

# the crystal

AUGUST 2019

CADETS TO  
RICHES

PARTNER-TIP  
Ne<sup>+</sup>U



CRYSTAL  
CORNER  
CHRISTIAN

CONSISTENCY  
IN SAFETY  
COMPLIANCE

Featuring:

TOP 10  
HABITS TO  
BUILD by 30

Celebrating  
**30**  
years





## **MARINA launches 45th year anniversary celebration; receives ISO Certification**

MANILA, PHILIPPINES – The Maritime Industry Authority (MARINA) has launched its 45th year anniversary celebration through the recognition of the winners of the photo, video, slogan, and logo competitions graced by Hon. Jesulito A. Manalo, House Committee Chairperson on Overseas Workers Affairs, today, 06 May 2019.

“This certificate is a testament of our commitment to deliver quality service to the public in accordance with established standards, policies, and procedures. It is my sincere hope that the culture of quality will be deeply ingrained in all personnel of the MARINA, so we may continuously serve the nation with professionalism, integrity, and excellence,” MARINA OIC Vice-Admiral Narciso Vingson Jr said, as delivered by MARINA Deputy Administrator for Operations Engr. Nannette Villamor-Dinopol.

## **Philippines asserts position in IMO White List**

MANILA, PHILIPPINES – The Philippines, through the Department of Transportation (DOTr) and the Maritime Industry Authority (MARINA), asserted its position in the revised “White List” of Parties to the STCW Convention prepared by the Secretariat of the International Maritime Organization (IMO), through an intervention during the 6th session of the IMO Sub-Committee on Human Element, Training and Watchkeeping (HTW6) held at the IMO Headquarters in London, United Kingdom from 29 April to 03 May 2019.





"This is good news for our maritime industry and the entire country. May this be treated as a challenge so that the MARINA and other concerned agencies perform at their best to prepare accordingly for the Independent Evaluation. We need to make sure that we will exert all the necessary efforts, commitment and support to make this next mission successful," Secretary Tugade said.

The Philippine delegation to the HTW6 that delivered the intervention was headed by MARINA OIC Administrator Narciso Vingson Jr., together with other MARINA representatives from the STCW Office, Department of Health (DOH), Philippine Association of Maritime Training Centers, Inc. (PAMTCI), and the Maritime Academy of Asia and the Pacific (MAAP).

## **MARINA, DOE to promote shipping industry**

TAGUIG CITY, PHILIPPINES – The Maritime Industry Authority (MARINA) and the Department of Energy (DOE) promote more sustainable and eco-friendly fuels for Philippine-registered ships in preparation for the implementation of the global 0.50% sulphur cap in 2020.

MARINA – Shipyards Regulation Service (SRS) Director Engr. Ramon Hernandez acknowledged stakeholder concerns such as the need for existing Philippine-registered vessels to undergo retrofitting to be able to utilize sustainable and eco-friendly fuels.

The MARINA and DOE assured the stakeholders that they will formulate a comprehensive plan for the implementation of the global 0.50% sulphur cap in 2020 by identifying other alternative sources of eco-friendly and affordable fuels, among others. MARPOL Convention from 2020 and beyond.





# PARTNER-TIP

Last March 15, Ne+U (NePlus Ultra Training Center) was invited by the Technological Institute of the Philippines (TIP) for a visit. Learning Director of Ne+U, Emily A. Crisostomo and the Ne+U Team showcased the programs offered by Ne+U. Led by the Shipboard Training Officer, Marine Engineering Professor Marcel M. Yarte, Third Engineer Ryan P. Oafericua and Dean. Jimwel Castillo, Vice President of Quality Affairs, both institutions (TIP and Ne+U) have agreed to enter into a partnership for Ne+U's Apprenticeship Programs.





