

PORT

Vibe



APRIL 2021

ISSUE 26

Retirement & Promotions



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COVID-19 Vaccination & Much more!

Page 15 →

Malvise Capron
Human Resources Director
Human Resources Department

Shantika Cox
Safety Department, FHC

Announcement

Dear Team,

We are pleased to announce the following management changes at Freeport Container Port (FCP) effective 1st April, 2021.

Jason Prober, currently the Terminal Operations Manager, will be promoted to take on the newly created position of Head of Terminal Operations of FCP. In this expanded role, the Safety Team will report to Charles, Jason will also give the Quality Team at both sites.

Charles Stewart, currently the Engineering Manager, will be promoted to take on the newly created position of Head of Engineering of FCP. In this expanded role, the Projects, Fines and FCP Facilities will report to Charles.

Davide Tynes, currently the Head of Security, will be promoted to take up the newly created position of Head of Quality, Health, Safety, Security & Environment (QHSE) of FCP & Freeport Harbour Company (FHC). In this expanded role, the Safety Team will report to Davide, Davide will also give the Quality Team at both sites.

Wilsido Rowles, currently the Commercial Manager, will be promoted to take on the newly created position of Head of Commercial of FCP & FHC. In this expanded role, Wilsido will play a central role in developing the FCP expansion plans and further development.

Antonio Rodriguez Serrano – having grown F&S BA team from scratch, Antonio will change roles to the newly created Operations Development & Technology (ODT) Manager of Freeport Container Port. In this role, Antonio will take on operational responsibilities to bridge the gap between IT and Operations specialists.

Joan, Charles, Davide and Wilsido will temporarily report to the CEO until a new General Manager is appointed.

Let's congratulate and wish them all success in their new positions.

Kind Regards,
Alan

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Senior Management Promotion & Retirement



Alan Dixon, formerly the COO of Hutchison Ports FCP, was promoted to the position of CEO Hutchison Ports FCP, FHC and GBAC effective April 1, 2021. During his time at FCP, Alan has helped FCP achieve significant improvements in productivity. He has been with the Group for six years and held a number of positions in PFL and HIT operations prior to his current role.



Godfrey Smith, our former CEO of Hutchison Ports FCP, FHC and GBAC, retired from the Company effective March 30th. We take this opportunity to thank Godfrey for almost 25 years of service and contribution to the Company. Godfrey will take on an advisory role to support the smooth transition of his successor into the position, and progress ongoing negotiations on the Harbour Development project.



Announcement



Jason Pinder
Head of Terminal Ops



Charles Stewart
Head of Engineering



Denise Tynes
Head of Q.H.S.S.E.



Ntieado Knowles
Head of Commercial



Antonio Rodriguez
Operations D&T Manager

Dear Team,

We are pleased to announce the following management promotions at Freeport Container Port (FCP), effective 1st April, 2021.

Jason Pinder, formerly the Terminal Operations Manager, was promoted to take up the newly created position of Head of Terminal Operations of FCP. In this expanded role, all terminal operations related teams, will report to Jason.

Charles Stewart, formerly the Engineering Manager, was promoted to take up the newly created position of Head of Engineering of FCP. In this expanded role, the Projects Team and FCP Facilities will report to Charles.

Denise Tynes, formerly the Head of Security, was promoted to take up the newly created position of Head of Quality, Health, Safety, Security, & Environment (HQHSSE) of FCP & Freeport Harbour Company (FHC). In this expanded role, the Safety Team will report to Denise. Denise will also grow the Quality Team at both BUs.

Ntieado Knowles, formerly the Commercial Manager, was promoted to take up the newly created position of Head of Commercial of FCP & FHC. In this expanded role, Ntieado will play a central role in developing the FCP expansion plans and Harbour development.

Antonio Rodriguez Sarabia – Operations Development & Technology (ODT) Manager of Freeport Container Port. In this new role, Antonio will take on expanded responsibilities to bridge the gap between IT and Operations execution.

Let's congratulate and wish them all success in their new positions.

Kind Regards,
Alan

A Message from our CEO



I am honored to have been asked to lead the Hutchison Ports team here in The Bahamas as Chief Executive. As I begin my journey in this role, I am happy to thank Godfrey Smith for his leadership over his 25 years. We are grateful for his successful navigation of our three business units, Freeport Container Port, Freeport Harbour Company and Grand Bahama Airport Company, during some challenging times. And now we wish him much success as he transitions into his new role.

