

# JEL INSIDER

## Empowered by Innovation



New Technologies



Automation



Safety



Increase Productivity



Increase Efficiency



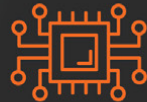
Increase Profit



Internet of Things



Cost Saving



Digitalisation



Work Smart

“Innovate and leverage on IoT and other innovative technologies to transform JEL towards our 2030 vision.”

- Managing Director,  
Mr Watanabe

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### FEATURED PROJECTS

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JUL 2022



RISE TO THE CHALLENGE



# Empowered by Innovation

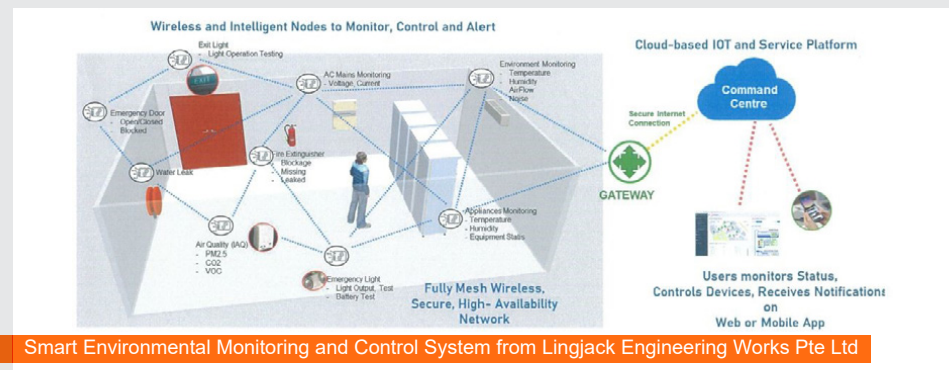
IoT is a term that everyone has been hearing a lot of in recent years. Yet, most of us may not truly know what it is. So, what exactly is IoT?

IoT is the abbreviation for Internet of Things. It is a system of interrelated computing devices that are embedded with sensors, processing ability, software, and other technologies that connect and exchange data with other devices and systems over the Internet or other communications networks. In simpler terms, IoT is a device with a processor/sensor that is linked so that you can communicate (receive information from or send instructions to) with it.

constantly man the equipment and makes it possible for preventive actions by detecting early signs of a malfunction. In an industrial plant scenario, a malfunction can cause an entire production line to shut down.

It is the accessibility and adaptability of IoT that makes it so wonderful. How then can IoT be applied to the construction industry and more specifically to JEL's operations?

During Mr Watanabe's opening address in the May Townhall, he shared a vision of project sites where equipment, materials, and workers are all connected to a central server for better real time monitoring.



In today's modern society, IoT devices are everywhere. From your homes to workplaces, there may already be IoT devices installed without you realizing it. For instance, that smart digital lock you installed in your door is a good example of IoT being utilized in homes. To elaborate further, the digital lock has a microprocessor which is linked to the internet. You can send instructions from your smart phone (which is also linked to the internet) to the digital lock, instructing it to lock or unlock the door anywhere in the world so long as you are 'connected'.

Sites where automated welding machines and new methodologies like Concrete Pre-cast Design Technology are used to reduce manpower, improve productivity and reduce costs. Safer sites where drones and automated robots are deployed in dangerous tasks instead of humans. He strongly believed that JEL can be at the forefront of innovation and technology. To do so, we will explore and bring in new technologies that will improve our productivity, profit margin and safety. At the same time, they must be practical and feasible too.

Another common IoT device installed in workplaces are security cameras which are connected to the Internet. With them, you can monitor the workplace remotely and even control the cameras to point to different viewing areas while you are away on another continent! Even the Singapore Police Force is increasingly turning to IoT with the deployment of numerous cameras at sensitive areas and hotspots to supplement physical patrolling and to give a sense of a 24hr 'presence'.

IoT and other innovations are invaluable tools to boost our productivity, enhance our effectiveness and even reduce costs. By rethinking the way we do things, it can make our work much easier! Just like with any other tool, we have to use it to make it work! So let us all think about how we can innovate and leverage on IoT and other innovative technologies to transform JEL towards our 2030 vision.



We held a lunch sharing session hosted by Marc Ho who presented various innovative BuildTech Asia 2022 products.

# Town Hall May 2022

## Launch of New Group Management Policies 2022-2030

Town Hall 2022 was kick started on 18 May by Managing Director, Mr Koichi Watanabe, who shared his 2030 vision and goals for the JEL Group. As we move forward into the future, we are faced with unique challenges for our 3 key divisions – EPC, Construction and Maintenance. We must look to our management policies to guide us. He also emphasized the need to become leaner, more flexible and agile.

In his opening speech, Mr Watanabe stressed the importance of the fundamental management policies which have guided us well in the past. They are group integration, strengthening engineering capabilities, human resource development, enhancing our marketing brand and ensuring a healthy, safe environment for all staff. Then, he unveiled two new management policies – improving project execution and management and adopting Internet of Things and Innovation. These are the 7 management policies which will guide us for the next eight years.



Our managing committee members showing their support at this year's town hall meeting.

## Group Management Policies 2022-2030



After the opening speech, our colleagues from the Human Resources & Administration Division, Mr Alan Phang, Ms Wendy Wee and Mr Peh Pin Hsuan, shared more on the new HR initiatives which they have undertaken. The first initiative is the adoption of IHI Group Human Rights Policy which would cultivate a corporate culture of respecting human rights and promote human rights awareness activities. The second initiative is a revamp of our current job grade structure to foster greater career opportunities and progression for JEL employees.

To conclude the town hall meeting, the audience were given time to send in their questions via WhatsApp during the Question-and-Answer segment. The questions were then addressed by Mr Koh and Mr Alan Phang.

Ending off on a high note, our MD was persuaded to do an impromptu singing performance of "Stand by Me". He delighted everyone with his brilliant singing while the rest of the staff grooved to the song. It was truly a great way to end Town Hall 2022!

In the following segment, Chief Operating Officer, Mr Koh Kew Sek, started off by reflecting on our past mistakes and the lessons we can take away from them. However attractive the project might be on paper, it is important for JEL to be practical and grounded when embarking on new projects, especially in new markets/areas. During his speech, he also highlighted the 'can do' spirit displayed by the NRER project team who airlifted a Siemens SGT-800 62MW C Class Gas Turbine's Core Engine from Sweden to Utapao Airport, Thailand and then delivered it to the NRER site on short notice so that the project schedule will not be delayed.





# 98MW Nexif Ratch Energy Rayong Project in Thailand

First SGT-800 62MW “C Class” Gas Turbine in Commercial Operation in the World



Congratulations to the team at NRER for achieving commercial operation of the first SGT-800 62MW “C Class” Gas Turbine in the world!

The 98MW Nexif Ratch Energy Rayong project is a 98MW combined cycle power plant with a configuration consisting of a Siemens SGT800 C Class Gas Turbine, a dual-pressure Heat Recovery Steam Generators (HRSG) with Duct Firing and a Siemens SST600 Steam Turbine Generator (STG) with water cooled condenser utilizing open loop forced draft cooling tower.

The owner, Nexif Ratch Energy Rayong Company Limited (NRER), is a joint venture between Nexif Energy and Ratch Group.

On 24 February 2020, we signed the EPC contract with the owner, NRER, and on 23 April 2020, a Notice to Proceed (NTP) was issued by NRER to JEL & TJEL.

Our scope of work included the full turnkey engineering, procurement, construction, and commissioning of the plant. Throughout the tight schedule of 24 months, we encountered a multitude of challenges which were exacerbated by the COVID-19 pandemic.

