

協興 HIP HING 雋語 VOICE

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登上建築界舞台
Take the stage



協興建築
HIP HING CONSTRUCTION

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新創建集團成員 Member of NWS Holdings



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編者的話

新春佳節將至，正所謂「一年之計在於春」，不知大家有否為今年訂立新目標呢？

新一年，《協興•雋語》的目標是加添更多以人為本的元素，透過員工訪問及邀請同事投稿，增進集團內各成員的相互認識和了解，拉近彼此距離。所以由今期起，我們將會新增「員工天地」專欄，讓同事透過簡單的圖文創作跟大家分享工餘興趣和生活感想，詳情請參閱第22頁。

今期的封面故事將為大家介紹五位建築界的後起之秀。一同感受他們對建築的熱誠和衝勁吧！

敬祝大家身體健康，萬事勝意！

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Message from the Editor

Lunar New Year is fast approaching. Have you set any new goals for the 2013, the Year of the Snake? This year, Hip Hing Voice will focus even more on our people. We hope to reduce the social gap amongst staff members of different positions and ages through our staff interviews and article submissions.

A new column entitled Staff Corner is being introduced, allowing colleagues to share information about themselves with photos and drawings. For details, please turn to page 22. This issue's Cover Story is an interview with five young rising stars in the industry. Let's all be inspired by their zeal and passion for construction.

I wish all of you a happy and prosperous Lunar New Year!



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登上 建築界舞台

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隨著「十大基建」的黃金機遇陸續浮現，本港建造業終於打破沉寂多時的困局，重拾生機。雖然大氣候相對樂觀，但人才短缺和青黃不接的問題為業界留下隱憂。協興建築集團早在兩年前已經展開多項培訓計劃，提攜具潛質的精英成為業界的未來棟樑，同時為集團注入新動力。這些培訓計劃包括「工程項目經理培訓計劃」、「工地總管培訓計劃」及「建築主任培訓計劃」。

今期《協興・雋語》為大家介紹五位參與不同培訓計劃的後起之秀，看看他們如何把握機遇，在建築界的舞台上發出獨有光芒。

Hip Hing Construction Group launched a series of training programmes two years ago in order to nurture high-calibre staff to achieve their full potential, and inject the Group with vitality for sustainable development. This includes the Project Manager Development Programme (PMDP), Site Agent Development Programme (SADP) and Construction Officer (Management Trainee) Development Programme (CODP).

In this feature, five bright young staff who participated in these training programmes, share how they each forged their unique paths and in the process become professional construction talents.



Hing-yi

Jeffrey

Joan

Kwok-wah

Steven

「工程項目經理培訓計劃」 傑出畢業生 Outstanding Graduates from PMDP

工程項目經理李文就(Jeffrey)先後在建築署和工程顧問公司任職，輾轉於2002年加入鶴記（即「協興工程有限公司」的前身）擔任工程師。2010年，他成為「工程項目經理培訓計劃」的首批學員，並於一年後獲晉升至工程項目經理。一帆風順的仕途或許令人誤以為他是個甚有野心的人，事實剛好相反。他稱：「如果只需照顧自己一人，只要不愁兩餐我便知足了。」

加入協興約十年，他參與過廣泛的工程，包括酒店、醫院、學校、私人住宅、公共房屋、港鐵站等。由於工程性質大不同，所以每個項目都是加速成長的好機會，亦是艱鉅的新挑戰。他表示：「其實公司給我這些機會，需要冒很大的險。例如我剛升為項目經理時，公司派我負責一個大型的工地平整工程。那是我初次參與聯營項目，更是第一次管理涉及鑽樁、爆破的工程。」

儘管那次工程充滿了零的突破，Jeffrey最終都不負所托，除了把工程做好，還組織同事到鄰近工地的院舍進行義工服務，促進社區關係和諧。他亦抽時間與年輕一輩的工程師們開會，讓大家對工程進度有全盤了解，而不只著眼於自己負責的部份，藉此促進知識交流，加強工程團隊的向心力。但他強調工程的成果絕不是個人功勞，全賴整支團隊上下一心，才能取得成功。

對心理學情有獨鍾的Jeffrey覺得參加「工程項目經理培訓計劃」的最大得著，就是聽到上級、同儕和下屬對自己作出評價，讓他看到自己待人處事的不足。「不同階層的同事異口同聲勸我要習慣分配工作給大家，這是我現時最需要加強的一環。」

Jeffrey在上班時百分百投入工作，下班則全情投入家庭生活，即使工作再忙都盡可能多抽時間陪家人。希望他在2013年能夠如願以償，騰出時間帶太太衝出亞洲，去一趟長線旅行，然後為生兒育女好好打算。



Jeffrey現正負責港鐵黃埔站工程
Jeffrey is now engaging in the MTRC Whampoa Station Project



積極參與義工活動
Active participation in voluntary activities

Project Managers Jeffrey Lee and Steven Lo were part of the first batch of graduates from the Project Manager Development Programme (PMDP). They joined PMDP in 2010 and were promoted to Project Manager after one year of training.

Jeffrey has engaged in a broad scope of projects since he joined Hip Hing in 2002, such as hotel, hospital, school, residential buildings and railway stations. These projects were great opportunities to accelerate Jeffrey's personal career growth, but, they also provided a tough set of new challenges for him. "The company took a great risk in giving me these opportunities as I was a novice for most of the project cycle," Jeffrey emphasized.

Jeffrey always managed to complete difficult tasks on time despite having to overcome new challenges every time he joined a new project. He not only takes good care of the construction process but also spent time on enhancing community relations through volunteer work and he also promoted knowledge exchanges within the project teams through regular meetings with young engineers.

Having a deep interest in psychology, he said the most inspiring part of PMDP was to receive comments on his personal attributes from both his superiors and subordinates, allowing him to understand more about his strengths and weaknesses, thus allowing him to make further improvements.

