

OUR HISTORY

From the humble beginning in the early 1980s, our founding partner, Diong Tai Pew started his small accounting practice in Singapore known as Diong TP & Co. A few years later, he ventured into Malaysia and set up the first partnership under the name Diong TP & Tan Kuala Lumpur where he partnered with Tan Hock Kim. In 1989, the partnership business flourished and witnessed the opening of a second office in Johor Bahru. A year later, the third office opened in Penang. With three offices located in the major economic region of the country, the practice expanded rapidly becoming one of the mid-sized accounting firms in the country.

In 1991, the firm became a member of UHY International.

Following an internal business reorganisation in the second half of 2001, the practice underwent a complete facelift. In 2002, it assumed the present name of UHY, synchronising the international identity and strengthening the brand value. In addition, the professional service teams were repositioned into two strategic offices in Johor Bahru and Penang streamlining its business operations in the northern and southern region of Malaysia whilst the Kuala Lumpur office was excluded. Over the next few years, with rapid expansion of its professional services to clients located in the heart of Malaysia, the Kuala Lumpur office was re-established in 2005.

In July 2008, Alvin Tee became the most recent partner and is also the city liaison partner for the central region. While Zulkhanain Bin A Rahim assumed the position of Managing Director of Advisory Arm. They then named Lim Tai Ling the Group CEO of KL Office. With the expertise of Alvin Tee and his team members in Kuala Lumpur, the scope of services of UHY have extended to provide distressed assets management for a few local premier banks and cross border M&A advisory. The charisma of Alvin Tee and his service team have brought the practice to new heights, not only widening the scope of services but enhancing its brand value. It is the talk of the town in the accounting community and corporate arena which saw 12 public listed companies, appointing UHY as their external auditors. Today a total of 17 public listed companies have appointed UHY as their external auditors.

UHY has 3 offices across Malaysia and provides a wide range of professional services for clients with local and/or international business interests. There is only one simple rule to the sustaining growth since its inception, client-oriented with the goal of improving clients businesses and operations.

OUR VISION

To be a highly reliable regional professional firm committed to improve the quality of life of its employees that provides full range of quality/value added services, delivered by best-in-class and practical people.

OUR MISSION

- To be the best company to work for whereby employees are treated as part of a big family.
- To leverage on technology and UHY international brand name to improve the gross margin.
- To venture into some related financial services business to enhance income stream of the Group.

- To increase numbers of Partners and core team members and work with other member firms in creating a meaningful nationwide accounting network by 2012
- To be a regional accounting firm by 2017 whereby the first overseas advisory branch to be set up by 2013

PURPOSE AND USE OF THIS HANDBOOK

This Handbook shall apply to all permanent employees of UHY KL Group which shall serve as a guide on the terms and conditions of service, benefits and other related matters pertaining to the employee's services with the Group.

All permanent employees of the Group are required to be conversant with this Handbook together with the Terms and Conditions of Service as stated in their Letter of Appointment.

Provided however

Whenever any Terms or Conditions of this Handbook differs from an employee's letter of appointment, the General Terms and Conditions (GTC) in the Handbook and Specific Terms and Conditions of the beholder in the Letter of Appointment shall prevail.

This Handbook is to be kept in strict confidence and it shall be returned to the HR Department upon leaving the services of the Group.

The GTC are not exhaustive and the Group reserves the right to vary or amend the clauses in this Handbook at its sole discretion and all employees would be informed accordingly.

SCOPE OF HANDBOOK

This Handbook includes personnel policies and procedures that are applicable to all permanent employees of the Group. However, the respective department might have a more detailed departmental instruction, which relate to a specific department or area that are not stated in this Handbook.

DEFINITIONS

In these Terms and Conditions of Service, unless otherwise stated, the following definitions and interpretations shall apply:

- a. All reference to the 'Group' shall refer to the UHY KL Group of Companies or the individual company in the Group. UHY KL Group of Companies comprises UHY KL, UHY Advisory (KL) Sdn Bhd, Zul & Alvin Advisory Sdn Bhd, Boardroom.com Sdn Bhd, TaxGovernance.com Sdn Bhd and GovernanceAdvisory.com Sdn Bhd and any other new companies to be admitted into the Group.
- b. All reference to the 'Masculine' gender shall include the feminine gender, unless the context requires otherwise.
- c. All reference to the 'Singular' shall include the plural and vice versa unless the context requires otherwise.