



®

EG Group

Newsletter

1st Half of 2015



Generation Best Knight



- WhereAbouts Launching
- Chinese New Year Celebration
- Best Knight Movie Day
- Bowling Tournament
- Songkran Festival

3rd
EDITION

and many more.....

MANAGEMENT REVIEW

10th January 2015

Management Review conducted on 10th January 2015, attended by 185 persons, 91.1% turn up, from Job Grade E6 and above. Every departmental head to present half yearly performance achievement, past, present and future compared same period of last fiscal year.

The meeting involved in reviewing of entire management system policies, Key Performance Index, closure of action items, departmental improvement plan, and future company direction were presented at P4.



WhereAbouts Launching

8th May 2015

whereabouts



WhereAbouts is developed for Smartphone using Android Application. It was the First success story of our **Software Development Team, Mr BC Chan & Mr Chai Rat**, in moving forward mobile application development. The launching and grand opening of the software **was celebrated with present of our CEO, Mr Alex Kang**. The team introduced the application to all users and link up all the users in this platform to enable to know the present and where about of our employees once **log-in company wifi**. This is to make easy for knowing movement of key staffs to facilitate better and efficient communication.

Best Knight Award



The 1st Generation (G1) for Exempt category (MS) was nominated and awarded during October 17, 2014 for a total of 42 Best Knights (BK).

All the G1 knights have gone through a lot of changes not only in their work improvement, attended leadership training, and also learnt to speak out in public during Round or U-Meeting and developed skill in organizing activities. New committees are formed like Canteen Improvement Committee, Movie Day Committee, SMTT Ambassadors Committee, Best Knight Lounge Committee and Best Knight for In-Direct Staff Nomination Committee and others.

In January 10, 2015, all the 42 BK of G1-MS were given the voting rights to select and vote for the Best Knight of Non-Exempt, under In-Direct Staffs (G1-ID) category, was awarded to 69 employees.

IDEA GENERATION

2nd Generation for MS, Award Ceremony on May 8, 2015

2nd Best Knight Award (G2-MS) for Exempt Staff being nominated and re-selection done by all managers. The process was tough whereby need to disqualify 10 G1-MS, re-select 20 new into the team. Congratulations to those able to perform and sustain the title and to those newly hold the title. Those who are innovative and energetic will continue their journey as Best Knights. To those drops out the title, still have the chance to re-instate in the next round of nomination. Yet there will be no full stop to those who has not been selected.

Let's 'fighting' towards the next generation with more IDEA!!



In-Direct Staffs



And last but not least, employees from E5 to E8 were presented with 1st Generation of Best Knight Award as well. This recognition award is to develop Non exempt employees to another level of decision-making and start to contribute ideas and thoughts for company success. The Non Exempt Best Knights category was selected by the Exempt category Best Knights.

13th March 2015

★ ★ ★ ★ Best Knight Movie Day ★ ★ ★ ★

Another appreciation event to the 1st Generation Best Knight (BK), recognition and rewards apart from monetary, here comes with sponsored movie day realised on 13th March 2015.

This was the first time ever organised in SMTT and everyone involved were very excited and enjoyed the movie 'DRAGON BLADE' to the fullest with pop corn & drink. There after the whole group happily talked and laughed at the dinner, time to relax after hard work in office, closer interaction among the team.

This BK Movie Day was to drive, motivate and encourage employees for best efforts, achievement and contribution in the organisation. All BK were very happily enjoying the dinner treat after movie.



*Last but not least,
a group photo ... ^^*



*Please do not disturb ... ^^ ...
Concentration needed !!!*



This day, the Corporate Finance Controller Ms. Cheryl Ng introduced the new launched initiative programme named the **Performance Incentive Management (PIM)** Scheme which recognizes and rewards employees with CASH incentives for ideas and innovations contributing to improve efficiency, cost reduction and any other improvements that will help the Company to save cost.