工程項目經理羅鍵臻 (Steven)大學畢業後隨即加入協興，穩步踏上青雲路。16年前，他以助理項目協調員的身份參與將軍澳醫院的建設；16年後，他在該醫院進行擴建途中獲晉升為工程項目經理，並且臨危受命，接管這項耗資逾17億的工程，盡展領導才能。

Steven一路走來，全憑在工作中累積實戰經驗，所以在2010年獲邀參與「項目工程經理培訓計劃」時顯得特別抗拒，認為無需多此一舉。最後，董事總經理朱達慈先生親自出馬說服他：「如果做工程需要一百種知識，而你現在已學會了其中九十種，何不把餘下的都學會呢？」

在培訓計劃中，Steven發現自己最需要補足的不是專業知識，而是軟性技巧，例如如何應對壓力、待人處世和發表簡報。「升為工程項目經理後，最大的轉變是需要親自向業主講解工程的鋪排和進度，要清楚交代如何達到安全、環保、質量的要求，才能令業主放心。另外，剛升職時，面對排山倒海的工作，壓力非常大，有時巡視地盤後甚至覺得肩膀繃緊疼痛。」

Steven的培訓導師是風趣幽默的總經理(工程合約)關美成先生，「師父總是提醒我要靜心處事，以鼓勵的方式與夥伴溝通。」現在，Steven巡視工地時，比以往更多留意地盤內發生的事，了解大家的難處，嘗試透過溝通解決問題，同時向身邊的老總學習。他表示：「做任何工程都有不同程度的壓力，壓力面對多了就會慢慢適應。完工後想想，發現自己其實能夠捱得過的。」

對育有兩名幼女的Steven來講，最佳減壓方法莫過於回家陪女兒玩遊戲。他提到工餘時更會替就讀幼稚園的大女兒檢查功課：「今時今日，幼稚園教的英文生字一點都不容易！」不過，有一位能幹的廿四孝爸爸督促學習，女兒的學業應該不成問題吧！



攝於柯士甸站住宅發展項目的工地
Photo taken at MTRC Austin Station residential development project

Steven is, by comparison, a construction expert in building hospitals. He took 16 years to grow from a newly graduated assistant project co-ordinator at the Tseung Kwan O Hospital project, to the position of Project Manager for the HK\$1.7 billion expansion project of the same hospital.

Learning from work experience throughout the years, Steven once declined to join the PMDP and insisted that accumulating experience in daily work is already the best learning approach. "Managing Director, Mr. Chu Tat-chi, persuaded me that if 100 skills are needed to be a top construction talent, and you have already learnt 90 of them, why don't you figure out what's left and learn them all?"

In PMDP, Steven discovered that instead of technical knowledge, he was lacking in soft skills, such as pressure handling, communication and presentation skills. "My coach (Mr. Patrick Kwan, General Manager (Contracts)) always reminds me to retain peace of mind and to adopt better communication with partners with an encouraging approach," he noted. Now, Steven is able to turn pressure into motivation.



Steven與導師總經理(工程合約)關美成先生
Steven and his mentor Mr. Patrick Kwan, General Manager (Contracts)



「工地總管培訓計劃」 培育年輕的副老總 SADP nurtures Young Sub-agents

副 工地總管張國華（細華）是集團裡的活躍份子，既為協興籃球隊效力，亦不時在「員工網誌」上分享心聲。細華加入建築界14年，銳氣和鬥志從未被歲月磨平：「我希望做個好榜樣，讓師弟們看見由學徒出身一樣可以創一番成績！」2010年，他獲邀加入「工地總管培訓計劃」，並於2012年十月獲升為副工地總管，成為協興現時最年輕的副工地總管之一。

現時，細華一方面是「工地總管培訓計劃」的學員，另一方面亦擔任學徒的導師。他勸戒學徒遇上問題不可逃避，有什麼不明白儘管發問，亦可主動提出解決方法。這種鼓勵思考的手法跟他的師父高級工地總管梁樹基先生同出一轍。

「師父非常鼓勵我提出意見，又給予我大量發揮的機會，嘗試用自己的方式解決問題。他常常說，把一個大問題分拆成幾個小問題，一步步循序漸進，總能把問題解決的。」在細華的心目中，師父是位面對多棘手的問題都能處之泰然的神級老總，亦是他的終極學習目標。

每位「工地總管培訓計劃」的學員都要定期在管理層面前匯報自己的學習進度，細華亦不例外。「在培訓計劃中最難忘的事，就是有一次完成簡報後，獲在場老闆鼓掌支持，而且權哥（總經理（工程合約）吳權先生）都讚好。自己在報告上的改進和努力獲得賞識，實在非常感動。」

率直敢言的細華對貢獻公司甚有抱負，總為身邊的同事帶來正面的動力：「十年後，我希望自己是一個作為管理層和前線同事溝通橋樑的地盤老總。就像基哥一樣有份量，能夠代大家向管理層發表意見。很多人怕得罪高層，敢怒不敢言，得過且過。我覺得有更好的想法，不妨提出，要『的起心肝』把事情做好。」此外，建立固定的合作班底，減少每次展開新工程的磨合時間亦是他的願望之一。

Cheung Kwok-wah and Ma Hing-yi are two of the youngest current trainees of the Site Agent Development Programme (SADP). They joined the programme in 2010 and were promoted to Sub-agents in October 2012.

Joining Hip Hing as an apprentice 14 years ago, Cheung Kwok-wah always showed a strong desire to learn, grow and excel. "I wanted to be a role model for young apprentices and prove that starting as an apprentice can end up with jaw-dropping success!" Kwok-wah said.

He was greatly influenced by his SADP mentor Mr. Leung Shiki, Senior Site Agent. "Master Leung has been encouraging me to voice out my own opinions and gave me opportunities to bring my potential into play," Kwok-wah added with heartfelt thanks to Mr. Leung. "He taught me to divide harsh tasks into smaller pieces and to solve these one by one. Actually, no problem is unsolvable! Ten years later, I hope that I can be a bridge between management and frontline staff. I think staff at all levels should communicate with each other and work together to keep improving themselves."