I am married to Jane Dixon and together we are the parents of one daughter, Abbey. I have worked for Hutchison Ports for more than six (6) years in several capacities including Senior Manager, Assistant General Manager, Consultant and Chief Operating Officer in my most recent assignment to Hutchison Ports encompassing responsibilities for Terminal Operations.

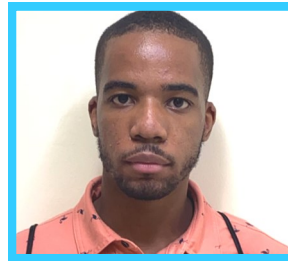
Change is inevitable, and as we journey together as one team, across the world and around the clock, our respect, support and listening to each other will take us above and beyond expectations. I challenge each of you to embrace the changes that are ahead of us. Our focus on customer satisfaction remains, delivering the best on what matters most to all our customers, partners, and employees.

I am excited about our team and what we can accomplish together through innovation, commitment, and initiative. There is great strength in UNITY, and I look forward to working with a united and focused team as we continue to FIGHT FOR EVERY BOX!

Welcome to our Team



SHANNON MOSS
FCP Engineering Technician III



TREY BOSFIELD
FCP Engineering Technician III



TIMOTHY WONG
FCP Warehouse Assistant III



JENSON BETHEL
FHC Cargo Worker I



MICAH FORDE
FCP Engineering Technician III

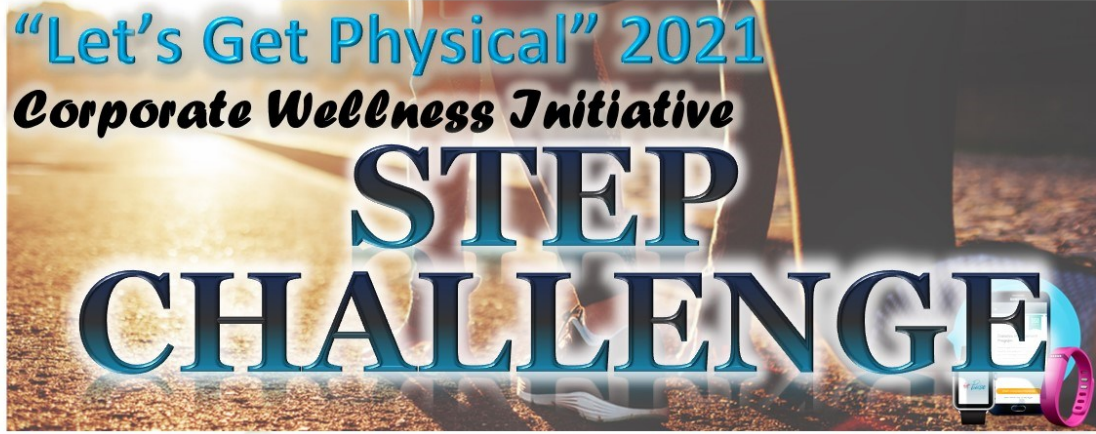


JEREMY RODGERS
FCP Engineering Technician III

**May your years
ahead bring you
much satisfaction,
pleasure, and
success!**



DERRELL SWEETING
FCP I.T. Systems Support Specialist II



FREEPORT CONTAINER PORT

1st Place Female — Tamara Rolle (210,000 steps)

1st Place Male — Charlton Lopez (210,000 steps)

TOTAL Number of Steps at the FCP: **4,369,782**

FREEPORT HARBOUR COMPANY

1st Place Female — Tamica Stubbs (191,286 steps)

1st Place Male — Elvis Curry (160,055 steps)

TOTAL Number of Steps at the FHC: **1,959,084**

GRAND BAHAMA AIRPORT COMPANY

1st Place Female — Lakeisha King-Sweeting (102,011 steps)

1st Place Male — Ernest Bethel (48,420 steps)

TOTAL Number of Steps at the GBAC: **246,934**

See you next month!



