

## FINAL NOTE OF 2020

2020 has been a year of challenges, but also of our ability to overcome them. Although we are still in the middle of the COVID pandemic, Sapulut has managed to navigate the most difficult times thanks to the kindness we have shown to each other. With the vaccine arriving next year, I hope that we will be able to put this behind us, but I also come out of it with even more confidence in our ability to meet any challenges ahead.

Recognition must be given to the Sapulut COVID Committee. Operating without an instruction manual is never easy, even more so when there are lives and livelihoods at risk. I have so much respect for them putting their own desires aside in order to ensure that our staff and their families are safe and to allow us to keep operating without major worries.

I would like to express thanks to two of our staff who have contributed so much to Sapulut over the years. Mrs. Chian Boon Ching (aka Mrs Koh) of the Tawau office is retiring after 36 years with us, and Mdm. Stephanie Baikan is retiring having served from the days of Prisma Majujuta. It is on all of us to build on top of the foundation they have prepared for us.

Finally, I would like to wish all of you a late Merry Christmas and an early Happy New Year. Please keep in mind that large gatherings are the number one way of the COVID spreading. Please do not underestimate the damage this virus can do, please keep all your family safe.



Bryant Wong General Manager.



### Bryant Wong

General Manager, 28 December 2020

#### CORE VALUES

- Doing the right thing even though no one is watching;
- Love and respect for self, fellow man and nature;
- Recognise and promote teamwork, and never let your team member down;
- Continuous improvement of self and Sapulut through training and learning and practice "I see, I think and I do";
- Discipline - Discipline of self, disciplined thoughts and disciplined action;
- Do ordinary things extraordinary well;
- Know the rules and know how to break them properly;
- Ideas are easy, Execution is everything, It takes a team to win.

#### PURPOSE

- Bringing back the natural forest and managing it sustainably;
- Sustainability of the natural forests depends on availability of alternate supply from forest plantation timber;
- Availability of supply from forest plantation timber depends on the development of forest plantation timber.

#### BRAND PROMISE

Consistent, Predictable and Sustainable Supply of Natural Forest and Forest Plantation Timbers

## EDITOR'S NOTE

We are now at the end of 2020 and the Sapulut Newsletter is in its fourth year, 18th edition. Sapulut Newsletter has been started with the hope that it will be one of the written mediums between employer and employees of Sapulut. Over the 4 years, we have received many article contributions from various individuals and departments covering important events of Sapulut, departmental activities involving external parties as well as the writings from the employees. Not forgetting the support and contribution of articles / quotes from our MDOs.

We are very grateful and appreciate every article that gives a lot of things for us to ponder and to some extent gives us an idea of the environment and culture that exists in Sapulut. With those articles, we have shared many great, sad, happy and meaningful memories over the past 4 years. We are not only witnessing the growth of our company but also ourselves as the main essence of this company through this newsletter.

We all know now, in line with technological advances, internally the Sapulut Newsletter can be viewed, read and downloaded in PDF format in the Sapulut Sharepoint Microsoft Team for Newsletter as per link below:

<https://sapulutforestdevelopment.sharepoint.com/sites/SapulutCorporateNewsletter>

With this, we say goodbye to 2020 and happy new year 2021. We hope our newsletter will continue to grow and inspire all. Thank you, stay safe and stay healthy.

*Happy  
New Year* ★★

Newsletter Team - Deckna, Adrianna, Teddy, Johnson.

# THE ANIMAL SCHOOL FABLE

by George Reavis

Once upon a time, the animals decided they must do something heroic to meet the problems of a "new world" so they organized a school.

They had adopted an activity curriculum consisting of running, climbing, swimming and flying. To make it easier to administer the curriculum, all the animals took all the subjects.

The duck was excellent in swimming. In fact, better than his instructor. But he made only passing grades in flying and was very poor in running. Since he was slow in running, he had to stay after school and also drop swimming in order to practice running. This was kept up until his webbed feet were badly worn and he was only average in swimming.

But average was acceptable in school so nobody worried about that, except the duck.

The rabbit started at the top of the class in running but had a nervous breakdown because of so much makeup work in swimming.

The squirrel was excellent in climbing until he developed frustration in the flying class where his teacher made him start from the ground up instead of the treetop down. He also developed a "Charlie horse" from overexertion and then got a C in climbing and D in running.

The eagle was a problem child and was disciplined severely. In the climbing class, he beat all the others to the top of the tree but insisted on using his own way to get there.

At the end of the year, an abnormal eel that could swim exceedingly well and also run, climb and fly a little had the highest average and was valedictorian.

