



CONTINEO

2019 QUARTER 4 ISSUE
OCTOBER TO DECEMBER 2019



ANOTHER SUCCESSFUL DELIVERY

ROYAL CARGO DELIVERS AND POSITIONS NEW PNR TRAINS

Royal Cargo successfully delivered and positioned on the tracks the two (2) sets of brand new diesel multiple unit (DMU) trains of the Philippine National Railways (PNR) last December 10 and 12, 2019 using its self-propelled transporter (SPT), multi-axle conventional trailers and unloaded using its 60-tonner and 75-tonner mobile cranes.

The trains were procured from Indonesian firm, PT. Industri Kereta Api (INKA) for P485.31 Million.

The DMU trains departed from Tanjung Perak Port in Surabaya, Indonesia last December 3 and arrived the Port of Manila on December 9, 2019.

This shipment is the first delivery of PNR trains and seven (7) more new trainsets are set to arrive in 2020, and will accommodate more than 140,000 passengers, as part of the Build Build Build Program of the Government.

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ROYAL CARGO VIETNAM AWARDED BY NAM CON SON PIPELINES FOR A GOOD PERFORMANCE

Royal Cargo Vietnam Co. Ltd. has been awarded by Nam Con Son Pipelines Co. for a good performance...*(page 3)*



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LEADERS LEARN FROM FAILURES. FAILURES SHAPES LEADERS.

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ROCKIN' LIKE IT'S THE 80s... AGAIN! ROYAL CARGO GROUP ENDS 2019 WITH A ROCK & ROLL THEMED PARTY

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ROYAL CARGO SEES HIGHER DEMAND FOR FROZEN GOODS

Manila Bulletin | business.mb.com.ph

Royal Cargo, Inc., the country's leading integrated logistics solutions provider, said its North Hub is ready to take the expected increased demand for frozen food during the Christmas season.

Royal Cargo Group CEO Michael Raeuber said the recently inaugurated Royal Cargo North Hub in Bulacan is built to provide continuous cold supply chain processes in anticipation of greater demand for frozen goods, especially during the Christmas season.

Royal Cargo quoted leading statistics portal Statista, which forecasts the country retail sale of frozen food to reach about \$1.32 billion this year. Demand for frozen food in the country has been on an upward trend since 2014.

"As the Philippine population continues to grow, demand for additional cold storage facilities nationwide increases as well. But instead of just cold storage spaces, what we need more of now is integrated cold supply chain systems capable of providing uninterrupted logistics chains. These systems ensure clean and proper handling of frozen goods to preserve their high quality. These are very important, especially now that Christmas is just around the corner and demand from supermarkets and groceries is a lot higher in preparation for the holidays," said Raeuber.

According to Raeuber, greater disposable incomes and changing lifestyles are influencing the consumption habits of many Filipinos, encouraging more to rely increasingly on frozen goods for their daily needs.

The steady increase in demand for frozen goods is spurring a similar growth in demand for cold storage facilities.

According to leading end-to-end logistics solutions provider, Royal Cargo is geared up to fill the gap between the need for uninterrupted cold supply chain systems and the increase in demand for cold storage facilities.

"To ensure that the frozen goods for this year remain in good quality, our North Hub offers different cold chain services for the different needs of our clients. We have 14 temperature-controlled rooms with two blast-freezing rooms, an 800-square-meter food processing area and 18 loading bays, 16 of which are for regular goods and two separate bays for Halal and Kosher foods," Royal Cargo President Elmer Sarmiento said.



ROYAL CARGO VIETNAM AWARDED BY NAM CON SON PIPELINES FOR A GOOD PERFORMANCE

By Jill Viray | With Reports & Photos from Tuan Nguyen

Royal Cargo Vietnam Co. Ltd. has been awarded by Nam Con Son Pipelines Co. for a good performance during its yearly meeting held last December 17, 2019 at Vung Tau.

With this award, Royal Cargo Vietnam will continue to handle NCSP's cargoes in and out of Vietnam in 2020.

More than a hundred representatives from about 40 subcontractors attended the event.

Nam Con Son Pipeline is one of the top clients of Royal Cargo Vietnam since 2014.

The Nam Con Son Gas Pipeline Joint Venture was established in 2000 between Vietnam Oil and Gas Corporation (now Vietnam Oil and Gas Group), BP Group and Statoil Group. Currently, NCSP is a joint venture between PetroVietnam Gas Corporation (PV GAS), Rosneft Pipelines Vietnam and Perenco Pipelines Vietnam, of which PV GAS is the operator of the project.

The Nam Con Son Gas Pipeline Project was part of the Nam Con Son Gas Project, one of the largest foreign-invested projects in Vietnam at that time, with a total investment of approximately US \$ 1.3 billion. The project includes a pipeline system and a gas and condensate treatment plant, which provides gas consumers in the Southeast region.



