

NOVEMBER 2013
corporatecommunications@ansamcal.com

Corporate BROADCAST

Caribbean Sea

ansa mcal
GROUP OF COMPANIES

MANDELA

1918 - 2013

“Beyond this place of wrath and tears
Looms but the Horror of the shade,
And yet the menace of the years
Finds, and shall find, me unafraid”.

*Taken from Invictus
by William Ernest Henley*



ANSA McAL Announces the Winners of its 2013 Christmas Artwork Competition



Mr. A. Norman Sabga, Group Chairman and Chief Executive stands with the proud parents and their children who were announced as the winners of ANSA McAL's 2013 Christmas Artwork Competition"

In April 2013, ANSA McAL's Group Chairman and Chief Executive, Mr. A. Norman Sabga announced that for the second consecutive year, a Christmas Artwork Competition would be held for the children of all employees from across the Group.

Mr. Bjorn Stodart, Team Lead – Creative

from Pepper Advertising was called on to judge the first round which took place in October. Those selected moved forward to the final round which was adjudicated by Mr Brian MacFarlane, Master Artist and Designer.

On Tuesday 12th November 2013, the winners were announced at a special

prize giving ceremony hosted in the ANSA McAL Hospitality Suite at the Queen's Park Oval. The young artists and their proud parents and family members were on hand to receive their gifts which were presented by the Group Chairman and members of his Executive team. 

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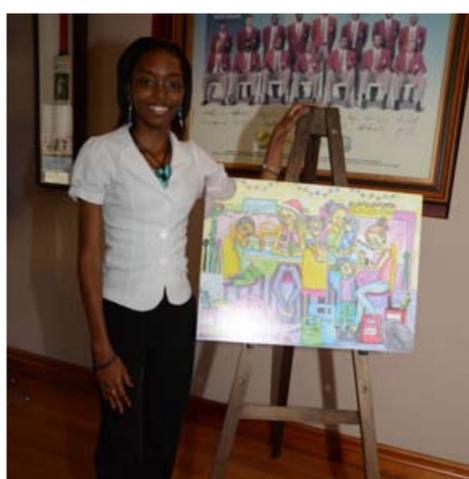
The winners of the ANSA McAL 2013 Christmas Artwork Competition are:



Mr. A. Norman Sabga, Group Chairman and Chief Executive of the ANSA McAL Group of Companies (centre) stands proudly with the winners of the 2013 ANSA McAL Christmas Artwork Competition: (from left to right) Second Place winner - Dunnecia Moore, First Place Winner - Danielle George, Special Prize Winner - Khaleel Britto and Third Place Winner - Jamila George

First Place:

Name: **Danielle George**
 Age: **17 Years**
 School: **Bishop Anstey and Trinity College East (Trincity)**
 Parent: **Wendy Clarke-George**
 Workplace: **Standard Equipment**
 Prize: **Apple iPad 4**



Second Place:

Name: **Dunnecia Moore**
 Age: **17 Years**
 School: **Bishop Anstey High School (Port of Spain)**
 Parent: **Nerissa Moore**
 Workplace: **Carib Brewery Ltd**
 Prize: **Beats by Dre Headphones and iPod Nano**

Third Place:

Name: **Jamila George**
 Age: **14 Years**
 School: **St Augustine Secondary School**
 Parent: **Wendy Clarke-George**
 Workplace: **Standard Equipment**
 Prize: **Apple iPad Mini**

Special Prize:

Name: **Khaleel Britto**
 Age: **13 Years**
 Parent: **Allisia Blake**
 Prize: **Samsung Galaxy Tab 2**



It's A Family Affair! Would you believe that 1st and 3rd place winners, Danielle and Jamila George are sisters? Here they are with proud dad and mom, Mrs. Wendy Clarke-George from Standard Equipment.



ANSA BARBADOS STRIVES FOR SERVICE EXCELLENCE

Employees benefit from Customer Service Training

Employees from Consolidated Finance Company, Barbados representing Sales, Fleet, Collections, Foreign Exchange and Insurance departments recently attended a Customer Service training workshop delivered by NISE - the National Initiative for Service Excellence.

