



# Black Construction Corporation Excellence Newsletter

May 10, 2013

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## Safety Mission Statement

*"To establish, through open communication and a spirit of cooperation from all Black Construction Corporation employees, an environment that promotes and practices safety awareness and achieves a company-wide accident and injury free working environment."*

## Message from the General Manager

Ladies and Gentlemen,

I am a firm believer in the power of positive thinking. I believe that positive things happen to positive people. In sports, we are told to visualize the shot, see it happen in your mind, and chances are the shot will be successful. This theory holds true in all aspects of our lives especially in the construction business. An excellent safety attitude goes a long way in helping us produce a positive and dynamic safety culture. However, having a good safety attitude and staying positive can be a real challenge when we are surrounded by so much negativity. It seems like all we hear is negative news regarding employee unsafe work practices, OSHA citations and upward injury trends. So how do we maintain a good safety attitude?

Let's for a moment agree that even in what seems to be the worst situation or conditions, there are "Bright Spots." These are little successes that occur in the face of many negative situations. If we are cautious in looking at the entire situation, we will find the little successes that defy the odds. For example, it is the one operational department that, despite all the challenges, produces remarkable safety results. It is the one production shop that, for some reason, consistently out-performs all the other shops in the area of safety. It is the one accountant, estimator, engineer, helper, and equipment operator who produce results when their peers continue to struggle. The idea is to find and analyze what is working and not waste time and energy on what is not. Why is that department excelling? What is that accountant, estimator, engineer, helper and equipment operator doing that makes the difference? Once we identify the reasons behind these successes, those ideas can be implemented across the organization to improve our overall results. These Bright Spots can be hard to find and sometimes are very small at first, which is what makes it so challenging.

Our VPP program has recently completed its calendar year 2012 self-assessment report card. This report identifies some of the Bright Spots but also points out the many challenges we continue to struggle with day in and day out. Do we continue to dwell on these negative issues or do we agree that the only way to succeed is to move forward and improve on the Bright Spots. As an organization we must all participate in transforming our safety culture by firmly committing to changing our attitudes. Change is always difficult. Recognizing the Bright Spots and identifying why they work will help us see the benefits and soften the resistance to the changes needed for us to succeed.

So, when we wake up each morning, let us make the conscious decision to bring with us a positive safety attitude, and not only find those Bright Spots but create them as well. If everyone at Black Construction remains focused and pledge to work together to reshape our safety culture, even in the face of adversity, I have complete confidence we can achieve our VPP goal.

LKK



## PROJECT UPDATES – NORTH RAMP PARKING

The North Ramp Parking project is currently under construction at Andersen AFB, Guam. This \$75.8M project is being built in support of the MV-22 Aircraft being brought to Guam as part of the overall U.S. Marine Corp relocation from Okinawa, Japan. The work includes placement of new electrical and communication manholes, electrical and communication cables, new perimeter security fencing, new storm drain/water/sewer lines, high mast lighting, airfield lighting, aircraft wash facility, HMA and PCC pavements, pavement markings, and ground restoration. Once complete, there will be parking pads sufficient to accommodate 25 MV-22 aircraft. The overall Superintendent for the project is the exceptionally talented Sonny Baluyut. On the civil side Sonny is being very well supported by Arnie Bonifacio, Herwin Castro, Dan Mendoza, and quite a few capable tradesmen.



Prior to the start of construction on the apron, BCC completed critical path activities including the relocation of all electrical and communication lines running through the site. This impressive effort was led by Rogie Selguera, Dante Dela Rosa, Boy Guevara and the rest of the electrical team. All active lines have been relocated with minimal disruption to base operations and all to the satisfaction of BCC's customer, NAVFAC.

