

the **crystal** CHRONICLE



YEAR IN **2018**

MESSAGE FROM THE CEO

In my 26 years in Crystal, never had a year gone by without me asking myself, "What am I here for?" I would regularly hear words of praise and encouragement from industry colleagues, relatives, friends, and my family that I'm doing a great job and that I should keep on going. On a few occasions, I would hear skeptics prodding to say:

Emily, Crystal has gone a long way and you have flipped it completely, changing how it was before. Didn't it occur to you that you may lose what you have right now, with your liberating approach in managing your company and leading your people, teaching them things that are completely out of the box and coaching them incessantly? Can you see that you are exposing yourself to risks? The risk of losing some clients who are used to the old ways? The risk of losing some of your people who you have taught, trained, and transformed to the better versions of themselves?

Hmmm...I pause, smile, and say: "Aren't we all at risk of losing someone or something? I would rather teach and coach our people and allow them to soar where they can share all that they have learned from Crystal than to clip their wings, not teach and not coach them and keep them. There is no growth in that. The world is evolving and so is Crystal. I trust and I believe."

So I leave it at that. I am not even sure if I was able to get my message across.

Crystal stood the tests of time over the last thirty years of its existence. I can't confidently say that everyday at work is always over the moon, because in reality, we had moments when we just had to clutch at straws. We had a good share of our triumphs, but we also embraced a number of jabs and blows. It would be very bragging and selfish of me if I'd say that the success of Crystal is just because of myself or my siblings or papa and mama - because that was never true.

My family alone is not Crystal in itself. We are a part of it.

Together with our Crystal family, we drove the organization to its continued success.



Yes, the Crystal family. From the Leads down to our Reps and support manpower like our drivers, maintenance officers, even our security personnel. We are all a part of it. We are all a part of Crystal and if there is someone who would ask how we were able to make it, it's mainly trust. We put our full trust to the people we chose to be part of our family. A trust that wherever they go, whatever they do, they are guided by the vision, mission, purpose, values and principles of Crystal. We do it by heart, not just by sight.

Because we are Crystal. In the first place, that's what families do, right?

A Crystal, at all times, will always believe in...

No Freedom, no Good.
Serve Coffee.
If we are not growing, we're dying.
Be Kind and Courageous.
Be Quick but never in a hurry.
Eat, Move, Sleep.

Believe me, only a Crystal family will understand. □
After all, FAMILY IS NOT JUST BLOOD.

I am looking at a very promising year for Crystal and its IEAC group of companies with each rep having a healthier mind, body and spirit. Whatever happens in 2019, I believe that Crystal will always clinch to its common ground - its unique set of values and principles which is what makes it a unique organization.

Colleagues, I wish everyone a HAPPY and WOW year ahead. May the year 2019 bring us memories for keeps, triumphs to share with one another, and a love that is forever.

