

**CHRONICLE**

**YEAR IN REVIEW**  
**2019**

**EQU**

# Message of the President

Crystal is a 30-year old start-up company. Fresh. Ever happy with the growing pool of talents. Ever enthused in braving the unknown.

**"I don't want difficult; I want impossible."**

Over the last few years soaking my feet on the temperamental conditions of leading a maritime company, I've learned to understand that it is never enough to steer the organization to success only with its face value. Leading an organization requires a deeper sense of passion and compassion, to work itself and especially for its people. The pressure of maintaining the overall stability of the company and keeping the quality of our services is the name of the game – WE HAVE TO KEEP UP. Fast.

Advance even.

There is only one way I know how to keep our stance in the industry and live up to our company values, that is to continuously open ourselves to change and enhance our own systems and our knowledge and skills.

But how?

Allow me to quote an excerpt from Michael Singer's book, *The Untethered Soul*, "Change can be viewed as either exciting or frightening, but regardless of how you view it, we must all face the fact that change is the very nature of life. If you have a lot of fear, you won't like change."

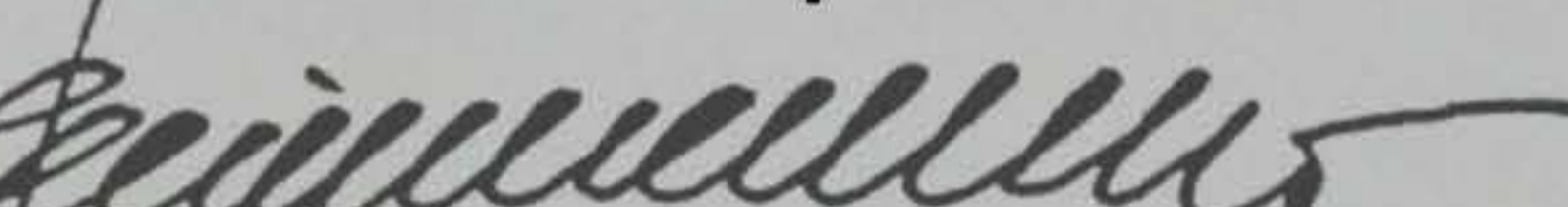
To end this, allow me to leave a question for the readers to ponder:

"How courageous are you to embrace change and face the fear of the unknown?"

THINK IMPOSSIBLE.

Believe.

Love in me,

  
Emily





**W**e have grown up to believe that work is what you do and where you go to “just” earn a living. But what if I tell you that it’s a lie? What if I tell you that work is a place where you can be Healthier in Mind, Body and Spirit? What if work is a place where you go to have fun, enjoy life and be happy? What if work is where you learn to be kinder, be more patient, be a better version of you? What if work gives you purpose in life?

What if work can be healing? Mentally healing.

In this issue of our The Crystal Newsletter, you will find out how we are deliberate and intentional in creating a workplace where Mental Fitness is a prime objective in keeping our People Safe, Healthy and Fulfilled.

From the People who are Fun-Loving and who Love what we do, enjoy reading!

