

Lion Today

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MOTIVATIONAL SEMINAR FOR STUDENTS BY LION-PARKSON FOUNDATION



China Yiwu Taizhou Chamber of Commerce
Visits Lion Group

- ▶ Lion Steelworks Signs 11th CA
- ▶ Hi-Rev Participates in Metaltech 2011
- ▶ Real Property Gains Tax - Part II
- ▶ Parkson Celebrates Eid Mubarak

MOTIVATIONAL SEMINAR



- ▶ Students listening intently to the presentations by Puan Sri Chelsia Cheng (with mike) as well as by (L-R) Mr Kelvin Phuan, Professor Liu Shi and Dr Chua Siew Kiat.
- ▶ Para pelajar mendengar dengan penuh minat pembentangan oleh Puan Sri Chelsia Cheng (dengan mikrofon) serta (kiri ke kanan) Encik Kelvin Phuan, Profesor Liu Shi dan Dr Chua Siew Kiat.



Complex aerospace systems: simulation of airflow



Grain silos in Dalian



- ▶ The talk by Dr Chua Siew Kiat, an aeronautical engineer by training, featured complex aerospace systems to grain silos.
- ▶ Ceramah oleh Dr Chua Siew Kiat, seorang jurutera aeronautikal terlatih, mempamerkan sistem angkasa lepas kompleks ke silo bijian.



- ▶ Questions from students on the Foundation's scholarships and important factors for success.
- ▶ Soalan-soalan daripada pelajar berkenaan biasiswa Yayasan dan faktor-faktor penting untuk kejayaan.

HR NETWORKING EVENT



- ▶ (L-R) Mr Suresh Menon welcoming everyone to the networking event followed by a presentation on the Group's businesses by Mr Kelvin Phuan, and TalentCorp's drive to attract Malaysian talents overseas to return home, by Encik Johan Merican.
- ▶ (Kiri ke kanan) Encik Suresh Menon mengalu-alukan kedatangan semua hadirin ke majlis beramah mesra diikuti oleh pembentangan perniagaan Kumpulan oleh Encik Kelvin Phuan, dan usaha TalentCorp untuk menarik minat bakat-bakat Malaysia yang berada diluar negara untuk pulang ke tanahair, oleh Encik Johan Merican.



- ▶ The networking event saw an enthusiastic turnout by senior HR practitioners from various industries.
- ▶ Majlis beramah mesra memperlihatkan kehadiran penuh semangat para pegawai kanan pengamal Sumber Manusia dari pelbagai industri.



- ▶ Smiles from (left to right) Major (R) Ravindran, Ivan and Lee Suan to the positive response to their interesting presentations.
- ▶ Senyuman dari (kiri ke kanan) Major (B) Ravindran, Ivan dan Lee Suan atas sambutan positif kepada pembentangan mereka.

BY LION-PARKSON FOUNDATION

Lion-Parkson Foundation (LPF) organized a motivational seminar on 20 June for the students shortlisted for its scholarships and educational loans for the 2011 academic year. 17 students who had made it through to the final interview attended the two hours seminar which was held at our Head Office. Puan Sri Chelsia Cheng, LPF Chairman; Professor Liu Shi, Head of Department of Chinese Language & Literature in Tshinghua University in Beijing; Dr Chua Siew Kiat, LPF Trustee and Mr Kelvin Phuan, Senior Manager, CeDR Consulting Sdn Bhd which is a training provider under the Group, were the speakers for the seminar.

Students were briefed on the Group's management philosophy and business operations by Mr Phuan, and listened to the talks by Puan Sri Chelsia, Professor Liu Shi and Dr Chua who shared their vast knowledge and experience. Being adaptable, not afraid to take risks, getting your hands dirty and learning from failure were some of the important factors for success highlighted by the eminent speakers.

Upon graduation, the scholarship holders will join the Group whilst the recipients of the educational loans will also be offered employment where available and in such case, the loan will be converted into a scholarship.

SEMINAR MOTIVASI OLEH YAYASAN LION-PARKSON

Pada 20 Jun, Yayasan Lion-Parkson telah mengadakan seminar motivasi untuk pelajar-pelajar yang disenarai pendekkan untuk biasiswa dan pinjaman pendidikan bagi tahun akademik 2011. Seramai 17 pelajar yang berjaya melalui sesi akhir temubual telah menghadiri seminar 2 jam di ibu pejabat Kumpulan Lion. Puan Sri Chelsia Cheng, Pengerusi Yayasan Lion-Parkson, Profesor Liu Shi, Ketua Jabatan Bahasa & Sastera Cina di Universiti Tshinghua, Beijing; Dr Chua Siew Kiat, Pemegang Amanah Yayasan dan Encik Kelvin Phuan, Pengurus Kanan CeDR Consulting Sdn Bhd, syarikat latihan Kumpulan Lion, ialah antara penceramah-penceramah untuk seminar tersebut.

Pelajar-pelajar telah diberi taklimat falsafah pengurusan dan operasi perniagaan Kumpulan oleh Encik Phuan, dan mendengar Puan Sri Chelsia, Profesor Liu Shi dan Dr Chua berkongsi pengetahuan dan pengalaman mereka. Penyesuaian diri, tidak gentar mengambil risiko, belajar daripada kegagalan adalah beberapa faktor penting untuk kejayaan menurut mereka.

Pemegang biasiswa akan menyertai Kumpulan selepas tamat pengajian manakala penerima pinjaman pendidikan juga akan ditawarkan pekerjaan di mana pinjaman berkenaan akan ditukar kepada biasiswa.

CORPORATE

UPDATE

On 27 May 2011, the Group hosted a networking event at its Head Office for some 30 senior HR professionals and partners from major corporations. Among the invitees present were Dato Dr Hamzah Kassim (National Economic Advisory Council (NEAC) member), Dato Aziz Bakar (CEO, MINDA) and Encik Johan Merican (CEO, TalentCorp).

After a warm welcome by Group HR Director, Mr Suresh Menon and the screening of our corporate video, Mr Kelvin Phuan from CeDR Consulting Sdn Bhd gave an overview of the Group's businesses. The diversity, size and scope of the Group's business operations was a revelation for some of the guests.

As part of best practice sharing, the Lion Group team consisting of Major (R) Ravindran (Asst Manager-HR, Megasteel), Mr Ivan Leong Kok Hoe (SMP Production Executive, Megasteel) and Ms Lim Lee Suan (QA Executive, Amsteel Banting) shared the Group's experience with developing technical talents for its Steel Division via scholarships to study at University of Science and Technology Beijing (USTB). The testimonies of Ivan and Lee Suan regarding their challenges and experiences as students at USTB, industrial attachments in Mongolia and subsequently their integration into the challenging work environment in our steel plants after their graduation were very inspiring. Overall, the presentation was very interactive and engaging and provided insights and ideas for other companies to adopt.

This was followed by TalentCorp's presentation by CEO, Encik Johan Merican on attracting Malaysian talents overseas to return home. TalentCorp's efforts also involve attracting foreign talents whose expertise and skills are in short supply in Malaysia. There are a number of government policy interventions such as immigration and tax incentives which will fast-track and ease the process for attracting talent back. Johan suggested that the sizing of talent demand be done on a collaborative industry or sectorial basis such as telecommunication and steel sectors. He also felt that we need to develop graduates for better fit into jobs or to start out on their own. The requirement for more R&D activities was also emphasized. Johan concluded by saying that the talent agenda is mission critical to achieve the objectives of the Economic Transformation Program and to assure investors that Malaysia can provide the needed capability to support their investments and growth in the country.

Another topic debated was the prospect and issues of raising retirement age in the private sector. Concerns were expressed on the increased costs of doing business if work productivity does not improve significantly. However, as people are living longer and have better medical support, it makes sense for "senior" citizens to work longer and mentor the upcoming talents. As expected, the controversial topic resulted in "hot" and animated exchanges from both sides of the fence!