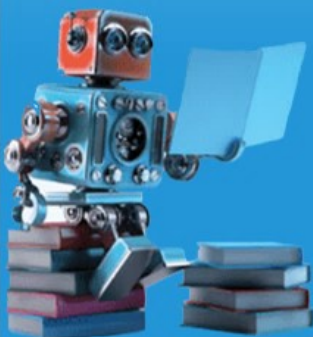
# EduTECH

PHILIPPINES 2019



## 21<sup>st</sup> CENTURY QUALITY EDUCATION FOR ALL IN THE PHILIPPINES

Crystal's CEO, Emily Crisostomo, and Ne+U attended an exhibit hosted by EduTECH last 19th-20th of February 2019. It had 5,500+ attendees, 1000+ Organizations, 150+ speakers, 80+ Exhibitors and 8+ Networking hours. EduTECH Philippines exhibition is where leading solution providers can showcase a wide range of technologies, aimed at helping Filipino educators make education. It is intended to those people who are serious about delivering education that is relevant in the 21st century. The 2-day event focused on bringing attendees to see the future with technology, on how they see technology and how they think about it. Also, what drives them to innovate things? In the end, who will benefit from these innovations?



EduTECH





# Top 10 Entrepreneurs who got millions under 30

*Your Future...  
Your Way.*

1

Mark Zuckerberg,  
29 years old -

One of the most notable, if not the most notable, young entrepreneurs of the current generation. He created **Facebook** which currently has 1.19 billion users, and has a net worth of \$19 billion.

2

David Karp,  
27 years old -

The guy responsible for **Tumblr** is David Karp. He founded the company and built it into the \$1.2 billion takeover target of Yahoo. As of this moment, Tumblr hosts 159.1 million blogs and 70.2 billion posts.

3

Jennifer Carter Fleiss,  
29 years old -

The company **Rent the Runway** was created by Jennifer Carter Fleiss and Jennifer Hyman. It allows women to rent high-end clothing for as long as 4-8 days. This is aimed at women who cannot afford to buy every dress they like.

4

Adam D' Angelo,  
17 years old -

is the founder of **Quora**, and is now its CEO. Quora is a website where users can go to ask questions and get answers. The success of Quora is due to its novel concept and rapidly expanding user base, which is estimated around at 10 million.

5

Pete Cashmore,  
28 years old -

The creator of **Mashable.com**. Mashable is a blog where the latest social media and technology news is discussed and dissected. A large portion of the many page views it gets per month are from repeat visitors.

*"Before you can become a millionaire, you must learn to think like one. You must learn how to motivate yourself to encounter fear with courage."*

- Thomas J. Stanley



# Top 10 Entrepreneurs who got millions under 30

Your Future...  
Your Way.

Alexa Von Tobel,  
28 years old -

The founder of **LearnVest.com** is Alexa Von Tobel, who is also its CEO. The company was founded in 2007 and serves as a personal finance website geared toward educating women.

8

Trip Adler,  
29 years old -

6

is responsible for **Scribd.com**, which is a social reading and publishing website that stores some of the top books, research papers and magazines. Simply put, Scribd is pretty damn cool.

Ryan Allis,  
28 years old -

7

started **iContact** in 2003 with Aaron Houghton. iContact assists businesses in improving their efficiency with regards to email marketing. Google Adwords was its main source of advertising when the company started.

Ben Kaufman,  
27 years old -

is the man responsible for **Quirky**, which is a company located in New York that uses crowdsourcing to help bring products to market.

9

Cameron Johnson,  
27 years old -

At the age of 9, Cameron Johnson launched a business out of his parents' house. It was a business that centered around making invitations for holiday parties.

10

*"Before you can become a millionaire, you must learn to think like one. You must learn how to motivate yourself to encounter fear with courage."*

- Thomas J. Stanley



# Celebrating Thirty Years

## Who is CRYSTAL?

Crystal Shipping, Inc. was established in 1989 by its founders, the late Capt. Inocencio A. Crisostomo and Mrs. Edith Azarcon Crisostomo in a 25-square meter bedroom of their home.

Before Crystal was born, Captain Crisostomo was a consultant of Cresencio Sidayao, Director of the Seaman's Board, now POEA. He was also the General Manager of Magsaysay Shipping Lines, while Mrs. Edith Azarcon Crisostomo was working as Secretary of the Chairman of the Board of the Philippine National Railways.

They have four children: Barry, Dani, Em and Nino. Barry, who graduated from San Sebastian College with a degree in Business Management pursued his passion in farming and is now living with his 2 children in Batangas. Dani, a multi-degree holder-dentist, nurse, and make-up artist is married to Percy and now lives in Los Angeles as a full-time mom to her only child Rich. Emily, who graduated with a Bachelor of Arts degree major in International Studies carried on his father's legacy by being Crystal's CEO in 2006. The youngest child Nino, whose first love is in the arts, gave way to his parents' wishes and graduated with a Nautical Bachelor of Science degree in Marine Transportation from the PMI. He went onboard big container ships for 5 years when he left sailing as a 2nd officer and helped out running Crystal as QMR from 2000-2006. He now lives in New York pursuing his arts and trade.

