



the shipping association of jamaica



69th Annual General Meeting

10:00 a.m., Friday, November 30, 2007

Shipping Association of Jamaica Conference Room

2007 November 30

Jamaica, West Indies



69TH ANNUAL GENERAL MEETING

The Shipping Association of Jamaica

THE SHIPPING ASSOCIATION OF JAMAICA

AGENDA
69th ANNUAL GENERAL MEETING

10 a.m., FRIDAY, NOVEMBER 30, 2007

At the Conference Room of the Shipping Association of Jamaica

4 Fourth Avenue, Newport West

- ITEM 1 CALL TO ORDER
- ITEM 2 APOLOGIES
- ITEM 3 (a) CONFIRMATION OF MINUTES
- 68th Annual General Meeting held on
Friday, December 1, 2006
(b) Matters Arising
- ITEM 5 (a) PRESIDENT'S REPORT FOR 2007
(b) Matters Arising
- ITEM 6 (a) Resolution to amend the Constitution of the
Shipping Association of Jamaica
- ITEM 7 PRESENTATION OF FINANCIAL STATEMENTS
- (I) The Shipping Association of Jamaica
(A) Approval of Audited Financial Statements to
Year End 31 December 2005
(B) Unaudited Financial Statements for period
January to September 2007
- (II) Port Computer Services Limited
Audited Financial Statements to Year End
31 December 2006
- (III) Shipping Association of Jamaica Property Limited
Audited Financial Statements to Year End
31 December 2006
- ITEM 7 ELECTION OF:
(A) President for 2007
(B) Vice President for 2007
(C) Managing Committee Members for 2007
- ITEM 8 APPOINTMENT OF AUDITORS
- ITEM 9 ANY OTHER BUSINESS

**PROPOSED RESOLUTION TO BE PASSED AT THE
ASSOCIATION'S ANNUAL GENERAL MEETING**

NOTICE IS HEREBY GIVEN that the Annual General Meeting of the Shipping Association of Jamaica is to be held on the 30th day of November 2007 at the Conference Room, Shipping Association of Jamaica, 4 Fourth Avenue, Port Bustamante, Kingston 15 at 10:00 a.m. and that the following resolution be passed.

BE IT RESOLVED that

The Constitution of the Shipping Association of Jamaica be amended pursuant to the provisions of Clause 22 as follows:-

By inserting immediately after Clause 11(a)(viii) the following

as Clause 11(a)(ix):

"To determine from time to time whether there are held by the

Trustees assets which are not required for the business of the Association and on such determination to cause such assets to be distributed or transferred in accordance with Clause 20A".

Immediately after clause 20 insert Clause 20A the following:

"20A Notwithstanding the provisions of Clause 16 and 20 hereof in the event that the Managing Committee has determined at any time that there are assets which are not required for the business of the Association the Trustees shall, in accordance with the written directions of the Managing Committee, be empowered:

EITHER

to sell, dispose of or realize such assets, and
upon the sale, disposal or realization of these
assets, to distribute the net proceeds of such
sale, disposal or realization to the Ordinary
Members of the Association

OR

to distribute in specie, such assets as they
in their discretion consider appropriate for
distribution in specie to the Ordinary members of the Association.

In the event of a distribution or transfer under (i) above, the proportionate share or entitlement of each Ordinary Member in such distribution or transfer, shall be determined on the basis of the number of years that each such Ordinary Member, had been an Ordinary Member of the Association at the date the Managing Committee determined that there are assets not required for business for the Association. Such years of membership shall be ascertained from the official Register of Members kept by the Secretary of the Association."

NOTE:

Members are asked to note that:

This Resolution requires the approval by a majority of at least
2/3 of the Ordinary Members of the Association present at the
meeting.

SECRETARY, SHIPPING ASSOCIATION OF JAMAICA

THE SHIPPING ASSOCIATION OF JAMAICA
MINUTES OF THE 68th ANNUAL GENERAL MEETING

HELD ON FRIDAY, DECEMBER 1, 2006 AT 10:00 A.M. AT THE SHIPPING ASSOCIATION OF JAMAICA,
4 FOURTH AVENUE, PORT BUSTAMANTE

In attendance:

NAME	COMPANY	VOTING STATUS
M Bernard, President	Shipping Services (Stevedoring) Ltd	Voting
	Jamaica Freight & Shpg Co Ltd	Voting
	Coastal Shipping	Voting
	Interseas Limited	Voting
	Ship Management Services	Voting
	Turnel Services	Voting
R Hinds, Vice President	Transocean Shipping Ltd	Voting
G Stephenson	Kingston Wharves Limited	Voting
	Kingston Terminal Operators Ltd	Voting
	Western Terminals	Voting
C Johnston	Jamaica Fruit & Shipping	Voting
	Jamaica Producers Shipping	Voting
	Producers Shipping Co	Voting
	Jamaica Producers Shipping	Voting
	Seaport Equipment	Voting
J Lowe	A E Parnell & Co	Voting
	Seaport Equipment Ltd	Voting
	Maritime & Transport Services	Voting
D Martin	International Shipping Ltd	Voting
C Robertson-Sylvester	Port Cold	Voting
	Cold Port	Voting
F Pinnock	Port Contractors Limited	Voting
B Dietrich	Metro Investments Limited	Voting
	Metro Shipping	Voting
	Seafreight Jamaica	Voting
W Brown	Lannaman & Morris Shpg	Voting
	Lannaman & Morris (S&M)	Voting
A Rochester	R S Gamble (1998)	Voting
	Arnold Malabre & Co	Voting
	Maritime Towing Co Ltd	Voting
P Burgess	Carib Star	Voting
D Lyn Fatt	Freight Handlers Limited	Voting
D Levy	Xars Equipment & trucking	Voting
X Gibson	- do -	Non-voting
R Valentine	Royale Ocean Shipping	Voting
L Tulloch	Grace Kennedy Shipping	Voting
J Ralston	TS Crane Service	Voting

A Wood	Port Services Ltd	Voting
W Rhoden	Allied Trucking & Maritime Services Ltd	Voting
M Kennedy	Oceanair International Ltd	Voting
J Johnston	Jamaica Freight & Shpg	Observer
C Donaldson	- do -	Observer
D Yee Sing	Perez Y Cia (Jamaica)	Non-voting
A Higgins	CMA OGM Jamaica Ltd	Non-voting
A Hamilton	APL Freight & Co Ltd	Non-voting
T Riley	Seaboard Freight & Shpg Ja Ltd	Non-voting
S Smith	Shipping Association of Jamaica	General Manager
D Reynolds	- do -	Financial Controller
S Lowrie	- do -	HRD Manager
S Nelson	- do -	Com & Serv. Mgr
S Vaccianna	- do -	HRD Officer
R Lewis	Port Computer Services Ltd	Trade Expert
F Yeo	Assessment Recoveries Limited	General Manager
D Gordon	Shipping Association of Jamaica	General Manager
A Cameron	- do -	Rec.Secretary
		Admin. Asst.

ITEM 1 **CALL TO ORDER**

The Chairman called the meeting to order and welcomed those present to the 68th Annual General Meeting of the Shipping Association of Jamaica.

ITEM 2 **APOLOGIES FOR ABSENCE**

An apology was tendered on behalf of Mrs Paula Pinnock who was represented by Mr Frederick Pinnock; Harry Maragh who was represented by Mr William Brown; Mr Kim Clarke; Mr Fabian Stewart and Mr Robert Kinlocke.

At this point, the Chairman indicated that he had some interesting information to bring to Members' attention. He said earlier this year one of the Association's MC members, namely Mr Charles Johnston, was conferred with the Order of Distinction, Commander Class (CD). This was greeted with a round of applause.

He also reported that on the previous day, SAJ member, Mrs Marjory Kennedy was elected President of the JEA. He opined that these achievements only served to prove that the SAJ was an organization of quality that produces leaders for service to the nation.

ITEM 3 (a) **AMENDMENTS/CONFIRMATION OF MINUTES**

December 2, 2005

Page 1, Under attendees: "D Brown" for Ocean Air, should be "Wayne Rhoden". It should also be noted that Ocean Air, while a voting member, opted not to vote at the meeting.

Mr Johnston opined that whether or not the company voted, it should be noted as a voting member.

Mr Loxley Tulloch recalled being at the meeting, but that he may not have written his name on the attendance sheet.

At this point, the Chairman asked members to ensure that their names were on the attendance list and added that they should list the company that they were representing.

Page 12, second to last paragraph, second line: "is" should be "it" and should read "... what it did, , ,"

Page 13, second line from top, "tough" should be "though"

Last paragraph, first line: Add "Sylvester" to "Robertson".

Page 14 at the top, first line: Should read "...honour to have served ..."

There being no further amendments, the minutes were confirmed on a motion by Mr David Yee Sing, seconded by Mr Joseph Lowe and unanimously carried.

ITEM 3 (b) MATTERS ARISING FROM MINUTES OF AGM HELD on December 4, 2004

There were no queries under matters arising from Minutes of AGM held on December 3, 2004.

ITEM 4(a) PRESIDENT'S REPORT FOR 2006

Members were referred to the President's Report which was circulated prior to the meeting. The Chairman said he hoped members had had a chance to go through the document prior to the meeting and said he would be happy to expand on any area at the request of members.

ITEM 4(b) MATTERS ARISING

The Chairman said there were two areas that he wanted to provide updates on and asked the Vice President, Mr Roger Hinds to update on the **labour negotiations**.

Mr Hinds reported that at the last meeting held, the parties closed the meeting without any significant progress. He opined that the parties were at a point where there was concern about whether or not they should go forward.

For the members who were not aware, Mr Hinds went back to the beginning of the negotiations and said that a 22-point claim was made by the unions on the Association, to which the Association responded with a 6-point claim. He said that in the early discussions held at the JIC level, the parties came upon some difficulty and were not able to move further and as a result the negotiations were referred to Ministry of Labour quite early. He said since referring the matter to the Ministry, the parties had not moved significantly and the main reason was that if the unions were to get all they asked for, it would represent a 40% increase in Year 1 and this was unacceptable in light of the fact that the Association was trying to ensure that the Port remained competitive and efficient. He said the parties had become stuck on two issues in particular; namely the issues of a job evaluation and wages. Mr Hinds said the Association had agreed to the job evaluation, however the unions were asked to pay half of the cost and they refused.

Mr. Hinds explained that the Unions were given two weeks to come to an agreement but that, at the last meeting, they still wanted a job evaluation. The Ministry of Labour extended another week to the union in order for them to consider the job evaluation issue and another meeting was set of December 13. It is expected that, at that meeting, the Ministry will determine whether the matter will be referred to the Industrial Disputes Tribunal.

Mr Hinds said the Association felt the unions were not keen on going to the Industrial Disputes Tribunal (IDT), but that the Association had no difficulty with going that route. The Association felt that the fundamental changes being sought could not be achieved without the matter being referred to the IDT and one such change was flexibility and the other was the technological use of telephone recruiting. Mr Hinds said that with these changes labour would become more available, particularly as it related to the graveyard shift. He opined that it would give the Association a greater degree of flexibility which should lead to a reduction in the cost of operations. He said the changes being sought aimed at reducing costs and improving efficiency.

Mr Hinds said that in 1998 the Association was able to remove some of the restrictive practices, and it was felt that the time had come to remove other restrictive practices.

At this point, Mr Johnston said he felt that since the parties were diametrically opposed, the job evaluation would be of benefit to the SAJ and he suggested that the Association should therefore not allow the cost of the evaluation to be a sticking point. Mr Hinds said the Association was not opposed to a job evaluation at which point Mr Johnston reiterated that the parties should therefore not make the cost an obstacle.

Mr Hinds said that there are a number of restrictive practices on the Port of Kingston which need to be eliminated as they are making the port uncompetitive.

Mrs Lyn Fatt said that if the Association knew that the evaluation be an advantage, then the Association should go forward with the evaluation and not let the cost stop the process.

Mr Hinds also said that there seemed to be major controversy among the three unions that represented workers on the port and this was the first time that this was happening. He said it had resulted in the unions not talking to each other and not being in accord. He opined that this disunity seemed to have complicated the process.

The Chairman added that this was a challenging situation, but that the Association knew how to deal with it and that, before the year was out, the team would be able to provide a definite position. Mr Hinds said the Association's mandate was to make the port efficient and competitive and that was what the team was working towards. He noted that it was going to be a tough negotiating year but there were some restrictive practices that had to be eliminated.

He said that the efficiencies the Association was trying to achieve would be of great benefit to the lines and as such the Association's team would proceed on that basis and would keep members posted on the negotiations.

Mr Yee Sing commended the Association on the President's Report and went on to propose that the Association and its members "step out of the box" in terms of their vision for the Port. He suggested that the Association should consider providing services outside the local terminal and look to providing services regionally.

Mr. Yee Sing also suggested that the Association consider taking over the crew agency from the Caribbean Maritime Institute and pump resources into the CMI to get the critical mass required for cruise ships. He noted that remittances are Jamaica's largest revenue earner and said it was workers outside the country that were sending money. He said that the Association needed to take that into consideration and look at opportunities for exporting stevedores, crew members and administrators to the region in addition to renting equipment such as straddle carriers, etc. He said with Caricom Single Market and Economy there was nothing to stop the parties.

Mr Yee Sing also said that the CMI had been producing a number of seafarers, and he added that the quality of the students had improved tremendously to the point where he wanted to suggest that the industry consider investing in a vessel.

At this point, Mr. Johnston said his company was in the equipment business and he thought that one of the things about the SAJ was that it would not compete with its members, therefore, for SAJ to go into renting equipment would be competing with its members.

