

contents

1. Editor's Note
2. Mr Anthony's Farewell
3. On The Lighter Side - *Fatimah*
4. NEWS
DIRECTHERE Bags Carrefour Contract
Safety First at ANTAH SCHINDLER
5. The 3-Minute Management Course
7. Changing of the Guard
8. SOP Story - ALMOST DONE!
9. Bi-Monthly Lunch
10. Newcomers
11. Departees
Events
Birthdays

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Editor's Note

After a 2 month break, Reflections returns with a new direction! The companies in the Antah Group will be the focus for all issues from now onwards, though naturally, some of our favourite columns will still remain.

This issue is dedicated to Anthony Narayanan, our driven yet jovial former General Manager who retired in April 2007. Read our new-comer Suren's take on his farewell dinner, as well as a brief but touching testimonial by Anthony's successor, Azrin Kamaluddin. Of course, Anthony deserves a say as well, so have a chuckle at his humorous stories on management.

Fatimah Nafiessah is our featured personality this month. Don't miss Vivian's exclusive interview with SPA's seemingly intimidating, but in reality very nice Company Secretary.

There is now a News section, and all companies within the Group are encouraged to keep everyone updated on what they've been up to. This month we learn about Antah Schindler's new measures to provide greater safety for their staff, as well as DirectHere's brand spanking new contract with Carrefour.

Don't miss out on our interviews with the recent arrivals to SPA, as well as one with another departee, our colourful former co-editor Sasi. There's also an SOP Story for Group Managers to sink their teeth into.

There are exciting times ahead for the Group, so stay tuned as Reflections will continue to keep you in the loop.

Daniel

Editor-of-the-Month



Mr. Anthony's farewell

by SUREN INDRAN

AS I took the road towards the Lake Club there was a minor traffic jam and cars were going very slowly in front of me. As I overtook, I saw a familiar looking Toyota, and the man in it was using a PDA phone. To my surprise it was Mr Anthony - I guess he was so busy figuring out how to use his new phone that he caused a backlog while heading to the club. His farewell was supposed to start at 8.00pm and it was only 6.30 in the evening so why was he so early? Or was I late?

Punctual as ever, he gave me this bit of advice: "Be early my friend, so there will always be plenty left". There was a barbeque by the pool arranged to celebrate his farewell and guests had started to arrive. Unfortunately fortune didn't favour us and it started raining very heavily by 7.30pm. The chief organizer Mr Azrin wasn't fazed and quickly moved everyone to a small dining room, which actually gave the party more life as everyone became closer. As all the guests and the VIPs arrived we started having our delicious barbeque meal by 8.30pm.

At around 10pm Mr Azrin took the floor and it was speech time. He spoke of Mr Anthony's contribution towards the growth of the company and how grateful the staff felt towards him. Next to speak was YAM Tunku Naquiyuddin, and he paid many compliments to the outgoing General Manager of SPA. One particular line stood out for me: "Anthony started his career as a manager who was told to play golf and as the group started to diversify and grow he was told to continue playing golf. As the Antah group started to race to the top so did Mr Anthony's handicap."

Now it was time for the guest of honour himself to give a speech. He thanked the Royal Family for giving him the opportunity to grow and explained how this led to his success. I will attempt to sum up his speech in one sentence: "The key to success is discipline." Finally it was time for presents, and Mr Anthony was given a few tokens of appreciation. Humble as always, Mr Anthony was touched by the gesture and the event organized for his farewell.

It was around 11pm and almost time to call it a day as the VIPs and guests started to leave. Mr Anthony who was feeling young and energetic wanted to continue the day so together with the few remaining guests we continued the party at the Batek Bar.

As some classic oldies were played for the man of the day, Mr Anthony showed off his moves as he danced with a beautiful young woman. This told me that to be successful person there must be balance in life. Mr Anthony had everything, he was a good sportsman, a successful businessman, and had the charms to please women.

As it was getting late Mr Anthony got a call from home, so he decided it was time to end the party. I would like to personally wish Mr Anthony all the best and assure him that we will all definitely miss his dedication, hard work and sincerity towards the company. ■

The key to success is discipline.

On the Lighter Side

There's more to Fatimah Nafiessah Dawood than meets the eye. Did you know that despite the daily intense vibes she exudes, this Syarikat Pesaka Antah Company Secretary has a soft spot for animals and is also a rare flora buff? Don't judge a book by it's cover. In this case, don't judge a person by the choice of colour of her wardrobe. He..He..He..

(P/S: Anyone's got cats up for adoption? Call Fatimah...)

