

Celebrating **75** **YEARS**
1939 - 2014
the shipping
association
of jamaica



**Leading
the Way...**

**Annual
Report** 2014



the shipping association of jamaica

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PROFILE

The Shipping Association of Jamaica



The Shipping Association of Jamaica (SAJ) is a labour-hire organization registered as a trade union on January 27, 1939 by a small group of businessmen.

The SAJ emerged against the backdrop of Jamaica's well-documented labour upheaval in the 1930s. The unrest also led to the formation of Jamaica's two major political parties and trade unions.

Since its establishment, the SAJ has charted the course for developments in the local and regional maritime sectors, ensuring that these industries remain competitive and viable.

A members' organisation, the Association works closely with Government agencies and the private sector to promote sustainability and growth in the shipping industry.

The SAJ has seen steady growth in its membership since establishment, and now represents seventy-eight businesses. Members of the Association include shipping agents, terminal operators, stevedoring companies, hauliers, ship owners and operators, non-vessel operating common carriers (NVOCC's), and customs brokers and freight forwarders.

The SAJ promotes various initiatives to advance the interest of its members, employees and staff, as well as delivers training programmes to industry stakeholders. The Association also provides a forum to facilitate the development of industrial relations standards throughout the shipping industry through the Joint Industrial Council established in 1952.

True to its core business of hiring and supplying labour within the maritime transport sector, the SAJ directly employs various categories of skilled workers. The SAJ's highly-trained, experienced port workers work on the terminals operating at Port Bustamante across three shifts each day. In this regard, the Association manages and maintains a cadre of 550 skilled workers.

The SAJ's support to industry is far-reaching. The Association provides Port Bustamante with much of its communications infrastructure, and support for the port's Information Technology system through its subsidiary ADVANTUM. Additionally, the SAJ provides drug interdiction and contraband detection services through its Canine Division.

AGENDA

76th ANNUAL GENERAL MEETING

10:00a.m., FRIDAY, NOVEMBER 28, 2014

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**
75th Annual General Meeting held on
Wednesday, November 27th, 2013
- (b) **Matters Arising**

- ITEM 4** (a) **PRESIDENT'S REPORT FOR 2014**
- (b) **Matters Arising**

ITEM 5 **PRESENTATION OF FINANCIAL STATEMENTS**

The Shipping Association of Jamaica

Approval of Audited Financial Statements to Year End 31 December 2013

Unaudited Financial Statements for the period January to September 2014

Advantum

Audited Financial Statements to Year End 31 December 2013

Shipping Association of Jamaica Property Limited

Audited Financial Statements to Year End 31 December 2013

ITEM 6 **ELECTION OF:**

- President for 2015
- Vice President for 2015
- Managing Committee Members for 2015

ITEM 7 **APPOINTMENT OF AUDITORS**

ITEM 8 **ANY OTHER BUSINESS**

MINUTES**75th ANNUAL
GENERAL
MEETING**

HELD WEDNESDAY, NOVEMBER 27, 2013 at 10 a.m.
At the Conference Room of the Shipping Association of Jamaica
4 Fourth Avenue, Newport West

In Attendance:

Name	Company	Voting Status
Kim Clarke, President	A E Parnell & Co	Voting
	Maritime & Transport Services	Voting
Denise Lyn Fatt, Vice President	Freight Handlers Limited	Voting
Roger Hinds, Immediate Past President	Transocean Shipping	Voting
Michael Bernard	Jamaica Freight and Shipping	Voting
	Shipping Services (Stevedoring) Ltd	Voting
	Coastal Shipping	Voting
	Jamaica Producers Group	Voting
	Jamaica Producers Shipping	Voting
	Jamaica Fruit & Shipping	Voting
	Interseas Ltd	Voting
	Ship Management Services	Voting
	Fidelity Trading	Voting
	TS Cranes Services	Voting
Harry Maragh	Lannaman and Morris Shipping	Voting
	Seafreight Jamaica	Voting
Grantley Stephenson	Kingston Wharves	Voting
	Kingston Terminal Operators Limited	Voting
	Western Terminals	Voting
Captain Diedrich Suendermann	Carib Star Shipping	Voting
Joseph Lowe	Maritime Towing	Voting
	Seaport Equipment Limited	Voting
Corah Ann Robertson-Sylvester	Port Cold	Voting
	Cold Port	Voting
William Brown	Metro Investments Limited	Voting
	Metro Shipping	Voting
Trudy Binns	Kingston Logistics Centre	Non-Voting
Leon Campbell	Metro Investments Ltd.	Voting
Andre Rochester	Arnold Malabrre	Voting
	RS Gamble	Voting

MINUTES

Name	Company	Voting Status
Trevor Riley, General Manager	Shipping Association of Jamaica	
Diana Reynolds, Snr. HRD Manager	Shipping Association of Jamaica	
Luckresha Ramsamugh-Baker	Shipping Association of Jamaica	
Elaine Hayden	ADVANTUM	Observer
Fiona Hall	Shipping Association of Jamaica	
Monique Morrison	Shipping Association of Jamaica	
Antoneisha Douglas	Shipping Association of Jamaica	
Jean Hinds, Internal Auditor	Shipping Association of Jamaica	
Terrence Brooks	Shipping Association of Jamaica	
Annmarie Curtis	ADVANTUM	Observer
Oneish Thomas	Assessment Recoveries Ltd.	Observer
Frances Yeo	Assessment Recoveries Ltd.	Observer
Dionne Gordon, Board Secretary	Shipping Association of Jamaica	
Sophia Walcott, Recording Secretary	Shipping Association of Jamaica	

Call to Order

The 75th Annual General Meeting (AGM) of the Shipping Association of Jamaica (SAJ) was called to order at 10:15am by Chairman Kim Clarke.

Apologies for Absence

An apology was tendered on behalf of Mr. Charles Johnston of Jamaica Fruit & Shipping who was unable to attend.

Confirmation of Minutes

Minutes of Annual General Meeting held Friday, November 30, 2012

Page 5: Mrs. Denise Lyn Fatt noted that Carib Star Shipping was listed twice and was told by Mrs. Dionne Gordon that Mr. Evroy Johnson was voting and Captain Diedrich Suendermann's voting status should have been non-voting.

Mrs. Corah Ann Robertson-Sylvester noted that her first names should not have been hyphenated.

There being no further amendments, the minutes were confirmed on a motion moved by Mr. Michael Bernard and seconded by Mr. Joseph Lowe.

Matters Arising from the Minutes

The President moved on to his report as there were no matter arising from the Minutes.

MINUTES

President's Report

The President invited comments on his end of year report which formed part of the Association's published 2013 Annual Report, and noted that the Managing Committee tried to follow up on many of the items listed.

Matters Arising from the President's Report

There being no matter arising from his report, the President then moved on to the presentation of the financials presented by Chief Financial Officer, Mrs. Andrea McGibbon-White.

Presentation of Financial Statements

1. The Shipping Association of Jamaica

Audited financial statements to year ended December 31, 2012

SAJ Chief Financial Officer (CFO), Mrs. Andrea McGibbon-White gave a synopsis of some economic statistics from 2009 to October 2013. Some highlights were:

1. 2012 represented a year of negative growth with four quarters of decline producing a 0.3% dip in real GDP for the calendar year.

Modest growth of 1% for the Sept. 2013 quarter, following 2 quarters of contraction.

2. IMF Targets – the economy remains weak despite meeting the monetary and fiscal targets set by the IMF.
3. Inflation rates: 2012 - 8%, 2011 - 6%, 2010 - 11.70% and YTD Oct 2013 - 8.3%.
4. Both the Jamaica Stock Exchange Index and the Jamaica Junior Stock Exchange Index experienced a decline in 2012.

YTD 2013 - 12.6% decline in the All JA Composite index.

5. The Jamaican dollar depreciated by 7.4% in 2012. Monthly average @ January - J\$86.78, and @ December - J\$92.65, \$5.87 dip in J\$ value.

YTD 2013 - 12.98% depreciation, @ J\$105.5:1

Considerations included:

- weak global economic environment,
- continued weak domestic demand influenced by weak business confidence,
- lower tourist arrivals – down 9.4% y.o.y. in 2012
- reduced traditional export (bauxite and sugar)
- subdued global trade dynamics
- 2012 adverse weather conditions - prolonged effect of drought during June and July affecting short gestation crops & effects of hurricane Sandy

The consolidated audited accounts for the SAJ Group for the period ended December 2012 were presented. The presentation included data on key economic indicators for the years 2011, 2012 and year-to-date 2013. Mrs. McGibbon-White then presented on the Group's Income and Expenditure statements as well as Balance Sheet.

Following the presentation, the audited accounts as at December 31, 2012 were adopted on a motion moved by Mrs. Corah Ann Robertson-Sylvester, seconded by Mr. Roger Hinds and carried.

Unaudited financial statements for the period January – September 2013

Mrs. McGibbon-White also guided members through the unaudited financial statements up to the end of the third quarter of 2013.

Mr. Harry Maragh queried whether the \$31 million figure for environmental fund on page 56 was correct and Mrs. McGibbon-White noted that it was a typo and the correct figure was \$3 million.

MINUTES

2. Advantum (Port Computer Services)

Audited financial statements to year ended December 31, 2012

Mrs. McGibbon-White presented the audited accounts for Advantum for the year ended December 31, 2012.

There being no questions, the accounts were approved on a motion moved by Mr. Harry Maragh, seconded by Captain Dido Suendermann and carried.

3. SAJ Property Limited (SAJPL)

Audited financial statements to year ended December 31, 2012

The CFO guided members through the audited accounts for SAJPL for the year ended December 2012.

There being no questions, the accounts were approved on a motion moved by Mrs. Corah Ann Robertson-Sylvester, seconded by Mr. Mike Bernard and carried.

Election of Officers

The General Manager reminded that Clause 4 of the Constitution of the Shipping Association of Jamaica requires that a Managing Committee be appointed to conduct the business of the Association and Clause 5 suggested how the appointed members may be chosen. He then announced that it was time for the election of a President, a Vice-President and then the other members of the Managing Committee. The General Manager mentioned that based on last year's resolutions, the Association also had an Honorary Member who was chosen to serve for three years and had so far served one year.

The Board Secretary, Mrs. Dionne Mason-Gordon did the role-call after which Mr. Andre Rochester moved for the Managing Committee to be reinstated en block. The motion was seconded by Mr. Grantley Stephenson and there were no objections to the motion. The motion was carried and the Managing Committee was reinstated. The President then thanked Members for their confidence in his leadership.

Appointment of Auditors

The firm PriceWaterhouseCoopers, having indicated willingness to continue as auditors for the Association was re-appointed for 2014 on a motion moved by Mrs. Corah Ann Robertson-Sylvester and seconded by Mr. William Brown.

Any Other Business

Security Concerns

Ms. Trudy Binns expressed concerns about security in the vicinity of 146 First Street and Shannon Drive and sought the Association's assistance in getting a patrol in the area. The General Manager advised that security patrols were done by Security Administrators Limited (S.A.L.). He stated that it was costly for S.A.L. to operate the service, which was being financed by some members who had decided to give them the business. He said it was hoped that all Members would appoint S.A.L. as their security provider in order to get them to provide the service. Mrs. Corah Ann Robertson-Sylvester reminded that members had committed to engage the services of S.A.L. The General Manager informed that the Police did not have the resources. He said they provided some assistance by allowing one of their officers to ride in the S.A.L. van; he noted that in order to sustain the service members would have to support it. Mr. Roger Hinds suggested that Ms. Binns speak with her company's landlord about collaborating with the SAJ to find a suitable solution.

