

October - December 2018



"HE WHO BUILDS WILL HIMSELF BE BUILT"

NEWSLETTER

A quick round up for the year



EMPOWERED TO
EMPOWER

*Spot us @
Exhibitions
Around the World*

ISM - Sweets & Snacks, Cologne, Germany
27th - 30th January

Gulfood 2019, Dubai, U.A.E.
17th - 21st February

Worldfood Poland 2019, Warsaw, Poland
7th - 9th March

Anufood Brazil 2019, Sao Paolo, Brazil
12th - 14th March

Food Expo 2019, Athens, Greece
16th - 18th March

FIC Food Ingredients, Shanghai, China
18th - 20th March

The Best Gift Ever

The year-end gift exchange culture at Linaco evokes special memories. I received the best gift of being a mother at the end of 2009. When I joined Linaco in April 2008, I was married for three years and wanted to start a family life immediately. Unfortunately every year passed with great disappointments; however with fervent prayers, we were blessed to be parents. We looked forward to parenthood, assuming everything will be smooth sailing without fear and qualms. Anxiously, we waited to hold and cuddle our baby.

On Tuesday, 29th of December 2009, I came to work as usual. Around mid-day, I experienced irregular contractions and decided to go to the hospital. The doctor informed that I was due for delivery but to my dismay, he revealed that I had a breech condition where my baby was poised to come out buttocks or feet first. The doctor advised to do a caesarean immediately though my preference was a natural birth. To further add to my anxiety besides the baby's position, he was diagnosed with meconium aspiration syndrome (MAS), which could cause significant health complications to my infant. Aggravating my anxiety and tension during birth even more, I was told that my baby had another complication known as 'double nuchal cord'; this means that the cord was wrapped around my baby's neck multiple times. It was a time of great fear and distress being worried for my baby, as I did not anticipate having such simultaneous labour complications.

Finally at 3.00 pm, the caesarean was successful and I held my baby for just a few seconds before I was rushed to release him to the ventilator and to be quarantined. Tears welled up in my eyes as my baby was carried out. Truly I was in anguish and despair to see my child in such a predicament. I believe it was God's work to see him struggle and survive as an infant.

Every time when year-end gift exchange comes, I recall this special gift from God; my son, Muhammad Aisy Syaqui, who is now 10 years old.

Suhaila Salleh
Senior HR & Admin Strategist
Linaco Resources Sdn Bhd



October Babies

Surprise Birthday Bash
for the One and Only
Mr Chong



November Babies

Happy
Birthday



December Babies



Over 30 of us gathered to give Mr Chong a surprise birthday party at Klang Executive club. As each shared words of gratitude to him, the evening was marked by three words by Mr Chong – surprised, thankful and memorable!

S.M.A.R.T.E.R. Goals *A Key to Success*

16TH - 17TH OCT

"If everyone is moving forward together, then success takes care of itself," said Henry Ford. That is why we had our strategy alignment and goal setting training held by Iverson Upskilling at Best Western, i-City. Through engaging games and riveting discussions, we know now how to plan strategically and put them into action.



“

"I learned to identify the existing direction and develop S.M.A.R.T. goals for my personal and career paths. That means acting and sharing them with others to keep myself motivated."

Sharoline Heng
Logistic Strategist
Linaco Resources
Sdn Bhd

”



INSPIRING LEADERSHIP IN YOU

5TH - 6TH NOV

Eight of us attended the Global Leadership Summit at Agape Community Centre in Seremban and listened to 12 world-class speakers from all over the world.

Lucky Number 222

Our Annual Dinner is held on the same day every year - 22.2 (22nd of February)



Turning Money Savvy

12TH OCT

Did you know that over 75% of Malaysians find it difficult to raise RM1,000 of emergency funds? A retiree would need about RM228,000 to live above the poverty line of RM950 per month for the next 20 years.

To acquire money-savvy skills, 27 of us attended an in-house financial planning awareness class held by VKA Wealth Planners Sdn Bhd. As Benjamin Franklin said, "Beware of little expenses. A small leak will sink a great ship." Perhaps downloading a money-tracker mobile app now helps.



Oh ... Wow!

It takes 77 Olympic-sized swimming pools to cover the 24-acre land of Linaco Manufacturing in Batu Pahat.

"I learned a lot from the talk. They guided us on how to plan and manage our finances. It was really an eye-opener for me."

Nur Azimah Zaili
Logistic Strategist
Linaco Resources Sdn Bhd

12TH SEPT

A new drum-type toaster and auto-packing machine are now sighted at Shah Alam factory with increased production of 1,000 kg of kerisik per day.

The addition of the new material-feeder and storage tank with pump also minimises workforce from 3 to 1, which improved hygiene and food safety.



