



THE INSIDE HUB

Surangel and Sons Co.

WHAT'S INSIDE

This edition is dedicated to all our valued team members, partners, and clients who have supported and contributed to our journey.

- March Moments
- April Adventures
- May Milestones
- June Journeys
- July Jottings
- August Gazette
- September Celebrations

ANNIVERSARY EDITION: THE ULTIMATE NEWSLETTER COLLECTION

Celebrating Our Journey with a Special Compilation of Highlights and Milestones

As we celebrate this milestone, we reflect on the challenges, successes, and the unwavering support from our team and community that brought us here.



HONORING OUR RETIRING COLLEAGUES

As Surangel & Sons Co. bids farewell to three esteemed colleagues, we celebrate their significant contributions and the new chapters they are beginning.

Jeralyn "Ginger" Capuno, with 18 years at Ksau's Motors, has been a symbol of resilience and kindness, leaving a lasting impact through her leadership and positive spirit.

Jon "SIB" Manuel Reyes, a visionary designer for over 17 years, has shaped our brand with his exceptional creativity, setting high standards and inspiring us with his artistry.

Glen Navarroza, a dedicated team member for 23 years, has been a cornerstone of our operations, bringing positivity and problem-solving skills in his various roles.

We honor **Ginger, Jon, and Glen** for their remarkable journeys and wish them joy and fulfillment in their retirement.



BUILDING A SUSTAINABLE FUTURE: SURANGEL AND SONS CO. IN PALAU

February 13, 2024

In our commitment to strengthening Palau's economic landscape, Surangel and Sons Co. is excited to announce strategic collaborations aimed at fostering growth and sustainability.

"On February 13th, we were honored to attend a luncheon hosted by **Ambassador ORIKASA Hiroyuki** of Japan. The event featured key representatives from prominent Japanese companies including Kawasaki Heavy Industries, Nippon Basic, Blanctec International, Umitron K.K., and Toyota Tsusho Corp. This gathering was crucial for building stronger ties with Japan and exploring future partnerships."

"Our discussions with the Japan Ministry of Economic Trade & Industries emphasize our dedication to sustainability, focusing on hydrogen technology, decarbonization, sustainable aquaculture, and recycling. These areas align with our vision for a greener future for Palau."

"A major initiative is the Solar Power project led by Solar Pacific Energy Corporation (SPEC), with Surangel's Construction Company playing a key role. This project represents a significant step towards reducing reliance on fossil fuels and embracing renewable energy, supported by a robust Power Purchase Agreement (PPA)."

"Surangel and Sons Co. remains dedicated to boosting Palau's economic prosperity while preserving its natural heritage. We look forward to ongoing progress and shared success with our partners and stakeholders."

SURANGEL AND SONS CO. EMBRACES ASYCUDA FOR TRADE EFFICIENCY

On **February 20, 2024**, at the Palau Royal Resort, Surangel and Sons Co. joined the launch of the **Automated System for Customs Data (ASYCUDA)**. Led by Minister Kaleb Udui, Jr. and Director John Tarkong, Jr., and supported by the European Union, ASYCUDA represents a major leap in Palau's trade infrastructure.



We are excited about ASYCUDAWorld's potential to streamline our customs processes, making them faster and more transparent. Our Logistics Department, including Rushlyn West and Dastine Darius, is already trained to leverage this new system.

Rushlyn Ueki from our team noted, "ASYCUDA has cut our processing time from a week to days, enhancing compliance and efficiency."

ASYCUDA not only boosts operational efficiency but also improves data accuracy, supporting better decision-making and reinforcing our market reputation. This system marks a significant step forward for Surangel and Sons Co. and the Palauan trade community.



We look forward to the opportunities ASYCUDA will bring and remain committed to using this innovation to lead in the evolving trade landscape.



JINRUI MINA MENRUI RAMEN SHOP PALAU: THANK YOU FOR CELEBRATING WITH US!