1. What's your stress reliever?
Painting

2. Three words to describe yourself:
i. "Nice"
ii. Passionate
iii. ___(purposely left blank)___

3. Bungee jumping or Skydiving?
Scuba-diving

4. Any Big Girls' Toys?
An old motorbike. Trying to get it running again. I think it needs an engine!

5. What excites you?
Squirrels sunning themselves in the morning

6. Pet peeves?
Cruelty to animals

7. Can't live without?
My cat, my cat, my cat, in that order!

8. What's your favourite line?
Every cloud has a silver lining

9. 5 years from now, I'm rich and travelling

10. I wish I had the answers to the afterlife

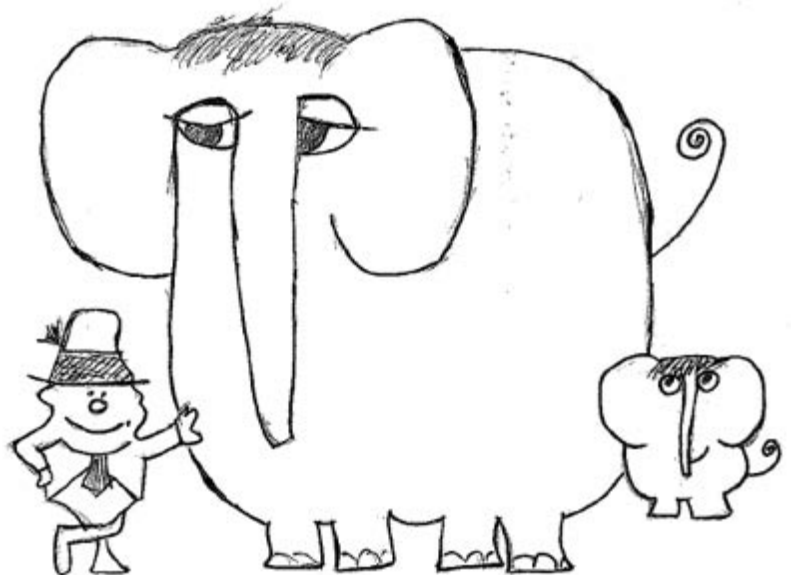
11. I can't say 'NO' to a hungry animal

12. Titanic is ... now I know, it was the song that sank the ship!

13. You will never see me in any colour but black!

14. If I were Invisible Man, I'd have travelled everywhere with no passport, free of charge and would have excellent food, lodging, etc. etc. etc.

15. Draw yourself having fun.



News

DIRECTHERE Bags Carrefour Contract

DirectHere Sdn. Bhd. proves that it means business and is a force to be reckoned with by winning the contract to be Carrefour's first ever operator of SMS contests. The first contest, called the 'Carrefour Tagline Contest' will begin 1st May 2007. Negotiations for the contract began late last year and Directhere is certainly proud to have been able to persuade Carrefour to adopt the new and interesting method of contest entry. With this success, DirectHere is looking forward to signing on other household names as customers. Negotiations are already underway with a number of brands from different industries. Negotiations are also in progress with Ericsson on technology collaboration for the rollout of Location Based Services. DirectHere has a few products such as "Family Finder" it intends to develop using this platform. Such a product would mean that parents would never again suffer nervous breakdowns everytime their child gets lost in a crowded shopping mall. Had such a product been released by Directhere earlier, the recent case of 'Yin' would have probably never caused a missed heartbeat for his parents as they would have been able to locate him immediately upon realizing that he is missing.

Coming back to Carrefour, does everyone know that they are part of the Antah family? Syarikat Pesaka Antah Sdn. Bhd. owns 30% in Magnificent Diagraph (M) Sdn. Bhd., the operator of Carrefour hypermarkets in Malaysia. Interestingly, Carrefour will have a reality TV programme called "Duniaku" making a debut on May 13th 2007, 7.30pm on TV3. The show is modeled on the concept of Donald Trump's 'The Apprentice'. DirectHere is currently trying to persuade Carrefour to run SMS contests in conjunction with this show. God willing, DirectHere will be adding this feather in its cap too. So tune into TV3 at 7.30pm this 13th of May for 'Duniaku'. ■

Safety First at ANTAH SCHINDLER

Over at Antah Schindler they are implementing lots of new safety measures to ensure an accident-free year 2007.

Some of the measures include a detailed risk assessment, implementation of safety management and penalty systems, conducting inspections on a weekly and quarterly basis, and increased training and development on safety issues. ■

The 3-Minute Management Course

by ANTHONY NARAYANAN
... may he retire in peace!