The 3 hour meeting concluded with a "makan kecil" and further networking.

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EDITOR'S MESSAGE

Our Lion-Parkson Foundation will once again be awarding scholarships and educational loans to bright young Malaysians to pursue tertiary education in the local universities. This year's awards will be given out before the new academic session begins in September. To encourage and help prepare these young adults for their university life, the Foundation organized a Motivational Seminar for the shortlisted students. The panel of illustrious speakers came from varied and interesting backgrounds and brought with them a vast range of knowledge and experience to share with the students. We were honoured to have Professor Liu Shi who is the head of the Department of Chinese Language and Literature in Tsinghua University in Beijing which is one of the top universities in the world. Foundation Chairman, Puan Sri Chelsia Cheng is an accomplished pianist, songwriter and composer and an advocate of the arts and community work. Foundation trustee, Dr Chua Siew Kiat earned his doctorate in Aeronautical Engineering in the US; worked with NASA, the US Department of Defense and the US National Institute of Health and came back to Malaysia to join his family company which is involved in the trading and distribution of feed commodities and fertilisers; successfully bridging the world of aerospace with agriculture. The fourth speaker, Mr Kelvin Phuan from the Group's training arm started as a teacher and acquired various certificates and accreditations to be a facilitator cum trainer in various sectors including education, banking and industry.

The seminar was well-received by the students whom we hope will be motivated to make the most of the opportunities presented to them to further their studies and be successful in life.

Living up to the maxim of maintaining a healthy balance between work and play, our operating companies are organizing sports and recreational activities as well as work-related training and awareness programmes for their staff. The training will help to enhance the knowledge and work skills of the staff whilst the sports competitions will foster friendly rivalry and a competitive spirit amongst the staff, all of which are featured in the following pages.

UTUSAN PENGARANG

Yayasan Lion-Parkson sekali lagi menganugerahkan biasiswa dan pinjaman pendidikan kepada remaja Malaysia yang cemerlang untuk melanjutkan pelajaran mereka di universiti tempatan. Pada tahun ini, anugerah akan diberikan sebelum sesi akademik bermula pada bulan September nanti. Sebagai perangsang dan untuk membantu para remaja ini bersedia menghadapi kehidupan kampus, Yayasan telah menganjurkan satu Seminar Motivasi kepada para pelajar yang disenarai pendek. Panel penceramah seminar ini pula datang dari pelbagai latar belakang yang menarik and berwibawa. Mereka membawa bersama mereka pengetahuan dan pengalaman yang meluas untuk dikongsi bersama para pelajar ini. Kita bertuah kerana Profesor Liu Shi, Ketua Jabatan Bahasa dan Sastera Cina Universiti Tsinghua di Beijing, salah sebuah universiti terkenal di dunia merupakan salah seorang panel penceramah. Pengerusi Yayasan, Puan Sri Chelsia Cheng, seorang pemain piano, penulis lirik dan komposer lagu serta pejuang kerja kebajikan dan seni lukis turut berkongsi pengalaman. Tidak ketinggalan, Pemegang Amanah Yayasan, Dr Chua Siew Kiat yang memperolehi ijazah kedoktoran beliau dalam bidang Kejuruteraan Aeronautikal di Amerika Syarikat; bekerja dengan NASA, Jabatan Pertahanan Amerika dan Institut Kesihatan Kebangsaan Amerika. Beliau pulang ke Malaysia untuk menyertai syarikat keluarga yang menjalankan perniagaan dan pengedaran komoditi makanan haiwan dan baja; satu kejayaan dalam menggabungkan dunia angkasa lepas dengan sektor pertanian. Penceramah keempat, Encik Kelvin Phuan dari bahagian latihan Kumpulan memulakan kerjaya beliau sebagai seorang guru dan memperolehi pelbagai sijil dan akreditasi untuk melayakkan beliau menjadi seorang fasilitator dan jurulatih pelbagai sektor termasuk pendidikan, perbankan dan industri.

Seminar ini mendapat sambutan memberangsangkan daripada para pelajar dan kita berharap mereka memperolehi motivasi untuk merebut peluang yang diberikan kepada mereka semasa melanjutkan pelajaran dan beroleh kejayaan dalam hidup.

Menjalani kehidupan dengan kata-kata mengimbangi kerja dan bersukaria, syarikat-syarikat operasi kami menganjurkan pelbagai aktiviti sukan dan rekreasi termasuk latihan serta program kesedaran untuk warga kerja masing-masing. Program latihan akan meningkatkan pengetahuan dan memantapkan kecekapan kerja manakala pertandingan sukan dapat mengeratkan semangat persahabatan dan persaingan sihat di kalangan warga kerja. Kesemuanya boleh dibaca dalam edisi kali ini.

金狮百盛基金举办激励研讨会

金狮百盛基金在6月20日为2011学年奖学金和教育贷款的入围学生举办激励研讨会。17位成功入围最后面试的学生，出席了在本集团的总公司所举办的两小时研讨会。研讨会的主讲人，包括金狮百盛基金主席潘斯里陈秋霞、北京清华大学中文系系主任刘石教授、金狮百盛基金信托委员蔡少杰博士及CeDR Consulting Sdn Bhd高级经理潘先进先生，他也为本集团提供培训。

潘先进先生向学生们介绍集团的管理理念和商业操作，同时听取潘斯里陈秋霞、刘石教授和蔡少杰博士分享他们渊博的知识和经验。几位著名主讲人表示适应能力强、不怕承担风险、从失败中学习都是迈向成功的重要因素。

毕业后，获得奖学金者将加入本集团，而获得教育贷款受助者也被提供就业机会，在这种情况下，贷款将被转换成奖学金。

STEEL DIVISION TREASURE HUNT



► The Hunters.
► Pemburu.

The Steel Division Sports & Recreation Club organised the 2011 Treasure Hunt to Penang on 18 & 19 June 2011 with 145 participants taking part in the Treasure Hunt. All gathered at Amsteel Klang for registration, breakfast and the flag-off. The hunt started from Ladang Bikam R&R area, going through Bidor, Tapah, Kampar, Changkat Jering, Taiping and ended at Sg Bakap R&R. Participants then made their way to Hotel Hydro in Penang and were treated to a Buffet Dinner where the answers to the hunt and the winning teams were announced:



► From L-R: Mr Lee Weng Lan (Megasteel), Ms Kwa Seok Leng (Amsteel Klang) and Mr Pong Chung Kuan (Amsteel Banting) getting ready to flag off the participants.
► Dari kiri ke kanan: Encik Lee Weng Lan (Megasteel), Cik Kwa Seok Leng (Amsteel Klang) dan Encik Pong Chung Kuan (Amsteel Banting) bersedia melepaskan para peserta.

PLACING	TEAM	COMPANIES
1st Placing	KONGSI	Amsteel Banting
2nd Placing	THE HIGHLANDER	Amsteel Klang
3rd Placing	BACHELOR DASHYAT	Amsteel Klang
4th Placing	BAIK PUNYA	Amsteel Klang
5th Placing	THE CRUSADER	Amsteel Klang



► Winner / Juara - Kongsi (Amsteel Mills - Banting) (3rd from L - R / 3 dari kiri - kanan) Mohd Hafiz Abu Hassan, Nurain Saiful Ahmadi, Siti Nur Azreen Ayub and Ahmad Akmanizam.



► 2nd Place / Kedua - The Highlander (Amsteel Mills - Klang) (2nd from L - R / 2 dari kiri - kanan) Ho Kian Nian, Cheong Wai Meng, Ng Soo Hoon and Lo Kar Fai.



► 3rd Place / Ketiga - Bachelor Dashyat (Amsteel Mills - Klang) (3rd from L - R / 3 dari kiri - kanan) Goh Jyh Min, Alfred Ng, Heng Wey Fong and Thew Jien Ann.