Mr. Tuan Nguyen, General Director of Royal Cargo Vietnam Co. Ltd. (4th from left) representing Royal Cargo during the yearly meeting organized by Nam Con Son Pipelines Co.



Nam Con Son Gas pipeline came into operation in 2003 to transport natural gas from Blocks 06.1, 11.2 and 12W to Dinh Co Gas Processing Plant (Nam Con Son Terminal) for processing. Dry gas from Nam Con Son Terminal is then transported in pipelines to Phu My Gas Distribution Center (GDC) for delivery to gas consumers.

The current maximum capacity of Nam Con Son gas system is 20 million m3 of gas per day.

The NCSP incorporates a 371 km-long pipeline which transports gas and condensate from the Lan Tay gas production platform in Block 6.1, 370km offshore south eastern Vietnam, to an onshore gas processing terminal and a 28 km-long onshore pipeline to customers.

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ROYAL CARGO PRESIDENT ATTENDS GOLTS AS GUEST SPEAKER

Leaders Learn from Failures. Failures Shapes Leaders.

By Anna Abiog

What do Bill Gates, Michael Jordan, and Thomas Edison have in common? All have success stories that speak of failure once, twice, and more than thrice.

“Failure is the most powerful, memorable, and worthwhile experience. It shapes your character, makes you stronger and wiser,” Royal Cargo President & CEO Mr. Elmer Sarmiento addressed a large and enthusiastic audience at the Caliraya Resort Club in Lumban, Laguna last November 15, 2019.

The audience, composed of young students from different universities here in the Philippines, gathered for the Governors’ Leadership Training Summit organized by the Philippine Junior Marketing Association.

As guest speaker, Mr. Sarmiento talked about the topic, “Leaders learn from failures. Failure shapes leaders.” He cited men of diverse backgrounds who have overcome huge letdowns and defeats before becoming prominent in their respective fields. The interest of the crowd was piqued when they were shown an excerpt from a Bloomberg interview of multinational technology conglomerate Alibaba Group’s co-founder and former executive chairman, Jack Ma. The Chinese magnate, who was rejected from Harvard 10 times, attributes his sparkling success to relentless effort over a turn of luck.

Speaking to a crowd of more than 150, Mr. Elmer Sarmiento mentioned that leaders establish a clear vision, sharing the vision with others so that they follow willingly, providing the information, knowledge, and methods to realize that vision. “A leader stimulates, unites, and motivates, influences, drives, and acts,” he added.

Taking inspiration from the rags to riches tales of successful men, Mr. Sarmiento emphasized the importance of taking up a seemingly impossible challenge and trying to work it out in different ways. To end his talk, he imparted this to the students, *“Learn to keep working on your failures and weaknesses for someday they will become your prize points.”*



Photos Courtesy of Philippine Junior Marketing Association | PJMA

ROYAL CARGO INKS EMERGENCY RESPONSE SERVICES WITH PRC

By Reymer Salvador

Royal Cargo Group CEO Mr. Michael K. Raeuber recently signed a Memorandum of Agreement with the Philippine Red Cross Chairman Mr. Richard Gordon. As part of the company’s corporate social responsibility activities, Royal Cargo shall voluntarily provide disaster management assistance by sending available heavy lifting equipment and personnel in cases of natural disasters or calamities.

Royal Cargo is the leading project transportation and logistics lifting service-provider in the country. Through this partnership with the PRC, Royal Cargo will be able to extend its help and provide expertise on any heavy lifting requirements during rescue operations.



ROYAL CARGO DELIVERS OVER 1M VIALS OF VACCINE

By Reymer Salvador

Royal Cargo successfully cleared and delivered over 1M vials of Penticiline vaccine within the required temperature of +2°C to +8°C without breaking the cold chain.

The said vaccines were delivered for the Department of Health thru Medical Vaccine Online Deliveries which aims to address the common diseases for infants including Diphtheria, Tetanus, Pertussis, Hepatitis B and H, and Influenza type B.

Royal Cargo’s Pharmaceutical Logistics unit provides logistics management solutions for pharmaceutical and biotechnological industries.



ROCKIN' LIKE IT'S THE 80s... AGAIN! ROYAL CARGO GROUP ENDS 2019 WITH A ROCK & ROLL THEMED PARTY

By Jill Viray



Friday the 13th of December 2019 at the Golden Bay Restaurant in Pasay City was like stepping back in time to the 1980's and opening the doors to your favorite rock and roll bars, seeing the entire Royal Cargo Group party as they cap off the year 2019.

With the theme, ROCK N' ROYALS, over 800 employees from the ranks up to the top management dressed up like a rockstar and joined the group's grandest and most-awaited event of the year.