The process began earlier in the year with 'Mystery Shopping' being conducted in May/June. The outputs were then used to

inform the training so as to ensure the programme was tailored to the specific needs of the company whilst also incorporating the Group's Core Values - **Employee Centered, Customer Excellence, Creativity & Innovation, Social Responsibility and Respect and Trust.**

NISE was formed 9 years ago by the social partners: trade unions, private sector and the government, and is at the forefront of a nationwide effort to help Corporate Barbados consistently deliver Service Excellence. As such, NISE was a natural choice for ANSA Barbados to partner with as they work towards further enhancing the service that they provide to their diverse

range of stakeholders. towards further enhancing the service that they provide to their diverse range of stakeholders.

To date other ANSA Barbados subsidiaries have gotten on board including Standard Distributors who were the first to complete their training in October, along with MQI and Brydens Insurance who have received their Mystery Shopping reports and are scheduled for training in the new year.

By all accounts the participants really enjoyed the session and the remainder of their team will also be given the opportunity to experience the benefits of the programme throughout 2014. 



Congratulations to the team from Consolidated Finance Company for successfully completing their Customer Service Training!
Back row: Stephen Thompson, Joann Hurdle, Rhonda Bryan-Hutson (NISE Facilitator), Suzan Smart and John Maynard
Front row: Cherrise McClean, Danielle Forde and Leandra Clarke **Kneeling:** Alex Clarke

ANSA COATINGS LIMITED RECEIVES INTERNATIONAL AWARD



ANSA Coatings Limited, a subsidiary of the ANSA McAL Group of Companies, and sub distributor Integra Protective Coatings, received the AKZO Nobel/International Paint award for 2013 Caribbean Top Sales Volume - Protective Coatings, at the Annual Sales Conference held at the Tampa Marriott Hotel in Florida. The award is presented to the Company with the highest annual volume of coatings purchases in the Caribbean (including Puerto Rico and the Dominican Republic) and was received by Mr. Roger Gillezeau, Industrial and Marine Paints Consultant – ANSA Coatings Limited. In the photo from left to right are Mr. Joshua Madoo, Brand Manager – Integra Protective Coatings, Mr. Roger Gillezeau, Industrial and Marine Paints Consultant – ANSA Coatings Limited, Mr. Steve Vickers, Regional Manager- International Paints & AKZO Nobel and Mr. Anil Maraj, Sales Rep – Integra Protective Coatings.

SWINGER SAFETY MATCHES 'PREPARE & WIN' PROMOTION

Trinidad Match Ltd. Announces Competition Winners

In September, Trinidad Match Limited, a subsidiary of the ANSA McAL Group of Companies, announced its 'Prepare & Win with Swinger Matches' Promotion. To enter consumers simply had to purchase Swinger Matches and submit their name and contact information on the back of their bills at leading supermarkets nationwide. The competition sought to prepare one lucky person for the hurricane season by offering a 6.5kw Powermate Generator from the Tool Store as the first prize. On Thursday 14th November 2013 Mr. Duane Sahai was presented with his first place prize. Mr. Sean Richardson was the second place winner and received a Swinger Matches hamper worth \$1,500 and third place went to Ms. Jillian Aberdeen Pierre who won \$1,000 cash.



From left to right: Mr. Brian Mottley, Manager - Tool Store, Laughlin and De Gannes; First Prize Winner, Mr. Duane Sahai and Ms. Wynette Jackson, Brand Manager - Micon Marketing Limited

COURTESY CALL TO ANSA McAL HEAD OFFICE



His Excellency Garvin Nicholas, the High Commissioner for Trinidad and Tobago - London and representatives from the REI Holding Group (Republic of Korea) pay a courtesy call on Executives of the ANSA McAL Group of Companies

GUARDIAN MEDIA LIMITED SAYS THANK YOU & FAREWELL

Happy Retirement to Vercil des Vignes



FOND FAREWELL

Classifieds sales manager Rennie Ramcharan presents employee Vercil Des Vignes with a cheque during her retirement ceremony at the Guardian office on St Vincent Street, Port-of-Spain, yesterday. Des Vignes started at the Trinidad Guardian on October 7, 1980. PHOTO: MARCUS GONZALES