Fencing of Newport West

Mr. Andre Rochester enquired about the fencing of Newport West. The General Manager responded that discussions were still active in getting approvals from the relevant Bodies and noted that one of the challenges was affordability.

Bus Service for Newport West

Ms. Trudy Binns enquired whether there were any further developments on the proposed bus service to transport employees within Newport West. The

MINUTES

President informed that the Association was again delayed by the JUTC who advised that they had received a set of new buses which were to be commissioned. He said the JUTC had promised to look at allocating the move through Newport West. He advised that the Association would continue to follow up with the JUTC. Discussions then ensued and the General Manager stated that the Association had been making efforts in many areas but was constrained by the fact that the Government was financially challenged. He said that the SAJ had to pay for a lot of the solutions that had been devised and there was a limit to what the Association could invest in. The General Manager stated that the two options in getting things done were to devise the solutions and pay to have them carried out or lobby for action from the relevant Bodies. He reminded that it took many years of lobbying to get the roads fixed and if that was done, it was possible to get many other things done. He encouraged members to join the lobby with the SAJ in getting action on the issues.

Solar Options

Ms. Trudy Binns asked if there were any considerations for the SAJ to propel the industry to go solar. The General Manager responded that he was very happy for the confidence in the Association to lead in so many areas. He said the Association could use Lunch & Learn and other fora to talk about green energy. The President informed that his office was in the process of solar installation and he would speak with the management of the Association and discuss the possibilities for the incoming year.

Mrs. Robertson-Sylvester noted that the Annual Report was well done and it was a good reflection of the year's activities. She encouraged members to share the report with their staff for them to have an understanding of what was happening. Mrs. Robertson-Sylvester also commended the Association and the PR Team for the newspaper articles. She highlighted the article about the Logistic Hub and mentioned that many persons commented that it was the simplest and most comprehensive articles on

Logistics that they had read and that the Association should do more. Mrs. Robertson-Sylvester reminded that the coming year would be a big Anniversary year for the SAJ and advised members to save the date for the church service which was scheduled for January 19th. Her comments about the Annual Report were endorsed by Mr. Roger Hinds.

The General Manager informed that the 75th Anniversary celebrations would include the church service, a Gleaner Supplement which would be printed on January 19th, the Run/Walk in June and a Banquet to be held in September during Maritime Week. The General Manager informed members about some activities that would take place around the back of the SAJ complex within the next couple of weeks. He said the building was being slightly remodeled to accommodate the full Recruiting Staff.

Adjournment

The Chairman asked whether there was any other matter to be raised for discussions. There being none, the meeting was adjourned at 11:09 a.m. on a motion moved by Mr. Roger Hinds and seconded by Mrs. Corah Ann Robertson-Sylvester.

PROFILES

The Managing Committee

Kim Clarke
President



Kim Clarke was elected President of the Shipping Association of Jamaica (SAJ) in 2012. Prior to becoming President, he served the SAJ in capacity of Vice President from 2009 – 2012. Mr. Clarke is a second generation family member to enter the shipping industry. His father Hylton Clarke was part-owner of the Maritime Transport Group of Companies. In 2002, Kim Clarke became a member of the SAJ's Managing Committee making him and his father the first father son team to sit on the Committee simultaneously.

Mr. Clarke's work experience in the shipping industry began in 1990 at Kirk Line Inc. in Miami where he was a Documentation Clerk. He quickly moved up the ranks a year later to Documentation Manager. Returning to Jamaica in 1991, he became Director of Maritime and Transport Group of Companies. He now serves as Managing Director of Maritime and Transport Group of Companies. The Group consists of Maritime and Transport Services Limited., Maritime Towing Company Limited, Maritime General Insurance Brokers Limited, A. E. Parnell and company Limited, Parnell Investment Limited and Seaport Equipment Limited.

He is also a director of Kingston Wharves Limited and Newport Fersan Jamaica Limited. He is Managing Director of Boat Services Ltd.

Mr. Clarke is a graduate of the University of Miami.

Denise Lyn Fatt is the first female Vice President of the Shipping Association of Jamaica. Before being elected to the role of VP, she served as chairman of the Agents' Committee of the SAJ and has been a member of the SAJ's Managing Committee since 2009. She has been an active member of the SAJ's Agents' Committee since 1976.

Mrs. Lyn Fatt is the Managing Director of Freight Handlers Limited, a company she started with her husband in 1988. Prior to starting her own company, she served at a management level in shipping and other sectors: Managing Director of Ocean Air International Limited; Senior Supply Assistant for the United Nations Children's Fund; and Traffic Manager for InterFreight Agencies Limited.

She serves the shipping industry as a member of the board of the Caribbean Maritime Institute. Mrs. Lyn Fatt is the Ex-Officio President of the St. Hugh's High School Past Students Association and a graduate of the University of the West Indies and the Norwegian Shipping Academy. She holds a Bachelor of Arts in Politics and History and a Post Graduate Diploma in Professional Shipping.

Denise Lyn Fatt
Vice President



Roger Hinds
Immediate Past President



Roger Hinds is the immediate past president of the Shipping Association of Jamaica (SAJ). He served as president of the SAJ from 2009 to 2012. Prior to becoming president, he served the SAJ as a member of its Managing Committee and as Vice President from 2006 to 2008.

A native of Barbados, Hinds has been working in Jamaica's maritime sector since 1982. He is the Chairman and Chief Executive Officer of Transocean Shipping Limited and the Founder and Chairman of Transport Logistics Limited and Marine Haulage Service Limited.

He is a Director and Company Secretary of the Kingston Wharves Group. He is the Chairman of Advantum, and serves on the board of Assessment Recoveries Limited.

Mr. Hinds also serves the regional shipping industry. He is the Chairman of the Caribbean Shipping Association's (CSA) Group A sub-committee – representing Shipping Agents, Private Stevedore Contractors and National Associations.

PROFILES

The Managing Committee

Michael George Bernard
Past President



Michael George Bernard was president of the SAJ from 2006 – 2008. He has been a member of the Managing Committee since 1995. Mr. Bernard served the Association as Vice President from 2003 to 2005 with responsibility for industrial relations.

He is the Managing Director of Shipping Services Stevedoring Limited and serves on several boards within the shipping industry including, Jamaica Freight & Shipping Co. Ltd, National Quarantine Commission (Deputy Chairman 2013), and the Caribbean Maritime Institute. He is a member of the Port Awards Committee of the Caribbean Shipping Association. Mr. Bernard also serves as a Director of Advantum, as a trustee of Kingston Port Workers Pension Fund, and is a 1st Vice President of the Jamaica Employers Federation.

In June 2005 he was inducted as a Gold Member of the International Association of Business Leaders. He is a past president of the Rotary Club of Liguanea Plains.

Mr. Bernard was educated at Kingston College and the University of the West Indies.

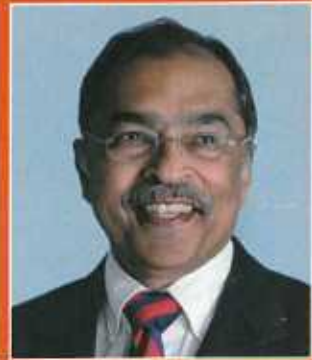
A past president of the SAJ, Harriat Maragh is the Chairman and CEO of Lannaman and Morris Shipping Limited.

Mr. Maragh is also the Chairman of Seafreight Jamaica Limited, Seafreight Lines Inc Miami, Kingston Port Workers Superannuation Fund and Metro Investments Limited.

He serves as a Director on several boards including Kingston Wharves Limited, the Shipping Association of Jamaica's Property Company; Assessment Recoveries Limited and the National Cruise Council of Jamaica.

He is a graduate of Calabar High School and Humber College in Toronto, Canada.

Harriat Maragh
Past President



Grantley Stephenson, CD, JP
Past President



A past president of the SAJ and a member of the Managing Committee since 1990, Grantley Stephenson is the Chairman and Chief Executive Officer of Kingston Wharves Limited. He is also the President of the Caribbean Shipping Association.

Mr. Stephenson has over 30 years' experience in the shipping industry, having worked in areas of Ship Owning and Operations, Ship Management and Ship Agency representation in Mexico, the U.K. and Jamaica.

He has served as Honorary Consul General of the Kingdom of Norway since 1998 and in January 2013 was awarded with the Royal Norwegian Order of Merit, the highest honour that can be bestowed on a non national of Norway.

Mr. Stephenson served as Dean of the Consular Corps of Jamaica in 2007 and is again serving as Dean since January 2012. He was conferred with the National Award of the Order of Distinction, Commander Class in 2007.

Mr. Stephenson holds directorship in the following companies: Kingston Wharves Limited, Security Administrators Limited, Harbour Cold Stores Limited, Shipping Association of Jamaica Property Limited, ADVANTUM, Ports Management & Security Limited and Assessment Recoveries Limited.

He was educated in Jamaica at the College of Arts, Science and Technology (now UTECH), the University of the West Indies, and the University of Plymouth in the United Kingdom. He holds a Master of Business Administration degree (MBA) from the University of the West Indies and is a Fellow of the Jamaica Institute of Management.

PROFILES

The Managing Committee

**Corah Ann
Robertson-Sylvester**



Mrs. Robertson-Sylvester is the Chief Executive Officer of Seaboard Jamaica, a subsidiary of Seaboard Marine Ltd, Miami. In 2003 she became the first female President of The Caribbean Shipping Association which was established in 1971 to facilitate the development of an efficient, viable Caribbean shipping industry.

She has been a member of the Managing Committee of the Association since 2005 and is a Director of Jamaica Freight and Shipping Limited.

Successfully climbing the ranks in the shipping industry she started as a Line Manager, then moving on to Sales and Marketing Manager at Kirk Line and then Project Manager for Coastal Shipping/Interseas. She was Director of Sales and Marketing at Jamaica Freight and Shipping where she managed sales and advertising for the lines represented which included Seaboard Marine, Jamaica Producers Shipping Company, Kent Line and Ivaran Shipping and Mitsui.

A past student of Campion College and the University of the West Indies, she furthered her education at the Norwegian Shipping Academy and the UNCTAD – Trainmar Instructor's Workshop.

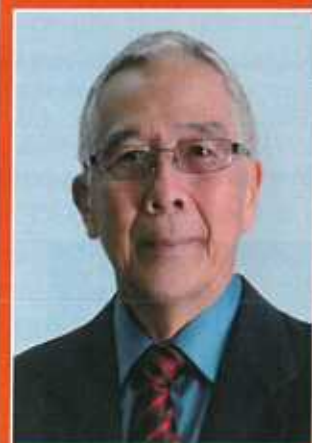
A member of the Managing Committee of the SAJ since 2005, Joseph Lowe is a Director and Group Operations Manager for Maritime and Transport Services Limited.

Mr. Lowe's career in shipping began in 1963 at Grace Kennedy and Company Shipping Limited as a Validating Clerk in the Freight Department. He was later promoted to Manager of the same department and in 1976 he was promoted to assistant General Manager and General Manager in 1988.

He was transferred to International Shipping Limited, a subsidiary of Grace Kennedy and Company Limited as Managing Director in 1992. Three years later he was transferred to Hamburg-Süd Columbus Jamaica Limited as Managing Director where he remained until his retirement in 2001.

He is a past student of Excelsior High School.

