Shared Vision

January 2000 **Volume 9 Issue 1**

President's Message



Aloha and welcome to the new year and the beginning of the new millennium! I am thankful that we survived and made it to the new year with no Y2K disasters. With early detection and preparation, we managed to get all of our computer systems Y2K compatible in all the eight stores and the main office. Thank you for being patient in this process.

When we think of the year 2000, we encounter different emotions and imagine what the future will be like. Some people say that the year 2000 will be a tragedy because of religious beliefs and other assumptions or predictions; in contrast, other people say that the year 2000 will be okay and that nothing will happen. We shouldn't worry what the future will be like, we should just take one day at a time and deal with the present. In fact, I feel that the beginning of the new year is doing quite well.

I believe that the new millennium is a time for reflection, goal setting, and for a prosperous future. As we look back through the years, we are proud of our accomplishments and disappointed of our mistakes. Learning from our good and bad experiences, we should set goals. Goals should be prioritized from most important to least or from short-term to long-term. By setting goals, we motivate ourselves and try to accomplish them by having a strong determination. Once goals are achieved, our self-confidence builds up and we feel better about ourselves. We feel proud and feel a sense of achievement. Most of all, by reaching our goals, our future looks much brighter and more successful.

In the year 2000 many events lie ahead of us, from challenges.....to technological advances.....to economical recovery. I feel that the year 2000 will be productive and a break-through in a variety of areas! Let us work together and set a goal of having the best newsstand in the world!

Filo Tu
President & CEO

***Inside Scoop*.....**

President's Message 1
1999 Christmas Party.....2
Pa'ahana Award Winners....3,4
Hickam Trip.....4
Safety First.....4
Operations Manager Message.....5
Open Enrollment for AFLAC & Medical Plans.....5,6
Marriages.....6

1999 Christmas Party



Blind Vendors Ohana held its annual Christmas party on Friday, December 3, 1999, at the Honolulu Airport Hotel. There were approximately 160 people in attendance. This included employees, their guests, owners and their guests.

The food was very scrumptuous. There was a beautiful layout of food at the salad bar. The main dishes which included three entrees; fish, chicken and roast beef were very delectable. Of course there were many choices of mouth watering dessert. Everyone enjoyed the meal.

One of the main features of the party was the presentation of tokens of appreciation to six special people. The first presentation was given to three outstanding individuals for their time and effort in regaining the newsstands at the Honolulu International Airport and returning it to the blind of Hawaii. Two lawyers, Stanley Levin and Evan Shirley were each presented a plaque, stating Ohana's appreciation for their outstanding contribution of legal services. They were also given a beautiful and informative book on Hawaii. Warren Toyama was presented a plaque stating Ohana's appreciation for his distinguished service in returning the newsstand at the airport to the blind and also for his outstanding contribution to the welfare and well-being of the blind of Hawaii. He also received a round-trip ticket for two to Las Vegas .

The three owners, (***Filo Tu, Walter Ishikawa and Tommy Morikami***)



were presented with a token of appreciation from the managers and employees of Blind Vendors Ohana for all they did for them during the past five and a half years.

***Filo Tu*, President &CEO**



was also recognized for the outstanding way he deals with the employees and the day to day affairs of Blind Vendors Ohana.

The second main feature of the party was a karaoke contest. There were 14 contestants competing for the cash prizes of $150, $125, $100, $75 and $50. The winners were as follows:

1st----------Paz
2nd----------Mai
3rd----------Erlinda
4th----------Maureen
5th----------Jim

We thank all of the participants for helping to make this party so entertaining. We also thank the three judges for an excellent job of selecting the five winners. We realize this was not an easy task. The judges were Mrs. Manya Levin, Evan Shirley and Scott Fujii.

From all the comments of the party goers, it seems that everyone had a great time at Ohana's Christmas party. The food was great, the entertainment was outstanding and the company was excellent.



Pa'ahana Award Winners



Our first Pa'ahana award winner for the millennium is ***Charlyne Taito***. She started with Ohana as an on-call employee in October, 1998 and became a full-time Sales Associate in November, 1999. She works at the Interisland Newsstand on the afternoon shift.

Charlyne, a soft spoken, friendly and sincere woman is a mother of 4, 1 daughter and 3 sons. She is also a grandmother of 3. She spends most of her free time with her children and grandchildren. Whenever she can squeeze it in she enjoys watching movies and listening to music, especially the oldies and Hawaiian music. She finds these very relaxing.

Our second Pa'ahana award winner is ***Emelita Gonzalvo***. She is a full-time Sales Associate on the morning shift at Ohana and she also works part-time for I.T.S.



Emelita is an energetic, personable and industrious woman. She is a mother of 2 boys, ages 7 and 10. She spends her free time with her sons doing various kinds of activities. She is very conscientious about seeing to it that her sons complete their homework and she makes every effort to be there for them. However, when she finds the time she enjoys watching whatever movies there is on TV.

Charlene Higgins is our third Pa'ahana award winner. This warm, caring and generous woman is a part-time Sales Associate at the Interisland Newsstand and a full-time employee at Central Pacific Bank.



Charlene is a mother of 3, 2 daughters and 1 son. She loves to bowl, but hasn't been able to for several years. The highest score she ever bowled was an outstanding 250. She also enjoys reading, especially Danielle Steel books, health books and cook books. She enjoys listening to light jazz and Hawaiian music. She finds reading and music very soothing and relaxing.