LION STEELWORKS SIGNS 11TH CA (2010) WITH MIEU



► Lion Steelworks Sdn Bhd (LSW) recently signed its 11th Collective Agreement (CA) with the Metal Industry Employees Union (MIEU). Upon signing, there was an exchange of documents between Mr Suresh Menon, Director – Group Human Resource (left) and Mr G Rajasekaran, MIEU Executive Secretary (right) flanked by LSW General Manager, Mr Lor Chee Keong (seated, 3rd from left), Tuan Haji Jufri, MIEU IR Officer (seated, 3rd from right), LSW Management Team and Worksite Committee Members.
► Lion Steelworks Sdn Bhd baru-baru ini menandatangani Perjanjian Kolektif ke 11 (CA) dengan Kesatuan Pekerja Industri Logam (MIEU). Selepas menandatangani, satu pertukaran dokumen antara Encik Suresh Menon, Pengarah Sumber Manusia Kumpulan (kiri) dan Encik G Rajasekaran, Setiausaha Eksekutif MIEU (kanan) didampingi oleh Encik Lor Chee Keong, Pengurus Besar LSW (duduk, 3 dari kiri), Tuan Haji Jufri, Pegawai IR MIEU (duduk, 3 dari kanan), Pasukan Pengurusan dan Ahli-ahli Jawatankuasa Tapak Kerja LSW.

MEGASTEEL: VISITORS FROM BATU PAHAT CHINESE CHAMBER



A total of 26 members from the Chinese Chamber of Commerce & Industry of Batu Pahat in Johor paid a visit to Megasteel on 6 May 2011. Visitors were welcomed by Mr Lee Seng Tian, General Manager-HR & Administration, and Encik Roseli Bin Dato' Mansor, Assistant Manager- HR & Administration. The visitors were taken on a plant tour to the Hot Rolled Production Area by Mr Sandrakumaran, Assistant Safety Manager.

AMSTEEL MILLS KLANG ACCIDENT PREVENTION SEMINAR

Amsteel Klang organised a seminar on Accident Prevention with the cooperation of PERKESO, Jabatan Keselamatan dan Kesihatan Pekerjaan, and Jabatan Keselamatan Jalanraya on 26 May 2011. The seminar was held to educate all staff on the importance of

safe work practices and promote a culture of safety and health at the workplace to minimize accidents and risks. IR Dr Loh Fook Guan, Director - Works; Mr Chen Kwong Fatt, General Manager; Heads of Department and staff attended the seminar.



- ▶ The singing of the National Anthem before the launch of the seminar which was attended by all levels of staff.
- ▶ *Nyanyian lagu kebangsaan sebelum pelancaran seminar yang dihadiri semua peringkat pekerja.*

BLOOD DONATION CAMPAIGN

The bi-annual Blood Donation Campaign was held on 28 June 2011 at Amsteel Klang as part of its Employee Well-being Initiative, together with Hospital Besar Tengku Ampuan Rahimah, Klang to help replenish supplies for the National Blood Bank.

109 staff from Amsteel Klang and Lion Steelworks came forward during this one-day and 100 bags of blood was collected which saw an increase of 14 bags over last year's campaign. If we are able-bodied and fit, we can do our part to help save lives.



- ▶ Staff from Amsteel Klang and Lion Steelworks who came forward to donate blood to help save lives.
- ▶ *Pekerja dari Amsteel Klang dan Lion Steelworks yang datang menderma darah bagi membantu menyelamatkan nyawa.*

AMSTEEL MILLS KLANG INTER-DEPARTMENT BADMINTON TOURNAMENT

12 May 2011 The Inter-Department Badminton tournament was held at U One Sports Centre, Klang on 12 May 2011 with a total of 41 teams comprising 37 teams (Men) and 4 teams (Women) from the various departments. The winners were:

MEN'S CATEGORY



- ▶ Champion / *Juara* - Material Control
(Left photo L-R) Badrul Hisham and Zaizul bin Kusnan.
- ▶ 1st Runner-Up / *Kedua* - SMP
(Centre photo L-R) Ng Chai Heng and Mohd Fairuz bin Akik.
- ▶ 2nd Runner-Up / *Ketiga* - Material Control
(Right photo L-R) Sahhadan bin Jais and Ku Roslan bin Ku Kudin.

WOMEN'S CATEGORY



- ▶ Champion / *Juara* - Human Resource
(Left photo L-R) Norfazilah bt Md Razi and Yong Sze Mei.
- ▶ 1st Runner-Up / *Kedua* - Accounts/Admin
(Centre photo L-R) Wong Poh Yen and Lim Yoke Yee.
- ▶ 2nd Runner-Up / *Ketiga* - Production/Admin
(Right photo L-R) Jayaletchumy a/p Muniandy and Ambika a/p Harry.

INTER-DEPARTMENT SEPAK TAKRAW COMPETITION



The Inter-Department Sepak Takraw competition was held at Dewan Orang Ramai in Taman Eng Ann, Klang on 15 May 2011. 11 teams from the various departments took part in the tournament with the following emerging as winners:

- | | | |
|-----------------|----------|---------------------------|
| Champion | : | Steel Making Plant |
| 1st Runner-Up | : | Lion Tooling Sdn Bhd |
| 2nd Runner-Up | : | Security Department |



- ▶ Champion / *Juara* - Steel Making Plant
(L-R) Salihan bin Masdi, Mohammad bin Abd Rani, Ahmad Nazli bin Ahmad Maznun, Kamil bin Ibrahim receiving their prize from Mr Loo Chay Boon.



- ▶ 1st Runner-Up / *Kedua* - Lion Tooling Sdn Bhd
(L-R) Zulfahmi bin Kamarudin, Mohamad Hafiz bin Mohd Johar, Mohd Yusof bin Ithnin, Abd Ghani Murugan bin Abdullah with Mr Loo Chay Boon.



- ▶ 2nd Runner-Up / *Ketiga* - Security Department
(L-R) Amerulzareq bin Mohd Jamil, Ridzwan bin Mohd Jamil, Abdullah bin Mat Yadi with Mr Ting Wee Thuang.

AMSTEEL MILLS BANTING EMERGENCY DRILL 2011

Emergency drills were conducted by Amsteel Banting involving its production operations to ensure their preparedness to handle any accident in their work area:

Date	Section	Emergency drill
12 May	Rolling Mills	Flammable chemical spillage
27 May	Steelmaking Plant	Molten steel spillage, chemical spillage and explosion
8 June	Material Control	Diesel tank & medium fuel oil tank fire



INTER-DEPARTMENT BADMINTON TOURNAMENT 2011

Amsteel Banting organised its Inter-Department Badminton Tournament 2011 in Dewan Jurga, Banting on 24 and 26 May 2011. 82 participants took part in the competition which comprised of Men's and Women's Double categories, with the results as follows:

	Men's Double	Women's Double
Champion	Samzari Sayuti Mohd Azli Roslan	Afdzayanti Adam Nor Amalina Roslan
1st Runner Up	Muhd Nazeri Yaslim Bakri	Nurjanatul Adni Suryati Sahri
2nd Runner Up	Abdul Mutalib Ahmad Mohd Suhaizat Paliman	Vasanthala A/P Thamuma Yeo Lee Lee



INTER-DEPARTMENT TABLE TENNIS TOURNAMENT 2011



On 20 May, Amsteel Banting held its Inter-Department Table Tennis Tournament 2011 with a total of 32 staff taking part in the competition. Tan Chong Tih and Mohd Asri B Jusoh emerged champion with Suhaimi B Setafa and Mohd Yusnizuan as 1st runner-up while Hamdan B Abd Hamid and Shamsul Nizam Badarudin were the 2nd runner-up.