Believe.  
Love in me,

*Emily*  
Crystal, Chief Impactor

# welcome

## NEW HIRES

**JAA**



*Super Mom*

**Name: Jashen A Azarcon**

**Age: 35**

**Birthday: SEP 24, 1984**

**School Graduated: Centro Escolar University**

**Hobbies: Cooking, Dancing and Singing**

**RUFI**



*The Advocate*

**Name: Ruffa Mae E Abante**

**Age: 21**

**Birthday: FEB 07, 1998**

**School Graduated: Polytechnic University of**

**the Philippines**

**Hobbies: Biking**

**JENY**



*The Encourager*

**Name: Jeny Cueto Pajarillo**

**Age: 48**

**Birthday: SEP 12, 1971**

**School Graduated: University of Santo Tomas**

**Hobbies: Cooking, Singing, Dancing and Reading**

**JELYN**



*The Cheerleader*

**Name: Jocelyn B Macalalad**

**Age: 31**

**Birthday: NOV 28, 1988**

**School Graduated: Bernardo Linco Memorial**

**Experimentaental Science High School**

**Hobbies: Travelling and Listening to Music**

**TOTO**



*The Implementor*

**Name: Romel T Dalisay**

**Age: 42**

**Birthday: MAY 12, 1977**

**School Graduated: Philippine Merchant Marine School**

**Hobbies: Playing Basketball and Computer Games**

**VLAD**



*Mr. Roux*

**Name: Vladimir R Jarilla**

**Age: 33**

**Birthday: DEC 05, 1986**

**School Graduated: Namei Polytechnic Institute**

**Hobbies: Basketball and Cooking**

# Crystal Trainings

2019

## LABOR LAW 101

Ms. Melba Lorenzo and Mr. Ray Anthony Lescano attended Latest Labor Law Updates that talks about The Labor Code of the Philippines that stands as the law governing employment practices and labor relations in the Philippines.

The Labor Code contains several provisions which are beneficial to labor. It prohibits termination from employment of Private employees except for just or authorized causes as prescribed in Article 282 to 284 of the Code.



## BOOKKEEPING



Mr. John Kenneth Salcedo, Mrs. Esperanza Cama, Ms. Ruffa Abante, Ms. Jeneveb Lozada and Ms. Imelda Moises attended and actively participated during the Training for Work Scholarship Program (TWSP) for qualification of BOOKKEEPING NCIII, held on May 27, 2019.

Today bookkeeping is done with the use of computer software and requires knowledge of debits and credits and a basic understanding of financial accounting, which includes the balance sheet and income statement.

# CAEP

## Continuing Agency Education Program

Continuing Agency Education Program or CAEP is a venue for regular dialogues and updates on overseas employment, among others

Crystal attended seminar in POEA (Philippine Overseas Employment Administration) Crystal Representatives attended last June 16, 2019.



Pursuant to Section 223, Rule IV Part VII of the Revise POEA Rules and Regulations Governing the Recruitment and Employment of Land-based Overseas Filipino Workers of 2016.



Arvin Trinidad, Sarita Enriquez, John Salcedo, Jomel De Guzman, Checket Basda, May Odango and Joy Prodanos.

# seamless

Mr. Arvin Gabriel Trinidad attended the seamless 2019 held at SMX Manila last Sept 25-26 2019. Seamless Philippines is a large-scale exhibition featuring the latest technologies and conferences. Exploring the latest trends and innovations in payments, e-commerce marketing and retail,



# STCW Convention and STCW Code



## The Manila Amendments to the Annex to the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW), 1978

Ms. Carmina C. Jocson attended and actively participated during the one-day seminar "The 1978 STCW Convention and Code (as amended)" held last November 16, 2019.

The International Convention on Standard Training, Certification and Watchkeeping for Seafarers, 1978 (hereinafter referred to as "the Convention"), concerning the procedure for amendment by a Conference of Parties,

Having Considered the Manila amendments to the Annex to the Convention proposed and circulated to the Members of the Organization and to all Parties to the Convention.

1. Adopts, in accordance with article XII(1)(b)(ii), amendments to the annex to the Convention, the text of which is set out in the annex to the present resolution;

2. Determines, that the amendments annexed hereto shall be deemed to have been accepted on 1 July 2011;

3. Invites, deemed to have been accepted in accordance with paragraph 2 above;

4. Requests the Secretary-General of the Organization to transmit certified copies of the present resolution.

5. Further Requests the Secretary-General to transmit copies of this annex to all Members of the Organization which are not Parties to the Convention.

## Basic Accounting and Bookkeeping Workshop

### What is Accounting?

Accounting is the art of analyzing, recording, classifying, summarizing, and reporting the business transaction for purposes of interpreting the financial condition and performance of the business by its stakeholders.

Ms. Sidney P. Cruz and Mr. Reginald A. Caracta attended and actively participated in their Workshop on Basic Accounting and Bookkeeping for Non-Accountants Workshop last November 19, 2019.



Accounting is the Language of Business - without proper accounting, it's impossible to understand the condition and performance of the business. The Workshop they attended focuses on Fundamentals of Accounting, Accounting Cycle and Bookkeeping Process and Practical Application to perform on Accounting Cycle.

# HIV AWARENESS

## What is HIV?

Mr. Anthony Louie David

HIV (human immunodeficiency virus) is a virus that attacks cells that help the body fight infection, making a person more vulnerable to other infections and diseases. It is spread by contact with certain bodily fluids of a person with HIV, most commonly during unprotected sex (sex without a condom or HIV medicine to prevent or treat HIV), or through sharing injection drug equipment.



