

## TEAM SPORTS

### Exciting Finals for Football and Domino

The interdepartmental football competition has reached its thrilling conclusion, with two teams left standing. New champions will emerge after defending titleholders Lab/Technical were edged out 1-0 in a tense semifinal clash with FC Reynolds.

In the other semifinal, 1015 FC mounted an incredible comeback against Instrumentation. Trailing 2-1 with seconds remaining, Captain Romario "Stull Bull" Cooper fired an equalizer to level the score at 2-2. The match was decided on penalties, with substitute goalkeeper Rajiv Brissett making two crucial saves, and Cooper calmly netting the winning kick to send 1015 FC to the final.

Meanwhile, the interdepartmental domino competition has reached



The 1015 FC team.

the quarterfinal stage. Defending champions EHS scraped through to the final eight after a tense win over Calcination. Top contenders include Planning, Instrumentation, and the red-hot Sports Club team, that remains unbeaten after a dominant performance on May 22.

The next semifinal games promise more drama and surprises.

### Jamalco Wins National Netball Tournament



Congratulations to the Jamalco team who emerged as champions of the Netball Jamaica Supreme Ventures Major League last Saturday, clinching a thrilling 46-45 victory over Rockstar at the Stadium Courts in Kingston!

Well done ladies and coaching staff!

## EAP CORNER

### VIOLENCE AND HOW IT AFFECTS OUR MENTAL HEALTH

When facing an unexpected loss, it's crucial to acknowledge the loss, accept support, and prioritize self-care. Focus on practical tasks while also allowing yourself time to grieve and process your emotions.

- Emotional abuse - using comments to lower a person self-esteem or make them feel bad or playing mind games.
- Threats or intimidation - using fear to control or threaten to do harm to others or self.
- Economic abuse - withholding money or interfering in someone earning an income.
- Sexual abuse - forced sexual contact or rape.
- Physical assault - punching, beating, choking, pulling hair, kicking, burning or using weapons.
- Property destruction - damaging someone's asset.

Violence impacts the victims, families and society. Children who witness abuse done to a parent/s can develop emotional problems, feel frightened, ashamed or they themselves become abusers. We see the manifestations of violence in:

- Mental disorders: trauma, depression, substance abuse, psychosis etc.
  - Gang activities: reprisals
  - Lack of contentment: greed
  - Unforgiveness and bitterness
- Warning Signs**
- Having an uncontrollable temper/prone to arguing
  - Drug or alcohol abuse
  - Repeated threats
  - Fascination with weapons
  - Financial crisis



#### Steps to Safety

- Take threats seriously - report or make someone aware
  - Discourage disrespect and degrading behaviour
  - Learn to recognize, avoid or defuse potentially violent situations
  - Take steps to protect yourself e.g. learn karate, martial arts, carry panic button etc.
  - Avoid travelling alone in unfamiliar locations or situations
  - Carry minimal amount of money
  - Don't say or think it can't happen to me
- Have a plan:**
- What would you do?
  - Where would you go?
  - Who would you call?

If you or someone you know is a victim or perpetrator of violence. Get help - talking about your problems can lead to new solutions.

CALL EAP: 876-551-9796

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### Employee News



When Trishanna Brooks walked towards her assigned department at Jamalco for her first day as an individual contractor, she was met with a disheartening remark: "No work nuh down here fi woman!" Yet instead of turning back.....

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### EHS Review

@ May 30, 2025

	Plan	Actual
Recordable Injury	1	1
First Aid Injury	2	2
Non-compliance	0	0
Spills to Soil	0	0

### Production Review

@ May 30, 2025

	Plan	Actual
Digester	3216	3298
Calciner	3330	3104
Digester Yield	93.6	91.3



### Century's CEO Praises Jamalco's Safety Record



Century Aluminum's Chief Executive Officer, Jesse Gary (front center), and other senior executives, pose for a photo with the group of Jamalco employees following the luncheon with recently promoted employees.

Century's Chief Executive Officer, Jesse Gary, recently visited Jamalco, where he, along with members of his senior executive team, met with recently promoted employees. Mr. Gary expressed his appreciation for the site's outstanding

record. "This is the safest site within the Century system," he said, acknowledging the team's commitment to safety.

The CEO emphasized that safety is a collective effort, stating, "Safety comes from all of us, and we all have to be committed to it." He encouraged employees to remain safety conscious and to share their expertise with other Century sites.