ANTARA STEEL MILLS: 5S HOUSEKEEPING COMPETITION

Continuing with the 5S Housekeeping program launched by Antara's Steel Plant in April 2011, a second audit was done whereby Production Department won in the Office Category while Scrap Grading Department won in the Operation Category. The prize giving ceremony on 31 May 2011 also announced the worst department in the two categories to challenge and spark off their enthusiasm to improve. The competition will continue on a monthly basis and the post of the 5S Committee Chairman will be changed every quarter.



► Scrap Grading Department's Mr Gerald Sutih (right) receiving the trophy from 5S Committee Chairman, Encik Abd Aziz Ab Bakar.
 ► Encik Gerald Sutih (kanan) dari Jabatan Pengredan Skrap menerima trofi dari Pengerusi Jawatankuasa 5S, Encik Abd Aziz Ab Bakar.



► Production Department's Encik Abd Aziz Ab Bakar (right) receiving the trophy from the incoming 5S Committee Chairman, Encik Ahmad Rafidi.
 ► Encik Abd Aziz Ab Bakar (kanan) dari Jabatan Produksi menerima trofi dari Pengerusi Jawatankuasa 5S yang baru, Encik Ahmad Rafidi.

SPORTS CLUB ACTIVITIES - SOCCER LEAGUE

On 25 April 2011, Antara's soccer league kicked off at Padang MPPG 2 in Pasir Gudang, officiated by General Manager, Encik Rahmat Ibrahim. Six teams namely R&R, Rolling Mill, Harimau Muda, CCM, Rewang and SP Maintenance took part, with R&R emerging champion by overcoming Rewang by 4-0.



► Encik Rahmat Ibrahim greeting the team players before the kick-off.
 ► Encik Rahmat Ibrahim bersalaman dengan pemain-pemain pasukan sebelum permainan bermula.

- BOWLING COMPETITION

Antara Sports Club organized a Bowling competition at Angsana Bowl on 15 May 2011, featuring 3 categories: Team, Individual Master (Male) and Individual Female. Trophies were presented by Sports Club President, Encik Mohamad Ahad Hassan to the player with the highest score, Encik Erwan Sabran and the 3 categories' winners:



► Sports Club members lending their support.
 ► Ahli-ahli Kelab Sukan yang hadir memberi sokongan.



► Puan Rosliyah Musa in action.
 ► Puan Rosliyah Musa sedang beraksi.

Team

Champion	Mohd Salleh Vieran Kutty & Norbianto Mohd Nor
1st Runner Up	Azri Mohammad Saadon & Mohammad Saadon Yaakub
2nd Runner Up	Normizairin Mat Zin & Jamaludin Omer

Individual Master

Champion	Mohamad Ahad Hassan
1st Runner Up	Khairun Nizam Misran
2nd Runner Up	Norbianto Mohd Nor

Individual Female

Champion	Puan Jami'ah Mohd Som
1st Runner Up	Cik Suhaily Mohamad Yusoff
2nd Runner Up	Puan Rosliyah Musa



► Winner for Individual Master - Encik Mohamad Ahad Hassan (right).
 ► Pemenang Lelaki Individu - Encik Mohamad Ahad Hassan (kanan).



► Winner for Individual Female - Puan Jami'ah Mohd Som.
 ► Pemenang Wanita Individu - Puan Jami'ah Mohd Som.

ANTARA'S ENERGY MANAGEMENT TRAINING PROGRAM



▶ Group photo with the trainer (left) and training in progress (right).
▶ Gambar berkumpul bersama pelatih (kiri) dan latihan sedang berlangsung (kanan).

Antara's Energy Committee led by General Manager, Encik Rahmat Ibrahim; Electrical Department Manager, Mr Kanapathy, and eight committee members including Electrical Engineers, Encik Muhammad Firdaus and Encik Mohd Hizham, have initiated an Energy Management Program.

Training on regulatory requirements, energy management and other information on energy efficiency projects which are required to be submitted to Suruhanjaya Tenaga periodically, was conducted by Energy Manager, IR S. Thayala Rajah on 5 May and 8 June 2011.

MONTHLY SAFETY PROGRAM



Group photo April 2011 Class



Group photo May 2011 Class



Group photo June 2011 Class



A total of 48 employees participated in the monthly Safety Awareness Training Program – 'Latihan Kesedaran Keselamatan Di Tempat Kerja & Pertolongan Cemas' on 24 May and 22 June 2011 held by the Training & Development Section and SHE Department.

▶ Medical Assistant, Encik Azhar Kadir showing how to bandage a broken arm (left) and a broken wrist (right).
▶ Pembantu Perubatan, Encik Azhar Kadir menunjukkan cara membalut tangan yang patah (kiri) dan pergelangan tangan yang patah (kanan).

SUPPLIER VISIT BY POSIM & PT LION (INDONESIA)

Representatives from Posim and PT Lion (Indonesia) visited Antara on 26 May 2011 where PT Lion's QC Manager, Mr Christian gave a briefing on 'Welding Electrodes' to help improve the employees' knowledge and use of electrodes, and the overall production process.



HI-REV AT METALTECH 2011

Lion Petroleum Products Sdn Bhd participated in MetalTech 2011 Fair at Putra World Trade Centre from 4 – 8 May 2011 and promoted its HI-REV range of lubricants. MetalTech 2011 Fair was the 17th ASEAN International Metalworking, Machine Tool, CAD/CAM, Metrology, Mould & Die, Surface & Heat Treatment, Sub-Contracting, Foundry, Industrial Automation, Robotics, Precision Engineering and Welding Technology Exhibition which brought together many companies and participants involved in these sectors.

COLLABORATION BETWEEN BANDAR AKADEmia AND CHINA CHAMBER OF COMMERCE

The President of China Yiwu Taizhou Chamber of Commerce, Mr Zhang Chunsheng and his team of 25 members had a business discussion with our Bandar Akademia management on the possibility to establish a one-stop commercial centre in the area.

Bandar Akademia, located near Nottingham University in Semenyih, is a township development with an estimated 7,000 lots of land, food court, trade center and other projects. The proposed food court project will bring in various types of food from China. China Yiwu Taizhou Chamber of Commerce comprises more than 300 small and medium scale enterprises producing all kinds of products and has business relationships with over 200 countries. It is interested to set up a trade center for home improvement, renovation and home decorative products in Malaysia.



- ▶ Thumbs-up from Bandar Akademia management led by Mr CS Tang (seated, 3rd from right) and China Chamber of Commerce officials on the collaboration.
- ▶ Syabas dari pengurusan Bandar Akademia diketuai Encik CS Tang (duduk, 3 dari kanan) dan pegawai-pegawai Dewan Perniagaan China atas kerjasama.

MOTHER'S DAY CELEBRATION IN MAHKOTA HOTEL MELAKA



The Mother's Day Celebration at Mahkota Hotel Melaka on 8 May 2011 was a huge success with 23 busloads of guests travelling from Singapore for the celebration as well as guests from nearer home. The event kept everyone entertained with jokes, stage games, karaoke and lucky draw prizes. Tasty local delicacies were given as door gifts and a cake-cutting ceremony was held in honor of all mothers.

FLORAL-THEME WAITER RACE

Eight staff from Mahkota Hotel's Food & Beverage Department took part in a 'Floral-Theme Waiter Race' organized by Perbandaran Pembangunan Sungai Dan Pantai Melaka (PPSPM), in conjunction with the latter's

annual Pesta Sungai Melaka (or Melaka River Festival).

Participants ran a 1.3km race alongside Melaka River to be among the fastest to reach the finish line while balancing a tray of glasses filled with water and taking care not to spill the water. Mahkota Hotel staff, Mohd Hazim Bin Wahab won the consolation prize in the Male Individual category.



- ▶ Mahkota Hotel's F&B staff adorned with flowers for the Floral-Theme Waiter Race.
- ▶ Kakitangan F&B Mahkota Hotel dihiasi dengan bunga bersempena Perlumbaan Pelayan Bertema Bunga.