In Thailand, our site team faced numerous obstacles in terms of the execution of construction, testing and commissioning work due to strict government regulations such as movement restriction and curfew at 6pm which greatly affected site progress.

Furthermore, increased COVID-19 cases due to the more contagious Omicron variant resulted in a critical labor shortage. We managed to overcome this labor shortage by outsourcing resources to temporarily ‘replace’ infected workers to catch up on the progress.

As countries experienced varying degrees of lockdown, many vendors faced a delay / shortage of materials and workforce to fabricate their products. This in turn affected our equipment delivery schedule, especially the GT unit which is a critical main equipment. The GT main unit was delivered via shipping. For the first time in JEL’s history, the GT core engine had to be delivered separately from the main package. We had to fly the core engine via a specially chartered flight from Sweden to Thailand to expedite delivery.

Thankfully with proper planning, close coordination with the vendors, and our team who worked tirelessly round the clock, we managed to install, first fire and then first synchronize the gas turbine generator within 14 weeks and 2 days – all in record time! The successful resolution of this issue was a huge relief as a delay of GT unit will seriously affect the entire schedule and likely result in a delay of the entire project!

Amidst the pandemic, we also had to adapt to virtual meetings and doing things virtually. For instance, the Factory Acceptance Test (FAT) was conducted remotely and attended by Owner and JEL/ TJEL team online.

In March 2022, our project achieved 2.5 million Safe Man-hours without any lost time injury. This achievement was only possible due to the enhanced precautionary measures implemented by the site team who conducted regular safety inspections, fully sanitizing office areas, workplaces, transportation vehicles and labor camps regularly to ensure a safe and hygienic working environment for staff and workers.

Both the plant performance test and plant reliability run were conducted and successfully completed on 18 April 2022 and 28 April 2022 respectively. On 30 April 2022, the plant attained its targeted COD (Commercial Operational Date) and it marked the successful completion of the project. This is the first SGT-800 62MW “C Class” Gas Turbine in commercial operation in the world, making it the most efficient gas turbine for this scale! It was a tremendous achievement for the entire project staff and workers! The successful completion despite the many challenges brought about by COVID-19 was a testament to the ‘Can



GT Core Engine unloaded from chartered Antonov 124 on 7 December 2021



GT Core Engine skidded into position on 10 December 2021



GT Core Engine air flown from Sweden to NRER site in Thailand



98MW NRER - SGT-800 62MW

Do! Must Do’ spirit of all JEL staff. We will definitely rise to the challenge!

# CHP III Project EPC Signing Ceremony



On 31 March 2022, Jurong Engineering Limited (JEL) and Thai Jurong Engineering Limited (TJEL) signed the third EPC contract of the year 2022. The EPC contract was signed with IRPC Clean Power Company Limited for CHP III 70MW Cogeneration Combined Cycle Power Plant Project. The parties were respectively represented by Mr Wuttichai Chanapiyangkoon, President of IRPC Clean Power, Mr Koichi Watanabe, Managing Director and CEO of JEL, and Mr Wong Hon Lum, Managing Director and CEO of TJEL.

This is the second EPC project the owner has awarded to the JEL Group, after the successful completion of first phase IRPC Combined Heat and Power Project 226MW in 2011. JEL values the repeat business and continuing trust and support by IRPC.

Due to the on-going COVID-19 pandemic, the signing ceremony was conducted virtually through Microsoft Teams, where the Owner, JEL and TJEL logged in from different locations. However, the parties treated the ceremony with no less solemnity than they would a face-to-face ceremony. Some photos taken at the ceremony are shared in this article.

This CHP III Plant will be constructed at IRPC Industrial Estate in Muang, Rayong, Thailand. It has a configuration of one GTG, one HRSG and one STG and the related balance of plant. The gas turbine to be installed in this plant is the well-

proven and highly efficient SGT-800 57MW ISO rated, supplied by Siemens. When completed, the plant is expected to produce 70MW of electricity and 70 tons of steam. The electricity will be supplied to a 115kV Grid Connection and the steam will be sold to industrial users within the IRPC ECO Industrial Estate.

In the usual collaboration, JEL will supply all equipment to be imported into Thailand for the project and TJEL will handle all onshore supply, construction and commissioning.

The signing of this EPC Contract demonstrates yet again the excellent and reliable EPC capabilities of the JEL Group, especially for power plants of this type and range. The reputation of the JEL Group in the power industry in Thailand has been further strengthened. We are pleased to play our part in designing and constructing the most efficient combined cycle power plant in the South East Asia region and beyond and this CHP III Plant will no doubt be of no exception.

The world remains volatile more than ever with the COVID-19 pandemic showing no sign of an end and the war between Russia and Ukraine wreaking havoc to supply chains. However, we are confident that JEL and TJEL will rise to the challenge, just as our motto says, to showcase yet again our expertise, workmanship and professionalism for the world to see.



# Pulau Indah Power Plant (PIPP)

Pulau Indah Power Plant (PIPP) is a 1,200MW power plant in Pulau Indah, Selangor, Malaysia. It is a natural gas powered Combined Cycle Gas Turbine (CCGT) with an efficiency of more than 60% which is much higher than its coal or oil equivalent.

The gas-fired power plant is developed by Pulau Indah Power Plant (PIPP), a consortium of Worldwide Company and Korea Electric Power Corporation. EPC services were awarded to Mitsubishi Corporation, PEC Powercon Sdn Bhd and POSCO Engineering & Construction. NTP was given on 1 January 2021 and construction works commenced on 1 May 2021.

Equator Engineering Sdn Bhd (EESB) worked closely with POSCO Engineering & Construction on cost estimation since October 2018. To date, EESB has secured 3 separate packages in PIPP with PEC Powercon Sdn Bhd. They are:

1. Heat Recovery Steam Generator (HRSG) Mechanical Work on 26 December 2021.
2. Power Piping Work on 21 April 2022.
3. Turbine Mechanical Work on 21 April 2022.

The 1<sup>st</sup> milestone for the HRSG package was achieved on 22 March 2022. To celebrate

this momentous occasion, a ceremony was held at the PIPP site. It was attended by the owner and other VIPs from both the owner and EPC consortium. As of early May 2022, EESB has 57 staff and 96 direct workers on-site working on the adjustment of HRSG alignments, scaffolding erections, HRSG structure and beam erections. Some upcoming milestones include the OT module erection for unit 1 which is scheduled for completion by the 3<sup>rd</sup> week of May 2022 and OCC module erection for unit 1 by the 2<sup>nd</sup> week of June.

The EESB project team is currently studying the application of orbital welding. We intend to implement it by the 4<sup>th</sup> quarter of 2022 if the client is agreeable. Orbital welding is a technique originally developed to solve the problem of operator error in TG welding and allow for a uniform weld around pipes, as opposed to manual welding where a uniform weld is more difficult to achieve. Orbital welding will improve weld quality, boost productivity and reduce the need for skilled manpower amidst the acute manpower shortage.

Currently, the unit 1 main casing and structure were both completed on schedule. We are on target to complete the project by end February 2023 as scheduled. We will continue to strive to overcome all the challenges and complete the project successfully.



# 2 x 660MW Van Phong 1 BOT Thermal Power Plant Project



2 x 660MW Van Phong 1 BOT Thermal Power Plant Project is located in Ninh Phuoc Commune, Ninh Hoa District, Khanh Hoa Province, Vietnam. The project owner Van Phong Power Company Limited has awarded the project to a consortium consisting of IHI, TOSHIBA, CTCL and DOOSAN. We are working as a subcontractor to IHI. Our scope of work consists of the construction of 660 MW boiler and auxiliaries (2 units), mechanical, electrical, controls & instrumentations, and erection of the power plant on a lump sum/remeasurement basis.