DRUM TOASTER

More Kerisik with Less Manpower



Hats off to Our Firefighting Guardians

12TH OCT

Over 20 of us received training for emergency firefighting, evacuation and medical support in case of a fire incident. Taught by ASEC, a fire drill was held to simulate a fire event with talented victim actors. We trust our guardians now to save us from any unforeseen accidents – thank you for your kind and courageous service.

"I was very lucky to be part of the Emergency Response team. I have learned the necessary actions especially CPR – a life-saver in many emergencies. Better to do something than waiting."

Jolene Yam
Front Desk Officer
Linaco Resources Sdn Bhd



Bowl like a Pro at FMM and MBSA Tournament

6TH Oct

Our talented team – Gordon Yap, Thilagah Subramaniam, Mohamed Hrir and Vasugi Gopal– took the challenge to compete in the FMM Bowling at Sunway Pyramid with 40 teams.

15TH Dec

Not only that, we have also sent three skilled representatives – Chen LM, Vasugi and Gordon – to join the MBSA Bowling Tournament in Wangsa Bowl at Setia City Mall.

Kudos to our bowlers! We are proud of your exemplary sportsmanship and team spirit.



“

“When I joined this company, I really didn't know how to play bowling but I trained myself and did not give up though there were many obstacles.”

Vasugi Gopal
Sales Coordinator
Rasaku Marketing Sdn Bhd

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Bowling Champs finally Emerged

After a stiff competition between three teams in Linaco Bowling Tournament Grand Finale at Setia City Mall, a champion emerged. Congratulations to the star team consisting of Yong KL, Chen LM, Low CS and Hailey Lim, who bagged a handsome RM1,000 check for their deft armswing.



My Kasih
back to
SCHOOL
in Ulu Tiram, Johor

Eleven of us participated in the 'Back-to-School' program in Ulu Tiram, Johor. The 40 students received uniforms, school bags, shoes and socks with goodie bags.

23RD - 24TH NOV



The highlight was bringing the children to watch 'Ralph Breaks the Internet, Wreck-It 2' movie followed by a delicious KFC meal. It is more blessed to give than to receive.

BRINGING HOPE TO THE BELOVED GOLDEN-AGERS HOUSE of HOPE

A LITTLE HELP GOES A LONG WAY



Eighteen of us visited the homes of 30 elderly families at Rifle Range with gift bags. The trip ended with a festive lunch with 60 of them, accompanied by our singing and dancing. Nothing beats good fun and laughter!

To be given such a great opportunity to grow in Linaco is my pleasure.

In this big family, I realise the importance of team work, leadership and how to set S. M. A. R. T. goals and achieve them. Time is passing by very quickly. In a wink of an eye, we have come to the end of 2018.

I can recall two events that I would never forget – one, sad and the other, joyous. The saddest event for me is losing my beloved grandmother, and the most joyous time for me is seeing my son successfully graduated from the university.

Well, since we have just celebrated Christmas – where beautiful lights and ornaments dotted Christmas trees everywhere – I wondered what the happiest moment for Christmas is. That moment would be the gift exchange. Although the present is not that expensive, it is the giver that makes it meaningful. Feeling great as the years roll by, I must say that I have been enjoying my entire journey.

For 2019, I wish everyone can work together for the advancement of the company and our future. We may not be the best, but just do your best. Treat others better, open your heart and release attachment from yourself.

Thank you.

Erene Lim
Procurement Strategist
Linaco Food Industries Sdn Bhd



The
Joy of
Giving

Mavis, our very own Santa, drove a van filled with presents to deliver to the House of Hope's (HoH) children. Wrapped and bought from our hearts, their smiles are most precious to us!

Teaching Timeless Values to Bethesda Home Children

24TH NOV

Visiting Bethesda House once every six months, we have formed an unbreakable bond with the 12 children there. Hence, to teach them timeless values, we brought them to the Green Life Project in Ulu Yam to learn the importance of hard work and perseverance from building a mud house. What was most touching is that each was willing to give away their money token for the next activity of visiting the old folks' home. Values are never old-fashioned and we are proud of their teachable spirit.



14TH SEPT

Relief Troops to Batu Pahat Flood Victims

The aftermath of flash floods in Batu Pahat saw over 100 people seeking temporary shelter at SK Sungai Suloh. Seventeen of us went out to clean the homes of four colleagues who were flood victims as well. We have also enrolled a few families in Kampung Parit Bugis for the MyKasih program, and gave one family with a bedridden man, a mattress and pillow worth RM500.

