IFFATUL HANISAH BINTI HASHIM	L01492	Nurse	HTP	01-04-2013
2	NURJANAH BINTI HI BAHARI	L01474	Admin. Assistant	SAMUR	01-04-2013
3	TIONG ING YEW	L01478	Sr. Contract Exec	SAMUR	01-04-2013
4	MEK TIMAH BINTI MUHAMMAD	L01483	Contract Executive	SIP	01-04-2013
5	YEE KOK HWA	L01477	Sr. Contract Exec.	SDP	01-04-2013
6	ANUAR BIN MD NOOR	L01479	Safety Manager	HTP	02-05-2013
7	NURFARHANI BINTI ARZEMI	L01499	Engineer	SIP	02-05-2013
8	RABIATUL ADAWIYAH BINTI ADELAN	L01485	Engineer	C104	06-05-2013
9	SITI RAFAEH BINTI JAMALUDDIN	L01490	Office Keeper	CT7	08-04-2013
10	MOHD KHAIRUL BIN CHE MOHD NORDIN	L01480	Sr. Engineer	CT7	10-04-2013
11	CHE WAN MOHD SHAFIE BIN CHE WAN NON	L01491	Site Supervisor	HTP	11-04-2013
12	ROLAND CHOO KENG MING	L01488	Project Mgr	HTP	22-04-2013
13	MOHD IDHAM BIN MANSOR	L01484	Geologist	HTP	13-05-2013
14	NURUL FATIN MASAYU BTE MOHAMAD TAJUDIN	L01506	Admin. Assistant	P&M	13-05-2013
15	REGINO PACHECO DALUSONG JR	L01507	QA/QC Executive	HTP	17-05-2013
16	CLOYD SEBASTIAN MONSERRAT	L01508	QA/QC Executive	HTP	17-05-2013
17	DERRICK CLARIDAD VARIAS	L01509	Engineer	HTP	17-05-2013
18	MOHD HAPZES BIN ZAINUDDIN	L01510	Driver Cum Messenger	HO	18-05-2013
19	LOW KENG MUN	L01493	Site Supervisor	HTP	27-05-2013

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.

B. RESIGNATION

No	Name	E'e No	Position	Department	Eff Date
1	GAN BOON SIONG	L01033	Sr. Land Surveyor	SDP	20-04-2013
2	MOHD YOUSUFF@MOHD ZAINI BIN MOHD SHARIFF	L01139	Plant Maintenance Exec.	P&M	24-05-2013
3	SANCTA HELENA A/P H. MARTIN	L00995	Admin. Assistant	EDT	30-04-2013
4	MOHD KAMAL BIN HARUN	L01097	QA/QC Engineer	HTP	30-04-2013
5	MOHD HAIRUL RUZAYMI BIN RUSMAN	L01301	Lab Assistant	EDT	31-05-2013
6	MUHAMMAD NADZMI BIN NORDIN	L01302	Lab Assistant	EDT	31-05-2013
7	ANUAR BIN MD NOOR	L01479	Safety Manager	HTP	31-05-2013
8	MOHD KHAIRIL BIN MD JAIL	L00935	Sr. Site Supervisor	HIS	31-05-2013
9	RATRI CHIRANONT A/P KONG JEREN	L00803	Sr. Contract Exec.	KELAU	31-05-2013
10	RAHMAN BIN AJUS	L01502	Mechanic	SAMUR	31-05-2013
11	YEONG AH LIAN	L00996	Office Keeper	UT2	31-05-2013
12	BHANU DANA BISWAS A/L KUMUD BANDHU	L00031	Sr. Site Manager	CT7	31-05-2013
13	CHAW SIEW PENG	L00771	Sr. Contract Exec.	CT7	31-05-2013
14	NURFAZIRA BINTI SULAIMAN	L01489	Admin. Assistant	CT7	31-05-2013

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.