“Let’s Get Physical” 2021 Corporate Wellness Initiative



Step Challenge



Shatan Pinder
Operations
Department, FCP

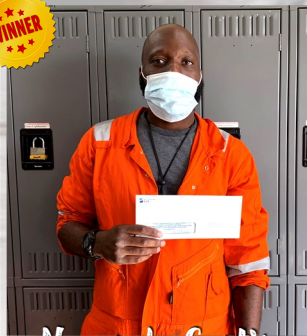
Charlton Lopez
Engineering
Department, FCP

Marva Smith
Administration
Department, GBAC

Tamica Stubbs
Cargo
Department, FHC

Quincy Gordon
Cargo
Department, FHC

W, O, R, D, S Unscrambler



Nagenda Curtis
Operations Department, FCP



Shantika Cox
Safety Department, FHC

“Let’s Get Physical” 2021 Corporate Wellness Initiative

On-the-Spot Workout Challenge



Talya Wright-Hanna
Cargo Department, FHC



Thelise Clarke
Aviation Services, GBAC



Dorine Martin-Dean
Aviation Services, GBAC



Adele Johnson
Security Department, FHC



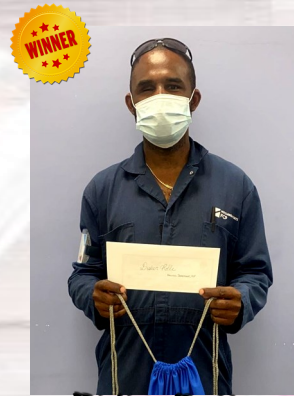
Step Challenge



Shorah Johnson
Planning
Department, FCP



Shateco Cummings
Engineering
Department, FCP



Didier Rolle
Facilities
Department, FCP



Donmoneque Rolle
Marine
Department, FHC



Hiram Johnson
Security
Department, FHC



Returah Charlton
Aviation Services
Department, GBAC

W O R D Unscrambler



Celeane Lightbourne
Operations Department, FCP



Georgina King
IT Department, FCP

On-the-Spot Workout Challenge



Ronald Saunders
Operations Department, FCP

Deon Smith
Operations Department, FCP

“Let’s Get Physical” 2021



Corporate Wellness Initiative

BE REMINDED TO SCHEDULE YOUR
ANNUAL PHYSICAL EXAM for 2021

Employees & dependents enrolled in the group insurance plan are eligible for \$500.00 each annually for their preventative care benefits, locally, and in the United States.

**(Services must be rendered by an in-network provider in the U.S.)*

“We All Need A Little Maintenance”
Schedule your annual physical today!



World Health Day 2021 Theme

This year, the WHO has called for an action to eliminate health inequalities around the world as the theme for this year's World Health Day. The WHO has a year-long plan to bring people together to build a fairer, healthier world. The WHO's campaign for this year's World Health Day highlights the principle that, "the enjoyment of the highest attainable standard of health is one of the fundamental rights of every human being without distinction of race, religion, political belief, economic or social condition."

Sakshat Kolhatkar. (2021, April 6). World Health Day 2021 theme

HEALTH TIPS

1 **Include fruits and vegetables in your diet.**

Make sure to eat five to nine servings of varied veggie and fruits per day.



2 **Drink plenty of water.**

The natural liquid offers the benefits of hydration, nourishment, and improved well-being.



3 **Exercise regularly.**

Exercise is a great way to stimulate your health and helps improve longevity and overall health.



4 **Get enough sleep.**

When you don't rest well, you compensate by eating more (usually junk food).



5 **Give your body a proper workout.**

The easiest way is to engage in sports since they work out different muscle groups.



6 **Learn to love yourself.**

Develop a positive body image. Good self esteem is like a superpower.



7 **Routine health check.**

Some diseases don't show up in terms of symptoms until it is too late.



8 **Be with healthy people.**

Dine with people who are health conscious and get workout buddies.



For information or assistance regarding your Insurance Benefits or our Corporate Wellness Program contact the Total Rewards Division, Human Resources Department: (242) 350 - 8102 / 8168 / 8106

ALL EMPLOYEES **MUST** ENROLL IN THE CG ATLANTIC MEDICAL INSURANCE WEB PORTAL

FAILURE TO ENROLL **WILL** RESULT IN THE DELAY OF
PROCESSING TIME FOR INSURANCE CLAIMS

>> How to Enroll:

1. Log In



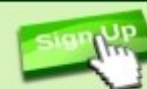
Go to your E-Mail's Inbox
& open the e-mail "[Action
Required] Complete
Your Registration Today"

2. Click the Link



Click on the link that says:
"Register for your CG
Atlantic Medical & Life
Online Account".

3. Sign Up!



Create a username and
password to activate your
CG Atlantic Online Account.

>> How to Setup Direct Deposits:

Once portal registration is completed, you will be taken to the Log In page.

