

Shared Vision

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Ohana's Many Faces

In our past issues, we introduced you to three of our Supervisors: Howard Nakahara, Cecilia Rescue, and Victor Ortiz. We would like to tell you about two other Supervisors at Ohana, Ira Roces and Glenn Watanabe.



One of Ohana's Swing Shift Supervisors is Ira Roces. Many know Ira as a caring and conscientious man who has an outstanding sense of humor. Although he can be a comedian at times, when it comes to work, Ira knows what has to be done. He works hard to make sure all is going smoothly, and does his best to look after his responsibilities and his employees.

Mr. Roces has many different interests and hobbies. As many of you know, he is quite a chef. He loves to cook Filipino food, but loves to eat Filipino food even more. Ira is also an avid golfer. Whenever time or weather permits, he tries to make it out to the golf course

to practice. Although he has participated in a few tournaments, he is still shy about announcing how well he did. At one time, Ira was also an avid chess player. He could be found playing in many tournaments at the University of Hawaii, and at tournaments at Waikiki Beach. The one thing Ira is known for is his beautiful voice. His cheerful voice can often be heard throughout the airport, and at various Karaoke Bars. Ohana is lucky indeed to have Ira Roces as one of its employees.



Another Supervisor at Ohana is Glenn Watanabe. This warm and soft-spoken man works during the wearisome Midnight Shift. Glenn has the special ability to make all of his employees feel comfortable, especially during those long, tiresome hours in the early morning.

Many of you might not know this, but Glenn is quite a talented artist. At one time, he did a lot of painting on glassware's. He would paint

beautiful pictures on many types of glass items such as bottles and pieces of glass. In fact, Glenn was so good at this that people used to ask him to paint special pictures on pieces of glass so it could be framed. His talent was so great that Glenn was able to sell these pieces of art. Besides being a talented artist, Glenn is also knowledgeable in electronics. By combining both these skills, he was able to make wonderfully painted lamps out of bottles.

Another of Glenn's favorite past-times is bowling. He used to belong to the Aloha Makakina Bowling League. Can you guess his average?...he used to average in the 170's! Ohana is proud to have such a hard working and very fascinating employee as Glenn Watanabe.

Ho'ike Program

On October 12, 1996, Ho'okipa Aloha Council Host Culture Committee is hosting a program at the airport. The program will be from 11am to 2pm. There will be lots of entertainment provided by the airport employees halau, a halau from Japan, and even many local entertainers such as Auntie Genoa Keawe. Let's all gather to enjoy the sights and sounds of Hawaii!

Pa'ahana Award Winners

This quarter, Ohana awarded four employees the distinguished honor of receiving the Pa'ahana Award.



The first recipient is *Lily Delos Santos*, who works for the Accounting Department in Ohana's cash-room. She can be found in the main office each morning ready for another day's work. Other than being a diligent and hard working employee, Lily has a pleasant personality and a wonderful sense of humor. In her mind, reaching any goal is possible if you really want to achieve it, and if you set your heart on attaining it. At the end of each day, Lily heads on home to her husband and her two children, a son and a daughter. Congratulations Lily on a job well done!



Another recipient of the Pa'ahana Award is *Gena Gamayo*. Gena works as a Sales Associate in the International Terminal during the day shift. She often brightens the day of her co-workers with her cheerful personality, and she greets the many customers with a smiling face. Gena is married and the proud mother of a three year old son. Being a devoted mother, she spends all her spare time with her son. She can be seen taking him shopping or to church. Last year, Gena and her family went to the Philippines to visit her relatives, especially to spend time with her mother. Everyone had a great time rekindling family ties, and Gena is looking forward to going back one day soon.



The Commuter Terminal is where you will find the third recipient of this award. This tall, industrious Sales Associate is none other than *Michael Peebles*. Mike is a familiar face down at Mahalo Airlines, and his booming personality is what most customers remember when browsing our newsstand. During his spare time, Mike is always busy pursuing his many interests. He enjoys writing

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short stories. Mike finds Hawaiian history very fascinating, especially the events that happened during the 1800's. Another of his hobbies is collecting coins. He spends many hours studying commemorative coins, Confederate currency, and bank notes. Mike enjoys all types of music, and he especially loves to watch Charlie Chaplin films.



Finally, we come to the last recipient of this quarter's Pa'ahana Award. *Ruby Tauvela* works during the grave shift at the International Terminal. Her outgoing and very friendly personality helps brighten the otherwise dim morning hours at the airport. Ruby describes herself as an "easy going person", and she tries to enjoy anything and everything that comes her way. She is an avid reader, although she has no favorite book or author. This energetic employee of Ohana is the mother of a six year old daughter. Ruby cherishes the time she can spend with her daughter, and tries to spend as much quality time as she can with her.

Congratulations to all of this quarter's Pa'ahana Award Winners!!

Message From The President . . . Filo Tu

Hello everyone! Boy, hasn't the summer just gone by so fast? I hope all of you had an enjoyable summer working at Blind Vendors. All of Ohana's employees worked very hard during one of the busiest seasons of the year. Everyone pitched in to help when necessary, and in the end, we all pulled together to become a true Ohana.

I am sure that all of you are aware of the many changes that have occurred during this quarter. I know most of you have felt the pressure regarding the changes at Ohana, especially over the revision of our Overage-Shortage Policy. Although many of you were quite nervous during this time of change, I am pleased to say that you all did very well. I realize that this new policy put an extra burden on many of Ohana's employees, and I am very proud to say that you all handled yourselves very well. Your cooperation and support during this anxiety-filled time was very much appreciated by myself, and the whole management team at Ohana. I hope we can all continue to work together and help Ohana grow into a world-class company. If any of you should have any questions, comments, or even gripes about Ohana, please feel free to visit me in my office. My door is always open, and I welcome any suggestions you may have. I would like to say thank you once again for all your continued support through-out these few months. Have a wonderful rest of the year, and I'll be seeing you in our next quarterly newsletter.

Birthday Babies

Blind Vendors Ohana is pleased to announce that we have initiated a new routine relating to employee birthdays. We began this procedure in July by treating all July babies to a special luncheon. From now on, Ohana will honor each month's birthday babies with a special lunch in the main office conference room. These special employees will be treated to a delicious lunch and a special dessert on the last Friday of each month. On hand to celebrate this special occasion will be the owners and managers. Ohana wishes all birthday babies a special "Happy Birthday"!



Last Thoughts...

Those individuals with a disability are first and foremost human beings, and they are people with a handicap second. These special individuals have wants and needs like everyone else, and they also want to live their lives like anyone else. They learn to adapt, adjust, or modify whatever is necessary to help them function in any situation, whether it be at the place of employment, at home, or in society.

What do handicapped people expect from their families, employers, supervisors, and society in general? The answer is plain and simple. They expect understanding, patience, and compassion. In additions to these expectations, they may also need reasonable accommodation and some

assistance in order to function and be productive members of society. All they ask for is the opportunity to succeed.

People with disabilities have responsibilities like everyone else. They should not use their handicap to expect more than is reasonable. Society will judge these handicapped individuals according to how they perform on the job. Therefore, it is the responsibility of the disabled individual to do their best in order to cause a favorable reaction from society.