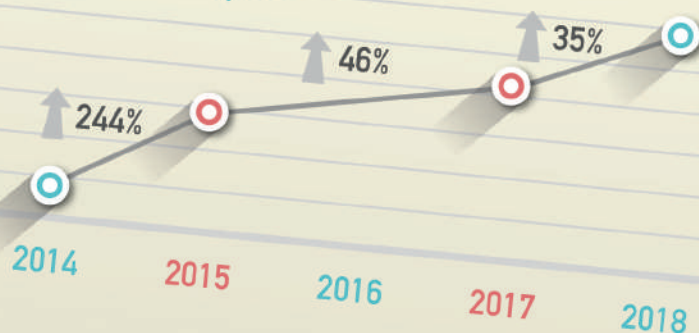


Keep your eyes peeled!

Over 20 billboards for the Group are placed along the North-South Expressway.



Total Funding for CSR





24TH SEPT

Linaco Manufacturing (LM) Awarded as The Biggest Contributor in Coconut Industry

Joe Ling, the Managing Director of LM, came on stage to receive an award from the Ministry of Agriculture (MOA) for being the biggest contributor of the coconut industry in Malaysia. Standing before dignitaries and honourable guests of the 54th Asian and Pacific Coconut Community (APCC) Ministerial meeting, the golden plaque is a testimony of our hard work and dedication over the years.



Dr Ponciano Batugal
Philippines Chairman,
APCC Technical Working Group



Take a Guess... 🐘

How many Asian elephants are needed to balance the scale of 500 metric tons of coconuts we use daily?

100,000

TAPEME®

Linaco Group has started a new company called TapeMe this year! Specialising in selling sealing tapes, the first launch is the ubiquitous BOPP tape; and that's not all, TapeMe also provides next-day delivery just for you.

Contact us for more details!



Coconut Plantations and Downstream Industries in The Pipeline

23RD NOV

Following a visit to Linaco Manufacturing, Sabah minister of Ministry of Agriculture and Food Industry (MAFI) Datuk Junz Wong expressed interest to work with Linaco to build the coconut industry in Sabah. We look forward to a fruitful partnership benefitting the rural coconut farmers there.



 **LINACO**
MANUFACTURING

The 1/10 Rule

10% of our profits are channelled for CSR every year. We are also continuously encouraging our business partners to participate with us!

Minister Attracted to our Way of Processing Coconut Products

7TH NOV

Dato' Haji Salahuddin bin Ayub, Minister of Agriculture and Agro-based Industry (MOA), came to visit Linaco Manufacturing with an entourage of over 40 people. After a power-packed speech by Managing Director Joe Ling, our Group Chairman Richard Ling led the factory tour.

As the forerunner of the coconut industry, Joe explained how Linaco is aligned with the country's vision in using green technology and advanced ERP systems for zero wastage and higher efficiency. We also support the *Buy Malaysian Product Campaign*.



Love Matters!

Linaco is supporting 200 families in House of Hope currently, with RM100 per month for each family.



Ho! Ho! Ho!

31ST DEC

New Year Eve was filled with excitement as we anticipated for the mystery gift exchange and cash lucky draw! Congratulations to Terry Tham, Burn Yusof and Syafiqah Hud who won RM600, RM400 and RM300 respectively. After that, we ended the day with lunch at Japanese steamboat Suki-Ya in Klang Parade.



“Saya rasa agak terkejut kerana dapat 'lucky draw cash' pertama kali! Ini saya akan gunakan untuk 'upgrade' hadiah hari jadi isteri yang kebetulan pada bulan Januari.”

Burn Yusof
Personal Driver
Linaco Resources Sdn Bhd

Why is our company logo a pine tree?

The pine tree resembles the family name of Linaco Group founder Richard Ling (林) who formed the foundational backbone of Linaco. Pine trees can live over 4000 years! This symbolises the longevity and legacy of Linaco.



Caexpo. China

12th - 15th September



World Food.
Russia

17th - 20th September



Check out
the exhibitions
we went to
recently!

Camfood. Cambodia

19th - 21st September



What makes our 24% fat
canned coconut milk
so special?
It has zero additives making it 100%
natural.

SIAL. France

21st - 25th October



We are going to 32 exhibitions across 22 countries this year.

Find us!



Wok the talk...



Kaohsiung International Food Show. Taiwan

25th - 28th October

yummex
MIDDLE EAST

Yummex

Middle East. Dubai

16th - 18th September



Have you heard of ICIF which will be starting soon in Linaco?

Take a guess and bring this to your Head of Department for the answer.

?

when I joined this company, I really didn't know how to play bowling but I trained myself and did not give up though there were many obstacles."

Vasugi a/p Gopal
Sales Coordinator
Rasaku Marketing Sdn Bhd

Alibaba

Sharing Opportunity at Alibaba Global Course Conference.

Invited as a guest speaker, Managing Director Joe Ling shared amongst Alibaba's key experts on the growth of e-commerce in China.