跟工程團隊一起參與青衣領達中心慈善賽跑
Took part in the Interlink Ramp Run
with other project team members



與師父基哥巡視啟德區域供冷系統第二期工程
Site inspection for the Kai Tak District Cooling System
Phase II Project with his mentor Mr. SK Leung

副 工地總管馬興義入行僅12年，是現時全公司最年輕的副老總，亦是各大頒獎台的常客。他曾獲選為2012年度年青魯班、2010年公德地盤嘉許計劃模範工人，又在建造業安全分享會暨頒獎典禮2012上獲得「最佳安全文化項目經理/地盤總管」的銀獎殊榮。從不刻意邀功爭名的他說：「我只是配合公司制定的目標做事而已。」

馬興義予人謙厚豁達、默默耕耘的印象：「我不是讀書的材料，所以中五會考後便報讀了建造業訓練學院的管工課程。之後加入了協興的學徒實習計劃，開始一邊工作，一邊進修。」多年來，他善用工餘時間自我增值，現已考獲土木工程大學學位，並取得環保主任及樹木工程管工等專業資格。

他笑著說自己的職途非常順利，從容不迫的樣子讓人覺得他的職位、獎項和學歷證書都得不來全不費功夫。事實上，他為工程和進修付出大量心思和時間，甚至整個2012年都沒有放過半天年假。「做學徒時，每逢下雨，不能開工就很高興。後來知道不能如期交貨的後果很嚴重，責任心重了，就覺得很多事情如果自己不理就沒有人會理，所以一定要自動自覺。」

他獲升為副工地總管後，需要顧及更多管理和規劃層面的事宜。他不單勇於承擔更多責任，亦處處體現出容人、容事的胸襟。「現在會考慮能不能在規劃上做好一些，為分判商設想多些，令工程能夠順利進行。如果分判商或工人未能按進度辦事，你踏人一腳又有什麼意思！」



2012年榮獲年青魯班獎
Named "Young Lo Pan" in 2012

面對日復日的工作，他說只要看見高級項目經理黃卓光先生的做事方針，便沒有說累的理由：「黃經理就像個爸爸一樣，只要你肯學，他便肯教，而且非辦公時間打給他談公事也無任歡迎，對工程非常上心。見黃經理凡事親力親為，自己怎麼好意思怠慢呢。」

Sub-agent Ma Hing-yi joined Hip Hing twelve years ago as an apprentice and is now the youngest in his position. This fast-growing young man has earned three personal awards over the past few years, being named Model Worker in 2010, as well as winning Young Lo Pan and Best Safety Culture Project Manager/Site Agent in 2012.

As a self-motivated and diligent member of staff, he has devoted his undivided attention to projects and made good use of his leisure time to study various construction-related courses. He not only attained the professional certificates of Environmental Officer and Supervision for Tree Works, he also obtained a degree in Civil Engineering.

Being promoted to Sub-agent, he was given more responsibilities and work. "It's meaningless to scold our partners when they cannot finish their work on time. How can we streamline work processes through better planning? Is it possible to make better arrangements to help ease the pressure on sub-contractors? These are my responsibilities to think about," Hing-yi said.



馬興義與工友相處融洽
Ma gets along well with workers





「建築主任培訓計劃」提攜年輕管理人才 CODP to Grow Young Construction Management

助理建築主任區雪虹(Joan)是第二屆「建築主任培訓計劃」的學員之一。外表甜美的小妮子有著開朗隨和的性格和一份對建築的熱誠。憑著對建築工程的好奇心和持續努力，擁有文商科背景的Joan慢慢克服理科科目的難關，準備好迎接更多挑戰。「大學一年級的暑假，學校安排我們到石壁青年宿舍進行加建工程，需要親手落石矢、鋸木、為屋頂掃油漆。日曬雨淋是在所難免的，但是很有滿足感！」

她在大學二年級與協興結下不解緣，先加入「暑期實習計劃」，進行為期八周的實習培訓，大學畢業後再考進七年制的「建築主任培訓計劃」，向著成為助理項目經理的目標進發。她表示：「『建築主任培訓計劃』的架構很有系統，讓我看見明確的職業發展路向，亦給予我很多學校沒有的學習和實習機會。入職後，我有機會跟項目經理一起開會，學習與業主、則師、判頭溝通。在學習過程中，我慢慢認識整個工作流程、不同工序的細節，亦學習排解問題的方法。」

現時，Joan在協興工作了約半年，正參與西半山的一個住宅發展項目。她興高采烈地說：「這裡是我進行暑期實習的工地，能夠回到這裡上班，歸屬感特別強烈。暑期實習的時候，這個項目才興建到5至7樓，事隔約九個月已經建到39樓了！」

在工地所見，Joan跟工地裡的同事和判頭打成一片，大家都把她當作妹妹一樣看待。採訪當日天雨路滑，經過的判頭不忘提醒她「小心啲呀，阿妹！」。作為工地裡少數的女性，她表示：「女性在工地裡能夠緩和氣氛，即使大家有口舌之爭，都顯得比較收斂。」

年紀輕輕的Joan面對從不間斷的工作和學習依然面不改容，她提到：「曾有一位前輩對我說『每個建築項目都需時約三至五年興建，假設你廿歲入行，六十歲退休，最多也只能參與十餘個項目。』這句話提醒我要珍惜每次機會，做好每個工程。」

Having a strong passion for construction, Joan Au, a young woman known for her bright personality, joined Hip Hing as a summer internship trainee in July 2011 and last September, she became one of the second intake of trainees into the Construction Officer Development Programme (CODP).

"The well-structured CODP provides me a clear vision to my career path and gives me abundant learning opportunities, enabling me to get familiar with different work procedures and problem solving techniques through communication with owners, architects and subcontractors." Joan said.

Over the past half year with Hip Hing, Joan engaged in the residential project at the Mid-level West and has developed good relationships with colleagues and business partners. "Hey little girl, beware of the slippery floor!" said a subcontractor at the construction area to Joan during the interview. It seems like everyone at the site treats Joan as his or her little sister.

No matter how busy she is, Joan always keeps a smile on her face. She explained, "A senior told me that every project takes around 3-5 years to complete, so, if you join the industry at 20 years of age and finish at 60, you can only complete around ten projects at most. His words inspired me to value every chance to get involved in a project."



團隊精神工作坊
Team building workshop





2012年度香港建造業商會安全及環保頒獎典禮

HKCA Safety Awards 2012 cum HKCA Environmental Awards 2012

協興建築集團在10月11日舉辦的「2012年度香港建造業商會安全及環保頒獎典禮」合共囊括了11個獎項，其中協興建築更突圍而出，獨攬「安全創意獎」及「傑出環保創意大獎」兩項最高殊榮。這些獎項印證我們在安全及環保上力求進步。

Hip Hing Construction Group received eleven awards at the HKCA Safety Awards 2012 and HKCA Environmental Awards 2012 presentation ceremony on 11 October, including two of the highest honours: the 2012 HKCA Construction Safety Innovation Award and the 2012 Innovative Environmental Award – Grand Award. These awards are further testimony of the Group's determination to further enhance environmental and safety standards.