Looking ahead, the CEO reaffirmed Century's commitment to investing in Jamalco, announcing that the site will receive

### Jamalco Achieves Provisional Certification in ASI Audit



confident in our operations and committed to responsible alumina production." Mr. Jackson added that the results are encouraging, especially given the company's strong reputation and foundation elements that meet ASI requirements.

The ASI certification standard evaluates business principles (ESG - Environment, Social, Governance), including policy management, environmental sustainability, health and safety, community engagement, responsible sourcing, and legal compliance. Jamalco's achievement is notable, becoming the second Century location to attain this prestigious certification, following Century Aluminum's smelter in Iceland.

The provisional certification acknowledges Jamalco's efforts and encourages the company to address the identified non-conformances and work towards final certification. With a commitment to continuous improvement, Jamalco is poised to build on its strengths and address areas for development, further solidifying its position as a responsible alumina producer.



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## Mental Health Awareness Tips

May was Mental Health Awareness Month and the Medical Department had mental health awareness as the focus for the month. Here are some of their recommendations:

**YOUR MENTAL HEALTH IS A PRIORITY**

### 1. Take Short Mental Breaks

- Stretch, walk, breathe deeply, or sit quietly to recharge your mind.

### 2. Use Your Vacation Days

- Time off is not just for emergencies; it's for rest and renewal.
- Plan a day for yourself, even if you stay home.

### 3. Talk About How You Feel

- Share with a trusted coworker or supervisor if you are overwhelmed.

### 5. Practice Mindfulness or Meditation

- Try 5 minutes of deep breathing or guided meditation daily.

### 6. Stay Socially Connected

- Make time to check in with colleagues and loved ones.
- Human connection is a powerful stress reliever.

### 7. Get Enough Sleep

- Aim for 7–9 hours each night.
- Avoid screens before bed and try a calming bedtime routine.

### 8. Eat Nourishing Foods

- What you eat affects how you feel. Choose balanced meals and snacks.
- Stay hydrated to improve mood and energy.

### 9. Know When to Seek Help

- Don't wait until things get worse, contact your EAP or a mental health professional.
- Asking for help is a strength, not a weakness.

### 10. Support Others

- Be kind, listen without judgment, and encourage co-workers to take care of themselves too.

## Minister of State Visits Jamalco



The Minister of State in the Ministry of Finance and the Public Service, the Hon. Zayvia Mayne (f), collects a Jamalco token from Managing Director, Marvin Jackson at the end of the tour. Sharing the moment is Executive Vice President & General Counsel of Century Aluminum, John DeZee (l).

The Minister of State in the Ministry of Finance and the Public Service, the Hon. Zayvia Mayne, recently visited the Jamalco Refinery. He was accompanied by Anika Clarke, Senior Director of the Public Enterprises Division at the Ministry, and Joy Lowe, Director of Coordination in the same division. Representatives from Clarendon Alumina Production (CAP) also joined the

jour, including General Manager Shanice Neisheth Castle, Worrell L'yeu-You, and Patrick McIntosh.

The delegation was warmly welcomed by Managing Director, **Marvin Jackson**, and Executive Vice President and General Counsel of Century Aluminum Company, John DeZee. Mr. Jackson, while welcoming the team highlighted production achievements and long-term goals.

The delegation was guided on a comprehensive bus tour of the facility by Director of Operations, **Maurice Robinson**, and Superintendent of Research, Development & Technology, **Lincoln Whyte**. They were taken through the various stages of the alumina production process, with a stop at the Powerhouse to look at the post fire recovery progress, as well as the newly constructed location for the installation of the new turbine.

The visit ended with further discussions on the operations over lunch.

## Jamalco Continues its Mission to Achieve 2025 Strategic Objectives



The leadership team examining strategic opportunities for 2025.

As Jamalco continues its mission to accomplish the 2025 strategic objectives and achieve excellence, a Q1 Vision Engagement follow-up session was held with the leadership team recently.

Managing Director, **Marvin Jackson** led the session, highlighting the excellent results of the EHS ASI audit, which yielded only three major findings and zero environmental risks. Mr. Jackson praised the team's efforts, noting that this was the organization's first ASI audit. He noted that water levels in RSA are trending down, thanks in part to the successful deployment of six mist blowers.

