



November 1, 2023

**Mr. Jessie John Quenga**

Executive Director

Guam Ethics Commission

Via email: [jesse.quenga@ethics.guam.gov](mailto:jesse.quenga@ethics.guam.gov)

*Håfa Adai Director Quenga:*

**RE: FY 2023 GVB Ethics Training Compliance Report**

Pursuant to 4 GCA §15410(d) Ethics in Government Program Guidelines, please find GVB's updated Ethics Training Compliance Report for employees and the Board of Directors as of November 1, 2023.

We are working with Ms. Pamela Mabazza to include employees and directors who are pending training in the upcoming schedule for December 2023.

Should you have any questions, please get in touch with Valerie Sablan at 671-979-1216 or by email at [valerie.sablan@visitguam.org](mailto:valerie.sablan@visitguam.org).

*Senseramente,*

A handwritten signature in black ink, appearing to read "Carl T.C. Gutierrez", is written over a white background.

**Carl T.C. Gutierrez**  
President & CEO

GUAM VISITORS BUREAU  
Ethics Compliance Report  
As of October 30, 2023

No.	Agency	Job Title	Industry Working Title	Last Name	First Name	Middle Name	Did Not Complete Ethics Training (Remarks)	Completed Ethics Training	Date Completed	ETHICS PROGRAM COMPLETED	TRAINING PROVIDER
1	Guam Visitors Bureau	Marketing Officer I	Marketing Coordinator - Philippines	Aguon	Akemi		Transferred from GMHA, pending verification of exact date of Ethics Training	Yes	3/1/22		Guam Ethics Commission
2	Guam Visitors Bureau	Clerk/Typist III	Marketing Associate	Alegarbes	Linda	M		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
3	Guam Visitors Bureau	Receptionist	Receptionist	Arroyo	Catherine	T	Pending Scheduling	No			
4	Guam Visitors Bureau	Information Technology Assistant	Information Technology Assistant	Arroyo	Michael	G	Pending Scheduling	No			
5	Guam Visitors Bureau	Marketing Officer I	Marketing Manager - Korea	Benavente	Nicole	B		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
6	Guam Visitors Bureau	Marketing Officer I	Marketing Coordinator - Taiwan	Bocatija	Reggie	C		Yes	11/18/21	Ethics in Government Program	Guam Ethics Commission
7	Guam Visitors Bureau	Tourism Business Development & Policy Analyst	Tourism Business Development & Policy Analyst	Brown	Michael	B		Yes	11/18/21	Ethics in Government Program	Guam Ethics Commission
8	Guam Visitors Bureau	Computer Operator I	Tourism Research Associate	Camacho	Derrick	J		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
9	Guam Visitors Bureau	Community Dev Officer	Destination Specialist - Sports & Events	Camacho	Kraig	S		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
10	Guam Visitors Bureau	Administrative Assistant (Adm.)	Administrative Assistant- Marketing	Certza	Annabel	R		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
11	Guam Visitors Bureau	Web & IT Assistant	Web & IT Assistant	Cha	Brian	J		Yes	11/18/21	Ethics in Government Program	Guam Ethics Commission
24	Guam Visitors Bureau	Accountant II	Accountant II	Cruz	Nichol	F	Pending verification of certificate in employee files from GIAA	Yes	TBA		
27	Guam Visitors Bureau	Accountant III	Accountant III	Delas Alias	Leonore		Pending Scheduling	No		Ethics in Government Program	Guam Ethics Commission
12	Guam Visitors Bureau	Computer Operator II	Tourism Research Assistant	Dydasco	Celia	Y		Yes	11/18/21	Ethics in Government Program	Guam Ethics Commission
19	Guam Visitors Bureau	Tourism Industry Relations Officer		Dydasco	Lyann	C		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
13	Guam Visitors Bureau	Esa	Akim	Esa	Akim			Yes, Pending, missing certificated, attended at UOG			
14	Guam Visitors Bureau	Destination Brand Expansion Micronesia Officer	Destination Brand Expansion Micronesia Officer	Fillmed	Christina		Pending Scheduling	No			
15	Guam Visitors Bureau	Marketing Officer II	Marketing Manager	Franquez	Gabryel	M		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
16	Guam Visitors Bureau	Administrator, Res & Evaluation	Director of Tourism Research	Fujikawa	Nico	C		Yes, missing certification c/o Ms. Pam emailed on 12/20/21	11/18/21	Ethics in Government Program	Guam Ethics Commission
17	Guam Visitors Bureau	Marketing Officer I	Marketing Coordinator - Pacific/North America	Garrido	Breeana	M.L.		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
18	Guam Visitors Bureau	Controller	Controller	Gudmalin	Rudd	E.V.	Pending Scheduling	No			
20	Guam Visitors Bureau	Marketing Officer II	Marketing Manager - PI/New Markets	Guerrero	Sharlene	G		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
21	Guam Visitors Bureau	General Manager	President/CEO	Gutierrez	Carl TC			Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
22	Guam Visitors Bureau	Cultural Heritage Officer	Senior Destination Specialist - Chamorro Culture	Hernandez	Dina Rose	M		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
23	Guam Visitors Bureau	Maintenance Worker	Maintenance Worker	Hodges	Nathan	A.B.	Pending Scheduling	No			