The prairie dogs stayed out of school and fought the tax levy because the administration would not add digging and burrowing to the curriculum. They apprenticed their children to a badger and later joined the groundhogs and gophers to start a successful private school.

Does this fable have a moral? What is the lesson you take from the fable?

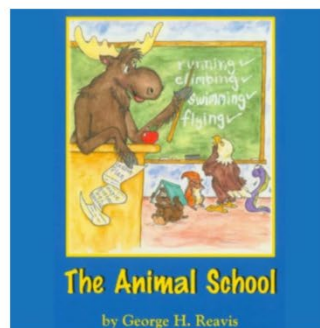
**Let the ducks swim. Let the rabbits run. Let the eagles fly. We don't want a school of average ducks.**

**Play to your strengths.** If you don't use your talents, eventually, you lose your talents.

**If you build on your strengths enough, your weaknesses become irrelevant.**

There is a great temptation to fix ourselves or others by investing time to improve on our areas of opportunities. Instead, focus on how your strengths can get you to where you need to go.

Your strengths are needed somewhere. How can you find it? Team up with people who are good at what you are not good at and make that team stronger.



Briefing in the conference room

## QUESTION FOR THOUGHT

From your point of view, do you think we should invest our effort in our strength or in our weakness or both?

Why do you think so?



Our last photo memories with Peter Philip, Yambranny Akoi and Mdm. Stephanie Baikan in Sapulut Camp.

We wish Peter and Yambranny all the best in their future endeavors and a happy retirement to Mdm Stephanie.

Hopefully the friendship built in Sapulut will remain.

Thank you for all your efforts and contributions while in Sapulut.

## INSPIRATIONAL AND MOTIVATIONAL WORDS

by Stephanie Balkan

Does fear has us paralyzed?

Are we afraid to take risks and explore new ventures?

Have we become convinced that success comes easily to others but eludes us?

Has adversity driven us to the point of giving up?

Why do some people grow despondent and quit while others refuse to let tough times defeat them?

How can we get up when we have been knocked down?

What can we do when all seems lost?

Why is it that some people manage to turn their problems into possibilities?

Some seem to grow through tough times, learn from them and overcome overwhelming odds to step back on the path of success, happiness and hope.

When we do not feel we can run another step, fight another round or play another quarter, we need to build new dreams from the ashes of defeat.

Our failure is not fatal, our defeat is not final.

Our problem has a limited life span.

So let's go ahead and get up. Dust ourselves off.

There is STAYING POWER on the inside of us and it's too soon to quit.

Failure is never final and success is never-ending. Success is a journey not a destination.

We all can accept failure as everyone fails at something but we cannot accept failure to try.

So go as far as you can see and when you get there, you will see farther.



By Logiman J. Gamad

## BONDING TIME: FRIENDLY SOCCER MATCH

Sapulut welcomed the new Tibow District Forest Officer (DFO), Mr. Jaime Gampawi by holding a friendly soccer match held on 16 December 2020 at the FD Tibow soccer field.

Winning the match is the second thing, because for us the first thing is to strengthen the relationship between Sapulut and FD Tibow under the new DFO leadership and one of them is through sports like this.

We hope that with the arrival of the new DFO, understanding and cooperation between the 2 agencies will improve in relation to the Sapulut operation. The whistle was blown to mark the end of the match and Sapulut won the match 3-0. Kudos to the team!



## Christmas Dinner 2020 at Camp

By Anastasha A. Junigo (TLC)

It began with a small barbeque under a Semi-D quarters and a few of us gathered just as the evening began to age into night. Sometime during nonchalant conversations the subject of Christmas was suddenly brought up and the idea of holding a dinner event, to commemorate a year that was admittedly bland due to the wake of the pandemic, came to light.

Of course it was not all smooth sailing when it came to plan for the event. Understandably because of current circumstances, some doubts were casted over us on how we could even think of holding a social event. How can we guarantee the safety of the dinner attendees? Will staff even want to attend? Those were the some of the issues we had to consider. After consulting with some key members of the Covid Committee, we ultimately decided that it was safe to proceed with the event by making it exclusive to Sapulut Camp staff.

Attendees also got to win hampers and prizes from lucky draws in between performances from the choir.

It is incredibly heart-warming to acknowledge that staff from various walks of life, race, and religion can harmoniously come together to celebrate this time of year especially in social media. It is a fine example of how unity, respect and understanding are simply natural qualities of Sapulut.

From all of us here, Merry Christmas! Happy Holidays!  
Happy New Year!