ACTIVITIES of the month

-PHOTOs by JIMMY LIN



2013-7-7 BADMINTON

MEN SINGLE WINNERS:

CHAMPION - MOHD DESA

2ND - LAW ES

3RD - HENG KT

WOMEN SINGLE WINNERS:

CHAMPION - NORLIA

2ND - CHOI SP

3RD - LINDA TOH

MEN DOUBLE WINNERS:

CHAMPION - HENG KT & SUAH CH

2ND - HELMI & ROSMAN

3RD - PETER LOW & OOI CT

WOMEN DOUBLE WINNERS:

CHAMPION - NORLIA & CHOI SP

2ND - LINDA TOH & TAN BK

3RD - AZWANA & EVON TAN

ACTIVITIES of the month

-PHOTOs by JIMMY LIN



CELEBRATION

-PHOTOs by JIMMY LIN

2013-7-19



CELEBRATION

-PHOTOs by JIMMY LIN

2013-7-19



What are the 10 principles of good parenting?

Reviewed by William C. Shield Jr., MD, FACP, FACR on 1/30/2012

1. What you do matters. Whether it's your own health behaviors or the way you treat other people, your children are learning from what you do. "This is one of the most important principles," Steinberg explains. "What you do makes a difference...Don't just react on the spur of the moment. Ask yourself, What do I want to accomplish, and is this likely to produce that result?"

2. You cannot be too loving. "It is simply not possible to spoil a child with love," Steinberg writes. "What we often think of as the product of spoiling a child is never the result of showing a child too much love. It is usually the consequence of giving a child things in place of love - things like leniency, lowered expectations, or material possessions."

3. Be involved in your child's life. "Being an involved parent takes time and is hard work, and it often means rethinking and rearranging your priorities. It frequently means sacrificing what you want to do for what your child needs to do. Be there mentally as well as physically. "Being involved does not mean doing a child's homework or correcting it. "Homework is a tool for teachers to know whether the child is learning or not," Steinberg says. "If you do the homework, you're not letting the teacher know what the child is learning."

4. Adapt your parenting to fit your child. Keep pace with your child's development. Your child is growing up. Consider how age is affecting the child's behavior. "The same drive for independence that is making your 3-year-old say 'no' all the time is what's motivating him to be toilet trained," writes Steinberg. "The same intellectual growth spurt that is making your 13-year-old curious and inquisitive in the classroom also is making her argumentative at the dinner table."

5. Establish and set rules. "If you don't manage your child's behavior when he is young, he will have a hard time learning how to manage himself when he is older and you aren't around. Any time of the day or night, you should always be able to answer these three questions: Where is my child? Who is with my child? What is my child doing? The rules your child has learned from you are going to shape the rules he applies to himself. "But you can't micromanage your child," Steinberg notes. "Once they're in middle school, you need to let the child do their own homework, make their own choices and not intervene."

6. Foster your child's independence. "Setting limits helps your child develop a sense of self-control. Encouraging independence helps her develop a sense of self-direction. To be successful in life, she's going to need both." It's normal for children to push for autonomy, says Steinberg. "Many parents mistakenly equate their child's independence with rebelliousness or disobedience. Children push for independence because it is part of human nature to want to feel in control rather than to feel controlled by someone else."

7. Be consistent. "If your rules vary from day to day in an unpredictable fashion or if you enforce them only intermittently, your child's misbehavior is your fault, not his. Your most important disciplinary tool is consistency. Identify your non-negotiable. The more your authority is based on wisdom and not on power, the less your child will challenge it."

8. Avoid harsh discipline. Parents should never hit a child, under any circumstances, Steinberg says. "Children who are spanked, hit, or slapped are more prone to fighting with other children," he writes. "They are more likely to be bullies and more likely to use aggression to solve disputes with others." "There are many other ways to discipline a child - including 'timeout' - which work better and do not involve aggression."