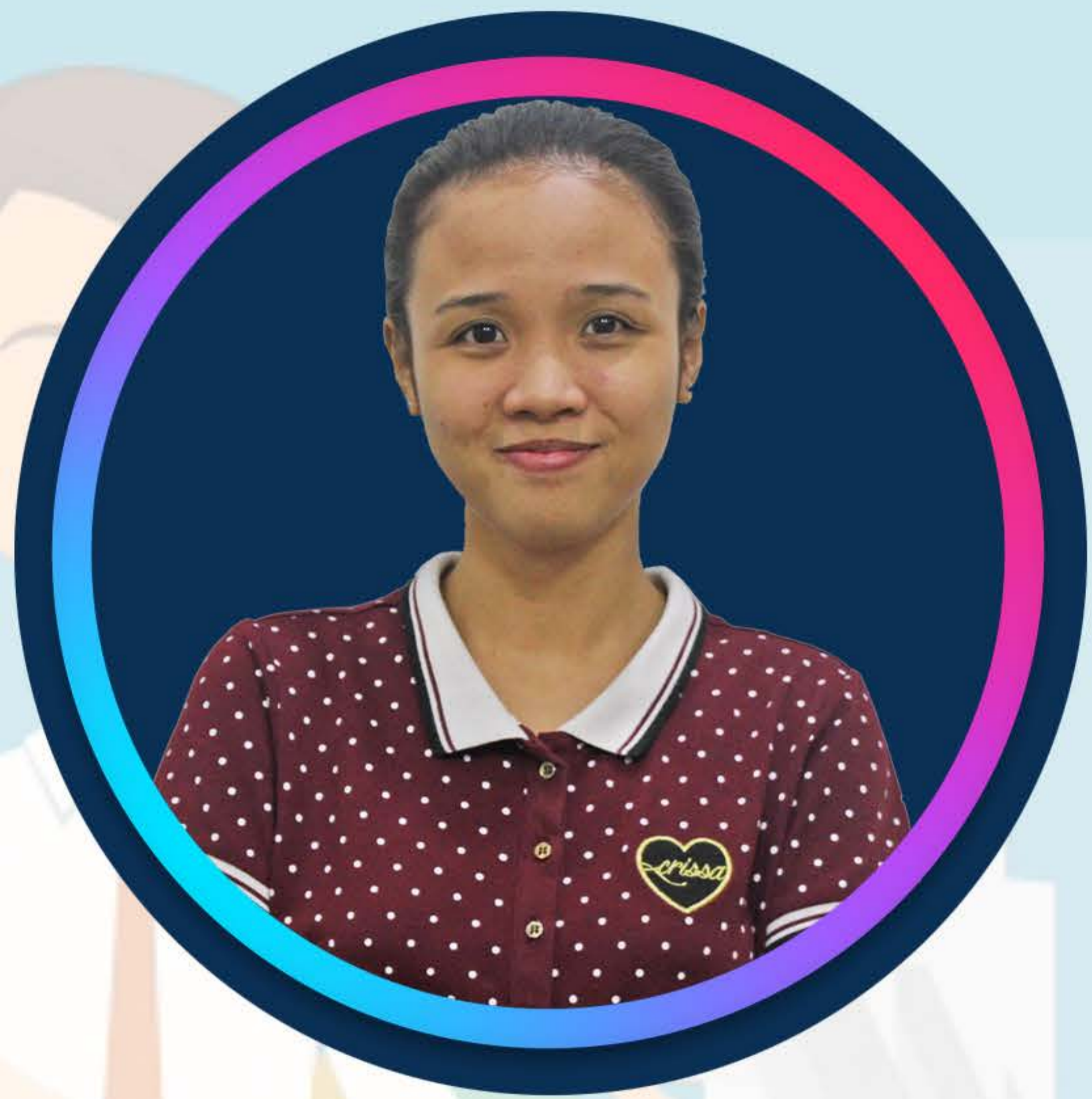
Believe.

Love in me,
emily

WELCOME

2018

to **CRYSTAL SHIPPING INC.**



KET *"Dream Catcher"* RECRUITMENT COORDINATOR

Name: Checket C. Basada

Age: 23

Birthday: September 28, 1995

School Graduated: Samar State University

Hobbies: Writing poems and Watching Movies

Motto: "If opportunity doesn't knock, build a door"



Joy *"Relaxed Prosumer"* PURCHASING COORDINATOR

Name: April Joy G. Pradanos

Age: 30

Birthday: April 23, 1988

School Graduated: Unibersidad de Manila

Hobbies: Reading books and Exercise

Motto: "Time is Gold"



May "The Driver"