Royal Cargo President and Chief Executive Officer, Mr. Elmer Francisco U. Sarmiento opened the program by extending his thankfulness to all the employees for their outstanding performance, dedication to work and significant contributions that made the twelve long months of 2019 a successful one. **"Walang iwanan, dahil hindi ko kayo iniwan,"** Mr. Sarmiento said as he challenged the group to do their best and strive harder to surpass the challenges especially during the most difficult times in order to achieve the goals for the year 2020.

Hosted by Reymer Salvador of Marketing and Communications and DJ Jenny of 107.5 Wish FM, the company recognized the employees who have been loyal with the company for the past five (5), ten (10), fifteen (15), twenty (20), and twenty-five (25) years.

A total of one 124 Service Awardees were given plaques of recognition and monetary incentives including the Vice President for Global Finance and Treasury, Joerg Gruenewald (5 Years); the Assistant Vice President for Contract Logistics LIIP, Filiberto Opulencia (10 Years); the Head of Project and Property Management, Michael De Claro (15 Years); and the Senior Area Manager for Visayas and Mindanao, Jeffrey Cas (20 Years).

Eva Sunga, Vice President for Comptrollership and Tax was recognized for her 25 long years of unwavering service to the company. Eva has spent almost half of her life with the company. She witnessed how the company grew from a mom-and-pop business to a well-known multinational company.

After the awarding of service awardees, sumptuous dinner was served and enjoyed while the Code One Band serenaded the crowd.

The presentation of Star Performers and Star Managers and awarding of Employee of the Year (EOY) and Manager of the Year (MOY) immediately followed right after dinner.

Each of the six selected employees and six selected managers from different business units and support groups who have shown excellent performance, extraordinary output in their designated fields and outstanding contributions to the attainment of the organization's targets and goals were given a Plaque of Recognition, monetary incentives and a chance to vie for the 2019 Employee of the Year and Manager of the Year awards.

The annual selection and awarding of EOY and MOY is Royal Cargo's way of honoring the hard work and determination of its employees and recognizing their exemplary performance for the past twelve months.

The following employees were chosen as 2019 Star Performers:

- (1) **Brian Villaruz**
Freight/Pharma/ODCOO
- (2) **Carlos Ching**
PHL/CED/Road Transport/MEMD/Sinotrans
- (3) **Julian Pascual**
Contract Logistics/LLC Warehouses
- (4) **Anjo Sicat**
Brokerage/TMW/SYSPRO/IRIS/LLC
- (5) **Evangeline Cadano**
Sales/VAM/GNM/GSM/ITA/Lima/JAM/OCOO
- (6) **Mark Anthony Obal**
SUPPORT/IAD/RCFPI/OGCEO/OP

While the following were selected as 2019 Star Managers:

- (1) **Menandro Delos Santos**
Freight/Pharma/ODCOO
- (2) **Lawrence Eriel Esteban**
PHL/CED/Road Transport/MEMD/Sinotrans
- (3) **Marishabel Bonquin**
Contract Logistics/LLC Warehouses
- (4) **Isabel Sunico**
Brokerage/TMW/SYSPRO/IRIS/LLC
- (5) **Maylanie Aragon**
Sales/VAM/GNM/GSM/ITA/Lima/JAM/OCOO
- (6) **Onnasis Maluping**
SUPPORT/IAD/RCFPI/OGCEO/OP

For his exceptional performance as one of the company's diligent Operations Team Leader, for performing exceptionally well in overseeing the day-to-day operations of Royal Cargo's Dry Warehouses in Laguna, Julian Pascual of Contract Logistics has been declared the 2019 Employee of the Year.





His demanding and meticulous job as Operations Manager of Projects and Heavylift did not hinder him to perform outstandingly. His strong leadership and initiative in coaching and mentoring operators during every projects, overseeing all operations despite the location, and his attitude in working beyond what is expected of him, made Lawrence Eriel Esteban a deserving recipient of 2019 Manager of the Year award.

Right after naming the Employee and Manager of Year, the night turned vivid and the crowd grew louder when the parade of stars started. Among the eight hundred attendees; 5 female and 5 male, a total of 10 best dressed employees went up the stage to flash their best walk as they astonishingly modelled their rockstar look and take home the title, Male and Female Stars of the Night.

The following employees were chosen: Harold Surell (BPM), Anna Abiog (OP), John Ian Lim (Freight), Royette Priscilla (CCB), Dennis Andino (ICTS) Kathleen Ang (CTD), Bryne Gonzales (ITA), Wilmmie Gerbolinga (GSM), Minette Aldana (Pharma).

But the night will never be complete without the most awaited group presentations. This year's group presentations were made in the form a video which can be a music video, commercial or short film that the groups recorded prior the event.

Five groups from different business units divulged their bolt from the blue conforming to the theme ROCK N' ROYALS!