獎項 Awards	得獎公司 Companies
「2012年建造安全創意大獎」 2012 HKCA Construction Safety Innovation Award	協興建築 Hip Hing Construction
「2012年建造環保創意大獎」 2012 Innovative Environmental Award – Grand Award	協興建築 Hip Hing Construction
「2011年積極推動安全獎」 HKCA Proactive Safety Contractor Award for the year 2011	協興工程、協興建築、惠保(香港)、惠保建築 Hip Hing Engineering, Hip Hing Builders, Vibro (H.K.), Vibro Construction
「2011年建造環保嘉許獎」 2011 Hong Kong Construction Environmental Awards	協興建築、協興工程、協興建築、惠保(香港)、惠保建築 Hip Hing Construction, Hip Hing Engineering, Hip Hing Builders, Vibro (H.K.), Vibro Construction



優質公共房屋建造及保養維修大獎2012

Quality Public Housing Construction and Maintenance Awards 2012

由房屋署主辦的第十屆「優質公共房屋建造及保養維修大獎2012」頒獎典禮於12月1日假九龍灣國際展貿中心舉行。協興工程奪得以下三個獎項：

Hip Hing Engineering won three awards at the presentation ceremony of the Quality Public Housing Construction & Maintenance Awards 2012 held on 1 December at the Kowloon Bay International Trade and Exhibition Centre.

得獎項目/得獎人 Project /awardee	獎項 Award
協興工程 Hip Hing Engineering	新工程項目 - 工資發放監察系統 (承建商) New Works Project - Wage Monitoring System (Main Contractor)
協興工程 - 葵涌第9H區大白田街公營房屋建築工程 Hip Hing Engineering - Public Rental Housing Development at Area 9H of Tai Pak Tin Street, Kwai Chung	傑出承建商證書 - 建築信息模擬技術之創新使用 Outstanding Contractor Certificate - Innovative use of BIM
協興工程 - 楊再光 (水喉工) Hip Hing Engineering - Yeung Joi-Kwong (Plumber)	新工程項目 - 傑出工友 New Works Project - Outstanding Workers



協興榮獲HKMA最佳管理培訓及發展銀獎

Hip Hing Wins Silver Award for HKMA Training Excellence

10月3日，協興建築憑著「工程項目經理培訓計劃」(PMDP)獲香港管理專業協會頒發2012年度「最佳管理培訓及發展獎」發展獎組別銀獎。

「工程項目經理培訓計劃」透過全面和系統化的專業知識和管理能力培訓，培育新一代工程項目經理，一方面為未來的工程管理接班人提供清晰的職業發展路向，同時解決工程管理人才短缺的問題。

Hip Hing Construction won the silver award in the Development Category of the Award for Excellence in Training and Development 2012 organised by Hong Kong Management Association (HKMA) on 3 October, 2012.

The prestigious award was given in recognition of Hip Hing's all-round Project Manager Development Programme (PMDP) that builds the capabilities and competencies of future project managers. The programme aims to ensure a sustainable project leadership pipeline and a clear career development roadmap for staff with high potential.

安全用心 關愛社群 Be Safe and Considerate



2012年度港鐵工程項目品質、安全、環保與關顧社區頒獎禮於9月26日假九龍灣國際展貿中心舉行。俊和-協興聯營憑著兩項港鐵工程贏得三項殊榮，其安全及關顧社區的傑出表現備受認同。

工地 Site	獎項 Awards
907黃竹坑車廠地基及樁柱工程 South Island Line (East) Contract 907 - Wong Chuk Hang Depot Site Formation and Piling	DNV獨立安全稽核最高評分獎 DNV Independent Audit Highest Audit Score Award 關顧社區銅獎 Bronze Stakeholder Engagement Award
1002黃埔站及避車隧道工程 Kwun Tong Line Extension, Contract 1002, Whampoa Station & Overrun Tunnel	關顧社區銅獎 Bronze Stakeholder Engagement Award

MTR presented three awards to Chun Wo-Hip Hing Joint Venture at the MTR Quality, Safety, Environmental and Stakeholder Engagement Awards presentation ceremony on 26 September, in recognition of its dedicated efforts on promoting site safety and care for the community.

協興和惠保取得「卓越級別」減廢及節能標誌

Hip Hing and Vibro obtain 'Class of Excellence' Wastewi\$e and Energywi\$e Labels



協興建築、惠保(香港)及惠保建築為環保所作出的努力再次獲得肯定。三間公司位於九龍灣總寫字樓榮獲「香港環保卓越計劃」中最高等級的「卓越級別」減廢標誌及「卓越級別」節能標誌。在未來的日子，協興和惠保定當繼續落實各項環保政策，一起推動環保，愛惜地球。

By implementing effective waste reduction and energy-saving measures, the head office of Hip Hing Construction, Vibro (H.K.) and Vibro Construction at Kowloon Bay has received the "Class of Excellence" Wastewi\$e and Energywi\$e Labels of the Hong Kong Awards for Environmental Excellence 2012.

陳留長先生 榮休晚宴

LC Chan Retirement Dinner Party

服務協興、惠保五十年的陳留長先生已於2012年底榮休。公司在12月10日假灣仔皇朝會筵開11席，宴請約130位賓客和同事為陳生送上榮休祝福。為了讓這位重量級主角留下美好的回憶，當晚不單播放兩段包含珍貴舊照和祝福說話的短片，更請來多位同事即席表演「江南Style」騎馬舞和大展歌喉。希望這個晚宴能夠成為陳生在協興、惠保其中一段難忘的回憶，並敬祝陳生在榮休後展開逍遙人生！

Mr. LC Chan who had been working for Hip Hing and Vibro over the past 50 years, retired from the company at the end of 2012. To express our sincere gratitude, a retirement dinner party was held at the Dynasty Club in Wanchai on 10 December. 130 guests and colleagues gathered at the party to celebrate Mr. Chan's many accomplishments and to wish him much happiness during his retirement.