- ▶ All ready for the race.
- ▶ Semua bersiap sedia untuk perlumbaan.

In his speech, PPSPM's General Manager for Tourism Promotion, Encik Saari Bin Basiron said that the festival was held to attract tourists, both local and foreign to Melaka; instill the importance of rivers and the need to preserve and keep them clean, and encourage the hoteliers to practice the Go-Green concept.

A MAN OF MANY TALENTS

Featuring the versatile and talented **Encik Mohd Faizul bin Sabtu**, Storekeeper in Mahkota Hotel Melaka.

Born on 21 May 1973 in Malacca, Encik Mohd Faizul bin Sabtu is the third of 6 siblings. He is attached to Mahkota Hotel Melaka since 1999, as a Housekeeping Supervisor for the first 11 years and Storekeeper in the Finance Department now. As a Housekeeping Supervisor previously, his responsibility was to oversee the cleanliness of the public areas, function rooms and hotel rooms under his charge. He conducted the daily morning briefings, assigned the duties to the 10 to 15 staff under him, provided guidance to ensure that everything was performed according to procedures and carried out spot checks on the work done.

About 8 months ago, Mohd Faizul requested for a transfer to the Finance Department to gain new working experience and job knowledge as a Storekeeper. He has 2 assistants to help him take care of the 5 stores under his charge, namely Food (dried goods and frozen food), General (stationery items, paper, forms etc), Beverage (all types of beverages), Chemical (chemical products eg cleaning liquids and detergents, and plastic bags) and Housekeeping (toiletries). He has to monitor and control the movement of goods in and out according to procedures.

Other than work, Mohd Faizul keeps busy with organizing get-togethers, sports and recreational activities for his co-workers and department. He plays the *Kompong* (a shallow drum) which he first picked up aged 14 from a Ketua Kompong (or Kompong Head) and is today, a Ketua Kompong himself in his kampong, Kampong Batu Berendam. The *Kompong* plays an important role in Malay culture and is a must for happy or auspicious occasions such as weddings and celebrations. Mohd Faizul will lead his Kompong group of at least 30 persons to perform at such functions to welcome the VIPs and guests. He also takes part in traditional Malay dances, a passion which he shares with his late aunt who was a veteran performer in traditional Malay dances such as *Dondang Sayang*, *Joget* and other dances. From 1995 to 2005, he had served as a teaching staff to the Art and Culture Association in the Melaka Malay Women Teachers College and still teaches on a part-time basis after work. He conducts lessons in the *Kompong*, traditional Malay dances including the *Dikir Barat* which is performed sitting cross-legged on a platform involving singing in a group and usually without instrumental accompaniment (sometimes, some simple instruments such as a 'rebana' (or tambourine) or gong may be included).

Despite his busy schedule combining work and his involvement in the arts, Mohd Faizul enjoys cooking for his wife, Puan Noryati and their 5 children.



- Encik Mohd Faizul (right) receiving 10 years service award from Mahkota Hotel Melaka's General Manager, Mr Edward Lau.
- Encik Mohd Faizul (kanan) menerima anugerah 10 tahun perkhidmatan dari Pengurus Besar Mahkota Hotel Melaka, Encik Edward Lau.



- Receiving prize for Housekeeping Department at one of the functions held.
- Menerima hadiah bagi Jabatan Pengemasan di salah satu majlis yang diadakan.

He likes to cook simple dishes such as *Asam Pedas Melaka*, *Nasi Goreng Kampung* and *Nasi Goreng Special* using his own recipe. He learnt to cook by helping his mother in the kitchen since secondary school. Though he is still unable to cook his mother's very own special *Sambal Goreng Ikan Bilis*, he is glad that his wife is able to come up with this dish with the taste very close to his mother's.

CROSS COUNTRY RUN 2011

The Group sports and Recreational Committee with host company, Megasteel Sdn Bhd will be organising its 11th Cross Country Run to be held at Wisma Lion in Banting, Selangor on 15 & 16 October 2011. Attractive prizes in the form of Parkson vouchers, hampers and medals await the winners of the four categories: Men's Open, Ladies' Open, Men's Veteran and Women's Veteran. There will also be a Sports Carnival with table tennis, sepak takraw, netball and volleyball plus Karaoke Competition (theme: retro musical). So start practising now and see you at Wisma Lion!



REAL PROPERTY GAINS TAX (“RPGT”) – PART II

This is the second part of the article by Group Finance Division - Tax that was published in the May/June 2010 issue of Lion Today.

CHANGES THAT TOOK EFFECT FROM 1 JANUARY 2010

1. RPGT at a flat rate of 5% for disposals within 5 years

RPGT is a fiscal policy adopted by the Government to curb speculation in the property market. Hence, a gain on disposal is subject to a higher rate of RPGT where period of ownership is shorter (i.e. RPGT of 30% is imposed where the disposal takes place within 2 years of acquisition). However, there were 2 periods (1 June 2003 to 31 May 2004 and 1 April 2007 to 31 December 2009) where an exemption of RPGT was given by the Government in its move to spur the growth of the construction and housing industries.

The Government’s decision to re-impose RPGT at a flat rate of 5% seems to indicate that it is a measure to increase revenue collection without dampening the property market. Whilst taxpayers may rejoice at the prospect of paying only 5% (instead of higher rates) on any gain made from disposal of real property which are held for less than 5 years, the Inland Revenue Board (“IRB”) could regard the gain as revenue in nature and impose tax at the rate of 25% (for corporate taxpayer) or up to 26% (for non-corporate taxpayer). Where the period of ownership is short or the disposer has a history of such transactions on a regular basis, the IRB will have the incentive to do so as it will increase the tax revenue.

2. Extended time to file RPGT return

Previously, the acquirer and disposer of the real property are required to file the RPGT return within one month from the date of disposal. The disposer, in most cases would request the IRB for an extension of time to file the RPGT return (due to the need to retrieve documents/information relating to the cost of acquisition) which will be approved by the IRB. The extension of the filing period to 60 days from the date of disposal has eliminated this administrative process.

3. RPGT retention sum

The table below summarises the changes to the provisions on RPGT retention sum.

	Previous tax provisions	Wef 1 January 2010
Amount of retention sum	5% of total consideration or the whole amount of the monetary consideration, whichever is lower.	2% of total consideration or the whole amount of the monetary consideration, whichever is lower.
What to do with the retention sum	Retained by acquirer’s lawyers and deposited in a client’s account (which earns interest for the disposer).	Acquirer to remit to IRB within 30 days from date of disposal. Failure to do will render the acquirer liable to a penalty of 10%.
Retention sum < RPGT payable by disposer	Remit the whole amount of the retention sum to the IRB. Disposer has to make good the difference.	Disposer has to make good the difference.
Retention sum > RPGT payable by disposer	Remit the RPGT amount to the IRB and refund the balance to the disposer.	Disposer to seek refund from the IRB.

