



Polynesian Cultural Center

UPDATE '91

Employee Newsletter

Friday, March 15, 1990

Message from the President

October 13, 1963, was a day like many others in Laie. With one notable difference.

It was a sunny day with cool ocean breezes and tradewinds all around. It was a day filled with great expectations and hopes for a bright future. It was THE day a prophet, seer and revelator dedicated the Polynesian Cultural Center in solemn prayer.

"By virtue of the Holy Priesthood, I dedicate to thee, the Lord, these grounds, the buildings built thereon and all things connected therewith for the betterment, uplifting and blessings of the people," declared President Hugh B. Brown as he prayed before a capacity throng of dignitaries in the original Hale Aloha theater. The joy, excitement and anticipation of things to come were clearly evident in the faces and expressions of those assembled.

"May all who come here see in this Center an effort to bring people of different nations together in a better exemplification of true brotherhood..." President Brown continued.

From its very humble beginnings, few people imagined the Center 28 years later as the world's most successful cultural theme attraction, hosting over 22 million guests.

Going back in time, we should remember in 1963 there was no city bus routes to the North Shore; there were no organized bus tours for visitors and PCC relied largely on visitors driving by in rental cars. They were hailed down by PCC performers in costume along Kamehameha Highway and invited into the Center. In fact, Hawaii's total visitor count in 1963 was approximately 460,000 persons. Little wonder all recognized industry "experts" of the time predicted the Polynesian Cultural Center would be a monumental flop as a visitor attraction.

But a strange thing happened. Someone forgot to tell the original employees, Center executives and Church leaders who dedicated themselves to do all they could to ensure the success of the Center. The Lord did the rest.

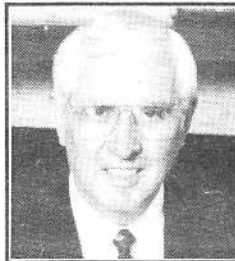
President Brown's prayer continued: "We pray that the Holy Spirit may be here. We pray that everyone who comes unto these grounds may feel the spirit of true brotherhood and of true worship and a better understanding of thee, the Lord.

"May the spirit that is here today radiate through the world, that others seeing and feeling the effects thereof may emulate what is here being done to thy name's honor and glory and to the everlasting benefit of the people."

"We ask forgiveness for our weaknesses. We ask for the power to overcome. We ask for the ability to become more like thee, Father, from whom we came. We ask these blessings and pronounce this prayer of dedication unto thee, O God, in the name of thy beloved son, Jesus Christ, Amen."

In his plain and simple dedicatory prayer, President Brown's words are as relevant today as they were that day 28 years ago. As we look to our past, we realize how far we have come. As we look to our future, we can only visualize how far we can go in the years ahead. In His own time and in His own way, the Lord will provide the ways and means by which we will achieve our destiny.

My hope is that we will follow the counsel of Elder Oaks, chairman of the PCC board of directors, in our regional conference last week strongly urging us all to "take the initiative in all we do and not wait to be told." May we strive to live and work together in the spirit of "true brotherhood" as clearly stated in President Brown's dedicatory prayer.



Sterling Scholar District Judging Begins Tomorrow



District level judging will take place in four different locations on Oahu and three outer Island locations for the 232 Hawaii high school students who have been nominated for the Sterling Scholar Awards.

Students compete in one of twelve specific subject areas. They will be judged on Scholarship, Leadership, and Citizenship.

The field will be narrowed to approximately 84 students who will come to the Center April 19, 20 for the Final Judging. Mahalo to all those who help make this program a success.

Special Note!

The television co-host for the KTV broadcast this year will be Lieutenant Governor Ben Cayetano. It will be taped at 8:30 a.m. on Saturday, April 20, 1991 in the Pacific Pavilion. Larry Vogel, President of Duty Free Shopper Group, Ltd. will serve as a co-presenter with President Christensen. All employees are invited to attend the taping. The Sterling Scholar Awards program will be broadcast later that same night on KTV at 6:00 p.m.

Employee Training Corner

Where do I stand? Quarterly Performance Reviews

Have you ever worked for a company where you weren't quite sure where you stood?

And ask yourself:

"Where do I stand with my job?"

"Am I doing an okay job?"

"Am I doing an average job?"

"Am I doing an excellent job?"

or,

"Where do I stand with my boss?"

"Does he/she like what I do?"

"Does he/she see me as a possible supervisor? Manager? Or a lead someday?"

"Is he/she aware of the work I do?"

Many of us have asked the same questions. And, the most frustrating thing about these questions is not knowing the answers!

The Polynesian Cultural Center has instituted the Quarterly Performance Review, which gives you, the employee, the opportunity to know where you stand, quarterly, throughout the year, and not just at the end of the year.

During the review, you should feel free to talk openly about your job because, it's your job! You're the one being paid to do it. Therefore, what you say about your job is important and will be treated as such.

