



Spring 2026

Many great things to come

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Riding out the Storm

"Building long-lasting partnerships through integrity & exceptional service"

Coming off a strong year, I'm excited about the momentum we are carrying into the year ahead. One of the most rewarding parts of that success has been the opportunity to continue adding talented people to our team. Our growth is a direct result of the dedication, hard work, flexibility, loyalty, and toughness our team demonstrates every day. I want to thank everyone again for the effort that made last year such a success.

Last week I began writing my article for Wala au when oil prices skyrocketed. This impacted the world overnight and hit our industry extremely hard. To give you an idea of PAC's personal impact: jet fuel rose about 70% when all taxes are included. For a 747F that averages around 40,000 gallons (conservatively) for one of our round trips, that equates to about \$70,000+ per day in additional cost. We experienced something similar in 2018, and we got through it, just as we will again. The difference is that back then the increase happened gradually. Today, the price spike happened overnight. Our team has been meeting all week to strategize a plan to help absorb this cost, and we will be rolling it out soon. Costs for our partners will increase just as costs for us increased.

Even though fuel prices are outside of our control, the service we provide is not. That's good news because we do that really well! During times like these, our customers may look for less expensive ways to move their cargo ... We can't blame them for that. What we can do is continue giving them reasons not to look anywhere else. Let's keep delivering the above-and-beyond service they've

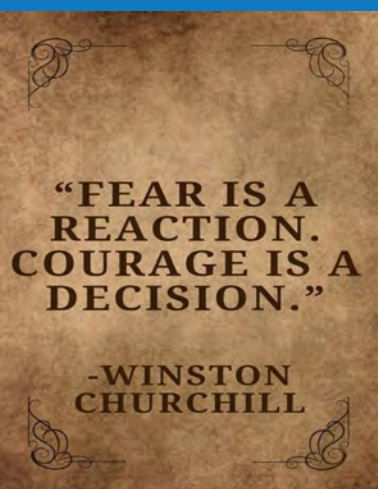
come to expect from us and maintain the loyalty that keeps them with PAC through both good times and harder times. Let's keep the PAC brand in mind when working with our partners and continue to push our core values up front:

Our Mission Statement: Building long-lasting partnerships through integrity and exceptional service.

Our Core Values: Pride, Accountability, Commitment, Integrity, Flexibility, Innovation, and my personal favorite: A Can-Do Attitude.

Thank you everyone again for all your hard work to get us here and help move us past another "hump" that is impacting PAC and our entire industry.

Tanja Janfruechte – President & CEO



COO Corner - Growing the GSE Fleet



TB-1 and TB-2, 10,000 lb. DBP joins our PAC family of tugs as the heavy and fast pullers in the bunch.

PAC is now investing in the future of long-haul drayage. We procured these two units to relieve the pressure off our smaller brothers, the JT5 series 6,000 lb. DBP tugs. 6,000 lb. DBP = ideal for up to 50,000 lb. to 60,000 lb. of gross weight. 10,000 lb. DBP = ideal for up to 75,000 lb. to 125,000 lb. gross weight.

Thomas Ingram - Chief Operations Officer

Airforwarders Association Update



Association (AfA) following a survey of its members.

The survey showed that as a result of US tariff policy, 83% of respondents have experienced reduced shipping volumes, more than half said clients' supply chains and shipping routes had changed and nearly half had reported increased operational costs and administrative workload.

Members cited **customs delays, airport congestion, reduced flight schedules, and inconsistent security and documentation processes** as compounding the impact of tariffs on day-to-day operations, the association said in a press release.

Paul Skellon – Editor

More than 80% of US forwarders have reported a decline in volumes as a result of the country's tariff policy, while more than half have noted changes to customers' supply chains. These figures were reported by the Airforwarders

Situational Awareness in the Warehouse

While we all think that working at the airport should have limited hazards like don't get in the way of the aircraft, there truly are so many more. In recent months, we have noticed a small uptick in near misses and minor accidents due to latent awareness. Every employee sees the situations unfolding around them but choose not to react assuming that the other person will pause for them. This is the purest form of situational complacency! Our working environment is fast paced and full of moving parts. As an employee, it is your responsibility to be proactive in situational awareness looking at your surroundings and potential hazards. From the forklift that is reversing to the loader that is offloading ULDs, we need to ensure that every employee is in a safe visible space away from the potential dangers that could arise. Remember if they cannot see you, then you are at risk and need to move away from the area to be more visible. Always wait until everyone is clear before moving equipment, vehicles, or cargo.