We started our construction work during the COVID-19 pandemic period. When projects were halted and travel restrictions enforced, it led to a delay in the shipment of resources necessary to complete the job. This slowed down the progress of the project and increased the cost of materials and manpower mobilization. We were adversely impacted in many ways such as labour shortages due to infection or quarantine when our project team and workers were down with COVID-19.

Since the first COVID-19 case on 2 November 2021, we have identified and

isolated almost 300 positive cases and over 400 close contacts. In addition, we have been monitoring the situation closely and implemented stringent measures such as conducting frequent COVID-19 tests for all employees twice weekly. If there are any positive cases, there will be a mandatory shutdown for the affected work areas which the positive case worked at.

Even though it is currently impossible to quantify the delay or compute the eventual impact on costs, we have initiated plans to mitigate the adverse impact caused by COVID-19. We still strive to complete the project on schedule or even earlier! Our efforts have borne fruit with the project progress proceeding well at 42.1% as of May 2022. All the pipe and tube welding joints totalling 29,370 nos are also expected to be completed ahead of schedule.

This is only possible due to the dedication of our staff and workers. Many of them had to be away from their homes for a long period of time with some even staying at the project site for more than 2 years without going home due to Vietnam's strict COVID-19

restrictions. Other countries have started to ease up on travel restrictions and we really hope that Vietnam will soon follow suit!

To boost productivity and reduce the need for skilled manpower amidst the acute manpower shortage, we have implemented auto welding technology for the boiler pressure parts tube welding works. Orbital welding machines just require the operator to understand the machine and be trained to set it up and operate it. In comparison, manual welding requires the welder to be trained in the welding process used and have knowledge of the welding properties of the metals and alloys. He also needs to be experienced in welding and be able to work for 10 to 12 hour shifts. Hence, it is much easier to get operators for the orbital welding machine than experienced welders. We can also get more consistent and reliable welds from an orbital welding machine. Since the weld head moves smoothly and automatically around the pipe, there is no need to stop and restart the weld during a normal operation. This improves the weld quality by ensuring consistent penetration and fusion.



In spite of our efforts to catch up on work progress, our primary focus will always be the safety and health of our staff, workers and subcontractors. We are pleased to share that the project recently achieved a key milestone of 14m manhours without lost-time injury hours for the entire project and 1.5m manhours for JEL's erection scope of works. This is a testament to our efforts and commitment in cultivating a strong safety culture.

Finally, we would like to thank JEL Management for their utmost support and we are grateful to all our staff for their contributions, especially the sacrifices of our front-line project site staff and workers. While it had been a really tough time, our team never once gave up! We will continue to persevere to complete the project successfully and take the company to greater heights. Let's all rise to the challenge!



# JEL Maintenance Updates

## Ground Mounted Independent PV Solar Plant



Congratulations to the JML team for the completion of the Sembcorp Tuas Solar Farm!



Straits times Photo



**17.6MWp**  
Power Output



**114,000**  
Safe Man-hours

Sembcorp Solar awarded JML the first ground mounted independent PV solar plant project with an integrated rainwater harvesting system. 17.6 megawatt-peak (MWp) facility will generate enough energy to power about 4,700 four-room housing board flats a year and expected to collect 170,000 cubic metres of water annually - equivalent to the amount to fill 68 Olympic-size swimming pools - to cool and clean solar panels for optimum performance. It sits on 9ha of land at Tuas, Singapore and is part of JTC's initiative to install PV solar panels on vacant land for interim use to contribute to clean energy generation in Singapore.

JML successfully completed the project on 4 January 2022 with about 114,000 safe Manhours from February 2021 to January 2022.

## FEP-WAVE-2 Project



**200,000**  
Safe Man-hours



The project was a challenging one as it involved the expansion of a live plant. The client, Chevron Oronite Pte. Ltd. ("COPL"), is a new customer in JML's Oil & Petrochemical clientele. With JML's specialized and proven track record in brown field project execution, we were able to get through multiple rounds of evaluation to become qualified with COPL and eventually securing the contract.

We successfully achieved mechanical completion for all systems except for 2 which were delayed due to outstanding material from client/owner. We are also glad to share that we recently celebrated 200,000 safe manhours without any LTI!

## Turbine Maintenance Works



**2 x 289MW**  
Gas Turbines

**2 x 66MW**  
Steam Turbines



Recently, we carried out two turbine maintenance works for MHI. The first was for 2 units of 289MW gas turbines located at Senoko Energy Plant and involved BSI and SCI scopes with testing and commissioning support. The work was carried out to facilitate the inspection by MHI Japan's Technical Advisors on both gas turbines'

combustion nozzles, rotor impeller blades, inlet fan and exhaust outlets.

The second job was for 2 units of 66MW steam turbine generators located at Tuas South Incinerator Plant. Scope of work involved dismantling and assembling of the turbine units, conducting sand blasting on the diaphragms and rotor, major servicing of the auxiliary equipment, and a rotor alignment with generators. MI (outage) was also carried out for the NDT inspection, including auxiliary equipment servicing with testing commissioning support.

1<sup>st</sup> unit MI outage started from March 2022 to April 2022. With unit 1 stabilized in less than 5 days, the 2<sup>nd</sup> unit started MI outage. Both units were completed within schedule to the Owner and MHI's satisfaction.



## Steam Turbine Major Overhaul



**700MW**  
Toshiba Steam Turbine



This project involved the major overhaul of the 700MW Toshiba steam turbine, generator, main steam valves, boiler feed water pump - turbine (BFP-T) at Malakoff's Tanjung Bin Power Plant. Other scope included the steam turbine rotor & diaphragm blasting work, NDT Inspection on turbine, generator, steam valves & BFP-T parts and special tools fabrication & machining.

Our client is TOS Energy Malaysia Sdn Bhd. Schedule was 50 days from 11 February to 1 April 2022. To complete the job within schedule, we had a peak work force of 130 staff.



## Visit by Mr Hiroshi Ide, President of IHI Corporation



Mr Hiroshi Ide

Mr Hiroshi Ide, visited JEL on 29 April 2022. He was formerly our MD from 2013 to 2017 and we are really glad that he came back for a visit!

Upon his arrival, he was warmly welcomed by our MD, Mr Watanabe and JEL staff with flowers, and even a garland! Staff also took the opportunity to take photos with Mr Ide. After the welcoming reception, Mr Ide met with the Management where he was given updates from various Division Heads.

It was nice meeting Mr Ide again and we hope that he will pay us another visit soon!



## JEL Staff Party 2022

### Stronger Together – One United JEL Group

Unlike in 2021 when we could only have a virtual celebration, we were able to hold a hybrid staff party on 11 February 2022 thanks to an easing of the COVID-19 Safe Management Measures (SMMs). The staff party was held at the Orchard Hotel together with an online livestream available for overseas colleagues to join virtually as they were not able to make it in person.

As per the prevailing SMMs, we had to abide by the rules on physical events. For instance, we had to split into 2 ballrooms due to the headcount cap. Nonetheless, we were all excited that we could finally celebrate our annual staff party in person! After all, nothing beats the contagious lively atmosphere in a physical celebration!

The evening started off on a high note with the customary “Lo Hei”. Due to the SMMs, we were given individual portions of yusheng. Regardless, everyone still tossed the “yu sheng” (raw fish salad) with gusto while

wishing for prosperity and good fortune for the new year.

