

SECTOR PERFORMERS OF THE YEAR 2013

EXCELLENCE IS NOT AN ACT, IT IS A HABIT

On behalf of the Board of Directors, Executive, Management and Staff of the ANSA McAL Group, I warmly congratulate you, our Sector Performer Winners and Nominees for 2013.

This year the competition was incredibly fierce and we had spectacular nominees. Yet again, I was amazed at the high quality of talent and dedication we had emerging throughout the Group. I am fortunate to be able to work with some of the best and brightest and I see their abilities and commitment up close every day.

Each nominee was put forward by their company because of their Excellence in:

*Getting the People Basics Right
Excellence in Execution and
Acting like an Owner*

MR. A. NORMAN SABGA
Chairman & Chief Executive
ANSA McAL Group of Companies

Behind the key financials of any year are the day-to-day accomplishments of our 6000 strong employees. Those who want to shape their destiny and chart a part to success in the workplace must anticipate changes and seize opportunities, just as our Sector Performers have done. Lasting success must be planned and developed every day, every quarter and every year. Every employee, from a Managing Director to a trainee, bears responsibility for the sustainable and lasting development of the company. So, I urge you to always act as if it were your own company.

Your Group will continue to be supportive of professionalism, innovation, readiness to learn and dedication to work.

You are part of an exciting future and I hope you persist on your road to excellence and wish you continued success.

Best Wishes.

MR. A. NORMAN SABGA

GROUP CHAIRMAN AND CHIEF EXECUTIVE



ANSA McAL
GROUP OF COMPANIES

It is with pleasure that we announce the winners of our 2013 Sector Performer of the Year Awards

THE WINNERS



DERYCK CHANARDIP,
Auto Repair Centre –
Divisional Manager

Automotive Sector:

Transformed the Auto Repair Centre

In July 2013 Deryck, moved from the Service department where he spent 15 years building a reputation of excellence to take on the challenge of re-positioning the Auto Repair Centre of ANSA Automotive.

In the space of 6 months, revenue grew by 100% and PBT of the division grew by 300%! Deryck revamped the entire work space and has been commended by many overseas principles. Employee morale is at its highest and absenteeism has gone down by 80%. Productivity is on the up but most importantly the quality of work is reflected in the huge reduction of customers' complaints, where ratings are up from a low 35% satisfaction (when he joined) to 86% a rating in December 2013.

Deryck has a positive attitude and he supports and motivates other employees in the workplace. He is highly regarded for his integrity both inside and outside of this company: nothing is ever a problem for him. His teammates know that they can count on him in any situation. He takes on his tasks with diligence and has consistently demonstrated exemplary performance.



CINDY LUTCHMAN,
Carib Brewery Limited:
Marketing Manager –
Soft Drinks Division

Beverage Sector:

A strong leader who drove outstanding growth in the Soft Drink Division

Throughout 2013, Cindy has motivated the Soft Drink Team as well as the cross functional teams she interacts with, to deliver on tasks by increasing their sense of urgency, planning ahead and improving processes. The execution of a successful Ginseng Up Grape project and launch is noteworthy; Grape was launched in May and contributed significantly to 2013 revenues, despite stock-outs due to exceptional sales.

Team members can rely on her for coaching and mentorship. She builds a culture of accountability and ownership. She maintains excellent supplier relationships and ensures that they deliver their best price without compromising quality.

Under Cindy's leadership all 2013 targets were met, with sales being delivered over budget and surpassing the previous year. Cindy is the embodiment of the right attitude and character for a progressive CBL.

THE WINNERS



ANSA McAL
TRADING LIMITED



JAMEEL BAKSH,
ANSA McAL Trading Limited
(Guyana): IT Lead

Distribution Sector:

A driving force behind Guyana's Tech1 and Beltek implementations

Jameel Baksh has been with AMTL since 2001 and has rapidly moved up the ranks. Jameel stops at nothing to ensure that his performance, work ethic and attitude are par excellence. Cognizant that the sky is the limit, Jameel's performance facilitated a promotion to the post of 'IT Lead,' effective April 2014.

Jameel has been the driving force behind the implementation of Tech One – AMTL's first major IT system, BELTEK – AMTL's first handheld sales system and a number of other software platforms that rebounded to AMTL's benefit through significant cost savings and the reduction of errors.

An avid cricket lover with a ready smile and very personable demeanour, Jameel gets along well with employees at every level. He has also received AMTL's 'Employee of the Month' award multiple times in the past and was named AMTL's 'Employee of the Year' in 2013.



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NADIA BEEPERSAD,
ANSA McAL's Head Office:
Group Reporting Team Manager
– Group Finance Department

Corporate Services:

Significantly improved the Groups' Audit process through her hard work and dedication

Nadia contributed significantly and played a key role in the delivery of the Group's 2013 audit. This included the implementation of an earlier start to the audits, the coordinating of audits across 60 Group companies and managing the performance of her team.

In the end, Nadia was able to achieve a 19% reduction in audit hours, i.e. by 4,000 hours (500 work days), virtually zero audit fee over-runs, greater coordination of the external actuarial reports which were delivered late in the past and a higher level of compliance by CFOs.

Nadia delivered against difficult circumstances and has shown that she embodies the Group's core values.