團隊領導外展訓練營

Off-site Leadership Development Programme

惠保在10月26至27日假惠州棕櫚島渡假村舉行兩日一夜的「團隊領導外展訓練營」，透過分組討論、集體遊戲和模擬實戰練習，協助同事裝備自己，積極帶領團隊應對工作上的轉變和挑戰。參與者共36人，主要是惠保管理層和部門主管。

Vibro organised an off-site Leadership Development Programme at Huizhou Palm Island Resort on 26 and 27 October, 2012. The programme aimed to facilitate 36 participants, mainly management and department heads of Vibro, to be more pro-active in leading their teams to face changes and challenges in their daily work environments. This was done by participating in various games including a war game competition.



協興建築引入電動車

Hip Hing adopts the use of electronic vehicles

協興建築與中電於11月12日簽署電動車租賃合約，為公司車隊引入第一部電動車。電動車屬「零路面排放」運輸工具，而且電力比汽油成本更低，既有助改善空氣質素又符合經濟效益。

Hip Hing signed an electronic vehicle (EV) leasing contract with CLP on 12 November. This will introduce the first EV into our corporate fleet. EVs have zero roadside emissions and their energy costs are comparatively lower than petrol vehicles, thus helping to improve air quality whilst also saving the company in operating costs.



分判商管理研討會暨晚宴2012

Subcontractor Management Forum 2012

協興建築連續第三年舉辦「分判商管理研討會暨晚宴」，加強與分判商之間的雙向溝通，建立更鞏固的互信基礎。今年的主題是「工人為本、質量為基」，特別強調要善待工人，推廣團隊精神，以及做好質量監控。出席者包括逾100位分判商代表，以及60位協興同事。

Hip Hing organised the Subcontractor Management Forum for the third consecutive year in 2012, aiming to strengthen strategic mutual trust through two-way communication. The forum was well attended by over 100 subcontractors and 60 Hip Hing colleagues, who all felt that they had benefited through their participation at this popular event. The main theme of the forum was - Quality care for workers, Quality work for clients.



「新創建愛心聯盟」慶祝成立11周年 NWS Volunteer Alliance celebrates 11th Anniversary

新創建集團企業義工隊「新創建愛心聯盟」成立11周年，近100名義工及親友於11月17日一同參與慶祝活動。當日除頒發「十大最高服務時數」等多個獎項予表現優秀的義工外，同時舉行新增設的常務委員會委任儀式。委員會由集團的資深義工組成，日後將主動對外聯繫社福機構及籌辦義工活動，推動義工隊自主及長遠發展。「新創建愛心聯盟」自2001年成立以來，登記人數現已達2,000多人，服務總時數逾99,000小時。

On 17 November, nearly 100 volunteers and family members joined the celebrations for the 11th Anniversary of NWS Volunteer Alliance. Awards, including the Top 10 Service Hour Awards, were presented to volunteers with outstanding performance. With a strong force of some 2,000 members, NWS Volunteer Alliance has accumulated more than 99,000 service hours since its establishment in 2001.



新創建香港地貌行公眾導賞活動展開 NWS Hong Kong Geo Wonders Hike

新創建集團與香港地貌岩石保育協會合辦的第五屆「新創建香港地貌行」公眾導賞團於本月展開，今年首個導賞團——「西貢破火山文化遊」起步禮暨活動啟動儀式於11月3日舉行，吸引近1,500名市民參與，由北潭涌出發，途經上窩郊遊徑及萬宜水庫西壩，生態導賞員於沿途導賞站介紹地貌的形成。

Jointly organised by NWS Holdings and the Association for Geoconservation, Hong Kong, on 3 November the fifth NWS Hong Kong Geo Wonders Hike commenced with a guided public tour in Sai Kung. The event attracted approximately 1,500 participants who set off from Pak Tam Chung, passing through the Sheung Yiu Country Trail and the west dam of High Island Reservoir. At each checkpoint along the route Ecotour guides explained specific landscape features in detail.



新創建獎學金獎勵員工子女 NWS Scholarships

新創建集團今年推出「新創建員工子女大學獎學金」以鼓勵升讀大學一年級並於學術或非學術範疇表現傑出的

翔及杜家駒頒發共12個獎學金。得獎者更即席作出才藝表演，展現他們高水準的才能。

NWS Holdings launched the Scholarships for Employees' Children Scheme in 2012 for the children of employees with outstanding performance in academic and non-academic fields who have been newly admitted to local universities. The scheme underlines the Group's relentless support for family-friendly measures and care for employees. NWS Holdings Executive Directors, Tsang Yam Pui, Patrick Lam, Tommy Cheung and William Doo Jr., presented scholarships to twelve fortunate recipients during the ceremony held on 10 December.

員工子女。此項計劃進一步推動家庭友善的措施，體現集團關顧員工的精神。

頒獎典禮於12月10日舉行，集團執行董事曾蔭培、林煒瀚、張展

SL人吉復駛
蒸氣火車

火車便當
售賣員

鐵道遊蹤九州

日本九州除了以拉麵聞名外，火車鐵道遊亦是非常值得推介的旅遊重點。在九州，你可以乘坐最新的高速列車「燕子號」，又可以坐最舊蒸汽列車「SL人吉」，選擇甚豐。為遷就太太的工作檔期，我們延期出發，卻錯過了九州中南部的櫻花季，只好買下「全日本火車證」，以便到北面的秋田縣賞櫻。

我們專程來到秋田縣角館市賞櫻，誰料花期較正常遲，所以我們便改往京都碰碰運氣。京都的旅遊中心職員說：「沒有了，除非上山吧！」，結果我們抱著好歹都要一博的心態，向仁和寺和原谷苑進發。一到步，放眼滿院櫻花蔽天，時值季尾正是風吹落花萬千片，一份柔情一份傷。我馬上舉起相機拍下它們美麗又絢爛的一刻。太太則靜靜地坐在櫻花樹下，細賞落花有情，清風無語。戀戀歸途，帶得幾片花瓣沾身。

「SL人吉」蒸汽列車是此行的焦點所在。從圖文介紹、親眼目睹「SL人吉」的風采，到登上列車，每個階段都有不同的感

受。當初抱著對復駛蒸汽火車的好奇心和新鮮感出發，但置身火車中才發現「SL人吉」的感染力令我幾乎落淚。

生活在現代化都市，我們往往追求快和新，忘記了細味生活。「SL人吉」所到之處，不論兩旁路人、司機、在田野裡務農或室中的婦女和幼童，只要遇見「SL人吉」便會停下腳步，像見到親人回家一般熱烈地揮手，流露出喜悅的笑容。而車上的乘客和服務員都會揮手回敬。我又見到有老師帶小朋友排隊等火車，當列車經過時，他們興奮得手舞足蹈。這就是他們的生活，簡單而樸實的生活。在他們的國度裡，向陌生人送上打從心底的歡笑是多麼自然而然的事！他們給予「SL人吉」生命及人性，而「SL人吉」則提醒著人們快樂、樸實的生活。多謝「SL人吉」。