25	Guam Visitors Bureau	Marketing Manager	Director of Global Marketing	Leon Guerrero	Nadine	Y		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
26	Guam Visitors Bureau	Research & Stats Analyst II	Senior Tourism Research Analyst	Leon Guerrero	Sydney	P	Current Employee - Pending verification of completion	Yes	11/18/21	Ethics in Government Program	Guam Ethics Commission
27	Guam Visitors Bureau	Management Analyst IV	Contracts Administrator	Lizama	Maria Christina	C		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
31	Guam Visitors Bureau	Marketing Officer II	Marketing Manager - Pacific/North America	Manglona	Mark	M		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
28	Guam Visitors Bureau	Management Analyst IV	Management Analyst IV	Marchesseault	Jeffrey	T	Pending verification of certificate in employee files from GEDA				
29	Guam Visitors Bureau			Mendiola	Crystal				3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
30	Guam Visitors Bureau	Maintenance Worker	Maintenance Worker	Mesiab	Joyful	V	Pending Scheduling	No			
32	Guam Visitors Bureau	Administrative Assistant (CP)	Administrative Assistant - Destination Management	Munoz	Miranda	C		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
33	Guam Visitors Bureau	Administrative Assistant (Adm.)	Administrative Assistant - Finance & Administration	Naholowaa-Tor	Beatrix	A		Yes	11/18/21	Ethics in Government Program	Guam Ethics Commission
34	Guam Visitors Bureau	Marketing Officer II	Marketing Manager - Japan	Nedlic	Regina Ann	G		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
35	Guam Visitors Bureau	Administrative Assistant (HR)	Administrative Assistant (HR)	Odohan	Shanelle	M		Yes	6/10/21		
36	Guam Visitors Bureau	Marketing Officer II	Marketing Manager	Pangelinan	Elaine	M	Current Employee - Employee was under a prolonged FMLA and just resumed work last 07/22 - Will be scheduled immediately on next session	Pending (Hired: 03/21/05)			
37	Guam Visitors Bureau	Destination Support	Destination Development Support (LTA)	Panglinan	Taylor	A		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
38	Guam Visitors Bureau	Deputy General Manager	Vice President	Perez	Gerald	SA		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
39	Guam Visitors Bureau	Marketing Officer I	Marketing Coordinator - Japan	Perez	Mai	M		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
40	Guam Visitors Bureau	Computer Specialist	Web & IT Coordinator	Rosario	Alan	J		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
41	Guam Visitors Bureau	Accountant II	Accountant II	Sablan	Juanita	A		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
42	Guam Visitors Bureau	Maintenance Worker	Maintenance Worker	Sablan	Logan		Pending Scheduling	No			
43	Guam Visitors Bureau	Marketing Officer I	Marketing Coordinator - Korea	Sablan	Margaret	I		Yes, missing certification c/o Ms. Pam emailed on 01/18/22	1/18/22	Ethics in Government Program	Guam Ethics Commission
44	Guam Visitors Bureau	Executive Secretary	Executive Secretary	Sablan	Valerie	A		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
45	Guam Visitors Bureau	Research & Stats Analyst I	Tourism Research Analyst	Simsiman	Brayan	D		Yes	3/17/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
46	Guam Visitors Bureau	Marketing Associate	Marketing Associate	Sulla	Cierra	A	Pending Scheduling	No			
48	Guam Visitors Bureau	Public Information Officer	Communications Coordinator/Spokesperson	Tyuingco	Joshua	G		Yes	4/15/21	Principles of Ethical Conduct for Employees	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
49	Guam Visitors Bureau	Administrative Assistant (Adm.)	Administrative Assistant (Adm.)	Wusstig	Kadence	P	Pending Scheduling	No			
50	Guam Visitors Bureau	Maintenance Worker	Maintenance Worker	Valencia	Coen	R	Pending Scheduling	No			
51	Guam Visitors Bureau	GVB Board of Director	GVB Board of Director	Ada	Sonny	P.		Yes	4/15/21	Principles of Ethical Conduct	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
52	Guam Visitors Bureau	GVB Board of Director	GVB Board of Director	Chiu	George						
53	Guam Visitors Bureau	GVB Board of Director	GVB Board of Director	Cook	Joaquin						
54	Guam Visitors Bureau	GVB Board of Director	GVB Board of Director	Eun	Ho			Yes	3/17/21	Principles of Ethical Conduct	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
55	Guam Visitors Bureau	GVB Board of Director	GVB Board of Director	Hofmann	Robert	RCD		Yes	12/16/20	Ethics in Government Program	University of Guam (Ref. Mayors Council of Guam)
56	Guam Visitors Bureau	GVB Board of Director	GVB Board of Director	Jones	Jeffrey			Yes	3/17/21	Principles of Ethical Conduct	Guam Visitors Bureau - Volunteer : Dan Fitzgerald
57	Guam Visitors Bureau	GVB Board of Director	GVB Board of Director	Monk	Paula						
58	Guam Visitors Bureau	GVB Board of Director	GVB Board of Director	Rhodes	Mary						
59	Guam Visitors Bureau	GVB Board of Director	GVB Board of Director	Morinaga	Milton			Yes	3/17/21	Principles of Ethical Conduct	Guam Visitors Bureau - Volunteer : Dan Fitzgerald