Kevin Molale - Director of Safety & Government Compliance



Happy 1- Year Anniversary to Laura A. Jaime, Payroll Specialist!

Please join me in celebrating Laura A. Jaime 1-Year as PAC's Payroll Specialist

Over the past year Laura has played an essential role in ensuring employees are paid accurately and on time—something that often happens behind the scenes but has a huge impact on everyone's daily lives. Laura's attention to detail, patience in handling complex payroll processes, and ability to navigate deadlines, regulations, and last-minute changes has made Laura a dependable and trusted professional.

Laura's work represents reliability, accountability, and care for all PAC team members. Every payroll period processed, every question answered, and every issue resolved contributes to a smoother workplace and greater confidence across the team. Reaching this one-year milestone is not just about time spent in the role, but about the growth, knowledge, and consistency you have demonstrated along the way. Your efforts have helped build a strong foundation for all of us at PAC, and this anniversary is a well-deserved moment to recognize your hard work, professionalism, and the valuable contribution you make to the organization every single day.

Congratulations on one year of excellence as PAC's Payroll Specialist, and here's to many more achievements ahead!

Thank you,

Sonia Moir - Chief Financial Officer



Helen Keller

Scholarship Opportunity

The Air Cargo Association Hawaii (ACAH) offers a scholarship opportunity to under graduates who are in their 2nd year or higher in a college or university and graduated from a high school in Hawaii. Proof of continuing education, a GPA of 3.0 or higher, activities, community service or internship and an essay are some of the application requirements. Deadline for applications is March 31, 2026, so don't delay! <https://www.aircargassociationhawaii.org/scholarship>

Mark Brower – President ACAH

Funding of the Scholarship

The funding for the Scholarship Program comes from generous donations among ACAH members, air cargo companies, freight companies as well as ocean and trucking companies throughout the community. The largest donations are secured through an annual golf tournament fundraiser.

2026 Applications for Seniors Graduating High School

Now accepting applications till March 31, 2026



Brock Amorin
Saint Louis High School, Honolulu
Pacific University - Forest Grove, OR

Sponsoring Company:
Hawaiian Air Cargo

2025 Recipients



Keldon Yoshida
Waiakea High School, Hilo
University of Hawaii - Manoa

Sponsoring Company:
Hawaiian Air Cargo



Industry News

UPS Slashes another 30,000 jobs nationwide

United Parcel Service said this month it would cut up to 30,000 operational roles in 2026, adding to last year's job reductions as the delivery giant looks to accelerate a turnaround fueled by a pivot to higher-margin shipment. Last year UPS said it would accelerate a plan to slash millions of low-profit deliveries for Amazon.com, its largest customer and a growing delivery rival, calling the business "extraordinarily dilutive" to margins. US freight specialist UPS has retired its entire Boeing MD-11F fleet, the company has disclosed in a full-year financial briefing.



AGM to shed Atlas

Apollo Global Management Inc. is exploring a potential sale of its aviation company Atlas Air Worldwide Holdings Inc., according to people familiar with the matter. The US investment firm is in the early stages of considering a potential divestment of Atlas Air and may seek to value the business at more than \$12 billion including debt. Atlas Air currently offers aircraft leasing and charter flights with its fleet which includes Boeing 747s, 777s, 767s and 737s.

50 Freighters Trapped in the Gulf

As some freighters resume operations in early March, and make their way out of the Gulf, about fifty widebody and narrowbody freighters — including eighteen 777Fs operated by Qatar Airways, Emirates and Etihad Airways — remain stranded at airports in the United Arab Emirates, Qatar, Oman, Bahrain and Kuwait.

Much of the Gulf's airspace has been closed since the military strikes on Iran by the United States and Israel began Feb. 28, 2026.