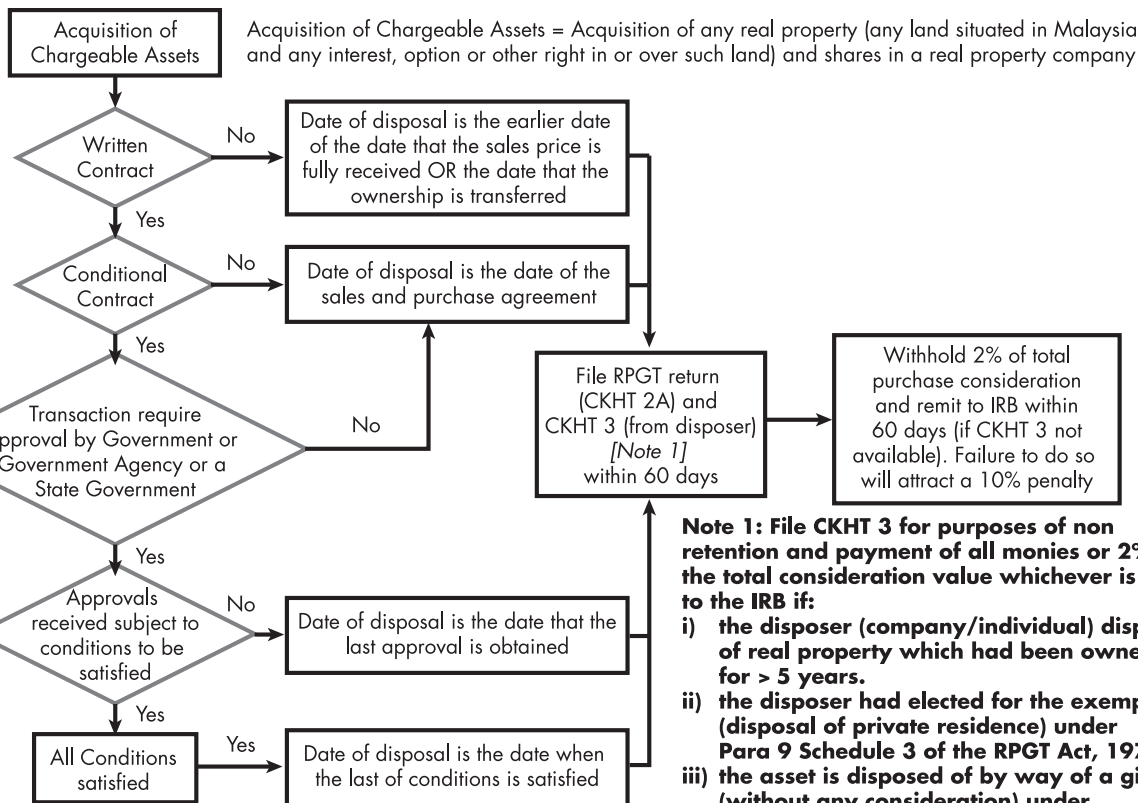
4. Financing cost

Under the previous provisions, interest incurred on borrowings obtained to finance the purchase of the real property is allowed as deduction (provided the interest is not allowed a deduction for income tax purposes) in the calculation of chargeable gain. The change in the law to disallow financing cost will result in a higher RPGT payable by the disposer.

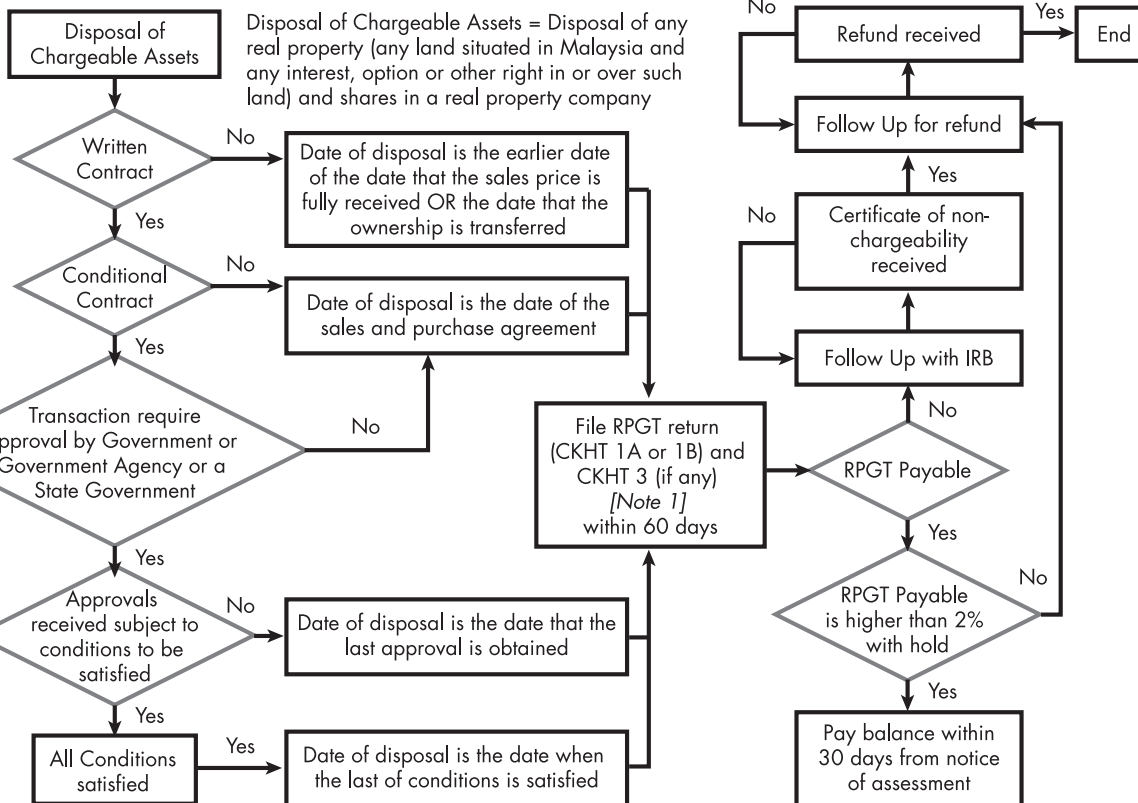
DATE OF DISPOSAL

The date of disposal has been mentioned many times in both parts of this article. This date is of significance as it is the reference date in which the obligations of both the acquirer and disposer have to be fulfilled. If you have a transaction which is subject to RPGT, please refer to the charts below to find out when is the date of disposal and the respective deadlines to fulfill the obligations as an acquirer or disposer.

REAL PROPERTY GAINS TAX - ACQUISITION OF CHARGEABLE ASSETS



REAL PROPERTY GAINS TAX - DISPOSAL OF CHARGEABLE ASSETS



Note 1: File CKHT 3 for purposes of non retention and payment of all monies or 2% of the total consideration value whichever is lesser to the IRB if:

- i) the disposer (company/individual) disposed of real property which had been owned for > 5 years.
- ii) the disposer had elected for the exemption (disposal of private residence) under Para 9 Schedule 3 of the RPGT Act, 1976.
- iii) the asset is disposed of by way of a gift (without any consideration) under Para 12 Schedule 2 of the RPGT Act, 1976.



INFO LINK

PROVIDE LEARNING RESOURCES

Organizational learning strategies are the plans and methods by which knowledge is spread through an organization. More experienced workers and experts in different areas of a business need a place and time to share their knowledge with new employees and those whose performance needs improvement. A strategic plan for organizational learning opens the channels of communication and allows this knowledge to reach all parts of the organization.

Staff Development Leaders

- Hire a team of specialists who will focus on teaching and training your staff. These experts should be veterans of the field in which you work and respected top producers or achievers in their specialty. Their responsibility is to plan, organize and implement a training program that will transfer knowledge and expertise throughout the organization. Send these leaders to observe other experts in the same industry. They can come back with insight about new ways of doing their job more effectively and share it with the others in the organization.

Group Meetings

- Hold company meetings to communicate the organization's vision and purpose. All members need to be able to articulate the company's goals and vision. Communicate company-wide policy changes, priorities or practices at the large group meetings. Use smaller groups, called action work units, to creatively solve problems that are related to specific departments. Allow time in the smaller groups for experts to model effective techniques of completing work tasks.

Form cross-functional teams from members of different departments, so workers can learn about the concerns and challenges faced by others in the same company. Allow time in these small group sessions for all stakeholders to have a voice in making decisions that affect their department. Report back to management those suggestions for implementation.

Peer Mentoring

- Pair experienced workers with novices and workers who need mentoring to improve their performance. These mentoring relationships can grow naturally during the work day or can come from time spent at company social events. Workers can get to know each other away from the work site and build trusting relationships on the job. Develop new talent and recognize areas of strength of your co-workers in these mentoring relationships. When you see someone developing skills or abilities of leadership, report the progress to management. Give recognition and awards to workers who demonstrate extraordinary achievement and skill. Make peer evaluation a motivational tool to increase productivity and performance.