Mr Yee Sing said he was not asking the Association to compete against its members, but that the industry needed a vessel so that the seafarers could get their sea time. He said it could be a ferry and that the shipping industry could partner with its friends and approach hoteliers to offer an additional service.

Mr Yee Sing said he was proposing these ideas and he was sure that other ideas could come from members that could take the Association to another level. He suggested that the Association stop speaking about the cess as he felt there were other areas from which revenue could be generated.

Mr Johnston said that this was why the Association was having a Retreat in January and invited Mr Yee Sing to attend the retreat to share his ideas.

At this point, the Chairman advised that the Association is already giving advice in the area of industrial relations to Guyana, Barbados and other members of the region and that this was done in the spirit of good corporate citizenship. Mr Yee Sing suggested that such services should have been sold. The Chairman said this would be considered.

The Chairman then asked The General Manager to elaborate on the Industrial Park proposal. The General Manager referred to the report and said mention was made that there were still several companies that had not signed on. He said that, in order to go forward, the Association would have to get signatures. He said there were three major groups; namely Grace Kennedy/First Global, The Matalon Group and Kingston Wharves. He said the Association had received 50% of the signatures, not counting Kingston Wharves, and that he expected to have the written consent of most companies by the early part of January.

The General Manager said the next step would be to meet with the PAJ, who had expressed an interest in working with the Association. He said the Committee had done groundwork as to what was needed and that the first step was getting the signatures.

The General Manager stated that it had been a challenge to get members in the community who had said "yes" verbally to actually sign and said he planned to have another town hall meeting in January, by which time he hoped to get most of the signatures.

At this point, the Chairman said members may have noticed that the Association had gotten some work to be done on the roads in the Newport West area, but that since the recent rains the roads were back in a deplorable state. He said the Association had written to the relevant authorities on the matter.

The Vice President noted that when one drove through Newport West, it was evident that the area was in a deplorable state and so there was an urgent need to establish the Park in order to upgrade the area. He said this was where members worked and brought visitors and that it was really embarrassing at times.

Mr Clyde Donaldson enquired about the NPWCCA and their role and the Chairman responded that the NPWCCA was a partner in the effort. He said that there were things that they (NPWCCA) dealt with such as the beautification project but there were some areas that the Association needed to drive.

The Chairman also said that the Association recognized that there was a problem with the Truckers and said that the Association currently had a sub-committee working on an Agreement which would be between the truckers and the agents so as to ensure a standard Interchange Agreement to bring some order to haulage operations.

New Highway

Mrs Lyn Fatt referred to the new highway and the traffic pattern that had developed, especially when it rained in Newport West. She said it was a serious problem and asked if anyone had any ideas on how this could be addressed.

The General Manager indicated that the Association actually saw the problems before the highway was built. He said a lot of dialogue had actually been taking place on this matter and said that an interesting point was that some time ago Messrs Stephenson, Maragh and himself met with technical representatives at the Port Authority as a result of the Managing Committee's frustration with the development of the highway and the challenges it was posing. He said that when the parties examined the diagram, they realized that the developers of Highway 2002 did not have a plan as to how trucks coming from Highway 2002 would enter the terminal. The General Manager said Bouygues had an agreement with the government to build a highway that ended at Tinson Pen.

He said what was happening currently was retrofitting, patchwork and efforts to fix a problem that was caused by lack of planning. He said the Association had had numerous meetings and was about to write a petition and hoped that this could work in the same way that the blocking of roads would.

The General Manager noted that there was a traffic pile-up from Tinson Pen to Three Miles and opined that the solution would be a fly over from Fourth Avenue. The question, however, was whether the government had the will to find the funding.

Mrs Lyn Fatt suggested that the Association and its members needed to bring to Government's attention that they have put the overhead bridge for pedestrians at an area where nobody crossed the road and that they need to move it further down. She also noted that no provision was made for the handicapped. The General Manager said a lot of effort has been put into this area and that work and dialogue would continue to ensure an amicable solution.

Mr Donaldson suggested that the parties work with APM Terminals, as he was aware that they were putting together a similar petition. The Chairman added that the Association was working with the PAJ on the matter. Members agreed that the government should find the money to make the changes.

At this point, Mrs Lyn Fatt reported that the tenants of the SAJ complex had serious problems whenever there was heavy rainfall as tenants' cars were flooded out in the parking lot. The Chairman noted the concern and said that the Association did some cleaning recently and wanted to know to what extent this had helped. He said that if it did not, then we know we have to do some engineering work. The General Manager said he gathered that the drains were not properly angled for the water to run off and that was the main problem. The Chairman indicated that the Association would get some engineering work done to try and alleviate the situation.

SAJ History Book

The General Manager reported that the book was completed and he had an advance copy of the SAJ book which was showed to members. He said the book covered from 1939 – 2005 with the last chapter looking into the future and said members should have them for Christmas and could place their orders after the meeting. He said the cost was \$2,850 with a special members price of \$2,650. He said a sheet was being circulated for members to indicate how many copies they needed to purchase.

Mrs Lyn Fatt enquired if the book would be available on SAJ, CSA or ebay websites as she gathered that quite a few people would want to go online and purchase books for people overseas. The General Manager said he would ask the Communications Manager, Mr Lowrie to explore this option. The General Manager added that 2000 copies had been printed, and that Association would be happy to go back to print should there be the need.

Mr Donaldson thanked the Chairman for the comprehensive overview. He enquired if there was any additional information as it related to cess. The General Manager said that members would see more about the cess when they got to the financial report. He said the Association was in dialogue with the relevant parties and expected to have some kind of breakthrough within the first part of January 2007.

Mr Donaldson noted that when the lines went to some ports they usually received a long shopping list, however, they have been able to get from some ports an all inclusive rate. He suggested that this was something the Association and its members should be considering in an effort to make the port more attractive. The Chairman noted Mr Donaldson's point.

At this point, the Chairman said that since becoming President, he had taken a lot of time to be a part of the different committees and to represent members at meetings of other organizations. He said it would be remiss of him not to pay tribute to his Chairman, Mr Charles Johnston for making time available for him to represent the Association and its members.

He also said the SAJ was a highly respected organization both locally and internationally and he thanked his company's chairman and fellow directors who made it possible for him to assume the role of President of the SAJ.

Mr Donovan Martin, Chairman of Agents Committee, also thanked members for supporting the Lunch and Learn series which he said was an initiative to get members to interact. He said it had been quite a successful year and already there was a list of presentations lined up for 2007. He asked for the same support for 2007. The Chairman commended Mr Martin on this initiative as it was his brainchild when he became chairman of agents. The Chairman said he knew as a fact that it had brought members closer together and urged members to come out for the 2007 series. Mr Martin was given a round of applause.

ITEM 5 PRESENTATION OF FINANCIAL STATEMENTS

I The Shipping Association of Jamaica

Audited financial Statements to year end 2005 December 31

Mr Sean Smith, Financial Controller, referred members to the audited accounts and highlighted the main points in the Income and Expenditure Account for the year and the Balance Sheet as at 2005 December 31. During the presentation, Mr Yee Sing noted receivables of \$105 Million and asked if most of this had been collected. Mr Smith replied that there had been more activity on the wharf and as a result the receivables had increased and the Association was collecting the money.

Following the presentation, the Audited Account to year-end December 31, 2005 were adopted on a motion by Mr David Yee Sing, seconded by Mr Charles Johnston and carried.

Unaudited Financial Statements for Period 2006 January to September

Mr Smith guided members through the unaudited accounts to 2006 September 30 which showed the company projected to end the year in a deficit position.

The Chairman said he did not want to belabour the point, but he just wanted to let members know that this was why the Association was so concerned about cess and was actively engaged in looking outside of cess for supplemental revenue. He said that at the advent of Mearsk coming to the Port, there was a lot of demand on the Association's resources and so the Association had to fast track training to be able to provide an adequate number of gangs for the vessels that were calling. In addition, other carriers had increased their box moves such that the demand for labour and skilled operators needed urgent response. He said a lot of the boxes that were coming were transshipment movement for which the Association did not derive revenue so that expenses were rising without any additional revenue. The Chairman also pointed out that 131 workers had been added since the last figures shown.

Mr Yee Sing at this point opined that if one did not control their income, they could not control their expenses. He suggested that the Association needed to look at its ratio of administrative expenses in relation to its revenue. The Chairman reported that the Association had been trending its administrative costs downwards and it had been between 19% and 20%. Mr Smith added that the previous month administrative costs were at 16%, coming from a high of 35%. The Chairman said the management team was charged with the responsibility of monitoring this area and was required to report on it each month at the Managing Committee Meetings.

The Chairman further said that the Association had benefited from some savings which it negotiated, one of which was the Payment during Illness.

He said he was still of the view that the Association's revenue source must grow and that the Association was going to look at some of the things mentioned earlier as it would have to have a stronger revenue base.

II Port Computer Services Limited

Financial Statements to year ended 2004 December 31

Mr Smith presented the audited Accounts for Port Computer Services Limited for year ended 2005 December 31.

During the presentation, Mr Yee Sing enquired about the Paragon Software. He said there were efforts were being made by CMA CGM to build an interface between the line software and Paragon and that he understood that PCS was not willing to do it as it was felt that this would be to the detriment of Paragon. He asked if there was an official word on this.

Mr Stephenson, speaking as Chairman of PCS, was asked to respond. He said he was not aware that PCS intended to discontinue with Paragon. He said one of the projects the Company was working on was to improve Paragon for Kingston Wharves. Mr Yee Sing then said it would be safe to go ahead with the interface.

Following the presentation, the Audited Account to year-end December 31, 2005 were adopted on a motion by Mr Clyde Donaldson, seconded by Mr Roger Hinds and carried.

III SAJ Property Limited

Financial Statements to year ended 2004 December 31

Mr Smith guided members through the Accounts of SAJ Property Limited. He reported that there had been an increase in revenue which was due to prudent investments and further pointed out that there had not been an increase in rental for a number of years. Mr Johnston enquired if there was provision for an increase in rent to which Mr Smith said "yes". Mr Johnston then asked why the rent rates had not been reviewed. The General Manager confirmed that the company had not had a review of rent for a number of years and it was something that the company was examining. Mr Johnston said his understanding of the rental of the complex was that it was at market rate but with a discount for members and there was no incubation.

Mrs Lyn Fatt said the General Manager should be able to answer whether the rates were at market or not. She also noted that there was space on the complex that was not being used which begged the question that, if the facility was so good, then why was there still space available.

The General Manager advised that the Company had reviewed the rent several time using the New Kingston area and other places. He said one of the challenges the Company faced was the package of rent and maintenance. He said the rent was low, however, the maintenance was high. Consequently, the Company was reviewing the maintenance charges in an effort to make it fairer for each tenant. He said that, in reviewing the maintenance charge, the Company was reviewing security and electricity which were the two areas that were driving the cost and that as soon as the management had dealt with this, the results would be communicated to members.

Mr Yee Sing, speaking as a Director of the Maritime Authority of Jamaica said the MAJ was looking to move from its present location as their expenses were high and it was recommended that they look at the SAJ Complex. He indicated, however, that SAJ did not have enough space. He asked the Management to consider renting the Recruiting Centre and relocating the operation to the head office. Mr Johnston, another member of the Board of MAJ, said that he felt the MAJ should be in the Newport West area.

He said they didn't want to come because the rent was too high in addition to the space factor. He noted that there were one or two tenants that may or may not be leaving the complex, however, the management would have to settle that and then offer MAJ the space.

The Chairman said this was something that would be discussed at the Management Retreat.

Mrs Lyn Fatt noted that at the rear of the complex existed a building which housed a canteen and an area which was being used as a gym. She said the canteen had been used for all kind of things, and the downstairs area needed refurbishing. She opined that the area might be able to generate some rental income for the upstairs area and recalled that at one stage the Association was considering using the area as a lounge. She stated that the building was erected at great expense and she felt it was not being optimally utilized. Mr Donaldson also said that he observed that there seemed to be a significant amount of space in the Newport West area that was unoccupied and perhaps members needed to look at the reason for this.

Mr Smith continued with the presentation on the Property accounts and advised that due to a suggestion made by the Human Resource Officer on ways to reduce electrical costs, the property company realized some savings. The Chairman commended Mrs Nelson on this.

Mr Smith continued that the shares in Kingston Wharves accounted for much of the property company's profits. The Chairman said it was prudent of the company to invest in Kingston Wharves.

Following the Presentation, the audited accounts for the property company were approved on a motion by Charles Johnston, seconded by Joseph Lowe and unanimously carried.

ITEM 6 ELECTION OF OFFICERS

Before turning over the proceedings to the General Manager for the election of officers, the Chairman said he wanted to thank the MC members for the service that they had given by way of attending meetings. He noted that sometimes members were called to meetings at short notice and that they did their utmost to attend these meetings.

The Chairman thanked members for working with him as President to ensure that the business of the Association continued to be done well. At this point, the General Manager took the chair and noted that Clause 5 of the Constitution called for the current members of the Managing Committee to retire and the meeting shall then elect a President and Vice President and 7 members. He said the Immediate Past President was the person who held the presidency prior and would also have last held the position of President before the new present and that person was also a member of the MC

Before proceeding with the election exercise, The General Manager did a roll call members identified themselves and indicated whether are voting or non voting members. This was done as per page 1 of these minutes. The General Manager mentioned that he had proxies for all those members who would not attend and those who had attended. He said for those who attended the proxy was not necessary but it was still good to have. The General Manager then said the nominations were open for the election of President. At this point Mr Patrick Burgess said that unless the constitution advised otherwise, he would like to make a motion that the current Managing Committee be returned en bloc with Mr Bernard as President, Mr Hinds as Vice President and the other 7 members remaining members of the MC.

The General Manager said the constitution was silent on the matter of election of officers en bloc, however, it provided for the removal of officers en bloc.