CREW COORDINATOR

Name: May P. Odango

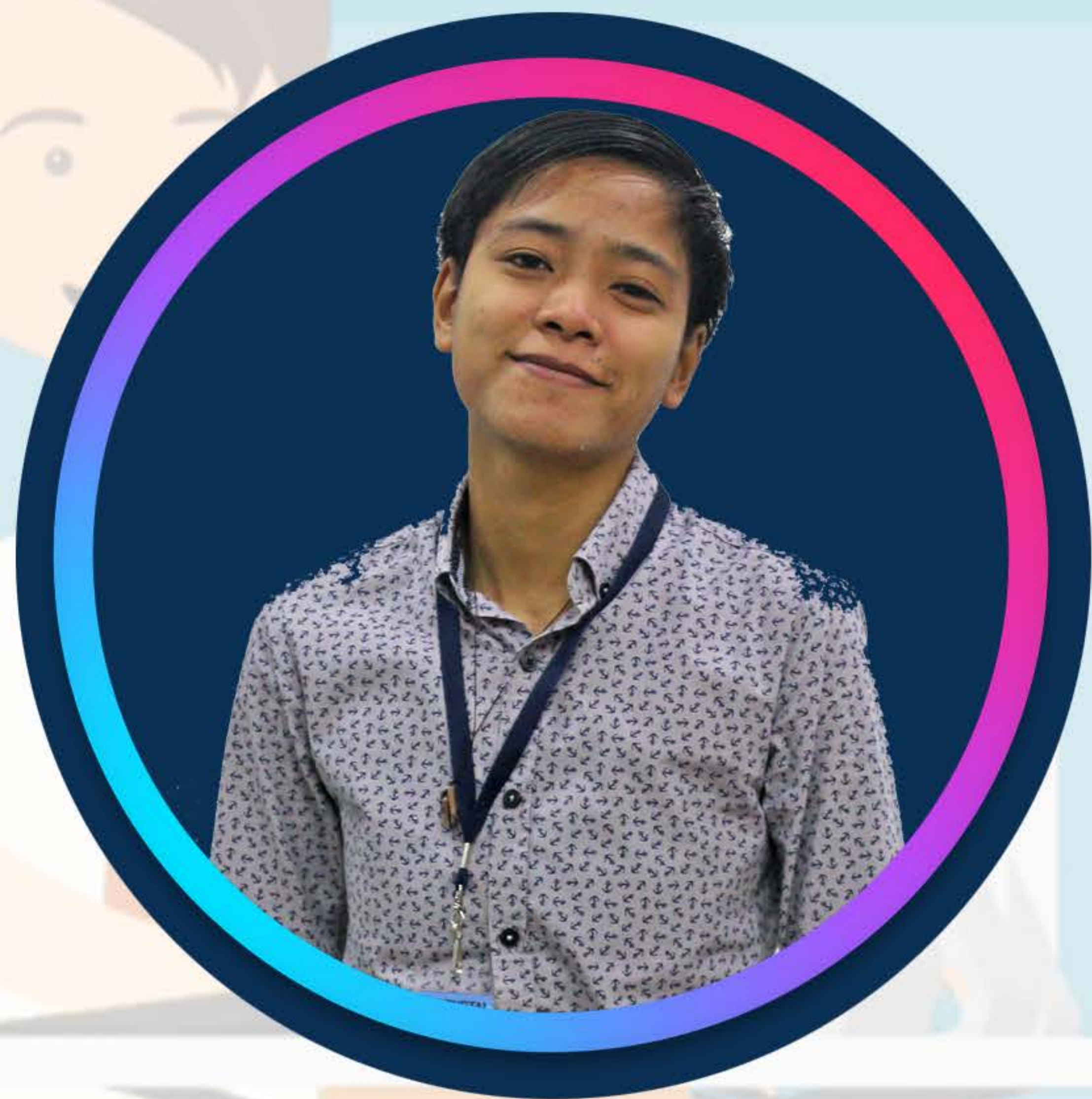
Age: 25

Birthday: May 25, 1993

School Graduated: National Teachers College

Hobbies: Guitar Playing

Motto: "One word is enough for a wise woman"



Sari "Helping Hand"

CREW COORDINATOR

Name: Sarita S. Enriquez

Age: 25

Birthday: August 29, 1993

School Graduated: Philippine Nautical and Technological College (Cavite)

Hobbies: Hiking and Traveling

Motto: "Everything happens for a Reason"



Jet "Path Finder"

CREWING MANAGER

Name: Randolph Jay D. Bale

Age: 30

Birthday: July 30, 1988

School Graduated: Mindanao Polytechnic College

Hobbies: Reading Books and Mountain Climbing

Motto: "For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future."



