

FROM GOOD TO GREAT AND LASTING



AgroMatters

What matters now, matters in the future

8th Issue, Aug 2019 - Oct 2019



It's not just about palm oil, but it's also a place of serene nature and *colourful culture*



Photo By : Nasit Anak Jimba
Location : Rasau Estate, Sibul, Sarawak



■ Even the flood won't slow us down!

Contents

International Planter's Conference	/9
TPB Photo Contest 2019 Winner Announcement	/10
Spotlight on Mohammad Alwi and Ayub Jiha	/12
In the Shoes of a TPB Mill Engineer	/14
TPB Deepavali Highlight: Kolam Art Drawing	/16
Cadetship Convocation	/17

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8th Issue

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Photo By : Ibrahim Yuni
Location : Trusan Palm Oil Mill, Lawas, Sarawak



Editor's Note



A NEW YEAR. A NEW CHAPTER: ENDING 2019 WITH A BANG!

As the year 2019 is slowly coming to an end, the new year approaches with exciting new trials and challenges. Nevertheless, every cloud has a silver lining. Amidst the volatile commodity prices and various arising obstacles, comes brand new opportunities as well. Let's organize and equip ourselves to pounce on every opportunity that may come our way. That's the spirit we're going for as we embrace the year 2020!

This edition highlights on some interesting events that have transpired in recent months. One of the main highlights is the birth of TPB's new generation of Mill Engineers during the Cadet Convocation not too long ago, and in this issue, we provide readers an inside scoop on the everyday lives of TPB's mill engineers.

To end the year with a bang, TPB has recently organised a Photo Contest open to all internal staff in conjunction with TPB's upcoming launching of the 2020 calendar. We were surprised by the overwhelming number of entries and thrilled to discover some talented photographers within the company! A hearty congratulations to all winners of TPB's Photo Contest. On that note, let's kickstart the new year with high spirits!

Kammarul Amirudin

■ Teach them and they remember.
Involve them and they learn.

SIBU COMMUNITY LEARNING CENTER HOSTS A LIVELY CAMPFIRE ACTIVITY FOR THE KIDS



5 October 2019 – CLC Sibu students laughed with joy as they held a camping activity recently themed “Being a scout is fun, being a scout is exciting”. The purpose of the event was to strengthen ties with the Consulate General of the Republic of Indonesia. Graced with an opening parade of decorative bikes and dance performances, the kids enjoyed themselves in a variety of indoor and outdoor sports.

ULU SEBOL ESTATE HOSTS STAKEHOLDER MEETING ON MSPO CERTIFICATION



21 September 2019 – Southwest region hosted a stakeholder meeting at Ulu Sebol Estate with mill and estate contractors to discuss on the Malaysian Sustainable Palm Oil (MSPO) Certification Scheme. Stakeholders were made understood of their roles as well as TPB’s part in the new MSPO policy.

IT’S ALL ABOUT ZEALOUS TRAININGS IN THE ESTATE GROUNDS



20 August-5 September 2019– The best soldiers are birthed by rigorous training. On August 20th, AVIS and Huili Agro Sibu conducted a Canycom training at Kemaman Complex on the new infield collection machine, meanwhile another training was held on September 5th on the lining for terracing and sloping for hilly areas at Serasa Estate. Kuching SBU on the other hand also conducted trainings on Hicom Spreader and Grabber and mechanised cutters simultaneously.

COURAGEOUS TG MELANO SECURITY TEAM RECEIVES HANDSOME REWARDS FOR THEIR VALIANCE



10 September 2019 – In light of recent events, six members of the security team in Tg Melano were awarded brand new motorcycles as a token for their bravery and commitment in defending the estates’ assets from violent local claimants of Kampung Sg Lingkau, Simunjan. The ceremony was graced by the presence of TPB CEO Charles Chow, SGM Nor Azman Asmon and EM South ADGM Abdul Majid Abdullah as the keys to the brand new vehicles were handed over to the brave recipients.

A DROP OF BLOOD GOES A LONG WAY



7 August 2019 – Did you know that just 1 blood donation can save up to 3 lives? In spirit of rescuing precious lives, Serasa Estate welcomed Kuala Krai General Hospital for a blood donation run in their vicinity. The line of donors includes the staff and workers of the estate.