He went on to say that the Annual General Meeting of the Association was the highest decision making body of the organization superior even to the MC, therefore unless the lawyers could advise otherwise he saw nothing to stop members from making such a resolution. The General Manager noted that in the public companies on the stock exchange, if an en bloc election were opposed by anyone then the meeting would have to go through individually. If it was unanimous then there was no need for individual votes. Mr Burgess then made the motion again and The General Manager said if it was seconded and unanimously carried then the meeting would proceed along that path. The General Manager said there was a motion on the floor to adopt a resolution that the current Managing Committee be returned en bloc in its present constitution with all its current positions intact. Mr Andre Rochester of RS Gamble seconded the motion and all voting members were in favour of the resolution. As a result, the current Managing Committee was returned en bloc as follows:

Michael Bernard	-	President
Roger Hinds	-	Vice President
Harry Maragh	-	Immediate Past President
Charles Johnston	-	Member
Grantley Stephenson	-	Member
Paula Pinnock	-	Member
Corah Ann Robertson-Sylvester	-	Member
Donavan Martin	-	Member
Kim Clarke	-	Member
Joseph Lowe	-	Member

Following the elections, Mr Johnston congratulated Mr Burgess on his innovative resolution. At this point the Chairman said he would like, on behalf of Managing Committee, to thank Mr Burgess for bringing such a resolution to the Annual General Meeting and to thank Mr Rochester for seconding and the members for voting their confidence in the current MC in the positions that they currently held. He said the Committee had a challenging year ahead of them and hence the reason for slating its Retreat for early 2007. He said the MC was going to be working very hard and had taken on board the suggestions brought to this body. He said all the Committee asked was that members continued to give it the support that they had shown today and he had no doubt that MC would move on much stronger and more united and ready to take on other challenges in the international sphere.

Mrs Lyn Fatt said that on behalf of all present she wanted to say that members really thought that the present MC had done a very good job during the last year. She said they had been very responsive and receptive to the needs of the members and she hoped and was almost sure that this would continue throughout 2007. The Chairman thanked Mrs Lyn Fatt for her statement.

ITEM 7 APPOINTMENT OF AUDITORS

The firm of PricewaterhouseCoopers, having indicated willingness to continue as auditors for the Association, was re-appointed auditors for 2007 based on a motion by Mr Charles Johnston and seconded by Kim Clarke.

ITEM 8 ANY OTHER BUSINESS

Narcotics finds

Mr Yee Sing reported that the week before one of his Company's ships destined to Miami was found with a canister attached to its hull. He said that fortunately, in the preparation for sailing, employees saw the bubbles and something like a flipper under the water. A call was made for the ROV to return and the machine discovered a large canister. He said CMA-CGM had a meeting at APM Terminals and brought the matter to the attention of the Coast Guard, Marine Police, Narcotics Police. He said he brought the matter to the AGM because he was of the opinion that the security regulations on the Port seemed to have changed without any input from Agents. He noted the introduction of a new integrity form and the fact that agents were no longer being asked to sign the documents and said customers were calling the agents saying that the regulations had changed.

Mr. Yee Sing said CMA-CGM wrote to the Port Authority on this issue. He said the matter needed to be addressed before agents were hit with big fines. He further noted that Christmas was approaching and it was even more critical to get this issue resolved.

The Chairman said the Association recognized there was a problem and said that when that form came into being, the Association objected to it and this was put in writing with reasons given as to why the Association felt the form should not change. He said the Association had requested a meeting with the PAJ for December 11. The Chairman invited interested members to attend and reported that representatives of the JEA would also attend the meeting.

At this point, Mr Stephenson reported that before coming to the meeting he was informed that one of the divers who was regularly employed by a number of lines had been arrested. He said he did not know if it was in relation to this CMA-CGM incidents or the Seafreight incident. Secondly, the Police received new boats recently and one had been assigned to the basin and 24-hour patrols were expected to commence.

Mr Yee Sing said he was aware that the police got the boats, however, they had no fuel for the vessels. Mr Stephenson said Kingston Wharves had offered to provide a certain amount of fuel so it was now a question of the extent to which the police would utilize the vessels. He said he understood that the PAJ and APM terminals had also committed to providing fuel for the vessels.

Mr Yee Sing commended Kingston Wharves on offering to provide some of the fuel.

Mr Burgess opined that the parties must recognize that some things had changed, particularly with the x-ray machines and therefore members should go with an open mind when it related to change. He said what they needed to object to were the one sided changes.

MC Attendance

Mr Valentine said he was looking at the attendance of the MC members at meetings and noted that attendance was over 70%. He opined that this could be why the MC was getting so much done. He then enquired if it was possible for members to get some excerpts from the meetings so that members could follow what was happening.

The Chairman noted the point and reminded that at the 6 month juncture he sent out a letter to members updating on the happening and said that would continue but apart from that the management team would produce synopses to keep members advised on developments and, if necessary, the MC would call members to extraordinary meetings.

Montego Bay Chapter

Mrs Lyn Fatt advised that the members of Montego had been begging for that chapter to be revived for 2007 and had also been begging for a Lunch and Learn in Montego Bay. She also asked if the Association could look at the revision or revival of the port users committee because members had seen issues occurring where they definitely needed to have entities like the port trailers assn, the consignee representative and some other port users present and being involved in meetings to make decisions.

Montego Bay over land Issue

Mrs Lyn Fatt noted that the Montego Bay over land situation was now critical and needed addressing. She said she was worried about what was going to happen with Cricket World Cup in light of what was going on.

Stripping and Stuffing

Mrs Lyn Fatt said the agents were having serious problems of delays with stripping and that it was at crisis proportion and needed to be addressed. She opined that the process was too time consuming and time was money.

Customs Overtime Payment

Mrs Lyn Fatt suggested that the Association check with Customs to see if they could go to a 24 hour system similar to the Airports Authority. The Chairman indicated that this was something that was on the agenda for discussion.

The Chairman said he wanted to address the issues raised by Mrs Lyn Fatt and said that Ms Sacha Vacciana had been charged with the responsibility of getting into Montego Bay in the first quarter. He said it was important that that Association energized its position in Montego Bay. Secondly, the Chairman said when he assumed the Presidency he did a few courtesy calls and two items of customs that Mrs Lyn Fatt raised were brought up with the Commissioner of Customs; namely, the overland issues in Montego Bay and the customs overtime.

He said the overtime issue required some more resources, but that the commissioner said he would look at it with a view to remedying the situation. The Chairman said he knew the Commissioner had some special responsibility relating to the Cricket World Cup and did not know if this was why these matters had not been addressed.

Mr Stephenson also asked to respond to one of the points and said that Kingston Wharves had a customer service meeting recently and Mr Neville Lyn Fatt raised the issue of stripping delays. Mr Stephenson said although Kingston Wharves was operating with one less warehouse, it had changed a lot of systems.

He said the company could still guarantee containers being striped in less than 24 hours, however, for various reasons a lot of people expressed a preference for a particular warehouse and this resulted in a delay at some point. He said that at the customer service meeting, certain assurances were given and he said in so far as KW was concerned, the Company could guarantee over the holiday season that boxes would be stripped within 24 hours upon receipt.

Mr Stephenson said he needed to point out, however, that there was an issue with boxes from APM Terminals so there may be times when there are problems.

Going back to the Montego Bay overland issue, Mrs Robertson-Sylvester said she wanted to reiterate that this was a problem as many lines doing transshipment book the space and know the vessel will close off operations at particular time and the cargo does not arrive. She said that in some instances where the lines have waited, the lines have paid the OT cost but in some instances they cannot because it affected the rotation of vessels and many times the vessel

went without the cargo.

Mrs Lyn Fatt said she accepted what was said by Mrs Robertson-Sylvester and Mr Stephenson and agreed with some of the points, however, her point still stood as it related to Montego Bay and overland.

She said similar services were offered in Panama and she would not accept the customs saying that agents could not go over land. She suggested that this point should strongly be brought to customs

The Chairman invited Mrs Lyn Fatt to attend the next meeting to be arranged with Customs.

ITEM 9 ADJOURNMENT

The Chairman thanked members for taking time out to attend the meeting and there being no further business for discussion the meeting adjourned at 12:15 p.m.

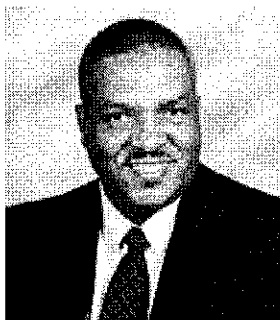
CONFIRMED.....DATE.....

NOTES

The Managing Committee 2007



Roger Hind
Vice President



Michael Bernard
President



Harry Maragh
Immediate Past President



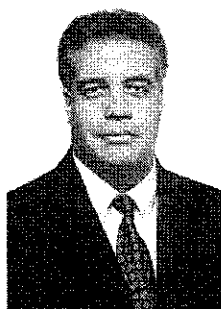
Charles Johnston
Past President



Grantley Stephenson
Past President



Donavan Martin
Agents Committee Chair man



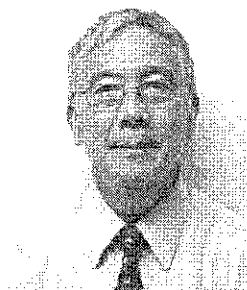
Kim Clarke



Paula Pinnock



Corah Ann
Robertson Sylvester



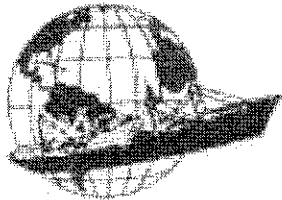
Joseph Lowe



Trevor Riley
General Manager

2007 November 30

Jamaica, West Indies



ANNUAL GENERAL MEETING 2007

Shipping Association of Jamaica



President's Overview

The Shipping Association is pleased to have continued to play our role as good corporate citizens

Michael Bernard, SAJ President 2006 and 2007

Fellow Members of the SAJ:

I am pleased once again to bring a report to the membership of the Shipping Association of Jamaica at this the end of my second term as your President. It has been another very challenging year for the country as a whole, for the shipping Industry and for your Association; however, I believe that it has also been a year marked by achievement of some of our fundamental objectives as a representative body.

From the national perspective, 2007 has been characterised by the high levels of crime in the society; and this has taken particular focus because it is an election year. Through the Private Sector Organisation of Jamaica, of which we are members, as well as through our own lobbying we have sought to lend our support to the national effort to reduce the curse of crime. We will continue to support these efforts as we believe that only a truly unified nation can make any serious dent on this scourge.

The primary focus of the

leadership of the Association this year has been labour: integrating the new employees into the very skillful and dedicated labour force at the Association; and meeting the challenge of the future of our port through negotiation with the unions representing our workers.

In the first instance, we have continued the very rigorous training and education programmes to ensure that our First World port continues to benefit from not just skillful, committed workers but also personnel who understand their role and that of the port in the very demanding

and competitive global logistics business.

Particularly for a port whose business is so heavily focused on transshipment, it has been critical for the Association to educate its workforce to understand the significant roles that they play in keeping the vessels calling Jamaica. It is precisely this focus that has characterised our attitudes, emphasis and evidence at the Industrial Disputes Tribunal [IDT] to which our negotiations were referred as far back as January this year.

As members are already aware, we are

**It has also been
a year marked by
achievement of many
of our objectives**

President's Overview

yet to sign the 2006-2008 Joint Labour Agreement and it is unfortunate that our mature industry could not have done this without the intervention of the IDT. However, we were convinced that it was necessary to achieve a new set of fundamental changes to the way in which we deploy workers at the Port if the SAJ were going to continue being relevant to the growth and development of the shipping industry.

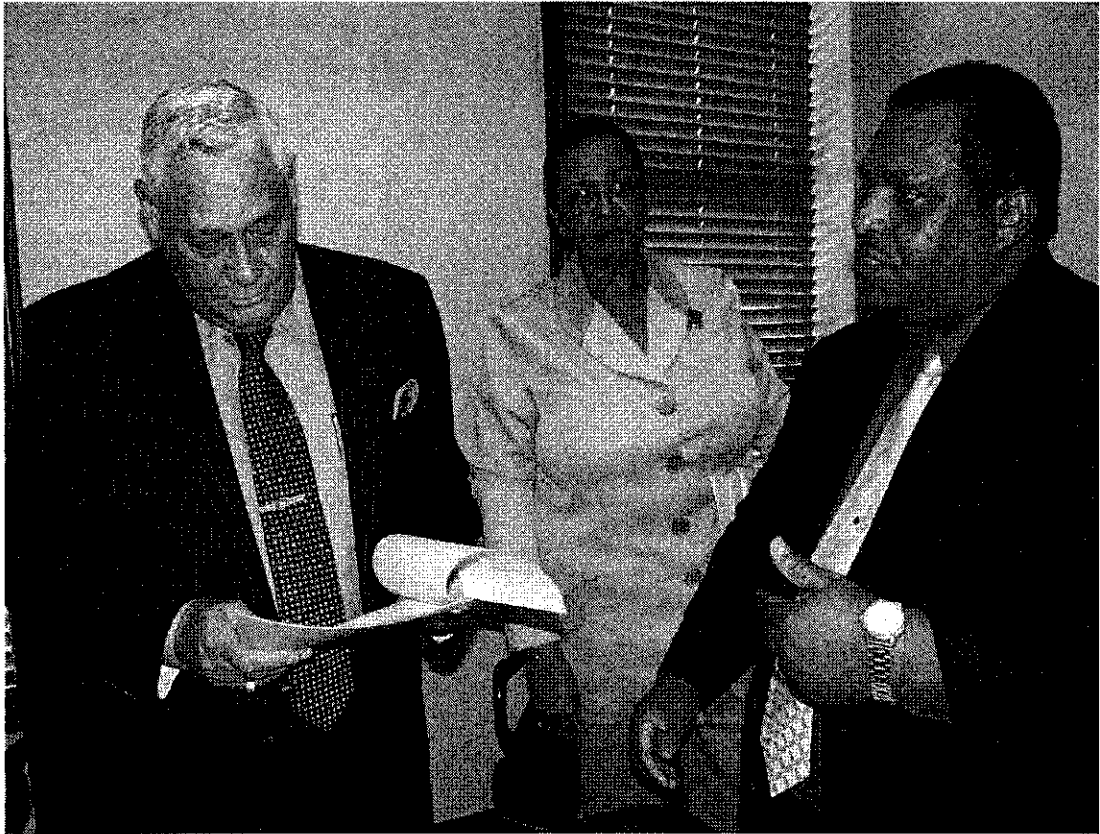
The Shipping Association of Jamaica has been vigorously defending the claim it has served on the unions, which would result in changes to the Collective Labour Agreement, and some of these include:

1. entire gangs or individual members of a gang to be assigned to perform work one hour prior to the standard commencement of any shift.
2. the employer being able to reduce, increase, reconstitute gangs, reassign and/or transfer individual employees or groups of employees. Under the current practice a gang of six is considered to be one unit and if any member/s of the gang is idle it is considered a breach of operational pro-

3. the ability to extend the night shift up to three additional hours and for this overtime would be paid and after two hours a meal allowance would be provided
4. introduction of a fully automated recruitment system underpinned by communications and information technology. This system will provide a more equitable distribution of work assignments while reducing the cost of administration and deployment. On a

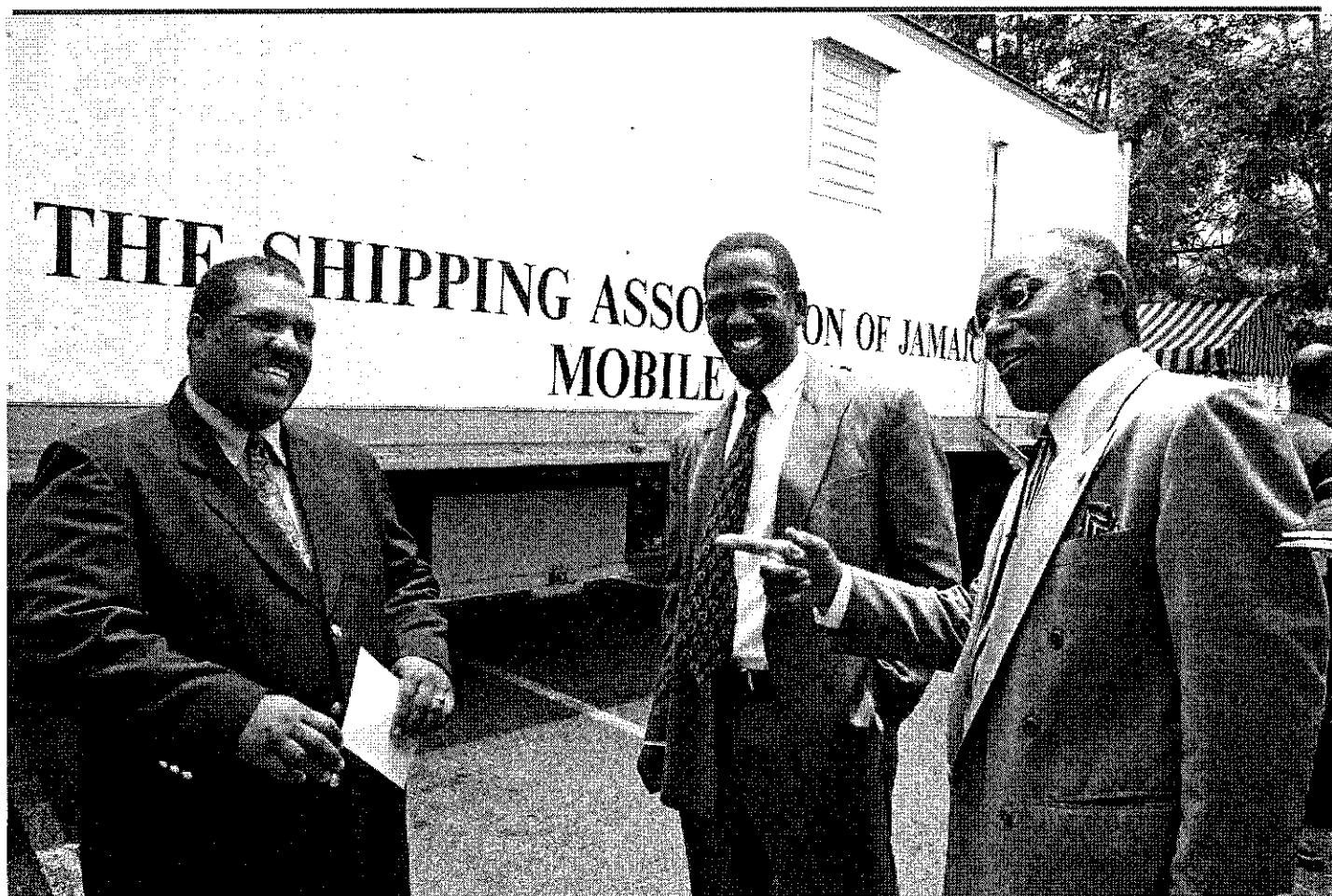
daily basis it will mean stevedores will be notified of work assignments and the system will have the capability of recording and verifying receipt of notification, without the stevedore having to be present at the Recruiting Centre.

The amendments being sought will ensure that restrictive practices and procedures are changed so that stevedores can be utilized more efficiently and productively and it is our hope that despite the protracted negotiations, what is good for the shipping industry in Jamaica will prevail.



Minister of Transport and Works, the Hon. Mike Henry [left] looks over a copy of the SAJ's Brief on the Port Bustamante Industrial Park, which was presented to him by Shipping Association of Jamaica President, Michael Bernard during a meeting with the Minister in October. Also present is the Ministry's Senior Director, Mrs. Elsa-May Binns. The SAJ President led a delegation to meet the Minister and to share the industry's concerns with him. The dialogue continues.

President's Overview



The partnership with the Rotary Club of Liguanea Plains, Blue Cross of Jamaica, the Diabetes Association of Jamaica and the SAJ for an islandwide Wellness Tour continued. Here Professor Errol Morrison, of the Diabetes Association of Jamaica [right] shares a joke with SAJ President Michael Bernard [left] and the Blue Cross Executive, Eric Heslop.

We expect that both sides will have completed giving evidence by the middle of December this year and further that the Tribunal will hand down its awards by the middle of February 2008. We presented a very strong case for flexibility at the Tribunal and remain optimistic that this will be one of the awards of the panel. But while we have focused so heavily on labour, we have been busy attending to the other business of our members, in particular the various issues that have preoccupied the members of the Agents Committee.

Agents Committee

Apart from its regular monthly meetings, a number of specialist meetings were held to examine and discuss issues of sectoral, national and international importance. The presence of representatives from the Jamaica Customs Department, at particular meetings, continues to prove immensely useful in addressing concerns and clarifying matters that affect members. Special invited guests at meetings included Spain's Ambassador to Jamaica, H.E. Jesus Silva; the Superintendent of Pilots, Hortense Ross-Innerarity,

and the Economic and Trade Officer of the European Delegation in Jamaica, Carlo Pettinato. During 2007, this committee addressed a number of issues relating to Customs procedures and cooperation which included: Customs overtime, clearance of abandoned cargo, the implementation of the e-manifest system, new procedures for treating transshipment cargo. Sub-Committees were created to deal with relevant issues of concern to Agents including Customs, NVOCC issues, Customs brokers issues, Port community Systems, among others.

President's Overview

Trade Agreements

Throughout 2007, your Association continued to track the developments taking place in International trade and the various negotiations to which Jamaica was a party. It also sought to sensitise its members to these developments and mobilize their participation and input in the various discussions surrounding these. As such Department members attended various meetings within the Ministry of Foreign Affairs and Foreign Trade's Jamaica Trade and Adjustment Team (JTAT) as well as various briefings and seminars hosted to elicit public dialogue and discussion.

The CARICOM Single Market and Economy (CSME) was the main focus for many during this year, in light of its recent implementation in all of the Member States of the region. While most of the elements of the Single Market have been put in place, there are still elements outstanding which need to be addressed before the Single Market and its underpinning institutions are fully operational. It has been announced that the Single Economy which was anticipated for a January 2008 start will not in fact take place until 2015. The department has kept abreast of these developments and will continue to lobby the relevant Ministries and negotiating bodies.

Among the external trade agreements and negotiations which were at the forefront throughout the year was the Economic Partnership Agreement between the European Union and the countries of CARIFORUM (CARICOM plus the Do-

minican Republic) to replace the longstanding preferential arrangements under the Lomé and subsequent Cotonou Trade Agreements. As 2007 marked the fourth and last phase of these negotiations, with the agreement set to come into force in January 2008, various discussions were held relating to the interests and concerns of maritime services stakeholders in the liberalization of markets to the Europeans. Various positions were tabled through the Ministry of Foreign Affairs as well as representatives of the Caribbean Regional Negotiating machinery (CRNM).

Most of the region and country's negotiating capacity during this year has been focused on the completion of the EPA negotiations and the completion of the Single Market framework and as such, no other significant trade agreements were launched during this time. Significantly, however, regional negotiators have been given the mandate to commence exploratory talks with United States and Canada on Free Trade Agreements to replace the current Caribbean Basin Initiative (CBI) and CARIBCAN trade arrangements respectively.

Newport West

The very vexing condition of the roads and drains in Newport West continues to preoccupy the leadership and members of the Association. During the year, we made direct appeals to the former and current Ministers of Transport and Works as well as to all the senior officers of the Ministry and the respective agencies, such as the National Works Agency and the KSAC.

The new Minister has given us the assurance of his commitment to improving the condition of the roads and drains in Newport West and in alleviating the growing traffic flow problems on Marcus Garvey Drive. Part of this improvement will be consideration of the feasibility or relocating the KCT exit gate to a position near its previous location.

We are in dialogue with the National Works Agency on these improvements. The Minister has also expressed support in principle for the Port Bustamante Industrial Park.

Industrial Park

We have made limited progress with our plans for the Industrial Park, principally in gaining wide stakeholder acceptance of the concept. Our second Town Hall Meeting was held in May and there remain only a handful of persons who are not yet convinced of the benefits. We have prepared drawings of the proposed park along with costing of several of the inputs and we hope to have a discussion about the project at this Annual General Meeting. For that purpose, we have invited consultant Garth Lampart to attend today's meeting.

Private Sector Organisations

The SAJ has continued to raise its profile and relevance as a vibrant private sector organisation by intensifying our involvement with the other organisations representing the private sector. In particular, as executive members of the Private Sector Organisation of Jamaica (PSOJ) we joined the consultation with the Prime Minister and Government in early November with the

President's Overview

aim of developing plans to move Jamaica forward. We have been generally very active in that body to ensure that the shipping industry's voice is strong and relevant. The PSOJ monthly report also now has a section dealing with the priorities and issues of the industry.

Similarly, we have been very active at the Jamaica Exporters Association [JEA] and also at the Jamaica Employers Federation. I sit on the Executive Council of the JEF; and our colleague Marjory Kennedy, of Jamaica Fruit and Shipping, is the President of the JEA.

Of course, the SAJ continues to

play a dynamic role in the development of the Caribbean Shipping Association, both in terms of providing a base for its operations and in participating at every level in its conferences and activities. Three SAJ Managing Committee members, past President Grantley Stephenson, Mrs. Corah Ann Robertson Sylvester and I are members of Council. At the last Conference in the Dominican Republic a large SAJ contingent attended, many of the delegates representing their own local firms.

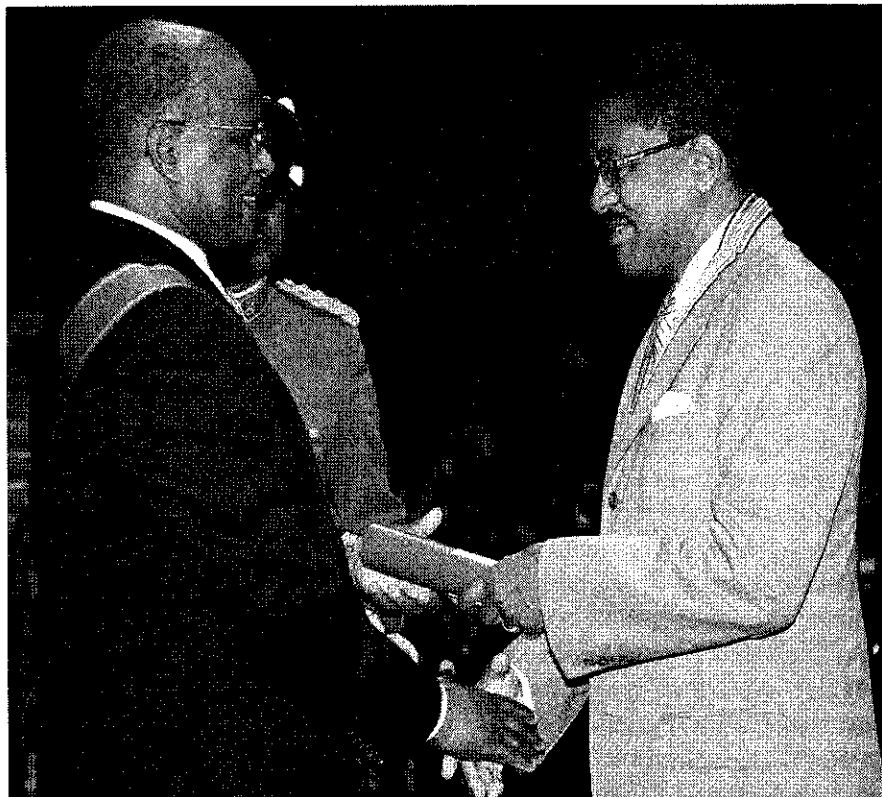
One of our staff members, Miss Sacha Vaccianna, made a very welcome presentation on trade.

