



WALA'AU

KOKUA MAUI



IN THIS ISSUE

PAC MOBILIZES FOR MAUI DISASTER RELIEF

On August 8th, when the news of the devastating Lahaina fires first surfaced, Pacific Air Cargo began immediate disaster relief planning and logistics. With the heartfelt support of all our Team Members the following are some of the actions we initiated

- Working with crew scheduling to operate additional 747F flights to/from the Mainland and Hawaii
- Working with Kahului Airport Management to obtain B747-400F landing rights into OGG Airport
- Working with ground handlers in OGG to support ground equipment for 747F operations.
- Being available 24/7 for all requests to send relief supplies into HNL and OGG
- Working with our Boeing 757F partner to position one of its aircraft and crew in HNL to be ready to operate HNL – OGG charters.

PAC Relief Operations that took place between 8/12/23 – 8/21/23 for the community of Maui

- Operated a dedicated 747F charter from LAX to HNL carrying 200,000 lbs. relief supplies. Goods included beds, water, tents, and generators.
- Operated a part-747F charter carrying 110,000 lbs of relief supplies between LAX –

HNL. Supplies included diving, and search & rescue equipment for ongoing searches for missing persons.

- Carried five cellular phone towers from LAX – HNL and transferred them to C130 aircraft to continue on to OGG to support quick network recovery. PAC also provided the full ground handling of the transfer and upload of the C130 with our own manpower and GSE equipment.
- Carried over 100,000 lbs of general relief supplies including dog food, water, generators, and other relief goods over PAC's scheduled six days-a-week LAX – HNL all cargo service.
- Operated a full 757F charter carrying 60,000 lbs of relief supplies from HNL – OGG.
- Provided full ground handling support in Honolulu for two C130 aircraft operating from HNL to OGG carrying relief supplies.
- Provided full ground handling support for an Atlas 747F that operated LAX – HNL carrying 35,000 lb. oversize cargo.

Continue on next page.....



IF YOU DON'T LIKE SOMETHING,
CHANGE IT.
IF YOU CAN'T CHANGE IT,
CHANGE YOUR ATTITUDE.

- Maya Angelou



OGG Relief Dedicated Donations/Partnerships

Partnered with Island Pet Movers to move any relief animal from OGG – Mainland via PAC HNL – LAX flights for a small ground handling fee only. Air Freight is offered at no charge.

Partnered with Rescue Kitties of Hawaii and Alaska Airlines to support their “Relief Animals Fly Free” campaign.

Moved approximately 50,000lbs of goods LAX – HNL at discounted or no charge rates for supplies supporting the community of Lahaina. Items included Maui Strong T-Shirts, food stuff, clothing, blankets, flashlights, and other general relief commodities.

Partnering with the Hawaii Feathered Friends Network to move 15 bird cages for exotic birds that were stranded at the Maui Humane Society. Once the cages arrived the birds were housed at the Maui Hyatt which has exotic birds on site and are licensed by the USDA.

Our support for the communities on Maui will be ongoing in the months and years to come.