Beth *"Equalizer"* LEAD ACCOUNTS

Name: Ma. Lilibeth M. Alcantara

Age: 55

Birthday: March 26, 1963

School Graduated: University of Santo Tomas

Hobbies: Bowling and Singing

Motto: "The best is yet to come"



Jomel *"Risk Seeker"* IT COORDINATOR

Name: Jomel I. de Guzman

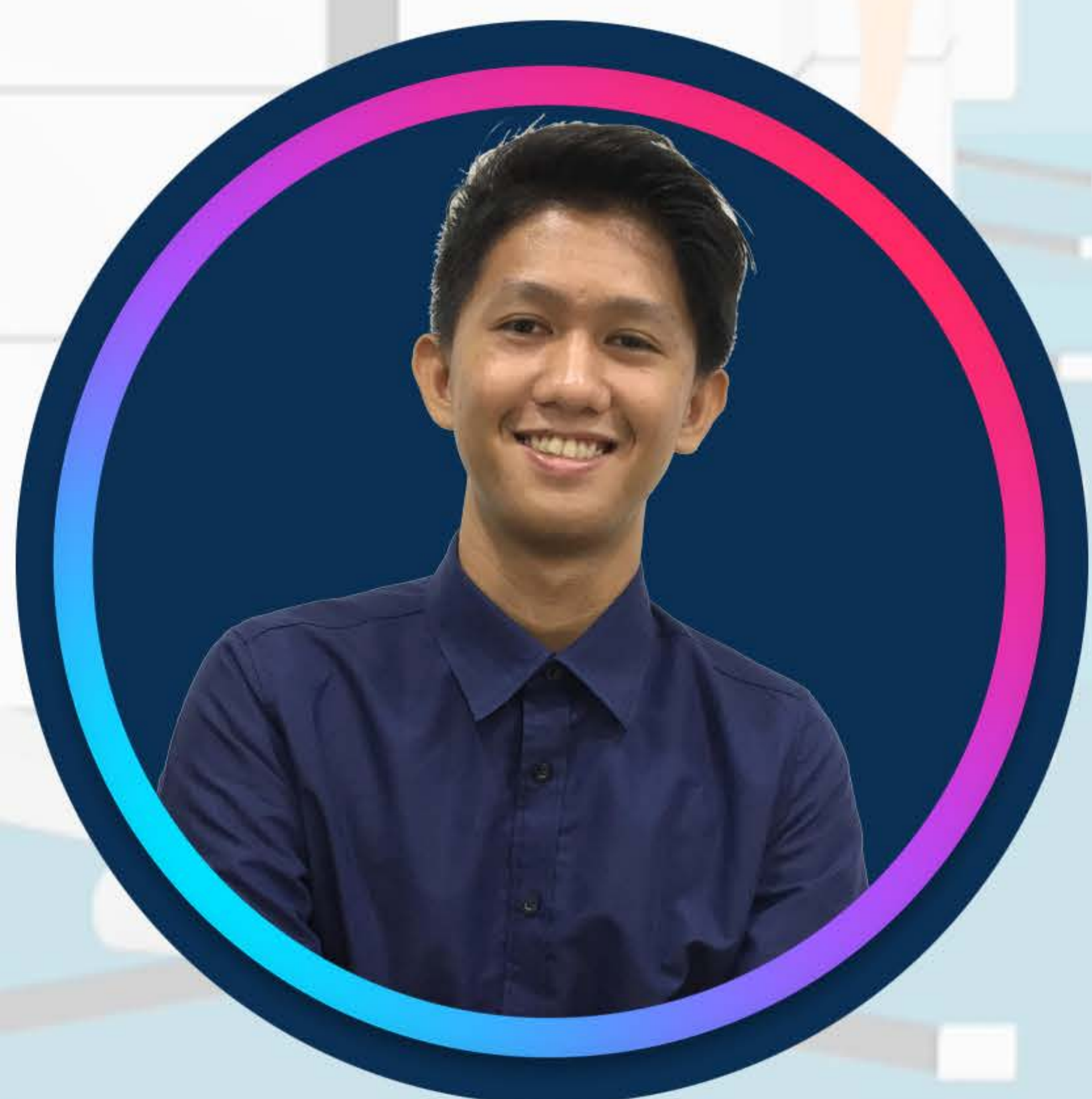
Age: 21

Birthday: September 9, 1997

School Graduated: Bulacan State University (Main Campus)