CSR HIGHLIGHTS

The Victim and Witness Support Unit of the Trinidad & Tobago Police Service

On Monday 4th November 2013 the Victim and Witness Support Unit of the Trinidad & Tobago Police Service hosted its second Conference for males on the theme 'Wisdom-Peace-Patience.' The Victim and Witness Support Unit is deeply concerned with the growing issues that the men in our society are experiencing and the possible effects on the nation's children, families and communities. Through the hosting of this conference they hoped to instill a sense of confidence and strength in participants and to develop strategies which will empower, embrace and support the males in our society. ANSA McAL came onboard as a primary sponsor of the Victim and Witness Support Unit's Conference and recognizes the work that the unit performs in the field of social change and support in Trinidad and Tobago.



The Healing With Horses Foundation



Ms. Veronika La Fortune, Founder & President of the Healing With Horses Foundation shows the ropes to Mr. Jason Ramdewar, Premier Card Manager – ANSA McAL (standing left) and Ms. Sharon Balroop, Group Corporate Communications Manager – ANSA McAL (standing right). The Healing With Horses Foundation is based in Buccoo, Tobago and works with differently abled children through therapeutic interactions with horses. They also offer activities, such as yoga, arts and crafts and dance, for children in the neighboring communities. ANSA McAL has partnered with the Healing With Horses Foundation to ensure that their good work continues and that many more deserving children continue to benefit from the unique opportunities that are offered by the Foundation.

Tobago Secondary School's Drama Festival



Ms. Sharon Balroop, Group Corporate Communications Manager – ANSA McAL (right) and Mr. Andre Jacelon, General Manager – Tobago Marketing Company (front left) stand with members of the Tobago Secondary School's Drama Festival Committee led by Ms. Cherryll Uzoruo, the Events Coordinator of the Festival Committee. The festival celebrates its fourteenth year running and still strives to promote the talents of the youth in Tobago. ANSA McAL has been a keynote sponsor since the festival's inception in 2000, and this year their sponsorship continues by covering the costs of all the festival's prizes and tokens

ANSA McAL Supports Local Dancer Megan Navarro



Megan Navarro (centre) is an aspiring dancer and the founder of The M. Danse Collective which gives local artistes opportunities to develop and showcase their art. In 2007 ANSA McAL was proud to assist Ms. Navarro as she trained at The School of Toronto Dance Theatre, and now that she has returned home to share her talent and expertise the ANSA McAL Group of Companies is pleased to assist with her first production. Ms. Navarro visited ANSA McAL's Head Office where Mrs. Elizabeth Sheppard, Sector HR Manager – Manufacturing (right) presented her with a contribution. Also in the photo is Mrs. Catherine Navarro, Megan's mom.

ANSA McAL SPREADS CHRISTMAS CHEER!



Mr. Jason Ramdewar, Premier Card Manager – ANSA McAL (right) presents Mr. Christopher Jackson-Smith, Assistant General Secretary – Banking, Insurance & General Workers Union, with a donation of snack items. ANSA McAL was pleased to assist the organization with the hosting of their 2013 Annual Children's Christmas Party. The event is in its thirtieth year and continues to provide less fortunate children across Trinidad and Tobago with a day of pure joy and happiness.



Mr. Arthur Gaines, Senior Teacher – Sacred Heart Boys R.C. School, gladly accepts a donation of assorted FritoLay snacks from Ms. Sharon Balroop, ANSA McAL's Group Corporate Communications Manager. The donation was made towards the successful hosting of the school's Annual Christmas Frolic



Ms. Adiola Monseque – Marketing Officer, ANSA Coatings Limited presents Mr. Akash Ramnath – Teacher II, Sangre Grande Hindu School with a donation of snacks and soft drinks which was sponsored by Penta Paints. Penta was proud to assist the school with the hosting of their Annual Christmas Treat

THE ANTHONY N SABGA CARIBBEAN AWARDS FOR EXCELLENCE'S FOURTH ANNUAL LECTURE

On Sunday 13th November 2013 the Anthony N Sabga Caribbean Awards for Excellence hosted their Fourth Annual Lecture at the Central Bank Auditorium. This year's lecture was delivered by Professor

Leonard O'Garro, a plant pathologist from St. Vincent whose work has been principally concerned with the use of science to treat or eradicate diseases that attack food crops in the region. His presentation entitled "*Vanishing Food Production in the*

Caribbean and How To Reverse it" showcased his expertise in the field. Professor O'Garro was named as a 2012 Laureate in the field of Science & Technology by the ANS Caribbean Awards for Excellence. 