Lesson 1:

A man is getting into the bathroom just as his wife is finishing her shower, when the doorbell rings. The wife quickly wraps herself in a towel and runs downstairs. When she opens the door, there stands Bob, the next-door neighbour. Before she says a word, Bob says, "I'll give you £800 to drop that towel." After thinking for a moment, the woman drops her towel and stands naked in front of Bob. After a few seconds, Bob hands her £800 and leaves.

The woman wraps back up in the towel and goes back upstairs. When she gets to the bathroom, her husband asks, "Who was that?" "It was Bob the next door neighbour," she replies. "Great!" the husband says, "did he say anything about the £800 he owes me?"

Moral of the story: If you share critical information pertaining to credit and risk with your shareholders in time, you may be in a position to prevent avoidable exposure.

Lesson 2:

A sales rep, an administration clerk, and the manager are walking to lunch when they find an antique oil lamp. They rub it and a Genie comes out.

The Genie says, "I'll give each of you just one wish." "Me first, me first!" says the admin clerk. "I want to be in the Bahamas, driving a speedboat, without a care in the world." Puff! She's gone.

"Me next, me next!" says the sales rep. "I want to be in Hawaii, relaxing on the beach with my personal masseuse, an endless supply of Pina Coladas and the love of my life." Puff! He's gone.

"OK, you're up," the Genie says to the manager. The manager says, "I want those two back in the office after lunch."

Moral of the story: Always let your boss have the first say.

Lesson 3:

An eagle was sitting on a tree resting, doing nothing. A small rabbit saw the eagle and asked him, "Can I also sit like you and do nothing?" The Eagle answered: "Sure, why not?"

So, the rabbit sat on the ground below the Eagle and rested. All of a sudden, a fox appeared, jumped on the rabbit and ate it.

Moral of the story: To be sitting and doing nothing, you must be sitting very, very high up.

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Reflections

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Lesson 4:

A turkey was chatting with a bull. "I would love to be able to get to the top of that tree," sighed the turkey, "but I haven't got the energy."

"Well, why don't you nibble on some of my droppings?" replied the bull. "They're packed with nutrients."

The turkey pecked at a lump of dung, and found it actually gave him enough strength to reach the lowest branch of the tree.

The next day, after eating some more dung, he reached the second branch.

Finally, after a fourth night, the turkey was proudly perched at the top of the tree. He was promptly spotted by a farmer, who shot him out of the tree.

Moral of the story: Bull*+"# might get you to the top, but it won't keep you there.

Lesson 5:

A little bird was flying south for the winter. It was so cold the bird froze and fell to the ground into a large field.

While he was lying there, a cow came by and dropped some dung on him.

As the frozen bird lay there in the pile of cow dung, he began to realize how warm he was. The dung was actually thawing him out! He lay there all warm and happy, and soon began to sing for joy.

A passing cat heard the bird singing and came to investigate.

Following the sound, the cat discovered the bird under the pile of cow dung, and promptly dug him out and ate him.

Moral of the story:

- (1) Not everyone who poops on you is your enemy
- (2) Not everyone who gets you out of poop is your friend
- (3) And when you're in deep poop, it's best to keep your mouth shut!

Thus ends the 3-minute management course. ■



Changing of the Guard

*A testimonial from AZRIN KAMALUDDIN
to ANTHONY NARAYANAN*

“**W**hat I will always remember about Anthony is the time when I was hired and he was explaining my letter of appointment to me. He said the letter “contains your job description but that doesn’t really matter because in some other part of the letter is the proviso that notwithstanding the job description, your job is to do whatever the company tells you to do”!! I got the message loud and clear. A year and a bit into the job, I must say that I have thoroughly enjoyed doing “everything that the company told me to do” because in doing so, I have had a wise and kind mentor who not only talked the talk but walked the walk too. And he is a hard act to follow. How lucky I was to have a conscientious mentor whom so genuinely cared for my progress. At times, he took care to handle me with kid gloves just to ensure my learning experience was as comfortable as possible. They sure don’t make ‘em like they used to. For someone who is used to being thrown into the deep-end, my initiation into Antah could hardly be called a baptism of fire. What was a baptism of fire though was my introduction to golf. As I understood it, the company told me to play golf, I must play golf. But it is an unenviable task to play with a fine class of players like the Tunkus and Anthony. I humbly apologize to all who have had the misfortune of being my partner!