He encouraged the team to drive efficiency, particularly in key service delivery areas, and acknowledged

progress in project execution.

Despite setbacks, Mr. Jackson urged the team to push forward, build resilience, and focus on resolving issues correctly, the first time.

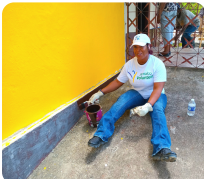
To achieve stable operations, he emphasized the importance of tracking unresolved and latent conditions while working within our capabilities. He called on team members to cultivate a results-oriented mindset, take accountability for their actions, and deliver best results. "Tasks are not complete until all activities are closed, and follow-up and feedback are crucial," Mr. Jackson underscored.

With a cost reduction strategy in place, he urged the team to find efficient ways to achieve targets. The session also included presentations from the directors featuring the top achievements in their areas for Q1.

The meeting concluded with a Strategic Priorities Brainstorm – Look Ahead Session, where the attendees were divided into cross-functional teams to discuss the top three strategic opportunities and the internal or external changes which should be considered.

It is anticipated that this renewed emphasis on accountability, efficiency, and results-driven performance will position Jamalco for continued growth and success.

## Jamalco Supports Labour Day Initiatives



RSA Operator, **Camesha Henry** paints a section of the Mocho Center of Excellence on Labour Day.

Jamalco supported Labour Day initiatives in Clarendon and Manchester partnering with community members and local leaders to advance projects in several key locations.

In the community of Lancaster, Manchester, work started to erect a brand-new bus stop at the intersection of the Lancaster and Lewisfield main roads. This was done through a collaboration between Jamalco and the Lancaster Citizens' Development Committee (CDC), the South Manchester Community Council, and local residents, and is intended offer a safe and convenient shelter for students and commuters, as well as a temporary farming depot where farmers can securely leave their produce to await pickup by merchants heading to the market.

Meanwhile in Ponus, the police station received a fresh coat of paint, revitalizing the building and boosting morale among officers and residents alike. In Clarendon, two other significant projects were completed: A male dormitory at Vere

Technical High School was repainted, creating a more welcoming environment for the students; and the Mocho Community Centre was also refreshed with a new paint job. Jamalco volunteer, **Tommy Tousseus**, reflected on his contribution to this project noting, "It was wonderful to work alongside the residents to accomplish one common goal."

Additional work is slated to take place at the Mocho Community Centre and will include plumbing repairs and the installation of a new water pump to restore water to the facility's underground storage tank. This work will make the centre ready for income-generating activities, such as vocational training and event rentals.

## Vere Technical High School Greenhouses Restored



A section of the destroyed greenhouse at the Vere Technical High School.



The restored greenhouse at the Vere Technical High School.

In a timely and impactful gesture, Jamalco assisted Vere Technical High School, in restoring its greenhouses which were severely damaged during the passage of Hurricane Beryl in July 2024.

Recognizing the urgent need for functional greenhouse facilities ahead of the Agricultural Science NCVET Practical Examinations, Jamalco swiftly sponsored the restoration work, ensuring students could proceed with their hands-on assessments without disruption.

The rehabilitation project, involved critical repairs to the greenhouse structures, replacement of torn coverings, and full restoration of the irrigation systems. These upgrades not only ensured

exam readiness but also secured the long-term viability of Vere Technical's agricultural education programme.

Derrick Blair, Head of the Agriculture Department at Vere Technical, expressed heartfelt appreciation for Jamalco's intervention: "We were concerned that our students would not have the proper environment to complete their practical exams. Jamalco stepped in when we needed them most, and we are truly grateful."

This initiative is part of Jamalco's ongoing commitment to education, reinforcing the company's role as a reliable partner in times of need and a strong advocate for youth empowerment through agriculture.

## Mile Gully Primary School Receives Assistance



Mile Gully Primary School is now equipped with upgraded bathroom facilities thanks to the support of a Jamalcoans in Action grant and the dedicated efforts of a 16-member Jamalco volunteer team. The project completed addressed longstanding plumbing and infrastructure issues in both the boys' and girls' bathrooms.

The refurbishing work included tiling of the male bathroom, replacement of damaged plumbing fixtures in both bathrooms, installation of three new doors and the painting of both bathrooms. The initiative was driven by the Jamalco volunteer team (photo above), who worked diligently to transform the space into a cleaner, safer, and more functional environment for the students.

