

# PORT

HUTCHISON PORTS  
FCP

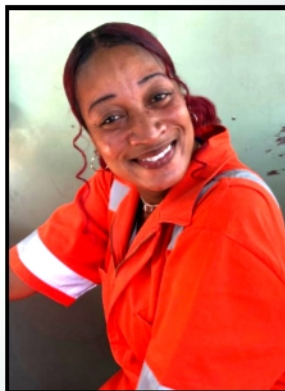
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DECEMBER 2020

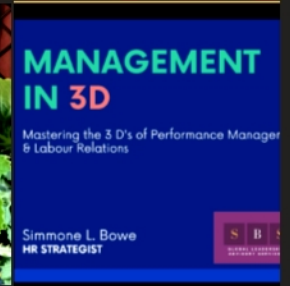
ISSUE 25

# 2020

## Year in Review



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# Message from the CEO

*On* behalf of myself and my management team Seasons Greetings to you and to your families.

2020 has been an unprecedented year. The aftermath of Hurricane Dorian and the effects of Covid-19 have challenged us both personally and professionally. Yet, you all have remained committed and resilient through every circumstance.

Notwithstanding the demands of our businesses, we have seen our teams persevere through unfamiliar and concerning environment. We could not be more proud or more inspired by your courageous hearts.

We express our deepest sympathies and sincere condolences to those of you who have lost loved ones this past year and empathy to those who have and are still suffering from effects of this virus.

Hutchison Ports values of UNITY speaks to going beyond expectations and working together as one team, with a shared ambition to keep making our businesses better.

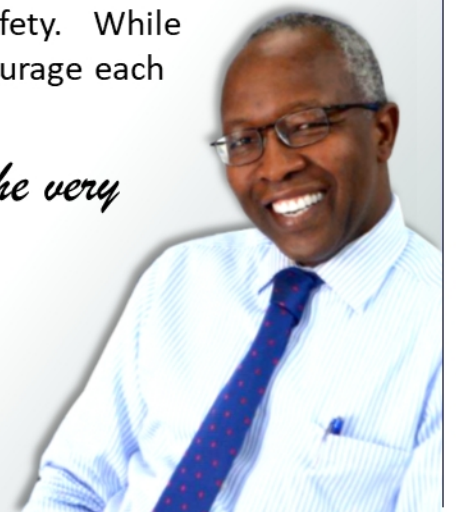
You have all exceeded expectations in an incredibly uncertain climate. You continue to demonstrate constant support for each other and a shared ambition for excellence that is both recognized and respected. We thank you for your enormous contribution and commitment that have made the difference!

We are pleased to report that our businesses are enduring the pandemic as we continue to immerse ourselves in the foundation of our organization, taking proactive and strategic measures to drive long-term growth.

Our most important priority is your health and safety. While we are determined to work to protect you, we encourage each of you to also do your part and keep safe.

*May God continue to bless us and all the very best for the Season.*

Godfrey Smith  
Chief Executive Officer



# FCP Employee Council Year in Review

## Activities

- ✓ Sams Shopping 2019 and 2020
- ✓ Breakfast for Employees - January 2020
- ✓ Purchase Vending Machine for Greg Rogers Building



## Challenges

1. Due to Covid 19 the council was unable to host any fundraisers that could further benefit employees
2. The Vending Machine was damaged. Costing of shipping the machine back is delaying resolution.
3. Sam's Shopping
  - Duty and VAT were applied to certain items which cost was absorbed by the council
  - Due to Covid items from Sam's were scarce and the council had to resort to ordering from BJ's which costing was higher - Council had to absorb the cost



## On the Horizon

- ★ Ham/Turkey Give away - December 2020



- ★ Joint Venture with the Union for X-mas Give away



- ★ Employee Raffle (TBD)



# Valentines Day

The Finance Department Annual Valentines Day Pot Luck Luncheon



February 2020

# HR CORNER

The mass exodus of professionals from their offices during the COVID-19 pandemic has created challenges for managers who haven't worked with remote teams before. "This is perhaps the first time that managers are in charge of managing remote employees, and it can be scary to navigate and ensure employees are productive, engaged and thriving." "The transition to remote communication removes the personal context that helps us interact with each other." *Paul Pellman, CEO of Kazoo, a computer software company in Austin, Texas.*

## TIPS FOR MANAGING REMOTE WORKERS:

Here are 10 tips that can help managers keep their remote employees productive, happy and working together as a team.