During the meeting, Cheryl Ng has announced **5 PIM** approved projects with approximately RM10,000 cash incentives were given to employees under the PIM approved projects.

The main objective of the PIM was to encourage on employee led innovation, driving EG towards innovation process sustainability. EG and SMTT values all ideas of staff and through a bottom up approach, encourage ideas to be submitted for panelists for review and validation. Employees will get a chance to present their ideas and proposal to the panelist during interview section.

Remember, regardless of what your position is in the organization, or no matter your idea is big or small; **the Company values your ideas**. Thousands of small improvements will mean a great leap for the company and together, let's contribute in the process.

Looking back in future, you will be proud that you had presented your ideas today!

10th
JANUARY
2015



EOL Tote Box Modification for Reuse Store Department



Work Station Fabrication Facility Department



Security Improvement Security Department



Cost Save in Renovation for EGOS Facility Department



Post Reflow Process Headcount Reduction Project

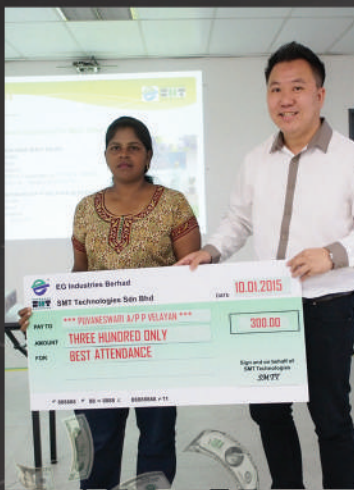
PIM Is BACK



Appreciation to the team supported Jubilee at Johore

— expressed a word of thank by CEO, Mr Alex Kang

MONTHLY BEST ATTENDANCE AWARD INTERVIEW



1. Puvaneswari A/P P Velayan @ Sabapathy (PIM Entire Date: 26/05/2014 ~ 25/02/2015)

Saya berasa amat gembira dan berterima kasih kepada pihak majikan SMTT. Dengan ini saya akan meningkatkan lagi prestasi kerja saya mengikut kehendak syarikat dan saya berkeyakinan untuk berganding bahu dengan para pekerja. (*I felt very happy and thankful to SMTT Management for giving me this award. I feel motivated and committed to further enhance my efficiency to fulfill my day to day task.*)

Saya juga berharap pihak majikan memberi peluang kepada saya untuk menukar dari pekerja kontrak ke pekerja tetap. Dengan ini ia menggalakkan saya lebih lama untuk berkhidmat di syarikat ini. (*Currently i'm a contractual worker in SMTT. With this motivated award, i would like to continue my career in SMTT as permanent employee. Hope SMTT management will make me as permanent employee for me to prolong my stay in SMTT*)

Congratulations \$\$\$

2. Nor Hasila Bt Abdul Majid (PIM Entire Date : 26/10/2014 ~ 25/04/2015)

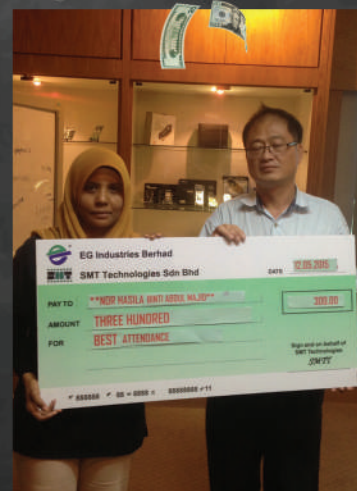
Pertama sekali saya bersyukur kerana diterima bekerja di SMT. Ini kali pertama saya menjejaki kaki ke sini, telah saya sematkan azam di hati akan bekerja bersungguh-sungguh dan segala pengorbanan saya selama ini rasa berbaloi dengan anugerah yang telah diberikan pada saya.

Sesungguhnya saya berasa amat gembira dan bertuah kerana saya salah seorang dari penerima anugerah yang disediakan oleh pihak syarikat.