NIOSH SAYS GOODBYE TO BAGWORM INVASIONS!



13 August 2019 – Acute cases of bagworm infestation can be a handful if left untreated, as it may lead to severe defoliation. In light of this issue, Kemaman Complex welcomed the National Institute of Occupational Safety and Health (NIOSH) to experiment on their prototype mechanical counter injector for bagworm treatment.

KEMAMAN COMPLEX BONDS THROUGH FRIENDLY FOOTBALL MATCH



24 September 2019 – Work-life balance is one of the main ingredients in the recipe for a healthy lifestyle. Kemaman Complex strives to achieve that balance by organising a friendly football match involving all field workers and staff within the estates. This is also to encourage bonding between workers and estate management.

LOCAL PROJECT RESEARCHERS TAKE A TRIP CLC AT LADONG ESTATE



3 October 2019 – A recent visit was made by the Consulate General of Republic of Indonesia and the Head Project of a local research team to Ladong Estate’s CLC. The purpose of the visit is to study on “The Socio-Economic Impact from Employment of Low Skilled Foreign Workers and International Internship Programme in Malaysia”, which was participated by the Estate Manager as well.

SOUTHEAST REGION CELEBRATES AIDILADHA WITH KORBAN MEAT



11 August 2019 – It was a gratuitous month for the estate workers in the Southeast Region as TPB distributes *korban* meat in line with the sharing spirit of Hari Raya Aidiladha. The *korban* ritual, a sacrificial slaughter of livestock, commemorates Prophet Ibrahim’s obedience to God, seen in his willingness to sacrifice his son Ismail.

SG RELAI EAST ESTATE OVERCOMES CHALLENGING ROAD CONDITIONS WITH IMPROVED TT4 TRACTOR



8 October 2019 – One of the challenges faced in Sg Relai East Estate is the slippery road conditions with restricted accessibility using the current 4WD Tractor. New Holland conducted a demonstration at the estate premises for an improved model, the TT4 (6WD) PTO Driven Trailer which allows easy access to hilly roads with minimal cost and manpower usage.

A HEARTY CONGRATULATIONS TO THE NEWLYWEDS OF PELITANAH 5 ESTATE!



15 October 2019 –Love is in the air as Pelitanah 5’s mandore Edi Jayanto Bukhari gets wedded to spouse Suarti Saparudin at Pelitanah 5 Estate’s very own surau. This lovely couple was solemnised by Pelitanah 5 Field Conductor Ahmad Basir Iqbal Mezlan. The ceremony was attended by all the Managers as well as Assistant Managers of Pelitanah 5 Estate.

NORTHWEST SBU MASTERS FIRST AID BASICS



11 September 2019 – A first aid introductory course was conducted by the Malaysian Red Crescent Society in September to educate the staff of Tradewinds Corridor Sdn Bhd in Kedah on the basic safety measures during an emergency. The outline of the course includes use of the Automated External Defibrillator and CPR methods.



LET'S WELCOME THE NEW YEAR
WITH HIGH SPIRITS!



As the year 2019 draws to a close, it's with great enthusiasm that we embrace ourselves for what challenges and opportunities lies ahead of us in the new year.

With the increasingly bullish CPO price for 2020, it is crucial that we take all necessary pre-emptive moves to exploit such rare opportunity fully, having experienced economic decline

in the past two years in 2018 and 2019. 2020 and 2021 are two great years for us to fully tap opportunistically.

With these in mind, we are to consider pre-emptive moves on FFB recovery in all estates aggressively, to ensure there is absolutely no crop loss.

Changing perception and turning a slow market to our advantage will require a lot of hard work. While the pressure is on us to successfully navigate and change perception as the market evolves, we need to imbue a new mindset to persevere through volatile markets. These would include innovating new ways to increase value for our existing customers and partners to capture opportunities outside our traditional business.

Many of you have been on this long journey together with the company. We have weathered business cycles, overcome insurmountable challenges to arrive to where we are today.