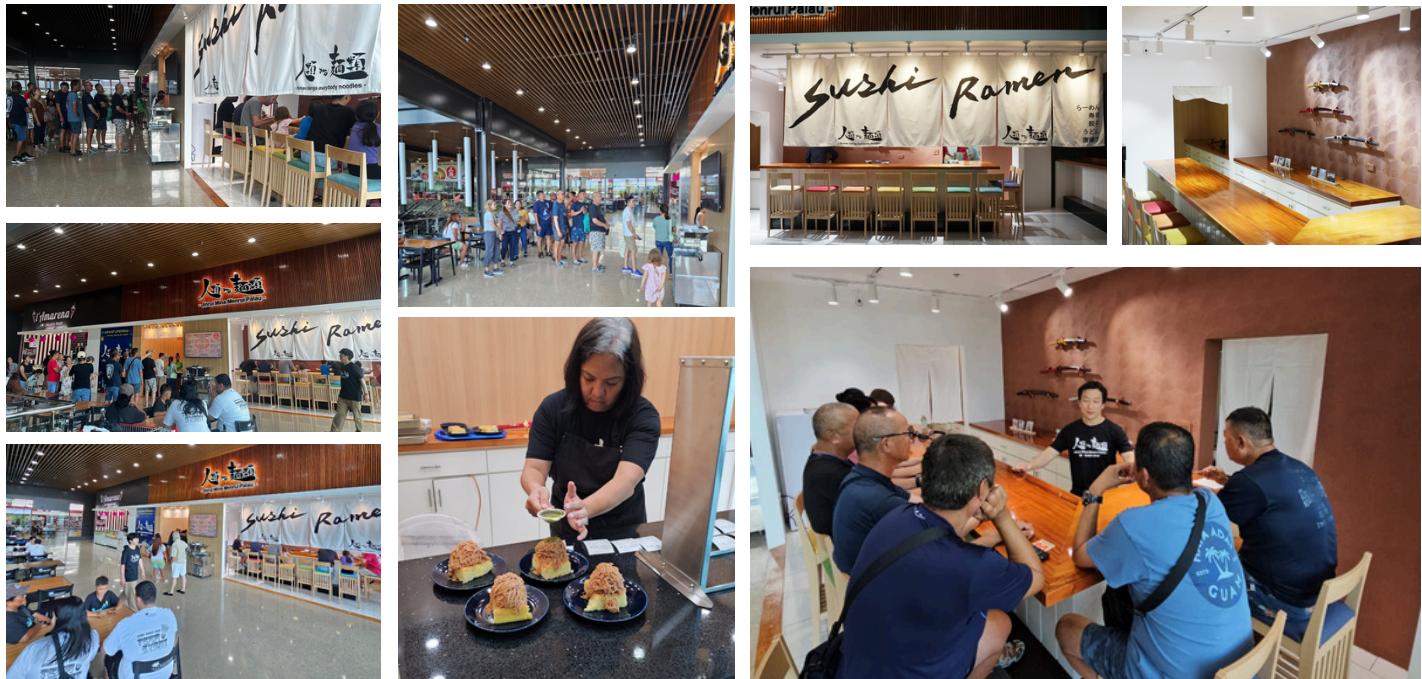
March 24, 2024

A heartfelt thank you to everyone who joined us for the grand opening of Jinrui Mina Menrui Ramen Shop! Your support made our special day unforgettable.

We hope you enjoyed the authentic taste of Japan, from the first slurp to the last bite. Your enthusiasm brought us immense joy and gratitude.

Located on the second floor of Surangel's Supercenter Airai, we are honored to be your go-to spot for exquisite Japanese flavors. We look forward to welcoming you back for more delicious moments and cherished memories.

Thank you again for being part of our celebration!



CONNECTING TALENT: MARCH 14TH JOB AND INTERNSHIP FAIR

March 14, 2024

We are excited to share highlights from the March 14th Job and Internship Fair at Palau National Gymnasium, hosted by the Ministry of HRCT. This event provided a dynamic platform for connecting talent with opportunities and building meaningful community connections.

We engaged with passionate individuals exploring career paths, reaffirming our commitment to nurturing future leaders. Although the fair has ended, our dedication to offering career opportunities continues. If you missed us at the event or know someone interested, please reach out to our HR office.

We thank the Ministry of HRCT for organizing this valuable event and everyone who attended. We look forward to continuing our mission of fostering talent and contributing to our community's growth.



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SURANGEL AND SONS CO. CELEBRATES ATKINS KROLL GUAM'S 110TH ANNIVERSARY

April 27, 2024

Surangel and Sons Co. (Ksau's Motors) proudly joined the celebration of Atkins Kroll Guam's 110th Anniversary at Dusit Thani Guam Resort. The event honored over a century of automotive excellence and Atkins Kroll's vital role in Guam's community and economy.

Governor Lou Leon Guerrero presented a proclamation recognizing their contributions, with Speaker Therese Terlaje and senators from the 37th Guam Legislature also praising Atkins Kroll.