If asked how I see Anthony now, he is definitely a ‘fatherly mentor’ figure for whom I have the highest admiration and respect. Coincidentally, his birthday is one day after my own father’s, so there are some Leo similarities that I am very used to (my wife is Leo too). I can’t seem to escape taking instructions from Leos! But one thing is certainly true, Leos really do know how to take care of their pack. Anthony, you have taken good care of all of us in your pack and you leave us with a sense of comfortable wellbeing, as only a true leader can. We’ll miss you, but we are comfortable knowing that you are only a golf invitation away. Don’t be a stranger, come around for our famous 9th floor teh tarik. You have family here.” ■

New Mothers

The Reflections Team would like to congratulate the Antah Group’s new mommies!

YM Tunku Myra on her new son Putera Ryaan Ja’afar Greaves
Belinda on her new son Ahmad Danny Darius
Azmira on her new daughter Afina bt Mohd Faizal

SOP Story – ALMOST DONE!

*from the Antah Group
SOP Steering Committee*

There have been a few SOPs released recently, mainly HR SOPs plus a revision of the Communication SOP. We are pleased to report that we are almost done! But that's just the SOPs that we have listed out. There may be many more processes requiring standardization in your respective companies that we don't know about. If there are any of these, please let us know. We'll tackle them straight away.

For now, I'd like to spend some time to draw your attention to the Communications SOP recently revised. The revision made it compulsory for all printed documents to bear a reference code for easy traceability which shall take the following form, printed below the date or bottom left corner of the document such as a letter or report:

GDC/TK3/PKNT/IM/030307b

wherein:-

- GDC:** Initiating Company, in this example Granley
- TK3:** File name, code or initials, in this example Tasik Kenyir 3rd File
- PKNT:** Recipient, in this example Perbadanan Kemajuan Negeri Terengganu
- IM:** Preparer/initiator of document (not signatory), in this example Intan
- 030307b:** Date, in this case 3rd March 07 & 'b' indicates that it is the 2nd such letter of the file on that date

As this is now a requirement, we would be grateful for the assistance of all Heads of Department and company GMs to ensure that this is disseminated to all levels.

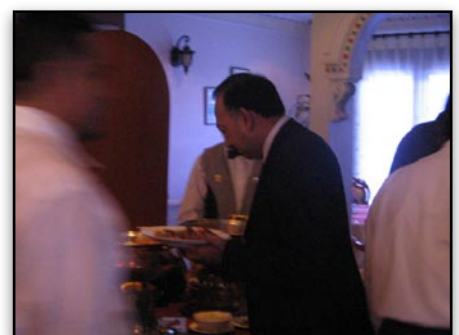
Azrin Kamaluddin
SOPs 'r' Delicious

Hear ye! Hear ye! REFLECTIONS newsletter contribution

Your contribution is highly appreciated.
Please submit your articles and/or images to:
newsletter@antah.com.my

Reflections

Bi-Monthly Lunch



NEWCOMERS

BRIAN

Why did you choose to work for SPA?

I believe SPA has the potential to strive for greater heights.

What can SPA expect from you?

Putting to good use relevant past working experience, ability to work together with staff at all levels, and working hard towards achieving the common objectives of SPA.

What are your strengths, weaknesses, and interests?

Open mindedness, strong determination, willingness to learn.

What are your long-range goals and objectives?

To learn as much as possible. There is no end to the learning process. The more you learn, the more knowledge you gain. The knowledge I have gained can be shared with others: colleagues, friends and family members.

How do you plan to achieve your career goals?

Keep on learning and sharing.

In what kind of work environment are you most comfortable?

An environment that has teamwork, with all staff working together as one big family towards achieving the company's common objectives.

What motivates you to put forth your greatest effort?

Interest. When you have the interest, you will put in more effort and work harder. Upon completion, you will feel happy and satisfied.

What are the most important rewards you expect in your career with SPA?

Rewards should be based on individual and company performances. The better you perform, the more reward you can expect to be given. Now we are coming up with KPIs right?

In what ways do you think you can make a contribution to SPA?

Applying relevant past working experience to SPA will help a lot.

What 2 or 3 things would be most important to you in your job?

Existence of interest in job scopes as well as having a conducive working environment.

NURUL

Why did you choose to work for SPA?

I believe that working in a small company gives you the best exposure.

What can SPA expect from you?

Dedication, integrity, and commitment

What are your strengths, weaknesses, and interests?

- a) Strengths – fast learner, enterprising and full of perseverance.
- b) Weakness – emotional to disruptive criticisms.
- c) Interests – surfing the internet, travelling and outdoor activities.

What are your long-range goals and objectives?

To be an expert software developer so I will be able to develop my own programs in the future.

How do you plan to achieve your career goals?

Systematic learning with a hands-on approach and keeping updated with current developments in the software industry.

