Shared Vision

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President's Message

Filo Tu



On June 1, 2012, Blind Vendors Ohana celebrated its' 18 years of operation at the Honolulu International Airport. Lunches were provided for all employees. Special thanks go out to Warren Toyama for providing lunch for the office to celebrate this special occasion for the second day. Warren has been helping us celebrate for 18 years now. Thank you very much Warren! The celebration was very special. Blind Vendors Ohana employees received special bonuses, which was the highlight of the event. The bonuses were our way of showing appreciation to all of you for your loyalty and hard work for Blind Vendors Ohana. Thank you everyone for another very successful year!

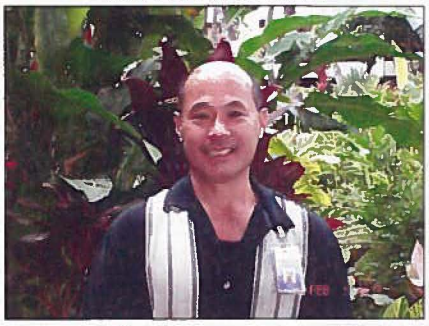
Our 19th year started off very well. In November, 2012, Blind Vendors Ohana gave an increase of $0.75 per hour to all full-time employees and $0.50 per hour to all other employees. That is the biggest raise that this company has ever given out. Also, In November, qualified employees were given the option to withdraw money from their retirement plan. In addition, one more holiday was added on to the nine holidays that we already have. We now have 10 holidays for the year. I must say that is very good for a private company. I hope that you are all proud of this company as I am!

December 8th, was our annual Christmas party. It was another successful party. Special thanks go out to Maricen and her committee for a wonderful party. Congratulations to the four Pa'ahana Award Winners: Marcelino Alqueza, Amelia Calling, Melissa Higa and Glenna Uy for their outstanding work, cooperation and spirit to help Blind Vendors Ohana achieve its' goals and vision.

I would like to also give special thanks to the people that put up with me whenever I complain. Garret Suzuki, Operations Manager, Alan Hirata, Accounting Manager, Jim Kahue, Human Resources Manager, Maricen Olipares, my reliable secretary, and Julie Toyama, with all the patience in the world to help our employees during their training. Happy belated New Year to all of you!

Operations Manager's Message

Garret Suzuki



Blind Vendors Ohana, Inc. initiated an incentive program, Pa'ahana Award. Sales Associates, Warehouse Workers, Janitors and Office Staff are evaluated on their physical appearance, attitude toward their jobs, fellow workers, supervisors and customers. Every year employees are evaluated and outstanding employees are selected as Pa'ahana Award winners. The winners are presented with money awards. 2012 Pa'ahana Award winners are:

1. Marcelino Alqueza
2. Glenna Uy
3. Melissa Higa
4. Amelia Calling

CONGRATULATIONS TO THE ABOVE WINNERS!!!

2012 Outstanding Employer of the Year Award



Blind Vendors Ohana received the "2012 Outstanding Employer of Persons with Disabilities" Award from the State of Hawaii Vocational Rehabilitation and Services for the Blind Division.

Currently 52% of Blind Vendors Ohana employees are disabled and 43% are blind or visually impaired.

Blind Vendors Ohana is a model of success, both financially and for employment.

Congratulations to Filo Tu, Walter Ishikawa and Thomas Morikami for being great leaders of Blind Vendors Ohana.

Pa'ahana Award Winners



Marcelino Alqueza is an employee who works in the warehouse at Blind Vendors Ohana. He is a very conscientious person and you will always find him busy in the warehouse or in the stores restocking supplies. He is very courteous, friendly and polite. He has been working at Ohana for five years.

Marcelino came from the Philippines on December 10, 2007. He is married and has four children.

Marcelino is indeed a family man. He enjoys watching TV, jogging early in the morning on his days off and cooking. His main mission in life is to always be together with his wife, children and especially his grandchildren. His aspiration for the future is to live a long and healthy life.



Glenna Uy is an employee and a Lead of Blind Vendors Ohana at the International Airport. She has been with the company for approximately a year and a half.

Glenna is a very personable and friendly employee. She is very courteous and polite. She carries out all responsibilities with grace and professionalism.

Glenna is married but, as Glenna says, "Unfortunately, we have no children." However, Glenna is blessed with three brothers, one is in the Philippines, another is in Canada and the third is in Hawaii.

Glenna was born in the Philippines and came to Hawaii in March, 2011. Glenna is still involved in her high school Alumni Association of which she was an officer for several years. Although she is now living in Hawaii, she continues to keep in touch with the Association and assists in whatever way she is able to.