The company was born with its primary mission not just to provide job opportunities for



**CAPTAIN CRISOSTOMO**  
FOUNDER OF CRYSTAL SHIPPING INC





thousands of Filipino seafarers, but to make a statement to the global shipping industry that the Filipino seafarer is the "Crew of Choice".

CRYSTAL started its humble beginnings after it was entrusted with only one Principal and three vessels. CRYSTAL has since expanded its fleet, deploying over a thousand seafarers every year. From their first building at Shaw Blvd., Crystal transferred to Intramuros, Manila in May 1, 1998. In May 1, 2006, CRYSTAL reformed its organization with a new management led by the third offspring of the company's founders, Emily Azarcon Crisostomo. And then in May 1, 2016, exactly 10 years after its re-organization, CRYSTAL built and sailed onward in its new home, The Crystal IEAC.

### Who is Emily Crisostomo?

Emily or Mac as she is fondly called, is the Chief Impactor (don't forget the R) and CEO of Crystal. She is the heart, brains and brawn behind everything that makes Crystal the unique organization that it is- from its one-of-a-kind concepts such as WOW service and WOW Edutainment, its Crystal books, the values and habitudes, OKRs, F.A.S.T, Personal Growth Declaration, Radical Transparency, Idea Meritocracy, Brules, Epigenetics, Autophagy, Bitcoin, Block chain, Mind gym, Power skills, Holacracy, Talk your walk, Management by walking around, 50/10, Bio hacking, to the 8 Crystal principles such as Serve coffee, Be quick but never in a hurry, Family is not just blood, Be kind and courageous, If you're not growing you're dying, No freedom, no good, Eat,move,sleep, and Don't take yourself too seriously.

From a happy-go-lucky, bordering on narcissistic of a party-goer in her youth, she has transformed herself to our kind, courageous and humble book-lover, bio hacker, and health buff CEO who loves learning, embraces change, generously shares all that she knows with others and who doesn't like difficult; she wants impossible! Her 360° \*turn-around is truly admirable. We Crystals look up to her as a mother, sister, adviser, teacher, counselor, motivator, listening ear, and friend. With her family by her side- Marla, EmMa and ELLa, she is more inspired to make the impossible possible! The Crystal IEAC family is more than blessed to have her as CEO.



# 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."

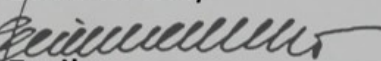
To end this, allow me to leave a question for the readers to ponder:

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

THINK IMPOSSIBLE.

Believe.

Love in me,

  
Emily





Wongobo Transnautic NSAC Holsatia  
 E.P Shipping HALTEN SP/F FRAKT Seatrans Caribbean Line  
 Herm Dauelsberg NORRESUNDBY GRONTVEDT PEEL Seatruck  
 JD CONTRACTOR 30 YEARS of NYE SULEVAER NORWEST  
 Southcoast MAGSEIS TRANSMAR BLUE STAR  
 JR Shipping PORTLINE AASEN A1 OFFSHORE  
 Nordane HAGLAND PARTNERSHIP LARVIK  
 Crystal Water Navigation Lighthouse Ship Nygaard Minor  
 Esvagt MYKLEBUSTHAUG EXECUTIVE OFFSHORE ARUS SDN  
 Louis Ormestad ESM Linea Peninsular Rederiet Gerda Timberline Nautika  
 Fonnes NOVO SDN Janus Andersen  
 Fykan

## THE PARTNERS OF CRYSTAL

We at Crystal Shipping Inc. extends our arms wide open for thirty years of fruitful journey with you and your company. Through the years, we came across bumps and hurdles along the way but then our strong foundation of trust and well-engineered business cooperation have led its way to our long-lasting partnership. Thirty years of partnership for us is not just business or profit but more than anything else, is an investment of love and concern only a heart of a family can understand. That's what you are to us, our extended family.

Our partnership is the kind that is precious which for sure will transcend decade after decade. We are more than blessed to have such kind of business partners that are beyond professionalism and profitability. And so allow us to say our warmest gratitude for believing and for giving Crystal Shipping Inc. a piece, not just of your maritime projects, but of your culture and lives. We bestow our utmost dedication and love towards the last three decades of unshakable partnership and to the decades thereafter.