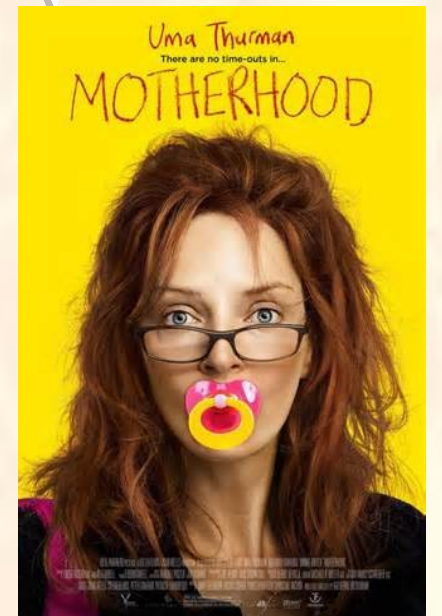
9. Explain your rules and decisions. "Good parents have expectations they want their child to live up to," he writes. "Generally, parents over explain to young children and under explain to adolescents. What is obvious to you may not be evident to a 12-year-old. He doesn't have the priorities, judgment, or experience that you have."

10. Treat your child with respect. "The best way to get respectful treatment from your child is to treat him respectfully," Steinberg writes. "You should give your child the same courtesies you would give to anyone else. Speak to him politely. Respect his opinion. Pay attention when he is speaking to you. Treat him kindly. Try to please him when you can. Children treat others the way their parents treat them. Your relationship with your child is the foundation for her relationships with others." For example, if your child is a picky eater: "I personally don't think parents should make a big deal about eating," Steinberg says. "Children develop food preferences. They often go through them in stages. You don't want to turn mealtimes into unpleasant occasions. Just don't make the mistake of substituting unhealthy foods. If you don't keep junk food in the house, they won't eat it."

PARENTING MOVIE



LIFE AS WE KNOW IT
(2010)



MOTHERHOOD
(2009)



MR MOM
(1983)



PARENTS
(1989)

LAUGH

A man and his wife were making their first doctor visit, the wife being pregnant with their first child. After everything checked out, the doctor took a small stamp and stamped the wife's stomach with indelible ink. The couple was curious about what the stamp was for, so when they got home, the husband got out his magnifying glass to try to see what it was. In very tiny letters, the stamp said, "When you can read this, come back and see me."

PARENTS' DAY special

-SHARING

NICE PAINTING

An 80 year old man was sitting on the sofa in his house along with his 45 years old highly educated son. Suddenly a crow perched on their window.

The Father asked his Son, "What is this?" The Son replied "It is a crow". After a few minutes, the Father asked his Son the 2nd time, "What is this?" The Son said "Father, I have just now told you "It's a crow". After a little while, the old Father again asked his Son the 3rd time, what is this?" At this time some expression of irritation was felt in the Son's tone when he said to his Father with a rebuff. "It's a crow, a crow". A little after,



the Father again asked his Son the 4th time, "What is this?"

This time the Son shouted at his Father, "Why do you keep asking me the same question again and again, although I have told you so many

times 'IT IS A CROW'. Are you not able to understand this?"

A little later the Father went to his room and came back with an old tattered diary, which he had maintained since his Son was born. On opening a page, he asked his Son to read that page. When the son read it, the following words were written in the diary :-

"Today my little son aged three was sitting with me on the sofa, when a crow was sitting on the window. My Son asked me 23 times what it was, and I replied to him all 23 times that it was a Crow. I hugged him lovingly each time he asked me the same question again and again for 23 times. I did not at all feel irritated I rather felt affection for my innocent child".

While the little child asked him 23 times "What is this", the Father had felt no irritation in replying to the same question all 23 times and when today the Father asked his Son the same question just 4 times, the Son felt irritated and annoyed.

So..

If your parents attain old age, do not repulse them or look at them as a burden, but speak to them a gracious word, be cool, obedient, humble and kind to them. Be considerate to your parents. From today say this aloud, "I want to see my parents happy forever. They have cared for me ever since I was a little child. They have always showered their selfless love on me.

They crossed all mountains and valleys without seeing the storm and heat to make me a person presentable in the society today". Say a prayer to God, "I will serve my old parents in the BEST way. I will say all good and kind words to my dear parents, no matter how they behave.

Thanks for spending your time on reading this story..... Hope you are forwarding this to all your friends.