I encourage all TPBians to observe our core values, work towards building a more cohesive and effective organisation and achieve the various financial targets as the new year approaches. As we continue to grow, there will be many opportunities for our people to grow together with the company as well. With a positive outtake and can-do attitude, I'm certain that TPB can soar to greater heights and achieve greater outcomes.

The year 2020 and 2021 are two immediate years in our radar that we must fully exploit, let's strike the iron when it is hot!

FROM GOOD TO GREAT AND LASTING

Charles Chow

TPB Research & Development Charting New Heights at the
9th International Planters Conference 2019



Mr. Tan Chen Zhi accepting the Best Poster Award – Runners Up, from ISP Chairman, YB Datuk Haji Daud Haji Amatzin

The 9th International Planters Conference (IPC) 2019 was held from 15th – 16th July 2019 at Hotel Royale Chulan, Kuala Lumpur. The conference was graced by DYMM Paduka Seri Sultan Perak Darul Ridzuan Sultan Nazrin Muizzuddin Shah Ibni Almarhum Sultan Azlan Muhibbuddin Shah Al-Maghfur-Lah and representatives from various government ministries and agencies. The theme of the event is Plantation Industry: Charting The Future - Transforming People: Policies: Processes.

In conjunction with the conference, the IPC also organised a Scientific Poster competition. Tradewinds Plantation Research & Development Department submitted 2 posters for the competition. The two posters 'Comparison of Effectiveness and Attractiveness of Three Commercial Rat Baits', written by Tan Chen Zhi (Co-Author by Yap Cheng Lock and Syed Khairul Syahmi) and 'Assessment of Factors Causing Low Yield Using Geographical Information System (GIS) Technology', written by Kaviarasan Tommy (Co-Author by Shafiqka Zulkifli, Lim Yu Hong and Yap Cheng Lock).

There were a total 10 posters presented at the conference. These posters were presented by Sime Darby, Malaysian Palm Oil Board (MPOB) and major suppliers of agricultural products. The posters were evaluated by a team of judges, comprising of prominent research personnel from the oil palm industry.

TPB's poster titled "Comparison of Effectiveness and Attractiveness of Three Commercial Rat Baits" was awarded the Best Poster Award (Runner-Up), with a prize money of RM2,000. The award was presented to Tan Chen Zhi (main author of the poster) by ISP Chairman, YB Datuk Haji Daud Haji Amatzin.

By: Dr Liew Voon Kheong



Authors of the winning poster, Yap Cheng Lock (extreme right), Tan Chen Zhi (second from left) and Syed Khairul Syahmi (extreme left) with visitor, Chung Gait Fee (second from right)



Authors of both posters with TPB CEO, Charles Chow



Congratulations

to all our winners and a big thank you to all the participants for your photo submissions!

TPB has recently organised a Photo Contest in August 2019, and had an overwhelming total of over 400 photo submissions! The purpose of this contest is to accumulate scenic photos to be included in our 2020 calendar, aside from serving as a platform for TPBians to showcase their hidden talents.

These photos were taken at various sweet spots within TPB grounds that shows that TPB is not just merely a palm oil plantation, but it's also a place of culture and nature.

We are pleased to announce the winners of TPB's Photo Contest!

1st Prize (RM1,000) – Nasit Anak Jimba, Rasau Estate (Page2)

2nd Prize (RM500) – Ibrahim Yuni, Trusan Palm Oil (Page4)

3rd Prize (RM300) – Muhammad Khairuddin Rosli, Serasa POM

Consolation Prizes (RM200)

Mohammad Azham Hassan, Pelitanah 3 Estate

Chris Nicholl Anak Julin, Pelitanah 1 Estate

Abdul Aziz Mahdi, Ladong Estate



Photo By : Muhammad Khairuddin Rosli
Location : Serasa Palm Oil Mill , Kuala Krai, Kelantan



■ There is no "I" in TEAMWORK.



