

ISSUE 133 : MAY - JUNE 2014
PARENT'S DAY ISSUE



FOCUS

HAPPY PARENT'S DAY!





FORWARD

By Marc Loh

FOCUS

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CHIEF EDITOR
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AZWANA AZMAN



Change and Adapt to Stay Relevant!

The Group had been very busy for the past 3 years with major projects like the Selangor-Pahang Interstate Project: Kelau Dam and Semantan Intake, Hulu Terengganu Hydroelectric project, CT7 container yard, Vale Iron Ore distribution center, etc. As these projects tail down, and the management work to secure new projects, it is an ideal low key period to reflect, analyze and check our processes and approaches by analyzing the problems we have face, the key learnings, and better ways to resolve problems/issues. Expecting different results by doing things the same way is a common problem but a bigger problem is expecting OTHER people to change to get different results! An organization comprises of people and each and every person plays a role so it is each and every person's responsibility to constantly change and adapt to stay relevant not only for the sake of the organization but for themselves as well.

LOH & LOH Constructions and LOH & LOH Development has recently revamped their websites to reflect their new capabilities and growing track record. These new websites are also more tablet friendly and employ a larger format to suit the changing technological trends of larger screens and tablets. Please visit our new websites at www.loh-loh.com.my and www.loh-lohdev.com.my to find out more as the team has put in a lot of time and effort into the revamp. Hopefully this will enable more clients, staff and the general public to find out more about our group and companies. As technology becomes more and more important, it is important that the group moves in tandem but cautiously to improve our work processes and capabilities. Currently, all LOH & LOH project sites utilize on-site servers and LOH & LOH Headquarters has 7 full time servers running compared to the 1 server when we started.

LOH & LOH Constructions and WET recently participated in the HR Asia Awards. The aim of this exercise is to benchmark our HR capabilities, strategies and policies against other companies to enable us to understand the effectiveness of our HR strategies. We have spent a lot of time and effort implementing new policies and approaches such as LTI, yearly benchmarking, KPIs, staff review etc. in the past few years as the management recognizes that people are a key asset of the company. Hopefully these efforts will yield some results and I will update further in the next issue once the results are known.

As the Puasa season commences, I wish all Muslim staff "Selamat Berbuka Puasa!" and "Selamat Hari Raya". Congratulations to Ms. Eng for winning the World Cup guessing competition. Seems like girls know football better than guys!



COMPETENT AUDITING

By Chee Lian Chai

The Quality Council organized an ISO 9001: 2008 "Competent Auditor Program" on the 18th April 2014 at Semantan Intake Project site and 25th April 2014 at Nilai Workshop. This was part of the training program provided by the company under the Human Resource Management to improve and enhance the efficiency of the ISO Internal Auditors. The training was conducted by Mr. Myocho Kan who holds the following qualifications and memberships of professional institutions:

ICSA (UK), AMIM, AMSTD, TIM, IPRM, MIHRM, Lead Assessor, HRDC Certified Trainer, HRC Approved HR Consultant, Transformation Strategist (Coach, Trainer, Advisor, Consultant)

All Internal Auditors particularly the newly appointed were encouraged to participate in the training. A total of 22 attended the training in Semantan Intake Project and 16 in Nilai Workshop. The training would hopefully equip our ISO Internal Auditors better understanding of the 8 Clauses in the ISO 9001: 2008. The Trainer ran through the principles of auditing, definitions and objectives of auditing, administration and management of audit to produce a quality audit report. The Trainer also provided hands-on effective audit report writing.

After the 2 sessions of audit training at Semantan Intake and Nilai Workshop, the participants went back with enthusiasm and hopefully with well equipped knowledge ready for our next Internal Audit scheduled in October 2014.

We wish to thank the Management for providing the training and the cooperation of all the staff at SIP and Nilai making the hands-on training possible.



INTI COLLEGE, NILAI 5.03.2014



CAREER FAIR



UTM, SKUDAI 6 - 7.05.2014



CAREER FAIR



UMP, PAHANG 8 - 9.05.2014



UCSI 11 - 12.06.2014



NEW APPOINTMENTS

<u>No</u>	<u>Name</u>	<u>E'e No</u>	<u>Position</u>	<u>Dpt.</u>	<u>Eff. Date</u>
1	ABDUL MANAN BIN BABA	L01632	DRIVER CUM MESSENGER	HO	01.04.2014
2	TENG YEOH KIN	L01640	SR. SITE SUPERVISOR II	HTP	15.04.2014
3	MUNIEYAMMA A/P THANGAVALOO	L01635	OFFICE KEEPER	KERIAN	07.04.2014
4	CHEXTLYENVE BINTI MANDAWANG	L01633	ADMIN ASSISTANT II	SAMUR	03.04.2014
5	TERLEY BIN ABDUL RAHMAN	L01638	LAND SURVEYOR II	SAMUR	14.04.2014

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.

I'LL STOP THE WORLD AND LAUGH WITH YOU

CATCH ME IF YOU CAN!