Next was the opening address by our MD, Mr Koichi Watanabe, who unveiled the JEL2030 initiative and 7 management policies which will help us achieve the JEL2030 vision.

During the award segment, the Health, Safety and Environment (HSE) awards were presented to the top project teams in recognition for their outstanding safety records. The winners of the inaugural JEL photo competition were also announced.

Following that, excitement mounted as the ballroom and livestream came alive during the interactive games and the lucky draw segment. Everyone waited with bated breaths as the lucky draw winners were drawn and announced.

One of the night’s highlights was undoubtedly the guitar performance by Mr Watanabe! To the delight of all

staff, he belted out a series of songs, including the classic ‘Stand By Me’, to thunderous cheers and calls of encore.

For the grand finale, Chairman Mr Bob Tan Beng Hai, Mr Watanabe Koichi and the Management Committee members took to the stage. Together, they led everyone for a rousing toast and rendition of the JEL song. Just before the curtains closed on JEL Staff Party 2022, we sang the JEL song together, stronger and united as one voice.



## Celebration for Chairman

### 2022 NTUC May Day Distinguished Service (Star) Award

On 27 May 2022, we threw a surprise party for our Chairman, Mr Bob Tan Beng Hai, to celebrate the Distinguished Service (Star) award he was honored with at the 2022 NTUC May Day Awards.

The Distinguished Service (Star) Award is the top May Day award and conferred on outstanding individuals who, after having received the Distinguished Service Award, continue to render significant contributions to the Labour Movement.

After working tirelessly with the National Trades Union Congress (NTUC) for nearly 30 years and championing workers’ rights, Mr Bob Tan, is certainly a worthy recipient of this prestigious award!



He was warmly welcomed with a flower basket presented by our MD, Koichi Watanabe, and his wife, along with the enthusiastic claps of our staff. The celebration continued with a mouth-watering buffet where everyone took the opportunity to convey their congratulations and ‘catch up’ while enjoying the food.

Our heartiest congratulations to Mr Bob Tan Beng Hai!

Photo from Quebec leisure international Pte Ltd





# HSE Updates

## HSE Conference 2022



JEL's annual Health, Safety and Environment (HSE) Conference was held on 9 February 2022. Due to the ongoing COVID-19 pandemic situation, the event was carried out virtually and attended by JEL subsidiaries management and HSE staff.



### Zero Accident Target

Our MD, Mr Koichi Watanabe, commenced the conference with his opening speech regarding his vision, HSE target of zero accident, and the importance of resilience in the face of COVID-19 challenges.

Over the course of 6 hours, a total of 6 JEL Group representatives presented their respective HSE performances in

2021, which included their achievements, challenges, and initiatives.

A key highlight from the conference was the achievement of zero fatality, major injury, occupational disease among the employees of JEL Group in 2021 – faring better than MOM on all accounts.

In line with JEL's core value of continuous learning, HSE established an e-training program in 2021. This program is accessible by all employees who can attend various courses such as "Lifting Operation Safety Training" and "Confined Space Attendant Training" online wherever they are and whenever they are free. By enabling the learning to be done at their convenience, we hope that staff can raise their safety awareness and knowledge.

To close off the conference, Mr Koh Kew Sek, Chief Operating Officer, gave an insightful speech on the challenges HSE management faced on EPC projects.

# HR Updates

## Career Development Program

### Graduation of Career Development Program 2/2018



CDP2\_Group Photo During Last Physical Module in Indonesia 2019

The second batch of participants, consisting of 18 employees from JEL group of companies, graduated from the Career Development Program (CDP) on 18 March 2022.

CDP is JEL's developmental initiative to strengthen our human capital. It aims to equip the participants with all-rounded knowledge and enhance their exposure and networking opportunities in JEL Group.

The participants started their journey in 2018. After completing the first four modules, it was unfortunate that we had to suspend the three-year program in 2020 due to Covid-19. Initially, we tried to wait it out, hoping for freer travel and reduced risk of coronavirus infection. We eventually decided to resume the CDP virtually when infection rates rose

in various countries and borders remained tight.

Despite the delay in graduation and absence of physical interactions – which the participants missed dearly, they completed the program on a high note after their graduation presentations to the JEL management. Members from the Management Committee, Mr Koh Kew Sek, Mr Alan Phang and Mr Khor Tseh Jiang, offered words of encouragement and appreciation to them for persevering and staying motivated throughout the pandemic. Each participant was finally awarded a graduation certificate and gift.

As the curtain fell on CDP 2/2018, we hope the graduates can continue to develop themselves and wish them success in their careers.

### Commencement of Career Development Program 3/2022

On 17 and 18 May 2022, 25 participants from seven countries and eight companies within JEL Group gathered in Singapore to commence CDP 3/2022.

Like the previous two batches, the participants will partake in six training modules over a period of three years. They include project management, financial management, leadership development, influence and impact, and contract negotiation. Other topics related to JEL's operations, such as health, safety and environment (HSE) and ethics and compliance will also be covered.

After a prolonged pandemic, it was the first time since 2020 that our colleagues from various countries gathered together in person. It marked a big step towards normalcy, when we could once again have more face-to-face interactions.

On the first day, discussions were interactive and lively during the MBTI workshop, where they learned to appreciate, value, and work with different personality preferences. In the evening, they had loads of fun during

the teambuilding activity, an Amazing Race that sent them on a local food hunt from Orchard Road to Gardens by the Bay, where they enjoyed the light and sound show as the finale.



CDP3\_Networking Lunch with MC Members and CDP Alumni

The next day, the participants had a networking lunch together with the Management Committee and CDP alumni based in Singapore before attending the company's town hall meeting.

The first module has allowed them to develop a better understanding of their team members and JEL Group. We hope they look forward to an exciting journey of learning and forging strong lifelong friendships together.



CDP3\_Team Building Group Photo at Gardens By The Bay



# HR Updates

## Digitalisation of Medical and Flexi Benefits Management

Since 1 January 2022, JEL has appointed a third-party administrator (TPA) to administer employees' medical and flexi-benefit claims.

This has allowed us to leverage on their digital application to manage the benefits and access their network of medical providers at preferred consultation rates and on cashless arrangement.

Besides tapping into the TPA's wide selection of panel clinics at reduced consultation and medication costs, employees can make seamless visits at the clinics by showing their digital card instead of physical medical chits.

For non-panel visits and flexi-benefit reimbursement, they can digitally submit claims by uploading their receipts via the application. Previous claim process that requires manual follow-up approvals and paper submissions have become obsolete.

Employees can now conveniently check the balance of their entitlements on their mobile devices at any time and place.

On top of the advantages of digitalisation, we can also rely on the TPA's expertise to review claims based on strict assessment standards adopted by major insurance companies.

The automation in the medical and flexi-benefits management system has brought convenience for employees and improved the efficiency of the administrative process. We will continue with our digitalisation efforts to add more value to our operations.

## JEL Encourages Continuous Learning Through Learning Schemes

### JEL Study Award

With aspirations to grow in his career, Santharaman Sanjeev Kumar, Lead Engineer from Electrical and Instrumentation Department, decided to pursue a Master of Science in Engineering Management at Coventry University last year. He hoped to gain more knowledge and exposure through the part-time program.

Sanjeev is part of an increasing pool of employees who have returned to schools to upgrade their skills and knowledge. To inculcate the core value of continuous learning amongst employees, the company set up JEL Study Award to support employees furthering their education

in recognised tertiary institutions.