**Joseph
Alexander Lowe**



**Captain Diedrich
Suendermann**



Captain Diedrich Suendermann is the General Manager of Carib Star Shipping Limited, agents for Zim Integrated Shipping Line.

A native of Germany, Captain Suendermann travelled the world on container vessels for 23 years. During his last seven years at sea, he served as a Master/Captain. He has held several management roles in the shipping industry having served as Operations Manager and later Director of Regional Operations for CMA CGM (Caribbean), Operations Manager at the Long Beach Container Terminal and Port Captain and Assistant General Manager, U.S West Coast Operations for DSR-Senator Lines.

He is a graduate of the "Hochschule fuer Nautik" (maritime Academy) in Bremen, Germany.

PROFILES

The Managing Committee

William A. Brown



William A. Brown is the Group Chief Financial Officer for the Lannaman & Morris (Shipping) Group of Companies.

He is a Public Practising Accountant and a fellow of the Association of Chartered Accountants (ACCA) and the Institute of Chartered Accountants of Jamaica (ICAJ). He is also a Certified International Trade Professional under the World Trade Organisation (WTO) International Trade Tribunal.

Mr. Brown serves the industry as a Director of Assessment Recoveries Limited and is as a Trustee of Metro Investment Pension Plan. He also serves as Honorary Secretary of the Jamaica Golf Association.

He is a graduate of the University of the West Indies, Mona, and the University of Michigan, Ross School of Business Executive Program.

Charles Johnston is the Executive Chairman of Jamaica Fruit & Shipping Company and its subsidiaries. He has been in the shipping and produce-export business since 1964 and has been a member of the Managing Committee of the SAJ with few interruptions since 1976.

Mr. Johnston is the Chairman of Jamaica Producers Group Ltd., Seaboard Freight & Shipping Company Ltd. and T.S. Crane Services Ltd., and is the Deputy Chairman of Scotia Group Jamaica Ltd. He also serves as a director on other boards including: the Kingston Port Workers Superannuation Fund, The Jamaica Public Service Company Ltd. and Kingston Wharves Ltd.

Mr. Johnston is a 2006 recipient of the National Award of the Order of Distinction, Commander Class and was inducted into the Hall of Fame of the Private Sector Organisation of Jamaica in 2008. He is a member of the Kings House Foundation and the Spanish Jamaica Foundation. Mr. Johnston is a past student of Jamaica College and holds a Bachelor of Science Degree in economics from the University of Pennsylvania, Wharton School of Finance and Commerce.

Charles Johnston, C.D.,
Honorary Member



Trevor Riley J.P.
General Manager



As General Manager of the Shipping Association of Jamaica, Trevor Riley performs the role of chief executive officer of the SAJ, its subsidiaries and related companies. He leads a team of over 650 persons providing a range of services, including the supply of labour, security and Information Technology services to the Port of Kingston. He is one of the lead negotiators for labour agreements affecting the port of Kingston, and has represented the industry at meetings, conferences and workshops relating to the business of shipping in four continents.

Prior to his return to the SAJ, Mr. Riley worked in the banking and tourism sectors in several managerial positions including: Managing Director for the Jamaica Observer; General Manager, Marketing for the Caribbean for Air Jamaica Limited; Deputy Director Tourism, General Manager, Workers and Capital Finance Limited (UK); and General Manager, UK Operations Victoria Mutual Finance Limited.

Mr. Riley serves as Company Secretary for Advantum, formerly Port Computer Services Limited and also for Assessment Recoveries Limited (ARL). He is a Trustee of the Kingston Portworkers Superannuation Fund, the SAJ Staff Pension Fund and the Caribstar and Associates Pension Fund.

Mr. Riley is deputy chairman of the Tourism Enhancement Fund, a director of Nutrition Products Limited and Chairman of the Board of Governors of Tavares Gardens Primary School.

A Justice of the Peace for the Parish of Kingston, he holds a Master of Business Administration degree (Kingston, UK), the Diploma in Mass Communications, (UWI) and the Diploma in Journalism from the International Institute for Journalism, (IJJ) Berlin, Germany and is a Member of the Chartered Institute of Marketing (MCIM), United Kingdom. He has also completed the Harvard University Programme on Negotiation. He is a past president of the Rotary Club of Liguanea Plains. An avid golfer, he is a member of Caymanas Golf and Country Club and the Jamaica Golf Association.

REPORT

President's Report

Fellow Members of the SAJ:

This has been a year of mixed fortune for the Jamaican shipping industry. We have witnessed progress in some of our endeavours as a country and an industry. We have experienced some setbacks in some areas and along the way we have had to say farewell to several key individuals who made a mark on our industry and on the affairs of the country.

Past President of the SAJ, Francis 'Paco' Kennedy, and Cleve Lannaman, former managing director of Lasocean Agencies, both died this year. Mr. Kennedy was a true nation builder who will be remembered for his astuteness in business particularly shipping and commerce. His commitment to the development of the Port of Kingston in the areas of industrial relations and efficiency are a part of his legacy from which future generations will continue to benefit. Mr. Lannaman was a passionate businessman who contributed greatly to the development of cargo and cruise shipping in Jamaica. Let us keep the families of our deceased colleagues in our prayers.

We are happy that our Past President Harry Maragh is recovering well from illness and recent surgery and we look forward to his return to active participation in our discussions at the SAJ.

Recently, Kingston Wharves Limited broke ground for a new total logistics centre, one of the most significant developments since the Government of Jamaica decided to create a central focus around the concept of logistics. While KWL's move was not the first, it is a very pivotal act, which signals the confidence of existing investors in our sector in the future of our industry. Perhaps a more significant signal is the decision of Jamaica Producers Group to increase its stake in KWL to 42% and of Seaboard Marine to make a 21% investment in the company. This is endorsement of the viability of our industry and of the role that we at the SAJ have played as investors ourselves in the sector.

As an association, our primary challenge has continued to be the relevance that we bring to this industry as

Kim Clarke
President



providers of an efficient, motivated and well-trained workforce. We seek to ensure that relevance by not being afraid to challenge ourselves every single day and to question our methods with the view to continuous improvement in our people and our systems. We will continue to support our partners Kingston Wharves Limited (KWL) and KCT Services Limited in the area of productivity. Continuous training of our stevedores is essential to the labour support we provide to the terminals and we remain committed to maintaining world class standards.

Beyond the provision of labour, we seek to support the industry with programmes and solutions that are relevant to its changing nature. As we are entering a new era with such strong focus on logistics, we are gratified by the convergence of views on the appropriateness of ideas which we have promulgated for over 15 years. Logistics itself is an idea which is not new to our members and in fact, in different forms, has been the base of the business of many of our members for over twenty years.

While we await the final announcements on the privatisation of KCT and the developments in Portland Bight, we are pleased to note the improvements in

REPORT

Jamaica's logistics profile and the World Bank's "Doing Business Report". There's no place for complacency, and we join the President of the PSOJ, Mr. Christopher Zacca, in his call for a change in the outlook of our partners at Customs from a border control mentality to one of trade facilitation because we will not be successful in logistics without a change in culture.

We believe that, among that and other pre-requisites, two things stand out as being very necessary to the achievement of a dynamic hub: These are an appropriate legislative framework and technological solutions to automate the supply chain.

In terms of the legislative framework, the SAJ has made an investment by engaging the services of a legal officer on a year-long contract to examine our laws and to benchmark our legal structure against those of other countries that have successfully implemented logistics hubs. Through her work, assisted and directed by our Agents Committee, we have guided the process of making key recommendations for changes to Customs through an extensive review of the Customs Act. Results have already been realized as recommendations made to the legislation governing ASYCUDA have been passed into law as a result of this effort. It doesn't end there. We have submitted recommendations on the broader Customs Act and we will follow the process with eagle eyes to ensure that our recommendations are strongly considered for inclusion in the revised Customs Act.

With respect to the automation of the supply chain, we are of the view that an improvement in our profile as a centre of logistics cannot succeed with the largely manual or unconnected electronic systems which now operate in the industry. Hence, SAJ began exploring the introduction of a Port Community System as far back as 2001. At the same time, it is critical that Customs also moves to a modern management system and that the ports and terminals also improve their technological based. I am pleased to say that on all fronts, efforts are proceeding to improve the technology of all the players.

President's Report

Recently, the SAJ was asked to re-assume responsibility for implementation of the Port Community System and we have commenced work on the process.

On the technological front, we are also engaged in a re-focusing of our subsidiary, ADVANTUM, with the view to expanding its reach beyond the shipping industry and beyond the borders of Jamaica. This is a work in progress, but already we are seeing the fruits of this decision as ADVANTUM now has customers in three overseas territories and is adding clients as we speak.

75th Anniversary

The year 2014 has been a year of celebration for the SAJ as we observe our diamond anniversary. This year's celebration has brought to fore the relevance of this Association since 1939 which it maintains to date.



▲ President of the Shipping Association of Jamaica (SAJ), Mr. Kim Clarke addresses the congregation of the Kingston Parish Church at a service held to commemorate the Shipping Association of Jamaica's 75th Anniversary held on January 19, 2014.

REPORT

President's Report

From left Suffragan Bishop of Kingston, the **Right Reverend Dr. Robert Thompson**; General Manager of the Shipping Association of Jamaica (SAJ), **Trevor Riley** and Member of Shipping Association of Jamaica's Managing Committee, **Grantley Stephenson** congratulate SAJ employee of the year 2013 **Newton Brown** (right). The occasion is the Shipping Association of Jamaica's Seventy-Fifth Anniversary Service held at the Kingston parish Church on January 19, 2014.



Undeniably, we have much to celebrate - our historical labour agreements with the unions representing labour on the Port of Kingston, the continued work of the Joint Industrial Council; our dynamic role as advocates for our industry, among other achievements.

Our activities for this year included: 75th Anniversary Church Service, 75th Anniversary Supplement in The Gleaner, 75th Anniversary Run/Walk, 75th Anniversary Mobile Clinic and our 75th Anniversary Gala and Awards Ceremony.

I am overwhelmed by the support of our overseas and local partners especially members of the CSA and of the SAJ throughout our celebrations. Your support led to the successful execution of each celebratory event.

I am elated that we were able to honour three outstanding contributors to our industry: Mr. Robert Bell, Mr. Geoffrey Collyer and Mr. L Paul Scott. It is because of their contribution and that of so many other managers and workers that the Port of Kingston



Mr. Robert Bell, Mr. L Paul Scott and Mr. Geoffrey Collyer.

REPORT

President's Report

is the modern world class port that it is. I implore the members of the SAJ, to build on the foundation laid by these extraordinary men to ensure the continuous development of Kingston. And I salute the many others who have made and continue to make their contribution to the development of our association and our industry.

My respect and admiration for the management and staff of the SAJ have intensified this year. Ladies and gentlemen, we are served by a committed, qualified force which continues to excel with each new task and each new demand.

On a final note

Within the pages of this annual report you will find details of the activities of the various departments

of the SAJ for the reporting period. I trust that the information contained in these pages will encourage much debate on how the SAJ can continue to serve you our members.

I wish to thank the Managing Committee for their support of me as President over the last two years. I also want to put on record my thanks to you the members of the SAJ for your support and the confidence that you have expressed in the team at the SAJ in delivering service to you. We remain committed to serving Jamaica and advancing the interests of the shipping industry.