(adapted from Stephen Saylor's article on Promoting Organizational Strategies)

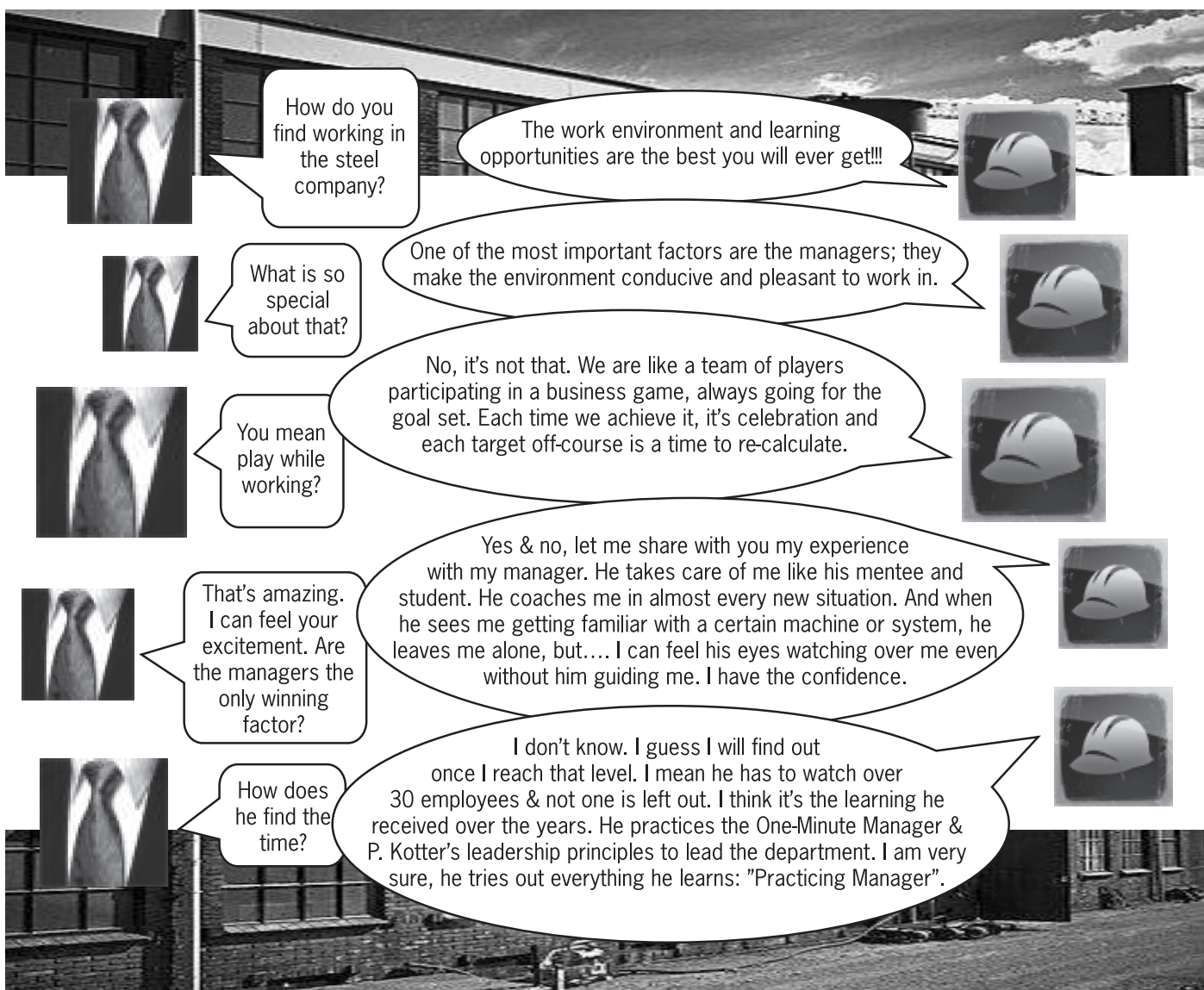
"More and more, employees are paid for the thinking they do rather than the labors they perform." (See Browne, M. Neil, and Keeley, Stuart M. *Asking the Right Questions: A Guide to Critical Thinking*, Prentice Hall). Employees' cognitive skills and positive behaviors are very often the only factor separating one organization from its competitors. Responsibility for developing the behavioral and cognitive skills of an organization's workforce is shared at all levels, and should be an ongoing business objective.

There are a number of ways to advance **organizational learning**:

- * Create a **“learning culture”** where opportunities for formal and informal learning can occur among employees up and down the organizational chart.
- * Ensure **personal development** and development of **subordinates** which remains a key performance objective for everyone.
- * **Build learning opportunities** into every post-project evaluation.
- * Create **cross-disciplinary** learning opportunities.
- * **Match the competencies** needed for achieving business objectives against the skill inventories of incumbents; source internal or external subject matter experts (SMEs) to fill the gaps.
- * Keep the development and advancement of subordinates a **meaningful metric** for the assessment of leaders.
- * Maintain **close ties** between hiring managers and recruitment professionals; in cases when core competencies are in short supply in the labor pool, internal training programs might be an economical solution.
- * **Monitor performance** appraisal **tools** for trends in employee development needs.
- * Consider the value of **knowledge management** programs to identify, harvest, archive, retrieve and transfer organizational knowledge. (See Delong, David W., *Lost Knowledge, Confronting the Threat of an Aging Workforce*, 2004, Oxford University Press, for four kinds of knowledge important in an organization)
- * The key to any organizational learning concept and proposal being granted efficacy and credibility is providing a positive ROI (return on investment). While the calculation is a simple equation, the question remains >> **Is the return measurably greater than the investment?**

Lastly, organizational learning is of most value when it becomes a part of routine business operations and we should strive to achieve it.

In the corporate world, there’s a meeting between two friends discussing their career development with the ensuing conversation:



Man in Suit: How do you find working in the steel company?

Man in Hard Hat: The work environment and learning opportunities are the best you will ever get!!!

Man in Suit: What is so special about that?

Man in Hard Hat: One of the most important factors are the managers; they make the environment conducive and pleasant to work in.

Man in Suit: You mean play while working?