Eligible employees can apply for JEL Study Award (capped at \$5,000 per award) to cover 10% of the fees of programs for a diploma, bachelor's degree, master's degree or PhD degree. Awardees are also granted examination leave for assessments, thesis and project assignments.

"The study award has boosted my motivation," said Sanjeev, a recipient of JEL Study Award. "I felt recognized for managing the challenging demands from my studies and day-to-day work."

“

Known is a drop and unknown is an ocean. We should keep learning to stay competent in this ever-changing world.

– Santharaman Sanjeev Kumar

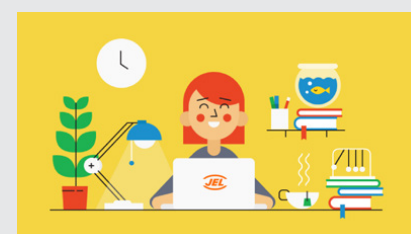


### JEL Learning Credit

In addition to the establishment of JEL Study Award, we have enhanced the Learning Credit scheme – an initiative launched in 2017 to help employees take charge of their learning and development. Each employee can now claim up to \$100 for self-development courses.

The scheme aims to provide employees the flexibility to upskill at their own pace and convenience through MOOC (Massive Open Online Courses) platforms and reputable institutions at affordable fees. They can benefit from courses that facilitate personal or professional development to be ready for the changing needs of the market and workplace.

Anna Chua, Design Engineer from Civil & Structure Department, utilised the learning credit for online courses on Udemy.



She shared, "Everything is changing fast. I need to pick up new skills and knowledge to stay relevant. There is a wide variety of inexpensive courses on MOOC platforms. I am glad that I can use JEL Learning Credit to take up a few online courses."

Human resources are our single most valuable asset and continuous learning ensures skills stay relevant and fresh to our business. JEL is committed to employees' development and will continue to explore more learning initiatives.

“

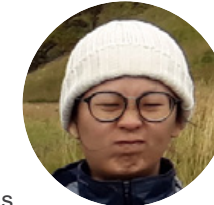
Everything is changing fast. I need to pick up new skills and knowledge to stay relevant.

– Anna Chua



# Continuous Learning

In this issue, our colleague, Sophie Tan, shares her journey of growth as she pursued in a part-time diploma while taking on the demands of work.



“

Learning never exhausts the mind

– Leonardo da Vinci

I joined JEL as a Creative Executive in 2020. Since young, Leonardo da Vinci has been a great inspiration to me. He was interested in a vast field of disciplines – from painting to engineering and many more. It was his hunger for knowledge that particularly resonated with me as I have always been a curious person who enjoys learning.

At JEL, we are constantly encouraged to improve ourselves. My department head, Mr Paul Low, often motivates us to further our studies, enrich ourselves and broaden our skillsets so that we can better contribute to JEL and to society. As such, I decided to pursue a part-time Diploma course in Web and Programming – a different field compared to my current job. The company was very supportive and even sponsored my course fees.

I enrolled into Singapore Polytechnic where I had classes twice a week in the evenings. This changed when COVID-19 hit, and restrictions were enforced. Subsequently, classes were conducted online via Microsoft Teams. The course was challenging with a steep learning curve as I had no experience in programming. On top of that, I had to pick up new skills at work and meet extremely tight datelines both at work and in school. After work, I had to do research and prepare for topics covered in class for my homework and assignments.

Adapting to my new change was initially a struggle. It was very stressful having to juggle between work and school. However, I gradually started to cope. I am lucky to have colleagues who always ensured that I do not miss my meals and are open to sharing their knowledge and guidance with me. I am also thankful to JEL and my colleagues for their support.

A year passed and I finally graduated in May 2022! Overall, the journey was tough yet rewarding. I learnt a lot from this experience. I might even sign up for an online course on anatomy this year and my Master's degree a few years later.

While embarking on your own learning journey, I feel it is important to identify your learning style(s) to study efficiently. While it is inevitable that you will be very busy and stressed coping with both work and studies, it is important to prioritise your tasks and pace yourself. To any colleagues starting on their learning journey, never stop learning!



“

Once you stop learning, you start dying

– Albert Einstein



# Insider Conversations

In this issue, we talked to 2 of our longest serving staff as they shared their 40 years of working experience at JEL! Let us welcome, **Mr Chia Kok Boon**, Senior Head of Construction Center 5, and **Mr P. Rajaretnam**, HR Officer in HR & Admin division.



## Q. To start off, can you please give a brief recount of your career at JEL?

**Chia:** It was back in 1982 that I first joined JEL as an Electrical Engineer. It was my very first job. This year marks my 40<sup>th</sup> year at JEL where I eventually became a Project Manager. Over the years, I have been involved in a total of 41 construction projects.

**Raja:** I first joined JEL as a Dispatch Rider back in March 1982. At that time, my main duties were applying for Work Permits and Employment Pass. Over the years, I was gradually promoted to a Human Resource Officer. For this, I would like to give my salute to Mr Ngai Sek Kee, who was then the HR Manager, for believing in me and giving me the opportunity.

## Q. What are the most memorable projects you have been involved in?

**Chia:** Even though it has been 40 years ago, I still remember my first overseas assignment to Libya. It was my first time travelling overseas and being so far away from home. It was then that I finally understood what a "project" truly involves. During my 6 years in Libya, I was involved in the construction of an Oxygen Plant, Water Treatment Plant and Bar & Rod mill.



After returning from Libya in 1989, I was assigned to take charge of the mechanical and electrical system works for Boon Lay MRT station. I bet that many of our colleagues do not know JEL was actively involved in MRT projects during the early stage of MRT Phase 1 construction! It was my first time managing a 'government' project and I had to learn to manage government officials and agencies.

Other memorable projects were the Shell ECC and ExxonMobil Chemical Plants. From those 2 projects, my team and I had to work under very stringent safety and quality requirements. It totally changed our mindsets towards project management for Petrol Chemical projects execution.

At the end of the day, I would say every project is a good story and memory. What is most important is to build up good relationships with both the client and the construction team members so we can work together to overcome any challenges that might arise.

## Q. What were some challenges you faced and how did you overcome them?

**Chia:** The thing I found most challenging was how to balance my family and work. Overseas assignments were especially challenging for me, particularly in the past when we did not have mobile phones or internet to communicate with my family. I still remember during my time in a Libya project. I needed to travel 200km away from my worksite just to make an overseas call back to my family and then travel another 200km to return!

Due to my frequent travel and long duration spent overseas, I had to seek understanding from my family members.

**Raja:** I was assigned to Thailand for my first overseas assignment, and I worked there for a short period of time. I have worked in other projects in Nigeria and Vietnam.

I am an easy-going person. So whenever I encounter any problems or challenges at work, I would tell myself that these are part of one's job responsibilities. Hence, I would then simply find ways to overcome them instead of dwelling on them needlessly.

## Q. What did you like most about your job? Were there any funny moments you would like to share?

**Chia:** After handling numerous projects, I find that the best thing about my job is the feeling of immense satisfaction I get from seeing a project completed and handed over successfully.



As for funny moments, I remember there was this time when I felt really lucky as I had the chance to visit the Great Pyramid of Giza while I was in Egypt conducting a project survey back in 2006. It has always been my dream to visit the pyramid and it finally came true! Funnily, when I saw the Great Pyramid of Giza, instead of marveling over it, I started thinking about how to construct a Pyramid instead! I guess the years of being an engineer has rubbed off on me!

**Raja:** I enjoy making new friends. In my job, I had the opportunity to meet all sorts of people from different backgrounds. Through my interactions and conversations with them, I was able to learn more about their lives and understand them better at their level.