The school's principal, Suzette Stewart, warmly hosted the volunteers. She shared the urgency behind the project, noting that damaged toilets, faulty plumbing in face basins, and worn-out doors had made the facilities difficult to use. She expressed appreciation for the transformation and the positive impact it will have on the children. "Principal Stewart while thanking Jamalco stated, "We look forward to more partnerships like this in the future."

## IN THE COMMUNITY

### Jamalco Leaders Inspire Young Minds on Read Across Jamaica Day

Jamalco's commitment to education is deeply rooted in its culture, and this was clearly demonstrated on Read Across Jamaica Day. Members of the company's leadership team—Managing Director **Marvin Jackson**, Director of HR, Security and Corporate Services, **Christopher Buckmaster**, and Manager of Corporate Communications and Public Relations, **Donna Marie Brooks** visited Hayes Primary and Infant School to inspire and engage young learners through the joy of reading.

The visit created a meaningful opportunity to connect with students and highlight the importance of literacy. The team also interacted with national leaders, including Member of Parliament **Pearnel Charles Jr.**, as well as the school's principal and teachers, strengthening partnerships and fostering community spirit.



Managing Director, **Marvin Jackson** reads to students at Hayes Primary School.

Meanwhile, at Rock Primary School, Tina Dwyer, Secretary of the Mile Gully Council, volunteered as a reader. She engaged a combined group of Grade 1 to 3 students with three captivating stories that conveyed powerful themes of respect, kindness, and resilience.

The students were delighted to receive tokens of appreciation from Jamalco.

Another stop was made at Ramble Primary School, where **CRO Jermaine Foster** reads to over 60 students from Grades 4 to 6. The featured book, *Billy the Bully* by Kelly Magnus, told the story of a student who bullied others until a classmate extended friendship, prompting him to change his ways. The story sparked meaningful reflection among the students about empathy, inclusion, and personal growth.

Principal of Ramble Primary, Mr. Lenford Pinnock, expressed his gratitude for Jamalco's involvement, stating, "We are happy for the partnership that Jamalco has with the school. The effort made to read to the students to increase literacy is truly appreciated."

Through these coordinated efforts, Jamalco continues to demonstrate its unwavering support for education, fostering positive values and a love for reading in the next generation.

### Jamalco Supports National Minerals Week



In photo, representatives from the Mining Sector attended the church service and luncheon marking the start of weeklong activities for National Minerals Week.

Jamalco was a major sponsor of National Minerals Week, held from Sunday, May 25 to Friday, May 30. The weeklong activities began with a church service and luncheon. The company was one of approximately 15 exhibitors at the Investors' Forum and Technical Conference, hosted at the Jamaica Conference Centre in Kingston.

Jamalco's booth showcased key aspects of its operations; mining, refining, and community development through informative posters and samples of bauxite, bauxite residue, hydrate and alumina.

### Century's CEO Praises Jamalco's Safety Record

Contd. from page 1



Executive Vice President and Director of Nordural, **Gunnar Gudlaugsson** (l) interacts with IS Operations Coordinator, **Joeanne Bawn** and Employment, Compensation and Benefits Administrator, **Camesha Keane**.

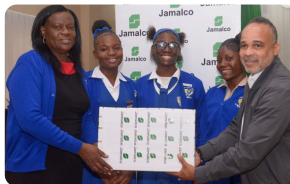
the highest capital expenditure among all Century sites over the next two years. "We will continue investing in Jamalco, and we need you to invest that money efficiently."

With efficient investments and a focus on cost management, the

CEO believes Jamalco has the potential to become a top-quartile performer globally. "If we do that, this refinery will easily run for 50 more years," he said, underscoring the company's purpose to ensure the site's long-term sustainability.

## IN THE NEWS

### Jamalco Boosts Digital Learning in its Operating Communities



Managing Director, **Marvin Jackson** (l), presents a laptop to students and staff of the Porus High School. Accepting the device (from left) are Principal of the school, **Marlene Murray**; and students **Cindy Ellis**, **Queenna Campbell** and **Kimoya McLean**.

"technology is no longer a luxury; it is a necessity for every young mind aiming to dream bigger and reach greater heights." The donation includes 20 desktop computers, 2 laptops, and five projectors to schools in our operating communities.

This initiative is part of the company's "Jamalco in Schools" programme, aimed at supporting education and digital literacy in the company's operating communities.