- ⇒ Login.
- ⇒ You will then be taken to the Member Home Page.
- ⇒ At the top of the page select the "Add EFT" button.
- ⇒ You will then need to enter the following:
 - ✓ Bank Number
 - ✓ Account Number
 - ✓ Name (as listed on the bank account)
 - ✓ Account type – Current (checking) or savings



Benefits:

- ✓ View claims online
- ✓ Have claims paid via electronic bank transfers
- ✓ Online dependent enrollments
- ✓ Access to CG Atlantic Medical Cards

For further assistance, contact the Total Rewards Division,
Human Resources Department: (242) 350 - 8102 / 8168 / 8106

FCP ENGINEERING APPRENTICE ACHIEVE CITY AND GUILDS' CERTIFICATION!



Seven, Hutchison Ports FCP, apprentices recently passed the City and Guilds Level 3 Principles of Engineering Maintenance, Installation and Commissioning diploma offered through the Bahamas Technical and Vocational Institute (BTVI).



Students would have studied subjects such as Physics, Advanced Math, Advanced Science, Fabrication and Hydraulics, and Welding. The diploma is the equivalent of an associate's degree.



COVID-19 TRAVEL POLICY

All employees intending to travel to a foreign country and to New Providence are required to advise their immediate supervisor/manager as follows:

- a. Details of itinerary (destination and date of departure)
 - b. Return (arrival date to Grand Bahama)
2. Employees who travel will be required to provide a copy of their negative RTPCR Test result to the Human Resources Department (HR) prior to returning to work. Failure to provide a copy of the test will result in "non admission" to work, i.e. you will not be permitted on property until the negative result is provided to HR and clearance is given to the Security Department for access to the property.
 3. Further, on the 5th day of return to the Island of Grand Bahama, Employees are required to take a Rapid Antigen Test and provide the result to the HR immediately upon receipt of the result. Failure to provide a negative Rapid Antigen Test result, will result in leave of absence (quarantine) for five (5) days, after which the Employee will be required to take a RTPCR Test at their own expense and remit a negative result to the HR Department.
 4. Employees who are required to quarantine following travel to a foreign country or New Providence will not be compensated while in quarantine if they are unable to work remotely.
 5. ALL EMPLOYEES are required to adhere to the COVID-19 Travel Policy and its intermittent amendments from time-to-time.

Whistleblowing Policy



Hutchinson Ports Freeport Container Port, the Freeport Harbour Company and the Grand Bahama airport Company are committed to achieving and maintaining the highest standards of openness, high moral standards and accountability across the Group. Therefore, effective March 31, 2021, we decided to implement the Whistleblowing Policy.

The Objective of this Policy is to provide reporting channels and guidance on possible dishonest or improper behaviour or character of employees in matters of financial reporting, and internal controls or other matters which may negatively impact our Business. The Policy provides assurance to the whistleblower of protection that the Group will extend to them against unfair dismissal or victimization

COVID-19 VACCINATION



In January of this year the Total Rewards Division of the Human Resources Department in collaboration with the Grand Bahama Department of Public Health began a campaign on the COVID-19 Vaccination across our Business.

Interested employees were invited not only to complete an internal survey but were also engaged through sessions of education about the vaccine before making a personal decision to be vaccinated.

"Let's Get Physical" 2021 Corporate Wellness Initiative



Malvese Capron
Human Resources Director
Human Resources Department



Denise Tynes
Head of Q.H.S.S.E.
Q.H.S.S.E. Department



Alison Grant
Ramp Supervisor
Cargo Department, FHC




Craig Roker
Warehouse Supervisor
Cargo Department, FHC



Finton Russell
Crane Operator Instructor
Operations Department, FCP



Carvell Hamilton
Straddle Driver 1
Operations Department, FCP

Received your vaccine? Let us know!  Coakley.Monique@fcpbahamas.com

Book an Appointment online to receive the Vaccine through the
Ministry of Health's COVID-19 Vaccination Programme