Truckers

I am happy to report that we have come to a mutually acceptable understanding with the members of the Port Trailer Haulage Association [PHTA] for the improvement of security and logistics at the Port of Kingston, via the introduction of a common interchange agreement for members of both associations; the signing of a memorandum of understanding and the improvement in the registration of all truckers at the Port. The common interchange agreement will be introduced on 2 February 2008. Prior to that, we will provide further details of the mechanism to be introduced for the accreditation of truckers.

Social Responsibility

The Shipping Association is pleased to have continued to play our role as good corporate citizens by providing support to several very important charities during the past year. In particular, we continue to fund the operational budget of the Marcus Garvey Basic School in Greenwich Town. Last year and this, we also raised funds to assist with capital improvements at the school. A new roof was installed and we are now putting in a ceiling to reduce the heat in which learning now takes place. Our Vice President, Roger Hinds, interceded with Food for the Poor and got a donation of chairs and desks for the youngsters; and we are working with our Audit Department and Finance Department teams to assist the school with its accounting. In response to the malaria outbreak, we contributed two fogging machines to the Ministry of Health to



The Shipping Association of Jamaica pays special tribute to our Past President, Grantley Stephenson, CD, JP, [right] who was named Commander of the Order of Distinction in 2007. Here he receives his scroll from His Excellency, the Governor General, the Most Hon. Professor Sir Kenneth Hall, on National Heroes Day.

President's Overview



Agenda: implications for Caribbean – US Trade” by Andrea Ewart

- “Threats to Maritime Security: terrorism and other criminal activity” by John Ulett
- “Best Practices in International Port Operations” by Karen Adair
- “The CARICOM Single Market and Economy – Implications for the Jamaican Workforce and the future of the Shipping industry”
- “Missing Links in Jamaica’s Logistics Supply Chain” by Fritz Pinnock
- “Kingston as a Regional Hub Port: competitive Advantage” by the Hon. Noel Hylton

Prime Minister Hon. Bruce Golding receives his copy of the SAJ History book from President Michael Bernard [middle]. Sharing the moment is the book’s author Anthony Johnson.

assist with the programme to eliminate the mosquitoes which cause the disease; and we also continue to play a dynamic role as members of the Board of the Quarantine Authority. The Caribbean Maritime Institute continues to benefit from the support of the Association and several persons, including Immediate Past President Harry Maragh; General Manager Trevor Riley and I have served as members of the Institute’s Board.

The partnership with the Rotary Club of Liguanea Plains, Blue Cross of Jamaica, the Diabetes Association of Jamaica and the SAJ for an islandwide Wellness Tour continues and we are excited about the care that is being provided to Jamaicans of all walks of life by this project that was initiated by the Association.

Lunch and Learn

The Association continued hosting its series of Lunch and Learn seminars throughout 2007 and hosted a range of experienced presenters on various topics with the kind assistance of various industry sponsors. The Lunch and Learn seminars have been well received and are anticipated by persons as an opportunity for exchange, interaction and networking with other members of the industry. The year 2007 also marked the beginning of the Lunch and Learn series in Montego Bay which was immensely successful and was well received by industry players in the West. These will continue into 2008.

Among the presentations made in Kingston were:

- “America’s Port Security

SAJ/CMI Short Courses

During the course of 2007 the SAJ and the CMI deepened their areas of cooperation and launched a series of short courses for industry professionals. The first course, entitled “Essential Principles of Commercial Shipping” led by Mr Bertrand Smith of the Maritime Authority of Jamaica, was held in April 2007 and proved to be oversubscribed. In excess of 40 persons participated in the two-day programme, after which they received CMI/SAJ accredited certificates for participation. It is expected that these courses will continue into 2008, addressing other topics relating to supply chain management, movement of hazardous waste, among others.

President's Overview

The SAJ continues to play a dynamic role in the development of the Caribbean Shipping Association

Foreign Language Programme

In 2007, the foreign language initiatives which began in 2006 were continued as SAJ continued to prepare its membership for globalisation. For 2007, three cohorts of students were awarded certificates of participation in 12 – week Spanish Language courses, taught by trained Spanish teachers.

These classes were conducted at the offices of the Shipping Association at a subsidized rate for members of the industry.

Stevedore Certification

I also wish to mention another area in which we are upbeat. This has to do with one aspect of the training programme we have developed and are developing for our workers. The development of the Certification Programme for the Stevedore category has continued during the review period.

This project -- being spearheaded by the SAJ with the support of the HEART Trust's National Vocational Training Department includes a Technical Team consisting of representatives from the NCTVET, SAJ,

HEART/NTA, CMI, APM Terminals, Kingston Wharves and stevedoring companies -- has been advanced to the point of development of competency standards for the following areas:

- NVQJ Level I in Stevedoring Foundation Skills
- NVQJ Level II in Stevedoring Operations
- NVQJ Level III in Stevedoring Operations
- NVQJ Level IV in Maritime Port Operations

NVQJ is the National Vocational Qualification of Jamaica

The technical team is also working on the development of the assessment instruments to be used by assessor. We expect to commence assessments in early 2008.

Constitutional Amendment

At today's meeting, your Managing Committee has put forward a resolution to amend the Constitution of the Association, with a view of protecting the interests of members of long standing, while preparing the necessary steps to widen the base of the SAJ.

Just over a month ago, we had an extra-ordinary general meeting of both the Association and the SAJ Property Company, where members voted to give SAJPL the role of trustee of the Association. This was done to ensure continuity of the Association's business. As the industry change, we believe that a responsive, dynamic and relevant

organisation must also embrace the positive changes. At the same time, we also believe that members who have built the organisation should work hard to preserve the Association as well as their investment in it of time, effort and resources. As such, we ask that you support the resolution with a resounding and unanimous "yes".

Gratitude and Blessings

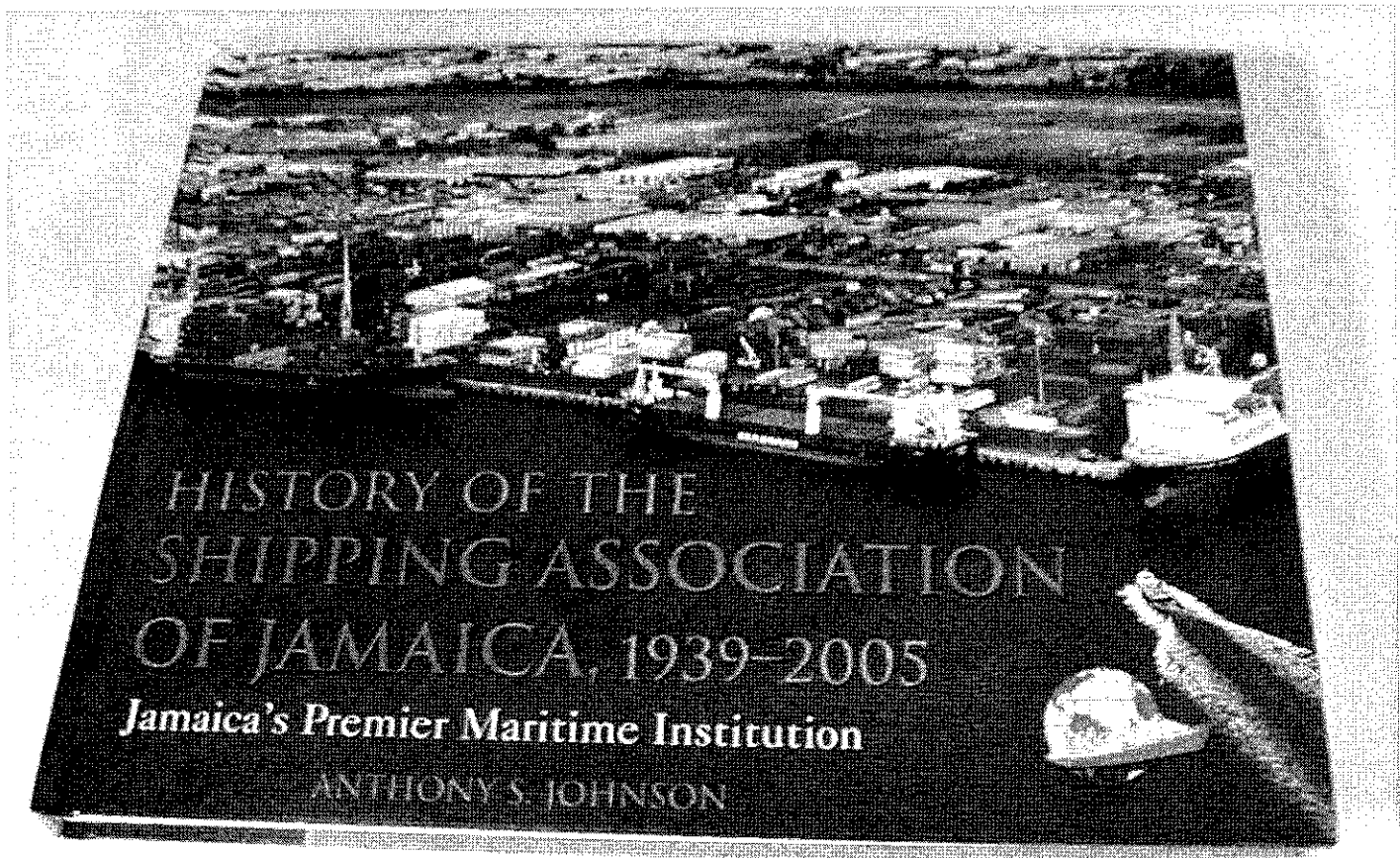
For a more detailed report on some of our programmes and achievements, please read on. I trust that we will have a meaningful Annual General Meeting today. Please accept the continued gratitude of your Managing Committee and myself for the trust you have reposed in us to lead your Association.

I take this opportunity to wish members a very peaceful and enjoyable Christmas holiday season and God's richest rewards in 2008. I end by thanking God for the lives and the returning health of our colleagues Denise Lyn Fatt and Patrick Burgess. We look forward to their vibrant return to the dialogues and debates at the Association.

Yours sincerely

**Michael Bernard
President**

**Make this your Gift
this Christmas!**



The book “History of the Shipping Association of Jamaica”, authored by Anthony Johnson, with research by Michael Jarrett and staff members of the SAJ was completed late 2006 and launched in January 2007. Members are encouraged to give a gift of the book this Christmas to friends and family. The book will help your loved ones to appreciate the industry in which you work and provide an insight to the development of labour relations in Jamaica.

Communications, Member Services & Community Outreach

The Managing Committee retreat of January, 2007, was the take-off point for the activities of the Communication and Member Services Department.

At that retreat, the MC approved the Main Elements of the Communication, Member Services and Community Outreach Programme presented by the Department.

We have successfully implemented most elements of the programme, thereby promoting greater industry-interaction, knowledge-sharing, membership and staff involvement in SAJ activities while, at another level, strengthening the voice of the SAJ in national, regional and international discourse.

Under the guidance of our General Manager, the Department also undertook new projects to bring additional streams of income to the SAJ

in the areas of Training and Public Relations Services. These achievements were realized because the Department adopted the theme of the MC Retreat - "Intensifying the Relevance of the SAJ" – as our motto, seeking to create strong and vibrant partnerships within the shipping industry through efficient teamwork and the use of proficiencies that can be accessed either internally or externally.

The Team

The Department consists of three (3) full-time staffers and a Librarian/ Receptionist shared with the HR Department, but we were able to realize our goals because team-members are constantly seeking more effective ways of fulfilling the department's responsibilities while upgrading pertinent skills for serv-

ing the Association in new areas, including the introduction of additional "streams of income" in the form of professional short courses and public relations services.

The Department's Research, Communication and Projects Executive worked untiringly throughout the year to provide members with timely and relevant information, while working on Special Projects such as the Newport West Industrial Park, Maritime Trade Policy, Servicing the Agents Committee and organizing Lunch & Learn Seminars.

Our Administrative Assistant ensured that the Department maintained its organizational efficiency in serving Members and strengthening partnerships within the industry and with allied sectors.



In an effort to continue to engender useful dialogue between the Association's members and other major players in the society, the Association hosted several visitors during the year. Among them was Spanish Ambassador His Excellency Jesus Silva, who spoke on maritime services and investment opportunities between Jamaica and Spain. With him are [left] Donovan Martin, Agents' Committee Chairman, and SAJ Member and JEA President Marjory Kennedy.

Communications, Member Services & Community Outreach

SAJ, developments in the Maritime Industry, and achievements of members and staff

- responsibility for ensuring:
- appropriate coverage of SAJ events and the Association's participation in community and national activities
- issuing of advisories and news releases
- arrangements for still photo and/or video coverage of SAJ events.
- responding to requests from the public for information regarding the SAJ and Jamaica's Maritime Industry.
- staging of public events that are effective in communicating:
- the importance of the maritime industry
- opportunities in the sector, and/or
- the SAJ's position on national, regional and international issues.

SAJ History

Former Governor General Sir Howard Cooke officially launched the book "The History of the Shipping Association of Jamaica, 1939 – 2005" at The Devonshire, Devon House on Friday, January 12, 2007.

