



ansa mcAL

GROUP OF COMPANIES

CORPORATE broadcast



JANUARY 2015



Mrs. Margaret Bhagan from Auto Care Enterprises Ltd. (center) alongside her son, Mr. Ronald Bhagan (fourth from right) received the DiamSales Performance Award in the Automotive Division. From left to right: Mr. Kishore Advani, Director – ANSA Coatings Ltd.; Mr. Martin Criado, Caribbean and Latin America Manager, Protective Coatings - International Paints; Mr. Gerry Brooks, Chairman – ANSA Coatings Ltd.; Mr. Roger Roach, Managing Director – ANSA Coatings Ltd.; Mr. Conrad Aleong, Director – ANSA Coatings Ltd. and Mr. Nazir Khan, Director – ANSA Coatings Ltd.

ANSA COATINGS LIMITED *Annual Awards Ceremony & Dinner*

On Wednesday 28th January 2015, ANSA Coatings Limited, a subsidiary of the ANSA McAL Group of Companies, hosted its 3rd Annual Awards Ceremony in the Grand Ballroom of the Trinidad Hilton and Conference Centre. The ceremony is held each year to recognize the company's local franchise operators, distributors and contractors. Awards were given to the top performers in the company's different divisions: Penta, Sissons, Glidden and Automotive Refinish.

The ceremony was hosted by local media personality, Ms. Sophie Wight. Mr. Roger Roach, Managing Director – ANSA Coatings Ltd. welcomed those in attendance with his opening remarks. He thanked the company's partners for their loyalty and support which resulted in the company achieving their best financial results to date. In 2014, ANSA Coatings Ltd. saw record revenues with a 22% growth in profits.

The company's business expanded into Jamaica with the establishment of ANSA Coatings Jamaica Ltd. This expansion will facilitate the distribution of their Penta, Sissons and Nexa Auto Colour brands and they have also secured the rights to distribute Glidden in that territory as well. Mr. Roach indicated that for 2015 the company will open six new Colour Shops in Trinidad and two new Auto-Refinish dealerships, in Tobago and Mayaro.

Mr. Gerry C. Brooks, Chairman – ANSA Coatings Ltd. delivered the feature address. Mr. Brooks applauded ANSA Coatings Ltd. for their achievements in 2014, including record sales and record output in litreage from their manufacturing plant. The company opened two new Colour Shops and refurbished seven existing shops. He congratulated the company for completing their single largest floor coatings project for a food and beverage manufacturer.

Mr. Brooks encouraged those in attendance to be bold and transformative in these tough economic times and urged them to continue to increase their productivity and competitiveness.

THE NIGHT'S AWARDEES WERE

Penta Colour Shop of the Year for 2014

- 1st Place - Colour Dreams Colour Shop
- 2nd Place - Ramlagan's Colour Shop Ltd.
- 3rd Place - Future Colours Ltd.

Top Penta Trade Contractors for 2014

- 1st Place - N.H International
- 2nd Place - Trinity Housing
- 3rd Place - Profcoat Limited

Glidden Award

- 1st Place - Future Colours Ltd.
- 2nd Place - Three Gills investment Ltd.
- 3rd Place - Ramlagan's Colour Shop Ltd.

Sissons Colour Shop of the Year for 2014

- 1st place- Chaguanas Colour Shop Ltd.
- 2nd place- A. Painters Palette Limited
- 3rd place- St. Augustine Colour Shop

Top Sissons Contractor

- Pace Construction Services Ltd.

Automotive Division: Sales Performance 2014

- Bronze Award
- Point Fortin Automotive
- Doc Paints

Automotive Division: Sales Performance 2014

- Gold Award
- Tiny & Sons Auto
- C&I Daves' Auto

Automotive Division: Sales Performance 2014

- Platinum Award
- Platinum Autocolor

Automotive Division: Sales Performance 2014

- Diamond Award
- Auto Care Enterprises (ACE) Ltd.

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ANSA McAL Trading Ltd Presents Million Dollar Prize

Ms. Beverly Harper, the Managing Director of ANSA McAL Trading Ltd. (Guyana) alongside Ms. Darshanie Yusuf, AMTL's Public Relations Officer were on hand to present the \$1.5M cash prize to the winners of the Inaugural Stag Beer Super 16 Football Tournament. Grove Hi-Tech, representing the East Bank Football Association (EBFA) were the lucky winners after defeating the East Demerara Football Association's team, Ann's Grove, 5-0 in the finale. Ms. Harper remarked that the company was overjoyed to be the tournament's only sponsor and thanked all the participating clubs for contributing to the tournament's success. She added that AMTL remains committed to not only bringing smiles to the players and fans, but also to developing the game of football in Guyana.