此途有兩件憾事，第一件是角館的櫻花尚未盛放，第二件是由於路途遙遠，放棄乘搭「海幸山幸」觀光列車。可能人生有遺憾才會珍惜，無完美才會追求。

惠保(香港) 盧惠君

此行乘坐
的另一特色
列車
「由布院之森」

環抱櫻花海

工程概覽

Project Overview

新工程 New Projects

工程編號 Job No.	工程名稱 Project Name	工程簡介 Project Description	業主 Owner/ Client
H201209	香港浸信會醫院E座重建及D座改建工程 Redevelopment of Block E Building and A&A Works at Block D Building	興建十層高、連兩層地庫的香港浸信會醫院E座大樓，並改建D座的部分樓層。 Redevelopment of Block E building includes the construction of a 10-storey superstructure with a 2-level basement. A&A works of some floors at the existing Block D building.	香港浸信會醫院 Hong Kong Baptist Hospital
J201228	將軍澳市地段第39號S段第3分段五層式工廈發展計劃之地基分判合約 Foundation subcontract for proposed 5-storey industrial development at Subsection 3 of Section S of Tseung Kwan O Town Lot No. 39 and Extension, New Territories	設計及建造地基和樁帽 Design and construction of foundation and pile cap.	俊和地基工程有限公司 Chun Wo Foundations Ltd
J201302	種植道11號地基工程 Foundation Works at No. 11 Plantation Road	工程範圍包括工地平整、打造插座式鋼工字樁及進行挖掘與側向承托工程。 Scopes of this project include site formation, socketted H pile foundation, ELS and pile cap construction.	九龍倉 Wharf Peak Properties Ltd.
J201301	山頂道77號地基工程 Foundation Works at 77 Peak Road, Hong Kong	工程範圍包括工地平整、排水渠改道、擴闊路面、打造插座式鋼工字樁及進行挖掘與側向承托工程。 Site Formation, Drainage Diversion, Road Widening, Socketted H Pile Foundation, ELS and Pile Cap Construction.	九龍倉 Wharf Peak Properties Ltd.

竣工工程 Completed Projects



T200901
春暉8號
The Signature

工程編號 Job No.	工程名稱 Project Name	工程簡介 Project Description	業主 Owner/ Client
T200901	春暉8號 The Signature	此工程範圍包括興建上層架構及進行室內裝修工程。春暉8號是一座40層高的單幢式豪華住宅大廈，附設有三層停車場及住客會所，共提供62個標準單位及四個複式單位。 The scope of this project comprises the construction of the superstructure and fitting out of a 40-storey luxury residential tower. The Signature provides a total of 62 typical units and four duplex units and is equipped with a 3-storey car park and a clubhouse.	新世界發展有限公司及培新控股有限公司 New World Development Co., Ltd. and Peterson Holding Ltd.

協興-惠保健兒出戰「港鐵競步賽2012」

Success in MTR Hong Kong Race Walking 2012



協興-惠保競步隊於10月28日首次出戰「港鐵競步賽2012」的4x100米公司隊際賽，並於小組賽排名第二。「港鐵競步賽2012」由港鐵公司和香港業餘田徑總會主辦，今年活動為醫院管理局健康資訊天地的健康推廣項目籌款。

For the first time, on 28 October, the Hip Hing-Vibro Race Walking Team participated in the Corporate Team Challenge of the MTR Hong Kong Race Walking 2012 and was delighted to be the first runner-up in the heat race.

協興-惠保金標王誕生

Hip Hing- Vibro Darts Championship

「協興-惠保電子飛鏢挑戰賽」在10月11日假旺角Pause Cafe舉行，吸引了40名同事爭奪金標王的美譽。各項賽事的優勝者如下：

Hip Hing - Vibro Electronic Darts Championship was held on 11 October at Pause Café in Mongkok and attracted 40 colleagues to compete for the title of Darts King.

賽事 Competition	冠軍 Champion
單人501 Single 501	莫永豪 WH Mok
701隊制 Team 701	林志樂、刁敬德 Jeffrey Lam and Kingston Tiu
管理層友誼賽 Management Friendly Match	朱達慈 TC Chu
女子個人冠軍 Female MVP	潘嘉慧 Christine Poon



德國啤酒節2012

German Bierfest 2012

10月22日，近190位協興及惠保員工到馬哥孛羅香港酒店投入一年一度的「德國啤酒節」狂歡盡興。大家一邊品嚐德國地道佳餚，一邊豪飲傳統啤酒，藉此促進彼此的聯繫。協興及惠保康樂小組委員會已經連續第二年資助員工參與啤酒節。

Hip Hing and Vibro staff members gathered at the German Bierfest 2012 held at Marco Polo Hong Kong Hotel on 22 October to taste traditional German cuisine washed down with many litres of frothing German ales. It was the second year that Hip Hing-Vibro Staff Leisure & Recreation Sub-committee sponsored our staff to join this famous celebration held annually. Attended by nearly 190 staff members, the exciting social event promoted closer bonds between individuals in the most festive of gatherings.



跨部門聚會 暨 HKMA培訓獎慶祝會 HKMA Award Winning Celebration



逾百位同事在11月14日參與由行政科舉辦的2012年度第三次跨部門聚會。是次活動一方面為工地和寫字樓的同事提供聯誼和溝通的好機會，另一方面一同慶祝公司憑項目經理培訓計劃獲頒2012年度「最佳管理培訓及發展獎」發展獎組別銀獎。

On 14 November more than one hundred colleagues joined the third departmental gathering of 2012 organised by the Administration Division.

The main purpose of the gathering was to celebrate Hip Hing's Project Manager Development Programme which won the Silver Award in the Development Category of the Awards for Excellence in Training and Development 2012, organised by HKMA (Hong Kong Management Association). The gathering also provided an excellent opportunity for bonding and connecting between colleagues from both site and headquarters.