I don't know if it is more funny or sad, but when I was first assigned to Thailand, my daughter was only 1 years old. Whenever I called back home, my wife would tell me that my little girl hugged my picture to sleep. Hearing this always made me cry. One time, my good friend, Ali Razak, who worked alongside me as a Safety Officer, told me this, "Don't cry

Raja. I also miss my family". However, after he said that, he also started crying! When I saw him cry, I started laughing and told him, "You old bird suppose to console me but you also end up crying!". Till today, whenever I see him, I will remember that incident and we will have a good laugh over it.

## Q. What do you think is the most important factor to complete a project successfully?

**Chia:** As a Project Manager, I personally believe that to complete a project successfully, there are three things we must take note of. First is the skill or art of project management. Second is good teamwork that leads to even better team spirit. Third is the importance of anticipation, whereby you should always expect the unexpected. While it is only natural for different people to have different ways of managing projects, I believe that with these three qualities or things in mind, one can become a better project manager.

## Q. Is there anyone whom you would like to give thanks to and any advice to new staff?

**Chia:** During my 40 years in JEL, there were many people who appeared at different stages in my career to help and support me. They were my superiors, subordinates, fellow colleagues from various departments and last but not least, my team members. I would like to thank all of them. They will always remain in my heart even after I retire and leave JEL.

To all the new staff and engineers, I have two advices which I would like to share. One is to always do your best and demonstrate your abilities in achieving the target and goal. Another is when the opportunity to join an overseas project comes by, do not miss it! Although it will be a challenging process, it will also be an invaluable one and the experience gained will definitely help build your self-confidence and your ability to work independently. It will be a beneficial milestone in your career and life. I hope you



will enjoy and grow from it as much as I did!

**Raja:** I truly enjoyed working in JEL and I am sad to leave. For 40 years, JEL has been my second home and there are many whom I would like to thank. First of all, Mr Ngai and Pat Ong. They were the 'pillars' behind me. They really 'pushed' me and supported me in my progression from an Office Boy to the HR Officer that I am today.

I also respect Mr Alan Phang because after he took over the HR and Admin division, he really knew what I was doing in HR and evaluated me well. I hope to seek his understanding if I have disappointed him in anyway.

Next, I would like to take this opportunity to thank Ms Candice Tan from Finance. She took time and effort to look for an e-book to help me quit smoking. I was a smoker for over 40 years and tried to quit many times unsuccessfully. It was only after reading the book, *Allen Carr's Easy Way to Stop Smoking*, that I succeeded. Now I am proud to say "I Quitted!" Another person who has always advised me to quit is Mr Derick. So thank you very much, Candice and Derick!

There is one piece of advice I would like to share with everyone at JEL. Regardless of your position, always try to be friendly, greet each other and always remember that it is what you know that is important and not whom you know.

## Q. What would you like to do after retiring?

**Chia:** I already have several plans in mind after retiring! First, I would like to spend time with my elderly parents and enjoy leisure time with my family members. Second, I would like to spend more time enjoying my various hobbies that include reading texts relating to Chinese culture and calligraphy. Third, I look forward to travelling and going to places of interest while I can still walk. Finally, I aim to start exercising more to become healthier and reduce my weight.

**Raja:** I find working fun and meaningful! If I could, I do not want to retire but to carry on working regardless of where I am. It is not about having more time to enjoy life as long as you can enjoy life to the fullest even while working!

**A big thank you to both Mr Chia and Mr Raja for sharing so much with us. We wish them a happy retirement!**

# Certificate of Appreciation Award Ceremony

On 5 May 2022, we celebrated a joyous yet bittersweet occasion with 4 of our colleagues who are retiring from JEL! They are Mr Chia Kok Boon from Construction Center, Mr P. Rajaretnam from HR & Admin, Mr Subramanian Murugappan from Risk Management and Ms Yan Xiang from EPC Piping. Both Mr Chia and Mr Rajaretnam have worked at JEL for a staggering 40 years! Whereas Mr Murugappan and Ms Yan have worked for 31 years and 9 years respectively.

As a recognition of their dedicated service and contributions to JEL, our MD, Mr Watanabe, presented each of them with a Certificate of Appreciation and Kagami crystal vase. Each retiree also gave a short speech about their times at JEL and offered their best wishes for JEL's future.

The session ended with everyone posing together for a group photo to commemorate the occasion. We wish all of them a happy and well-deserved retirement!



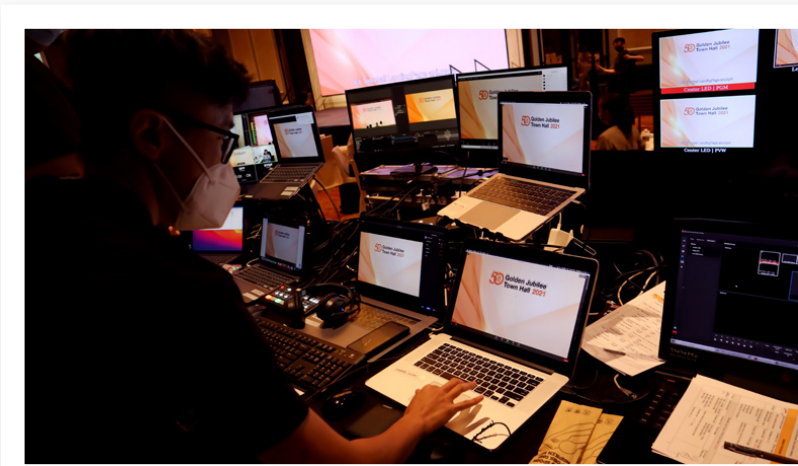
Thank You



JEL Photo Contest

In January 2022, a photo contest was held with the theme “Our Wonderful Moments in JEL!”. All staff from the JEL group can participate by capturing any such moments and submitting their photo with a caption. In all, we received 44 entries which were then judged on 3 components– aesthetics, creativity and meaningfulness. The winners were subsequently announced during our annual JEL Dinner on 11 February.

Here are the top 3 winning entries.



2<sup>nd</sup>

Golden Jubilee Town Hall 2021 BTS

“Everyone sees the glory moments, but they don’t see what happens behind the scenes.”  
– Allyson Felix

**Sophie Tan**  
Creative Executive  
Corporate Marketing Department



1<sup>st</sup>

Towards a Brighter Future

This is the familiar route we take every day before engaging in our usual morning toolbox talk. It may seem lackadaisical to an outsider, but to us, this walk symbolises a new challenge every single time, something to triumph over, something to be proud of by the time the sun sets.

Beyond this, this route is also where we meet great likeminded colleagues and friends, people pursuing the same dream, the same goal and working towards the same brighter future, for themselves, for colleagues and for family.

**Zheng Jun Cen**  
Site Engineer  
NRER Project, Thailand



3<sup>rd</sup>

“When there is no social distancing, our finance team shared ownership during CNY in 2020.”

**Candice Tan**  
Head of Finance and Accounting Department  
Finance Division

Hari Raya Quiz and Sharing Session

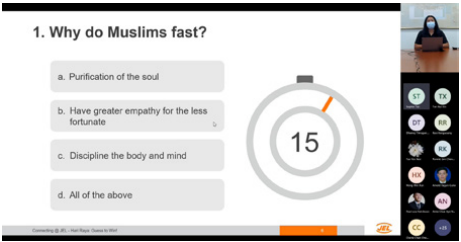


To celebrate Hari Raya with our Muslim colleagues, we hosted a lunch time session with a “Guess to Win!” quiz segment consisting of 15 Hari Raya related questions via Teams. Contestants were tested on their Hari Raya related knowledge and the ones with the most number of fastest correct entries stand to win a total of S\$100 Fairprice vouchers. Our heartiest congratulations to the winners – Hong Wei Xun, Anna Chua, and Chua Mei Wei! To the rest who participated, we hope you enjoyed the small snack.