Yours sincerely,

Kim Clarke

PRESIDENT



▲ **Dr. Fritz Pinnock** (right), Executive Director of the Caribbean Maritime Institute (right), presents the SAJ with a token on the occasion of its 75th Anniversary to **Kim Clarke**, (second right), President of the SAJ and **Trevor Riley** (left), General Manager of the SAJ. The token was presented during the 75th Anniversary Gala and Awards Ceremony of the SAJ on October 30, 2014 at the Jamaica Pegasus.

75th Anniversary Honourees



Geoffrey Collyer (right) accepts his award from **Derrick Kellier**, Minister of Labour, Social Security and Agriculture during the Shipping Association of Jamaica's 75th Anniversary Gala. Collyer was recognized for his contribution to the Shipping Industry of Jamaica, especially his yeoman efforts at strengthening the relevance and effectiveness of the Joint Industrial Council, and for his vibrant role in the formation of the Caribbean Shipping Association. The ceremony was held at the Jamaica Pegasus Hotel on October 30.

Robert Bell (left) accepts his award from **Derrick Kellier**, Minister of Labour, Social Security and Agriculture during the Shipping Association of Jamaica's 75th Anniversary Gala. Bell was recognized for his contribution to the Shipping Industry of Jamaica by championing the role of the private sector and Port Workers, and for leading a brave stand against illegal activities at the Port of Kingston. The ceremony was held at the Jamaica Pegasus Hotel on October 30.



L Paul Scott (left) accepts his award from **Derrick Kellier**, Minister of Labour, Social Security and Agriculture during the Shipping Association of Jamaica's 75th Anniversary Gala. Scott was recognized for contribution to the Shipping Industry of Jamaica by championing the transformation of the Port of Kingston into a modern, efficient facility, manned by skilled and competent portworkers. The ceremony was held at the Jamaica Pegasus Hotel on October 30.



▲ **Kim Clarke** (second right) President of the Shipping Association of Jamaica accepts an original French bond issued in 1836 by the Universal Inter-Oceanic Canal Company of Panama from **Juan Carlos Croston**, Vice President of Marketing at the Manzanillo International Terminal (MIT), Panama. The gift was presented to the SAJ on the occasion of its 75th Anniversary. Also photographed are **Carlos Urriola** (left), Executive Vice President of MIT and **Trevor Riley**, General Manager of the SAJ. The presentation took place on October 30, 2014 during the SAJ's Gala and Awards Ceremony at the Jamaica Pegasus hotel.



▲ **Paul Marsh** accepts the award for Worker of the Quarter (1st quarter) from **Denise Lyn Fatt**, vice president of the Shipping Association of Jamaica.



▲ **Otis Green** accepts the award for Worker of the Quarter (2nd quarter) from **Denise Lyn Fatt**, vice president of the Shipping Association of Jamaica.

Celebrating **75** YEARS
1939 - 2014
the shipping
association
of jamaica



▲ **Phillip Williams** accepts the award for Worker of the Quarter (3rd quarter) from **Denise Lyn Fatt**, vice president of the Shipping Association of Jamaica.



▲ **Newton Brown** (left) accepts his award for worker of the year from **Kim Clarke**, president of the Shipping Association of Jamaica. Brown received the award during the Shipping Association of Jamaica's 75th Anniversary Gala and Awards Banquet on October 30. The event was held at the Jamaica Pegasus Hotel.



▲ **Richardo Barrett** (left) accepts his award for Runner up to Worker of the Year (2nd place) from **Mike Henry**, former Minister of Transport and Works during the 75th Anniversary Gala and Awards Banquet of the Shipping Association of Jamaica. The event was held at the Jamaica Pegasus on October 30.



▲ **Hamlyn McKenzie** (left) accepts his award for Runner up to Worker of the Year (3rd place) from **Mike Henry**, former Minister of Transport and Works during the 75th Anniversary Gala and Awards Banquet of the Shipping Association of Jamaica. The ceremony was held on October 30 at the Jamaica Pegasus Hotel.

REPORT

Communications, Member Services and Community Outreach

Agents' Committee

The Agents' Committee of the Shipping Association of Jamaica continued to be ably headed by Mrs. Denise Lyn Fatt, Committee Chairman and Mr. Andre Rochester Deputy Chairman. The Committee dedicated itself to series of focused discussions in order to respond to the proposed changes to the Customs Act. The meetings contemplated the redevelopment of Jamaica Customs as a modern efficient trade facilitating agent and made recommendations for changes to the legislation to facilitate the objectives of a logistics hub.

To facilitate this effort the Association engaged the services of a Trade Facilitator and a Legal Consultant. The team made legislative recommendations to Jamaica Customs to facilitate the implementation of the United Nations Conference on Trade and Development ASYCUDA World Customs Management System.

Several of these recommendations have been included in the final legislation. The team is hopeful that its recommendations for changes in the rest of the Customs Act will receive attention commensurate with the considerable investment of time and resources which have been put into these efforts.

The agents represented the Association at several industry related meetings and as members of various committees. One such committee is the National Committee on Trade Facilitation through their 2014 review of the World Trade Organization (WTO) Agreement on Trade Facilitation. This exercise refocused an earlier conducted needs assessment in order to meet a July deadline with the WTO. The Trade Facilitation exercise clarifies the government's commitment to implementing this agreement the first part of which enters into force in 2015.

In response to a December 2013 letter announcing an increase in overtime fees at Jamaica Customs (which are paid by Shipping Agents on behalf of Lines for the work of customs officers at times deemed to be outside of working hours) - the SAJ wrote to Jamaica Customs repudiating the increase.

The SAJ's position was based on the fact that the method of calculating and apportioning the fees could not be clearly established. To substantiate the claims an analysis of one month of bills from a cross section of actual scenarios was conducted by SAJ's Finance Department and presented to Jamaica Customs. The Agency agreed that greater clarity was needed. They took the opportunity to announce that a study had been commissioned to analyze their staffing



The Governor of the Bank of Jamaica, **Brian Wynter** shares a light moment with **Trevor Riley**, General Manager of the Shipping Association of Jamaica at a *Lunch and Learn* held on March 19, 2014 at the Association's offices.

REPORT

Communications, Member Services and Community Outreach

and conceptualize a shift system which would be agreeable to all parties concerned. This system would eliminate the need for overtime.

Subsequent to this meeting Jamaica Customs invited the SAJ to sit with a consultant Mr. John Abish who has been commissioned to rationalize their staff toward a shift system. The SAJ team recommended a full-team approach of Customs participants, Private Sector (including the SAJ Agents and MC Members) stakeholders and the consultants.

On March 26, a group of SAJ Agents met with Mr. Jeffrey Rinne, an analyst undertaking a Workload Analysis Baseline for Jamaica Customs under the Supporting Economic Management in the Caribbean (SEMCAR) programme. To date despite several meetings and repeated commitments from the Customs a full explanation of the anomalies highlighted in the tabulation of the bills has not been accounted for nor has the system been rectified to reduce the lateness of the bills or correct the anomalies.

The Quality Assurance Committee of the Jamaica Customs Department

The SAJ was an active member of the of the Quality Assurance Committee (QAC), and liaised with the Collector of Customs and other members of the Jamaica Customs Department team in advocating or positive trade as well as monitoring trends surfacing in the various reports. During 2014 the following key issues were raised and discussed:

- Challenges associated with the International Monetary Fund requirements of the JCA.

- Industry expectations of Jamaica Customs transition to Executive Agency Status
- Industry expectations of Jamaica Customs transition to the use of ASYCUDA

Agents viewed several presentations geared at giving a better understanding of how ASYCUDA World will operate. The SAJ has been included on the ASYCUDA Steering Committee at which the JCA and UNCTAD consultant explain the processes being contemplated and are engaged in discussions pertinent to these processes.

Authorized Economic Programme

Jamaica Customs has revamped its AEO programme to meet the strict security requirements that the World Customs Organizations has or such programmes. While the shipping agents have engaged the team in order to comply with upcoming requirements of the programme comprehensive information is not yet available.



▲ **Harry Maragh**, Chief Executive Officer of Seafreight Jamaica takes a moment to share lens time with **Taniesha Johnson**, Customer Service Representative of Laparkan during the JEA/JMA Expo 2014.

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Communications, Member Services and Community Outreach

As an important stakeholder the SAJ will continue its efforts to lobby for a Customs which focuses as much on trade facilitation as on border and revenue protection.

The Jamaica Chamber of Commerce Tariff and Port Users Committee

The Chamber's meeting closely mirrors certain aspects the meeting held by Jamaica Customs with the exception that they involve those who use shipping services but may not be members of the shipping industry. Understanding their input is vital in considering the whole picture of trade.

Equipment Interchange Agreement & Trucker Registration

The Port Trailer Haulage Association continues to be one of the key stakeholders in the Shipping Industry and as such there were several discussions on the equipment interchange agreement during the year.

The threat of a strike loomed large during the period but the industry stakeholders at the highest level including the SAJ worked together to avert the planned action.

The SAJ continues to register truckers and in doing so facilitate the movement of goods on and off the ports.

Port Community System

The project is a key IMF deliverable and it is expected to bring well-needed enhancements to the ease of doing business in Jamaica and improve the Jamaica's ability to successfully trade with its international counterparts. As a result the SAJ remained committed to the process of meeting with overseas consultants, the Development Bank of Jamaica, Jamaica Customs and other stakeholders in order to guide this project to its implementation and completion in the not too distant future.



Medical students from the University of the West Indies are all smiles as they prepare to attend to community members during the Shipping Association of Jamaica's (SAJ) 75th anniversary Health Fair held at Tavares Gardens Primary School. The fair was held in partnership with **Dr. Havalee Henry**, a student of Yale Medical School and recipient of the Arthur Guinness Fund Award.

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Communications, Member Services and Community Outreach

OTHER COMMITTEES

The Shipping Association has been engaged once more to work on the National Trade Facilitation Committee. An important agreement comes in force next year and we are anticipating working closely with the other members.

The UNCTAD ASYCUDA Electronic Customs Management System is being implemented at Jamaica Customs as it has been in other countries of the world. The SAJ has been asked to join other stakeholders on the Steering Committee. We have attended two meetings so far at which the UNCTAD consultants have provided updates of the planned work.

Lunch and Learn Seminars

The Governor of the Bank of Jamaica was the featured speaker at our March Lunch and Learn. He focused on the Positive Prospects for Growth in 2014. The sessions were well supported and received positive feedback from participants.

Jamaica Customs new Chief Executive Officer Major (retired) Richard Reese was joined his team of Acting Commissioner of Customs (NMIA) Mr. Cebert Mitchell and Director of Communications Ms. Dania Beckford presenting the topic "Positive Changes at Jamaica Customs and the Impact of its Executive Agency Status". The members and other stakeholders turned out in their numbers to participate in a very fruitful exchange of information and ideas.

PUBLICITY AND PROMOTIONS

Shipping Feature

The SAJ continued to highlight the activities of the shipping industry in the weekly Shipping Feature published in Tuesday Gleaner.

During this 75th year of the SAJ, the Association prepared and published a 75th Anniversary

Supplement highlighting the achievements of the SAJ since its establishment. This special anniversary supplement featured messages from Prime Minister Portia Simpson Miller; Minister of Industry, Investment and Commerce, Anthony Hylton; Minister of Transport and Works, Omar Davies; Minister of Labour and Social Security, Derrick Kellier; President of the SAJ, Kim Clarke; President and CEO of the Port Authority of Jamaica, Professor Gordon Shirley; Chairman and CEO of Kingston Wharves Limited, Grantley Stephenson; former managing Director of KCT Services Limited, Captain Michael Belcher; Director General of the Maritime Authority of Jamaica, Rear Admiral Peter Brady; Executive Director of the Caribbean Maritime Institute, Dr. Fritz Pinnock and Vice President of the Bustamante Industrial Trade Union, Alvin Sinclair.



