

Shared Vision

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Insights & Inspiration

-Only those who risk going too far will ever know how far they can go.

-A smile is contagious; be a carrier.

-There is no such thing in anyone's life as an unimportant day.

-Forgiveness is the sweetest revenge.

-Measure wealth not by the things you have, but by the things you have for which you would not take money.

A Message from the President Filo Tu



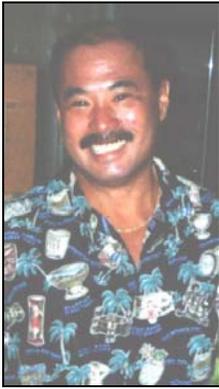
Aloha, to all of you! In my last message, I expressed to you my displeasure about the way our inventory came out for the year. I am hoping that all of you are working together to help us to solve this problem. Also, in my last message, I told you that if the inventory continues to show a shortage when we take it again before the Holidays, there will be

no Christmas party! But, after I gave it some thought, I felt that it would be very unfair for me to punish everyone because I really believe that it's only a few of the employees who are probably taking from our inventory. Therefore, because I believe there are more good people than thieves in this company, I have decided to go ahead with the Christmas party.

I also want to talk a little about how you folks are joking around with each other. I know that it is so easy to give it out, but it's not easy to take it. Please, if you are one of those who can't take a joke, then please don't dish it out. Don't dish it out unless you are ready and able to take it.

I don't know about you, but to me, the year is quickly going by, but that's okay. The main thing is that we have our jobs and families. What can be more important than families, jobs, and friends? Always remember, we are very lucky people. So please take care of our stores, and take care of each other! God Bless all of you and your families.

Operations Manager's Message



Congratulations to Blind Vendors Ohana, Inc. and its three owners on Ohana's 11th anniversary. I am very proud and honored to be on staff of Blind Vendors Ohana, Inc. Ohana is one of a few businesses that give so many handicapped individuals opportunities for employment. Filo Tu, Ohana's President and CEO, has been a very understanding and compassionate boss. Everyone has been treated fairly and given equal opportunity, regardless of the individual's disability.

Sales Associates and Warehouse employees, please acquaint yourselves with our new products. We are constantly bringing in new products, so get to know what they are, their prices, and where they are located. With these background information, you will be better to assist our customers.

Again, let me remind you of your customer relations. Filo Tu and Julia Toyama conducted a workshop on customer relations a few months ago and the supervisors and I are noticing how fast we forget what we learned:

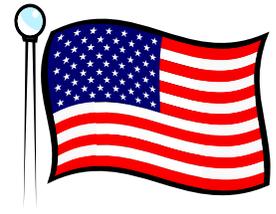
1. **FOCUS ON YOUR CUSTOMERS:** Don't get distracted by your co-

workers, friends or anyone else. Your attention should be on your customer.

2. **YOUR TONE OF VOICE:** Speak in a pleasant voice. Don't be so gruff and sarcastic with your customers.
3. **BE PLEASANT:** Smile at your customers. Greet them when they are in front of you. Say, "Thank you," when the transaction has been completed. Say "May I help you?" Assist the customers as much as possible.
4. We continue to see clerks fumbling with their cash drawers being preoccupied with themselves or in deep thought or in conversation with friends or fellow employees while customers are waiting in front of the counter to be served.
5. Be aware of the people in the shop. See if anyone requires help or possible problems brewing.
6. Always keep the shops neat and clean. Please straighten up products, pick up trash on the floor, dust shelves, clean up any spillage or mess on the floor by yourself or ask for janitorial assistance.

Let's all work together to help Ohana continue to be the great company it truly is.

U.S. Citizen - Lynn Pearce



May, 2005 will always be a momentous month for Lynn Pierce. In May, Lynn took her oath and became a citizen of our great country, the United States of America. It took many months of studying, test taking, and being involved with interviews, but it was all worth it for this proud and diligent young lady. How proud Lynn was when she was informed that she passed all her tests, and interviews, and she was then qualified to be sworn in as a new citizen of the United States.

Lynn is a Sales Associate at the Inter-island Terminal. CONGRATULATIONS, Lynn!

Wedding-Ofelia & Robert Lisk



Wedding bells rang out loud and clear for the beautiful bride Ofelia and handsome groom Robert Lisk. What a joyous day it

was for this happy couple! A reception was held at their home. Many friends and relatives were there to share in Ofelia's and Robert's memorable wedding. A huge spread of multi-cultural dishes filled the buffet table. The food was exceptionally delicious.

Ofelia is employed at Blind Vendors Ohana, Inc. formerly a custodian and presently as a warehouse employee.

CONGRATULATIONS
Ofelia and Robert Lisk!

Congratulations, Glen
Curry!