So, when your Quarterly Performance Review comes up, look forward to it and be prepared to discuss your job. By doing so, you'll walk away knowing exactly where you stand.

Laundry Sale!

March 15, 1991

10:00 a.m. - 3:00 p.m.

Items for Sale include:

**Babacea Material
Pants
and Glasses**

Location: Main Laundry



HUMAN RESOURCE HOTLINE

Funeral Leave Policy

Who is eligible for Funeral Leave Benefit?

All full-time (40 hour) employees who have worked for the Center for a minimum of three months.

Is there a limitation to the amount of days an employee can utilize funeral leave?

Yes. For a near relative three days is allowed, for any other relative not listed below, one day is allowed.

Who is considered a near relative?

parent	brother	father-in-law
grandparent	sister	mother-in-law
spouse	uncle	brother-in-law
child	aunt	sister-in-law
grandchild	niece	daughter-in-law
nephew	son-in-law	step-child

If preparation for a funeral takes longer than three days can I utilize my vacation.

Yes. An employee can utilize her vacation for additional days, however, if the employee has no vacation time then it would be a leave without pay.

I have a relative that has past away on the mainland, but I am unable to attend the funeral, can I still take funeral leave and stay home?

No. The purpose of funeral leave was to provide a means in which our employees could prepare and attend the funeral.

Is there a procedure for filing for one's funeral leave?

Yes. One must provide written or verbal notification to his/her department head.

Next Issue: Jury Duty

Employee Training Corner

PARADIGM MEETINGS

The Polynesian Cultural Center Tomorrow

During the Month of March, each area has been challenged to get together and discuss ideas to improve guest satisfaction. These get together are termed "Paradigm Meetings". New boundaries and rules by which we look at our jobs, fellow employees, management, guests, relationships, and all activities within the Center.

The question we might ask ourselves is:

"Am I making a difference?"

"Have I been able to change or approve anything for the better in my department? My job? My self?"

"How do I see the Center's future?"

"Is it exciting? Is it successful?"

"Is it a good model of business to the entire pacific and beyond?"

Therefore, if what we think about the Center, what we feel about the Center, what we say about the Center, and what we do for the Center has not, in our opinion, changed the quality of life in the Center, then maybe, just maybe we need to change the quality of the way we think, feel, see, and do for the Center.

To continue successfully, we have to change. And, change begins with good ideas from good people...like you and me.

- **Change**
- **Ideas**
- **Success**

If you are interested in attending the PARADIGM meeting for your department contact your manager today.

Your input is important!

Concessions Corner

Employee Spotlight



Felila Tulfua is one of the Concession's longest working full-time employees in the department. She has been with the department since March 1981. Felila started out as a Fry Cook and currently holds the position of Pantry Worker. She oversees student Pantry workers and prepares many of our menu items, such as pineapple boats, fruit bowls, pineapple slices for chocolate dipping, and span musubi.

Besides working full-time, Felila is the mother of seven children (5 boys, 2 girls). She is the wife of Liufau Tulfua, an employee in the Security department. They are both originally from Tonga and came here to attend BYU-Hawaii.

Felila is a very humble and quiet worker. She takes great pride in the quality of her work. Her gentle influence can be felt by all who know her. She has earned the "Employee of the Year" award for the department many times. We at Concessions would like to extend our love and appreciation to Felila for being a great example to us and wish her a "Happy 10th Anniversary at Concessions."

Concessions March Birthdays

- | | |
|------|-------------------|
| 3-11 | Stacey Vanderveur |
| 3-18 | Martin Hansen |
| 3-19 | Taalasi Kioa |
| 3-21 | Megan Gardner |
| 3-23 | Queency Chan |
| 3-28 | Betty Ah Loy |
| 3-28 | Keum Suk Min |
| 3-29 | Ula Nautu |

Eighth Annual PCC Easter Egg Hunt

Saturday, March 30, 1991

8:00 a.m. sharp!

PCC Farm

(Hauula side of the Support Services building)

Children of PCC Employees

3 - 12 years old can hunt for eggs and prizes
hidden in the farm

Pick up tickets at Special Projects
Monday, March 25 - Friday, March 29

PRIZES!

- \$50 Savings Bond
- Chocolate Macadamia Nuts
- Small Stuffed Easter bunnies
- Easter Yo Yo's
- PCC HawaiiMax T-Shirts
- Candy, Candy, Candy
- Fuzzy Easter Bunny Banks
- Many other Easter Toys

Rules

1. Child must be a SON/DAUGHTER of a current PCC EMPLOYEE.
2. Ticket must be worn by the child for purposes of entrance and identification.
3. To be fair to all parents and children, please abide by the rules. If not, a child may not be eligible for the prizes.