Glenna's aspiration for the future is amazing. 1. She aspires to succeed in her career here in Hawaii. 2. She wants to open her own business so she can have enough resources so she can travel to other parts of the world. 3. She wants a vacation house in the Philippines. 4. She aspires to have a comfortable life after retirement.



Amelia Calling is a Clerk and Lead at the International terminal. She is a soft-spoken person who is very alert and attentive. She is also very helpful and polite.

Amelia has two sons and is a grandmother of two. Amelia also has nine siblings and she is the 6th from the eldest.

She is from the Philippines and came to Hawaii in 2005.

Amelia has fun and interesting hobbies. She loves cooking, bowling and surfing the internet. She enjoys going to the movie theater, watching movies on the Filipino channel and jogging to keep fit and healthy.

In 2006 Amelia was employed by Blind Vendors Ohana, but in 2011 Amelia left Ohana to return to the Philippines to attend family matters. In July 2012, Blind Vendors Ohana rehired Amelia. She said she is very grateful to the managers for rehiring her.

"I am happy to be working for BVO and I'll do my best to help the company continue to be a success."

Her goal is also to build her savings so she can enjoy her retirement. She also wants to reunite with her family and spend time with them.

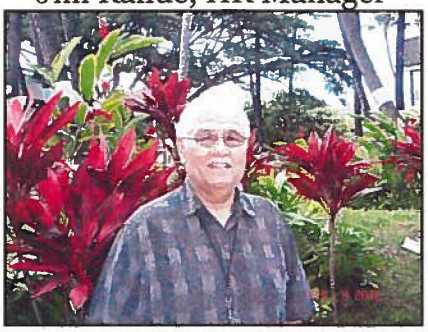


Melissa Higa is a Sales Associate at the Interisland Terminal. She is a very personable young lady with a very beautiful smile. She is very polite, courteous and very helpful.

Melissa enjoys taking pictures. Her dream is never to stop working and never retire.

YES I am!
YES I can!!
YES I WILL!!!

Jim Kahue, HR Manager



Feeling good and confident at work and at home is important to one's happiness and well being! **Happy and confident workers are good workers!**

If you want to feel good about yourself you can change and improve yourself by thinking about what you are doing now, what you need to change to accomplish something positive for yourself and others.

What you do, how you do it, and when you do it is mainly your choice. Whether it is something you do by yourself or with help from others, a personal change, being happy or sad: it's up to you. Nobody else is responsible for you. Everything starts with you. You decide on taking the first step. Self-help and personal change starts with your realizing that your life and future is in your own hands, and that everyone has to make a decision to do something about it.

Believing and having confidence are essential keys to making successful life-changes towards achieving your goals and happiness. Your mind is a powerful tool that can spark a person's energy and determination to make successful changes to your life. The following are some tools and ways that will help you begin to change the way you feel, think and act:

- Positive self suggestions, visualizations, combined with deep relaxation exercise, are powerful ways to making positive personal changes. Trying this relaxation exercise alone will help to change and improve the way you feel.
- By combining the relaxation techniques with a repeated affirmation sayings of positive statements such as the "I am" statements below, you will begin change the way you think, and feel, and act, and all that life offers as a result.

The more you use the relaxation exercise and affirmation sayings, then the greater and more sustainable will be the effect. The time it takes to change depends on each person and their situation.

1. Sit or lie down comfortably; straighten

your back (put shoulders back to open rib cage).

2. Relax your shoulder muscles, your entire body and clear your mind.
3. Close your eyes (except when you need to read the next stage).
4. Take ten deep, slow breaths from the pit of your stomach and fill your lungs.
5. Focus on your breathing. Feel it getting deeper and slower. Feel yourself relaxing and your tensions drifting away.
6. Relax your shoulders and neck again.
7. Visualize yourself as being happy, successful, being loved, laughing, etc.
8. Relax your forehead, mind, mouth and your eyes.
9. Feel yourself smiling and allow the feeling of peace and calmness to enter your mind.
10. Say (out loud) or to yourself the following affirmations of your personal change: "I am" (a good person); "I can" (change); "I will" (succeed).

More affirmation sayings:

- I have integrity and will do whatever is ethically right and good.
- I am strong enough to understand and make allowances for other people's weaknesses, and their behavior towards me. Other people's behavior is about them, not me.
- I will focus on the joy of living my life and helping others where and when I can.
- I am what I eat and drink, so I will eat and drink good things.
- I am what I watch and play and listen, so I will watch and play and listen to good things.
- I will feel good about exercising and being healthy.
- I will smile and laugh whenever I can – life is good and I will enjoy it.
- I can forgive other people. Deep down everyone is a good person, just like me.
- I am a good, compassionate, loving and caring person.