Tanja Janfruechte – President & CEO





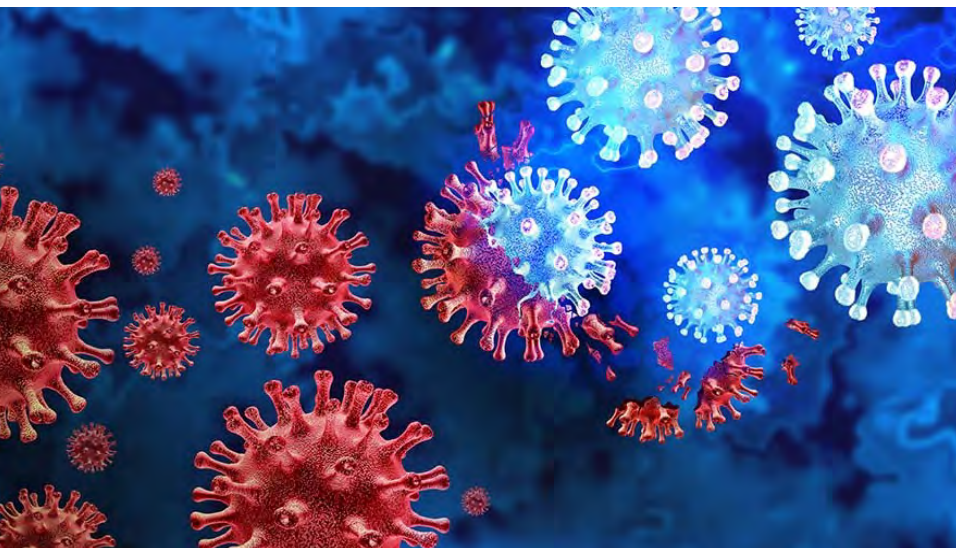
COVID IS BACK ON THE HORIZON

Team, back by unpopular demand is the very virus we thought went away, COVID-19. Hawaii Department of Health has said that since July of 2023 there has been a steady uptick of Hawaii residents reporting COVID -19 illnesses. Currently we are heading into the cooler months in which COVID-19 spawns the most. We here at PAC hope that we can take measures to prevent this from occurring here at work. Ultimately, we do not want to go back into a pandemic, or worse a shutdown. Times are hard already as it is without the threat of COVID looming over our heads. So here are some easy ways to help you stay healthy:

- Wash your hands frequently especially prior to eating.
- Use antibacterial hand sanitizer when practical. Our facility has multiple dispenser locations.
- Put on a face mask when you are not feeling well, even if it's just a small cold.
- Watch your temperature, at 100.4F you should stay home and contact your doctor.
- Get the new COVID-19 boosters to help your body.
- Keep your work area clean and sanitized before and after your shift.

Take the time to be safe and help keep others safe at the same time. This is one thing we do not want to share with family or friends.

Kevin Molale – Director Safety & Government Compliance



A Decade of Loyal Service

Pacific Air Cargo was delighted to recently celebrate a milestone within our Ohana – Ten years of service from Jeffery Nakasone.

A native son of Hawaii, Jeffery was hired by Thomas Ingram and began working for PAC as a Cargo Agent under Japan Air Lines. He loves what he does and at the young, sunny age of 67 has no plans to retire any time soon.

Jeff is an accomplished professional marathon runner. He has participated in a whopping 75 marathons, including the Boston Marathon - six times, as well as international marathons in Berlin, Germany; Tokyo, Japan; London, England; Warsaw, Poland; Osaka, Japan and will be running his 76th in Lausanne, Switzerland next month.

In addition to running, he also loves body boarding, photography, and is a talented cook in the kitchen with Asian Fusion as his favorite specialty.

Jeff's gentle words of wisdom to Generation Z are to "take pride in whatever you do in life."

Congratulations again Jeff. We truly appreciate you!

Robyn Sharpe – Director Human Resources



AMAZON ULD SORT CHALLENGE

Here's how the challenge works. The team that sorts the most ULD's in this challenge is the winner. We had a total of six teams compete in this challenge with each team consisting of four members. Of the 39 ULD containers full of packages, the winning team sorted a total of 8 ULDs to win the competition. Also, worth noting was that the fastest time yet of the competition was from the winning team at 9 minutes 10 seconds to offload 1 full MD ULD.

We have a full engagement calendar for our team members each month which consists of on-time performance, the opportunity to receive free meals if all flights and line haul trailers depart 10 days straight, without any delays. On the safety side, the challenge is to be free from any injuries for the whole month, which will earn our team a free BBQ at the end of the month. Each month we also celebrate the birthdays of our team members with cake and ice cream. Our goal is to keep our team members engaged in our ohana culture, to build healthy relationships, and get to know each other not only at a professional level but at a personal level as well.

The winning team called "No Smoke" each received a \$50 gift card and bragging rights to defend their championship title for the October bracket Tournament challenge.

TOP RIGHT:

- Desiree Fidow
- Dorothy Lemaota
- Fia Ito
- Nathan Toni



Eugene Lealaitafea – Honolulu Station Manager





RECRUITMENT EXPEDITION

With Peak Season right around the corner, "All hands-on deck!" has been the motto of the Human Resources Department. From online recruitment to in-person job fairs, the potential for promising New Team Members has never been higher. Over the last few months, we have been blessed to take part in two separate job fairs. Our first, The Health and Wellness Fair, took place at the Parents and Children Together Family and Economic Opportunity Center and was centered around helping families in more ways than just financial assistance. Our second job fair, the Honolulu Star Advertiser Career Expo at the Neil Blaisdell Center, focused on connecting employers with qualified candidates.