MILESTONE 6 - FIGHT FOR EVERY BOX

Milestone 6 - Week 15 Update

Metric	Target	Q4 2020 Average	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15
Achieve Throughput:	70,000 Boxes per Month or 28,000 Boxes during the 4- Month period	80,110	18,150	20,097	22,367	21,113	21,899	23,987	19,433
Gross Crane Rate:	27 MPH	24.75	20.53	21.90	21.35	22.05	22.62	22.71	20.44
QC Hours per '000 Box:	54 hours	66	77	73	72	70	70	70	75
QC MTTR:	9 minutes	13	8	9	10	10	6	12	12
QC Availability:	87.50%	86%	82%	85%	84%	82%	87%	81%	85%
Straddle Carrier Moves:	10 MPH	7.6	5.9	6.2	5.77	5.92	5.91	6.42	5.03
SC Hours per '000 Box:	197 hours	152	223	212	210	207	208	198	218
SC MTTR:	10.3 minutes	12	12	11	11	11	11	10	11
SC Availability:	90%	84%	80%	80%	82%	84%	82%	79%	78%

Shift	QC Operator	SC Operator	Checker
A	Cornell Rahming	Keith Nottage	Sherry Colebrooke
B	Elton Ferguson	John Burrows	Whitlene Aldime
C	Benjamin Bassett	Maurice Roxbury	Roshanta Forbes
D	Rodrecus Williams	Deangelo Johnson	Bernard Knowles

FCP - TRANSSHIPMENT HUB OF THE AMERICAS

April 2021 – MOVES TARGET

Daily Update – April 21st, 2021.

Moves Completed for the Month: **57,603**
 Remaining Moves for the Month: **32,397**
 Daily Target: **3,240**

Daily Tracking:

- April 1st: **3,368**
- April 2nd: **2,796**
- April 3rd: **3,516**
- April 4th: **2,435**
- April 5th: **3,767**
- April 6th: **3,533**
- April 7th: **3,305**
- April 8th: **3,308**
- April 9th: **2,763**
- April 10th: **2,833**
- April 11th: **1,426**
- April 12th: **2,480**
- April 13th: **3,246**
- April 14th: **2,680**
- April 15th: **2,695**
- April 16th: **2,594**
- April 17th: **2,290**
- April 18th: **1,784**
- April 19th: **1,983**
- April 20th: **2,783**

QUAY LIFE

BERTH OPERATOR FOR A DAY



On Friday April 16, I took on a challenge presented by my supervisor and Lead Berth Operator - Mr. Frederick Pierre. I successfully completed the **FCP Berth Operator** basic assessment. Let me tell you, this was an experience like no other and there was nothing basic about it!

Mr. Pierre was very stern and passionate from the start to finish of the assessment. He had a basic briefing in the classroom before we got started. He held back no punches as he put me through the **entire** assessment process. The assessment lasted about five hours in the **drenching** heat (nothing close to the administrative life I was so used to). The first person I came in contact with was a Security Officer who wanted me down to ensure I didn't have any electronic devices in my possession (this was new for me also). While weighed down with my steel toe boots, hard hat, vest, and face mask, I took on my first challenge of the day. Mr. Pierre had me climb **120ft** of stairs on the Gantry Crane just so I could experience the view (not doing that again!). Next, we returned to the tarmac, I was never so happy to be there, and continued walking on the Quay. A container was being discharged by the Crane Driver and he insisted that I learn how to remove my first twist lock while this was happening. At this point I thought Mr. Pierre had to be insane! Next, we went on board the MSC Tomoko where I learned about the 20ft, 40ft, tank and reefer containers, a Lettering Plan, Rope Winch, Anchor Winch, how to identify the Aft and Forward. I also did the unlash and lash of Bay 1 on the vessel. We watched Containers being loaded underdeck using a cell guide and I also learned how to identify the Port Side from the Starboard Side of the vessel. Lastly we went to the assessment area where I had to safely put in and remove gears (twist locks, stacking cones, and AFCs) and then finally the lashing and unlash a 3-high container stack, which had to be repeatedly done 10 times! Its safe to say I gave it my all! I have so much respect and appreciation for my colleagues who are hard laborer's and I am forever grateful for the knowledge gained.

Out of the entire experience, it was so humorous to walk alongside my colleagues who would normally greet me by name but didn't, because they had no clue who was underneath the hard hat!

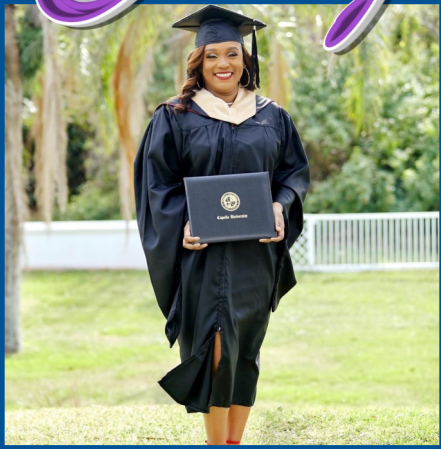
It was extremely difficult to put this experience into such limited words as there is so much more I wish I could share, but overall I'm so glad I got the opportunity and I hope you do too! *(highly recommended)*

For more information on how you can participate, contact Yvette Clarke (HR Training Coordinator), at 350-8206 TODAY!!