Photo By : Mohammad Azham Hassan
Location : Pelitanah 3 Estate, Sibul, Sarawak



Photo By : Chris Nicholl Anak Julin
Location : Pelitanah 1 Estate, Sibul, Sarawak



Photo By : Abdul Aziz Mahdi
Location : Ladong Estate, Sri Aman, Sarawak



With MOHAMMAD ALWI

Chief Financial Officer

A top student in his accountancy class back in his university days; numbers and statistical figures have become the bread and butter for JB-born Chief Financial Officer Mohammad Alwi.

Mohammad was originally a science stream student, until fate came knocking on his doors and he was offered a MARA scholarship in the field of accountancy. The SMK Sultan Ismail alumni then accepted the offer and from there, his love for numbers grew. He successfully completed his Diploma in Accountancy at MARA Institute of Technology (Now called UiTM), followed by the completion of his ACCA studies. 22 fruitful years of work experience later, he is now the CFO of TPB.

Share with us your experience while climbing up your career ladder.

After obtaining my Diploma in Accountancy from ITM, I was offered my first stint at Permodalan Nasional Berhad (PNB). I was later offered a three-year scholarship from MARA for ACCA studies in United Kingdom, which I gracefully accepted. I managed to successfully ace my ACCA studies in just under three years.

I began a new chapter in my work life as a chartered accountant with prominent field players such as Coopers & Lybrand, Goodyear and Esso Production Malaysia Inc. (EPMI) before being promoted to the role of Finance General Manager at Johor Corporation. It was later on that I joined KFC Holdings Malaysia as their Finance Executive Director. I was also the CEO of KFC Mumbai for two wholesome years before becoming a part of TPB.

Throughout my career journey, I can say that what intrigue me most are the people. I'm very much of a people-person; to me it doesn't always have to be about protocols as well as suit and ties. I like to mingle and befriend people of all levels, to communicate and establish connection with everyone. That is why I'm friends with everyone regardless of their positions. This is how you build mutual respect. I don't believe in ruling with an iron fist; respect has to be earned not demanded.

What is the most challenging obstacle you have faced during your career journey?

In 2003, there was a drastic plummet in the prices of palm oil. I was the Finance GM at JCorp and the time, and the group had a defaulted loan of RM 6 billion! I managed to step in and restructure the loan in a span of a year without selling off a single company asset. Unfortunately huge sacrifices had to be made to rescue the company finances; the staff had a 15 per cent salary cut and did not receive bonuses for the year. However, the team stayed strong and loyal, and the company finances recovered back on track and approximately 15 years-worth of loans were successfully converted into government guaranteed bonds. I learned a lot from my years in JCorp, especially under the wings of my mentor, JCorp's CEO Tan Sri Muhammad Ali Hashim.



Mohammad spending quality time with his family.

DID YOU KNOW?

Back in his days in the UK, Mohammad was an avid squash player. Now, he still tries to fit some healthy regimes into his busy schedule, such as brisk walking and jogging (His weekly count is about 20-25km!)

With AYUB JIHA

Acting Deputy General Manager | EM North (SBU Sabah/Lawas)

Born and bred in the grounds of Lahad Datu, Acting Deputy General Manager Ayub Jiha's love for the fields was mainly driven by his passion for plantation. His passion began at young age, where he was inspired by his parents who worked as plantation labourers under Unilever's Pamol Plantation in Sandakan.

The road to where he is today is a tough one, lined with obstacles and hurdles that not many men would have the strength to endure. Let's hear what Ayub has to say about his arduous career journey.

Tell us about your early life before shouldering the role of ADGM.

I was an alumni of SMK Sandakan when I began my career in the plantation industry as a Field Conductor. Armed with an MCE-Level certificate, I decided to follow my parents' footsteps in joining Pamol Estate upon graduation.

In 1984, I enrolled in a three-year Cadet Planter course with River Estate and emerged as one of the youngest Assistant Managers in the estate. Four years later, I accepted an offer to develop 2500Ha of jungle grounds into an oil palm as an Estate Manager at Abedon Sdn. Bhd. After that, I had a quick stint in Hap Seng Plantation from 2013 to 2015 before joining TPB as the VP of Mukah SBU and was later promoted to the position of the ADGM.

FUN FACT

• Ayub's not only passionate about the field of plantation, he's also passionate about karaoke singing! His favourite musicians include Broery Marantika, Alleycats, Ebiet G. Ade and Frank Sinatra.