In addition to the parking apron, an aircraft wash facility is being constructed as part of the project. Leading the effort on the wash facility, as well as the site storm drain and water/sewer lines is Angel Armas, Fem Baes and the rest of the mechanical/plumbing team. Unique aspects of the project include:

1. A 19,000 CY Gabion Wall that has been constructed on the eastern most side of the project allowing the work to encroach into an existing sinkhole. Extensive planning and coordination with Guam EPA took place prior to the start of this work located in an environmentally sensitive location.
2. Importation of over 560,000 tons of fill materials to bring the apron to planned grade. This effort is currently about 75% complete.
3. Munitions and Explosives of Concern (MEC) program. This is one of the first NAVFAC projects on Guam requiring complete MEC clearance prior to the start of earthwork activities. BCC worked hand in hand with Unitek Environmental, the Governments MEC Contractor, to clear the site ahead of construction. The entire team partnered with NAVFAC to implement the requirements as this new program that was being refined during the course of work. The site is now considered "Green" or low probability for encountering unexploded ordinance.
4. New Environmental and Biosecurity/HACCP requirements. BCC's ECATS qualified Environmental Manager, Noel Dublon has worked closely with NAVFAC and Andersen AFB Environmental staff in developing an Environmental Management Plan (EMP) that incorporates Best Management Practices (BMP) that to date has prevented any adverse environmental effects as a result of construction operations. The HACCP program requires that material deliveries of any type be carefully inspected prior to unloading, a huge undertaking as this includes the 560,000 tons of imported fill.
5. Basalt Aggregates for HMA and PCC Pavements. This is one of the first NAVFAC projects requiring the use of basalt aggregates in asphalt and concrete pavement. The basalt aggregate was imported from Japan and shipped to





Guam on a US Flagged vessel. Extensive planning and coordination with our subcontractor, Hawaiian Rock Products, was required to assure that we met all contractual requirements.

6. The PCC pavement is being placed by slip form paver over traditional steel forms. This was determined to be the most effective means of placing concrete for this particular job given the extremely high cost of basalt aggregate, the number of grade breaks in the pavement, and the unpredictable weather in Guam. The BCC team is being supported by Felix Alvarado and Bee Lougiu; off island paving specialists from our sister company Cherry Hill Construction out of Maryland.

The entire project team is proud of the safety record on the North Ramp Parking project. The safety team is led by SSHO's Marcus Aguon and Kin Salas. Over the past 6 years, the BCC team handling the North Ramp Parking project has completed over \$137,000,000.00 worth of work on the Andersen AFB airfield. This includes work on the Repair South Runway project, Global HAWK Hangar, South Ramp 7 upgrades, Taxiway Charlie improvements, North Ramp Communication Duct Bank. During that timeframe we have completed over 908,000 man-hours without a lost time incident, an accomplishment the company takes great pride in.

The Quality Control team is spearheaded by Manny Concepcion, P.E., and Manny is strongly supported by Alex Factor, Alice Valencia, Noel Dublon and Melissa Perez. The efforts of this same QC team were instrumental in BCC's recently completed South Runway project that resulted in an NAVFAC Outstanding Performance Evaluation as well as an ACPA National Gold Award. The QC team is taking the lead in helping the entire team meet the company objective of receiving another national award on the North Ramp Parking project. Cooperation between QC and production has been outstanding. Critical to both QC and production is having accurate survey information in a timely manner. Support by the BCC survey team, led by Noel Infante and Ed Baltazar will be instrumental to the ultimate success of our paving operation.

The contract completion date for the project is July 21, 2014 however the NRP team expects to finish the work ahead of schedule in the first quarter of 2014.

*Contributed by: DMC*







**NORTH RAMP PARKING TEAM**





## PROJECT UPDATES – PERSONAL FINANCE CENTER @ CAMACHO LANDMARK DEVELOPMENT

April 8 marked the TOPPING OUT of the 3-story 16,000 SF bank center, seventeen days ahead of the original scheduled date of 25 April. This was quite an accomplishment as the poured in place hip roof was complicated and included several areas of underling roof sections that required that the upper roof formwork be left out until after concrete was poured through the upper roof reinforcing on the “concealed” lower roofs. Once poured, the ply-form was slid under the rebar and the pour continued on the upper roof. The work on the mansard roof eaves was simplified as Robert Dela Cruz adapted roof shoring brackets originally used on the AAFB Fitness Center and IDI Warehouse to serve a triple function as the eave overhang formwork shoring, a work platform for concreting, and as a staging and starting platform for the clay tile roofing. Congratulations to Bob, Noel, George and the entire formwork crew for a job well done!