GROUP HSE END OF YEAR RETREAT

Recap from our Reporter
in D'Country: Jackie Gittens
– HSE Officer, CDC & CBL

We came from far and wide...some came from as far as Barbados and Grenada and others from as close as Sangre Grande. But we all managed to find D'Country House at Cunaripo Road, Sangre Grande.

Though the day began with some blessings in the form of a slight drizzle of rain, the remainder of the day was sunny which worked well for the schedule of events that we had planned. Everyone was present and accounted for by 9am and we began the formal proceedings with representatives from throughout the Group summarizing their 2013 activities and their 2014 plans.

Representing ANSA Automotive was Sajid who got the ball rolling with his presentation. His cool personality made his many achievements seem attainable to all of us. Michelle from AMCO, in her usual fashion, added some humor as she

presented some great initiatives for the year to come, which included some very interesting wellness activities.

Any Bajans in the house? Welcome de "Conco Man" Kevin, as his partner Christopher found out during their short interaction. Kevin has many companies under his watch but he certainly has it all under control. After the introductions, it was time for some team building activities and Michelle led us through some tasks that were both challenging and fun.

Team Building Activity 1 - Michelle explained the task and paired us off with members from companies other than our own. We were given a couple of minutes to get to know our teammates. By introducing ourselves to the entire group we found out some interesting facts about each other such as hobbies, future aspirations and the many pet lovers (mainly of dogs) present. So now we know exactly who to check for those guard dogs.

Team Building Activity 2 - As we formed our teams of 5 each and elected our team leaders, Michelle summoned all team

leaders. We all wondered where Michelle found this task: who can build a tower using 1 newspaper and 1 roll of tape, in 30 minutes. Each team leader could only relay the task to his/ her team and co-ordinate the construction. But that's not all: your tower must stand on its own. Well, 1 team actually got it right. The lesson to be learnt from this challenge was: With a great team anything is possible.

Team Building Activity 3 - We were given the scenario of being caught on a raft in the ocean with a list of 15 items to choose from. Our task involved ranking these items in order of importance for survival. Can you figure out why a shaving mirror would be at the top of the list?

After all the activities were completed it was time to let our hair down and dive into the wonderful pool at D'Country House. We spent the rest of the day enjoying each other's company and the great country environment. Sadly the day had to come to an end, but then again there is always next year! 🏊

Here are some highlights from our day in D'Country:



VACANCIES WITHIN THE ANSA McAL GROUP

You asked for it and we promised to deliver! Please read on for the first of our monthly feature from the Group HR Department that will highlight current job vacancies across the Group. If you see something that you're interested in then feel free to contact your local HR Department to further discuss your potential and the opportunities which are available to you: our dedicated employees.

Administrative Coordinator – Tobago Marketing Company (TOMCO)

The successful incumbent will be required to:

- Process all payments on behalf of the company
- Account for revenues received and follow up on outstanding accounts
- Prepare bank reconciliations
- Prepare journal entries for all financial transactions
- Prepare Debit Notes on behalf of the company
- Prepare management reports for submission to Head Office
- Assist in preparation of various reports as required by General Manager
- Liaise with customers and other stakeholders on behalf of the General Manager
- Arrange all business trips for Management staff
- Supervise the customer service staff (CSRs and Cashiers)
- Provide general administrative support
- Provide any other support as required by Management

Experience and Qualifications:

- Diploma in Business Administration or Accounting (Level 2 ACCA)
- Two (2) years working experience in a similar capacity
- Computer Literate
- Working Knowledge of Microsoft Office suite
- Excellent Communication Skills
- Customer Oriented
- Ability to work in a challenging environment

Export Officer – ANSA Coatings Limited

Summary of Job:

As a key member of the ACL Export Marketing Team, the Sales Representative-Export is responsible for implementation and execution of sales and marketing plans that cultivate and maximize the purchasing potential of all export customers in the markets in which we operate while providing high quality customer service to achieve overall objectives of the Export Department.