Special shout out to our very own Katherine Bocobo for flying in all the way from LAX to spearhead the Blaisdell Center job fair. In addition to our employee referrals and our continuous online presence, our summer job fairs have been able to bring on another 15 new Team Members. As a reminder Team, please don't forget about our Employee Referral Bonus. Don't know what that is? Ask any member of the Human Resources Department and we'll be happy to explain, or read the details on page 8. **Shadracc Talaimatai – HR Generalist**



Shadracc Talaimatai, Kalani Mioi,
Taylor Mossman-Eberhart, Katherine Bocobo



Job and Wellness Fair - Taylor Mossman-Eberhart



Taylor Mossman-Eberhart, Shadracc Talaimatai,
Katherine Bocobo

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September 2023 INDUSTRY NEWS

FEDEX PUSHES DELIVERY OF TWO 767F



FedEx is extending the delivery date of two 767-300Fs into 2026. Having taken delivery of four aircraft between May and August, the company now expects eight more of the production freighters to be delivered in the fiscal year ending 2024, ten in 2025 and two in 2026.

WESTJET CEO SAYS AIRLINES WILL NEED SIGNIFICANT GOVT. SUPPORT TO DECARBONIZE



The CEO of Canada's second-largest airline, Alexis von Hoensbroech, says the global push to decarbonize the aviation sector by 2050 will lead to a major increase in ticket prices unless governments step in to offer support. But he said while WestJet and other airlines are investing billions in fleet improvements and energy efficiency to reduce their environmental impact, getting to net zero by 2050 will be a major challenge. Electric or hydrogen-powered planes remain a long way from becoming reality, making the aviation sector one of the hardest to decarbonize.

AIR NEW ZEALAND CELEBRATES ONE YEAR OF NON-STOP SERVICE TO NYC



At the time of the service's inaugural flight a year ago, the Auckland to New York service was the fourth-longest operation in the world, at 16 hours. Since then, Qantas has surpassed it with a slightly longer flight from Dallas to Melbourne. The NZ route, which flies nearly 9,000 miles, is at the top end of the 787's range and because of this, the weight capacity of the aircraft is a flight-by-flight concern.

JAL TO DEBUT FIRST FREIGHTER AIRCRAFT IN 13 YEARS



Japan Airlines will introduce three new cargo planes for the first time in more than a decade, seeking to diversify revenue by tapping into global and local consumer demand fueled by e-commerce and parcel delivery. Three new Boeing 767-300ER dedicated cargo aircraft will operate starting this fiscal year, which ends in March 2024. Until now, the airline has largely run its cargo business using space on passenger flights and chartering other companies' freighters.

Paul Skellon – Editor

PAC GIVES BACK - MAUI

The devastating Lahaina fires last month have impacted communities across Maui in many different ways, and **PAC Gives Back** has been answering calls for assistance and support whenever we can.

One such call came from the San Francisco offices of the Western Disaster Relief division of the American Federation of Aviculture (AFA) which saves, supports, and provides protection for native and exotic birds. The organization's most recent disaster relief assistance was for the owners of The Bird Stand, which was located near Front Street in Lahaina. The owners lost both their business and their home, as did two of their employees. They escaped the fires with only the shirts on their backs and their 15 exotic birds. Without a home, the store's owners found support and shelter with a long-time friend. The birds were initially cared for in temporary holding cages at a local veterinarian's office and have now found a longer-term home at the Maui Hyatt that was already home to exotic birds of their own. These magnificent animals were in desperate need of food and proper enclosures which the AFA were able to obtain on the mainland and then PAC worked closely with our friends at The Delivery People to ship new bird cages and food from the mainland to the Hyatt on Maui.