All eyes on the screen as Road Freight (TR1/ TR2/ CFD), Sinotrans Group's video showed off highlighting the story of Trucking sang and danced into different rock music from the 80's up to the present. PND/ GSM/ GNM/ JAM/ OCOO/ Network Sales' video presentation followed, entitled 'My Christmas Wish,' that is a story of a girl who wanted to reach her dream to be a singer. The group chose a christmas rock music to compliment the story.

A throwback performance was presented by CCB/ TMW/ SYSPRO/ PHARMA/ Freight/ LLC with a story of a man who loves rock music and remembers the memories of yesterday. Fourth on the line was the PHL/ CED/ IRIS/ ITA/ MEMD who did a video showing the projects that Royal Cargo handled with the song, 'We Built this City' by Starship. Lastly, Support Group composed of FUNS/ LEC/ CTD/ FTD/ OP/ BPM/ ICTS/ GCC/ IAD/ OGCEO presented a video showing a story of a man who was dreaming and found himself in a world called 'Rockalandia'

After the striking video productions of the performers and deafening screams of the crowd, the panel of judges decided who will bag the following prestigious awards: Best Supporting Actor, Best Supporting Actress, Best Actor, Best Actress, Best Director, Best Cinematography and Best Picture.

Joel Dinopol of Road Freight (TR1/ TR2 /CFD), Sinotrans Group secured the Best Supporting Actor award while Olive Sumague of Support Group brought home the Best Supporting Actress award. Gary Zalameda of Support Group and Wilmmie Gerbolinga of PND/ GSM/ GNM/ JAM/ OCOO/ Network Sales deservedly bagged the Best Actor and Best Actress awards, respectively.

CCB/ TMW/ SYSPRO/ PHARMA/ Freight/ LLC Group won the Best Director, Best Cinematography and Best Picture awards.

40 lucky employees went home richer as prizes were also raffled off during the event.

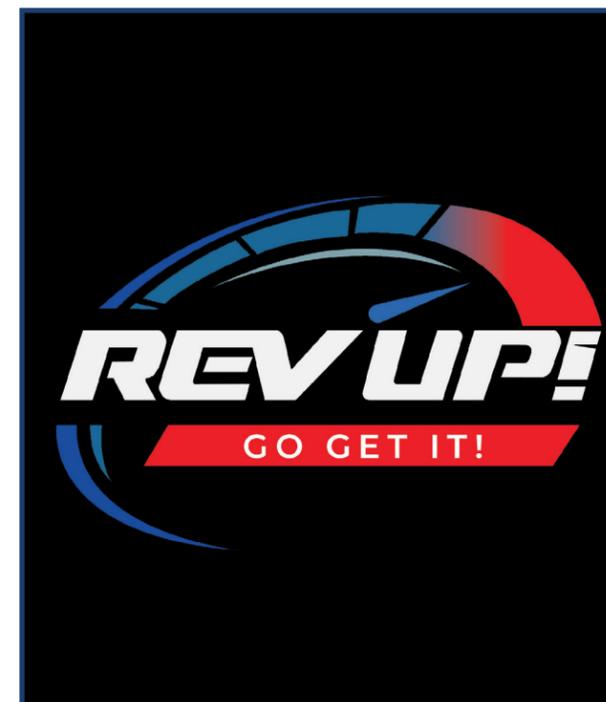
Capping off the event was a brief yet inspirational message from the Group Chief Executive Officer, Mr. Michael K. Raeuber who mentioned that he was pleased not just with the talents that the Royal Cargo employees have but with the extraordinary performance they have shown during the entire year of 2019.

Mr. Raeuber thanked all the employees for their loyalty especially during the most difficult times. He challenged the group to work as a team heading towards the same direction and heading towards one goal, and that is to make the coming 2020 a more profitable year.

The group enjoyed each others company singing and dancing to the beat of modern rock music, making the Royal Cargo Group's 2019 Christmas Party, ROCK N' ROYALS a never to be forgotten event.

READY...GET SET... REV UP, GO GET IT!

By Reymer Salvador



During the Royal Cargo Group's 2019 Christmas Party, Royal Cargo President, Mr. Elmer Francisco U. Sarmiento unveiled the company's 2020 theme entitled: REV UP!

REV UP! Go get it! aims to help steer back the company's performance to where it was in the previous years through a comprehensive strategy that will upgrade the way we do our business. This 2020 we're gearing up on three focus areas:

- **Improve our Ways**
Improve our operations efficiency through process improvements and innovations.
- **Delight our Customers**
Through meeting and, where possible, exceeding expectations through our service and interactions.
- **Boost our Sales**
Continue our relentless drive acquire new customers coupled with the increasing our customer 'share-of-wallet.'

As we welcome the year 2020, let's all start our engines as we go full throttle on this journey back to success!