After the quiz segment, we invited our Muslim colleagues, Issharudin from JML HR and Siti Noreza from JEL HR & Admin for a delightful dialogue session where they shared more on the Hari Raya festival. From their customs to their favorite halal

restaurants in Singapore. One of the restaurants mentioned was The Landmark Restaurant located in Village Hotel Bugis, which offers a Halal international buffet.

Through this meaningful event, we learnt more about Hari Raya from our Muslim colleagues and also got to celebrate this special day with them!





# Enjoying the Greenery at the National Orchid Garden



The National Orchid Garden was opened on 20 October 1995 by Mr Lee Kuan Yew. Three hectares of carefully landscaped slopes provide a home for 60,000 orchid plants, including our national flower, Vanda Miss Joaquim.

The National Orchid Garden is located on the highest hill in the middle of the Singapore Botanic Gardens where you may enjoy a walk along the scenic stretch leading up. Along the way, you can even see the resident monitor lizards and spotted the iconic swans of the Botanic Gardens! It truly is a beautiful treasure not to be missed and is worth a trip down with your loved ones!

The National Orchid Garden underwent an extensive enhancement work with the addition of the new Tropical Montane Orchidetum. The new display was subsequently unveiled by Prime Minister Lee Hsien Loong on 3 April 2021. The Orchidetum consists of 3 popular display areas which simulates the experience of ascending through a tropical cloud forest and showcases the diverse orchids and other plants.

The Sembcorp Cool House is designed to emulate a high-elevation forest that exists at altitudes of 1,000m to 2,000m, with a surrounding temperature of 16°C to 23°C. The Yuen Peng McNeice Bromeliad Collection enclosure has also been upgraded to mimic a forest environment from the Caribbean, Central and South

America at heights of between 650m and 1,000m. Finally, the upgraded Tan Hoon Siang Mist House mimics a paleotropical garden at 650m to 1,000m in altitude and features a selection of unique, uncommon or award-winning hybrids and species from the speciality breeding stock of orchids from the National Orchid Garden's collection.

Inside the National Orchid Garden, you will be 'greeted' with beautiful flowers at every corner. Every corner is literally a photo spot! I strongly suggest bringing your selfie stick when planning a trip there!

The Sembcorp Cool House is likely the place which visitors will enjoy the most. The chilly temperature inside serves as a welcoming treat after walking under the hot sun. Most of all, it resembled a more compact version of the Cloud Forest in Gardens by the Bay, just with more beautiful flowers.

I never know that there are so many different types of orchids and flowers and in so many different hues and shapes. It was truly a fascinating and eye opening visit. Go experience it personally!

Article and photos by  
Koh Pei Ying and Chester Teo.

Vanda Miss Joaquim

Picture from Nparks



## Hong Wei Xun

Design Engineer  
Piping, EPC Center

My active lifestyle began in secondary school when I first joined a sports CCA. As part of the training regime, I had training sessions ranging from 3 days a week during off-seasons to 6 days a week nearing competition periods. Although it was really tiring and exhausting, I realized that training to be an athlete had many benefits too. To name a few, aside from building resilience, sportsmanship and teamwork, the frequent training got me into a habit of maintaining a highly active and fit lifestyle. So I made it a point to always join a sports CCA in my JC and University days. That meant a regular training schedule of 2 to 3 days a week which enabled me to maintain my fitness level whilst studying.

Fast forward to today, I have since graduated from University and started working. Like many others, I found it tough to maintain a rigorous exercise schedule due to having less free time than before.

Nonetheless, I try my best to exercise at least once or twice a week.

One of my favorite activities is playing badminton. I am always up for a game or two of badminton with my friends over the weekends whenever possible. To keep myself active and fit, I would also do simple static exercises at home or go on short runs.

A healthy lifestyle requires discipline and consistent effort. It is a habit that must be consciously developed and maintained. It can be daunting for some to start on their fitness journey with so many challenges. For instance, maintaining a regular exercise schedule when busy with work or family, or having a balanced diet when there are so many delicious food around.

Personally, I keep it simple by following the 'Calories In, Calories Out' rule. This rule

simply states that: **Weight Gain  $\approx$  Calories Consumed – Calories Burnt**. By always keeping this rule in mind, I have become more conscious of my diet, and try to eat less high calorie foods.

Although I try to exercise regularly, I am aware that my current lifestyle is much less active compared to when I was studying. So I am mindful to avoid snacking too much in between meals and also consume less sugary drinks.

While I may not follow an extremely strict low carb, high protein diet or a rigid workout routine, I believe that with a balanced diet and moderate exercise, it is already more than half the battle won.

The first step to leading a healthy lifestyle is to **want** a healthy lifestyle. With the right attitude, you can do it too!

# Eat Healthy, Live Healthy

## Salim Deen

Technical Specialist  
Process & Equipment, EPC Center



**$\geq 10,000$**   
steps

### Exercise

- Walk a minimum of 10,000 steps a day. The more steps you walk, the better the results. It will be even better if you can include more vigorous exercises in your lifestyle.

To get good results and become healthier, you must persevere with the program and keep your weight loss goal in mind whenever you encounter any challenges and temptations! Do not get tempted by food, especially those high in sugar and/or carbohydrates like chocolates and fruits

etc. Yes! Fruits too, as the sweeter they are, the more sugar they contain.

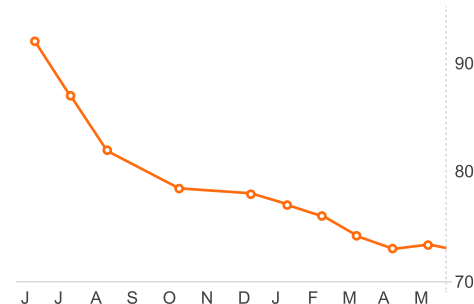
Do your exercise regularly. At least go for walks consistently.

You will see good results at the beginning of the program and also if you weigh more. This should motivate you to lose even more weight. Lastly, if your BMI is less than 25, DO NOT try this method. You are already at a healthy weight.

Before I started on my healthy lifestyle, I used to weigh 92kg with a Body Mass Index of 31.5. A NUH doctor suggested that I reduce my weight through diet and exercise. With the doctor's encouragement and advice, I decided to give it a try and the results after a year are really encouraging!

Here is a chart showing my weight loss progress.

Jun 2020 - Jun 2021



Let me share what I did to reduce my weight:

### Diet

1. No breakfast. Lunch at 12pm and dinner before 9pm. This makes for 15 hours of fasting between dinner and lunch.
2. Before lunch, only consume drinks which do not contain any carbohydrates such as plain coffee or water.
3. Between lunch and dinner, other drinks are acceptable as long as they do not contain sugar.
4. The main idea is to avoid sugar completely. No FRUITS, except for 2 pieces of papaya a day.
5. Cut down on carbohydrates. Reduce your rice intake to 50-60% of what you normally consume. Eat more vegetables, fish and chicken instead. Eggs are good too. The best dinner meal is two slices of toasted bread with two boiled eggs.



# My Hopes! My Aspirations! My JEL!

Our new colleagues share their hopes and aspirations. Through their stories, long or brief, we hope to get to know them better.



**Vijay Kumar**  
Civil Construction Manager  
Construction Center

“ I first started my career at JEL in 2012 working overseas as a site manager. Since then, I have progressed and was given the opportunity to become a civil construction manager at the Hamriyah IPP 1800MW CCP project in Sharjah, UAE.