In what kind of work environment are you most comfortable?

A discussion-based environment so I will be able to tap the most crucial knowledge and experience.

What motivates you to put forth your greatest effort?

The commitment to achieving goals and realizing one's purpose of creation.

What are the most important rewards you expect in your career with SPA?

Good salary increments and bonus.

In what ways do you think you can make a contribution to SPA?

By providing good network and systems development to ensure smooth facilitation of SPA's operational activities.

What 2 or 3 things would be most important to you in your job?

- a) A proper IT infrastructure.
- b) Opportunity to enhance my knowledge by training in relevant fields.
- c) Forging strong working relationships.

SUREN

Why did you choose to work for SPA?

To have the opportunity to achieve my dream which is to build top sportsmen in Malaysia.

What can SPA expect from you?

110% commitment because sports is my passion.

What are your strengths, weaknesses, and interests?

My strengths are having the ability to work with others. My weakness is being too trusting. My interest is sports.

What are your long-range goals and objectives?

To turn sports into a very serious profession in this country.

How do you plan to achieve your career goals?

To make people learn, appreciate and understand sports like I do.

In what kind of work environment are you most comfortable?

A relaxing one with few hypocrites.

What motivates you to put forth your greatest effort?

SPORTS.

What are the most important rewards you expect in your career with SPA?

Recognition based on my performance.

In what ways do you think you can make a contribution to SPA?

To take FLM to greater heights.

What 2 or 3 things would be most important to you in your job?

Trust, belief and cooperation from everyone at SPA.

DEPARTEES

SASI

In your career with SPA, would you describe it as successful or vice versa?

It was more of a short stint than a 'career' but, nevertheless, it was an exciting journey. I suppose success is measured by what is remembered of you. I am proud to have contributed all that I can to SPA.

What were the most important rewards you received during your career with SPA?

If gaining the trust, love and admiration from my fellow colleagues can be categorized as 'rewards' then I suppose that would be the most important reward one can ever ask for. One of the most important 'reward' was definitely having the opportunity to work with Mr. Anthony and learning from him and from equally knowledgeable people like Pn. Arfah, Pn. Zai, Mr. Sattar, Mr. George and Mr. Toh.

In what ways do you think you contributed to SPA?

Unfortunately I do not keep a diary of contributions! But, in a way, I suppose the ARC Centre would be a good start. I just hope that more training and activities will be planned so that the space is fully utilized for the benefit of the staff.

What 2 or 3 accomplishments have given you the most satisfaction? Why?

Giving my best during ARC's 25th Anniversary Celebration is truly most satisfying. Just to see the hard working Antah Group staff letting their hair down and partying was fun. I am also happy to see training take place on a regular basis and hope the Friday OFASTITCH sessions will continue. One of the most memorable accomplishments would be in being the project manager for Raden Pictures launch and the launch of the movie, Kayangan. I have to thank Y.A.M. Tunku Dato' Seri Nadzaruddin for giving me this awesome opportunity.

What have you learned from working for SPA?

How to have lots of patience.

How did you handle working under pressure?

I am always cool, calm and collected! Pressure... what is that?

Would you have done anything differently?

I would not change anything, really. I believe we each have our parts to play and in many ways, we sometimes do not realize that, there is more to life than to worry about the past and how you would do things differently. Yesterday has come and gone. Today is all we have, the future no one knows.

In what ways have your working experience at SPA prepared you for a career in your future employment?

I have learnt to be more humble and also to be more patient.

What do you think this company will miss most about you?

My sense of humor!

Where do you see yourself 5 years from now?

I would have moved up the ranks in my present company, transferred to their HQ in Australia, with a nice beach house... put another shrimp on the barbie mate!

Events

FLM Carnival

Time to get kicking! Futsal League Malaysia will be organizing a Futsal carnival for Antah Group employees.

Date: 2nd June 2007

Venue: National Sports Complex Bukit Jalil

Open to: EVERYONE

So men and women, boys and girls, get yourselves ready for the futsal event of the year. Wives, husbands and children are also welcome. Food and drinks will be provided.

Just contact Suren at **012 367 2474**, or mail him at surendran@antah.com.my for more information.

Birthdays

Antah Heath Lambert

Burn – 8th May

Roslan – 10th May

Lenny – 16th May

Khairul – 22nd May

Faizah – 24th May

Mohd Syarul – 29th May

Asia-Pacific Videolab

Sew Pin – 14th May

Mun Chong – 22nd May

Millennium Court

Jus – 2nd May

Syarikat Pesaka Antah

Suhana – 5th May

Jasani – 6th May

Keim – 15th May