協興-惠保奪「新世界同樂日」攤位設計季軍 Hip Hing game booth design wins Bronze

「新世界集團同樂日」在11月25日假香港會議展覽中心舉行，吸引近5,000位來自新世界集團旗下多個部門及公司的同事及家屬一同參與，氣氛相當熱鬧。當日，新世界旗下各公司應邀設計特色攤位，讓現場人士即場投票選出「最愛新世界遊戲」。協興的遊戲攤位得到第三高票數，獲頒「集團公司攤位遊戲及設計比賽」季軍。新世界集團希望藉著舉辦同樂日，提倡在工作及生活上取得平衡，促進僱員及其家庭關係。

The New World Group Fun Day was held on 25 November, 2012 at the Hong Kong Convention and Exhibition Centre as part of the company's efforts to promote a healthy work-life balance and harmonious family life, whilst at the same time enhancing a strong team spirit amongst staff.

As a credit to all those involved in the design and installation of Hip Hing's game booth, the booth received the third highest amount of votes from visiting guests and won the bronze award for game booth design.



協興於新世界籃球聯賽奪季 Hip Hing wins bronze at NWD Basketball League

歷時五個月的「新世界集團籃球聯賽2012」終於在2012年11月10日進入總決賽。協興籃球隊在灣仔修頓室內運動場上演的季軍爭奪賽中，以37:21擊敗新世界電訊，勇奪季軍寶座。

On 10 November, 2012 at Southorn Indoor Stadium in Wan Chai, a delighted Hip Hing team defeated the New World Telecom team with an impressive score of 37:21, in the process winning the bronze medal in the New World Group Basketball League 2012. Management and colleagues are proud of our team's success.



一線一針顯愛心 Knitting for Charity

「一針一線顯愛心」頸巾募集大行動取得空前成功！52位義工共編織了169條頸巾，比原定募集80條頸巾的目標高出一倍多！這些獨一無二的「溫暖牌」頸巾已於11月10日全數送至葵涌伸手助人協會麗瑤白普理護老院，大受長者歡迎。

Hip Hing-Vibro Volunteer Team and the Helping Hand, a charity devoted to meet the housing and caring needs of senior citizens in Hong Kong, collaborated for the first time last November on the "Knitting for Charity" scarf donation program, to deliver handmade scarves to elderly people living at the Helping Hand Lai Yiu Bradbury care Home in Kwai Chung.

The original target was to collect 80 scarves from participants, but the results far exceeded everyone's expectations and in total 169 were collected, much to the surprise and delight of all involved. All scarves were delivered to the Care Home in mid November.



「企業公民」 青年義工嘉年華 Corporate Citizenship Young Volunteer Carnival



由觀塘區公民教育委員會主辦的「企業公民」青年義工嘉年華於12月9日假觀塘康寧道遊樂場舉行。協興-惠保義工小組委員會應邀設立攤位遊戲，宣揚「愛家人」及正視工作安全的訊息。協興-惠保的攤位以「工作重安全，回家共團圓」為主題，透過問答遊戲及展板向公眾簡介各款安全裝備及其用途。



On 9 December, Hip Hing-Vibro Volunteer Team set up and manned a game booth at the Corporate Citizenship Young Volunteer Carnival which organised by the Kwun Tong District Civic Education Committee to spread the message of "Love Your Family, Pay attention to Site Safety!" The importance of using appropriate safety equipment at work was introduced at our booth by inviting the general public to participate in safety quizzes. The event was well attended by members of the local community from all walks of life.

舊物轉贈 支持減廢 Promoting waste reduction



協興及惠保以行動支持「救世軍回收計劃」，於12月12至14日舉行舊物回收活動，鼓勵同事捐出二手物資給有需要人士，實踐「循環再用、節約物資」的生活理念。這項活動成功為救世軍籌得逾360公斤二手物資，包括衣服、書籍、玩具及小型家電等。

In line with The Salvation Army's Recycling Programme, Hip Hing and Vibro organised a recycling campaign between 12 and 14 December, encouraging staff members to donate used household goods for the benefit of people in need, whilst at the same time helping to achieve the goal of reducing waste for the benefit of our society.

The company is delighted to announce that more than 360kg of second hand goods were collected. These included clothes, books, toys and electronic appliances which can now be put to good use by those in the community who are less well off.



童話童心

Circles of friends draws large circle painting

10月27日，協興-惠保義工隊與安徒生會合辦「童話童心」圓圈畫創作活動，由12位義工陪伴20位來自黃大仙區的基層兒童，前往位於石硤尾的香港賽馬會創意藝術中心，共同創作大型圓圈畫。圓圈畫是一項講求互相溝通和合作的集體創作。作畫初時，大家先各自畫一個圓圈，然後容許別人在自己繪畫的圈內加上色彩，甚至互相交換手上的顏料作畫。這是讓小朋友學習與別人溝通和分享的良機。

「童話童心」是「小作家大步走」義工計劃的第二次活動。去年，協興-惠保義工小組委員會與安徒生會聯手打造「小作家大步走」義工計劃，透過舉辦一連四次外出活動，帶領6-12歲的基層兒童走訪本港的特色景點，藉此擴闊他們的視野，並鼓勵他們呈交遊玩後的感想，抒發感受和培養寫作興趣。

Hip Hing-Vibro Volunteer Team partnered with the Hans Andersen Club to organise a circle painting workshop for underprivileged children from Wong Tai Sin District, held on 27 October at The Jockey Club Creative Arts Centre in Shek Kip Mei. Twelve volunteers and twenty "little artists" collaborated to draw a large-scale circle painting, an interactive art event in which children are encouraged to share, communicate and co-operate with each other.

It was the second activity of the Little Adventurous Writer programme jointly initiated by Hip Hing-Vibro Volunteer Team and the Hans Andersen Club last year. The programme aims to bring some one hundred underprivileged children aged between 6 and 12 to different parts of Hong Kong, encouraging them to write their own stories after each activity, helping to enhance their ability to express themselves and develop an interest in writing.