We extend our heartfelt congratulations to Atkins Kroll Guam and wish them continued success in the future. Here's to another century of collaboration and prosperity!



MAKING WAVES AT THE GLOBAL TUNA DAY CONTEST

May 2, 2024



The recent World Tuna Day Competition was a celebration of skill, dedication, and the spirit of friendly competition. Representing Surangel's Meatroom, Secundino Edboi and Augustine Valdegadas delivered exceptional performances that left a lasting impression. Secundino claimed the prestigious 1st place title, demonstrating unmatched expertise and determination, while Augustine earned a well-deserved 3rd place finish, showcasing his incredible talent and passion.

Their achievements not only highlight their individual efforts but also bring pride to the entire Surangel family. Congratulations to Secundino and Augustine for their outstanding accomplishments and for making waves at this vibrant event!



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CELEBRATING OUR COLLEGE GRADUATES!

We're thrilled to congratulate our dedicated employees who have recently graduated from college:

- **Imheryn Mulan Cosino** - A top server at Chatime, Imheryn always delivers service with a smile. Congratulations, Imheryn!
- **Flavia Tikei Malsol** - Your commitment has been inspiring. We're excited for your future. Congratulations, Tikei!
- **Alverson Tellei** - After excelling as an intern in Construction, Alverson joined us as an employee. We're proud of your journey, Alverson!



We are proud of all our graduates and have celebrated their achievements with special gifts. Wishing you all a bright and successful future ahead!

HONORING OUR PROGRAM GRADUATES!



Congratulations to the eleven Palau High School seniors who successfully completed the Career Practicum Program from **January to May 2024**, in partnership with Surangel and Sons Company. These students collaborated with mentors across various departments:

Practicum Graduates:

- Kerryn Ngerbai Remoket: Accountant/Office Assistant
- Jubilee Kitalong, Zamora Ditang Ramarui: Architects
- Greg Musojy Blelas: Civil Engineering
- Morris Lbai Barcina: Store Assistant
- Telel E. Tekriu, Franc Oiterong Oiterong, Jaz Sabino Ringang, Shalomar Dilrur Saimon: Ksau's Motors/Mechanic
- Noreen F. Mobel: Architecture Design/Engineering
- Ngirblekkuu Tanaka Gomez: Engineer/Architect

Mentoring Program Graduates (May 2024):

- Aresson Buku Reyers: Barber
- Nikki-Sixx Omkord Rhine: Carpenter
- Drew Haven Lovato: Engineer
- Unique Preston Lee, Victoria Ngiraremiang, Baudong Percson Rechelluul, Brian Towne: Ksau's Motors Mechanic
- Luii Pasqual: Hardware Assistant
- Jesse Silas Rechiriki: Concrete Sampler
- Judah Meruk Rengulbai: Gelato Clerk
- Ancyl Joseph Montel, Javen Rowan Tarkong: Supercenter Inventory

We are incredibly proud of these students and their inspiring achievements. Congratulations to all!

HONORING LONGTIME TEAM MEMBERS



As we say goodbye to two valued team members, we honor their remarkable contributions.

- **Mirzah B. Lama**: A dedicated stocker at RAW Surf Shop from December 2010 to June 2024, Mirzah's legacy of excellence will be remembered.
- **Carol A. Whalen**: As Merchandising Manager from February 2018 to May 2024, Carol's leadership was key to our success.

We thank Mirzah and Carol for their hard work and wish them the best in their future endeavors. Congratulations on your well-deserved recognition!

ELEVATING SKILLS: PAINT TRAINING WITH BOYSEN PHILIPPINES

On **June 28, 2024**, Mason's Hardware and Surangel's Construction employees attended a training session led by Eric Cuisia, Architect and Market Area Consultant of Boysen Philippines. Held at the HR Training room, Supercenter Airai, the session focused on paint products and their applications.

Eric Cuisia provided insights into the latest innovations and techniques in the paint industry, covering paint selection, environmental impact, and application methods.

This training enhanced our team's skills and reinforced our commitment to high-quality service and products. We thank Boysen Philippines and Eric Cuisia for their valuable contribution to this successful event.



CHATIME PALAU CELEBRATES LA KAFFA'S 20TH ANNIVERSARY IN TAIWAN



Chatime Palau's participation reaffirms its dedication to the brand's values and global community. Join us in celebrating this milestone and looking forward to many more "Cups of Joy."