Industry News continues...



Jet A-1 refining capacity keeps prices high

IATA Director General Willie Walsh listed restrictions on airspace, protectionism, global disruption and the impact of the oil prices as “extremely challenging” for the industry during a the IATA World Cargo Symposium on March 10.

The rising fuel costs will affect some carriers, such as U.S. airlines, more quickly than their European counterparts, which may have hedged their fuel costs, but the entire industry will see price adjustments reflecting the increase in oil prices, he said.

Brent crude oil was trading at about \$73 a barrel just before Feb. 28. Today (March 10), that price is about \$92 per barrel after a peak of almost \$120 this week.

Fuel hedging may have given European carriers a head start as oil prices increased by 22%, the highest the region has seen since the outbreak of the Russia-Ukraine War in 2022.

“It’s only been a couple of weeks now, but we have seen some widening tax credits. But even though the crude price has come down, we’re not seeing a corresponding decrease in the price of jet fuel,” Walsh said. “Clearly there are some issues around the refining capacity for jet fuel.”

Paul Skellon - Editor



PACSTAK - Optimizing volume



Two Wart Hogs Lenny & Pua, new arrivals for HNL zoo

PAC Gives Back: Mahalo from PHAM

I wanted to share with you a portion of a letter of appreciation from one of the senior directors of the Pearl Harbor Aviation Museum. Many of our PAC TMs are involved in these shipments, so this note is also for you:

Aloha Paul,

I've been looking back at everything we were able to accomplish in 2025, and much of these achievements simply wouldn't have been possible without the support of Pacific Air Cargo. Your generous support for our air freight needs is so incredibly impactful. In particular, we are so grateful for your help in transporting the training equipment for our High School A&P program. Having those resources on-site was imperative to the launch of this program.

We are so grateful to Pacific Air Cargo's continued partnership and commitment to the Museum's mission.

Mahalo,

Woo Ri Kim
Sr. Director of Philanthropic Strategies and Programs
Pearl Harbor Aviation Museum

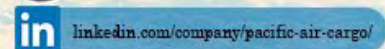
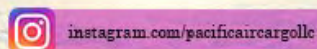
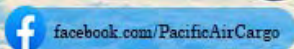
Paul Skellon – Director Marketing, Communications & PR



PHAM Exhibit



Please follow us, share and like Pacific Air Cargo on FB, IG and LinkedIn





Perisha's Broke Da Mouth Review

ALOHA EVERYONE!!

Welcome back to another mouthwatering segment of Perisha's Broke Da Mouth Food Reviews.

Today, I'm featuring an amazing spot that gives you a warm and comforting meal, especially on a cold or rainy day. This Vietnamese restaurant is known for its flavorful dishes, generous portions, and especially its pho featuring large bone-in ribs. It's one of my favorite places to go when I want something comforting or when I'm feeling under the weather.

Introducing Ribs & Broth, located in town in the Moili'ili area — and they also have a 2nd location in Waipahu!

First Choice – Ribs & Broth Pho (No. 17)

My number one pick on the menu is their signature dish, the Ribs and Broth Pho, also known as menu item No. 17. The first time I saw a picture of this dish, I knew I had to try it. The bowl arrives filled with 4 to 5 large bone-in ribs rising out of the broth. The meat is slow-cooked until it becomes incredibly tender, practically falling off the bone. The pho also includes their homemade rice noodles and fresh vegetables, all simmered in a rich, flavorful broth. The portions are extremely generous—so generous that I've never been able to finish the entire bowl. It's hearty, comforting, and absolutely delicious.

Overall: 1000/10

Food Rating: Rich, flavorful broth, Ultimate comfort food and Huge and filling portion.



Second Choice – Traditional Favorite: Combo Pho (No. 22)

My second go-to dish is the Combo Pho, which is perfect for anyone who loves a classic pho experience. This bowl includes rice noodles, vegetables, and four different types of meat: meatballs, steak, flank, and tripe. Everything is slow-cooked in the broth, creating a deep, savory flavor that makes this dish incredibly satisfying. It's the kind of meal that warms you up from the inside out. Honestly, it's so good that after finishing a bowl, I feel ready to go home and take a nap.