Hobbies: Basketball and Social Media

Motto: "Contented with little, yet wishing for more"



Arvin *"Byte Builder"* IT COORDINATOR

Name: Arvin Gabriel R. Trinidad

Age: 20

Birthday: July 31, 1998

School Graduated: Bulacan State University (Main Campus)

Hobbies: Watching Series and Playing Pokemon Games

Motto: "Fortune favors the bold"



JK "The Affable" BOOKKEEPER

Name: John Kenneth D. Salcedo

Age: 23

Birthday: April 07, 1995

School Graduated: College of Arts and Sciences of Asia and the Pacific

Hobbies: Internet Surfing, Watching TV and Movies, Social Media Influencer

Motto: "If others can, why can't I"

Congratulations!

We hope that you will continuously promote and inspire others with our

**Fun-Loving and
Passionate Values at Work.**

Crystal Trainings

2018



Mr. Mark Rence G. Miguel and Mr. Christian A. Caracta attended Data Privacy Act Training last March 23, 2018.

It is all about Republic Act No. 10173 or most commonly known today as the DATA PRIVACY ACT OF 2012.

Ms. Jaybilyn L. Baccay, Ms. Rose Allen R. Bueno and Mr. Christian A. Caracta attended TRAIN Law and Data Privacy Act Seminar last January 05, 2018

The Tax Reform for Acceleration and Inclusion (TRAIN) Act, officially cited as Republic Act No. 10963, is the initial package of the Comprehensive Tax Reform Program (CTRP) signed into law by President Rodrigo Duterte on December 19, 2017.





“CONTINUING AGENCY EDUCATION PROGRAM”

02-21-2018



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

Crystals attended separate days of seminar in POEA. The Leads attended the February 23, 2018 seminar while the Representatives attended the March 21, 2018 seminar.

“SAVING THE WORLD”

Planting a total of 200 treelings, Crystal Shipping’s Tree Planting Activity last 24 of February 2018 at the city of Lipa in Batangas, Philippines was indeed a success!

Crystal Shipping aims to alleviate the unfavorable effects of climate change; It may create very little difference on our present climate situation, but at least we’re being part of the recovery and not the difficulty.





Crystal's Basic Training

As Crystals always strive to learn something new, they have recently concluded the practical module of the Basic Training Course which was conducted by its training arm, the Ne Plus Ultra Training Center Corp. led by its Training Manager Capt. Benedicto Leis Jr. It was a halfday course consisting of Fire-Fighting, Smoke Diving and Safety of Life at Sea.

Lead Crewing Allyson Azarcon and Ronjon Navarro also shared their own experiences and learnings during the discussion and some pointers to remember.

Crystals can be heard exclaiming "Open the Valve" during their smoke diving while entering into groups inside the Fire House to extinguish the fire in the enclosed space.

FIRST AID TRAINING



Mr. Shallom B. Edillo attended Basic Life Support last July 02-05, 2018.

It is all about emergency procedures performed to assist in the immediate survival of a patient, including cardio-pulmonary resuscitation, hemorrhage control, stabilization of fractures, spinal immobilization, and basic first aid.

LEADERSHIP EXCELLENCE: 3Q



Mr. Anthony Lescano, Ms. Monica Barbosa and Ms. Shielyn Dela Cruz attended Leadership Excellence last October 22, 2018.

Leadership Excellence means being on the road towards what is better, more successful. This seminar applies the 3Q which stands for Intelligence Quotient, Emotional Quotient and Adversity Quotient.