Standby for more updates and communications about REV UP! In the coming days.

ROYAL CARGO ATTENDS SPEX TEAMBUILDING AND THANKSGIVING DINNER

By Rochelle Paras



Royal Cargo employees and higher management in charge of managing Royal Cargo's existing contracts with Shell Philippines Exploration B.V. (SPEX) joined the group's Team Building and Thanksgiving Party held last November 8 at Hilton Hotel, Resorts World Manila.

During the Team Building, the Royal Cargo attendees were grouped and joined other contractors for some activities.

The Team Building was followed by a Thanksgiving Dinner and presentation of videos for the Video Making Contest.

Royal Cargo personnel in Batangas Supply Base teamed up with Asian Terminal Inc. (ATI) and bagged the Grand Prize amounting to USD 1,000.00

In between the program, prizes were also raffled off.

Tita Austria of CCB went home richer with her new 60" TCL Smart TV.

Royal Cargo President and Chief Executive Officer, Mr. Elmer Sarmiento ended the program with his closing remarks.

LEAN-ERGY: LEAN SIX SIGMA'S ENGINE

By Raymond Palisoc



As Wikipedia might say in its own words, Lean Six Sigma is a combined methodology that employs different problem-solving tools and techniques to achieve a high-level output of quality and efficiency.

Most organizations would almost always want to integrate Lean or Six Sigma within their systems to gain its benefits. Cost-savings, efficiency gains, loss of rework, more time to perform other outputs are just some to coin other than an increased bottom line.

In general, Lean Six Sigma is commonly thought of as a band aid for continuous improvement. It is not. Lean Six Sigma does not rely on quick-fixes to temporarily address business needs.

Business excellence and transformation takes time, effort, planning, study and testing.

Its roots are of a systematic process of study and implementation within controlled and uncontrolled environments that are fused with factual, data-driven and statistical discipline.

To drive this process, it is important to adopt a Lean Six Sigma mindset, especially since it can affect almost all aspects and levels of an organization – which requires us to consider the most important assets for the success of the process, PEOPLE.

Its core is teamwork, each employee knowing the “why” behind the change for success. Individuals identifying opportunities. And then, we work on it.

Identifying breaks and realizing solutions are part of this Lean Six Sigma culture. People drive this.

Every Lean Six Sigma trained individual is part of the energy that drives the solution. From one idea to a think tank of improvement.

The more items we identify, the more (Lean) energy it creates – obtaining that Lean-ergy efficiency we aspire.

Your ideas count. Let's bring together all our talents in driving this change. Let's create the improvement.

Let's go Royal Cargo!

CHRISTMAS IS LOVE IN ACTION Christmas in Bulacan

By Mark Tinsay

“Christmas is love in action,” to paraphrase singer and song writer Dale Evans. This was Royal Cargo Inc. - North Hub's motto for the children's party that the team had planned for the children of Brgy. Bulihan of Plaridel, Bulacan. The team had been busy coordinating the event with our Brgy. Captain Esperanza “Ranci” Garcia since late November. The idea was plain and simple, for Royal Cargo Inc. to host a short but meaningful Christmas party for the children of Brgy. Bulihan.

The party was meant for not more than 100 children, give them a small gift, host a couple of games and feed them with a wonderful Jollibee meal. The children started to trickle in 10 minutes before the 10:30AM event and the Brgy. Bulihan Multipurpose Hall, began to be packed with giddy and excited children, especially with rumors that a “special guest” was coming later that day.

The team began lining up and arranging the prepared gifts and the team from Jollibee is also, making their preparations for the party. The excitement of the kids (and adults) were building up. Before anything else, Brgy. Official Ate Menchie Hipolito began the event with a prayer. We were also lucky that to have our hardworking Brgy. Captain Ranci Garcia present and she gave us a short but meaningful speech before we began our festivities.

The Jollibee host with the help of RCI NH volunteers began the program with games such as “Bring Me” to “Paper Dance”. The children were ecstatic. Jollibee toys were given away as prizes for the victors. The parents and guardians present were enjoying themselves too. As the games come to an end, Jollibee chicken and spaghetti were served to the children. Nothing but laughter filled the room.

The highlight of the day was when a familiar face crept up the Multipurpose Hall and surprised the children. Jollibee was rushed by children and adults as it entered the room. Faces were all lit up and pictures were taken left and right. As the crowd eased up, Jollibee entertained the crowd with a modern dance that the kids danced with.

To add with the hyped environment, our host announced to the children that our final surprise was we have gifts for everybody. The kids all lined up with an ear to ear grin, wondering what's inside the gift bags that RCI NH team prepared. All 100 children were given their gifts and their smile was enough validation of how they felt that day.

The joyfulness of the event was reverberated by the thankful Brgy. Captain that approached the team thanking them for all the efforts they put in.