▲ Sachae Mitto-Wilson, administrative assistant at Advantum smiles with students receiving back-to-school stationery donated by the company during the SAJ's 75th Anniversary Back-to-School Health Fair..

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Communications, Member Services and Community Outreach

Articles published in the feature provided information on the founding fathers of the SAJ, presidents of the SAJ from 1939 – 2014, the history of the SAJ, the historic four-year labour agreement, general managers of the SAJ from 1939 – 2014, memories of the oldest portworker and the SAJ's emphasis on training.

Throughout the year, many articles impacted the industry. Below is a list of the most impactful:

- An Introduction To Logistics Hubs
- The SAJ Certifies More Port Workers
- Logistics Brings Large Job Potential
- Noel "Tony" Hylton- A Man Of Vision
- REVERSE LOGISTICS: Big Opportunity For Jamaican Businesses
- Shipping Association Of Jamaica: 75 Years Strong
- 'Yes We Can - No We Can't' – (a presentation by Past President Charles Johnston at the Logistics Hub Symposium held on January 21 and 22, 2014)
- CEO Predictions 2014
- Kingston Wharves To Undertake Multibillion-Dollar Expansion
- CMI To Offer Postgraduate Diploma To Ready Teachers for Logistics
- Women Need Training To Survive In Maritime Sector
- Kingston Wharves Puts Plans For Logistics Hub Into Action
- Captain Michael Belcher Retires From KCT - Passes Baton To Dwane Forrester
- CMI Offers Mandarin To Create Logistics Hub-Ready Workforce

- Women Need Training To Survive In Maritime Sector
- Maritime Authority Of Jamaica's Legal Officer Graduates with distinction
- CMI Gets Support From Shanghai Maritime University

Jamaica Wellness Tour

In 2014, the SAJ changed the format of its Wellness Tour to include a special 75th anniversary tour. Up to the time of this report, the Association had conducted two tours – Tavares Gardens Primary School and Greenwich Town Community. The Association partnered with Yale Medical School Student, Dr. Havalee Henry for the clinic at Tavares Gardens Primary held in March which catered to students from the school as well as the community. Persons attending the clinic received medical examination, eye screening, blood sugar testing and dental examinations.

In August, the Association held a back-to-school health fair targeting students living in the Greenwich Town Community. The fair saw students of the community receiving back-to-school medicals as well as eye screening and dental examinations. A total of 201 students benefitted from this fair.

The Marcus Garvey Basic School

The Marcus Garvey School is still in the process of registration. All documentation for teachers has been submitted however, there has been a delay in the process as the school suffered setbacks with the Ministry of Education's requirement for the kitchen and bells within the school.

The kitchen counter was infested with termites, and, as a result, the counter was tiled. The Ministry requires the installation of three (3) bells. The required bells are: a school bell, a fire alarm and a smoke alarm. To date only the school bell has been installed.

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Communications, Member Services and Community Outreach

An increase in the school fee was proposed and accepted. The new school is \$4000, an increase of \$500. Additionally, the cost for lunch has been increased from \$100 to \$120. In the last school year, there has been an increase in compliance for school fees. The current compliance rate is 80 per cent compared to 50 per cent in the previous school year.

During the reporting period, the school secured the donation of a printer as well as paper and ink cartridges for the copier to last a year. Additionally, the school received \$500,000 in donations from various support groups.

The school hosted its graduation exercise on July 2, 2014. A total of 16 students matriculated to primary school. The new school year recorded an improvement over last year with an enrolment of 79 students compared to 76 last year and 46 in the previous year.

The Association continues to provide financial support for the school for the eight months of the school year.

General Media Coverage

The Department continued to liaise with the media to ensure there was adequate coverage of industry events.

As such, the Association ensured that:

- Media advisories and releases were disseminated among local media houses
- All queries and requests for information from the public and members were addressed
- Videography and photography were arranged for all SAJ events
- Service projects as well as internal programmes were covered.

Internal Communication

The SAJ maintained a high level of employee engagement by ensuring that all relevant local, regional and international maritime news were circulated among the staff.

External Communication

- The shipping industry feature was successfully published each week and continued its focus on developments in the industry
- Stakeholders in the industry also received information on developments in the local, regional and international maritime industry
- The SAJ's website continued to feature local developments.

Outreach Clinic

The SAJ continued to provide free monthly health services to the residents of Greenwich Town through its Community Outreach Clinic. A total of 390 residents received healthcare services between the periods October 2013 to September 2014.



▲ Happy students of Tavares Gardens Primary school wait patiently to have their eyes tested during the Shipping Association of Jamaica's (SAJ) 75th anniversary health fair. The fair was held in partnership with Dr. Havalee Henry, a student of Yale Medical School and recipient of the Arthur Guinness Fund Award.

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Communications, Member Services and Community Outreach



▲ **Dr. Chinyere Reid** (right) shares a light moment with a student attending the SAJ's 75th anniversary back-to-school health fair.



▲ **Myrtle Fletcher** (right), examines the eye of student during the SAJ's 75th Anniversary back-to-school health fair held in Greenwich Town on August 22 and 23, 2014.



▲ 12 year old **Ashanti Anderson** (left) gets her blood pressure checked by nurse **Sydoney Thomas** during the SAJ's 75th anniversary back-to-school health fair held in Greenwich Town.



▲ **Debbie-Ann Dobson-Bailey**, executive assistant at the Shipping Association of Jamaica engages a baby during the registration process for the Shipping Association of Jamaica's (SAJ) 75th anniversary Health Fair held at Tavares Gardens Primary School on March 28 and 29. The fair was held in partnership with Dr. Havalee Henry, a student of Yale Medical School and recipient of the Arthur Guinness Fund Award.



▲ **Phillip Williams** (right) stevedore at the Shipping Association of Jamaica (SAJ) and a student of Tavares Gardens Primary School are engrossed in conversation much to the delight of the young boy. They were at the 75th anniversary health fair of the SAJ held at the school March 28 and 29. The clinic was held in partnership with Dr. Havalee Henry, a student of Yale Medical School and recipient of the Arthur Guinness Fund Award.

REPORT

Communications, Member Services and Community Outreach

Community Outreach

The SAJ continued to place great emphasis on its Corporate Social Responsibility. As such, the Association provided care packages to the elderly and disabled persons living in the Greenwich Town Community.

Other Sponsorships/Donations

During the reporting year, the Association continued to generously support various charities. Education, Youth Development, Health and Social Upliftment remained the main areas of focus for the SAJ's donations.

Organizations supported include:

- **Service Clubs**
 - Kiwanis
 - Rotary
 - Lodge
 - Lions
- St. Andrew South Police
- Stakeholder groups
 - Jamaica Exporters Association
 - Private Sector Organization of Jamaica
 - Jamaica Employers Federation
 - Jamaica Chamber of Commerce
 - Jamaica Customs Department
 - Maritime Authority of Jamaica
 - Port Authority of Jamaica
 - Caribbean Maritime Institute
- Various charity organizations and church groups.

SAJ-Sponsored Awards

In 2014, the SAJ continued to support the University of Technology, Jamaica and the Jamaica Exporters Association by sponsoring their awards ceremonies.

- The University of Technology: Administrative Award for the Most Outstanding student - Bachelor of Science Degree in Administrative Management.
- The Jamaica Exporters Association (JEA): Award for the Exporter with the highest tonnage through the Port of Kingston for 2013.

SAJ Library

Students and shipping industry stakeholders continued to make use of the services of the SAJ library. With plans to make Jamaica a logistics hub, most queries were centred on the topic of logistics.

INDUSTRY RELATED ACTIVITIES

Maritime Awareness Week

Maritime Awareness Week 2014 was celebrated under the theme, "IMO conventions: effective implementation." The week was observed from September 21 – 26, 2014. The SAJ supported the activities celebrating the week which included:

- Church Service held at the Pentecostal Tabernacle – September 21, 2014
- Open Day activities at the CMI – September 22 – 24, 2014
- Extended Shipping Feature – September 23, 2014
- Media Brunch – September 25, 2014
- Beyond the Headlines (RJR) – September 25, 2014

REPORT

Communications, Member Services and Community Outreach

Personnel

The Communications, Member Services and Community Outreach Department continued to function as part of the Executive Office reporting directly to the General Manager. There are two principal officers, Miss Monique Morrison, Member Services Officer and Miss Yahneake Sterling, Public Relations Officer.



▲ Members of team SAJ are all smiles following the successful staging of the Association's 75th anniversary 5K Run/Walk held on June 28, 2014 at the Caribbean Maritime Institute.

REPORT

Communications, Member Services and Community Outreach



- Walkers repeat their pledge ahead of the start of the Shipping Association of Jamaica's 75th Anniversary 5K Run/Walk held at the Caribbean Maritime Institute on June 28. The event was a celebratory activity in honour of the SAJ's Anniversary.



- On your mark, get set, go!!! Runners dash across the start line during the Shipping Association of Jamaica's 75th anniversary 5K Run/Walk held at the Caribbean Maritime Institute on June 28. The event was sponsored by: JP Tropical Foods, PepsiCola Jamaica (Gatorade), Power106/Music 99 FM, Grace Kennedy, Leder Mode Ltd, ADVANTUM, Safety and Industrial Supplies Limited, MicroLabs Limited, Newport Medical Group/Ljekarna Pharmacy, Allied Insurance Brokers, The Gleaner Company Limited and Caribbean Maritime Institute.

REPORT

Human Resource Development

1. Industrial Relations

Joint Industrial Council

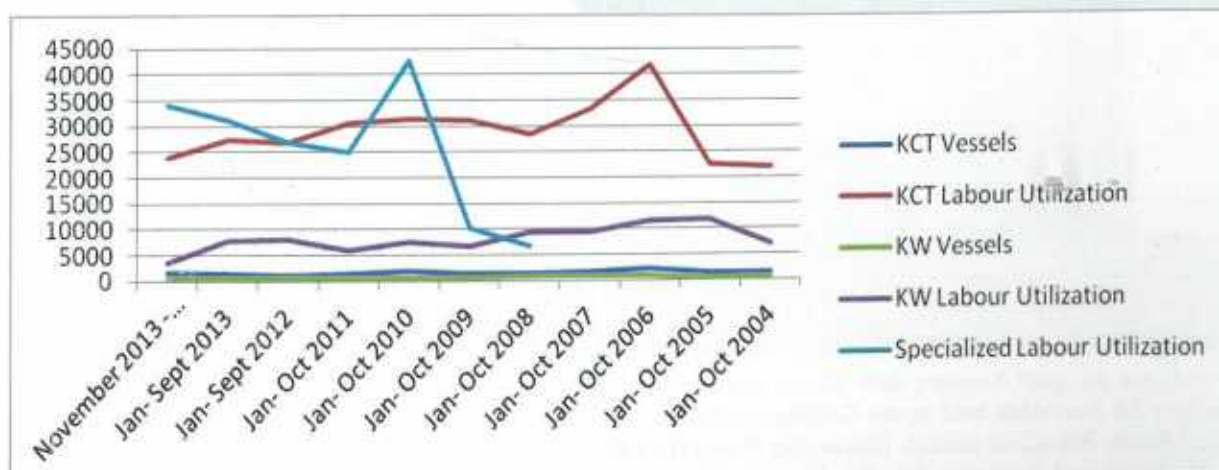
The Joint Industrial Council (JIC) regular meetings were held the last Wednesday of each month. The discussions were centered on the development of the Port of Kingston and the SAJ's relevance in the new paradigm. With the pending privatization of KCT, Professor Gordon Shirley, President and CEO of the Port Authority of Jamaica (PAJ) along with his team visited the Council at a meeting held on May 7, 2014. Mrs. Beverly Williamson, Head of Business Development Unit, PAJ made a presentation on the privatization process of KCT to members of the Council.