FAREWELL TO HR INTERN EVERETTE M. REKLAI

Surangel and Sons Company is pleased to recognize **Everette M. Reklai**, who completed his HR internship with us as part of the PNSB Summer Internship 2024. Everette, a senior at the University of Hawaii at Hilo majoring in business administration, interned from **March 20 to July 23, 2024**.

During his time with us, Everette applied his academic knowledge to practical HR challenges, including recruitment, employee relations, and training. His enthusiasm and dedication, inspired by his family's small business, made a significant impact on our team.

We extend our sincere thanks to Everette for his hard work and wish him continued success in his future career.



June 6-8, 2024 – Chatime Palau proudly participated in La Kaffa's 20th Anniversary celebration in Taiwan. Represented by CEO Eric Ksau Whipps and Store Director Joy Flores Whipps, this event highlighted Chatime's global impact as a leader in bubble tea innovation.

The celebration marked Chatime's brand refresh, aiming to engage new and loyal customers with fun, flavorful experiences. Henry Wang, Chairman of Chatime, emphasized the brand's role in celebrating life's moments.

Carlos Antonius, Chatime's new global CEO, is set to drive the company's growth, targeting 2,500 locations worldwide by 2027. Carlos expressed his excitement to lead Chatime into its next phase.

SENDING OFF AND THANKS TO OUR VALUED TEAM MEMBERS

As we bid adieu to two esteemed colleagues, Surangel and Sons Company and Yrang's Beauty Salon reflect on their remarkable contributions.



Myra Moralde Ulap: After 18 years of dedicated service, Myra leaves a lasting impact as a cornerstone of our accounting team. Her meticulous work and positive presence will be greatly missed. We thank Myra for her invaluable contributions and wish her all the best in her future endeavors.



Nemie Flores: A key member of Yrang's Beauty Salon since its opening in April 2012, Nemie's dedication has greatly contributed to our success. As she moves on to new ventures in July 2024, we extend our deepest gratitude and best wishes for her future.

Thank you both for your outstanding service and the lasting impact you've made.

CELEBRATING THE RETIREMENT OF KIMBERLY ELARIONOFF AND THOMAS WATSON

As we wrap up another year, we honor the retirement of two esteemed team members from Mason's Hardware Do-it Best.

Kimberly Elarionoff

Position: Manager

Date Hired: February 14, 1994

Kimberly's over 30 years with us have been marked by exceptional leadership and dedication. Her guidance has shaped our department and fostered a collaborative environment. We deeply appreciate her contributions and wish her a joyful and relaxing retirement.



A Fond Farewell

Kimberly and Thomas have been integral to our success. As they embark on new adventures, we extend our heartfelt thanks and best wishes. Join us in celebrating their remarkable careers and the lasting legacy they leave behind.

ASC REPRESENTATIVES VISIT SURANGEL'S: A DAY OF INSIGHT

On August 22, 2024, Surangel and Sons Co. welcomed ASC representatives for a day of updates and discussions. The visit featured two sessions, at 11:00 AM and 4:00 PM, which were both well-attended by our team.

The ASC team provided key updates impacting our operations and answered various employee questions, fostering a productive exchange of ideas. We appreciate the ASC representatives for their valuable insights and engagement.

Check out the highlights and photos from the day to see how the sessions unfolded.



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EMPLOYEE EXCELLENCE

A Legacy of Positivity and Purpose

Meet **Joy Flores Whipps**, Store Director of Surangel and Sons Co.

Joy is the **Store Director** for Surangel and Sons Co, bringing with her over **24 years** of dedicated service. Throughout her tenure, Joy has become known for her positivity, resilience, and deep faith.

Influences and Inspirations

The people Joy has encountered throughout her career have had a profound influence on her work ethic and approach to leadership. However, she emphasizes that it is her faith in God that has guided her the most. In making decisions, Joy always asks herself, "What would Jesus do?" She believes this principle has helped her lead with compassion and purpose.

A Positive Approach to Life

Joy is a beacon of positivity in the workplace. No matter the challenge, she finds a way to look at the bright side. Her mantra each morning is, "Today is going to be an amazing day," and she starts her day with a cup of coffee and a good laugh. When faced with stress, Joy has a simple technique: "Eyes closed and deep breaths," allowing her to stay calm and focused.

Joy Flores Whipps' journey at Surangel and Sons Co. is one of faith, positivity, and resilience. Her story is a reminder to find joy in every day, approach challenges with a calm heart, and always stay true to one's values.