Managing Director, **Marvin Jackson**, emphasized the transformative power of technology in education, stating, "a computer can open a new world of knowledge, creativity, and opportunity for students."

He noted that Jamalco's mission is to leave every community we touch stronger, smarter, and better equipped for the future, and this donation is a step towards achieving this goal. We are helping to equip them with the tools to unlock new possibilities in an increasingly digital world.

Mr. Jackson noted that education is the most powerful tool for change, and today,

technology in education, citing examples of how technology in shaping the future of Jamaica's youth and encouraged students to stay focused and make the most of the donated devices.

Jamalco's donation is part of its commitment to

supporting education and community development in Jamaica.

Since 2019, the company has donated over 400 computers and other equipment to schools, reflecting its powerful investment in the future of Jamaica.



Assistant Chief Education Officer, **Dr. Nadine Simms** (l) presents a laptop to Principal of the St. Jago Primary School, **Converse Thompson**. Sharing in the presentation are students of the St. Jago Primary School, (l-r) **Roshari Brown**, **Joel Francis** and **Shanyia Thompson**.

### Courtesy Call on the Minister



Minister of Finance and the Public Service, **Hon. Fayval Williams** (center), received a courtesy call from (l-r) Managing Director, **Marvin Jackson**, General Manager of Clarendon Alumina Production (CAP), **Shanice Neisbeth Castle**, Executive Vice President & General Counsel of Century Aluminum, **John DeZee**; and General Counsel, **Sonia Mitchell** recently. The visit underscored Jamalco's continued importance to the national economy.

## TEAMS STARS

### Digestion and Technical Departments Lead the Way in QMS Performance



Managing Director **Marvin Jackson** presents a certificate to Technical Services Superintendent, **Juline Asquith**, in recognition of her department's outstanding QMS performance in Q1 2025.

With the launch of the Jamaica Top QMS Department initiative in the first quarter of 2025, departments across the operations have been stepping up their efforts to strengthen Quality Management System (QMS) performance. There were many commendable performers with Digestion and Technical at the top two spots: Digestion in the Production area, and Technical in the Service

category. The team achieved an impressive 75% closure rate in the category: Opportunities for Improvement (OFIs), reflecting its active engagement in identifying and resolving quality-related issues. In addition, the department maintained a solid quality score of 77%. Notably, there were no reported non-conformities, overdue corrective actions, or outstanding documents for the period, a clear indication of the team's consistent adherence to QMS protocols and process discipline.

In the Service area, the Technical department emerged as the top team for the quarter. The department achieved a perfect OFI closure rate, highlighting its

proactive and responsive approach to addressing quality concerns. It also maintained a QMS training compliance score of 82 percent, while recording no non-conformities, overdue documents, or unresolved corrective actions.

Congratulations to the Digestion and Technical departments for their leadership in Q1 and for setting the tone for quality success across the organization.



Senior QMS Coordinator, **Kimberley Wright**, presents a certificate of appreciation to Digestion Superintendent, **Barrington Walters**.

### Outstanding Employees



The leadership of the RSA applauds **Kerone Watson-Williams** and **Camesha Henry** for the commendable work done on the Stage 10 Thickener. Despite this task typically being handled by shift personnel, both ladies stepped up during a period of short staffing and executed the jobs competence and professionalism.

Their duties included recording readings from Prism, coordinating with the technician for necessary adjustments, collecting samples, switching the outlet side, and cleaning the screen box. They carried out each task without issue, demonstrating both initiative and adaptability.

We applaud their dedication and encourage them as they continue to grow in confidence and mastery of the role. Well done ladies!



Field Maintenance Raw Material Supervisor, **Belmondo Lawrence**, extends commendation to **Gilbert Williamson, Rian Brown, Eric Nelson, Dwight Powell, and Juliet Adams** from the Norsab Group for their outstanding work in successfully fabricating and assisting with the installation of a mechanically driven steel roller ramp for the bauxite car clamp system.

This roller ramp plays a critical role in activating the clamp brake on bauxite gondolas during offloading and releasing the brake once the system returns to its rest position, ensuring seamless operation of the Car Dumper.



Congratulations to **Hocwayne Greenwood** for copping the Powerhouse Employee of the Month for April 2025.