Recruitment

Manpower

The table below sets out the number of vessels and manpower utilization over a 10-month period over the last nine (9) years on both the Kingston Container Terminal and the Kingston Wharves' managed Multi-purpose Terminal.

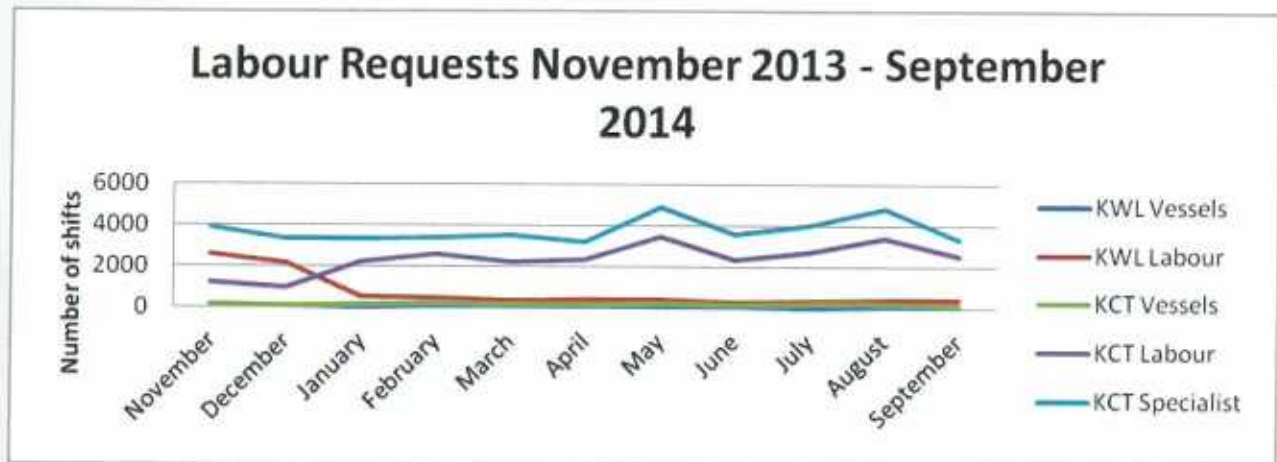
Year To Date	KCT Vessels	KCT Labour Utilization	KW Vessels	KW Labour Utilization	Specialized Labour Utilization
November 2013 - Sept 2014	1591	23805	564	3554	34163
Jan- Sept 2013	1307	27249	699	7727	31214
Jan- Sept 2012	1265	26965	653	8153	26748
Jan- Oct 2011	1460	30560	671	5957	25014
Jan- Oct 2010	1830	31398	694	7445	42633
Jan- Oct 2009	1447	31217	532	6636	10296
Jan- Oct 2008	1507	28374	826	9478	6848
Jan- Oct 2007	1769	33168	769	9564	
Jan- Oct 2006	2234	41766	785	11688	



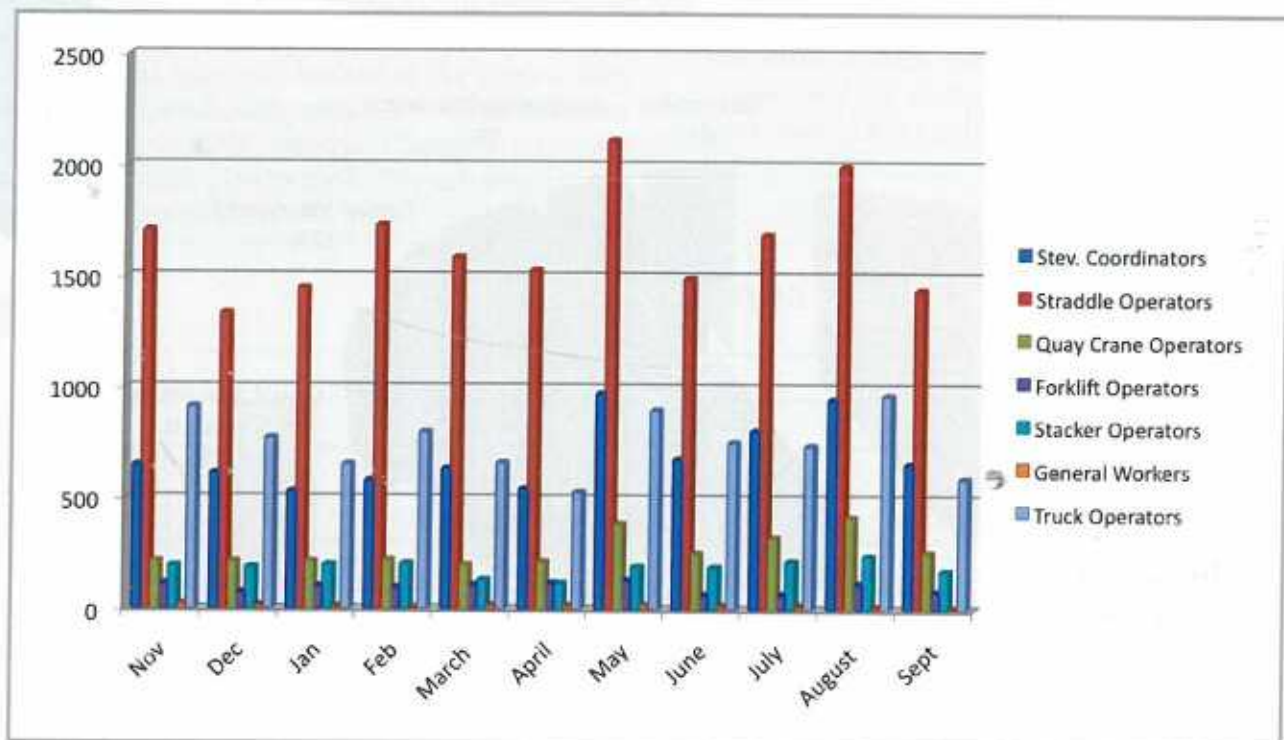
REPORT

Human Resource Development

Below is a graphical illustration of the utilization of men and vessels worked over the period for the Container and Multi-purpose Terminals.



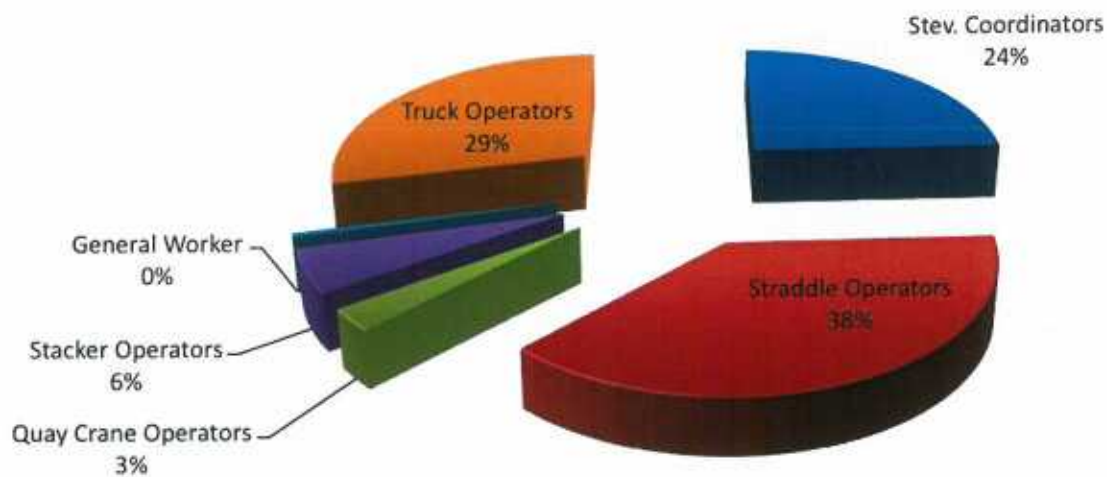
Monthly Utilization of Specialist Labour for the period November 2013 to September 2014.



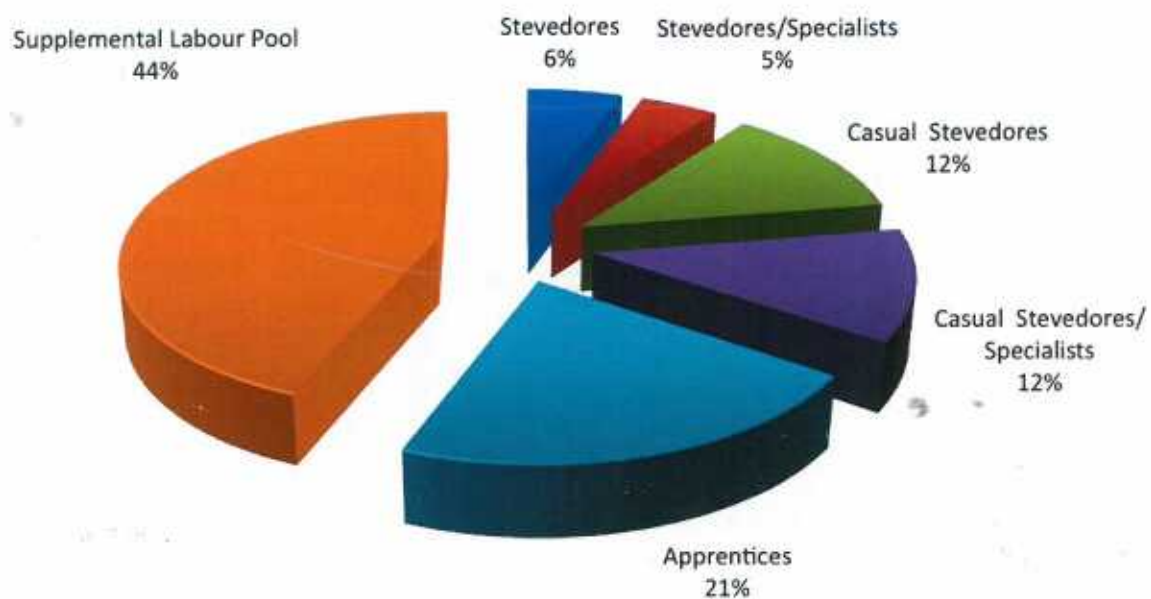
REPORT

Human Resource Development

Specialized Labour Pool (All groups)



Labour Strength



REPORT

Human Resource Development

Training and Development

Apprenticeship Programme

The Apprenticeship Programme continues to supplement the stevedore labour pool. One (1) group of apprentices has been trained since September 2013/2014. At the end of the Apprenticeship Programme, each apprentice was evaluated for promotion to the Junior Stevedore category. In 2014 nine (9) apprentices were moved to the Junior Stevedore category.

Supplemental Labour Pool

The Association has not recruited externally for the supplemental pool since June 2012.