CRYSTAL @ 30





# CRYSTAL CREW SAYS

Raul Castro - 15 Years Sailing with Crystal

I have been working at Crystal Shipping Inc. for approximately 15 years. I am onboard Crest Athena 2 working as a Medical Officer for Brunei Shell Petroleum in oil and gas industry. I can't believe it! I want to express my deepest gratitude to Crystal Shipping Inc. For how far I have come in the last 15 years at Crystal Shipping Inc. I really didn't think this awesome career move would come so quickly. Humongous thanks to each of you for being in the wonderful cohort we had, and most of all, for helping me jump into doing the work that I absolutely love. So thankful for the ways you supported me in making this dream a reality. Happy 30th anniversary to Crystal Shipping Inc. and more power to their WOW service.



Luisito Bachoco 12 Years Sailing with Crystal

Congratulations for the 30th anniversary of Crystal shipping! Thank you for giving us the opportunity to work with you and providing us the source of income. I'm glad I've been part of this company. I wish that this company would help even more seafarers.



Crystal Celebrating 30 Years in Service





# CRYSTAL CREW SAYS

Jorge Ortiz Antes - 17 Years Sailing with Crystal

12 years ago when I was a struggling Chief Engineer looking for a company that will give me an opportunity to prove my worth and give me a stable and competitive opportunity. I am very glad and thankful I found Crystal Shipping Inc. The Managers and Staff welcomed me with open arms, kindness and understanding. As the years passed CSI management system clearly showed its unique and realistic purpose and values to serve Filipino seafarer with their efficiency, integrity and standard quality in providing a world class crew thus making them the best in Crew management. CSI cares for its crew and staff by providing tools, skills and knowledge through trainings and seminars. Making our lives easy onboard and our every contract a success. On the 30th anniversary of Crystal Shipping, I wish and pray for more fruitful years to come.



Frederick Leyesa - 24 Years Sailing with Crystal

Ang masasabi ko lang kaya sila tumagal ng ganyan dahil mahusay at magaling silang magpalakad ng opisina lalong lalo na yung founder ng Crystal si Sir Crisostomo yung ama ni Ma'am Emily. Kahit kailan ay madali silang lapitan sa oras ng mga pangangailangan Salamat po.



Crystal Celebrating 30 Years in Service





# CRYSTAL CREW SAYS

Aristonico Sagoso - 13 Years Sailing with Crystal

When someone takes time to recount positive experiences, it speaks for volume. I have been in Crystal Shipping since 2006 up to the present and I am grateful for what the company has given me and my family. 1 year after entering this company, I was promoted to where I am now. Its been an honor to be a part of this growing company which hones our knowledge and improves our skills to be a great seafarer. Thank you Crystal Shipping for having given us the chance to work in this great company. May our company continue to grow with business opportunities both in maritime market and seafarer industry strengthening our vision, goals, and commitment in work to achieve #CLARO. Thank you Crystal Shipping Inc.



Leonardo Valencia - 17 Years Sailing with Crystal

Crystal is a great place to work in! Since 2002, every-time I have reported to office, I have really felt the warm welcome extended from the staff. Now, it is with great pleasure that I congratulate Crystal Shipping, Inc. on your 30th Anniversary! May you continue to deliver Happyness through WOW service and commitment to all seafarers and to our families. I wish crystal happiness and more years of success!



Crystal Celebrating 30 Years in Service





# CRYSTAL CREW SAYS

Jarloyan Kenneth - 24 Years Sailing with Crystal

Hello and have a good day to everybody. I'm Kenneth Jarloyan A/B of Crystal Shipping, I started working at Crystal Shipping since 1995 up to the present, and I'm so thankful that Crystal still taking care of me at my age of 54 years old. My loyalty and trust will be remain until I retire as a seaman thank you very very much.



James Calaliman - 30 Years Sailing with Crystal

I, James T. Calaliman employed as seafarer started as a Chief Mate and now a Master. I have been working with the Crystal Shipping Inc and Larvik Shipping A/S as principal for almost 30 years. I am happy and satisfied with the privileges and benefits provided by Crystal Shipping Inc. I deeply express my appreciation to Crystal Shipping Inc and Larvik Shipping A/S for their hardwork and support.