Work is now progressing on the interior finishes in the building leading up to an anticipated completion in early August. BCC is self-performing the interior framing and gypsum board hanging with Roger Dulay and Orly Nojadera leading the electrical and mechanical / plumbing crews respectively. Coordination is paramount on the interior works as the floor foot print is relatively small and the challenge is to keep the crews working safely and productively without being on top of each other. Additional work currently underway by BCC crews includes installation of the acoustical ceilings, ceramic tiles and metal door frames. Wall-board taping and finishing work is provided by Architectural Painting Services and Glass Concepts is subcontracted to install aluminum windows and storefronts as well as interior glass partitions on the 3rd floor executive suites.

The entire BCC Team is focused on providing the owner, CAM 5 Real Estate with a project of exceptional quality that will serve as the anchor for the Camacho Landmark Development and optimistically, lead to securing the much larger Phase II office / retail building as the Owners contractor of choice. Currently we are “On Track” to accomplish this as feedback from the Owner indicates that we are exceeding expectations in regards to quality, time and safety.

*Contributed by: BRJ*





## PROJECT UPDATES – RED HORSE HEADQUARTERS

Black Construction Corporation (BCC) has successfully completed its \$5,432,508 subcontract with Overland Federal LLC for the design management and construction of the Red Horse Headquarters/Engineering Facility in the Pacific Regional Training Center (PRTC) at Northwest Field Andersen Air Force Base, Guam. The project was completed with very high quality workmanship, on time and safely, without a single loss time injury. The main building, support facilities, and utility infrastructure were turned over to the 554 Red Horse Squadron per the original target contract completion date (CCD) of February 27, 2013 while the final contract modification for drainage improvements serving the entire 554 RHS campus was completed April 26, 2013 prior to the overall project CCD of April 30, 2013.



The project entailed the design/build construction of a single story 8,866SF Rapid Engineer Deployable Heavy Operational Repair Squadron (Red Horse) headquarters and engineering building using precast tilt-up wall panels and composite reinforced concrete roof slab/metal decking on steel joists. It also included all necessary utilities, landscaping, soils lab, access driveway, new access road and parking lots, and a major change order to install expanded bioswales and drainage ditch to the southwest corner of the Red Horse campus to regulate storm water run-off.

HNTB was the project's Designer of Record. Overland Federal provided the QCM for the project.

The project received many kudos for timely completion and high quality from the NAVFAC CME, ET, and 554 RHS end users during preliminary and final acceptance inspections. Very importantly, the project also made money for the company. Hearty congratulations are in order for the BCC's Red Horse project engineering and supervisory staff, SSHO, tradesmen, and subcontractors for a job well done!

*Contributed by: DEB*



## PROJECT UPDATES – KOSRAE RUNWAY OVERLAY

The NTP for the Kosrae Runway Overlay project was issued on February 3, 2011 and work was successfully completed on January 21, 2013. Located on the remote island of Kosrae in the Federated States of Micronesia, this \$33.8M project was funded by the United States FAA. The work included the complete milling and overlay of the asphalt runway and taxiway, expansion of the asphalt taxiway and apron, PCC parking hardstand, airfield lighting, pavement grooving, pavement markings, and ground restoration.

Prior to the start of work, a major mobilization effort took place. Temporary facilities were constructed directly adjacent to the airport, including the asphalt and concrete batch plants. The Okat Warehouse facility located directly adjacent to the asphalt batch plant provided for fine aggregate, course aggregate, and AR8000 storage.

The interior of the Okat warehouse accommodated all of our fine aggregates and proved excellent for keeping the materials dry in order to minimize paving fuel costs. Additional off-site storage area was leased in Wiya and was utilized to store drums of AR8000 and course aggregates. Before work on the project started, the BMC Camp located in Tafunsak, was completely refurbished. The testing lab located at the camp successfully supported the project throughout the course of work. The equipment maintenance shop and equipment storage yard is located adjacent the camp.



Unique aspects of the project include:

1. Importation of over 58,000MT of course and fine aggregates. Basalt course aggregates were imported from Rizal, Philippines and the dolomite fine aggregates were imported from Alcoy, Cebu.
2. Recruitment and hiring from the Philippines of 13 staff members and 38 crew, all from the Philippines.



3. Mobilization/Demobilization of a significant amount of equipment, including batch plants, pavers, milling machines, crane, dozer, backhoe, loader, dumptrucks, tractor, transit mixers, rollers, vacuum trucks, water trucks, and many others.



4. Successful completion of paving operations in a remote location that averages 203" of rain per year or 17" per month.
5. The runway/taxiway remained open at all times. Careful planning with airfield operations was essential to the safe completion of the project.