Glen Curry, son of proud parents, Guy and Karen Curry received his Masters Degree in architecture from the University of Nevada at Las Vegas in May, 2005. He is presently employed with a firm in Nevada, and has been named as one of the top producers for the company. Glen eventually wants to establish his own firm here in Hawaii.

Glen also received his BA degree in architecture from UNLV.

Karen is a part-time Sales Associate at the International Terminal.

CONGRATULATIONS,
Karen! You deserve a "Mother of the Year" award!

Job Well Done, Dania
Rescue!



Dania Rescue, daughter of Danny and Cecilia Rescue graduated from Chaminade University in May, 2005. She received her Bachelors Degree in Business Management. She is presently employed at American Life Insurance Company. She mans the office and also is a sales representative for the company.

Dania is a mother of a cute and precocious 17 months old daughter, named Tareva. Dania is certainly a busy young lady.

Cecilia is a Sales Associate at the International Terminal.

CONGRATULATIONS,
Cecilia! You, too, deserve a "Mother of the Year" award!

Good Job, Malia Hall!



Mary Hall, is an on-call Sales Associate at Ohana. Her daughter, Malia, is quite an ambitious young lady. She first attended Honolulu Pacific College and majored in Computer Science. She later attended Leeward Community College and majored in Nursing. She graduated from the Maui Community College this spring. She majored in Computer Science hoping to use her knowledge of computers in an office position.

Malia will be moving to Virginia with her husband. There, she intends to raise a family and eventually be employed as a secretary where her knowledge of the computer will be of great help.

CONGRATULATIONS,
Mary! You deserve a "Mother of the Year" award.

Employee Benefit
Update-
Sick Leave Payout



This memo is to remind all employees of the newly created benefit for sick leave payout, as well as, recognize those individuals who benefited. The Company would like to recognize the following individuals: Stanley Mundon, Scott Nakachi &

Calmond Tang for being present at work. At their anniversary date these employees were paid out 100% of their excess balance for sick leave.

401(k) Profit Sharing & Retirement Savings Plan



All participants of the Plan should have received their benefit statement. Any changes to salary deferral percentages will be allowed in the first pay period commencing in December 2005. Anyone with any questions regarding the 401(k) Plan should contact Alan Hirata, Accounting Manager.

Safety is Everyone's Job
By: Jim Kahue, HR Manager



Safety is everyone's job!

As an employee, you should:

- Learn to work safely and take all rules seriously.

- Recognize hazards and avoid injury.
- Report all hazards, work injuries and illness to your supervisor immediately.
- Wear and use all protective equipment, i.e. back lifting belt and car seat belt.

Management's responsibility is to:

- Provide a safe and healthy workplace.
- Provide personal protective equipment.
- Train & provide employees with safety information and ways to avoid injury.

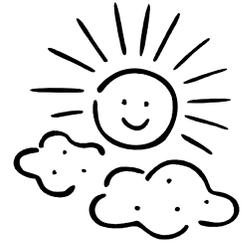
In case of emergency:

- Notify your supervisor & emergency response personnel immediately.
- Protect yourself, your co-workers & customers first before protecting company property.
- If you must evacuate, leave the scene safely, so emergency personnel can do their job.
- Take care of any unsafe situation, i.e. spills, cracked glass, faulty equipment, etc. promptly and correctly.

Safety benefits everyone! By everyone taking responsibility for having a safe workplace employees can avoid the pain of injuries or illness and employers

can avoid costly loss and suffering of employee injuries.

The Secret to Happiness
By: Jim Kahue, HR Manager



Now that we just got through summer are we ready to think about Christmas? Perhaps not!!

Some researchers have studied people's moods and behaviors during the Christmas holidays and came up with the following observations: (1) people often are sad and depressed because they miss loved ones who have moved away or passed on; (2) people are unhappy because they feel that the gifts they gave or received wasn't the right one, and; (3) people who were the happiest are those who looked at Christmas as a time of joy, peace and giving because of what that holiday signifies and celebrates.

I thought because of all the sad and bad things we hear and see in our world daily; disasters, wars, disease, crimes, accidents, etc. I wanted to share with you what someone wrote about the "Secret to Happiness" which I organized into the shape of a Christmas tree or bell below:

Forget.
Apologize.
Admit errors.
Avoid mistakes.
Listen to advice.

**Keep your temper.
Shoulder the blame.
Make the best of things.
Maintain high standards.
Think first and act accordingly.
Put the needs of others before
your own.
Forgive.**

Seems like a tall tree to climb or too big a bell to ring? Then try using as many of these “secrets to happiness” into your day as possible. As you ring the bell or climb up the tree of happiness perhaps you’ll be rewarded at work and at home with more successes and a positive, happy outlook on life; especially at Christmas time.