In his address as Special Guest Speaker, Sir Howard congratulated the SAJ for the publication that "documents our history and achievements as a people and as a



The Author, Anthony Johnson [middle] autographs a copy of the SAJ History Book prior to making a presentation to His Excellency, Professor Sir Kenneth Hall, Governor General of Jamaica, during a courtesy call on him and Her Excellency Mrs. Rhema Holding Hall, by Mr. Johnson and SAJ executives Mike Bernard [second left] President and Trevor Riley, General Manager.

nation". He recommended that the Joint Industrial Council (JIC) of Port Bustamante be adopted by other industries to promote harmonious industrial relations islandwide.

Another highpoint of the Official Launch took place when the book's author, Senator Anthony Johnson, introduced the gathering to Dudley Doyle, the first Jamaican to be trained to operate the port's gantry crane, and who quickly became one of the world's best. Though now retired, Mr Doyle still assists the SAJ in it's training programme.

In his welcome address, Michael Bernard, president of the SAJ, stated that "the launch of this book could not have come at a better

time. It invites us to consider how, many years ago when the industry was being shaped, our industry leaders looked to a future when we would become the top transshipment port in the region."

The SAJ President noted that the book reveals how the Port of Kingston became the region's finest and said "we must now ensure that our next steps are coordinated to achieve the objective of making Kingston the preeminent hub port of the Central America and Caribbean region."

Copies of "The History of the SAJ" were presented to past presidents and general managers of the association and the Trade Unions repre-

Communications, Member Services & Community Outreach

senting Portworkers, among others. The major sponsor of the function was Seaboard Freight & Shipping Jamaica Limited and it was chaired by Trevor Riley, general manager of the SAJ.

COURTESY CALLS

Following the Launch, courtesy calls were made to The Governor General, the Prime Minister, and President of the Marine Pilots Association where copies of the Book were presented. Presentations to government and business leaders continued through the year.

The President and Author were interviewed on TVJ's "Morning Time" as well as on various radio programmes as part of the book's promotion.

Promotions and Publicity

(i) Shipping Feature

The SAJ's Shipping Feature, published every Tuesday in The Gleaner, continues to be an important medium for providing the public with industry news.

Over the past year, the Department utilized the Feature to publicize the activities of the SAJ and our industry partners while celebrating outstanding performers in the sector and giving information on how the local shipping industry has been, and continues to be, integral to Jamaica's development.

We were able to negotiate multiple pages for the Shipping Feature on

important occasions such as Maritime Awareness Week and collaborated with the Jamaica Observer on Features for Maritime Awareness Week and on the Newport West Business Community.

Through on-the-job training, both our Admin Assistant and Part-time Librarian are now writing press releases, photo captions and editing our Gleaner Shipping Feature.

We wish to thank our sponsors, but urge other members to use the Shipping Feature for advertising their services.

(ii) General Media Coverage

The SAJ expanded its publicity during the year, with press exposure going beyond the Gleaner Shipping Page to include projects with the Jamaica Observer, radio and televi-

sion coverage, interviews and programme sponsorship. Television coverage was received for the Launch of the "History of the SAJ", SAJ sponsorship of the KSAFA Under-15 Football Competition and Maritime Awareness Week activities.

Radio interviews were arranged for discussion of issues including: the services of the SAJ's Canine Division at the Customs Fair; publication of "The History of the SAJ", and the SAJ's position on Training and Environmental Protection during Maritime Awareness Week.

The Department also engaged in research for the preparation of speeches and statements by SAJ spokespersons.



Anthony Johnson, SAJ History book author, gestures to Dudley Doyle [standing] as one of the pioneers whose lives are chronicled in the book. Doyle was noted as a Jamaican success story as he not only learned well the technique of loading an unloading ships with the modern gantry cranes, but he achieved productivity levels that were previously uncharted by the manufacturers of the units. Occasion was a ceremony to launch the book. Sharing in the moment are guest speaker, Sir Howard Cooke, [seated at middle] former Governor General who suggested that the book should be written; and the SAJ President and General Manager.

Communications, Member Services & Community Outreach

(iii) Media Liaison

The department continues to foster a healthy relationship with the press, ensuring that all queries are answered promptly or that reporters are directed to the appropriate organizations. In 2007, we responded to over 100 queries from the local and overseas media regarding port security, new developments in shipping and requests for sponsorship of press features and broadcast programmes.

(iv) Internal Communication

The Department continues to be the main avenue for dissemination of information to the wider SAJ mem-

bership and staff. On a regular basis, the Department circulate concise updates on developments in the local, regional and international industries, via its "Developments in Global Shipping", which is sent to a wide cross section of industry stakeholders and members of the SAJ. These updates are also highlighted on the homepage of the SAJ website - www.jamports.com - with daily updates of local, regional and international news items. In addition, on a regular basis the Department has published *The Shipping Intelligencer*, which is widely distributed particularly at the monthly Lunch and Learn seminars.

Status reports received from the terminals, the issue of reports and new regulations from government and non-government organizations and notices pertaining to safety in the community were some of the other issues communicated to members. The Department offers assistance to the HRD department in designing and printing invitations and flyers for staff participation in activities arranged by that Department and in planning and coordinating various functions.

(v) Newsletters

One issue each of "Ship to Shore", the SAJ's Industry Newsletter and "Team SAJ", the SAJ Staff Newsletter were published in 2007. Plans are underway to simplify production of these newsletters so that more issues may be produced annually.

(vi) SAJ Website

The latest upgrading of the site involves inclusion of the SAJ Corporate Video for viewing. Also, the site has been made more accessible for internal use so that it can be updated on a more timely basis. Additional documents are in the process of being placed on the website, including International Trade agreements, relevant maritime legislation as well as statistics relating to the industry.

The Department is in constant communication with the web-developers for the consistent update and improvement of the site.

Community Outreach

The SAJ continues to provide meaningful assistance to the community of Greenwich Town, and to extend its outreach to the wider community in the areas of Sport and Health Care.



An SAJ delegation met with the Minister of Labour and Social Security, Hon. Parnell Charles, in October this year and brought the Minister a copy of the Association's History Book as well as information on our role, function and the current negotiations. SAJ President Mike Bernard looks on as former General Manager and current industrial relations consultant Alvin Henry [left] presents the book to the Minister.

Communications, Member Services & Community Outreach

KSAFA Under-15 Tournament

The local shipping industry, led by the Shipping Association of Jamaica (SAJ), again joined forces with the Kingston & St. Andrew Football Association (KSAFA) in support of this year's Under-15 Competition for the Winston Chung-Fah Trophy.

Charles Johnston, executive chairman of Jamaica Freight & Shipping Ltd. and a past president of the SAJ, spearheaded the initial sponsorship in 2005 and was instrumental in garnering the support of the shipping fraternity to the tune of half million dollars (J\$500,000) that covered prize monies, referees fees, administrative costs and trophies and awards.

Harbour View emerged the winners of the the Shipping Industry/KSAFA

Under-15 Tournament in their play-off against Waterhouse on Saturday, September 1. SAJ President Michael Bernard presented the winners with the trophy named for Winston Chung-Fah, who has dedicated his life to the development of local football. The winning team will also receive \$80,000 in first-prize money.

Sponsors of this year's tournament were: The Shipping Association of Jamaica, Seaboard Jamaica Limited, Jamaica Fruit & Shipping, Kingston Wharves Limited, Maritime & Transport Services Ltd. and Port Contractors Limited.

Jamaica Wellness Tour

In Health Care, the SAJ continues to partner with the Rotary Club of Liguanea Plains and others in the Jamaica Wellness Tour that has

brought medical services to thousands of Jamaicans since it was officially launched in April 2006.

During the month of July, the Wellness Tour was at the St. Theresa's Church in Vineyard Town. Members of the community gave a warm welcome to the clinic on Monday, July 23rd, and praised the sponsors and organizers of the "Tour" for their initiative in promoting preventative medical care. SAJ President Michael Bernard addressed the community on behalf of the Association. This leg was funded by a matching grant from the Rotary Club of Mission Bay in the USA.

The "tour" has now made nine stops, with the Shipping Association of Jamaica's mobile clinic being used to provide services at the UWI Health Centre, the New Providence Primary School in Liguanea, the Edna Manley College of the Visual and Performing Arts, the Holy Trinity Cathedral, Wolmer's Prep and High Schools, Lluidas Vale, the St. Clement's Missionary Church in Kencot and St. Theresa's Church in Vineyard Town. At all of these sites, medical tests were provided to residents of surrounding communities.

.Greenwich Town and the Marcus Garvey Basic School

With regard to our relationship with Greenwich Town, we have focused our efforts on providing health services to senior citizens and educational services to young children.

The Marcus Garvey Basic School

The SAJ maintained its sponsorship commitments to the Marcus Garvey Basic School, subsidizing the teachers' salaries for seven (7) months of the school year.

The SAJ completed work on the roof of the school in January, using funds from the annual golf benefit held in 2006. Reports from the Prin-



SAJ President Michael Bernard presents the Winston Chung-Fah Trophy to the Captain of the Harbour View Under 15 Football Team who emerged winners of the Shipping Industry KSAFA competition for that age group. At right is SAJ MC Member Joseph Lowe and at left is KSAFA President Stewart Stephenson.

Communications, Member Services & Community Outreach



SAJ Communications Executive Sacha Vaccianna delivering her paper on trade at the CSA meeting in Santo Domingo, the Dominican Republic in October.

cial and Chairman of the Board are that the new roof is working out well and has managed to relieve some of the unbearable heat they previously experienced.

To further beautify the school and its surroundings, plans are now underway to repaint the buildings using funds raised from the Annual Shipping Industry Benefit Golf Tournament. An initiative of SAJ Vice President Roger Hinds resulted in a donation of school furniture from Food for the Poor for both students and staff.

Among the plans for the school in the short term is the handing over of two computers donated by the MAICCU for the new resource room. The school will be given the two computers, in addition to the books collected by the SAJ Book and Toy Drive.

Christmas Treats

As is customary, the SAJ organizes

the Annual Christmas Treats for the elderly and students of the Marcus Garvey Basic School. SAJ members and staff take the time to personally assist in these programmes.

More than 150 senior citizens of Greenwich Town benefited from meals, entertainment and gift packages of grocery items at last year's Annual Christmas Treat and we plan the same for these Golden Agers in December, 2007.

Senior citizens in the community look forward to this event with great anticipation and express heartfelt appreciation for the gifts as well as for the efforts of SAJ members and staff to make their Christmas a happy one. This outreach programme is closely monitored to ensure that only persons who are genuinely in need receive the benefits.

Outreach Clinic

The SAJ's Community Outreach Clinic serves the residents of the Greenwich Town/Kingston 13 community and has been in operation since 2002. There have been approximately 3,000 visits to the clinic since its inception and this is indicative of the demand for this service that offers free health care to the community.

The services provided include a free doctor's consultation, and free medication as available. The SAJ also provides follow-up care for patients with chronic diseases such as hypertension, who have been discharged from the outpatient clinics of the Kingston Public Hospital (KPH). Patients are also referred to both the emergency department and the various outpatient clinics of the KPH or the National Chest Hospital when inpatient or specialist care is deemed appropriate.

Other Sponsorships/Donations

In addition to major sponsorships, the SAJ has also supported or assisted other charities in the areas of health, education, sports and social upliftment. We have developed an application system to help ensure that our support is directed at the most worthwhile charities.

The charities supported include:

- Heart Foundation of Jamaica
- The Jamaica Cancer Society
- University of Technology
- Mustard Seed Communities
- Jamaica Association for the Deaf
- Mona Rehabilitation Centre

SAJ-Sponsored Awards

During the year under review, the SAJ sponsored two major awards:

The JEA Exporter Award

Red Stripe was presented with the SAJ Award for being "Top Exporter Through the Port of Kingston in 2006".

UTECH Administrative Management Award

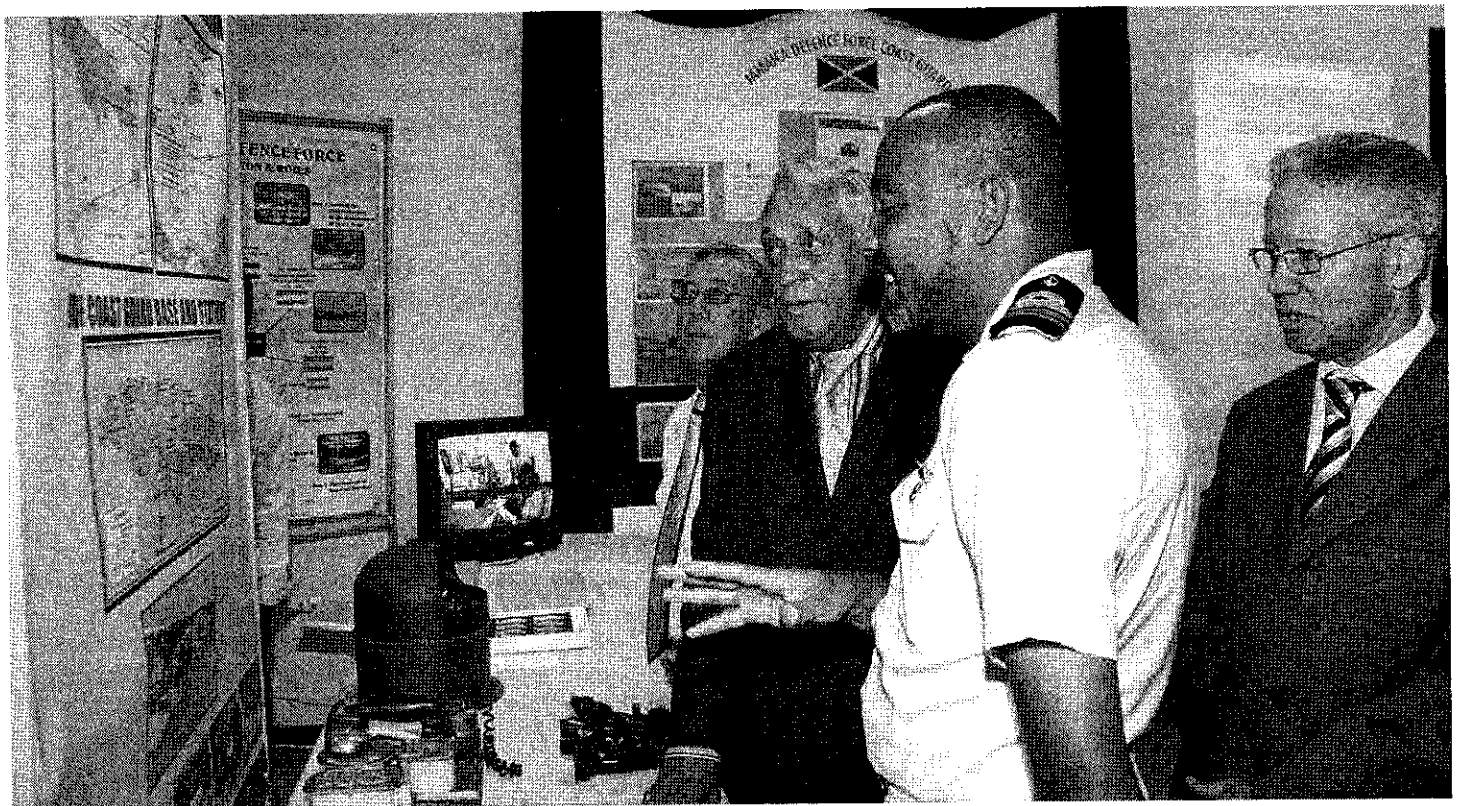
The SAJ Award for outstanding achievement in the Bachelor of Science Degree in Administrative Management at the University of Technology was presented by the President to Janice Foster in April. She was named "Best Full-Time Administrative Management Student" and is currently working toward her Master's Degree in Human Resource Development.