Kosrae based staff and key personnel included:

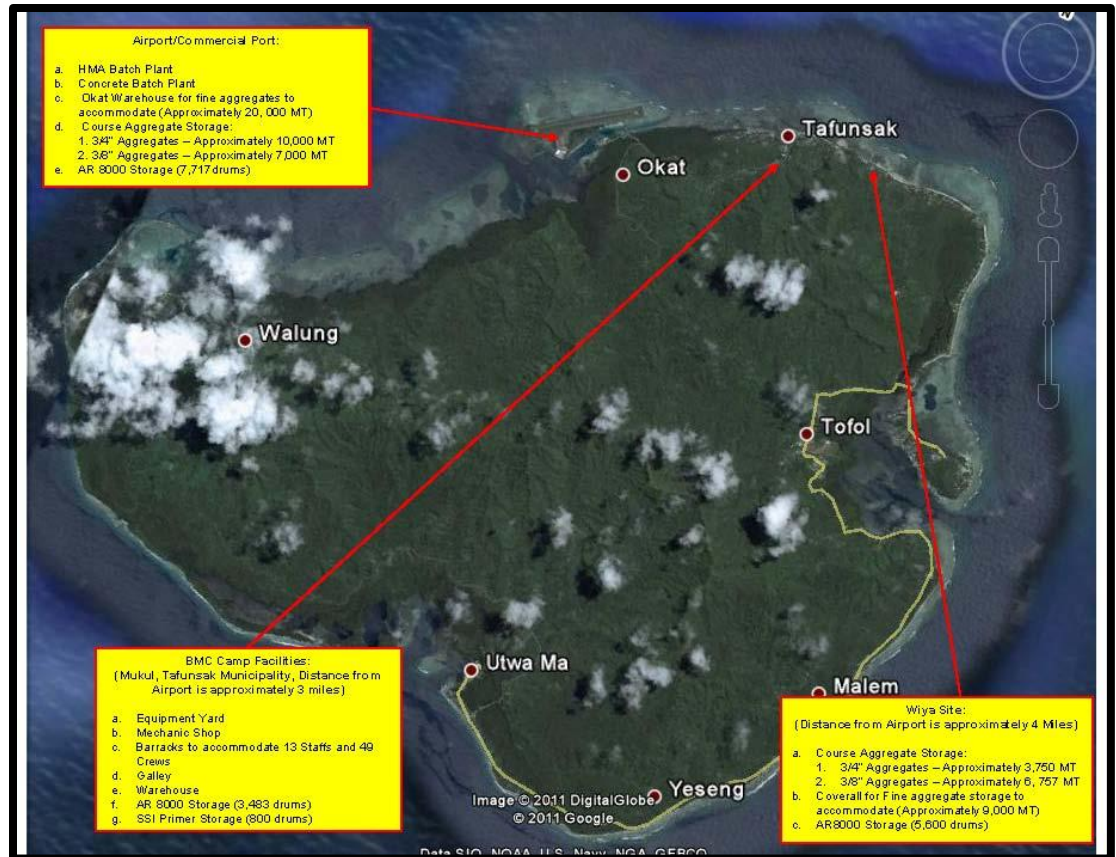
- Elmer Mercader, Area Manager and SSHO
- Joseph Kaae, Paving and Base Preparation Technical Support
- Mario Buensuceso, Paving Supervisor
- Roman Lacuata, QC Lab Manager
- Reynaldo Noveno, Electrical Supervisor/ Asphalt and Concrete Plant Operations
- Carlos Soriano, Administrative support.
- Ronnie David, Civil Supervisor
- Eduardo Angcon, Asphalt Plant Operator
- Reynaldo Noveno, Concrete Plant Operator
- William Bagamasbad, Equipment Manager
- Virgilio Ramos, Paver and Milling Machine Operator
- Victor Briones, Screedman
- Archie Balbuena, Rakeman

Guam and Manila based support included:

- Manny Concepcion. Quality control oversight, strategic planning, and recruitment of personnel.
- Alex Factor. Quality control support, civil support, and material buy-out.
- Jose Arnie Bonifacio. PCC paving expertise.
- Mike Riveira. Logistics coordinator.
- Jemille Borja. Electrical support and material buy-out.
- Johnny Sol. Mechanical support and material buy-out.
- Eduardo Baltazar, Surveyor.
- Reynaldo Gomez, Aelread Pulwog, Angelito Salcepuedes PCC paving expertise.
- Glen Pena, Shop drawing lead and as-built preparation.