### 1. Set clear expectations.

Establish clear and realistic goals and deadlines for your team. "

### 2. Be flexible.

Recognize that employees working at home may have different demands on their time, such as caring for children or elderly parents.

### 3. Shorten virtual meetings.

Be aware that people have shorter attention spans in virtual meetings. They can stare at screens for only so long.

### 4. Track your workers' progress.

Ask employees to give you their work schedules, along with tasks they're expected to accomplish within a given time.

### 5. Emphasize communication.

Make sure to stay in frequent contact with remote staff to keep workers apprised of deadlines, available resources, work-related challenges and managers' expectations.

### 6. Remember to listen.

Communication is a two-way street.

### 7. Build connections.

It's not enough to provide workers with the proper equipment to work from home; they need human interaction, too.

### 8. Provide a way to collaborate.

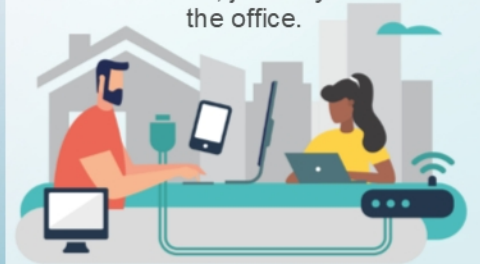
Creating a shared document that tracks work activities is one way managers can stay apprised of what their teams are doing.

### 9. Resist the urge to micromanage.

Trust that if your team members are communicating clearly and meeting goals and deadlines,

### 10. Celebrate success.

Look for opportunities to celebrate work milestones, just as you would in the office.



Abbreviated from SHRM Magazine  
For full article see:  
<https://www.shrm.org/hr-today/news/hr-news/pages/covid19-ten-tips-for-successfully-managing-remote-workers.aspx>



## Message from the Port Director

At the harbour the team have changed their work routine to ensure optimum performance in a pandemic environment. Pilots for example wear added protective gear while on board vessels, this is done not only to protect themselves but to ensure that entities like FCP and the shipyard are able to maintain a level of business continuity. The Cargo department introduced safety protocols that enabled them to continue loading and offloading vessels and to engage with members of the public seeking to collect goods from the cargo warehouse. Projects this year included the removal of 5 sunken vessels and the continuation of the East Harbour Expansion. Sanitising, social distancing and mask wearing is the new norm and we have embraced these initiatives to keep our work environment safe. FHC employees fully understand and appreciate the importance of the harbour to our local community. We persevere day in and day out showing resilience and that FHC is indeed **HARBOUR STRONG.**

*Seasons Greetings*

# Overview EMPLOYEE WELLNESS Month

By: Monique Coakley, Human Resources Manager

The month of January 2020 was filled with exuberant, enlightening, and collaborative Employee Wellness activities. The Freeport Container commenced the health and wellness month on January 2, 2020 with a weigh-in for the Biggest Loser competition. Mr. Steven Moss, FHC Marine General Maintenance Worker won the challenge losing 39 pounds in 30 days. Mr. Moss attributed his success to commitment, diet modification, and intermittent fasting. A Corporate Wellness Step challenge began January 6-20. Our fierce competitors walked a total of **15,813,272** steps during the challenge!

During the month, our Fitness Trainer, Phyllis Bartlett hosted weekly exercise sessions for employees such as Total Body Sculpt, Tabata Training, and HIIT Circuit classes. In addition, Strongest Male & Female and Endurance competitions were held. Our employees also participated in a Fun/Run Walk that was held on Saturday, January 25, 2020.