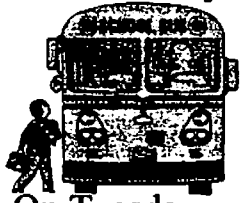
Stanley Mundon is our final Pa'ahana award winner. He is a two time

recipient of this award. He started with Ohana as a Sales Associate at the Interisland terminal and last year he transferred to the warehouse.



Stanley is a diligent worker, outgoing and has a terrific sense of humor. He is described by his superiors as a very hard worker. He says he enjoys working for Blind Vendors Ohana because the employees are friendly and helpful and the working conditions are great. Most of all he feels the owners and managers are fair, understanding, compassionate and caring. He said, "I am glad I am here working at the airport for Blind Vendors Ohana."

A Visit to Hickam Elementary

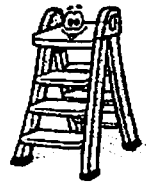


On Tuesday, December 14, 1999, Filo Tu and Julia Toyama had the great pleasure of speaking to a fifth grade class at Hickam Elementary School. Paul Fuchigami drove them to Hickam. The purpose of this visit was to answer the many questions the students had about blindness and blind people, and to share the various equipment blind people use in their daily lives.

Equipment, such as the Braille watch, talking watch and alarm clock, Braille writer and Braille slate and stylus and the liquid probe were shared with the students. Filo demonstrated how he uses his cane to travel. The students were amazed that Filo was able to get around the airport on his own with only his cane. They asked many interesting questions, such as: "How do you do your marketing?" "How do you cook?" What do you see if you're blind?" Do you close your eyes when you sleep?"

Filo and Julia felt that the visit to Hickam was a great success because they were able to carry on a good dialogue with the students, teacher and parent. They felt that they were able to help the students understand that blind people are people just like themselves except blind people cannot see.

Safety First



While it is true that accidents can happen at any time; it is also true that most accidents could have been avoided if the person or employee is aware of safety hazards before they did something and if the person or employee did the right thing.

A good example of what can happen when an employee disregards the safety policy and procedures by not using the proper equipment, i.e. using a stool or a stack of newspapers instead of a stepladder to climb up to reach a magazine beyond their reach. Did this employee really think about the consequences of their actions and the "unsafe act" and the injury risk they put themselves and nearby customers when they fall because they lost

their balance or if the stool breaks? The answer is no....they did not think of the consequences.

Being aware of safety hazards and using the proper equipment are important keys to good safety; however, there are other safety keys that employees should have considered or asked their supervisor in the above example such as; (1) is the equipment I'm going to use in proper working condition?? and (2) am I using the equipment properly??

Using the same example; if the employee chose to use the ladder but failed to check to see if the ladder was defective or didn't set it up properly the employee put themselves in an unsafe situation that could result in an accident and injury situation.

The important safety message is this: *"Think about what you are about to do....use the proper equipment or technique to do it....do it properly and with caution....if needed, ask for help and don't attempt to do something if it is unsafe."* By following this anyone can eliminate the risk of an accident that can cause you or someone else serious injury, pain and suffering.

Note: The Company may take disciplinary action, including possible termination, if an employee fails to follow the Company's Safety Policies and Procedures.

Operations Manager Message



From the inception of Blind Vendors Ohana, I found my job a most challenging and rewarding one. Ohana was able to succeed thanks to all of the Sales Associates, Warehouse workers, janitors, office personnel and managers. Your dedication and hard work did it.

As we embark on a new millennium, I ask all of you to work diligently so Ohana can continue to grow and prosper.

Ohana has been good to all of us by offering us good wages, bonuses and many great benefits. We should be grateful that Ohana, unlike many other companies, did not reduce staff by laying people off. We can all be thankful to Ohana for all of these things, but remember, this would not be possible if we all did not do our part as responsible employees. Please keep up the good work!

Garret Suzuki
Operations Manager

Open Enrollment for AFLAC & Medical Plans

The month of May is the open enrollment period for AFLAC. This means that current AFLAC subscribers may add, change or drop coverage under AFLAC's Flex One Tax Savings program of supplemental health plans for Accident, Cancer, Disability or Intensive Care benefits. Also, eligible employees are able to talk to the AFLAC representative about these

plans and enroll in these plans during this period.

The month of June is the open enrollment period for eligible employees and current health plan subscribers to add eligible dependents, change plan type or carrier such as Kaiser or one of the following HMSA Plans, i.e., Preferred, Health Plan Hawaii Plus, Queen's or Kapi'olani Health Plan Hawaii.



A schedule of when the AFLAC and Health Plan representatives will be here to answer questions and to assist in enrollment or changes will be circulated and posted by Jim Kahue, Human Resource Manager, two weeks in advance of their scheduled date.

If you have questions, please let Jim Kahue know.

YES! I do

Congratulations and best wishes go out to the following couples who were wed in 1999.



Debbie Romero and Art Ignacio
May 23, 1999

Jay Dy and Elsie Ursua
June 23, 1999

Paul Fuchigami and ***Linda Yoneshige***
October 20, 1999



Tavita Tu and Christie Cui
November 13, 1999

Vaivasa Timoteo and John Mitaina
December 18, 1999

May the years ahead be filled with happiness and good health for all of you.