Relaxation combined with positive "self-talk" enables self-help.

The use of affirmations or strong statements while in a deeply relaxed state enables a "conditioning" effect on our subconscious.

Changing our subconscious –our feelings and beliefs – increases our sense of calm and well-being, and also enables change in our conscious thoughts and behaviors. It's that simple.

Some people find it easier than others to relax deeply. It can come more easily with practice.

If you find it difficult, allow yourself more time when going though the relaxation exercise. Create or put yourself into a quiet relaxing calm environment. Shut out noise and distractions. If possible, lie down rather than sit.

When relaxing and emptying your mind it is natural for thoughts to arise - in which case simply acknowledge them gently and let them go - visualize them floating away like a balloon into the distance.

Your ability to empty your mind and relax, free from thoughts, will improve with practice. When you practice, you will increase the ease with which you can relax, and then you will find that you no longer need such a quiet environment.

Other methodologies and approaches refer to deep relaxation as "meditation." Anyone can do this. It's human nature, and instinctively accessible - free - to everyone.

Combining deep relaxation with positive affirmations is a powerful method of achieving greater happiness and for making positive personal change.

The "I am" element alone is a powerful one because it embodies the sense of self-determination, which nobody and nothing can ever take away from you, and it emphasizes the value of simply "being." "There is wisdom in

accepting what you are. It is difficult to be what you are not. Being what you are doesn't require any effort. When you become wise, you accept yourself the way you are, and the complete acceptance of yourself becomes the complete acceptance of everyone else" (from the "Mastery of Love" by Don Miguel Ruiz, with thanks to Allspirit.co.uk).

You can use the relaxation exercise, combined with affirmation sayings to change many aspects of your life and feelings. Keep the statements positive and in the present tense. For example, if you want to be more confident, use a statement such as "I am a confident person" rather than "I will be a more confident person" or "I will try to be a more confident person."



If you keep telling your subconscious that you "are", and using the techniques in this article in time you will "be" (acknowledgements for this article go to Carole Byrd & Buddha Maitreya).

2012 Christmas Party

Blind Vendors Ohana celebrated its annual Christmas party on Saturday, December 8, 2012, at the Ohana Honolulu Airport Hotel. There were about 175 employees and guests in attendance that were treated to a fun-filled evening which included games, door prizes, scrumptious dinner buffet and of course who enjoyed the camaraderie amongst each other. The spirit of Christmas was definitely in the air!

One highlight of the party was the "Departmental Christmas Decorations Contest", which was a huge success! Each department (must have three or more employees to participate) were responsible to create a hand-made Christmas decoration. For example: wreaths, stockings, mini Christmas tree, ornaments, etc.) The Christmas decorations were judged by originality and creativity. There were eight remarkable entries and everyone was so astonished on the displays. The three winners were:

1st place $250.00



Christmas Tree "Dreaming of a Green Christmas"

(Glenna Uy, Arceli Sario, Lally Yadao & Shirley Templo)

2nd place $200.00



Lantern "Dream Catcher"

(Jederlie Mauri, Glenn Watanabe, Glenn Reyes, Cheryl Leong & Lian Chun)

3rd place $150.00



Multi-Decoration
"Then & Now"

(Purisima Sialana, Camila Paglingayen, Jacqueline Cadiz & Marjorie Molina)

The "Christmas jackpot" was another highlight of the party. Everyone was able to participate in this cash raffle and the two winners must be present to win. The lucky winners were **Edna Lopez** and **Stephen Arelliano** who pocketed $391.50 each!

Of course, the party was complete with the giving away of door prizes. Thank you to BVO, its owners: Filo, Tom, Walter, vendors and friends who contributed to this special cause. The recipients of the two Las Vegas trips donated by BVO and Pepsi were **Sa Ortiz** and **Marcelino Alqueza**. Congratulations!

Special thanks go out to the Christmas party committee: **Maricen Olipares, Angelina Cortez, Virginia Rizalda, Priscilla Griffin, Ofelia Lisk, Arceli Sario** and others who helped made this party a success!



24th Annual Hawaii Foodbank Food Drive Airport Coalition

- Collecting non perishable, nutritious food items & monetary donations (please make check payable to Hawaii Foodbank)
- Now through Saturday, April 20
- Airport Coalition goals: 3,000 pounds and $10,000
- Annual Food Drive goal: 1 million meals
- Boxes will be available @ the Main lounge, IIT & Warehouse for donations.