The Healthy Meal Cook-off was certainly the highlight of our month of events. All competitors were required

to cook a healthy meal with secret ingredients that were issued at the commencement of the competition. The competition was intense, the teamwork inspiring, and the food...oh so delicious!!!! All teams displayed their remarkable cooking skills, but the Freeport Container Port Flaming Healthful Iron Chefs were the victors of this intense challenge with their dish – chicken sautéed with vegetables, salad medley, and sweet potato fries and a fruit medley with low fat yogurt sprinkled with crushed walnuts for desert. To keep our employees motivated, several healthy crossword puzzle and word scramble competitions were also integrated with amazing prizes.

Employees were treated to a healthy snack day which included fruits, nuts, and nutritious bars. The Employee Tri-council also participated in the Employee Wellness Month by sponsoring a healthy breakfast distribution day which included “Bahamian Chicken Souse”, and wheat rolls. Our month of activities concluded with enthusiasm, entertainment, and comradery as we distributed healthy lunch to all employees, hosted an exhilarating scavenger hunt game, and treadmill raffle.

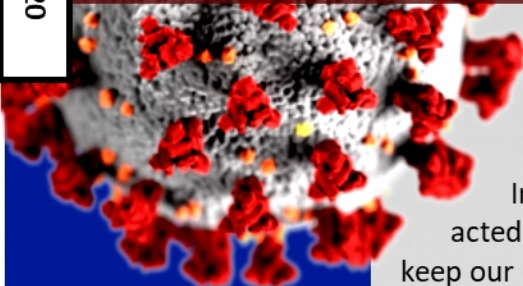


January 2020



March 2020

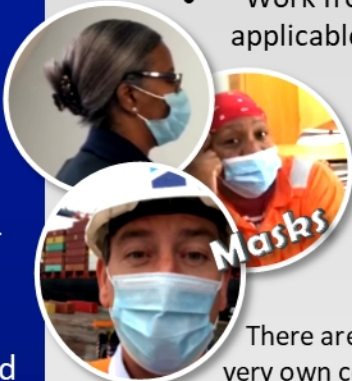
# COVID-19 Response



In March the Covid –19 pandemic reached our shores and the impact would set the tone for the “New Normal” of 2020.

In response to this new reality the company acted to put in place various measures to help keep our employees safe and healthy. Including :

- Additional PPE such as Masks
- “Work from Home” assignments where applicable
- Temperature Screenings
- Additional Hand Sanitizer Stations
- No Touch Punching Options
- FCP Operations & Engineering physical separation of shifts at changeover

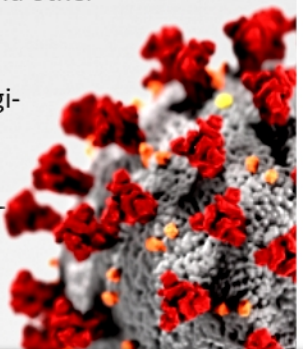


There are several of our very own colleagues and their families who have been affected by this very debilitating disease. We are concerned that if we are not more careful in keeping our guards up, more of us will fall prey to this disease.

If you are not feeling well, please visit your physician and do not come to work. Please call your supervisor or one of our Human Resource Managers to report your condition immediately. If a member of your family with whom you live has

tested positive, please isolate and get tested immediately. Do not attend work. If you attend work, when feeling ill or knowing that a member of your immediate family has tested positive, you are exposing your co-workers, colleagues and other members of staff.

We urge employees to stay vigilant and prevent the spread. Safety is our Priority! Let’s keep our homes and our workplace Safe as we continue to fight for every Box!



## Infectious Disease Policy Key Measures

### 1. Prevent the Spread

The company commits to ensuring a clean workplace & employees are asked to cooperate

### 2. Temperature Screenings

All employees will be temperature screened when reporting for work.

### 3. Limit Travel

Non-essential travel and public transportation should be avoided

### 4. Telecommuting

Telework requests will be handled on a case by case basis.

See HR Department for more information on Infectious Disease Policy 10/09/2020

## COVID-19 : Prevent The Spread



Maintain Social Distance of 6ft



Always wear a mask at work and in public



Sanitize hands frequently



Avoid Crowds & Stay Home if ill

# TRAINING & DEVELOPMENT

**Overview** Though Covid-19 disrupted some plans for staff training; many key areas of training went ahead, with modifications to meet our new environment. Training such as Information Security Awareness and orientation were made available either remotely or via e-learning.