What are some of the challenges you have endured in your years of service and how did you overcome them?

One of the most challenging obstacles in my career journey with TPB is having to improve the finances for Mukah SBU into a profitable SBU. Mukah SBU was facing several issues at the time, mainly shortage of workers, ground limitations and very low OER. As the spearhead of the SBU, I managed to overcome the challenges via effective communication from top to



Ayub with Muhammad Pandakan and Sa'idon Senik having a blast at Sabah SBU's "Rock & Roll" themed Annual Dinner

"THE WORLD OF PLANTATION IS ALL ABOUT PASSION AND COMMITMENT"

bottom of the organisational hierarchy and vice versa. Great team work from the Managers, Assistant Managers and staff played a big role in the success as well.

What drives you to excel in your career?

My biggest motivator would have to be my family, hands-down. After the passing of my late wife in 2006, I mustered all the strength I have left in me and with Allah's will, single-handedly raised three daughters and a son on my own. Alhamdulillah, my daughters have all completed their tertiary education with flying colours (My son is currently a Form 4 student at MRSM Sandakan). Unconditional love and patience from my children are my source of strength to continue my career journey in plantation.



Ayub and his beloved prince and princesses.

DID YOU KNOW?

Ayub is a man of many talents! Aside from being a former badminton junkie, he's also an expert in the kitchen! His all-time favourite food is salted egg crabs.

"IT'S NOT JUST ABOUT CRUNCHING NUMBERS, IT'S ABOUT PEOPLE SKILLS TOO"



A day in the life of *Tpb mill engineer*

A mill engineer's job is not all glitz and glam as it appears to be. A day in the life at the mill may require high levels of endurance and only the resilient ones remain standing.

We've got some inside scoop from some mill engineers from several mills across Peninsular and East Malaysia on the what- nots of the engineering universe. Let's hear what our mill engineers have to say about their ever-so-challenging lifestyle.



Serasa Palm Oil Mill , Kuala Krai, Kelantan
Photo By Muhammad Khairuddin Rosli.

WHY DID YOU CHOOSE THE FIELD OF ENGINEERING?



Engineering is the application of science and mathematics to solve problems. Because of this, I was interested in this field because I like the things that exercise high thinking levels and solving skills. Furthermore, I am in love with science and math. The engineering field had taught me to think more creatively in various ways. As engineers, we need to devise and plan efficiently as well as making speedy but safe corrective measures.

– Azman Baginda, Serasa POM



I choose the field of engineering because I was inspired my father, a heavy machinery mechanic and my uncle, a marine engineer. Born in the Malaysian industrial era where significant milestones such as the birth of Proton as Malaysian first National Car, Penang bridge construction and Wawasan 2020 Vision attracted my interest in engineering alongside applied science, mathematics and arts to create technological wonders.

– Mohd Fadli Sham Encek, Trusan POM

WHAT ARE SOME DIFFICULT CHALLENGES YOU HAVE FACED AS A MILL ENGINEER?



Being a palm oil mill engineer covers very huge aspects. From workers' welfare to safety, from ensuring production quality to cost control. Therefore, they are frequently regarded as all-rounders. The most daunting challenge is to bring a team of people with different skill sets and characters together so that everyone can move forward as one unit. Establishing a self-organising team will consistently remain a continuous process as it takes time and trust, but the result will be truly satisfying.

– Chin Jai Syn, Permai POM



Having a balanced lifestyle is probably the hardest thing to juggle. Working as a mill engineer involves huge time consumption and sometimes, you'd even need to work 7 days a week. It takes time to juggle a healthy work-life balance. The key is to train your subordinates to work as team.

– Tamlarasu Maniam, Kuala Suai POM

Aggressive timelines and budget constraints from the corporate side are definitely the top two challenges for an engineer. As industries become more and more diversified and competitive, process operation team will face increasing pressure to meet corporate demands at a breakneck pace. To give the business the profitable solution it seeks, the process must be lean — it must be designed in a way that minimises both initial capital costs and ongoing operating expenses.