KEY RESPONSIBILITIES:

- Execute the Sales and Marketing Plans for assigned brands to drive profitability of each export customer and their associated market.
- Develop new customers and markets as assigned by the Export Manager in accordance with company's objectives and strategies.
- Liaise closely with the respective Brand Marketing and Sales Managers to develop and implement action plans and activities.
- Prepare action plans, marketing and sales strategies aligned to the company's strategic objectives.
- Provide retailing and merchandising expertise to all customers and support for product launch and promotional/marketing initiatives in each market/brand.
- Conduct site visits to each market as required; reviewing operations and providing assistance as required.
- Produce trip reports within three days of returning from any visit to an export market and submit to Export Manager.
- Coordinate training and developmental activities as required in each market/brand as assigned.
- Participate in training and development opportunities as required.

Experience and Qualifications:

Degree in Marketing, Sales or Business Administration
At least three (3) years' experience in a marketing, advertising, merchandising or sales environment
1 - 3 years' Experience in Coatings Industry/Manufacturing Sector

SECTOR: Automotive

General Manager
Sales Manager

SECTOR: Media

Promotions Coordinator
Assistant Accountant
Traffic Clerk
Accounts Clerk (Payroll)

SECTOR: ANSA McAL's Head Office

Lead Investment Analyst –
Group Business Development
Senior Business Analyst - Group IT
Group Tax Accountant – Group Finance

SECTOR: Services

Driver – MBM
Clerical Assistant – Crown Industries
Packer – Crown Industries
Documentation Clerk – Alston's Shipping

SECTOR: Beverage

Brand Manager – Heineken

SECTOR: Retail (Standard Distributors)

Showroom Manager – Tobago
HR Lead
Driver/Porter

SECTOR: Financial Services

Customer Services Representative –
TATIL General and TATI L Life
Supervisor – Policy Accounting – TATIL Life
Operations Accountant - TATIL Life
Subrogation Officer – TATIL General

SECTOR: Manufacturing

Electrical Engineer – ANSA Chemicals
Blow Moulding Shift Supervisor –
ANSA Polymer
Forklift Operator – ABS
Labeller/Filler – Sissons Grenada
Mechanical Technician – ANSA Polymer

Did you know that you can apply for any job vacancy in any Sector across the Group once you meet the specified requirements? That's right! So even if you see a vacancy that you are interested in but it's in a different Sector, just talk to your HR personnel and they will guide you through the proper application process.

MEET OUR PEOPLE

Allow us to introduce you to...

Katrina Newton

CEO - Standard Distributors (Barbados)

CB: How does it feel knowing that you will forever be known as the first female CEO of Standard Distributors (Barbados)?

KN: It is very exciting and motivational. I am very proud to be opening doors for others to follow.

CB: Can you tell us a little bit about the portfolio that you hold and some of your main responsibilities?

KN: My main responsibility is to ensure the quality of product and service that Standard delivers. Sourcing products and improving the stock package is an important focus at the moment, as well as team building. Our plan is to elevate Standard's visibility and reputation within the marketplace and to deliver an exceptional, holistic customer experience.

CB: Where can members of the ANSA McAL family find you?

KN: Standard on Tudor Street in Bridgetown, Barbados.

CB: We know that you're new to the Group but have you had any memorable moments as yet? Any funny stories?

KN: My team has already discovered my phobia! I have an irrational (some would say) fear of birds. We had a visitor of the winged variety into the offices at Tudor Street that resulted in everyone present becoming very aware of my fear. As if that wasn't bad enough this was repeated a second and third time in the same morning. Let's just say I had a very vocal reaction that left no one in doubt of my feelings towards birds.