The company can be proud of this entire team for having recently received an "Outstanding" performance evaluation from the FSM Government for the successful and timely completion of the Kosrae Runway Overlay project.

Contributed by: DMC





## SAFETY NEWS – GLOBALLY HARMONIZED SYSTEM (GHS)



**CONFUSED ABOUT LABELING REQUIREMENTS UNDER OSHA'S NEWLY REVISED HAZARDOUS COMMUNICATIONS STANDARD?**

There is a lot of confusion out there regarding what OSHA is requiring for labeling. So, let's try to walk through the basics.

### TYPES OF LABELS

First, there are "primary labels" and "secondary labels." Most of the time workplaces use the primary containers they purchase to store and use chemicals. However, sometimes, they may use their own containers such as flam cans, plastic jugs, or spray bottles to store and use smaller quantities of chemicals they purchase. So, that smaller container is the "secondary container."

Next, there are labels that the manufacturers put on primary containers prior to shipping them out AND there are "workplace" labels – labels that employers put on both primary and secondary containers.

### MANUFACTURER, IMPORTER, DISTRIBUTOR LABELING REQUIREMENTS

For chemical manufacturers, labeling requirements under HCS 2012 is very clear. The chemical manufacturer, importer, or distributor shall ensure that each container of hazardous chemical leaving the workplace is labeled, tagged or marked. Hazards not otherwise classified do not have to be addressed on the container. Where the chemical mfg. or importer is required to label, tag or mark, the following information shall be provided:

- Product identifier
- Signal word
- Hazard statement
- Pictograms
- Precautionary statement
- Name/address/phone number

### WITH RESPECT TO SECONDARY LABELING REQUIREMENTS

If hazardous chemicals are transferred into unmarked containers, these containers must be labeled with the required information (as stated above), unless the container into which the chemical transferred is intended for the immediate use of the employee who performed the transfer (see portable container labeling below).

### PORTABLE AND STATIONARY LABELING REQUIREMENTS

For portable container and stationary labeling requirements in the workplace, OSHA's HCS 2012 language says:

- The employer may use signs, placards, process sheets, batch tickets, operating procedures, or other such written materials in lieu of affixing labels to individual stationary process containers... [containers that are unable to be moved]
- The employer is NOT required to label portable containers into which hazardous chemicals are transferred from labeled containers, and which are intended only for the immediate use of the employee who performs the transfer...

So that means that NO, portable/stationary container labels do NOT need to use a pictogram IF it meets the definition of a portable or stationary process container.

## EMPLOYEE WELLNESS NEWS

### MAKE HEALTHY EATING CHOICES

Healthy eating can reduce the risk of chronic illness and disease, including the three leading causes of death: heart disease, cancer and stroke.

Healthy eating tips include:

- Make half your plate fruits and vegetables
- Make half the grains you eat whole grains – such as oatmeal, whole wheat bread and brown rice
- Choose fat-free or low-fat milk, yogurt or cheese
- Drink water instead of sugary drinks
- Choose lean sources of protein – such as seafood, turkey and chicken breast, eggs and beans
- Choose foods with less sodium – look for “low sodium” and “no salt added” on food packages
- Eat some seafood each week – such as salmon, tuna or crab
- Pay attention to portion size – when eating out, avoid “supersizing” your meal or take some home for later



**LIVING WELL**  
employee wellness program



### STAY ACTIVE

For substantial health benefits, adults are encouraged to engage in 30 minutes of moderate exercise, five days a week. This can be done through activities such as:

- Taking a brisk walk at lunch
- Going for a bike ride after work
- Working in the yard
- Cleaning the house
- Joining a sports league
- Going to the gym
- Swimming laps at the pool

### DID YOU KNOW?

If you are overweight, losing just 5-7% of body weight, that's 10-15 lbs. in a 200 lb. person, can reduce your risk of diabetes. (National Institutes of Health)

Low sodium diets have blood pressure lowering benefits. It is recommended to consume less than 1 teaspoon of table salt a day. (National Heart Lung and Blood Institute)

Physical activity not only helps control your blood pressure, it also helps you manage your weight, strengthen your heart and manage your stress level.