"I'm so depressed and I can't get any dates" the 135 – kilo man told his minister, "I've tried everything to lose weight." "I think, I can help" said the minister, "Be dressed and ready for tomorrow at 8am"

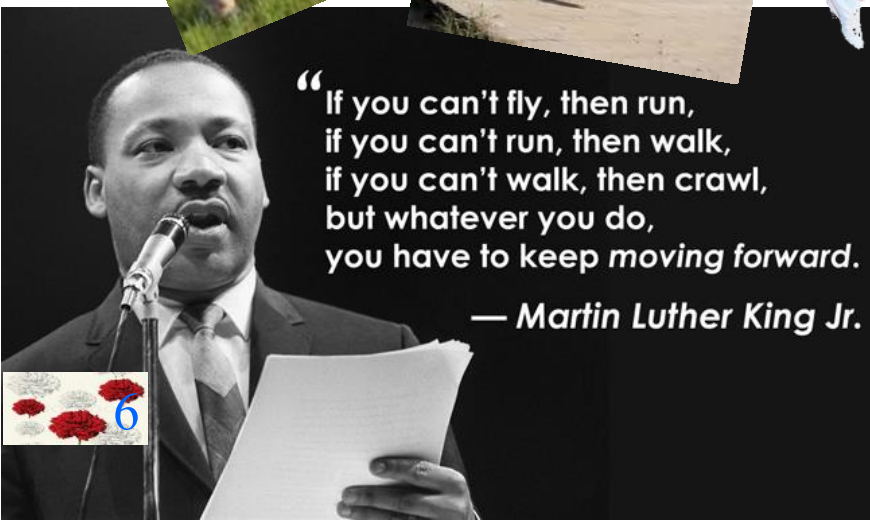
Next morning, a beautiful woman in a skin-tight exercise suit knocked on the man's door. "If you can catch me, you can have me" she said, as she took off. He buffed and puffed after her. This routine went on every day for the next five months. The man lost more than 50 kilos and felt confident that he would catch the woman next day. That morning he whipped open his front door and found a 135-kilo woman in a jogging suit waiting for him. "The minister said to tell you" she began, "that if I can catch you, I can have you"

INSPIRATIONAL QUOTES

YOU ARE WORTH IT

"If you can't fly, then run,
if you can't run, then walk,
if you can't walk, then crawl,
but whatever you do,
you have to keep moving forward.

— Martin Luther King Jr.



SRC SHOUT OUT !!



Don't miss any of SRC activity this month as we promise you good times and nice food!

BUKA PUASA NIGHT

WHERE?? DAPUR NUSANTARA, KLGCC GOLF & COUNTRY CLUB, BUKIT KIARA
WHEN?? 16TH JULY 2014 WEDNESDAY
6.30 PM TO 10.00 PM



BLOOD DONATIONS

WHERE?? PUSAT DARAH NEGARA, JALAN TUN RAZAK, KL
WHEN?? 9TH AUGUST 2014 SATURDAY
9.30 AM TO 2.00 PM

BE A HERO...
IT'S IN YOUR
BLOOD!

50th Year Company Anniversary Trip 2014 / 15

Hey there!

SRC would like to take this opportunity to inform all employees, that the Company has agreed to organize the said 2 in1 - **50th year company anniversary trip** in 2015 instead of 2014 to commensurate our 50th year anniversary celebration. We promise, that there will be a lot of fun, delicious F&B, unforgettable events to unleash your talent and many more. So be excited and hang on to us till 2015.

Last but not least, we would like to say a "BIG" thank you as our gratitude to the Company."



PARENT'S DAY ISSUE: THE PRICE OF CHILDREN

This is just too good not to pass on to all. Something absolutely positive for a change. I have repeatedly seen the breakdown of the cost of raising a child, but this is the first time I have seen the rewards listed this way. It's nice, The government recently calculated the cost of raising a child from birth to 18 and came up with \$160,140 for a middle income family. Talk about sticker shock! That doesn't even touch college tuition. But \$160,140 isn't so bad if you break it down. It translates into:

- \$8,896.66 a year
- \$741.3 month, or * \$171.08 a week.
- That's a mere \$24.24 a day!
- Just over a dollar an hour.

Still, you might think the best financial advice is don't have children if you want to be "rich." Actually, it is just the opposite.

What do you get for your \$160,140?

Naming rights. First, middle, and last!

Glimpses of God every day.

Giggles under the covers every night.

More love than your heart can hold.

Butterfly kisses and Velcro hugs.

Endless wonder over rocks, ants, clouds, and warm cookies.

A hand to hold, usually covered with jelly or chocolate.

A partner for blowing bubbles, flying kites

Someone to laugh yourself silly with, no matter what the boss said or how your stocks performed that day.

For \$160,140, you never have to grow up. You get to:

**finger-paint,
carve pumpkins,
play hide-and-seek,
catch lightning bugs, and never stop believing in Santa Claus.**

You have an excuse to:

**keep reading the Adventures of Piglet and Pooh,
watching Saturday morning cartoons,
going to Disney movies, and wishing on stars.**

You get to frame rainbows, hearts, and flowers under refrigerator magnets and collect spray painted noodle wreaths for Christmas, hand prints set in clay for Mother's Day, and cards with backward letters for Father's Day.

For \$160,140, there is no greater bang for your buck. You get to be a hero just for:

retrieving a Frisbee off the garage roof, taking the training wheels off a bike, removing a splinter, filling a wading pool, coaxing a wad of gum out of bangs, and coaching a baseball team that never wins but always gets treated to ice cream regardless.

You get a front row seat to history to witness the:

- first step
- first word
- first bra
- first date, and
- first time behind the wheel.

You get to be immortal. You get another branch added to your family tree, and if you're lucky, a long list of limbs in your obituary called grandchildren and great grandchildren. You get an education in psychology, nursing, criminal justice, communications, and human sexuality that no college can match.

In the eyes of a child, you rank right up there under God. You have all the power to heal a boo-boo, scare away the monsters under the bed, patch a broken heart, police a slumber party, ground them forever, and love them without limits.

So . . . one day they will like you, love without counting the cost. That is quite a deal for the price!!!!!!

Love & enjoy your children & grandchildren!!!!!!



My daughter's painting for Mother's Day



**"THE GREATEST GIFTS
YOU CAN GIVE YOUR CHILDREN ARE
THE ROOTS OF RESPONSIBILITY AND
THE WINGS OF INDEPENDENCE."**

- Denis Waitley