Sa PDOS,

Mr. Christian A. Caracta and Ms. Shielyn Dela Cruz attended PDOS Training of Trainers last November 19-20, 2018.

PDOS Trainer shall refer to an individual who has successfully completed the OWWA or POEA Training Program for PDOS management, or for a PDOS trainer/facilitator, who has been registered at OWWA as a PDOS Trainer.



Principles of Software Testing



Mr. Shallom B. Edillo attended Principles of Software Testing last December 06-07, 2018.

Software testing is a process of establishing confidence that a program does what it is supposed to do. It shows that testing is a program that performs its intended functions correctly. Lastly, testing is a process of demonstrating that errors are not present.

BRITANNIA LOSS PREVEN- TION SENIOR MANAGERS SEMINAR AND FORUM



AB Wilfredo P. Gunhuran, Ms. Pamela Jane Raguine, Mr. Lester M. Paje and Mr. Randolph Jay Bale attended Britannia Loss Prevention Senior Managers Seminar and Forum last December 11, 2018.

These one-day seminars are designed to provide a forum for serving officers, superintendents and managers of Britannia Members based in the Philippines and the Far East to hear from fellow professionals about current topics in the marine industry relating to safety and best practice.





Cadets to Riches

Lester Paje

Perseverance. Determination. Dream.

In a world where strong connections are rampant, it takes one determine and brave soul to conquer and prove that he does not need one. He was there facing the giants with his abilities and confidence as his only weapons.

Chiefmate Lester Morandante Paje, a native from the City of Island Adventure, Surigao Del Norte, once dreamed of becoming a successful seafarer. He was the eldest among the three offsprings of his father who worked as a government employee and his mother who then was a plain housewife. Just when he was about to finish his studies, his father died and his mother needed to look for a living to sustain the needs of the family. It was difficult. Painful. Hopeless even.

Then again, CM Paje felt that he can't stay that way. He cannot afford to remain downtrodden dwelling on the events of the past. He needed to push himself up.

His new found self-esteem and motivation drove him to successfully finish his Bachelor of Science in Marine Transportation at Surigao Educational Center and walk his way to bag 7th place in the OIC-NW licensure examination last November of 2012.

The passion and determination to succeed never stopped CM Paje despite the known industry challenges for someone like him who only had his dream as his main qualification. At age 18, he made his way to Manila to look for better and bigger opportunities to reach his most-coveted dream.

Admittedly, CM Paje was full of doubts, not because he did not think he can, but because he did not know what lay ahead and what was in that world he opted to step his feet into. Despite the inhibitions, one thing stuck to his mind, he had to try.

“ Whatever is happening, even if you find no reason or understanding of it, know that there is always our God who knows what is best. You just have to believe.”





Cadets to Riches

He can still recall that one particular day of his dream-hunting mission in the city, he found himself in Intramuros, Manila, dropped himself from the public utility vehicle, and wandered to check available companies which accept “aspirants with no inside connections and/or sea service experience”.

His tired feet found its way to the entrance of the then - Intramuros-based Crystal Shipping Inc. and to his surprise, the company was open for applicants like him.

The set of screening was tough. Every interview question thrown at him was like pounding mallets to his brain.

Soon thereafter, he received a message from the company – “you are qualified and will be part of the first batch of apprentice cadets.”

And finally, he had a peek on the fulfillment of his dream.

Following the nine months of railroad training as Crystal apprentice cadet, CM Paje learned the values of discipline and perseverance.

“God made Crystal Shipping an instrument in helping a lot of seafarers like me achieve our dreams. Since I joined the company, my life changed for the best.”

The story of his success goes on and on.

Now, CM Paje is a proud owner of his own restaurant business, a new house, different income-generating financial investments, a condo unit, not to mention, his continues vessel employment with Crystal Shipping Inc.

“Don’t be discouraged. It’s often the last key that opens the lock.”

-Author Unknown

Cadets Riches

Jose Becyagen

Cadets to Riches

A very jolly and humble person, Mr. Third Engineer Becyagen came from the beautiful city of Bontoc, Mountain Province. He graduated from Maritime Science Technology College in Northern Philippines.

