



SMR Human Resource Services,
Suite 2A – 23 – 1, Plaza Sentral,
Jalan Stesen Sentral 5,
KL Sentral,
50470 Kuala Lumpur.

Tel: 603 2279 9199

Fax: 603 2279 9099

Dear SMR Team

In the 4th quarter of 2007, Scomi was in the process of reviewing its performance management system. The performance management system is made up of the balance scorecard and competency measurements. The competency model that was developed required an enhancement as the business have grown and diversified.

One unique feature of the competency framework of Scomi is the requirement to provide a measure to employee compensation, in addition to employee development.

We engaged SMR to work with us in developing a base framework for our global employees. It was a big task as the challenge lies within the global spread of our various offices. Given a time frame of 4 months to develop and implement, the task was huge.

I am grateful for the SMR team's support in meeting the challenges head on. The team stayed focus to develop the framework, including making amendments to the dictionary even during implementation stages.

The end result of this short engagement was a competency dictionary that covered most of the major functions of our organization. With the dictionary, we managed to complete the Year 2007 performance appraisal. Like any projects, we are now moving towards continuous enhancement of the dictionary.

SMR team's dedication and support is valued as they have taken Scomi a step ahead many organizations in developing and implementing a hybrid competency framework.

We will continue to engage with SMR in developing future business relationships. Learning and development is a journey.

Sincerely

Jimmy Ong

Jimmy Ong Cheng Keat
Senior Manager - Learning, Engagement & Development (LEaD)
Human Resource
Corporate Services Division