## MODES of TRANSMISSION

## 5 Means of Prevention

# A



Abstinence

# B



Be faithful  
to your  
Partner

# C



Correct &  
Consistent  
Condom Use

# D



Don't do drugs,  
drink alcohol &  
share needles

# E



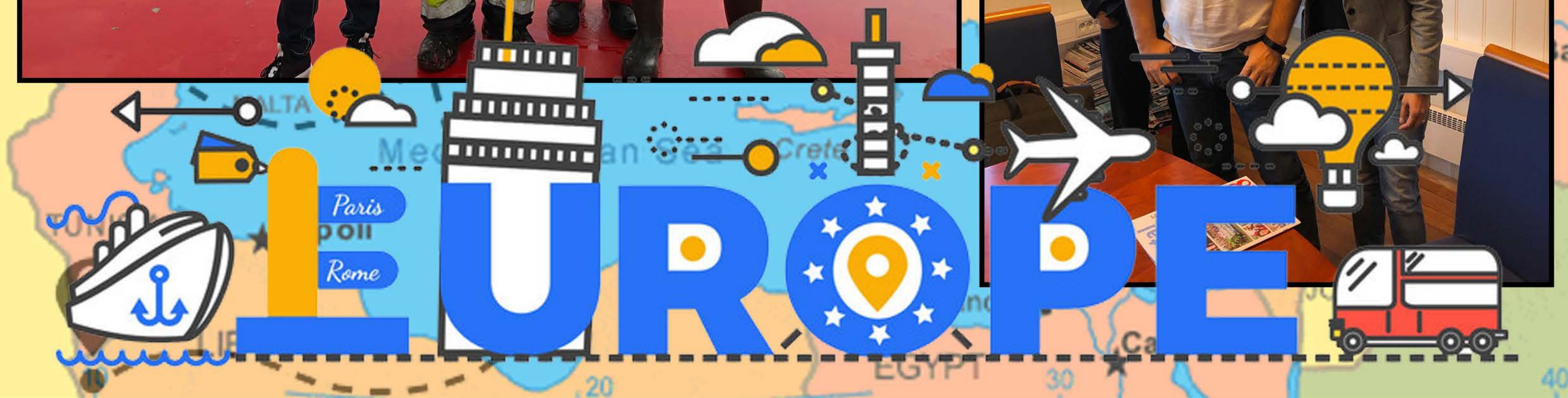
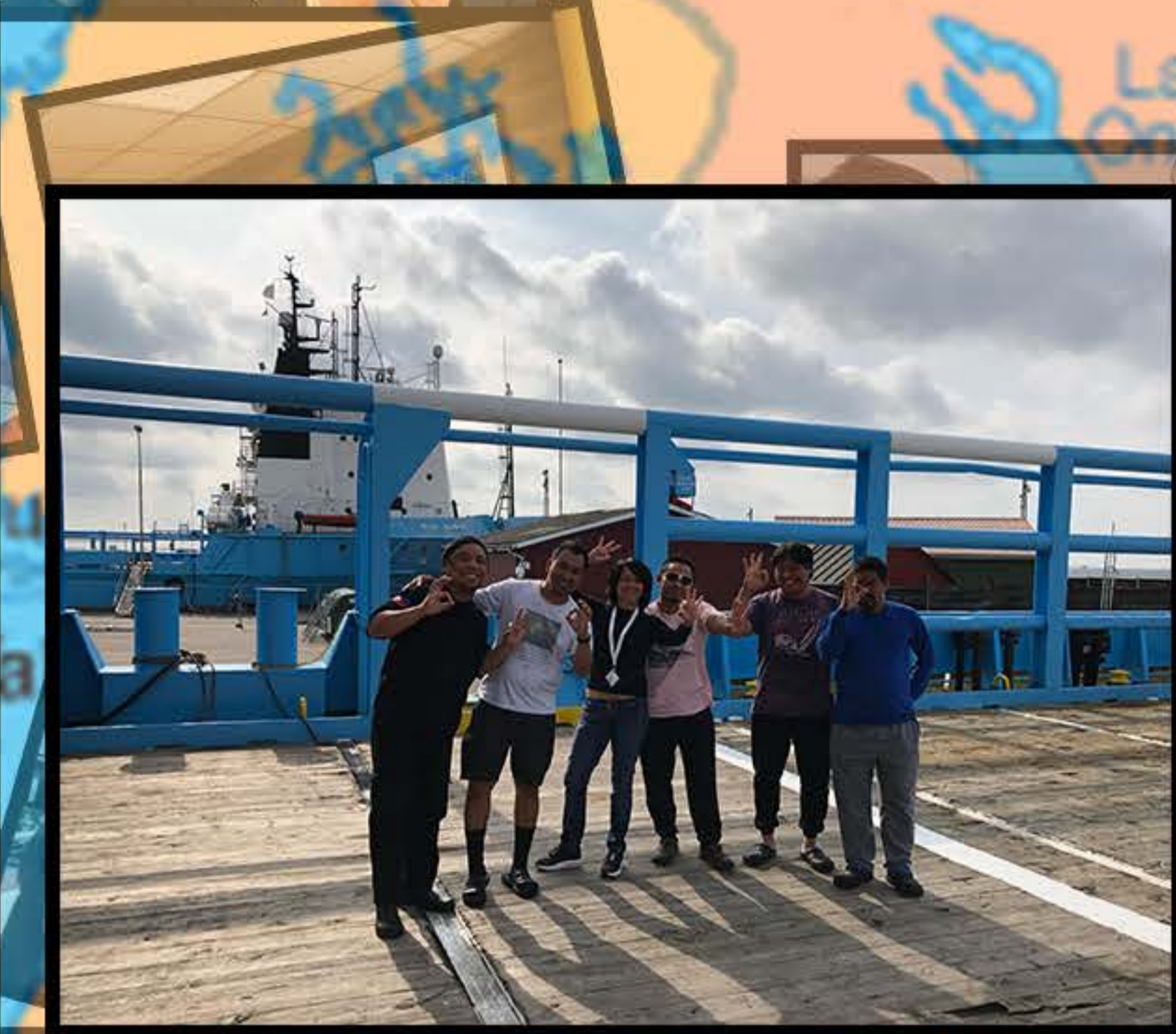
Education &  
Early  
detection