Small changes can make a big difference to your health and wellness. If people made the choices to eat better, engage in more physical activity, reduce the harmful use of alcohol and quit smoking, at least 80% of all heart disease, stroke and type 2 diabetes – and over a third of cancers – could be prevented, according to the World Health Organization. Poor eating habits and lack of physical activity are the major contributing factors to being overweight and obese in the U.S.



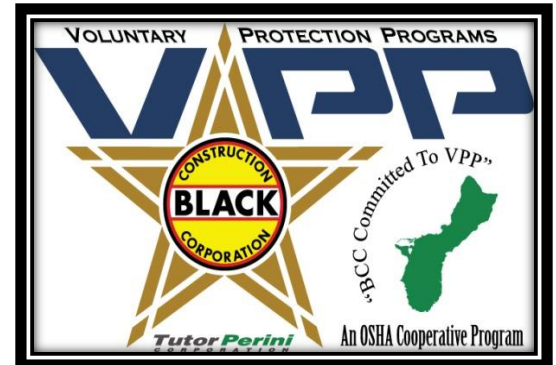
*Why is there never enough time to do it right.....but always enough time to do it over?*



## VOLUNTARY PROTECTION PROGRAM (VPP)

We continue to move forward with established core objectives in order to reach our goal of application submission by March 2014. For us to be successful however, we need to overcome some of the challenges that continue to stall our progress. The following is a list of those challenges as well as some solutions.

- **Lack of employee involvement and buy-in.** We need to look at ways of motivating the workforce to engage in the VPP process.
  - **Solution:**
    - Train employees in safe work practices
    - Get employees involved in safety audits
    - Reward safe behavior
    - Encourage employee involvement in safety committees and project team meetings
- **Safety culture continues to be the major challenge in our pursuit to VPP.** Recent OSHA citations, upward trend of injuries and daily site safety reporting of unsafe work practices are evidence of this.
  - **Solution:**
    - Develop safety leadership training for supervisors and foremen
    - Continue safety assessment surveys
    - Audit "Near Miss" incident reports
    - Encourage the use of the "Safety Suggestion" process
    - Encourage employee involvement in safety committees at the worksite
- **Lack of accountability for safety infractions.** Disciplinary action(s) almost non-existent.
  - **Solution:**
    - Train our supervisors (foremen and leadmen) in the disciplinary action process
    - Reward safe behavior and discipline unsafe behavior
- **Mid-level supervisors need refresher training in functional duties and responsibilities in order to carry out the VPP objectives:**
  - **Solution:**
    - Train supervisors, foremen and leadmen
    - Hold them accountable



The Safety Department has developed a Standard of Practice (SOP) program manual based on safe work practices that may exceed strict legal requirements. This approach was employed because BCC considers the legal requirements to be the minimum standard and is consistent with our policy to be a leader in health and safety. There are two types of SOPs, policy and activity. Policy based SOPs represent BCCs written program as required by OSHA. Activity based SOPs apply only to those staff that are conducting the activity, are overseeing subcontractors performing the activity, or are otherwise potentially exposed to the specific hazard covered under that SOP.

The SOP program is currently under page-turn review by the VPP Auditing Committee. This process will require the participation of SOP stakeholders to ensure content accuracy and efficiency. We solicit your cooperation and support when called upon to assist in this effort. Once the process of review/audit is complete, the BCC SOP Program Manual will be promulgated for immediate use.

The VPP Safety Committee continues to carry out one its core objective of conducting onsite project audits. These audits are comprehensive covering administrative and worksite reviews and are similar to inspections conducted by OSHA Compliance Officers. The goal of these audits is to ensure that all aspects of safety management and oversight are in line with BCC policy as well as contract requirements. We solicit your full cooperation and support during this process.

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**"If I had asked my customers what they wanted, they would have said a faster horse." —Henry Ford**

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## BCC SPORTS NEWS / RE-CYCLING TEAM

### THE BCC RE-CYCLING TEAM

The BCC Recreational Cycling Team consists of individuals who had chosen bicycling as their weekly, if not daily form of exercise or recreational activity. The group is open to all Black Construction Corporation employees, friends and relatives who love "biking" but cannot find a group to join with. Group bike riding is safer than individual riding.