(CB: Don't worry Katrina we won't tell anyone, your secret is safe with us)

CB: When you get off work, what are some things that you like to do for fun?

KN: I love to spend time with my daughter whether it is baking, painting, craft projects or just watching a movie. Otherwise I love a girl's night out, relaxing with friends and laughing a lot!! As a family we love to entertain and most weekends are spent with a house full of visitors.

CB: Any secret talents or special skills?

KN: I love to bake, with my specialties being quiche, lemon cake and apple crumble.

CB: A recent article in the Corporate Broadcast highlighted your appointment and the words 'energetic' and 'high energy' were used, what other words would you use to describe yourself?

KN: I am direct and honest; approachable and open. Also determined and focused.

CB: What are some of the changes that we can look forward to seeing at Standard Barbados?

KN: Definitely an improved stock package and more depth in the home accent department with the addition of soft furnishings and new ranges of lamps, wall art, mirrors, rugs and decorative pieces.

CB: ANSA Barbados is known for being very employee-centered and they're always up to some sort of after work activity: all fours, cricket etc. Can you keep up?

KN: I am always up for a challenge!!!

CB: Since we've never been to Barbados what are some things that you would recommend that we should definitely do/see/eat when we visit?

KN: I am originally from Scotland and have been in Barbados for almost 11 years. A must do in Barbados is to explore the rugged eastern side of the island and then stop for lunch at the Atlantis Hotel in Bathsheba. You must take a dip in the beautiful blue water and take advantage of the snorkeling close to shore. Barbados is a wonderful place to live and work.

(CB: We're officially jealous!)

CB: I'm sure you're aware of just how vast the ANSA McAL Group is; do you have any favorite brands/products thus far?

KN: I am being persuaded by the team at Bryden Stokes to change my favourite wine to a brand we represent! Not totally converted yet but will continue to explore my options.....

CB: Any words of wisdom or personal credos that you would like to leave with our readers?

KN: Aim high and appreciate the challenges. Be determined and focused on your goal and have the confidence to know you will achieve it. everything is going to be alright..."



SHUBH DIVALI FROM ANSA McAL

In commemoration of the festival of lights which was recently celebrated across the world by the Hindu community, the employees of ANSA McAL chose to mark the occasion by dressing in their best traditional Indian garb. See below for some of the beautiful sights from around the Group. 

ANSA McAL's Head Office and ANSA Merchant Bank



ANSA Coatings Limited



Alstons Shipping Limited



TATIL CHOW MANIA PART II

Here are some highlights from the second instalment of Tatil's 'Chow Mania' Competition that was hosted on Friday 22nd November 2013 on the Tatil Compound:



TATIL SAYS THANK YOU!

Brokers Appreciated for their Dedication

On Friday 15th November 2013 Tatil hosted a special cocktail reception on the Tatil Compound as a way of saying 'Thank You' to all their General Brokers who continue to work diligently to drive the company's business. The event was well attended and a good time was had by all. 



FIRST-AID TRAINING @ HEAD OFFICE

Continuing to provide a safe work environment

ANSA McAL is committed to ensuring the continued health and safety of its employees, and on Saturday 9th November 2013, ANSA McAL's Head Office hosted a re-certification First Aid/CPR and AED Training Session for interested employees. Below are some highlights from the day. Looks like they had fun while learning!



*BUH AY AY!
WAH HE DOING
ROLLING RONG
ON D GROUND SO?
I EH SURE FIRST AID
COULD HELP HE*

WHAT THEY WERE THINKING...



It's the most wonderful time of the year



It's that time of the year again when we'll all be letting our hair down and joining our co-workers for a drink...or two...or three.... at Christmas Limes/Parties/Office get-togethers etc. Some subsidiaries have already gotten into the Christmas Spirit while others are soon to come.

Look out for the December issue of the Corporate Broadcast where we will bring you highlights from the Christmas Season across the Group!

Don't forget to send in your photos!



NOTICE:

if you would like to see your subsidiary's employees, events and current promotions featured in the Corporate Broadcast, please submit articles, well captioned photos and ads to shereen.ali@ansamcal.com