The RCI North Hub Team with Brgy. Bulihan officials.



RCI North Hub Team preparing to distribute the gift bags.



With Jollibee and everybody.

ROYAL CARGO NORTH HUB CELEBRATES BARANGAY WEEK

By Mark Tinsay

In celebration of the annual Barangay Week or “Linggo ng Barangay” of Barangay Bulihan of Plaridel, Bulacan, Royal Cargo North Hub participated in the event by hosting a Tree Planting and Blood Letting activities held on the last week of November 2019.

The “Linggo ng Barangay” is a week-long event filled with activities that deal with the environment, social responsibilities and entertainment for the community.

From hosting activities such as Color Run, Beauty Pageants and Singing contests; this year, the North Hub team chose to focus their efforts in the Tree Planting and Blood Letting activities.

The Tree Planting Activity was held last November 25, 2019, beside an empty lot near the Barangay Bulihan Covered Court. As early as 8 in the morning, the team convened at the Brgy. Bulihan Hall, for the task orientation, then took group photos along with the fruit bearing plants the team brought. From there, the group along with Brgy. Officials, Elementary School Pupils of Don Nemencio School, Barangay Volunteers and Royal Cargo North Hub employees had a short parade towards the tree planting site. After the team arrived, everybody was able to immediately work on picking and choosing places to plant. All 15 fruit bearing plants were planted on the said site.

In the same week, November 27, 2019, a team of nine volunteers from North Hub lined up to be pre-screened for the Blood Letting activity. This was held in one of the classrooms of the Don Nemencio School. All volunteers were successful in donating their blood. This event was simultaneously done with other endeavors lead by the Municipal Hall of Plaridel such as Job Fair led by the Public Employment Service Office (PESO) of Plaridel, Free Seedlings offerings by Municipal Environment and Natural Resource Office (MENRO), Free Dental and Medical Services by the Rural Health Units (RHU) of Plaridel.

The Royal Cargo North Hub team was personally recognized by the Barangay Captain Esperanza “Ranci” Garcia for its efforts to actively participate in all the activities of the barangay.



Tree Planting Activity, November 25, 2019



Blood Letting Activity, November 27, 2019

ROYAL CARGO JOINS CTCFO SUMMIT PHILIPPINES

By Jill Viray

In its 11th year, the annual Corporate Treasury & CFO (CTCFO) Summit Philippines brought together the country’s corporate finance and treasury leaders for a series of thought-provoking keynotes and panel discussions on corporate strategies, key regulation updates, and local and regional economic outlooks.

Royal Cargo joined the said event represented by its Vice President for Global Finance and Treasury, Joerg Gruenewald, who is also one of the panelists for the panel discussion with topic, Keys to Managing Digital Transformation in Finance and Treasury.

Other panelists include Ramon Jocson, EVP and Chief Operating Officer of Bank of the Philippine Islands and Rizalito Oades, EVP and Chief Strategy Officer of Unilogix.

CTCFO Summit is a BPI sponsored event. BPI is Royal Cargo’s biggest bank/creditor and loyal partner for years when it comes to investment financing treasury.

ROYAL CARGO SPONSORS 2019 GERMAN CLUB MANILA’S 81ST OKTOBERFEST

By Jill Viray

Royal Cargo; a proud member of German Club Manila, joined and sponsored the 81st German Club Manila Oktoberfest held last October 17, 28, and 19 at Solaire Resort and Casino in Paranaque City.

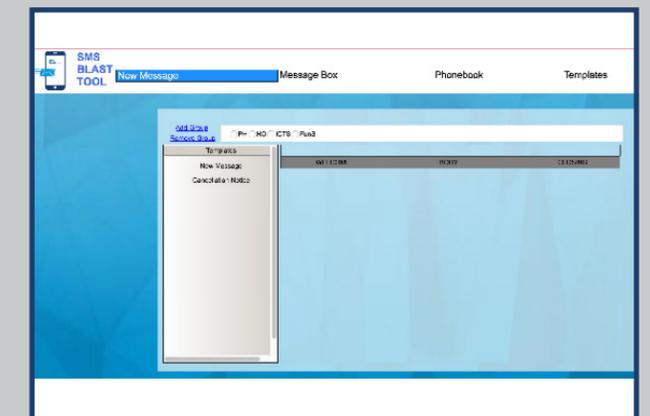
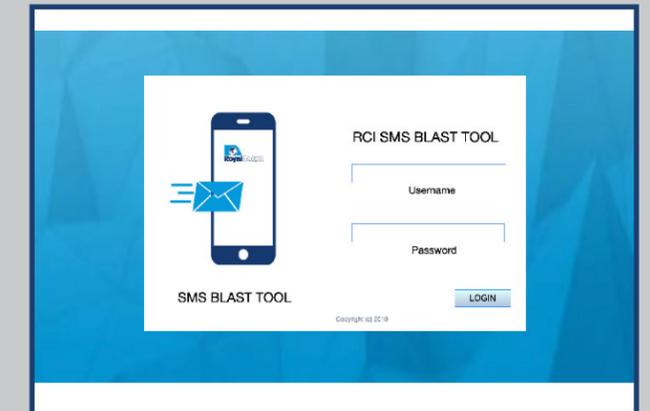
More than 5,000 guests joined the 3-day long celebration of the German tradition, with a new scrumptious set of Bavarian menu, showcase of German music through the Bavarian Sound Express, free-flowing German beer, and bigger, better raffle prizes.