A lot of attention was paid to Straddle Driver and Crane Operator Recertification with more than 90 employees trained.



In the 4th Quarter of 2020 we also re-introduced E-learning for Hutchison Ports Anti-Fraud and Anti-Bribery.

## Management & Supervisory Training



The long awaited Management & Supervisory Development Training program took place in March & May 2020. The remote sessions covered topics from Stress and time management to Labor relations, with more than 60 managers & supervisors taking part.

January 2020



## MARATHON BAHAMAS

Freeport Container Port conquered Marathon Bahamas! We came in third overall in the all males relay team which consisted of **Shateco Cummings, Abner Saunders, Delroy Boot and Elvis Curry**. They also finished with a 5th place in the mix teams which consisted of **Lisa Farrington, Fabian Burrows, Mandel Neymour, and Rahab Ngugi**. The team also finished in a good time for the half marathon, represented by **Quincy Gordon & Christopher Wilson**



# FCP Comes out Swinging for Milestone 5

# Fight for Every Box

May 2020

In February 2020 FCP Operations launched a Performance Bonus Scheme in accordance with our productivity improvement objective to "Fight for Every Box". The "Milestone 5" Initiative running from February to May 2020, targeted a gross crane rate of 25 moves per hour and provided for both a Group Bonus split amongst Employees in Operations, Terminal Services, Engineering & Warehouse and; Individual Bonuses for high performers.

Even in the midst of the Covid 19 pandemic our FCP Team passed in flying colors. Milestone 5 was an achievement not easily attained but our team has weathered many storms and overcome many challenges to ultimately win back a key component of our customer satisfaction campaign. These efforts have gone a long way to secure the confidence of our customers and show that our team is indeed world class.

Continue to 'FIGHT FOR EVERY BOX'! Milestone 5 is only the beginning, let us continue to improve in our disciplines everyday as we strive to reach our full potential.



**Keeron Butler**  
FCP Engineering Supervisor

**Bernard Knowles**  
FCP Operations Crane Checker II

**Sven Hepburn**  
FCP Operations Supervisor

**Celeane Lightbourne**  
FCP Operations Crane Checker II

**Franklyn Moultrie**  
FCP Engineering Supervisor

**Wellington Longley**  
FCP Operations Lead Berth Operator

**Danny Gale**  
FCP Engineering Technician I

**Brenicko Moxey**  
FCP Operations Straddle Driver 2

**Bernard Grant**  
FCP Engineering Technician III

**Stephen Pearce jr**  
FCP Operations Berth Operator

**Tonisha McQuay**  
FCP Engineering Dispatcher I

**Duran Rolle**  
FCP Operations Straddle Driver 2

**Rosalee Adderley**  
FCP Operations Crane Checker I

**Sandra Rolle**  
FCP Operations Crane Checker I

**Natasha Barry**  
FCP Operations Crane Checker II

**Tyrone Rolle**  
FCP Operations Berth Operator

**Steve Bowe**  
FCP Operations Crane Driver II

**Carolee Russell**  
FCP Operations Crane Checker I

**Daniel Butterfield**  
FCP Operations Straddle Driver 2

**Kenneth Saunders**  
FCP Operations Straddle Driver 2

**Kyle Grant**  
FCP Operations Berth Operator

**George Seymour**  
FCP Operations Crane Driver I

**Jerome Haley**  
FCP Operations Crane Driver I

**Deon Smith**  
FCP Operations Crane Driver I

**Charles Hanna**  
FCP Operations Berth Operator

**Atrayo Williams**  
FCP Operations Dispatcher

**Sasha Huyler**  
FCP Operations Crane Checker II





GBAC

# Christmas Message



*My* GBAC family, I, along with the management team extend warm Christmas and New Year greetings to you and your families, both near and far.

We have weathered many storms and tough times together. The most recent of hardships came in the form of hurricane Dorian, which not only devastated our work abode, but ravished the island of Grand Bahama to the point where many of our very own family members and friends suffered an untimely fate – may their souls continue to rest in peace. Then, five short months later, the Covid-19 pandemic, which continues to threaten the health and safety of the global community. Your courage, determination, hard work and relentless desire to assist in the company in the fulfillment of its mission have yielded much success. GBAC has experienced tremendous growth under your stewardship and sacrifice; your continued efforts are most appreciated!!