Overall: 9/10

Classic savory pho broth, Great variety of meats, Hearty and satisfying.

Third Choice – Appetizer Favorite: Fresh Spring Rolls

For appetizers, I highly recommend the fresh spring rolls. They're packed with vermicelli noodles and crisp vegetables, creating a refreshing contrast to the rich pho. I enjoy wrapping the spring roll in lettuce along with vermicelli noodles, vegetables, and pickled daikon and carrots. Once dipped in the sauce, the flavors come together perfectly. It's light, flavorful, and adds another layer of enjoyment to the meal.

Overall: 8/10

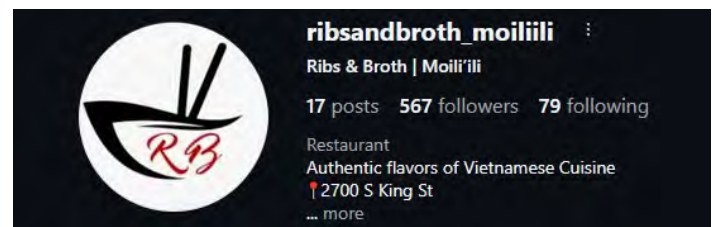
Fresh and crisp ingredients, Light and refreshing, Nice texture balance, Delicious dipping sauce, Perfect appetizer before pho.

Final Thoughts

Beyond the food, the customer service at Ribs & Broth is excellent. The staff are quick, friendly, and professional, making the dining experience even better. With generous portions, comforting flavors, and welcoming service, it's a place I always enjoy visiting—and one that certainly earns a generous tip every time.

Until next time, everyone - Keep eating good & supporting local!

Perisha Caldeira – Customer Service Lead HNL





Nick's Picks

Welcome to Nick's Picks! **Nicholas Cleave-Lopez is the Senior Accountant** in the LAX finance team and an avid movie watcher. Nick has agreed to share his passion by regularly providing us with his latest movie recommendation.



Title: Fallout, Rated TV-MA, TV Series, 2 Seasons (2024-2026), Amazon

IMDb Synopsis: "In a future, post-apocalyptic Los Angeles brought about by nuclear decimation, citizens must live in underground bunkers to protect themselves from radiation, mutants and bandits."

Opinion: In 2010, a video game came out called Fallout: New Vegas which was the 4th game within the series to be released at the time. It was my first time playing a game in this franchise and I was blown away by its dark toned story telling with an eerie 50's song playing in the background. I was in a barren wasteland with few people left alive and a lot of questions about its world and people. That was when I became hooked on this series.

When I heard that they were working on a series I was excited and anxious to see how they will portray Fallout. They had begun writing in 2020 and there were a lot of rumors about the story it would follow. I was worried when the series finally released in 2024 because of the freedom they had over the source material. Sometimes, what happens is the writer will take a lot of liberties over the source material without understanding it and it ends up

being a lesser product.

To my relief, almost every element of the story felt in line and consistent with the video games. I haven't played every Fallout game, but I know them pretty well, so it was cool to see Los Angeles, California and what happened to it after the bombs fell in Season 1. My favorite part about Season 1 was how all the plotlines were juggled well and should give you something to care about for each one. The environment elements, variety of creatures, and a big cast of crazy and dangerous characters.

In Season 2 we see everyone head to a new location that a lot of fans are familiar with. Made me really interested in seeing what happened to that place after the video games. I have to make some time later this year to replay that game just to remember all the things that happened in it. Season 2 had some plotlines that I did not care as much for, but what I think Season 2 did way better was by raising its stakes and giving you more insight into how the war started. It does leave you with more questions at the end, but nothing too crazy like some other shows might do.