– Roselita Sara Edmund, Binu POM



TELL US AN INTERESTING EXPERIENCE YOU HAD DURING YOUR CAREER JOURNEY AS A MILL ENGINEER.



The most interesting experience I had during my journey as a Palm Oil Mill Engineer is when I had the opportunity to explore and gain knowledge other than engineering works. Being a Mill Engineer helps me understand the current challenges faced by the management side. It's given me an opportunity to study the organisational climate and our working environment. There's always something new to do, and new techniques to learn solving problems better.

– Intik Anak Kinseng, Binu POM



An interesting experience I had as a fresh Cadet engineer is learning about microbiology; this course comes in handy when running the POME system where we use bacteria as an agent to manage wastes before discharging into the river course. I gained more knowledge about bacterias; how to cultivate and monitor their characteristics, their efficiency and the life cycle of the bacteria just to ensure that our POME runs in good condition and meets the parameter set by the authority. This was not within our field, but as a mill engineer, we must learn and master these additional elements to control the POME system efficiently. Being a palm oil mill engineer is like being the jack of all trades!

– Mohd Fadli Sham Encek, Trusan POM



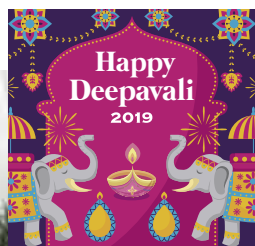
TPB CELEBRATES DEEPAVALI WITH COLOURFUL ILLUSTRATION OF KOLAM ART

Earlier this October, TPB welcomed the festival of lights with a flamboyant *kolam* art illustration which took place at TPB HQ.

Bags of coloured rice were used to “paint” the *kolam* art to life. The art centralises on a nature-themed illustration of a peacock.

The participants each had a go at decorating different parts of the art with coloured rice, flour and some chalks. The *kolam* art drawing was led by the artistic Gunasuntari Sithivinayagam.

According to Hindu beliefs, *kolams* are thought to bring prosperity to homes. It was an eventful day as participants of different races got to experience a part of the Indian culture and tradition.



ANOTHER BATCH OF CADET ENGINEERS OFF TO CONQUER THE MILLS!



7 August 2019 marks an eventful night as nine cadet engineers successfully completed and passed the TPB Cadetship Programme (Palm Oil Mill) with flying colours.

A convocation dinner was held at Vistana Hotel on the aforementioned date to commemorate the graduation of the cadet engineers. The welcome address was delivered by Senior General Manager Nor Azman Asmon, followed by the congratulatory address from CEO Charles Chow.



Certificates of achievement and transcripts were awarded to all the successful cadet engineers by the SGM and accompanied by the Deputy General Manager of Mill Operations Hamirun Osman.

The night ended with bang as the CEO, accompanied by CFO Mohammad Alwi, presented award for the Best Cadet Engineer and Best Presentation to winners Alya Norshahida Mohammad Mustaffa and Roselita Sara Edmund respectively.

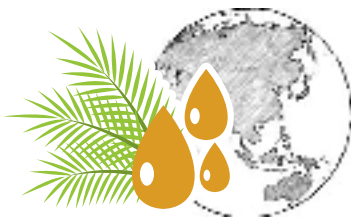


Did you
KNOW

Quick facts about oil palm?



The oil palm (*Elaeis guineensis*) is a vital oil crop, which originates from West Africa.



It was introduced to Malaya in the 1870s as an ornamental plant, and planted commercially for its oil in 1917 at Tennamaram Estate.



In the 1960s, Malaysia began cultivating the oil palm on a large scale; further boosting the development of the palm oil industry.



Upon fruition, the oil palm tree continues to produce all around the year for up to 20-30 years before it is replanted.



Each tree produces fruit bunches, and each bunch carries 1,000 - 3,000 fruitlets.



During the processing stage, palm oil is extracted from the fruitlet's mesocarp while palm kernel oil is extracted from the kernel.



Once the oil extraction is completed, the leftover fibre, known as 'palm kernel expeller' can be sold as animal feed or further processed to produce paper or organic fertiliser.

LEVEL UP!

With *hard work* comes great *success*. *Congratulations* to our *newly-promoted* colleagues!