Communications, Member Services & Community Outreach



The SAJ Was very involved in the community during the year, coordinating various activities, at times with our partners. Above are participants in a short course held at the SAJ Training Room on the legal aspects of commercial shipping. This was supported by the Caribbean Maritime Institute.

Below the Minister of Transport and Works gets an explanation of the JDF Coast Guard's role in environmental protection from Commander Sydney Innis, head of the Coast Guard during the Maritime Week exhibition staged at the Tom Redcam Library. At left is Joseph Lowe, SAJ MC Member and at right is Rear Adm. Peter Brady, Executive Director of the Maritime Authority of Jamaica.



Communications, Member Services & Community Outreach

Industry Related Activities

Shipping Industry Benefit Golf Tournament

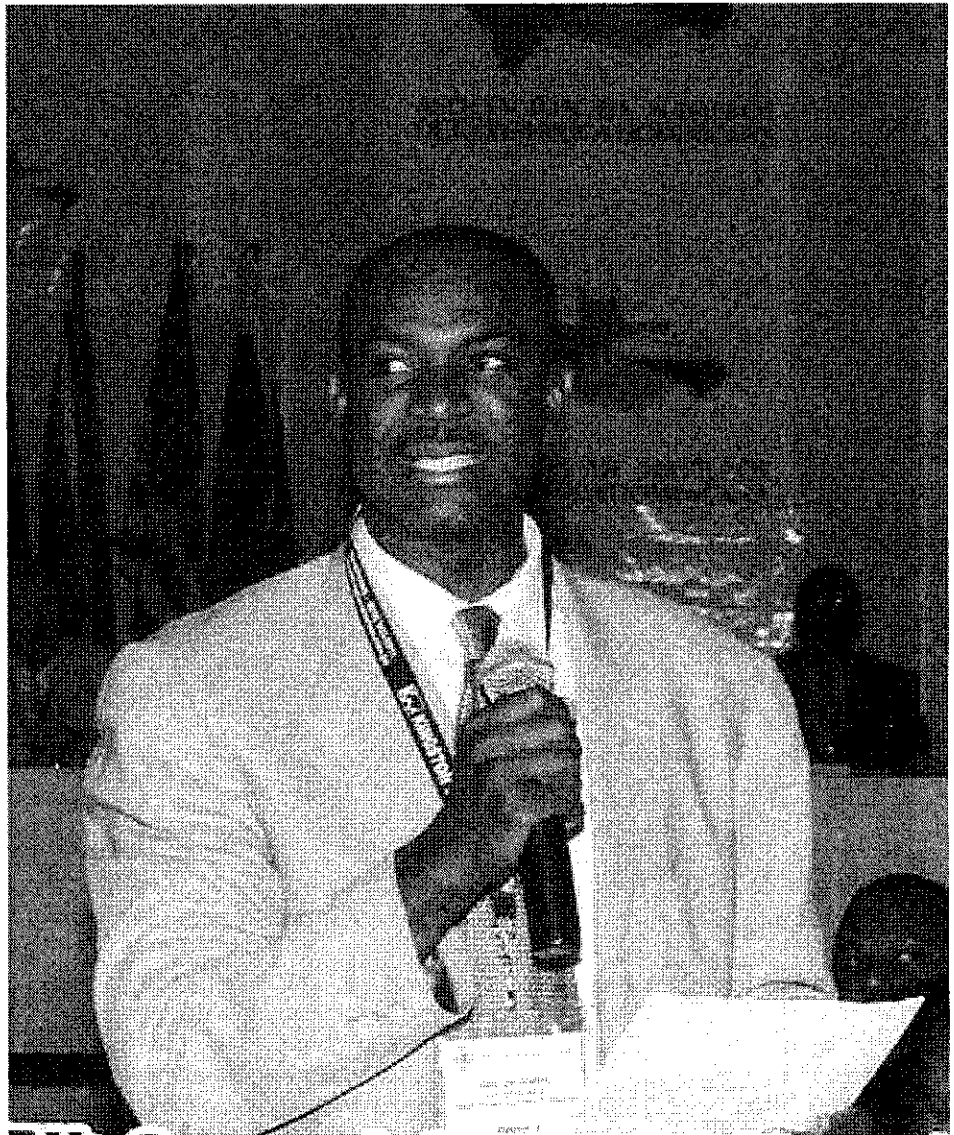
A full field of 100 golfers supported the Marcus Garvey Basic School, the beneficiary of the tournament that took place on Sunday, July 29 at the Caymanas Golf and Country Club and was organized by the Shipping Association of Jamaica (SAJ).

The event was a success in terms of both sponsorship and golfer support with Gold Sponsor being Kingston Wharves Limited and Silver Sponsors – Seaboard Jamaica Limited, NCB Capital Markets, APM Terminals Jamaica Limited, First Global Financial Services, Port Computer Services, Capital & Credit Financial Services, Safety and Industrial Supplies and Assessment Recoveries Limited. Other sponsors were: Lascelles Wines & Spirits, Hilton Kingston Hotel, Lillian's Limited, Maritime & Transport Services, Transocean Shipping, Air Jamaica, Half Moon, CMA CGM Jamaica Limited, Atlas Security Ltd., Caribbean Broilers, Kingston Beer, GraceKennedy, Cuddyz, P.A. Benjamin, the Jamaica Pegasus Hotel, Facey Commodity, Lillian Limited, Starfish Oils, Discovery Travel, the Gleaner Company Ltd. and KLAS Sport Radio.

Special mention must be made of the tremendous contributions made by Mezanne Domville and Stacia Nosworthy. Both ladies played an integral role in the success of the tournament.

SAJ Library

The SAJ library continues to be an important research facility for students of the Caribbean Maritime Institute, other tertiary institutions, industry personnel and members of the wider public.



SAJ Vice President Roger Hinds makes a response from the conference floor at the CSA Annual General Meeting, in Santo Domingo, the capital of the Dominican Republic, in October.

The SAJ's part-time Librarian is currently pursuing a degree course in library studies to acquire skills for the further development of our library.



Caribbean Shipping Association (CSA)

In January, Jamaica was venue of the first meeting of the year for the **General Council of the Caribbean Shipping Association.**

The Shipping Association of Jamaica hosted cocktails and dinner in The Gardens of The Pegasus and a cabaret performance by Kei-

Communications, Member Services & Community Outreach



SAJ President Mike Bernard [right] presents a copy of the Association's History Book to CSA President Fernando Rivera

sha Patterson for members of the CSA's General Council. A delegation of the Shipping Association of Jamaica (SAJ), led by president Michael Bernard, represented Jamaica at the **Caribbean Shipping Association's Fourth Annual Executives Conference** held in Curaçao. The President of the SAJ also led the Jamaican delegation that participated in the **37th Annual General Meeting of the CSA** in Santo Domingo in October.

Sacha Vacciana, Trade Expert in our Department, delivered a presentation entitled "CSME – Are we ready? Implications for the Maritime Sector" at the meeting.

She urged the Caribbean Maritime Sector to "lobby for immediate ac-

tion on a CARICOM Regional Policy; for regional incentives to promote the development of regionally owned shipping and for harmonisation of shipping legislation" within the Caribbean Single Market and Economy (CSME).

Miss Vacciana also encouraged the region's maritime industry leaders to lobby for:

- the removal of remaining restrictive legislative and administrative practices to doing business;
- policies that give more favourable treatment to CSME services and less favourable treatment to non-CSME competing services;
- free movement of skilled persons to include pilots and seafarers;
- change in local cabotage laws to make CARICOM-owned lines benefit from equal treatment/ access to cargo.

In her well-received presentation to the more than 200 participants at the conference, Miss Vacciana told the shipping executives that "although the CSME is not a panacea, there is no doubt that a larger market will benefit those who trade in it". She also pointed to the experience of European Union in which the creation of a single economic space has provided immense benefits to Europeans.

The CSA's Annual general Meeting and Exhibition is the largest single event in Regional shipping and attracts delegates from more than 20 countries.

Human Resource Development

Joint Labour Agreement

In August 2006 the negotiation meetings began for the contract period November 2006 to October 2008. Early in the negotiations, it was very clear to the SAJ management team that there would be insufficient progress at the local level on the reformation being sought on working practices.

The continuation of the negotiations was referred to the Ministry of Labour on September 27, 2006. Despite the efforts of the Ministry of Labour team, the initial positions of the unions did not change. The SAJ management team then asked the conciliators to refer the negotiations to the Industrial Disputes Tribunal (IDT).

To date there have been approximately 20 meetings at the Tribunal.

Joint Industrial Council

During the period under review, one special meeting was held on July 24, 2007 at the request of the Association. The objective being to ensure that it was clearly understood by the unions representing the interests of stevedores that the joint

approach established and cultivated by the JIC would continue to guide the relationship between the unions and the SAJ.

In fact it was emphasized that the positive industrial relations on the Port of Kingston for so many years has stemmed from this mutual understanding. A number of other minor issues were discussed and resolved at the same meeting.

It was agreed in the same meeting that during negotiations, the Council should meet periodically to ensure that emerging matters can be dealt with on a timely basis.

Winch Training

The SAJ was able to resume winch training in October 2006 and so far three stevedores are being trained as substitute winch operators and training reports show impressive performances.

Discipline

Four (4) cases were referred to the Committee during the period under review and all cases have been completed with rulings given. All other reports of disciplinary breaches were handled by the HRD Department.

Educational Assistance

For the 2007/2008 academic year, over 574 applications for educational grants were submitted to the SAJ. 352 applicants received assistance totaling \$2.1m.

This year six (6) new successful students were awarded a scholarship to attend high school for the next five (5) academic years. Currently, the scholarship programme is funding twenty-seven (23) students attending 1st to 6th forms and five (5) students attending tertiary institutions. The total spent on scholarships amounted to \$1.1m. Overall the amount spent in this area increased by 18.5%..



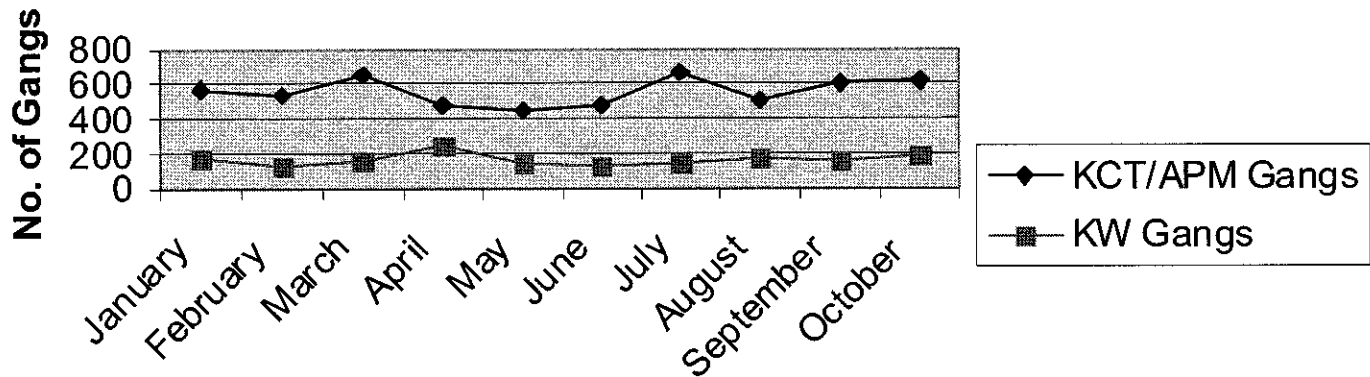
MANPOWER

The table below sets out the number of vessels and manpower utilization over a 10-month period over the last 5 years on both the APM-managed Container Terminal and the Kingston Wharves' managed Multi-purpose Terminal.