The German Club is a 113-year-old membership club in Manila who’s Oktoberfest is the longest running and largest Oktoberfest in the Philippines.

Royal Cargo is one of the major sponsor of the said event.

ROYAL CARGO’S SMS BLAST TOOL INTRODUCED

By Shannin Loreto



Royal Cargo recently introduced its SMS Blast Tool.

SMS Blast Tool is a web-based messaging software application that can be utilized to send out information using a mobile device or a laptop.

With the use of this tool, all urgent information can be disseminated instantly to all employees with company mobile numbers in just one click.

The project was developed in a web-based application and text command platform for the text messaging operations of Royal Cargo.

The said tool will be used by departments who are disseminating information to all employees.

ROAD TRANSPORT SAFETY AWARENESS: HYDROPLANING

What is Hydroplaning?

Hydroplaning is skimming or sliding on top of a film of water between your tires and the road, resulting in a loss of steering capabilities and braking effectiveness. It happens when you drive over a wet surface faster than the tires can displace the water underneath them, resulting in loss of contact with the road.

When does Hydroplaning Occur?

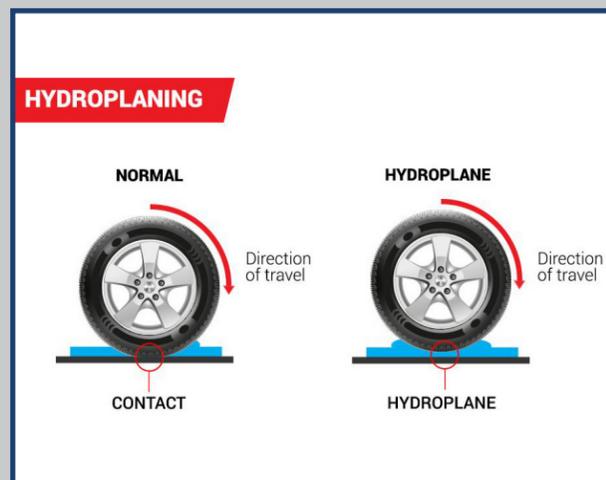
Hydroplaning can occur on any wet road surface, however, the first 10 minutes of a light rain can be the most dangerous.

When light rain mixes with oil residue on the road surface, it creates slippery conditions that can cause vehicles, especially those traveling speeds in excess of 35 mph (56 kph), to hydroplane. This can be a deadly combination for the driver and surrounding motorists.

How do I Avoid Hydroplaning?

- The following are important tips to avoid hydroplaning:
- Keep your tires properly inflated.
- Rotate and replace tires when necessary.
- Slow down when roads are wet: the faster you drive, the harder it is for your tires to scatter the water.
- Stay away from puddles and standing water.
- Avoid driving in outer lanes where water tends to accumulate.
- Try to drive in the tire tracks left by the cars in front of you.
- Turn off cruise control.
- Drive in a lower gear.
- Avoid hard braking.
- Try not to make sharp or quick turns.

Data Sources:
<https://www.valleydrivingschool.com>, <https://www.tireamerica.com>
<https://www.safemotorist.com>



EIGHT HEALTH GOALS YOU CAN ACTUALLY STICK TO IN 2020

Big, sweeping New Year's resolutions can be tough to stick to. These smaller ones, however, are much easier, and they're good for you too.

"When we set the bar too high, we inevitably blow it, blame ourselves, and go back to the status quo," says nutrition therapist Dana Sturtevant, RD, a co-owner of Be Nourished in Portland, Oregon. Take fad diets like juice cleanses, for example. We're drawn to them because they work, but only for a while. As soon as you go back to eating real food, you're right back where you started, not to mention feeling low on energy, stamina, and constantly starving. The same goes for working out: **"People exercise every day for the first two weeks of the year, then the gyms are empty by February because that level of commitment just isn't feasible in the long run,"** says Sturtevant.

To set you up for success, we asked experts for goals that feel so doable, you may wonder whether they're even worth aiming for. You may not drop two sizes or be a Zen master by tomorrow, but we promise you will make significant headway on the journey to a happier, healthier you.

1) Upgrade your dessert.