Hocwayne has demonstrated exceptional commitment to operational excellence, playing a critical role in powerhouse operations, particularly during the demanding month of December. He consistently goes above and beyond in fulfilling core duties and is always ready to step up when needed. As a result of his dedication and reliability, Hocwayne has earned this recognition.

In photo, Hocwayne collects his certificate of appreciation from Powerhouse Superintendent, **Leighton Campbell**.

### In The Spotlight with Trishanna Brooks



**Trishanna Brooks**

*"I'm proud of how far I've come. I pushed through hard times, I kept my focus, and now I am living the goals I once thought were out of reach."*

When **Trishanna Brooks** walked toward her assigned department at Jamaica on her first day as an individual contractor, she was met with a disheartening remark: "No work nuff down here fi woman!" Yet instead of turning back, she stepped forward. That moment not only marked the start of her career, it revealed the resilience, courage, and quiet determination that have shaped her life.

Raised in Howell's Content and later in Denbigh, Trishanna's early life was far from easy. With no role models, she quickly recognized that education was her gateway to a better future. She was determined not only to earn a living but to build a life of purpose.

As a student at Kemps Hill High school, Trishanna aspired to become a cosmetologist, and pursued subjects aligned with that career. After graduation, she briefly worked in the field, but something was missing. The work did not fulfill her deeper aspirations. She wanted to go back to school, but that desire was put on hold when she became a mother at 23 years old. With no support from her daughter's father, she shouldered the responsibility alone, focusing on earning an income while holding on to the hope of continuing her education.

Life took another turn when her younger brother came to live with her. Stepping into the role of caregiver and mentor, Trishanna prioritized his education over her own. "I had to put aside my own goals to support his," she recalls. "However, I never stopped searching for opportunities to improve my circumstances, so I could support him, provide for my daughter, and eventually return to school myself."

During this time, she remained active in her community, volunteering with the Lions Club of Clarendon and supporting the Kemps Hill Past Students' Association.

## TEAMS STARS

### Courage and Determination in Action

"Giving back helped me stay focused and connected. It also introduced me to people who mentored and guided me."

Trishanna recalls that when she applied for the Process Control Operator role at Jamaica the road was not smooth. She was suspended from her then job as a secretary for missing a day to attend the interview. Despite financial hurdles in securing the required pre-employment documents, she pushed through, encouraged by her partner who believed in her potential.

So no one could deter her as she approached the Clarification Department that first day. She was happy to find a friend in experienced operator **Cleiton Palache**, who she shadowed to ensure she learned her responsibilities thoroughly. She remains grateful that she never gave up as her work at Jamaica has provided the career stability that she and her family needed.

In 2022, as Jamaica began phasing out individual contractors, Trishanna faced new uncertainty. She was anxious as she did not want to lose her job or interrupt her studies. By that time, her brother had completed college, and she was enrolled in an associate degree programme.

But as she faced this hurdle, she prayed constantly to remain employed. Trishanna was eventually offered a position as Administrative Assistant in the Clarification Department, an opportunity she attributes to her strong work ethic and the support of her supervisors. By early 2023, she was promoted to Administrative Assistant overseeing the Clarification, RSA,



**Trishanna (r)** with her children, (l-r) **Ralston, Shaniqua, Shanesia** and **Shanesia**.



**Trishanna (r)** and Maintenance Supervisor **Reynold Brown**, handing over a television set to the principal of Smart Start Daycare.

and Digestion Departments. "I work closely with my colleagues and ensure that I support every area to help the departments run smoothly," she shares.

Today, Trishanna is preparing to graduate with a bachelor's degree in human resource management. She is a proud mother of two daughters, Shaniqua and Shanesia, and a devoted stepmother to Shanesia and Ralston.

Still deeply involved in community service, she remains committed to uplifting others. She currently serves on the Board of Kemps Hill High School and is actively involved in revitalizing the Past Students' Association. A member of the Lions Club of Clarendon for the past 16 years, she continues to support and implement projects that uplift residents and the wider community.

"I'm proud of how far I have come. I pushed through hard times, I kept my focus, and now I am living the goals I once thought were out of reach. My mission now is to create a life of stability not just for my family, but for anyone who crosses my path. If I can make someone else's journey a little easier, then I know I'm fulfilling my purpose."

Jamaico is grateful for employees like Trishanna, whose commitment to personal growth and the company's goals continue to inspire those around her. Her dedication exemplifies the spirit of excellence that drives Jamaica's success.