*HIV prevention  
starts with ME.*

# MAC to EUROPE



**Europe trip visiting our Crystal Principals  
and Crew**



# Cadets To Riches



## Leo James Tablo

A native of Matanao Davao del sur. Graduated from DMMA College in the year 2013. He Became part of Crystal Cadets for two months and now he is a proud Second mate Officer.

## Ralph Bazar

A native of Polanguii, Albay. After graduating from college, he enrolled in DBP or Deepsai Scholarship Program (Pay-It-Forward). Became part of Crystal Cadet for 9 moths. His first contract was a deck cadet on a Tanker Ship in the year 2013, now he is a proud Third Mate officer.



## Mark Glendon Raquepo

A native of Masingal, Ilocos Sur. Graduated in the year 2010. And became Officer in Charge (OIC) in 2012. He Became Crystal Cadet for 6 months. Now he is a proud Chief Mate Officer .



A dream doesn't become reality through magic; it takes sweat, determination and hard work. -Colin Powell



# CRYSTAL CALENDAR 2019

## JANUARY

## 6<sup>th</sup> IAC GALA



# 2019 CRYSTAL CALENDAR

## FEBRUARY OneCrystalDay Hong Kong Disneyland



Valentine's Day



Bluestar Visit

EduTECH Training



## Ne+U and TIP Partnership

## MARCH





# CRYSTAL CALENDAR

## ESM Visit



## Allen's Baby Shower



# APRIL

## 8th Leads OffSite



# MAY

## Mother's Day



# 2019 CRYSTAL CALENDAR

Fun Run



MAC's Birthday



# JUNE

Continuing Agency  
Education Program  
Seminar



Father's Day



Objectives and Key Result Launching

# JULY



# 2019 CRYSTAL CALENDAR

Book Keeping Seminar



Larvik Visit

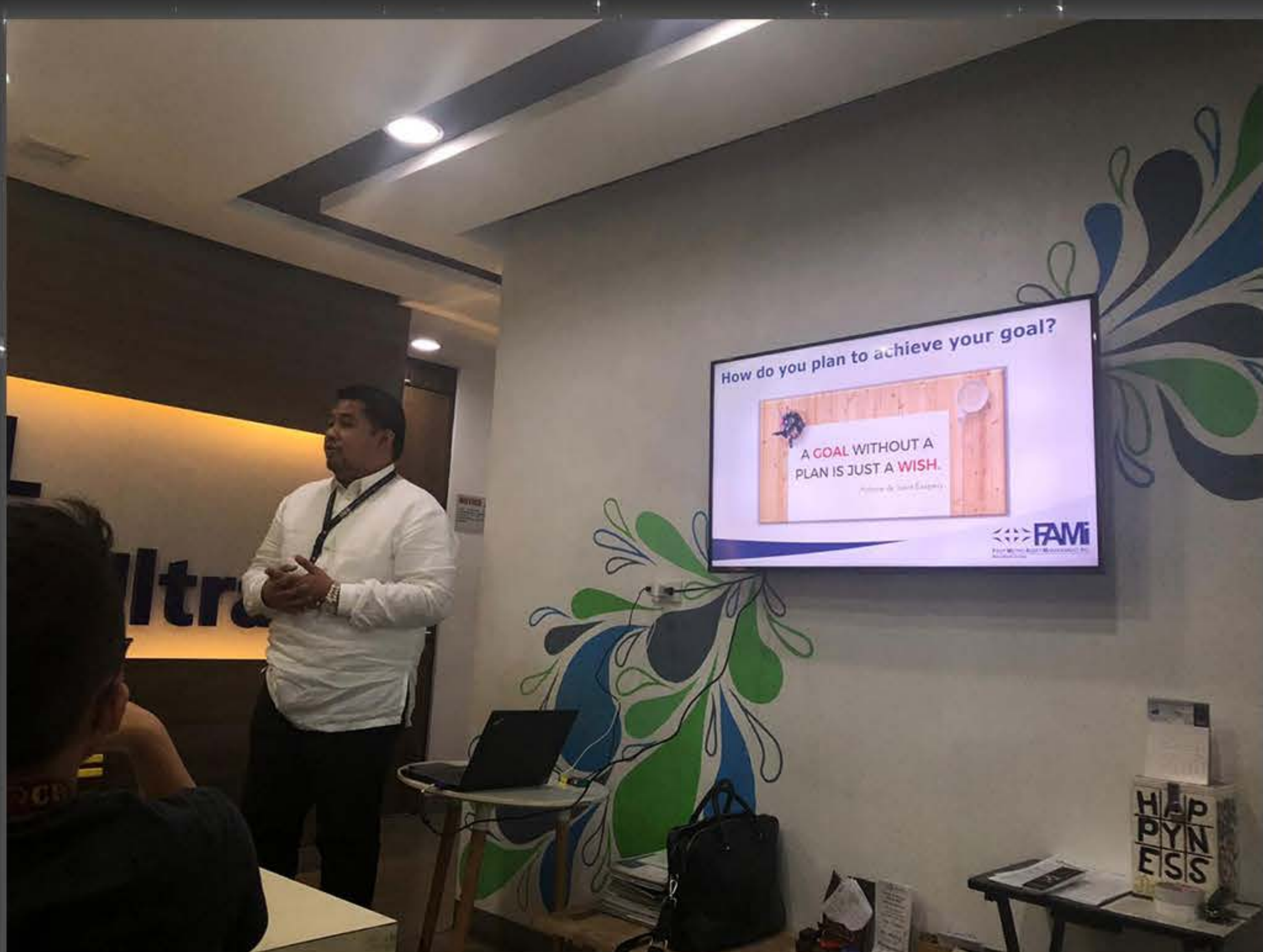


# AUGUST



# SEPTEMBER

FAMI Orientation  
First Metro Asset Management Inc.





# CRYSTAL CALENDAR

## Yoga Class



## Announced Safety Drill



# NOVEMBER

## Electrical Workshop



## Baking Workshop



## Cosmetic Workshop



## Zumba Class



## Chairman's Birthday





# CRYSTAL CALENDAR

## YearEnd Photoshoot



## HIV Awareness



## YearEnd Party