**For the enjoyment of the children
No Parents, Aunties, Uncles, etc. will be allowed into the farm area.**

Village Corner

Promo to Waikiki

On the first three Tuesday's of March, the Marquesas Village is responsible for the promo at the Hilton Hawaiian Village hotel in Waikiki. This particular week the team consisted of Rubina from the Mission Village, Tohi from Hawaii, Malelega from Fiji, Ken Coffee from the Maori Village and Sela Feinga from the Marquesas Village. The group reported that they had a great time doing the three different shows for the guest. "They never seem to run out of questions, and they always want to take pictures with us" commented one of the group. It is a very worthwhile promo as many of the guests then decide to come to the Center. Sela Feinga reports seeing many of the people she met at the HHV end up seeing her again here in the villages of the Center. Mahalo to this hard working crew.



Other Village News

- All of the villages are now doing **Fashion Shows** twice daily. These fashion shows are spectacular to watch. Keep your eyes open in the next issue for a special feature on these fashion shows.
- Beginning March 19th the Villages will be in charge of the Imu/umu for the Luau. Watch for some exciting things in that area as well.

20%

Discount on America West Airlines for PCC Employees!

As a mahalo to the Center for working closely in Promotional experiences, America West Airlines is pleased to offer a 20% introductory discount to all employees of the Polynesian Cultural Center. In order to qualify for this discount you must travel by **December 15, 1991**. The employee must provide America West with a company I.D. or a letter verifying their employment. The employee must travel. Immediate family (spouse, children, parents, and grandparents) may travel with the employee with a letter verifying family relationship.

To get this great discount follow these simple steps:


Do NOT call a travel agent for this fare

1. **Call in your reservations normally to the America West Reservations office at 1-800-247-5692.** You do not need to tell them you have a discount.
2. **Obtain the record locator number for your reservation.**
3. **Call the Honolulu Ticket Office 971-2810, and advise America West of your employment at the Center and of the record locator number of your reservation.**
4. **Follow instructions from America West on ticket payment and pickup.**

Conditions:

- Travel must originate in Hawaii
- The 20% discount applies to any published fare available on America West Airlines; discount fares, full coach, business class or first class (where applicable). Discount is not available to interisland flights.
- All rules governing the applicable fare apply, regarding advance purchases, payment requirements or other restrictions.

March Food Service Employee Luncheon

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
Saint Patrick's Day 	Teriyaki Wings & Drumsticks Mixed Vegetables Rice, Drink	Pork Chop Suey Strawberry Parfait Rice, Drink	Salisbury Steak w/Onions & Gravy Corn, Rice,	Baked Chicken Potato Salad Rice, Drink	Lamb Curry Stew, Tossed Salad Rice, Drink	
17	18	19	20	21	22	23
	Deep Fried Chicken w/Gravy Corn, Rice,	KUHIO DAY Beef Stew Tossed Salad Rice, Drink	Teriyaki Pork w/Natural Sauce Peas, Rice, Drink	Deep Fried Mahi w/Tartar Sauce Salad, Rice, Drink	Chicken Stew Strawberry Parfait Rice, Drink	Employee Easter Egg Hunt
24	25	26	27	28	29	30
EASTER						
31						

Trivia !

Make sure your entry has your name, department, and supervisors name on it. . . GOOD LUCK!

Prizes:

- First Prize** - Two Twenty First Century HawaiiMax T-shirts. **Second Prize** - Two movie tickets
- Open to all current PCC Employees
- Entries must be mailed/turned in to Special Projects by **Tuesday at 5:00 p.m.** or turned in at the special box at the employee lounge.
- Judges decisions are final.

"Holiday" Trivia

- What three holidays will occur in the next three weeks.
- What color should you wear on March 17th and what country did this holiday come from.
- Who is the holiday on March 26th named for and what state does this holiday originate from.
- What annual PCC event takes place on Saturday, March 30, 1991 and what time does it begin.
- Who pays a visit to each house on the last day of this month?

Last Weeks Trivia Results

Congratulations!

Heidi Wiley, who works in the HawaiiMax, Heidi wins two free HawaiiMax Twenty First Century T-shirts. And many thanks to all the rest of the HawaiiMax workers who entered the trivia. Shame on those who have incorrect answers!

2nd Place was taken by Raymond Sika, Technical Services. Raymond wins two free Consolidated Movie Tickets.

Answers for last Trivia:

- Whose baby (employee) appears in one of the opening scenes? **Delsa & Paki Moe**
- Where does the first voyage depart from and what is the approximate date. **Somewhere along the east coast of Asia, 1089 BC**
- Where does the second voyage depart from and what is the approximate date. **West Coast of Central America, 56 BC**
- Name at least two employees who appear in the Hawaiian portion of the film. Hint: One of them works at the HawaiiMax. **Raymond Mokiao, Cy Bridges**
- Name the couple that got married in Tahiti? (both names, and spelling doesn't count) **Hina & Tafai**
- What is the name of the ship that the sailors arrive in? **Anna Kristina**
- Give the names of the Writers, Producer, and Creator of 65th original Musical Score. **Ralph G. Rodgers & Kleth Merrill, and Merrill Jensen**