1125
Is this the car plate number
you see for our company
cars?
Find out why from our
colleagues.



Linaco Expanding in China via Online Platform

JinBaoMen, and official e-aggregator of the MATRADE eTrade Program, invited Joe Ling and Steve Lim for an interview.

Recognising our successful penetration into China using the online platform Tmall Global, Joe explained the company's vision of having 30 to 40% of Linaco products being sold online. He further emphasised on the importance of e-commerce in the ever growing digital market.

2018 in a Glance for Linaco Group



A Message from Joe Ling

Smooth Seas don't make Good Sailors

It's me again! Time flies even faster when we age. Ha ha! 2018 was a challenging year for Malaysia and many industries. But I thank God that we still closed the year with good profitability due to softening of raw materials and better efficiency. Despite the economic slowdown, I am grateful that we are still in GREEN for our group of companies. On top of that, we have new subsidiaries and will forge new partnerships for the coming 12 months. It only shows that during tough times, there are many opportunities to discover.

We have lost some loved ones among us, whom I believe are in a better place now. I also appreciate the new people who have joined us in the family. Life is like a train journey; along the way, some get on, some get off. Appreciate and celebrate everyone, and every moment!

Whatever lies ahead for the New Year - be it a challenge or obstacle - I trust we will embrace it as a team. Smooth seas don't make good sailors; it's through these times we learn to navigate ourselves, our work and companies to new ground.

When one door closes, another door opens. I wish everyone that this will be a year of many new openings. God bless you and have a great 2019!

2019 LINACO CALENDAR

JANUARY 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

FEBRUARY 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

MARCH 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
31					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

APRIL 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
7	8	9	10	11	12	1
14	15	16	17	18	19	2
21	22	23	24	25	26	3
28	29	30				

MAY 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JUNE 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
30						
1	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

JULY 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

AUGUST 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
4	5	6	7	8	9	1
11	12	13	14	15	16	1
18	19	20	21	22	23	2
25	26	27	28	29	30	3

SEPTEMBER 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

OCTOBER 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

NOVEMBER 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

DECEMBER 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Public Holiday	
1 Jan	New Year
#21 Jan	Thaipusam
5 & 6 Feb	Chinese New Year
1 May	Labour Day
#19 May	Wesak Day
#22 May	Nuzul Al-Quran
*5 & 6 June	Hari Raya Aidilfitri
*#11 Aug	Hari Raya Haji
31 Aug	National Day
#1 Sept	Awai Maharajam
9 Sept	Birthday of DYMM SPB
yang Di-Pertuan Agong	

	Replacement of Public Holiday	
#20 May	Replacement of PH for Wesak Day	
#12 Aug	Replacement of PH for Hari Raya Haji	
#7 Sept	Replacement of PH for Awal Muharram	
28 Oct	Replacement of PH for Deepavali	
	School Holiday	
Term 1	23/3 ~ 31/3	
Mid Year	25/5 ~ 9/6	
Term 2	10/8 ~ 18/8	
Year End	23/11 ~ 31/12	
		Conferences / Summit
		25 ~ 27 July ELC Singapore
	Key Managers Meeting	
		10 - 12 July 11 - 14 Dec (TBC)

Linaco's Event	
7 Jan	Management Briefing & HQMMM
11 Feb	Management Briefing & HQMMM
22 Feb	Linaco's Annual Dinner
2 Mar	Linaco's Family Day
4 Mar	Management Briefing & HQMMM
1 Apr	Management Briefing & HQMMM
12 Apr	Bowling or Team activity
6 May	Management Briefing & HQMMM
17 May	Buka Pusa
10 June	Management Briefing & HQMMM
28 June	Bowling or Team activity
1 July	Management Briefing & HQMMM
5 Aug	Management Briefing & HQMMM
3 Sept	Management Briefing & HQMMM
7 Oct	Management Briefing & HQMMM
25 Oct	Bowling or Team activity
4 Nov	Management Briefing & HQMMM
29 Nov	Bowling or Team activity
2 Dec	Management Briefing & HQMMM
31 Dec	Year End Party

Training

***brochures will be circulated in due course**

9 & 10 Jan	Performance Conversations (HOD: BP & SA)
25 & 26 Feb	Coaching & Mentoring (HOD: BP & SA)
26 April	Talk: Health & Wellness
17 ~ 20 July	Linaco's Team Building
23 Aug	Talk: Mental Health
19 & 20 Sept	HOTS #1 : Higher order thinking skills (HOD: BP & SA)
15 & 16 Oct	HOTS #2
14 & 15 Nov	HOTS #3

} Colleagues choose either one

NOTE

- * Subject to change
- # Not applicable for Unico Food Industries Sdn Bhd
- When a holiday falls on Sunday, the following day will be substituted as a Public Holiday; and if such following day is also a Public Holiday, then the next day following it shall be a Public Holiday.

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