Paul Skellon – Director Marketing, Communications & PR



Top: Lizzy- Hawaiian Feathered Friends White Cockatoo

Bottom: Lucky - Hawaiian Feathered Friends Rescued Parot

MOVING ON UP

"O le ala i le pule o le tautua" A Samoan proverb meaning "The path to leadership is through service." As a company, we have always prided ourselves on being able to look inward for growth. Seeing characteristics that align with our company values is something that is initiated in interviews, cultivated on the ground, and celebrated in all aspects. With the expansion of our PAC Ohana, strong leadership is something that is vital to our success. To the new class of leadership, be the change that you want to see and fly high. **Shadracc "Shaddy" Talaimatai – Human Resources Generalist**



Leilani Untalan, Bonnie Tumanuvao,
Unise Aholelei (Night Ops Leadership)



Ezra Gines (Mid Shift Lead)

INTERVIEWS & ICE CREAM

On Saturday July 22, the HR Team spearheaded another creative recruiting drive, under the banner of Interviews & Ice Cream, with interviews held at the PAC Honolulu offices. All Team Members on duty that day were invited to enjoy one of the delicious, refreshing treats, and encouraged to spread the word that PAC is hiring.

Earlier in the month, HR promoted this fun recruiting initiative and reminded us that our referrals were welcome. In fact, any Team Member who referred a new-hire, who then goes on to successfully complete their 90-day probation period, will receive a cash bonus of \$200! The good news is that the referral incentive program continues, so if you know of a dependable family member or friend who would like to join our PAC Ohana, please make the introduction to one of the HR Team today. **HR TEAM**





Top Left: Brittney Togafau (Admin Agent), Shaddy Talaimatai (HR Generalist), Bonnie Tumanuvao (Night Ops Supervisor) | Top Center: Locker Room Clean Up ft. Shane Ho
 Top Right: Jessie taking good care of this precious cargo in preparation for its shipment to HNL | Middle Left: Corey Cooper (Morning Shift - CSA)
 Middle Center: Sunset Crew View | Middle Right: Trucks bring power generators for Lahaina from Dallas, Texas
 Bottom Left: Mid Shift | Bottom right: Ms. Robyns Birthday - Shadracc Talaimatai Taylor Mossman-Eberhart Ashlene Kupa Robyn Sharpe Jonalynn Kamanawa Kevin Molale



ANNIVERSARIES, NEW HIRES, & PROMOTIONS

ANNIVERSARIES

August Anniversaries

- Jessie Villalobos, 18 years
- Jeffery Nakasone, 10 years
- Michael Huls, 9 years
- Kolleen Bringas, 4 years
- Stansen Wong, 3 years
- Alti Jermeto, 1 year
- Sonia Moir, 1 year

September Anniversaries

- Kiotak Gold, 11 years
- Agua Augafa, 4 years
- Ezra Gines, 2 years
- Pritchard Lealiiiee, 1 year
- Katherine McCabe, 1 year
- Preston Morales, 1 year
- Stephen Okamura, 1 year



NEW HIRES

- Bernice Biroan
- Corey Cooper
- Jaden Francisco
- Tionna Lewis
- Asefina Salakielu
- Jessicah Hokoana
- Eliota Pritchard
- Jonathan Beluong
- Attalya Etuale
- Hapaki Kepaa
- Lavinia Salakielu
- Precious Stewart
- Luke-Anthony Vaovasa
- Falemalama Wells
- Jaydie Creed
- Faatea Ilalio
- Tyler Brain
- Aj Arten



PROMOTION

- Bonnie Tumanuvao
(Admin Lead > Admin Supervisor)
- Ezra Gines
(Ramp Agent - Ramp Lead)
- Leilani Untalan
(Admin Agent > Admin Lead)
- Uinise Aholelei
Admin/Warehouse Agent >
Warehouse Lead)
- Satris Roby
(Warehouse/Ramp Agent >
Warehouse/Ramp Lead)



Departure On-Time Performance (DEP OTP)

DEP OTP	July	August
2023	67.4%	77.6%

On the job Injuries (OJI)

Injuries	July	August
2023	3	1



WE WANT TO HEAR FROM YOU

Have a picture, a story, or an announcement you would like to share in the next issue of The Wala'au? Contact Paul, Shaddy, Katherine, or email us at walaau@pacificaircargo.com

Henry Wu - Publisher | Paul Skellon - Editor