

# N.V. GEBE

## Plug In



## Message from the Managing Board



Moving forward together as one body "NV GEBE" the Managing Board is pleased to inform you that our Financial Statements "FS" for the year 2017 have been approved by the Supervisory Board of Directors. With that said it must be made known that the two

qualifications that were in the previous Fs have been lifted, giving NV GEBE a clean report. The extra work that went into this cannot go unnoticed and the Managing Board would like to THANK Ms. Ludmila de Weever and Mr. Patrick Drijvers for the energy and time that was dedicated to this cause.

In 2013 NV GEBE initiated the Performance Appraisal System "PAS" and there have been some challenges over the years to fully implement the PAS. Employees also indicated that the scoring is not good. With this change now we have indicated that we heard you and we have also made adaptations. February saw the signing of the Performance Appraisal System Policy between NV GEBE and St. Maarten Communications Union "SMCU". This policy is the guide for the PAS.

The Managing Board is yet busy with cost cutting measures and would like to thank Mr. Leandro Reiph for taking the task of keeping our water tanks yard clean by cutting the grass and overgrown trees. This also a savings and much respect and THANK you for the efforts and willingness. Thanks to Mr. Pablo Contreras and Mr. Demitrio David, the garage has also completed its first complete engine overhaul using parts that we have in stock, reducing the amount we pay to outside garages.

The start of the Senior Relief 2019 started and to date we are with a total of 1110 seniors that signed up for relief on their utility bill. NV GEBE also provided LED bulbs and power surge protectors to our seniors, this will enable our seniors to start the process of being energy efficient.

FEBRUARY 2019

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## The Spotlight is on YOU!

### Q & A with Calvin Mardembrough, Facilities Department, Courier

*"You know, as most entrepreneurs do, that a company is only as good as its people. The hard part is actually building the team that will embody your company culture and propel you forward." ~Kathryn Minshe*

**Calvin, tell us a little bit about yourself ? Some of us know that you come from a musical background and that your dad is a musical genius. What kind of instruments do you play and do you sing?**



*I was born on the island of St. Maarten in 1989 during the height of my dad's musical career. I have two sisters and one brother. My oldest sister always had an interest in Graphic Arts, while my interest was in Music at very young age. I always got bored quickly and kept selecting other instruments, Drums and Piano were my top choices. I am recognized by most, as the most popular and youngest trumpet player in the island's orchestra. I can't call Music a hobby because I began arranging and producing while enrolled in elementary school. One of my fondest memories is creating a song for World Tourism Day. Growing up some of my proudest moments were seeing my dad as the band leader and a member of many local bands, the Heartbeat Band was one of the most popular. I'll never forget my excitement when he was the drummer of D'orchestra. I am also proud of my own accomplishments, being the founder and band leader of St. Maarten's most popular and successful youth band (District Band). In addition, I arranged and produced several CD's before moving to Canada.*

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### How did your career at N.V. GEBE begin?

*When I attended high school I completed an internship at N.V. GEBE before moving to Canada. My first assignment was working in the Facilities Services Department where the N.V. GEBE family made me feel right at home. When I returned from Canada, I realized the jobs available in Entertainment and Music Business Management were not well paid jobs. Most of the jobs available were in Hospitality and only offered 6 month contracts. Mr. Pedro Martina held my current position prior to me and was nearing retirement. Today, I am very grateful for his encouragement to apply for this position. My future ambitions are to continue to learn all I can about N.V. GEBE's departments and growing within the organization.*

### Tell us about your daily responsibilities?

*I transfer and deliver documents to various departments within N.V. GEBE, in addition to external stakeholders such as banks and other local businesses.*

### Explain to us what a slow day versus a busy day is for you.

*A busy day is completing assignments for N.V. GEBE Management and often times dealing with busy traffic. A slow day is my regular deliveries, internal mail and visits to all N.V. GEBE branches, ensuring that all branches have what they need.*

### What does your position mean to you?

*Being a courier allows me to move around, be on the road and visit businesses. I enjoy meeting new people and networking. When I meet new people I like to learn about their experiences, which is very rewarding and refreshing.*



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*The power to serve*



## What's Happening at GEBE?



### UPDATE

**GARAGE UPDATE:** The 2019 number plates will be at the garage during the week of February 25, 2019. All drivers will be notified for plate placement which will take place at the garage.