NO	NAME	DESIGNATION	DEPT/EST/MILL	LOCATION
1	Ayub bin Jiha	Acting Deputy General Manager	SBU Sabah / Lawas	EMAC
2	Mohammad Izzat bin Che Ab Aziz	Acting Manager	Pelangi/Semberong Kiri	PMAC
3	Mohd Hafizi bin Mohd Azlan	Acting Mill Manager	Ulu Sebol Palm Oil Mill	PMAC
4	Mohd Fadzli Sham bin Encek Dewet	Acting Mill Manager	Trusan Palm Oil Mill	EMAC
5	Muhammad Tariq bin Rahim	Senior Assistant Manager	Petian Estate	EMAC
6	Ahmad Zaini bin Ariffin	Acting Senior Manager	SBU Mato Daro	EMAC
7	Rabiah bin Beddu	Acting Manager	Sg Klad	EMAC
8	Mohd Faizul bin Roslin	Senior Assistant Manager	Permai Estate	EMAC
9	Muammar Gadaffi bin Abd Manan	Acting Manager	KUB Sepadu Estate	EMAC

Say hello to these fresh faces of TPB and welcome aboard the Tradewinds express!

NO	NAME	DESIGNATION	DEPT/EST/MILL	LOCATION
1	Mior Hashim Affendy bin Mior Jani	Assistant Manager	IT	HQ
2	Dennis anak Rungah	Assistant Manager	Simunjan Estate	EMAC
3	Shahrul Nazim bin Mustapa	Estate Manager	Tengah Nipah Estate	EMAC
4	Anas Fiqrie bin Zakaria	Assistant Manager	Tanah Merah Estate	PMAC
5	Wendy Louise Chiang Siew Kuin	Manager	Marketing & RMP	EMAC
6	Muhammad Ilham Vasco bin Abdullah	Manager	Intan Estate	EMAC
7	Mohamad Zulhaimy bin Zainol	Manager	Pasai Estate	EMAC
8	Siti Nor Shafawaty binti Che Mat Nor	Logistics Executive	Marketing & RMP	HQ
9	Arnold Yosores	Assistant Manager	Malua Estate	EMAC
10	Gayok anak Jawan	Assistant Manager	Sg Buloh Estate	EMAC
11	Fakharudin bin Ibrahim	Assistant Manager	Sg Yong Estate	PMAC
12	Mohd Haffii bin Mohd Husain	Senior Assistant Manager	Sg Yong Estate	PMAC
13	Muhammad Sufyan bin Azmi	Manager	Sg Yong Estate	PMAC
14	Jamali bin Md Jamin	Manager	Malua Estate	EMAC
15	Mohd Saharudin bin Bahrom	Assistant Manager	Sg Yong Estate	PMAC
16	Mohamad Yunos bin Mydin	Assistant Manager	Sg Buloh Estate	EMAC
17	Abdul Larif bin Abdul Malik	Senior Manager	SBU Miri	EMAC
18	Bennet Raymond anak Singa	Boilerman	Melur Gemilang Palm Oil Mill	EMAC
19	Connie Ling	Store Clerk	Pelitanah 3 Estate	EMAC
20	Melissa binti Abdullah	General Clerk	Jemoreng 2 Estate	EMAC
21	Midmason Cantona anak Rama	Field Conductor	Pelitanah 3 Estate	EMAC
22	Jaminus bin Talu	Security Guard	Tengah Nipah Estate	EMAC
23	Muhd Zaid bin Rothman	Field Conductor	Permai Estate	EMAC
24	Vincent Guang anak Jucess @ Aton	Store Clerk	Pelitanah 4 Estate	EMAC
25	Mohamad Saufik bin Pohi	Field Supervisor	Gemilang Estate	EMAC
26	Rahim bin Teridi	Field Supervisor	Pelitanah 4 Estate	EMAC
27	Johora binti Bahari	Account Clerk/PIC	Judan Estate	EMAC
28	Jumardi bin Pate	Field Supervisor	Malua Estate	EMAC
29	Ramlah Merry binti Abu	Chief Clerk	Malua Estate	EMAC
30	Laila Hijjera binti Mustamin	General Clerk	Malua Estate	EMAC