員工天地 Staff Corner

今期題目：新年願望

Topic of the issue: New Year Wishes



「日落乃迎接日出的來臨，祝願新的一年有新的氣象。」
— 屋宇建設工程師殷達銘



「午陽號代表一祝同順，大家一起迎春接福，福到！」
— 副工總管張國華

徵稿 Submit Your Entry

下期主題是「**寵物情緣**」，投稿詳情如下：

1. 請把一張數碼相片或一幅圖畫，連同30字以內的文字簡述（中英均可）、姓名、所屬公司及職位等個人資料，電郵至haide_ng@hiphing.com.hk。
2. 圖畫創作形式不限，例如電腦/智能電話繪圖、手繪圖、拼貼圖、書法等。
3. 相片及圖畫需以「JPEG」檔案儲存，檔案不小於1MB。
4. 作品一經刊登，創作者可獲HK\$50超級市場現金券。
5. 每期約刊出五個作品，名額將因應參加反應和作品水平而調整。

截止日期：2013年3月15日

The upcoming topic of Staff Corner is "**My beloved pet**" and submission details are as follows:

1. You are welcome to e-mail ONE photo or drawing with a brief caption of not more than 30 words to haide_ng@hiphing.com.hk.
2. Please also provide your name, position, company and department.
3. Digital photos/ digital illustration/ scanned hard-copy work should be saved as a jpeg file of at least 1MB.
4. Staff members whose submissions are published will be notified individually to receive a HK\$50 supermarket cash coupon.
5. Approximately five entries will be published per issue. The number may vary depending on the quantity and quality of submitted entries.

Deadline for submission: 15 March, 2013.

活動前瞻 Upcoming Activities

月份 Month	義工活動 Voluntary services	康樂活動 Recreational activities
二月 February	新創建社區關懷日 2013 NWS Caring Day 2013 賀年禮盒轉贈計劃 Chinese New Year Gift Transfer Program	遠足活動 — 新界東北 Hiking — Northeast New Territories
三月 March	長者春季旅行 Spring outing with elderly people 明愛步行籌款 Caritas Walkathon	遠足活動 — 西貢 Hiking — Sai Kung 麻雀王爭霸戰 King of Mahjong competition
四月 April	大型粵曲義演 Cantonese Opera Charity Performance 安徒生會兒童外展活動 Outing with children from Hans Andersen Club	遠足活動 — 元荃古道 Hiking - Yuen Tsuen Ancient Trail 3對3籃球賽 3 on 3 basketball competition

知人善任(十月至十二月) Staff Promotions (October to December)

十月October			
公司 Company	姓名 Name	晉升職位 Promoted To	
協興 Hip Hing	陳偉國	CHAN, Wai Kwok	助理工地總管 Sub-Agent
	張國華	CHEUNG, Kwok Wah	助理工地總管 Sub-Agent
	徐軍興	CHUI, Tam Hing	助理工地總管 Sub-Agent
	甘偉量	KAM, Wai Leung	助理工地總管 Sub-Agent
	梁永德	LEUNG, Wing Tak	助理工地總管 Sub-Agent
	馬興義	MA, Hing Yi	助理工地總管 Sub-Agent
	吳啟文	NG, Kai Man	總管工 General Foreman
協興工程 Hip Hing Engineering	陳國宗	CHAN, Kwok Chung Kent	合約經理 Contracts Manager
惠保 Vibro	許瑋昌	HUI, Wai Cheong Jimmy	安全主任 Safety Officer
十一月November			
協興 Hip Hing	吳豪傑	NG, Ho Kit Kitson	高級經理 (資訊科技) Senior Manager (I.T.)
	敖居發	NGO, Kui Fat	高級經理 (投標) Senior Manager (Tendering)
	譚念輝	TAM, Nim Fai William	高級經理 (策劃) Senior Manager (Planning)
	麥國強	MAK, Kwok Keung	高級經理 (屋宇裝備) Senior Manager (Building Services)
	林昭暉	LAM, Chiu Fai Franklin	助理經理 (投標) Assistant Manager (Tendering)
	伍國強	NG, Kwok Keung	助理經理 (屋宇裝備) Assistant Manager (Building Services)
	張嘉豪	CHEUNG, Ka Ho	高級策劃工程師 Senior Planning Engineer
	蘇華基	SOO, Wah Kee Tony	估價員 Estimator
	張國新	CHEUNG, Kwok Sun	工地總管 Site Agent
	陳漢華	CHAN, Hon Wa	總管工 General Foreman
	陳宇平	CHAN, Yu Ping	總管工 General Foreman
	高永棠	KO, Wing Tong	總管工 General Foreman
	林德通	LAM, Tak Tung	總管工 General Foreman
	林玉浮	LAM, Yuk Fau	總管工 General Foreman
	溫志霖	WAN, Chi Lam	總管工 General Foreman
十二月December	余炎旋	YU, Yim Shuen	總管工 General Foreman
	何皓邦	HO, Ho Pong	管工 Foreman
	郭永生	KWOK, Wing Sang	管工 Foreman
	楊達坤	YANG, Tat Kwan	管工 Foreman
	黃偉洪	WONG, Wai Hung	助管工 Assistant Foreman
協興 Hip Hing	梁奕遜	LEUNG, Yick Shun Johnson	品質保證工程師 Quality Assurance Engineer

有獎問答遊戲 Quiz

問題 Questions

在「一針一線顯愛心」義工活動中，募集所得的頸巾數目比原定目標多出____條。

In the "Knitting for Charity" volunteer activity, we collected ____ more scarves than the planned target.

A) 80 B) 196 C) 169 D) 89

參加表格 Participation Form

姓名 Name: _____ 部門/工地 Department/Site: _____

公司 Company: _____ 電話 Telephone: _____

請把填妥的參加表格寄至企業傳訊組(影印本恕不接受)。答中而被抽中者可獲價值港幣200元購物禮券，名額共5個，截止日期為2013年3月15日。只供協興集團同事參加，每人只可遞交參加表格乙份。Please send the participation form to Corporate Communications by 15 March, 2013 (photocopies are not accepted). A total of five winners will each receive a HK\$200 gift voucher. All Hip Hing Group staff are welcome to join the quiz.

Participants are allowed to submit one form only.

上期答案: Answer of the last quiz: **C) 170**

得獎名單 Winners: **Nicole Kwok (Accounts), Tracy Tse (H200910), YP Cheung (Commercial), Hiko Law (H201105), CF Lo (H201105)**

得獎者將由專人通知領取購物禮券。Winners will be notified individually to receive their gift voucher.