**FACILITIES UPDATE:** The bids for the Power Plant Building 3 reparation has been received. The bids results will be forwarded to the Managing Board for their final decision. Building 3 was severely destroyed by Hurricane Irma and damages are as follows; metal sheeting, damaged windows, extensive roof damage and broken walls.

**ELECTRICAL EXECUTION DEPARTMENT "STREET LIGHT SUBDIVISION":** The Electrical Operation crew is currently tracing damaged cables to pursue street light repairs. Since Hurricane Irma many districts have been plagued with street light outages.

**ELECTRICAL OPERATIONS ALONG WITH ELECTRICAL EXECUTIONS TERMINATING.** Testing and tracing high voltage underground cables is a continuous initiative for us.



## GEBE Trivia



N.V. GESM was formed as an equal partnership between OGEM, a Dutch Company in Willemstad, Curacao and the Central Government of the NA, with OGEM having full managerial control.

What year did this happen?

A. 1955

B. 1960

C. 1985



## *GEBE on the Move*



### THE AFFECTS OF LOAD SHEDDING

*By: Ramiro Hernandez, Assistant Manager of Operations & Maintenance*

The Communications Department had the wonderful opportunity of sitting down with Mr. Ramiro Hernandez, Assistant Manager of Operations & Maintenance for a comprehensive overview on Load Shedding.

Load Shedding is defined as a procedure that goes into action when N.V. GEBE does not have enough power to provide consumers' demands.

"Load Shedding is a protective system that protects N.V. GEBE's running engines from experience overloading", stated Mr. Hernandez.

There are three reasons that can cause a power shortage:

1. Engines on short maintenance.
2. Engine on Long maintenance.
3. A tripping engine due to a protection system activating.

Mr. Hernandez explained, that Hurricane Irma's destruction to the island contributed to Load Shedding becoming more complicated.

"The way that Load Shedding was done in the past had to be reevaluated to become more applicable to the needs we have today", stated Hernandez. This was primarily because pumping water to our water storage tanks depended heavily on power.

It is important to note, N.V. GEBE was faced with the Pelican Water Tank, Concordia Water Tank, Monte-Vista Water Tank being demolished, while the Guana Bay and Jail Tank are still pending heavy repairs. With the tanks being out of operations it meant that N.V. GEBE would have to bypass the tanks and send water from the Pump House directly to our consumers.

Load Shedding will continue to be evaluated, as we proceed to find the best solutions for the organization and our valued consumers.



## Community Highlight



### WHAT IS TOASTMASTERS?

**By: Ahisha Nunes, Facilities Department, Senior Administrative Assistant**

Toastmasters International is a non-profit educational organization that teaches Public Speaking and leadership skills through a worldwide network of clubs. Headquartered in Englewood, Colorado, the organization's membership exceeds 357,000 in more than 16,600 clubs in 143 countries. Since 1924, Toastmasters International has helped people from diverse backgrounds become more confident speakers, communicators, and leaders.

The N.V. GEBE Power To Serve Toastmaster Club, lead by President Ahisha Nunes, meets every 1st and 3rd Wednesday each month in the New Building, in the Canteen at 5:30pm.

The Club currently has a membership of 20+ members. Today, according to its mission statement, "Through its member clubs, Toastmasters helps men and women learn the arts of speaking, listening, and thinking — vital skills that promote self-actualization, enhance leadership potential, foster human understanding, and contribute to the betterment of mankind."

Please visit our next Toastmasters meeting on March 6th and 20th.





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*The power to serve*



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**Ada Cannegeter**  
Customer Care  
Representative  
Commercial Department  
**01.01.2014**  
**5 years**



**Evarista Cecilia**  
Accounts Payable  
**01.01.2014**  
**5 years**



**Joel Herbert**  
Water Plant  
Mechanic A  
**01.01.2014**  
**5 years**



**Ahisha Nunes**  
Senior Administrative  
Assistant  
**01.01.2009**  
**10 years**



**Elaine Arrondell**  
Secretariat  
Distribution Department  
**01.01.1994**  
**25 years**



**Luis Richardson**  
Dispatcher  
Warehouse  
**01.01.1994**  
**25 years**



**Russel Sylvester**  
System Administrator  
ICT Department  
**01.01.2004**  
**15 years**