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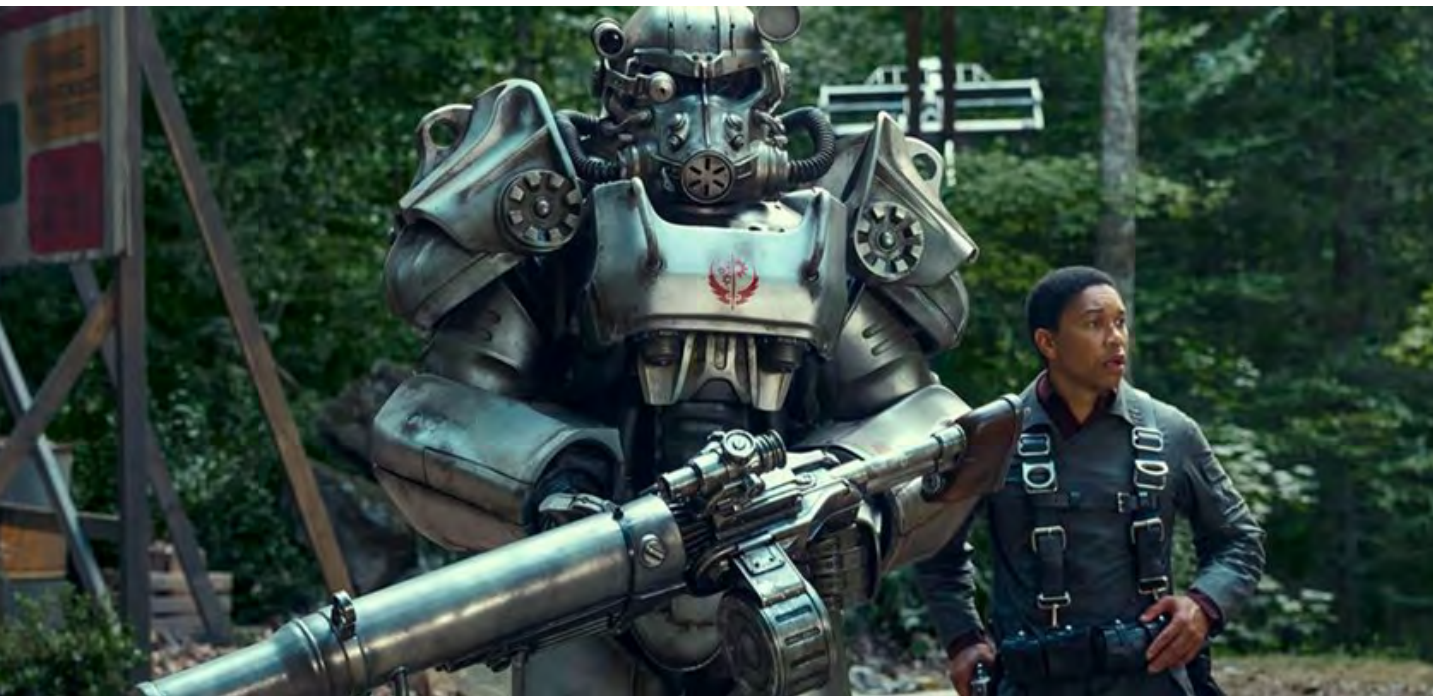


Nick's Picks

Rating: ★★★★★

Trivia:

- Ella Purnell plays Lucy MacLean in the show and is the main character, she also voiced Jynx in the Arcane TV show which was reviewed by me in 2024.
- Clancy Brown has a big part in this show, but very little screentime. I don't want to spoil who he plays, but it was funny when we saw him because we know him all too well as Mr. Krabs from SpongeBob. My dad and I both said, "It's MR KRABS" at the same time when we saw him.





HR at your Service

If you are new to Pacific Air Cargo, we encourage you to login to your ProService account and visit the website at your leisure.

You have the ability to do the following:

- Enter, change, add or delete new and old direct deposit accounts. You can have up to three (3) accounts.
- Print your pay stubs.
- Change your withholding amounts.
- Print your W2 (end of year tax statement).
- Submit a request for time off.
- Enter corrections on your clock ins (your supervisor will approve this).
- Follow the tutorials for more information on how to maneuver around ProService!
- For Leadership team members (and those interested in promotion to a Leadership Position) you are encouraged to visit ProService for ONLINE Leadership classes. They are free and you can log in and take them at any time.

Log in at www.proservice.com and click on the drop-down menu **Resources**. When you complete the class, please email your certificate of completion to HR@pacificaircargo.com.