Dengan anugerah yang telah diberikan, saya berharap ianya dapat menjadi pembakar semangat buat yang lain.

Saya sudahi dengan ucapan ribuan terima kasih pada pihak SMT atas penghargaan ini. Semoga pihak syarikat terus maju jaya di masa hadapan.

(*I feel thankful to SMTT for allowing me to work in such wonderful firm. I feel motivated and proud with my hardworking which has been recognized by the award given. I'm honored to receive this award. Hope other employees will take this as motivation to improve their attendances. Thank you SMTT*)



BOWLING TOURNAMENT

Once a year event, more and more bowlers are looking forward....

This year, the tournament was held at PAN Bowling Central Square Sungai Petani. The Employee Welfare Committee (EWC) had to put a STOP to the entry and limit to the 20 teams with increase from 4 to 6 members per team if compared to previous year.

The **SMTT Bowling Championship Cup 2015** goes to 'Team Fighting', presented by CEO Mr Alex Kang to champion winner team members, Chloe Lim (Team Leader), TA Lim, Cheryl Ng, KS Lim, Zulkifli and RH Ng. Follow by 1st Runner Up 'Wana Lex Team' and 2nd Runner Up 'First Lady Team'


Let join to give a big Applause to the best Male & Female scorer, En Hamdar & Ms RH Ng. There was a mystery gift from CEO to the team 'EG Fighter', chosen as the best attire during the tournament.



What a wonderful times



Here comes our 2015 CHAMPION
'Team Fighting'

 April 15, 2015



Wanna Lex Team, 1st Runner Up



First Lady Team, 2nd Runner



EG Fighting Team gets the
mystery gift from CEO



Hamdar - Best Male Scorer



RH Ng - Best Female Scorer

FMM FUTSAL TOURNAMENT



Futsal is a kind of football played indoor, very popular amongst Malaysian. Our team led by En Mohd Naim, participated in the tournament on 2nd May 2015 at D'Futsal Centre, Titi Gajah, Alor Setar.

Around 22 teams from surrounding industries took part in this tournament organized by FMM. Our participation is mainly to build the good relationship among the industries in Kedah.



CANTEEN

CLEANUP DAY

08 APRIL
2015

Hygiene and cleanliness is important. In order to promote awareness on this, SMTT's best knights had taken the initiative to launch a 'gotong-royong' event on 8 April 2015.

This campaign was named 'Canteen Cleanliness Campaign', and as the name suggest, our staffs work towards cleaning and re-furnish the canteen. At the end of the campaign, everyone was tired but happy to see their little achievements. The canteen looks brand new, and together we have a better and healthier environment.

Our planet, our responsibility.



Together we wrap the table with new cover ...

Together we clean the canteen ...

Together we wash the floor ...

Together we make it clean ...

... because

we love our CANTEEN

GO GREEN

With best compliments:

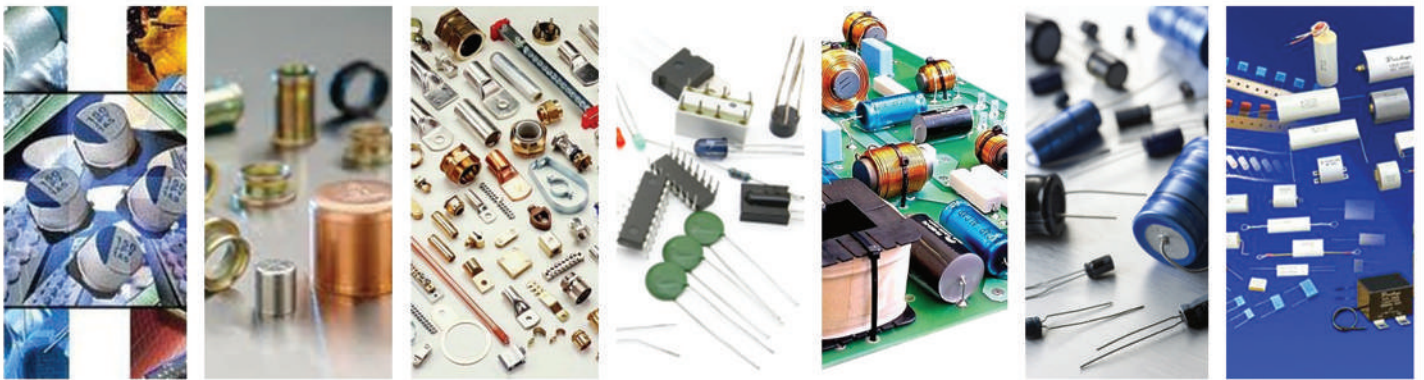
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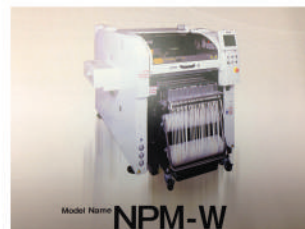
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Joe Martin Pauly (ジョー マーティン ポーリー)
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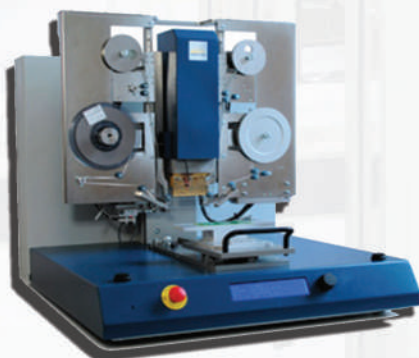
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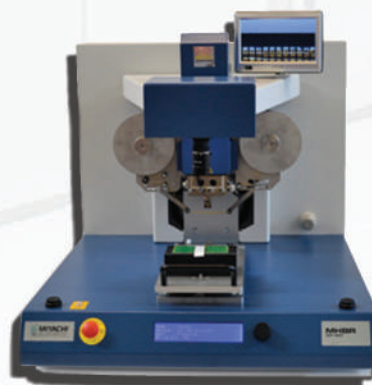
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Health Screening – Tuberculosis (TB) Checkup



14th April 2015, SMTT Safety and Health

Committee in collaboration with the Department of Health Sungai Petani has organized checkup to our staffs. This screening session, main purpose was to bring awareness to employees as a whole. Tuberculosis, or TB, is an infectious bacterial disease caused by *Mycobacterium tuberculosis*, which most commonly affects the lungs. It is transmitted from person to person via droplets from the throat and lungs of people with the active respiratory disease.

In healthy people, infection with *Mycobacterium tuberculosis* often causes no symptoms, since the person's immune system acts to "wall off" the bacteria. The symptoms of active TB of the lung are coughing, sometimes with sputum or blood, chest pains, weakness, weight loss, fever and night sweats. Tuberculosis is treatable with a six-month course of antibiotics.

We care about our health; we care about our life's



NATIONAL ANTI-DRUG AWARENESS

May 21st, 2015

An anti-drug talk were organised by SMTT – Safety & Health Committee, with collaboration of National Anti-Drug Agency from Kuala Muda. The road show has benefited in create awareness among SMTT employees of the harms caused by dangerous drugs and the criminalisation of people who use drugs.

Officer in-charge, Mr. Nor Hisham Yahya has further elaborated in his seminar session, latest drug types and various equipment uses in drug additive. This has really enhance the knowledge of participate who attended the seminar.



26th & 27th May, 2015

In collaboration with AIMST University, SMTT participated in a research of Electrocardiogram (ECG) and High Blood Pressure analysis data bank collection for Asia Study.

As we may aware, most of the data publish from research study are collective from European or American samples. One of the doctors from AIMST is now collecting data for nations from Asia, so in SMTT apart from 3 main races, we also have foreign workers from Vietnam, Myanmar, Nepal, and Bangladesh, collectively represent Asia.

SMTT being corporate social responsible (CSR) company, we hope with the participation, able to help the university in the study and at the same time able to promote more health awareness to our employees.