The true meaning of Christmas is LOVE. God loves His own and has provided a way – the only way – for us to spend eternity with Him. He gave us His only Son to take the punishment for our sins. What a selfless act!! In the upcoming year and beyond, we should follow Christ's lead in becoming less selfish and more selfless.

To the entire HPH Bahamas team, during this holiday season, the management and staff of GBAC would like to wish you a very Merry Christmas and great hope and well wishes for the New Year. May our heavenly Father continue to bless you all generously!

*My very best,  
Chanan*

COMING  
SOON!

## INFOLAYER PROJECT

**In the Works:** FCP is currently in the process of a new project with Infolayer, turning our data in analytics that we can leverage to advance our business through performance improvement, cost optimisation and revenue/margin enhancement .

### Who is Infolayer?

Infolayer Ltd is a UK based data analytics specialist with deep domain expertise across Ports & Terminals, Shipping & Logistics, Energy and Financial Services Sectors. The company offers and configures Insight platforms and innovative solutions, that deliver real-time data driven actionable insights, enabling clients to focus on improving process and business performance.

November 2020

# Message from the Chief Operating Officer



At the container port, change has been the consistent theme. We have delivered upon our productivity assurances to the customer through the achievement of Milestone 5, adapted our work routine to provide continuous working rather than a fixed break, introduced much needed new Straddle Carriers to the fleet and we remain focused on getting the yard pavement revitalisation handed back to operations as quickly as possible. Our commitment to each other is self-evident from the way we have positively adapted to new ways of working safely; the implementation of airlocks at shift changeover, regular deep cleaning at points of work and compliance with our mask wearing distancing and sanitising protocols. Everyone has risen to the unprecedented challenges, demonstrating resilience and grit as we look out for each other, and we fight for every box!

## Seasons Greetings

### NOTABLE PROMOTIONS



**Mr. Marvin Hudson**  
Berthing Manager



**Mr. Sterry Martin**  
Terminal Services  
Manager



**Mr. Valentino Johnson**  
Planning & Yard  
Strategy Manager



**Mr. Phillip Maycock**  
Information Technology  
Manager



**Mr. Keyno Hanna**  
Information Technology  
Assistant Manager



**Mr. Kenneth Hendfield**  
FCP Security Manager

### Friends we lost this year

*Gone but not forgotten...*



**Lester Brown**  
FCP Operations  
March 2020

**Randolph Williams**  
FCP Engineering  
September 2020

**Solomon Greene**  
FHC Marine  
October 2020

# Hidden Talents

## Janet's Green Thumb



*"Just seeing the seeds turning into a plant brings joy to my heart"*

Janet Johnson (FHC Security) has started a thriving backyard garden. She started the garden around June 28, 2020 and is already seeing fruits and veggies. She currently has green and red peppers, hot peppers, Spanish thyme, sweet potatoes, watermelon, onions, garlic, ginger, peanuts, cantaloupe, honeydews melon, okra, and beets growing in her garden, with many more potted

plants and seedlings waiting to go in the ground. Judith loves gardening; especially getting the young plants to thrive, she gets a gardener to assist her with some of the heavy labour and is looking forward to expanding her garden in the near future.