Internal Training Initiatives

Training Needs Assessment and Administrative Staff Training

The Training Department conducted a training needs assessment of all staff in 2013 and a personal development plan was created for each employee which addressed gaps and looked at the professional development of each staff member. This initiative was instructed by the General Manager who saw many opportunities intertwined. The intention of the training needs assessment was to:

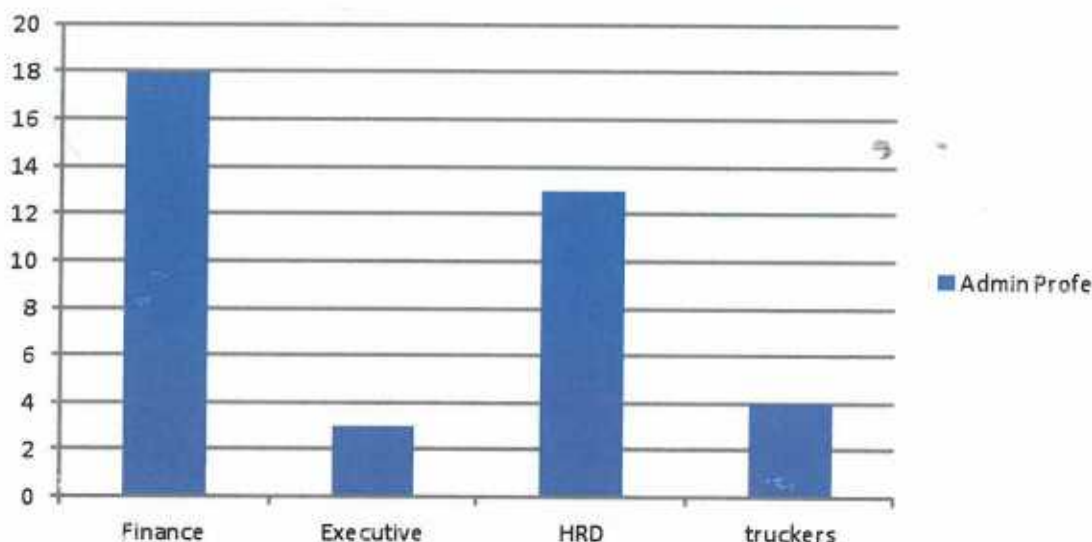
- Increase job satisfaction and morale among employees especially in light of the recession that is still lingering
- Increase employee motivation in face of changes occurring within the shipping industry
- Increase efficiencies in processes, resulting in financial gain
- Increase capacity to adopt new technologies and methods to improve productivity on the job
- Increase innovation in strategies and products
- Reduce employee turnover
- Enhance company image

From this assessment two (2) internal workshops were held in 2014:

i. Communication Workshop

A communication workshop was held for staff members as part of an ongoing professional development process. This workshop targeted all members of staff with the aim of underscoring the importance of communication in the Association. Case studies were used to illustrate real scenarios from the workplace.

Admin Staff trained 2014



REPORT

Human Resource Development

Advanced Excel Workshop

The Advanced Excel workshop targeted mostly finance personnel. However the workshop was extended to include four other departments and Advantum. The session was customized and was based on the challenges faced by staff who use Excel on a day-to-day basis. A total of 21 administrative staff were present for the workshop. A second customized Excel Workshop will be planned for the 2015 financial year to target additional members of staff.

ii. NCTVET Level 1 Stevedoring Programme

A fourth batch of 21 NCTVET trainees began training in January 2014. Training ended in May 2014 and the external exams were held in June. Two examiners were contracted who set the papers, conducted the practical and marked the papers. Results are pending but it is anticipated that results will be ready for November 2014 after which a request will be made to the NCTVET for the printing of the certificates.

A total of 98 stevedores have been a part of the programme up to 2014 representing almost 36 % of stevedores.

iii. First Aid Training

Two (2) First Aid and CPR sessions were held for the period- one for the stevedores and the other for the members of the Safety Committee. A total of 22 stevedores were trained and an additional 14 for industry which represented KWL, PAJ, SAJ and Transocean. It was the intent of the SAJ to have all workers exposed to First Aid and CPR courses as it was important for workers to be equipped to deal with certain emergencies until medical help arrives.

iv. Forklift Training

Forklift Training was held in July 2014. A total of seventy-

one (71) applications were received and sixteen (16) persons were shortlisted for interviews.

Ten (10) workers were selected and a three day training conducted by Douglas Ainsworth and Associates. Training took place at the SAJ's Head Office. All persons passed the assessment and have been deemed competent in Forklift operations.

v. Warehouse Training

As part of the SAJ's thrust to intensify deployment opportunities at KWL the skill-sets of the stevedores were widened to include training in warehouse operations to supply these skills to the terminal.

A team from the SAJ visited the warehouse facilities of KWL to observe the operations and to document the process flow which includes; learning the standards and to examine the systems used. From this visit a three (3) day training intervention was created for training stevedores in the area. The areas specific to the training were:

- Cargo stowage
- Cargo retrieval
- Shift materials using manual handling and equipment
- Apply customer service skills
- Values and Ethics



REPORT

Human Resource Development

External Training

Administrative members of staff were selected to attend training events that would enhance their knowledge and skills in their areas of employment. For the period 2013/2014, two (2) administrative members of staff were sent on training.

CLASSROOM UTILIZATION

Number of training days monthly

	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	TOTAL
NCTVET	8	8	8	8	8	8	2						50
Forklift Training							3			2			5
First Aid				3		3							6
Communication	1												1
Advanced Excel						2							2
Logistics 101		1											1
Warehouse training									2				
TOTAL TRAINING DAYS	9	9	8	11	8	13	5		2				67

Logistics 101 training

The Logistics 101 training was held on February 14, 2014. Approximately 80 persons were in attendance at the session hosted by Dr. Fritz Pinnock from the Caribbean Maritime Institute (CMI). Feedback from the participants was very positive and the content well received. The participants represented a wide cross section of person working in the shipping industry.

SPORTS CLUB COMMITTEE

The SAJ Finance committee approved the purchase of equipment for the SAJ gym. This was a one off assistance to the Sports Club with the intention that the sports club committee would continue to manage the operations of the gym. The gym is now open to all SAJ workers as well as employees from member companies.

The Sports club committee was revamped during the year and the new committee now included representatives from each department, union

representatives and two representatives from member companies. The committee is in charge of fundraising efforts as well as the day to day operations.

The gym was remodeled with new equipment, new flooring installed, walls painted and repairs done to some older equipment. Fundraising activities were held over the period to defray the costs of purchasing mirrors and a TV. The remodeled gym was officially launched on July 18, 2014.

The opening hours for the gym were extended from 3:00pm to 8:00 pm each day, and a dedicated gym assistant was engaged. There has been a membership drive for new members, which has yielded some improved numbers in registration. In addition the gym hosted a dance workshop in association with the Dance Expressions Theatre Company.

The sports club has also committed to keeping regular monthly socials, which included games evenings, domino tournaments and general lyfing events.

REPORT

Human Resource Development

WORKER OF THE QUARTER/ YEAR

The SAJ Senior Management continues to examine ways to encourage and lift morale of workers and it was deemed that Worker of the Year programme should be revived, with quarterly prizes also issued. Three workers of the Quarter for 2013 and a Worker of the Year 2013 have been chosen to date. The workers have all been recognized at the 75th Anniversary Church Service and the 75th Anniversary Gala and Awards.

The worker of the quarter was selected after a committee comprising KWL, KCT and SAJ personnel allocated scores based on quality of work, personal attributes and disciplinary issues. The scores were then tallied and the worker with the highest average selected per quarter.

The worker of the quarter award has been well received by the stevedores who aspire to have their names recognized in such a positive context.

SAFETY COMMITTEE

The Health and Safety committee met on the third Wednesday of every other month. At the meetings a number of issues were discussed and the escalations were done to the relevant parties to effect changes or to be sensitized to situations that affected safety on the port of Kingston. For 2014, a number of critical issues were discussed and most were resolved successfully:

1. Dedicated rest unit for the stevedores;
2. Use of Cages for Height Work;
3. Dedicated Fire hoses and extinguishers;
4. Deterioration of Crane leg;
5. Removal of Hatch covers at KWL;
6. Pilfering of Safety gears

EDUCATION ASSISTANCE FOR CHILDREN OF STAFF

A total of 30 students were given scholarships who were attending high school from 1st to 6th form. In addition 2 tertiary scholarships were granted.

the 2013/2014 academic year a total of 183 Students were given education assistance. Parent of these pupils/ students are engaged to the Association as follows:

Category of Staff	Education Assistance
Stevedore	95
Supplemental Labour Pool	74
Administrative Staff	14

EDUCATION ASSISTANCE FOR STAFF

The SAJ continued to support educational initiatives by staff under the education assistance policy. The following represented areas in which the SAJ granted assistance:

1. Four (4) employees pursuing professional qualification
2. Five (5) employees pursuing degrees
3. One (1) employee pursuing Postgraduate diploma

Professional Development Courses

SAJ continued to emphasize ongoing training by ensuring that employees were exposed to changes in their respective field of work. The aim of which was to encourage motivation and capacity building among the employees.

- A total of 19 employees have been exposed to a variety of professional development courses.

REPORT

Human Resource Development

Occupational Health and Safety

The Occupational Health Department in collaboration with the Public Relations Department partnered with Dr. Havalee Henry and hosts a two-day Health Fair on Friday March 28, 2014 and Saturday March 29, 2014 at the Tavares Gardens Primary School. Assessment included: (i) medical examination, (ii) eye screening and (iii) dental examinations.

In celebration of the SAJ's 75th Anniversary a third two-day health fair, was held at the Holy Name of

Jesus Catholic Church on August 22 and 23, 2014 respectively. This was aimed at providing students with free medicals for back-to-school. The Health Fair covered eye screening, dental examination and general medical check-ups. The Fair hosted more than 200 students living in the Greenwich Town community of St Andrew over both days.

The medical professionals engaged included a team from the Foundation for International Self-Help (FISH) Medical Clinic and Newport Medical Group.

The following companies partnered with the SAJ to host the Health Fair Maritime and Transport Services Limited, Kingston Wharves Limited, Advantum, Newport Medical Group and Petrojam.

The Occupational Health Department continued to encourage health and wellness throughout the period 2013/2014 period by disseminating information via emails and pamphlets to the workers to sensitize them on issues relating to:

- Hypertension
- Diabetes
- Stress Management
- Chikungunya and Dengue Prevention
- Mosquito Prevention
- Ebola



Denzil Archer (left) explains the use of the Gottwald Crane to students during the National Mathematics Expo held in March 2014.

REPORT

Property and Administration

SAJ Property

During the year, the Property team continued to address the maintenance issues of the SAJ complex.

The negotiations mentioned in the previous report were concluded and the SAJ complex is now home to Zim Integrated Shipping Services Ltd's Jamaican operation. This move also resulted in the Recruiting Centre's operations again being housed under one roof with a container being refurbished to accommodate some the SAJ Cyber Centre and delegates amenities.

It was reported during the last Annual Report that plans were in place to upgrade the storm water drains on the Fourth Avenue Complex to mitigate the flooding inside the premises. Starting July 1, 2014, Contractors MMCDAR, under the supervision of Engineers and project managers, NO Whyte & Associate, carried out a 75 day upgrade of the storm water system.

The project involved sections of the existing drainage network being abandoned and new sections created and connected to a headwall erected at the entrance to the Kingston Harbour.