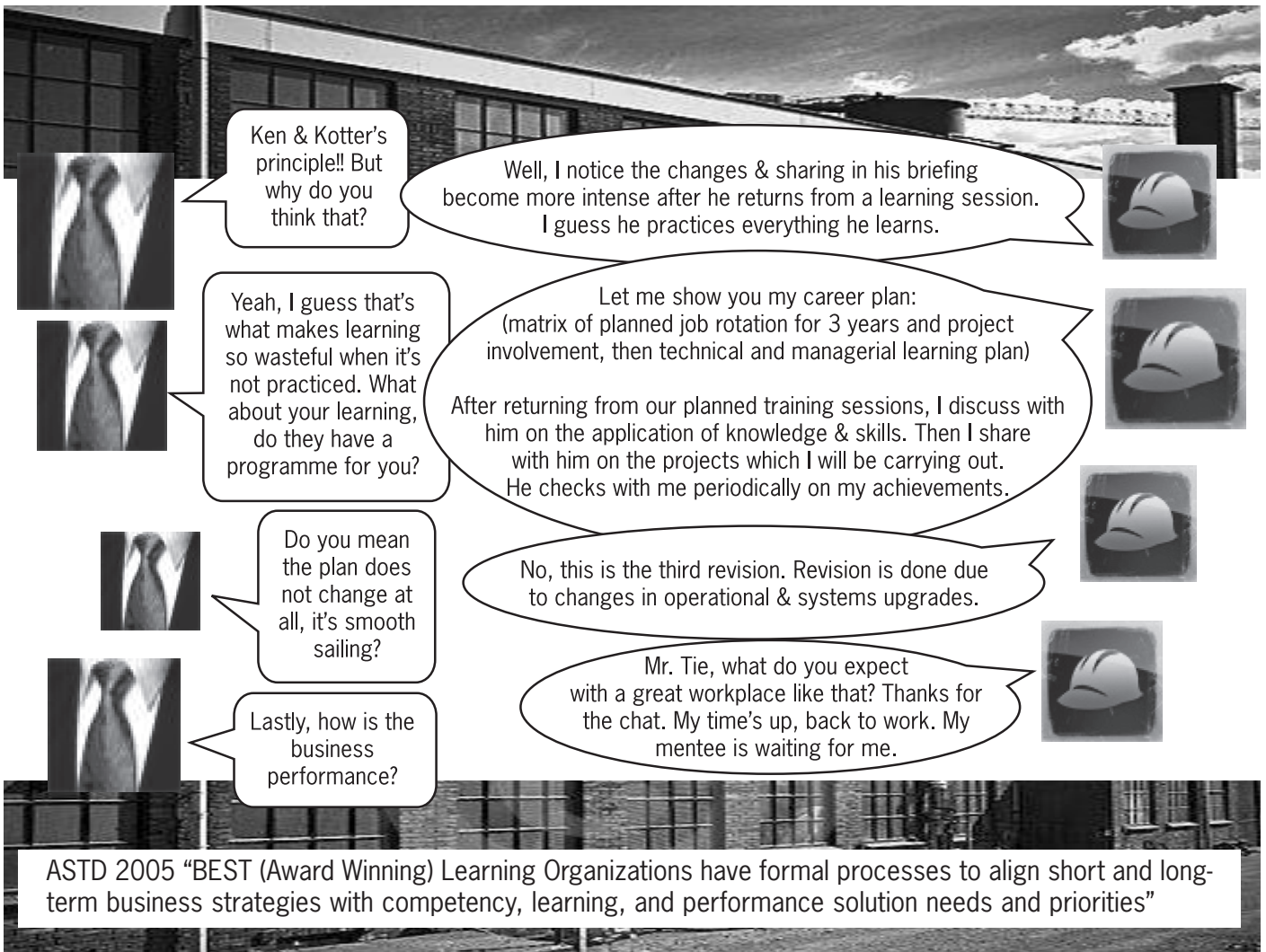
Man in Hard Hat: No, it's not that. We are like a team of players participating in a business game, always going for the goal set. Each time we achieve it, it's celebration and each target off-course is a time to re-calculate.





Man in Suit: That's amazing. I can feel your excitement. Are the managers the only winning factor?

Man in Hard Hat: Yes & no, let me share with you my experience with my manager. He takes care of me like his mentee and student. He coaches me in almost every new situation. And when he sees me getting familiar with a certain machine or system, he leaves me alone, but.... I can feel his eyes watching over me even without him guiding me. I have the confidence.

Man in Suit: How does he find the time?

Man in Hard Hat: I don't know. I guess I will find out once I reach that level. I mean he has to watch over 30 employees & not one is left out. I think it's the learning he received over the years. He practices the One-Minute Manager & P. Kotter's leadership principles to lead the department. I am very sure, he tries out everything he learns: "Practicing Manager".



Ken & Kotter's principle!! But why do you think that?

Well, I notice the changes & sharing in his briefing become more intense after he returns from a learning session. I guess he practices everything he learns.

Yeah, I guess that's what makes learning so wasteful when it's not practiced. What about your learning, do they have a programme for you?

Let me show you my career plan: (matrix of planned job rotation for 3 years and project involvement, then technical and managerial learning plan)

After returning from our planned training sessions, I discuss with him on the application of knowledge & skills. Then I share with him on the projects which I will be carrying out. He checks with me periodically on my achievements.

Do you mean the plan does not change at all, it's smooth sailing?

No, this is the third revision. Revision is done due to changes in operational & systems upgrades.

Lastly, how is the business performance?

Mr. Tie, what do you expect with a great workplace like that? Thanks for the chat. My time's up, back to work. My mentee is waiting for me.

ASTD 2005 "BEST (Award Winning) Learning Organizations have formal processes to align short and long-term business strategies with competency, learning, and performance solution needs and priorities"



Write A Caption & Win Attractive Prizes!

Write the most creative or humorous caption in English or Bahasa Malaysia for the photograph shown (below) in not more than 20 words. Attractive prizes await the two most interesting captions which will be published in the next issue of Lion Today. The judges' decision is final and no correspondence will be entertained. Closing date: 29/8/2011.

The winning caption for last issue's photograph is as follows:



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- *Kau orang tahu tak apa tu "pressure gauge"? Yang terpacak kat tepi paip, tu lah dia... Cari kat lantai, sampai hari kiamat pun takkan jumpa!!!*

Submitted by **Albert Toh** (Tiara Melaka Golf & Country Club - F&B Dept)



Name: (Mr / Ms): Tel. No.:

Company / Dept (please state full address):

Lion Group staff promoting our corporate culture and companies



MTFC Career Fair, 15 – 17 April 2011

“A famous card trick being unveiled”



Manager Series 2 - Innovating for Productivity, 28 – 29 April 2011

“The first step to their bright future ahead”



Registration Day, 3rd Intake of Mechatronic Students, 9 May 2011

KEEPING YOU IN VIEW

“Hmm, I wonder what the answer might be..”



Meet The Lion Circle & KRA Writing, 25 – 26 May 2011

“Looks like I’m the center of attention, and also a funny guy..”



Al-Fatihah

The Directors, Management and Staff of the Lion Group of Companies extend our deepest sympathies & heartfelt condolences to the bereaved family of our Group Director,

Allahyarham General (R) Tan Sri Dato' Zain Mahmud Hashim

who passed away on 30 June 2011

CORPORATE GIFT ITEMS

The Corporate Communications Department has new corporate gifts: pen & mechanical pencil set and 8G thumbdrive in stock. For orders and inquiries, please contact Corporate Communications Department at tel. no. 03-2142 0155 ext. 2501.



Eid Mubarak
 Syawal 1432
 29 Jul - 4 Sept '11



*Family ties,
 joy and laughter,
 Rekindle the warmth
 this Hari Raya.*

ON HIM:
 MEDACENA
 BAJU MELAYU, RM290.
 SAMPIN, RM1,800.
 BUTANG BAJU MELAYU, RM65.

ON HER:
 HAJABA, BAJU KURUNG, RM999.
 ZANG TOI SHOES, RM699.90.
 JOHN CANDICE RING, RM99.90; EARRINGS, RM49.90.



FREE EXCLUSIVE PARKSON HARI RAYA PACKETS & PAPER BAG

with every storewide purchase of RM200 and above in a single receipt from 5 Aug - 4 Sept '11 (Paper Bag) and 12 Aug - 4 Sept '11 (Packets).

Limited to one pack per customer. Valid while stocks last.



EID MUBARAK GIFT WITH PURCHASE

FREE Raya gift of Arabesque Moroccan Tea Glass (set of 6 in fuchsia or green) with every purchase of RM300 and above from 29 Jul - 4 Sept '11.

Limited to one set per customer. Valid while stocks last.

FREE RM10 PARKSON DISCOUNT VOUCHER

with every storewide purchase of RM150 on 30, 31 Jul, 20, 21, 27 - 31 Aug & 1 - 4 Sept '11. (KBTC: 30, 31 Jul, 19, 20, 26 - 31 Aug & 1 - 3 Sept '11).

Terms & conditions apply.

FREE RM10 PARKSON PROMOTIONAL VOUCHER

with every purchase of RM100 from the Cosmetics & Fragrance Department from 29 Jul - 4 Sept '11.

Terms & conditions apply.

All merchandise available at selected Parkson stores only. Terms & conditions apply.



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