Tatil
... where people are people
GENERAL | LIFE



SARITA PARSAD,
Tatil: Manager -
Legal & Compliance

Financial Services Sector:

Her enthusiasm changed Tatil's Legal & Compliance processes and drove up profits

In 2012, Sarita was appointed to the position of Manager - Legal & Compliance, expanding her role to include all compliance matters for Trinidad and Barbados (including compliance with all relevant legislation and guidelines). Notwithstanding the expanding role, she was able to perform her tasks in all areas at an exceptional level, meeting and exceeding her requirements.

Additionally, she was able to significantly contribute to the Company achieving its record PBT via negotiating, and settling personal injury legal claims. This result allowed Tatil to meet its V14 milestone for the second year in a row.

Sarita was able to balance the demands of her job with that of her studies as she attained an MBA with Honours from the Henley Business School in 2013. She is currently enrolled to complete the Professional Insurance Exams offered by the Chartered Insurance Institute.



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THE WINNERS



ANIL MAHARAJ,
ANSA Chemicals Ltd. :
Assistant Operations Manager

Manufacturing Sector:

A strong coach and mentor, who achieved record production levels in the plastics department

Anil dedicates his time to coaching and mentoring employees in his department. His involvement with team members resulted in many accomplishments for 2013, such as record productivity in the plastics department. Anil's coaching and mentoring were not limited to immediate team members but also extended to the Stores/Warehouse and Packaging Departments.

Anil is always diligent in ensuring that outstanding performers are recognised and rewarded. For example, the Blow Moulding department was rewarded for achieving record breaking production of 12,738,202 bottles in 2013, a milestone that was not previously achieved by the Company.

Anil promotes open dialogue with employees and encourages employee participation to continuously improve teamwork and/or overall performance. He always maintains a professional and cordial relationship with both internal and external customers and volunteered to serve on the HSSE Committee in 2013.



MARK LUKE,
Guardian Media Limited:
Electrician – Maintenance
Department

Media Sector:

Always ensures that GML's maintenance standards are above the Mark!

Mark Luke stands out amongst the outstanding members of GML's Maintenance team. While he is employed as an Electrical/Electronic Technician, he also assists with mechanical issues.

Mark is always accessible to offer assistance to his or other departments at any hour, day or night, He is an excellent team player, which is an asset that GML values. He has put the company's production requirements before his personal educational pursuits on numerous occasions, sacrificing his attendance at his after-work classes to ensure that all problems are resolved before leaving work.

Mark has been with Guardian Media Limited for the past seven years and is at present pursuing a degree in Manufacturing and Design Engineering at University of Trinidad and Tobago(UTT).



CATALINA ECHEVERRI,
ANSA McAL Trading (US):
Business Development
Coordinator

Services Sector:

Always puts the customer first and is a master at coordinating multiple shipments

Catalina is known for her high standards of performance. She is extremely customer focused and is committed to providing excellent customer service. In 2013 she ensured that all the shipments were processed on time and accurately so that the products were cleared and available to be sold in their market.

In 2013, Catalina processed 369 sales orders and 680 invoices valued at over \$14 million USD. Furthermore, she scheduled and facilitated the contract negotiations with all the foreign suppliers of Standard Distributors.

Catalina is a team player and is always courteous and helpful to others. She is highly respected by her peers and appreciated by her customers.

THE WINNERS



MARINA THOMSON,
Standard Distributors (Trinidad):
Business Analyst

Retail Sector:

Improving the way Standards does business and positions itself in the market

Marina joined the Standard Distributors team in the role of Business Analyst. Coming from the banking sector, Marina is methodical and she has applied this skill to Standards in the areas of purchasing and customer care.

Marina is constantly looking for ways in which Standard Distributors Ltd. (SDL) can do better, from learning from the competition to encouraging suppliers to ensure that their products separate them from the rest.

Marina works beyond her main job function, getting involved with every department. She is a born leader. She is young and energetic and her personality draws people into being part of the way forward, rather than opposing the change.

THE NOMINEES

Automotive

- Selwyn Ramsay* – Classic Motors
- Christopher Acevero* – Burmac
- Andrew Lane* – McEneaney Quality Inc (Barbados)
- Lisa Ramoutar* – Shared Services
- Roger Bayley* – Trafalgar Motors
- Patricia Sookbir* – McEneaney Motors
- Auron Roberts* – Richmond Motors

Beverage

- Rommel Subnaik* – Caribbean Development Company (CDC)
- Maisha James* – Carib Glassworks Ltd.
- Desmond Blake* – Carib Brewery (St. Kitts/Nevis)

Distribution

- Warren Quashie* – AMCO
- Wendell Gale* – Brydens Stokes

Corporate Services

- Kashta Ome* – Group HR
- Nadia Henriques* – Group Legal
- Margaret Romain* – Group Corporate Communications
- Shane Poona* – Group IT
- Clive Matthew* – Group Business Development
- Glen Sobers* – ANSA Barbados Head Office

Financial Services

- Ian Chin* – ANSA Merchant Bank
- Melissa Grannum* – Consolidated Finance Co. Ltd (Barbados)
- Leisel Francis* – Tatil Life

Manufacturing

- Kern Peters* – ABS
- Elizabeth Sookra* – ANSA Coatings
- Nigel Ali* – ANSA Polymer
- Antonio Barry* – Sissons Grenada

Media

- Laura Woodley* – Trinidad Broadcasting Company
- Jarrold Willoughby* – CNC3

Services

- Rajiv Mahase* – Alstons Shipping
- Sheldon Ram* – MBM
- Dian Santana* – ANSA Technologies

Retail

- Carlton Philips* – Standard Distributors Ltd. (Barbados)