Submitted by: M. Johnson, Human Resources Dept.



Congratulations



Congratulations to **Mrs. Monique Coakley** (Human Resources Manager) on receiving her **Master's Degree** She graduated with a 4.0 GPA from Capella University!

CONGRATULATIONS

Aaliyah H. Wildgoose, MSc, (daughter of Merilyn Lewis - Projects Dept.), on successfully completing your Master's Degree with Distinction!!

We are proud of you and your accomplishment and encourage you to continue to strive for excellence!



Joshua Newry (son of Kevin Newry) for being selected to represent the Bahamas in the Carifta Games. Joshua had (4) Carifta qualifying times in Swimming!

STRADDLE SIMULATOR

On April 1, 2021, the Training Division of the Human Resources Department in collaboration with our IT, Facilities and Projects Department installed the very first Straddle Simulator Machine. Particularly instrumental in the installation were, Harvey Fernander – IT System Support Specialist, Demond Burrows – Straddle Driver I, Romeo Russell – IT Communication Technician, Finton Russell – Crane Operator Instructor and Sherlen Williams – Operations Coordinator II.



First Aid CPR AED Training



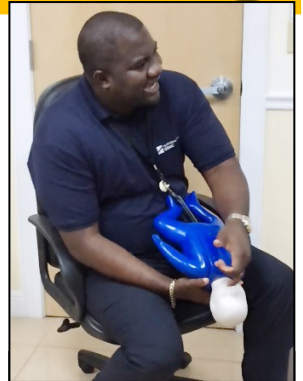
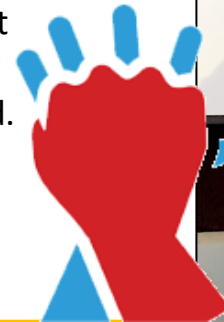
Did you know that Effective CPR provided by a bystander in the first few minutes of cardiac arrest can increase the chances of survival by 2x or 3x?



The **Heart Savers First Aid** course provided by the company gives participants instruction on:

- First aid Basics
- Medical Emergencies
- Injury Emergencies
- Environmental Emergencies,
- AED for Adults and
- Adult, Child and Infant CPR & Choking

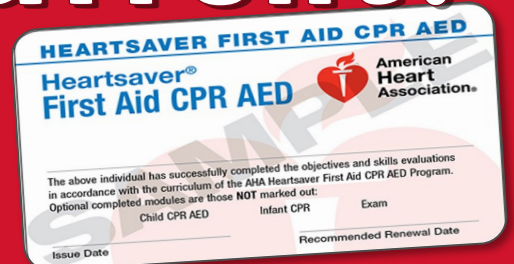
Being certified not only benefits yourself but everyone around you. Whether at work, at home or in the community; you never know when First aid or CPR will be needed.



Is your CPR Certification current?

You should get recertified every 2 years!

Keep a look out for the training calendar or contact the **Safety Department** to find out when the next class is.



HAVE YOU SIGNED UP?

May		 Training Schedule					2021
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
						1	
2	3	4	5	6	7	8 CPR/ First Aid Training (8 Participants) - FCP	
9	10	11	12 Fire Extinguisher Handling Training 9 a.m. - 11 a.m. (10 participants)	13	14 <ul style="list-style-type: none"> • Manual handling • Fall Prevention/ Work at Height • (10 Participants) 	15	
16	17	18	19	20	21 CPR/ First Aid Training (8 Participants) - FCP	22	
23	24	25	26	27	28 <ul style="list-style-type: none"> • Hazard and Risk Assessments • Accident Investigation • (10 Participants) 	29	
30	31 CPR/ First Aid Training (8 Participants) - FCP						

The following schedule indicates the training programs developed to be include in the 2021 safety training schedule. At present the dates are being confirmed for adherence to scheduling of training instructors for the designated dates for trainer availability. The training programs will include training presentation and means to verify participant understanding. This will be accomplished through completions quizzes and/ or case study exercises.