Thank You and best regards.



Alex Castillo - 19 Years Sailing with Crystal

Happy 30th Anniversary Crystal Shipping. I'm proud to be a Crystal Crew for more than 19 years of service. Thank You Sir Ally and Ma'am Emily for giving me a very bright future. Again happy happy 30th anniversary and Thank you so much.



Crystal Celebrating 30 Years in Service





# CONSISTENCY in SAFETY COMPLIANCE

Executive Ship Management Pte Ltd Seafarers' Seminar

"Safety isn't Expensive, It's Priceless"

"Consistency in Safety Compliance" is this year's focus on Seafarers Seminar of Executive Ship Management Pte Ltd.



held at Crystal Shipping Inc. Office, Manila, Philippines dated Monday, April 8, 2019. The said seminar was attended by ESM crew and officers together with the NePlus Ultra Training and Crystal representatives which was led and facilitated by Capt. Vinod Dubey, ESM Senior HSEQA Superintendent. Navigation Challenges, Maintaining Machinery and Cargo Equipment, Market Scenario/ Commercial Implications, Personal Safety and Hygiene, Environmental Management, New Legislation and Worldwide Security Scenario were among the topics discussed by Capt. Vinod Dubey and was given emphasis in order to increase safety awareness among attendees. On the other hand, Safety Equipment on board was conferred by 2M Romel Dalisay, Maritime Training Head, NePlus Ultra Training Center (NPUTC). Videos and photographs were also presented for the attendees to understand the topics more and have a bigger picture of what they were all about. An interactive discussion between the facilitator and participants was held with everyone being encouraged to participate in a quiz called "What happened next?" Follow-up questions were given by the facilitator which added excitement to the seminar. A Case study was also carried out to widen the



safety awareness of the attendees based on the actual scenarios and experiences onboard ESM vessels and the lessons learned from them. Safety was reiterated to the participants with the application of the Pareto rule or the 80/20 rule. Which ensures hazards are categorized so that safety professionals can target 20% of those that cause 80% of the injuries or accident onboard.





Some of the officers and crew were given time as well to share their piece of experiences onboard with regards to safety. One of the highlights of this seminar is the "Power Gap" issues among seafarers onboard. During the said seminar, the facilitator encouraged the lower ranks and the Junior Officers to challenge their Senior Officers in terms of decision making and judgment especially when they know that vessel's safety is at stake. In addition, the facilitator advised the Senior Officers to practice "Challenge and Response" concepts among their subordinates onboard to boost self-esteem and to communicate effectively. Every crew was fortified to report everything with regards to safety onboard. To not only help them to save lives, cargo and ship but also help the Company in general.

A Team building activity that focuses on "TEAMWORK" was the highlight in the afternoon as the attendees were divided into three teams that challenged their skills and demand abilities. The goal of the activity was to build a structure out of the given spaghetti noodles (with a marshmallow on top) that would hold for a long time. All teams were given limited time to perform and build their structures where every member participated and emulating teamwork. Take-aways from the Seminar and Feedbacks from the participants wrapped-up the Seafarers Seminar.

(by: Jet Bale)





# 10 habits to develop by the time you are 30

## Your word is your Bond

If you say you're going to call, call. If your answer is no, have the integrity to look people in the eye and tell them. Part of becoming an adult is realizing what your priorities are, and adopting habits that reflect them.

## Responsiveness

Responding in a timely manner says two things: one, you respect the person enough to respond promptly; two, you are organized. These are good things to project. Do not be the person that always has to be tracked down.

1

2

5

4

3

## Punctuality

The only thing that is worse than running late is when someone else keeps you waiting. There are certain things you need to be able to do by the time you're 30, and one of them is to be on time without sprinting and sweating profusely.

## Money Management

Your finances (more or less) should be in order; you should be putting money away each month, have a 401K or retirement savings of some sort. You should have decent credit, pay your bills on time and a habit of living within your means.

## Develop A Daily Routine

Finding what schedule is most productive for you will help you reach your goals. What gives you the most energy? What is sustainable? Be conscious of your peak times, and your slow times, and know how to get back on track. Successful people know their tendencies, and create schedules that play to their strengths.





# 10 habits to develop by the time you are 30

## Organization

Organization will help with all of the above (and below). It forces you to be a more intentional person, and people who live intentionally live a more productive, meaningful life. You need to evaluate what is most important to you, and prioritize accordingly.