Year To Date	KCT Vessels	KCT Gangs	KW Vessels	KW Gangs
Jan-Oct 2007	1769	5528	769	1594
Jan-Oct 2006	2234	6961	785	1948
Jan-Oct 2005	1322	3769	424	1990
Jan-Oct 2004	1450	3655	551	1187
Jan-Oct 2003	1438	3250	597	1223

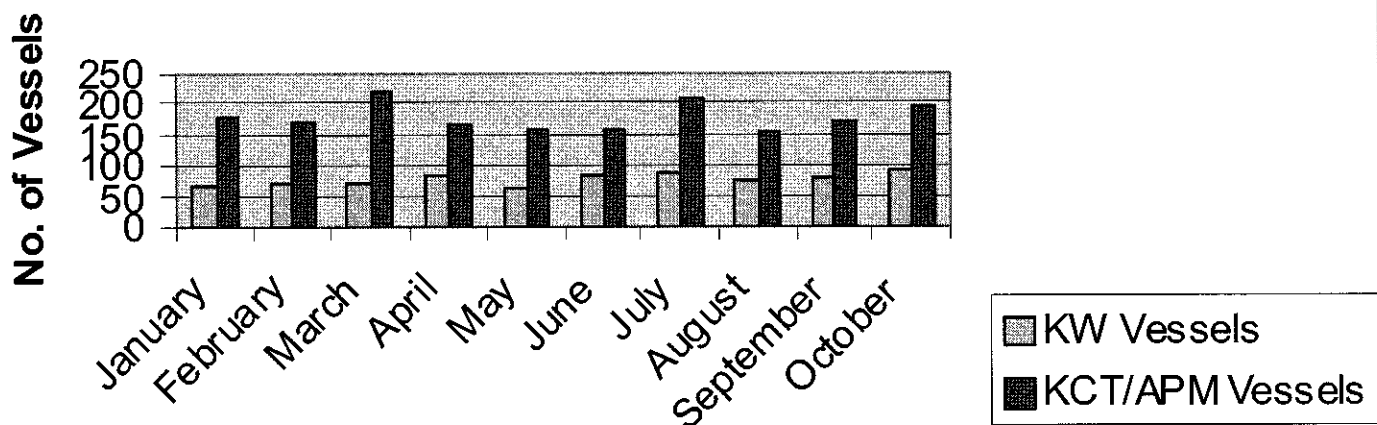
Human Resource Development

Gang Distribution - 2007

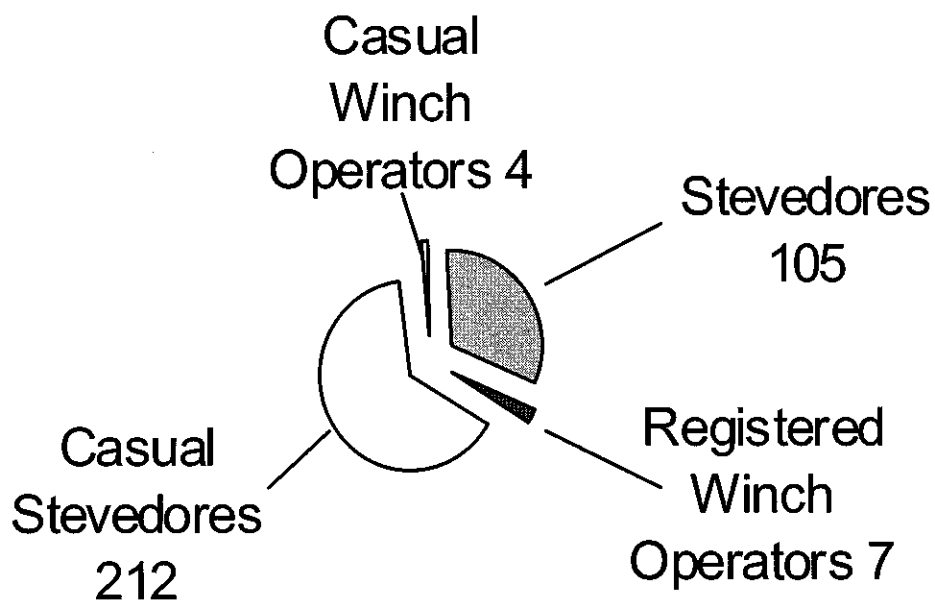


Above table depicts distribution of gangs by terminals from January to October, while table below depicts distribution of vessels worked over the same period.

Vessels worked Jan-Oct 2007



Labour Strength



The stevedoring workforce stands at 328 as shown above. Of our total complement of stevedores, just over 70 are serving in the roles of Equipment Operators, Quay Gantry Crane Operators and Stevedore Coordinators through a joint APM-SAJ programme.

Stevedores trained by APM	Number
Stevedore Coordinator	27
Straddle Carrier Operator	30
Stacker Operator	11
Quay Gantry Crane Operator	5*

* One stevedore still in training

Human Resource Development



Tribunal visits the Port

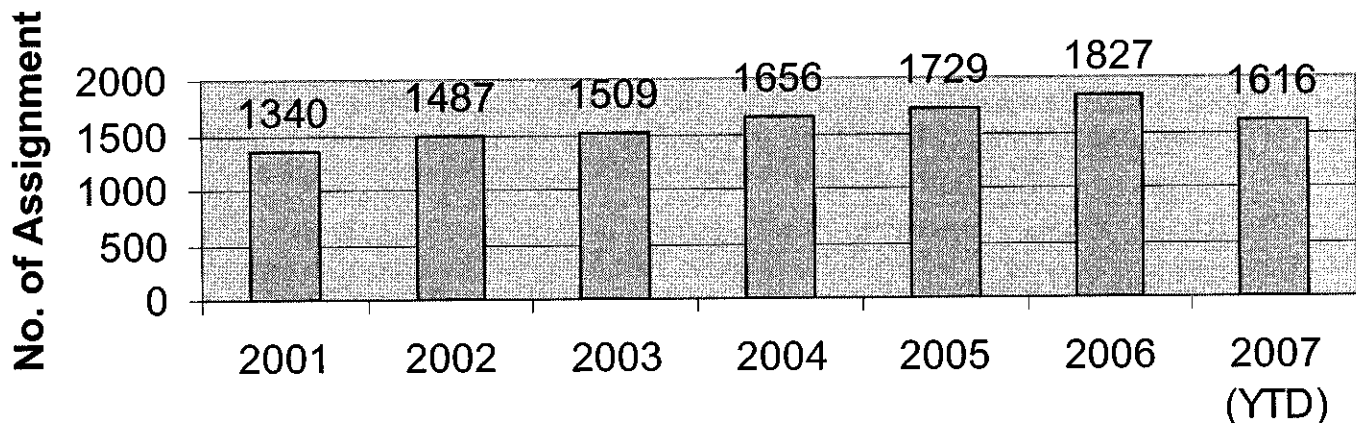
The Chairman and members of the Industrial Disputes Tribunal visited Port Bustamante to get a first hand view of operations. Here Chairman Donovan Hunter [centre] listens to a point being made by SAJ stevedore William Raby, while APMTJ's Operations Manager, Erwin Haaze [right] and Union officers Roosevelt Walker [left]; Richard Waite and Alvin Sinclair [second right] look on.

Canine

During the period April 2007, the Canine Division was engaged in the examination of cargo returning to various locations around the world after Cricket World Cup this year. This was a good opportunity for the service and led to the a new, if unrepeated, source of revenue.

The Service completed a total of 1,616 assignments over the period. The number of working dogs is now thirteen (13) and there are three (3) to be trained. Two dogs have been retired. The grooms attached to the Canine Division received training during July-September 2007 and are now certified. In addition, physical adjustments were made to accommodate improved grooming facilities. See performance chart below:

Canine Assignments: 2001-2006, YTD 2007



Port Computer Services Limited

OVERVIEW

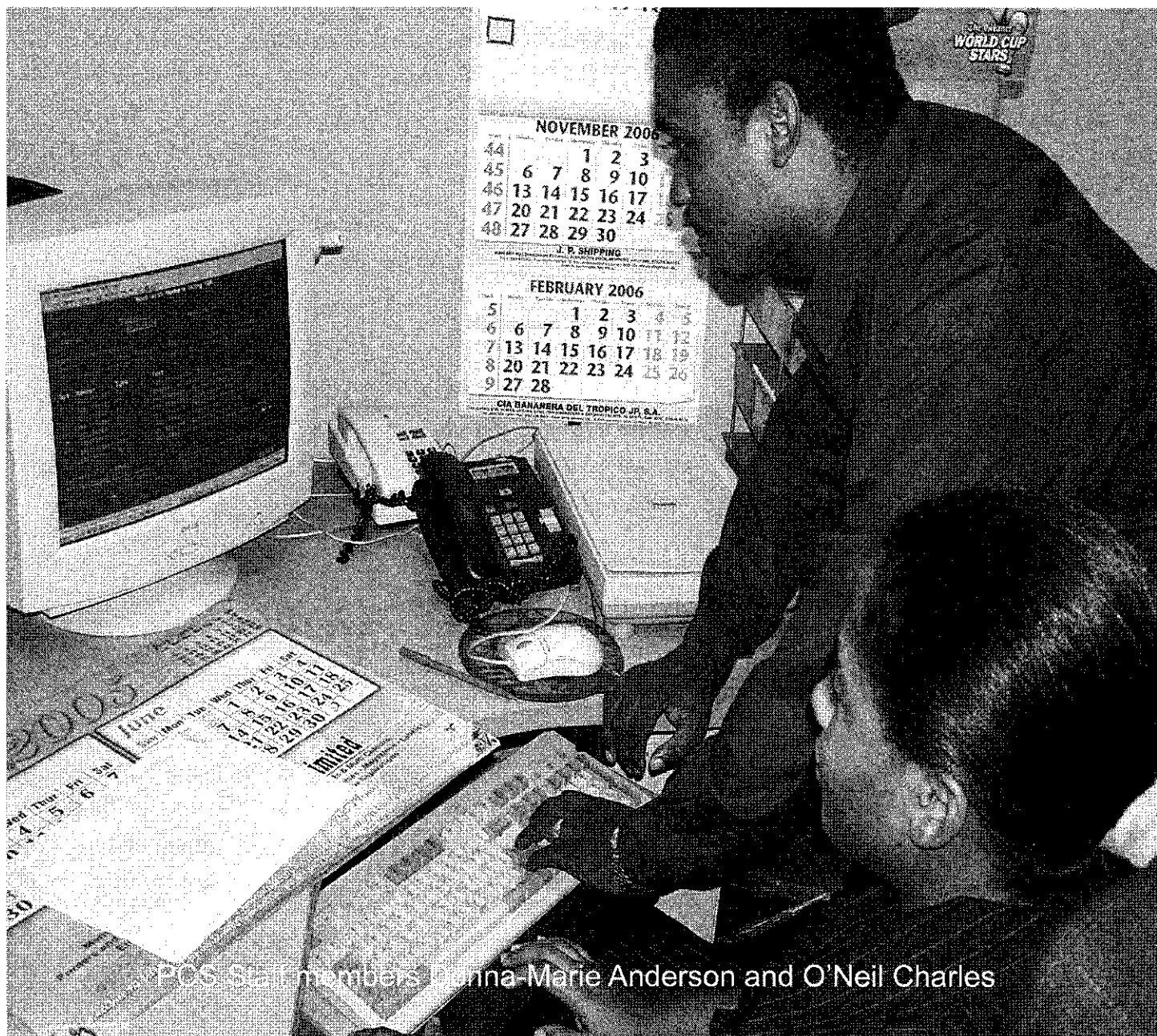
The company's profitability declined marginally for the year 2007 compared to last year. Profits declined by 2% driven by a 5% increase in overhead cost for 2006 compared to a 4% increase in reve-

nues. Pre-tax profit is \$11.4M compared to \$11.8M for the same period last year.

Revenues at the end of October 2007 increased by 4% from \$68.6M to \$71.3M when compared to the same period last year. The com-

pany has taken several steps to enhance its revenue intake and this is expected to be reflected in the 2008 results.

During the period under review the company had the following accomplishments:



PCS staff members Donna-Marie Anderson and O'Neil Charles

Port Computer Services Limited

Successful implementation of a new As400 at the company's hot site in New Kingston and reconfiguration of the MIMIX data replication software to complement this upgrade. This new model 520 machine has the processing capacity of the production As400 server and is better able to support the full operations of both KWL and APM in the event of a disaster. The company became resellers of Microsoft and Symantec products.

We anticipate that this development will provide another significant revenue stream.

The company completed the implementation of a Customer Service system at a major Shipping Agency. The company completed the development of a Chassis Rental System for ARL.

EQUIPMENT AND COMMUNICATION

The following equipment was acquired:

A model 520 As400 server and LTO4 tape unit.

The company also completed the reconfiguration of its network to

support mail re-routing in case its primary ISP's link to the Internet fails. This will provide the necessary redundancy for the port's international communication infrastructure. One staff member was certified as a Information System Security Professional (CISSP).

FINANCIALS

For The period January to October 2007, PCS is reporting a net profit of \$11,486,258. Turnover for the period under review was \$71,311,909. Total YTD expenses were \$59,825,651.

Comparative figures 2007 and 2006

Year To Date October 2007:

	<u>YTD 2007</u>	<u>YTD 2006</u>	<u>%</u>
Profit/(Loss)	11,486,258	11,816,378	(2)
Income	71,311,909	68,677,796	4
Expenditure	59,825,651	56,861,418	(5)

Fixed assets acquired during the period amounted to \$8,541,209 while repayment of long-term liabilities was NIL.

*The Shipping Association
of Jamaica takes this
opportunity to wish all its
members a very holy
Christmas Holiday season
and God's blessings for a very
productive and rewarding
2008*



the shipping association of jamaica

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