31	Noramera binti Janius	Medical Assistant	Malua Estate	EMAC
32	Izzah Syafiqah binti Manura	General Clerk	Sg Buloh Estate	EMAC
33	Fadzly Dzil Iqram Saga bin Abdullah	Storekeeper	Sg Buloh Estate	EMAC
34	Mazlan bin Mohamad	Field Supervisor	Malua Estate	EMAC
35	Chong Mui Lin	Storekeeper	Malua Estate	EMAC
36	Muhammad Shah bin Muhammad Tawil	Field Supervisor	Malua Estate	EMAC
37	Yahya bin Ibrahim	Foreman	Sg Buloh Estate	EMAC
38	Taif anak Batong	Field Supervisor	Sg Buloh Estate	EMAC
39	Mohamad Zabidi bin Sulhi	Field Supervisor	Sg Buloh Estate	EMAC
40	Mohamad Yusop bin Ibrahim	Field Supervisor	Sg Buloh Estate	EMAC
41	Andrew bin Gregory Ujo	Security Guard	Sg Buloh Estate	EMAC
42	Sharil Yap anak Clement	Field Supervisor	Sg Buloh Estate	EMAC
43	Mohamad Khasturi bin Osseli	Field Supervisor	Sg Buloh Estate	EMAC
44	Mark bin Aput	Field Supervisor	Sg Buloh Estate	EMAC
45	Sharfieza binti Talib	General Clerk	Sg Buloh Estate	EMAC
46	Yusuf bin Aik	Field Supervisor	Sg Buloh Estate	EMAC
47	Patrick Mark anak Pilang	Field Supervisor	Sg Buloh Estate	EMAC
48	Jawai anak Kedu	Chief Clerk	Sg Buloh Estate	EMAC
49	Basir bin Mohamed Wahid	Senior Foreman	Sg Buloh Estate	EMAC
50	Siti Nuurhafiza Wati binti Othman	Storekeeper	Sg Buloh Estate	EMAC
51	Padel bin Mahadin	Field Supervisor	Sg Buloh Estate	EMAC
52	Nur Alisya Stephen binti Abdullah	Account Clerk	Sg Buloh Estate	EMAC
53	Azlan bin Sahari	Field Supervisor	Sg Buloh Estate	EMAC
54	Hafani bin Rajak	Security Guard	Sg Buloh Estate	EMAC
55	Mohamad Alli bin Mahsin	Security Guard	Sg Buloh Estate	EMAC
56	Nur Fazila binti Jizan	General Clerk	Bukit Kleddek Estate	PMAC
57	Mohd Norazlan bin Ismail	Store Keeper	Sisek Estate	PMAC
58	Asmadi bin Nahal	Security Guard	Sg Yong Estate	PMAC
59	Khairul Fauzi bin Zubir	Field Supervisor	Sg Yong Estate	PMAC
60	Emma anak Edward	Account Clerk	Sg Yong Estate	PMAC
61	Muhammad Azmi bin Yahya	Field Supervisor	Sg Yong Estate	PMAC
62	Hidayah binti Che Salleh	General Clerk	Sg Yong Estate	PMAC
63	January Luta anak Liang	Field Supervisor	Sg Yong Estate	PMAC
64	Juriadah binti Johan	Chief Clerk	Sg Yong Estate	PMAC
65	Pauzi bin Awg Hassan	Security Guard	Sg Yong Estate	PMAC
66	Zahiruddin bin Yusuf	Field Supervisor	Sg Yong Estate	PMAC
67	Mohamad Harris bin Khodri	Office Administration	Sg Yong Estate	PMAC
68	Md Raya bin Mohd Jaiz	Driver	Sg Yong Estate	PMAC
69	Fauziah binti Awg Hassan	General Clerk	Sg Yong Estate	PMAC
70	Zambri bin Biai	Security Guard	Sg Yong Estate	PMAC
71	Muhammad Asif bin Mohd Zelang	Field Supervisor	Sg Relai North	PMAC
72	Mohammad Fakhruzi bin Che Sedik	Field Supervisor	Sg Relai East	PMAC

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