"If you're craving something sweet after dinner, you should have it! But if you want to cut back on sugar and still satisfy that craving, you can dilute the sweet stuff with something like nuts or seeds," suggests Willow Jarosh, RD, a cofounder of C&J Nutrition in New York City. So instead of reaching for a chocolate bar, try chocolate-covered almonds, chocolate-dipped frozen-banana bites, or chocolate chips mixed with popcorn, pistachios, or both. Besides reducing your intake of added sugar, too much of which has been linked to high blood pressure, high cholesterol, and a larger waist size, you'll also get some heart-healthy fiber.

2) Sit differently.

It can be hard to sit less, especially if you have an office job. But sitting better is easy: pop your booty. **"Most people sit in a C shape, which puts pressure on your spine and can cause lower-back, neck, and shoulder pain,"** says Jenn Sherer, the founder of the Spinefulness studio in Palo Alto, Calif. **"And when we try to sit up 'properly,' we tend to suck in our stomach and stick out our chest, contracting our muscles in a way that can make us even more misaligned or stressed."** Pretend you have a tail, and bend slightly at the hips so you aren't sitting on it, suggests Sherer. **"This can help untuck your pelvis and elongate your spine so your vertebrae can stack up straight."** Also adjust your chair so your feet rest flat on the floor (or a footrest) and your thighs are parallel to the ground.

3) Set a bedtime alarm.

More than a third of us regularly don't get the minimum seven hours of sleep we need. While you probably can't sleep in later, you can go to bed earlier, and the best way to ensure you do so is by setting an alarm for 45 minutes to an hour before lights-out, advises Holly Phillips, MD, the author of *The Exhaustion Breakthrough*. Once it goes off, start your wind-down routine, whether that involves taking a shower, making your kids' lunches for the next day, or prepping overnight oats. The alarm can also serve as a reminder to turn off the TV, close your laptop, and put down your phone, since the blue light that those devices emit can delay the release of the sleep hormone melatonin, making it harder to fall asleep. If you like to read before bed, dim the brightness on your reading devices. Activate blue-light-limiting features or install dimmer bulbs in your bedroom.

4) Walk to every destination within 1 mile.

The more physical activity you can fit into your day, the better. **"If something is within a 1-mile radius, I try to walk instead of drive,"** says Michele Stanten, a walking coach and certified fitness instructor based in Coopersburg, Penn. Walking instead of driving can help you live longer, lose weight, improve your mood, and reduce your risk for heart disease, diabetes, and certain types of cancer. It also cuts down on greenhouse-gas emissions and saves you roughly 60 cents per mile. Another good micro-resolution: Move your feet every time your phone is in your hand.

5 Check in with yourself mid-meal.

"Dieting is unsustainable, especially when you make restrictive, unrealistic rules about what you can and can't eat," says Sturtevant. For lasting health, you want to learn to tune in to signs of hunger, not ignore them. Sipping water between bites can help you slow down and eat more mindfully, as can pausing for a gut check halfway through your meal. To do it, put down your fork, take a deep breath, and ask yourself how full you are and how much more food you think you need to be satisfied, suggests Sturtevant. **"When we eat with awareness, we get more joy out of our food, and without that joy, it's difficult to feel nourished."**

6 Designate a no-phone zone.

Setting physical boundaries is easier than trying to limit how much time you spend scrolling through Instagram or checking your email (again). A new study from the University of British Columbia found that diners who had their phones out during dinner enjoyed their experience less than those who put their phones away, and a separate study suggested that if your phone is within reach, it impairs cognitive performance, even if it's turned off. Try keeping your phone stashed in your bag at work or banning phones at the dinner table. If your family gives you pushback, start with a trial run.

7) Eat veggies at breakfast.

Breakfast is often overlooked as an opportunity to squeeze in vegetables, which 91 percent of us don't get enough of. Try topping your toast with mashed avocado or adding a handful of baby spinach or sauteed grated sweet potatoes to your scrambled eggs. Your morning meal doesn't have to be savory to include veggies. **"We have specific ideas of what breakfast foods are, when in fact breakfast is just a meal like any other,"** says Sturtevant.

8) Exercise for a few minutes.

You're supposed to get 2½ hours of moderate-intensity physical activity each week, or about 30 minutes five days a week. But don't let those numbers intimidate you out of doing what you can. Experts say you can break down the time into 10-minute sessions without missing out on exercise's physical and mental benefits. And research backs up the power of short workouts: One study found that 13 minutes of weight training three times a week is enough to build strength, while another showed that just five minutes a day of running is all it takes to reduce your risk of death from cardiovascular disease. **"Some studies suggest that merely standing is good for metabolic health,"** says Tamara Hew-Butler, PhD, an associate professor of exercise and sports science at Wayne State University in Detroit. **"The bottom line is that any exercise is better than none at all."**

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