Blood Donation Campaign

May 26, 2015

If you're a blood donor, you're a hero to someone, somewhere, who received your gracious gift of life.

Our sincere gratitude's to all the 62 successful donors. And to those attempted but unsuccessful, don't be dismay, do keep up to improve your health and try again in next donation day.

Thank you to Blood Bank Unit of Sultan Abdul Halim Hospital, Sungai Petani, Kedah and SMTT Safety and Health committee for jointly organized this blood donation campaign.



TO THE YOUNG AND HEALTHY IT'S NO LOSS. TO SICK IT'S HOPE OF LIFE. DONATE BLOOD TO GIVE BACK LIFE



NCIA - FMM

March 3, 2015

SL1M Apprentice Factory Visit

Welcome to SMTT, Encik Mazlan Kassim of FMM Branch Manager & 40 delegates attending FMM training program, exposure on actual factory environment.

The trainees were amazed with the presentation and sharing session from the Group CMO, Mr Shawn Cheah & Group CTO, Mr Mogan. Factory tour were conducted in 2 groups for the delegates.



The Session closed with word of thanks & presentation of 'Certificate of Appreciation' to SMTT by FMM Kedah/Perlis.



LEADERSHIP SKILLS TRAINING 2015



Middle management serves as the bridge connecting top management and employees. In EG and SMTT, we recognize the pivotal positions that middle managers play and to train them become the next leaders.

Recognize the value of human talent and the continuous development of it, which we believe that through continuous learning, personal as well as organizational capabilities can be expanded and enhanced.

In light of this, the company had launched a two days leadership skills training attended by middle management and employees to sharpen on leadership and interpersonal skills.



Together, let's build the leaders of tomorrow for EG & SMTT!



In conjunction with Chinese New Year Resume Work, SMTT celebrated with masked dance performance with lion dance & fire crackers. According to traditional Chinese belief, the lion signifies courage, stability and superiority. A symbol of power, wisdom, and good fortune, chases away evil spirits and brings happiness, longevity, and good luck to the company and all employees. And we are very glad to celebrate the auspicious day with present of our *Executive Chairman, Mr Terence Tea.*



Good News!!

The very first plastic injection moulding plant will soon be in place. This signifies a milestone in the history of EG Group, witnessing our continuous efforts to become a one stop EMS solutions provider. The setup is now in progress and expected to be completed by June 2015.

These machines bring in advances in clamping unit design with improvement in hydraulic systems. Advantages of these machines include energy savings, precision, higher efficiency, safety and stability.

Together hand in hand, we march towards a greater future! Stay tune!!

Songkran WATER FESTIVAL

Songkran, a festival celebrating the traditional Thailand New Year, held in April and marked by the throwing and sprinkling of water is one of the most important festive seasons celebrated by Thai folks. It is a symbol of hospitality, forgiveness, and love. It also teaches the importance of family and societal values.

Despite difference in religion, race, age or status, this festival welcomes everyone, marking love, unity, peace and togetherness which we should truly value.

SMTI had held a Songkran festival celebration event at our factory premise which is joined by all organizational members. Monks were invited for blessings towards the company and all employees. The event ends with a water fight which had created much laughter. All of us are in for water fights!!

We wish all of EG and SMTI employees happiness and health.



SMTI ANNUAL DINNER

December 2014 is a memorable day. This day, together we celebrated our annual dinner at our factory in Thailand, SMT Industries Co. Ltd.

The entrance of SMTI had turned a new look with wonderful decorations, and together with great food along with entertaining live bands.

During the opening speech, our Executive Chairman, Mr. Terence Tea expressed his gratitude to all SMTI staffs and hoped everyone enjoyed the night, and indeed we had!

All attendees had a great time, small talks, laughter, singing and dancing along with the music, and most importantly the family bonding between staffs are strengthen. This had been the greatest company party in 2014!

With best compliments:



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