## Know Your Strengths

Half the battle of self-improvement is having the courage to do address your weaknesses. People do not like to honestly examine their life, because it usually leads to them not liking themselves. Honor your self awareness; people who are not confident enough to confront their weaknesses head-on flounder.



## Medical Attention

Part of being an adult is taking care of yourself. You cannot take care of others (at least well) without taking care of yourself. You should have a primary doctor, any specialists you require and all of your medical records consolidated.

## Volunteer Work

When you are beginning your professional life, possibly still looking for a job, it is understandable if charitable donations and volunteering go by the wayside. But by the time you are 30, you will have been working for almost a decade, which gives you time to discover your values, and causes that are important to you.

## Cleanse Yourself

Putting your trust in the wrong people is humbling; the best outcome is that experience helps refine your judgment, the worst outcome is you distrust most people. Life is short, and time is precious; don't fill your free time with insincere friends who are not supportive, or even selfish.



# CADETS TO RICHES

Mr. Raquepo or Chief Mate Raquepo is a native from magsingal, Ilocos Sur. He is now Married to Jennie P. Raquepo and has one daughter. His life before Crystal was never easy. While he was studying BSMT or Bachelor of Science in Marine Transportation at NPCMST, he worked part time as vegetable vendor and bus conductor. Through his hardwork, he graduated in the year 2010 and became Officer in Charge (OIC) of a Navigational Watch in 2012 of April.

He heard about Crystal Shipping Inc. from his school and took the chance to apply for cadetship Program way back in 2010.

In his 6 (Six) months of staying as cadet of Crystal Shipping, he gained his self-confidence and he also improved his vocabulary because their batch was strict about speaking in english as part of their training. He also mentioned that being a cadet of

Crystal was never easy. They had a lot of duties and responsibilities but he was very proud that time because he learned a lot of knowledge and skills through the Program.

Chief Mate Raquepo has already helped his siblings achieve their own dreams and one of his siblings who is currently on a Cadetship Program of Crystal Shipping Inc., Mr. John Lery Raquepo, is ready to go onboard soon.

Crystal Shipping is very proud to witness the journey of once Cadet now Chief Mate Raquepo with the



**MARK GLENDON RAQUEPO**

mission of Crystal Shipping Inc. to bring home its Seafarers Safe, Healthy and Fulfilled.



*"Learning is a  
never ending process"*



# *Chan*

*@Crystal Corner*



# CHRISTIAN A. CARACTA

Christian A. Caracta or Chan is “The Maximizer” of Crystal Shipping, Inc. A consistent honor student and scholar from Elementary to High School and graduating with top honors, having been granted a DOST scholarship for College would have been a breeze, but it was a great challenge for Chan. He almost didn’t make it to the school of his choice because of financial difficulties at home.

Having heard of his plight, his high school teachers pooled their resources to help finance his transportation and school allowance, which included his boarding needs, until he got his 1st allowance in college as a DOST (Department of Science and Technology) scholar.

Resourceful as ever, Chan sold slippers every Sunday and perfume to classmates in school while he was driving a tricycle, tutoring Engineering students in Math and Statistical analysis to students in Business-related courses to have additional school money.

Through his determination and the help of many miracle workers in his life, Chan graduated Summa cum laude from the Bulacan State University with a Bachelor of Science Degree in Mathematics with specialization in Computer science. As a young man, admittedly, he was arrogant and impatient. He thought that because he excelled in school, he knew everything. Working at Crystal changed him completely.

Most Recently, he attended a reunion with his college friends and one of them asked him: “What has been the biggest change in your life?” to which Chan replied, “Reading and Humility”, two of the most important things that MAC, Crystal’s Impactor and CEO has taught him. While working as Lead Business Process from Mondays to Fridays, our Maximizer lives up to his identity by teaching Math subjects for College students at the Bulacan State University during weekends.

Chan has gone a long, long way and the Crystals are more than proud!



# CREW MINDGYM WORKOUTS



Choose your  
**WORKOUT**  
schedule at your most  
convenient time



IT STARTS IN YOUR MIND.  
WE BECOME WHAT WE THINK.  
THINK BIG TO GET BIG.

\*\*\* schedule may vary due to unforeseen circumstances \*\*\*