Warmest mahalo, **Robyn Sharpe – HR Director**



Promotions

Congratulations to the following members who are being promoted to leadership positions.

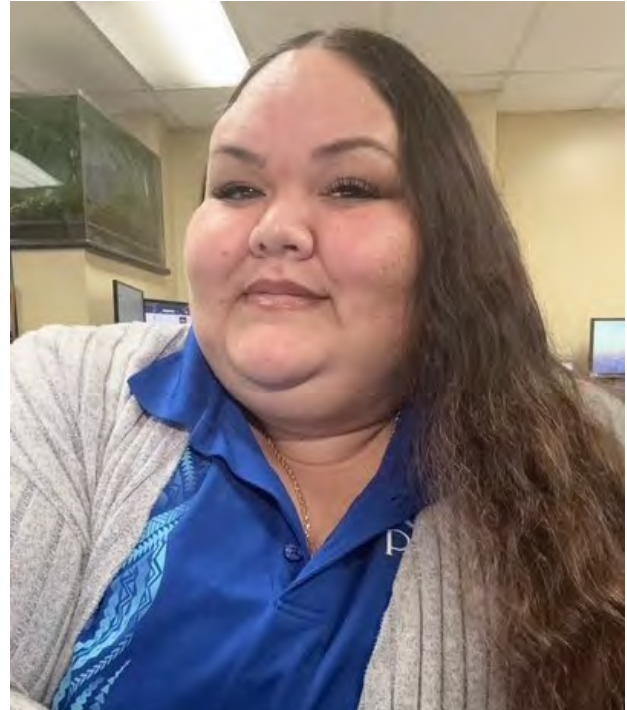
Laolao Talavea and Patrick Quero to Ramp Supervisor. Chris Kalakau, Max Masima, Dana Sue, Logan Wright, Josiah Benner to Lead Ramp Agent.



Left: Chris Kalakau (Lead Ramp Agent) | Right: Max Masima (Lead Ramp Agent)



Promotions



Top Left: Perisha Caldeira (CSA Supervisor) | Top Right: Laura Delos Santos (CSA Lead)
Bottom Left: Sherri Maui (CSA Lead) | Bottom Right: Jaylissah Marie Kalaola (CSA Lead)

Photos from around the Workplace



Top Left: atile Savaiinaea, Morning Shift Supervisor M | Top Middle: Lopaka Dicion, Maintenance Helper | Top Right: Hersin Ruben, AM Ramp Agent
Center Left: Leadership Team members discussing the importance of Safety | Center Right: Corey Cooper and Kallie Anne Reyes, Customer Service
Bottom Left: David Ebinger, Customer Service | Bottom middle: Eugene Lealaitafea, Senior Operations Manager
Bottom Right: Ferdenand Camilo, Maintenance Helper and Kai Naus, Ramp Agent

Anniversaries, New Hires, & Promotions



Anniversaries ~ Thank you for your service!

March

- Matile Savaiinaea, 9 years
- Mark Brower, 5 years
- Shane Ho, 4 years,
- Sherry Maui, 3 years
- Chloe Pla, 1 year
- Juan Paulo (JP) Pagarán, 1 year
- Laura A. Jaime, (1 year, February)

April

- Ronson Cominella, 6 years
- Willie Gaoteote, 5 years
- Kar Chun Cheung, 4 years
- Laura De los Santos, 4 years
- Reyna Najera, 3 years



New Hires

- Mayalana Panuelo Archer
- Mailani Williams
- Jeffrey Macalam
- Daniel Ene
- Michael Fernandez Rodriguez



PAC STATS

DEPARTURE ON-TIME PERFORMANCE (DEP OTP)

DEP OTP	January	February
2026	77.1%	65.1%

2026 Safety KPI	# of Injuries	Percent Safety	Number avoidable	Number of Accidents	Percent Safety	Number avoidable	Hospital visit	Total time lost
Jan.	2	94%	2	0	100%	0	2	9
Feb.	2	94%	2	4	86%	2	2	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? email us at walaau@pacificaircargo.com

Henry Wu – Publisher | Paul Skellon - Editor