His life before was very hard because of financial problems. Luckily after graduating, in his early age of 20, he was immediately hired as one of the Cadets of Crystal Shipping and became a part of Crystal's Cadetship Program.

During those times, there was no Seniority because they were all hired at the same time, so it is a battle for the cadets to prove themselves. They must be snappy all the time, do things right whenever they are given a task and must give their best to be worthy of the line-up. Even though it was a struggle, they knew that it was part of their training and it will prepare them. Bonding with his co-cadets after duty made their stay worthwhile.

In almost 5 years of service, according to Mr. Becyagen, Crystal has helped him achieve his goal to become a Third Engineer. It was his first goal because he knew after becoming an Officer, he will also achieve his other dreams, too. Now his own apartment-type house is ongoing, and it could be his home or could be used as business in the near future.

How WOWderful it is for Crystal to witness such a success of a Cadet to a Third Engineer. Mr. Becyagen is still up to achieving more of his dreams and Crystal will still be here to support him!



LOVE
WHAT YOU DO
NOT BECAUSE YOU
HAVE TO.

”

DONHILL ADTO-ON

cadets to riche\$

Mr. Adto-on or Second Mate Adto-on's life before Crystal was never easy. At the age of 20, all the way from Mindanao, he had to take a chance to find a good job in Manila. He applied to four manning companies but was rejected so he decided to go back to his hometown to comply with his certificates. He then heard about Crystal Shipping from his school and was told to contact the company. As he recalls, it was his 20th birthday when he was interviewed and was also hired as one of the very first batch of Crystal's Cadetship Program way back 2010, Indeed an unforgettable day for him!

His time with Crystal was just as short as 5 months but he still remembers and cherishes it. His experiences are described as very HAPPY because of its FUN-LOVING employees. According to him during those 5 months they were never treated as other people. He really felt that they were part of a family because the Crystals treated them as one. They even got to bond with other cadets and eat with Mac during break time. The care and kindness of Monie (Lead, Accounts) made them feel the love of a tender mother.

And even when they were strictly asked to speak in English as part of their training, Adto-on never felt it burdensome and instead found it a good training to improve their vocabulary and confidence.

Crystal for 2nd Mate Adto-on is a big blessing to him and to his family. That day when he met Crystal, it was already the start of his journey towards achieving his dream to be a Captain. According to him, without Crystal, he will not be in the spot where he is right now and that he could not be what he is right now.

2nd Mate Adto-on has already helped his siblings achieve their own dreams and become a professional in their own fields. With his small Rubber Farm and an ongoing dream house, Adto-on is with Crystal up until now because of the love that he has felt and because he is already part of the family from the very start.

It is indeed heart-warming for Crystal to witness such a remarkable journey of a once-Cadet to now an Officer. The mission of Crystal is to bring home its seafarers safe, healthy and fulfilled and seeing the success of its seafarers is what fulfills Crystal and its growing family.



2018 Crystal Calendar

JAN 5TH IAC GALA



10

MANAGEMENT CAEP 23



VALENTINE'S DAY 14



14

NORDANE VISIT 2



LARVIK VISIT 12



BLUESTAR VISIT 21



2

12

21

2018 Crystal Calendar

MAAR

REP'S
CAEP



21



10



TREE PLANTING
& BT

NORWEST VISIT



25



APR

2018 Crystal Calendar

MAY

6TH LEAD'S OFFSITE 18



#ONECRYSTALDAY



31

FAME FUN RUN



23

MAC'S BDAY BASH



30

ISO AUDIT



7

JUNE

2018 Crystal Calendar

JOM'S BABY SHOWER

11

11



CRYPTOL'S MEETUP



14



14

2018 Crystal Calendar

SEP

VISITING ESM TEAM



12

22



LEADERSHIP EXCELLENCE SEMINAR

TOO

2018 Crystal Calendar

NOW

CHAIRMAN'S
BIRTHDAY CELEB



21



20



CRYSTAL GROUP OF
COMPANIES YEAR-END PARTY

CELEB