REPORT

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REPORT

Property and Administration

External Property Management

SAJ Property Limited continues to provide property management services for properties owned by the Kingston Portworkers Superannuation Fund and SAJ Staff Pension Fund. The portfolio includes several pieces of land, six apartments and commercial properties and provision of property management service in the Kingston, St Andrea, Portland, St Elizabeth, St James and Hanover.

Canine Division

The Canine Division continues to carry out a service to our members and external companies in an effort to safeguard the integrity of cargo leaving the Port of Kingston.

Assignments from October 2013 to September 2014 amounted to 1,075, a decline when compared to 1,141 for the corresponding period in 2012 – 2013. A steady downturn in business for the Division has been noted over the last two years. However, based on the Division's commitment to maintaining its relevance, a review of the business was carried and adjustments made to operations.

The Division was established in 1994 as a service to its members to assist in the fight against drug finds in cargo passing over the Port of Kingston and out ports. Today, the Division is still committed and will continue to review and manage its operations to ensure viability and relevance.



Section of Second Street Leading to Headwall at Entrance to Kingston Harbour



The upgrade so far has been tested by a few good showers of rain and reports received suggest that the project was successful.

REPORT

Advantum

The twelve months period ended October 31, 2014 can be described as a year of retrospection, restructuring and renewal. Advantum maintained its profitability and has embarked on a process to realign itself, and strengthen its focus on the delivery of quality service.

Resulting from a restructuring exercise conducted after the departure of the previous General Manager, Andrea McGibbon White, in her new role as Deputy Group CEO/Deputy General Manager of the SAJ, officially assumed the function of Chief Operating Officer of Advantum.

Our change in strategy and leadership will allow us to improve our offerings, responsiveness and be a catalyst for change as leaders in IT services. We are particularly excited about the possibilities and opportunities on the horizon and are committed to seeing Advantum develop into a beacon for our local and regional shipping community.

NOTEWORTHY INITIATIVES

Advantum designed and implemented a Corporate Wi-Fi for one of our major customers. This initiative has allowed for easier Internet access to visitors and users throughout their offices whilst ensuring the security of the company's data. It is our intention to market and deploy this solution to other customers within the industry.

IT FORUM

Our main event for the period was the inaugural staging of our annual technology event – Advantum TechConnect.

Advantum TechConnect 2013 conference and expo was held over the period November 12-15, 2013 under the theme “SECURING THE LOGISTICS CHAIN: People, Equipment and Technology”. TechConnect 2013, aimed to engage the regional shipping industry and provide participants with a more profound



Presenters at TechConnect 2013, from left: **Roger Hinds**, Chairman, Advantum; **Hon. Anthony Hylton**, Minister of Industry, Investment and Commerce; **Dr. Fritz Pinnock**, Executive Director, Caribbean Maritime Institute; **Jayson Street** – Senior Partner, Krypton Security; **Erica Simmons**, Global Marketing Manager, Energy and Utilities, Siemens AG.

REPORT

Advantum

understanding of the need for a holistic approach to security, as well as to inform on the latest developments in technology with regard to security.

It also gave participants the opportunity to network with other players, suppliers and clients in the value chain to enhance their operations.

The products and services of Advantum were showcased and our partners, Intcomex Jamaica Limited, hosted a pre-Christmas sale of electronics and accessories.

The week of events included a conference and expo for the key players in the maritime industry. Speakers at the event included;

- Ethical Hacker, Jayson Street - Senior Partner, Krypton Security, Chief INFOSEC Officer, Stratagem 1 Solutions, a Certified Information Systems Security Expert who has consulted with the FBI and US Secret Service;
- Mrs. Erica Simmons - Global Marketing Manager, Energy and Utilities, Siemens AG (the largest Europe-based multinational engineering and electronics conglomerate in the world);
- Dr. Fritz Pinnock - Executive Director, Caribbean Maritime Institute
- Hon. Anthony Hylton, Minister of Industry, Investment and Commerce.

Also included was a User Forum for customers who utilize ADVANTUM products and services. Users were updated on developments and got the opportunity to share with each other.

Other Events

Advantum maintained a presence in key regional events. Our participation in CSA's Executive Meeting in May 2014 allowed us additional opportunities to meet with our existing regional customers. Two presentations were made, to the Port Awards Committee and Conference delegates, on the CSA Port Awards Portal which was developed by us.

Advantum was also represented at the Port Management Association of the Caribbean AGM held in St. Maarten, in June 2014. We were officially welcomed to PMAC as a member of their Strategic Committee and were presented with a membership plaque. The PMAC website, which was developed by us, was launched at the conference and an introductory presentation was made to the conference participants.

New Customers/ Projects

Stemming from our business development efforts in prior years, we increasingly permeate the region with the use of our solutions, some of which are to our existing clients. This included the adoption of our Advantum Suite of solutions (Agent, eLabour, Payroll, Financials, Chassis Rental), network management and website development. Some of our new projects and customers during the period include:

Caribbean Shipping Agencies Ltd.	- Trinidad
Caribbean Shipping Association	- Jamaica
Freight Handlers Limited	- Jamaica
Gateway Shipping International Ltd.	- Jamaica
Gulf Shipping Ltd.	- Trinidad
International Shipping Ltd.	- Jamaica
Jamaica Freight & Shipping Co. Ltd.	- Jamaica
Kingston Wharves Ltd.	- Jamaica
Lannaman & Morris (Shipping) Ltd.	- Jamaica
Maritime and Transport Services Ltd.	- Jamaica
Port Management Association of the Caribbean	- Barbados
Ocean Air International Ltd.	- Jamaica
PLIPDECO	- Trinidad

REPORT

Advantum

Network Operations

To ensure continued improvement and optimal performance of our network, we commenced extensive work to upgrade our infrastructure and make our environment more secure, current, and scalable. A major component of this ongoing exercise will be completed by first quarter 2015.

Several planned works occurred during the year and cloud backup was introduced as another layer of redundancy. Upgrade to our Internet bandwidth and an improvement in email infrastructure has resulted in improved user experience through improved delivery of emails and reduction of spam.

Corporate Social Responsibility & Community Service

In continuing our corporate social responsibility and outreach to the community, Advantum contributed toward several causes/benefits as well as participated in charitable events. These included:

- SAJ's Health Fair – donation of school supplies to children
- Back to School Fair in Trench Town
- Tavares Gardens Teacher Forum - Presentation
- Caymanas Gardens Football Club - donation of trophies
- Sponsorship of the SAJ 75th Anniversary 5K Walk /Run
- Community Service Events

OUTLOOK 2015

We intend to continue our marketing thrust and deployment of our Advantum Solution Suite and IT managed services, cementing our presence as the main technology provider in the maritime industry.

We also intend to improve our service delivery to be a Best in Class IT Service Provider, enhancing the overall experience of our customer at every touch point within the customer life cycle.

To enhance the competitiveness of our applications we have a comprehensive warehouse management add-on which is being tested for full deployment in 2015. Other developed solutions will be introduced to the market in the coming year.

The rollout of our new world class IT infrastructure will produce for our customer; higher availability of services, which is important to our industry, reliability, improved monitoring and responsiveness and greater efficiency. This will also enable us to offer additional services to the community whilst reducing operational cost.

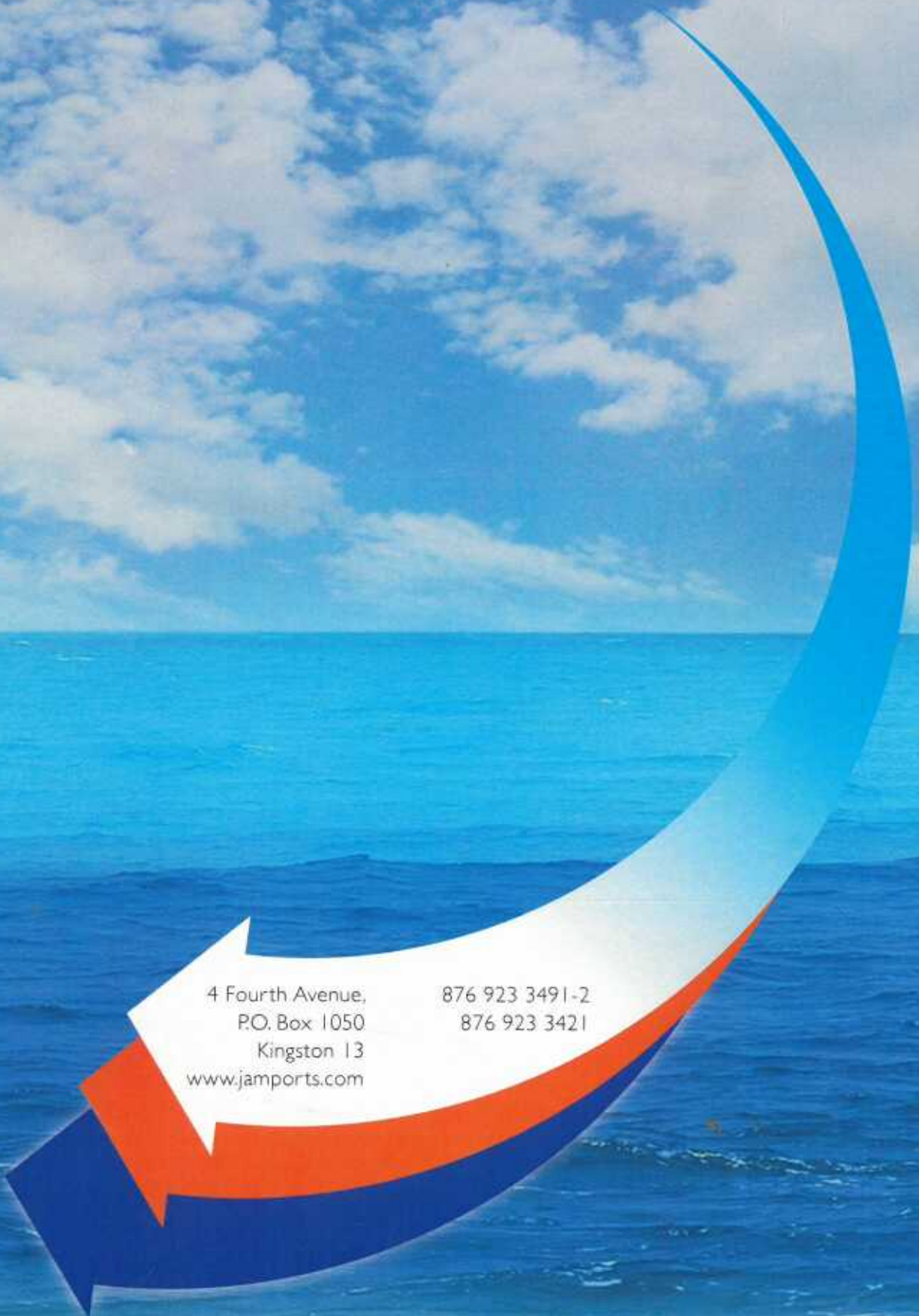
Advantum will continue to play its role and maintain visibility in the procurement and deployment of the Port Community System.

THE JOURNEY CONTINUES...

We recognize the various challenges that will come, and as much as possible, have identified ways to mitigate against them. We intend to be the catalyst for change in the maritime industry, bringing solutions and services that will make a positive impact on logistics in Jamaica and in the region. We thank you, our customers and partners for your continued support in this challenging environment and implore you to join us on the journey of transformation and growth for the coming year and beyond.

We are **ADVANTUM**.

NOTES



4 Fourth Avenue,
P.O. Box 1050
Kingston 13
www.jamports.com

876 923 3491-2
876 923 3421