I would like to share something with my fellow JEL colleagues. Focus on your work with dedication and finish it on time with safety and quality as priority. This has served me well over the years.

At JEL, I aspire to learn constantly, upgrade myself with new skills and never stop learning to overcome challenges.

Thank you to JEL's management for giving me the opportunity and I am proud to be part of the JEL family!!!



**Frankie Yong CP**  
Mechanical Manager  
BCC2 Project

“ When I knew I was going to become a permanent staff at JEL, I was both relieved and excited as my wish finally came true. I truly appreciate my bosses who gave me a chance to prove my worth to the company. Additionally, I was appointed as Mech Chief at the BCC2 project. Although it is my first management role, I will strive to always complete the tasks to my best ability and constantly improve to move up in my career.

Working with JEL and its 'babies' is incredibly challenging because there are always new challenges which you might not have faced before. Every day proved to be a mental challenge whereby I would attempt to resolve various issues. Although difficult, I believe this is the only way one can grow, improve, and increase one's experiences.

During my time with JEL, I wish to improve myself in my management and technical skills. I am also considering to further my studies in MBA and Engineering.

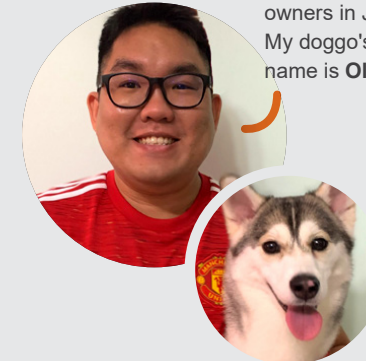
Work smart! Work hard! Enjoy life! Keep fighting! Shape your own future!



**Stephanie Louise Esturas Cadag**  
System Analyst  
IT Department

“ I have always aspired to be a information architect. I believe that JEL is the right 'stepping stone' and can provide me with the necessary opportunities and experience to improve and hone my skills. I hope to gain the knowledge to eventually reach my desired career path.

Furthermore, JEL houses a diverse group of people whom I can depend on and learn from. They are also people whom I can trust and relax with. Hence, I know I can always look back at my time with JEL with confidence and pride. I will continue striving for greater heights with JEL.



**Joel Chang Guo Rui**  
Logistic Officer  
Shipping Department, Logistics

“ Before joining JEL in 2021, I was a regular in the Army for 9 years. As I was passionate about logistics, I left the army to pursue my passion in this field. I am glad to be accepted into the JEL's logistic department and becoming a part of the JEL family. While I have little to no experience in logistics, I hope to eventually learn the in-depth procedures and processes better under the guidance of my colleagues. I am truly grateful for my colleagues who were patient and willing to help me with any queries that I have.

Finally, I aspire to contribute to JEL with the knowledge that I am gaining from my part time studies. I am thankful towards JEL for giving me the opportunity to pursue my passion.



**Hong Wei Xun**  
Design Engineer  
EPC Piping

“ Growing up, I have always been a curious person. I would observe the things around me and seek to understand more about how they work. As such, becoming an engineer is a natural step towards satisfying my curiosity, while making a meaningful impact on society.

Joining JEL as my first job after graduation is an important first step in my pursuit of lifelong learning. At JEL, I am surrounded by knowledgeable, patient and understanding colleagues who are willing to provide guidance to me.



**Nicholas Fam Kai Jie**  
System Analyst  
IT Department

“ I joined JEL's IT Department in 2021 as a .NET developer. I am keen on deep and emerging technology and I am thrilled about JEL's IoT (Internet of Things) initiative. JEL has the platforms for emerging technologies and I appreciate the opportunity to diversify my skillsets. I also hope to apply what I have learnt in university to my work.

As someone who seeks to continuously improve myself, I am always learning, trying to grow and do better! My personal goals are to accumulate a decade of IT related working experience, complete a postgraduate program to become a better programmer and strive towards becoming an industry recognised L5-L7 Software Engineer. I hope to achieve all of them by 30!

Outside of work, I am fond of Japanese pop culture. I am also interested in Astrology and Photography. I hope to complete my Japanese Language Proficiency Test N2/N1 and I am really looking forward to travelling overseas to visit the locations featured in games which I played.



# Insider Picks

In this issue of Insider Picks, let us find out more about the favourite teas of our colleagues!



**Annabel Rodas Ramos**

Accountant  
Jurong Engineering (Phil), Inc.

One of the most famous Filipino teas is ginger tea, known as salabat in Tagalog. Salabat is a traditional Filipino tea made with fresh ginger and honey. Some also add lemon and cucumber. Salabat is a warming, invigorating, and spicy caffeine-free tea. Ginger is also used throughout history for its medicinal benefits – particularly for treating indigestion, nausea, and motion sickness.

To make salabat, you need 4 ingredients. Water, ginger root, honey and cinnamon powder (the last one is optional). You can even enjoy a 'fuss-free' ginger tea by adding powdered ginger to boiled water with some honey!

I would recommend drinking salabat during cold and flu seasons as it is especially comforting. It is also very affordable, readily available, easily prepared and best of all, offers many health benefits for our body due to its anti-inflammatory, antibacterial and antioxidant properties.



**Salabat**



**Ramanathan Balasubramanian**

Chief Engineering Specialist  
Jurong Engineering Limited

Masala Chai is my favourite drink. The name "chai" is the Hindi word for "tea," and it means a mix of spices infused and imbued into black tea by boiling. Personally, I feel that boiling the tea brings out a better taste and aroma than just dipping the tea bag in hot water.

Masala Chai is a drink consumed in almost every corner of India and prepared in different ways. In fact, different parts of the country are known for their unique brews. Some of the more popular ones are Bombay's Cutting Chai, the rich Irani Chai of Hyderabad, and the delicate pink Kashmiri Chai. Each has its own distinctive blend, taste and smell – you need to drink it to believe what I say!

The traditional ingredients of a Masala Chai usually include black tea mixed with strong spices like cinnamon, cardamom, cloves, ginger, and black peppercorns. The spiced tea is typically brewed strong with milk and sweetened with sugar or honey. Masala Chai is a cheap, delicious refreshment and a perfect conversation starter! Give it a try!



**Masala Chai**



**Lim Shin Huey**

Purchaser  
JML Maintenance Sdn Bhd

"Teh" originates from the Chinese Dialect (Hokkien) means Tea; and Tarik means "Pulled" in Malay. Together, Teh Tarik means "pulled tea". Teh Tarik is the national drink of Malaysia and was pioneered by Indian Muslims / "Mamak" (means uncle in Tamil) who migrated to Malaysia. In Malaysia, we enjoy eating nasi lemak or roti canai with a cup of Teh Tarik. In fact, I think Teh Tarik goes well with any food.

To make Teh Tarik, all you need is a local black tea bag, condensed milk, hot water, and 2 steel mugs. Teh Tarik is made by simply pouring the drink back and forth between 2 mugs until you achieve the desired froth. This action is also known as 'pulling'. Some people can 'pull' more than 1m apart!

Lastly, if you are afraid the condensed milk may be too sweet, you can order the less sweet version, "Teh Tarik kurang manis".



**Teh Tarik**



## Editorial Notes

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For enquires and feedback, please contact us at:

**Jurong Engineering Limited**

25 Tanjong Kling Road, Singapore 628050 | +65 6265 3222 | [enquiries@jel.com.sg](mailto:enquiries@jel.com.sg) | [www.jel.com.sg](http://www.jel.com.sg)