### The Harvest



### How it Started



### How It's Going



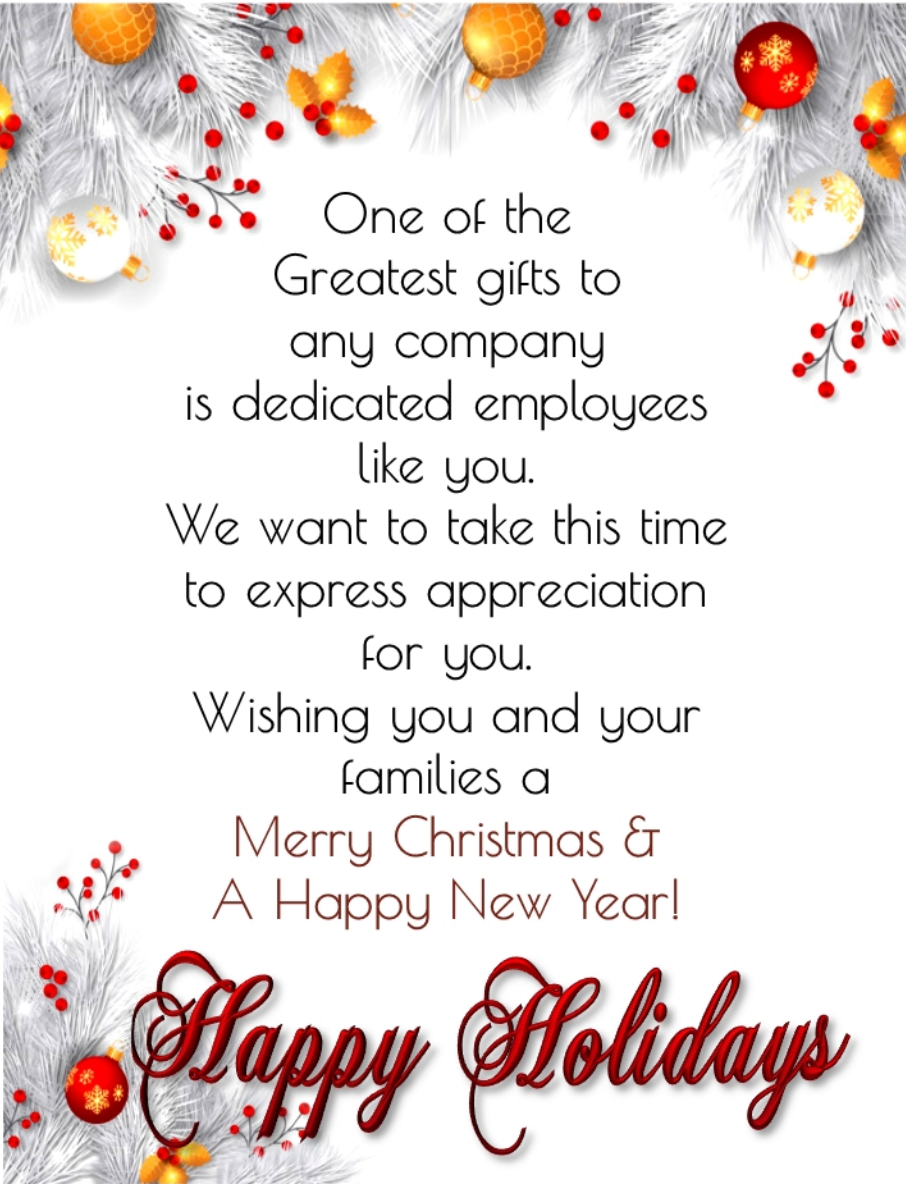
# FCP Stackers BASKETBALL CHAMPS



**"On March 13, 2020 the FCP Stackers won the ZNS Basketball Jamboree Championship. The Team defeated Buckeye 28-31 in a thrilling overtime victory!"**



March 2020



One of the Greatest gifts to any company is dedicated employees like you. We want to take this time to express appreciation for you. Wishing you and your families a Merry Christmas & A Happy New Year!

*Happy Holidays*

## FHC & FCP Recognized as Rotary Community Partners



This November Freeport Container Port & Freeport Harbour Company were recognized as Rotary Community Partners for their contributions and support for service projects in the community.

Pictured: J Malvese Capron (HR Director), Jaims Carey (Immediate Past President of Rotary Club of Lucaya & FCP Engineering Mechanical Engineer), Sherry Rodgers Brooks (Corporate & Government Affairs Director)

November 2020

# WELCOME

A few new faces joined us in the 4th Quarter of 2020. Welcome to the Team!



**Allard Mott JR.**  
IT Database Administrator



**Raeisha Brice**  
Financial Analyst II



**Rickia Williams**  
Financial Analyst III



**Meoshi Knowles**  
Financial Analyst I