**JOY FLORES
WHIPPS**

Daily Rituals and Motivations

Known for her ability to handle adversity with grace, Joy's positive energy is contagious. Even on the toughest days, she approaches her work with optimism and purpose. Her proudest personal accomplishment is reaching the age of 40, a milestone she cherishes.

Weekend Relaxation

On weekends, Joy's favorite activity is sleeping—lots of it! It's her way of recharging after a busy week, ensuring she's ready for the next.

HAPPY Birthday!



Ariel P. Lipalam
Jovel A. Asuncion
Thomas C. Watson
Kayah Iblai Flores Whipps
Estelito E. Mangeron
Arnel P. Gozum
Didiich Albert
Frederick Liyol
Reviel Towai
Rogelio G. Solis
Denzel U. Florentino
Jesmond B. Sagana
Livante K. Yobech
Anthony H. Polloi
Liza A. Ongalibang
Alexander R. Netro
William P. Malano

Benjamin Lapuz*
Carlo M. Merida
Jamall B. C. Watson
Paul B. Cabe
Elmer S. Guias
Junie B. Villanueva
Martin B. De Guzman
Juana E. Johnson
Ramona Johnson
Rosita Yobech
Wickliff Umedip
Alexander Peralta
Sandy B. Biag
Darlyne Krai
Ilang A. Ikesakes
Takamori Takano
Eldridge Marvin E. Espinar

Gregorio A. Umbao
Jester L. Iglesias
Diolyn U. Temol
Dee-Raya Antonio
Romel T. Gonzales
Shand C. Tevid
Dexter Espejo
Evelyn L. Demei
Joshua Mereb
Dennis Eledui
Jessi M. Benjamin
Yongen Liu
Danny M. Silawan
Randy A. Amado
Gerald C. Peralta
Jojo Q. Waje
Juan Jr. M. Laynesa

Ringo R. Rechetuker
Romnick S. Guias
Sylvester S. Etitemgel
Mercedito L. Santos
Travis M. Willy
Lyra Ann Gaona
Dirraterei B. Billygraham
Lana Shaye K. Mendiola
Devon L. Sylvester
Ladrick E. Ngedebuu
Monaliza V. Cagadas
Chandra E. Kinto
Fernando V. Flores
Vince Williard B. Esta
Hobie Rdechor
Peter John T. Bacolod

WISHING YOU THE BIGGEST SLICE OF HAPPINESS ON YOUR SPECIAL DAY.

SURANGEL AND SONS INTRODUCES NEW EMPLOYEE AMENITIES



At Surangel and Sons, we are committed to the well-being of our employees, recognizing the importance of balancing work, family, and health. To support our team's daily needs, we are proud to announce the launch of two new exclusive facilities: **Iblai's Day Care Center and a Fitness Center**.

Iblai's Day Care Center

We understand that finding reliable childcare can be a challenge for working parents. That's why we've opened Iblai's Day Care Center, a safe and nurturing space exclusively for the children of our employees. With affordable rates, this facility ensures that parents can work with peace of mind, knowing their little ones are well taken care of. Our day care center allows parents the flexibility to visit and check on their children anytime during the day, providing comfort and convenience right on site.



Surangel Fitness Center

In line with our commitment to fostering a healthy lifestyle, we've also launched a Fitness Center exclusively for our employees. Health and fitness are essential to overall well-being, and we want to make it easier for our team to stay active. Whether you're looking to start a fitness routine or continue one, our center offers a convenient and supportive space for all employees to focus on their physical health.

These new additions are part of our ongoing efforts to create a supportive and inclusive environment where our employees feel valued, balanced, and empowered.

ONBOARDING HIGHLIGHTS

Ariel Lipalam
Alverson Rechucher Tellei
Junie Villanueva
Johnson Belarmino Lopez
Alexander Rosario Netro
A. Jay Jr. Sibetang
Giovanni Dagadas Perez
Dante Cris Rengiil
Justin N. Aichi Tulop
Cyril Saburo Olkeriil
Takamats Ngiracherull Davis
Gurney-Lee Kumangai Umang
Ezra Omtab Tadashi
Carlo Mamauag Merida
Charlene Jennylynn
Nakamura
Roshelle Audrey Evangelista
Ranche
Kodep R. Iyong
Ringo Ramon Rechetuker
Joven Magana De Los Santos
Gimora Dilubech Sokau
Solomon Inamine Masao
Arnel Vincoy
Rhea Hideo
Jovanny Elpa Alatraca
Hadley Failan Renguul
Kimo Ngirkungil Lorenzo
Jojo Quizon Waje

A warm welcome to the newest members of our growing family!