The teams' objective is to promote "health awareness and team work" both in the work place and at home.

The team rides every Saturday at Two Lover's Point to NCS Trails. It also does rides at Northern Circuit (Micronesia Mall- Route 3- Andersen-Yigo-Back Road- Micronesia Mall) and Red Dirt at Nimitz Hill. For new riders, the group can schedule to accommodate them in Tiyan loop and in simple trail routes in TLP. The routes are actually decided by the members so everybody can join the ride without hesitation. The group is also carrying out safety measures learned from previous rides as well as information from different sources like the internet and other bike groups.



*Contributed by JEM*



**Don't worry about the world coming to an end today. It is already tomorrow in Australia.**

**~Charles Schulz**



## BCC SPORTS NEWS / BOWLING TEAM

### Black Construction Corporation Bowling Team Guam Contractors Association (GCA) Bowling League Champions (January 2013, thru April 2013)

Kudos to the BCC Bowling team for bagging 1st place honors in the recently concluded Guam Contractor's Association (GCA) Monday Nights Bowling League held at the Central Lanes in Tamuning. The BCC Bowling Team was proclaimed co-champion with Hawaiian Rock Products #1 as they tied for 1st place having the same number of winning points at the conclusion of the GCA league last April 8, 2013.

It took a lot of BCC Team's determination to win against the more experienced teams who participated in this league. In the end, it is the extra effort, persistence, self-discipline, teamwork and solidarity that made all the difference and exceptional achievement for the BCC Bowling team.

Special thanks to the BCC Senior management for their unending moral support and patronage to the team.



Standing (L-R) - Randy De Leon, Noel Derramas, Tina Macam, Jemille Borja, Ces De Guzman, Leoncio Torcelino and Mike Macam. Not shown in the picture is Vida "Jun" Barba.

Contributed by: CAM

## HUMAN RESOURCE NEWS

### STAY WELL when you TAKE CARE

Health insurance is not just about seeing a doctor for illnesses; it is also about BEING IN CONTROL of your wellbeing and taking full advantage of the programs offered to members. I am pleased to say that both insurance carriers have programs that address WELLNESS, FITNESS and CHRONIC DISEASE MANAGEMENT.

STAYWELL has recently introduced their “*StayWell, Enjoy Life – Health Management Program*” where members can avail of:

- Discounted access to fitness centers – discounted rate at Kontenda's Gym and Urban Studio.
- Group fitness classes – classes are scheduled daily from Monday to Saturday for all StayWell members.
- Chronic Disease Management – care coordination, patient centered education.
- Behavioral Modification Modules – online intervention program that will help the member transform the way they think about themselves, their life and their lifestyle.
- Newsletters – features current health topics and recommendations for a healthy lifestyle.
- Healthy Living Guidelines – includes a 90 minute online video that provides vital information to guide the member in understanding their major health risks and presents useful advice on how to improve their health.
- ON-LINE ACCESS TO health risk assessment, health activity tracker and healthy living guidelines.



TAKECARE continues to improve their established Wellness program. Check out the new services!

- New ONLINE PORTAL – Members are able to reprint member card(s), access their own personal medical and health plan information, see their claims information, and track their personal wellness regiment/program.
- New CONSULT A DOCTOR 24/7 – Members are given access to license on-island physicians via phone or secure email. This helps members save time and money.
- New PATIENT ADVOCATE TEAM available to answer your questions 24/7. Program is designed for personalized support with medical referrals, assistance with billing inquiries and more.
- New Gym membership program – partners with Kontenda's Gym, Hilton Wellness Center, The Gym Guahan and Synergy Studio.
- 5 days of fitness weekly classes to include Zumba, Yoga and Kids Aerobics just to name a few.
- Nutrition Classes and Smoking Cessation Program.
- CHIP – Children's Health Improvement Program.
- Newsletters and monthly fitness calendars.
- Wellness Workshops for management and prevention strategies for diabetes, hypertension, Weight Loss, Cholesterol, Stress, Cardiac risk management and more.



Make the most of your benefits! Please visit our HR Department for more information and flyers.

Contributed by: CCB







IN MEMORIAM



*Eugelio Acob*  
*"Leo"*  
1965 - 2012



*Melchor Francisco*  
*"Mel"*  
1963 - 2012

# Symbol of Excellence



EVERYONE DESERVES A  
FUTURE!