The second place winner was Ann's Grove and they were awarded \$500 000. Third place went to New Amsterdam United who defeated Cougars 5-1; they walked away with \$300,000.





Tatil Open Invitational Golf Tournament 2015

The 22nd TATIL Invitational took place on Saturday 17th and Sunday 18th January 2015 at the St. Andrews Golf Club, Moka, Maraval. It is the first tournament on the golfing calendar and is one that is much anticipated by members of the golfing fraternity, as points are accumulated by National Teams and golfers who aspire to represent Trinidad & Tobago in International and Caribbean Tournaments.

The TATIL Invitational saw football great Mr. Dwight Yorke playing on Saturday and closed its final day with the presence of cricket legend Mr. Brian Lara. There were also two exciting playoffs in the Ladies & 2nd Flight division. The weather lent well to an eventful tournament with close to 110 participants vying for top prizes in their divisions of Championships, 1st Flight, 2nd Flight, Seniors, Super Seniors and Ladies.

Mr. Deryck Gonzales shot 72 and 79 totaling 151 and stole the title from the reigning Champ Mr. Shane Costelloe in the Championship division. 1st Flight winner Mr. Steve Durgadeen fought for his position shooting 82 and 78. Mr. Fabien Lee Fong held it together with scores of 78 and 79 in the Super Seniors Flight and Mr. Wayne Baptiste shined with 77 and 75 in the Seniors division.

This tournament represents Tatil's longest standing sponsorship with such a prestigious sporting event. Over the years the tournament has seen immense growth in popularity, attracting regulars such as Mr. Lara and Mr. Yorke. The President of the Trinidad and Tobago Golf Association, Mr. Andrew Mc Eachrane sincerely thanked TATIL for their continued association and contribution towards the sport of golf.



Above are the winners from this year's Tatil Open Invitational Golf Tournament. From left to right: Mr. Mokesh Saroop Manager Corporate Sales/Agents Compliance - Tatil, Mr. Wayne Baptiste - Seniors division, Mr. Deryck Gonzales - Championship division, Ms. Ysabelle Lawrence - Ladies, Mr. Fabien Kublalsingh - 2nd Flight division, Mr. Fabien Lee Kong - Super Seniors, Mr. Steve Durgadeen - 1st Flight division and Mrs. Marie De Four, Marketing & Communications Coordinator - Tatil



From left to right: Mr. Mokesh Saroop, Manager Corporate Sales/Agents Compliance – Tatil presents Mr. Deryck Gonzales with his Championship prize. Looking on is Mrs. Marie DeFour Marketing & Communications Coordinator - Tatil

Who'll be driving you?



The Trinidad and Tobago Beverage Alcohol Alliance (TTBAA) and the Ministry of Transport have partnered to officially launch their 2015 Drink Drive Campaign entitled "Who'll Be Driving You?" The launch took place at the Hyatt Regency Trinidad and was attended by representatives and directors from the local alcohol industry such as A.S. Bryden & Sons (Trinidad) Limited, Carib Brewery, Massy Distribution and Alstons Marketing Company Ltd. and representatives from the local insurance industry including Maritime, Colfire, Tatil and Beacon. Other stakeholders in attendance included the Trinidad and Tobago Police Service, The National Alcohol and Drug Abuse Prevention Programme (NADAPP), PLIPDECO and the Maxi Taxi Association. Representatives from the ANSA McAL Group of Companies included Mr. David Inglefield, Head of Group Marketing & Public Relations and Mr. Andrew Sabga, Sector Head – Beverage.

The TTBAA (www.ttbaa.org) is a non-profit organization representing the producers, distributors and marketers of beverage alcohol products in Trinidad and Tobago. As long-standing members of the local beverage alcohol industry, the members of the TTBAA have become increasingly sensitized to the groundswell of social concerns over alcohol abuses. One of the organization's main goals, which prompted the launch of the "Who'll be Driving You Campaign?" is to raise awareness in Trinidad and Tobago of the dangers of impaired driving. They have received the full support of the Ministry of Transport and with this partnership, the TTBAA hopes to influence negligent behaviors as it relates to drinking and driving.

The campaign's tagline "Who'll be Driving You Campaign?" aims to raise awareness on the importance of making a personal and sensible commitment not to drink and drive and to educate on the risks and consequences associated with drink driving. The campaign's activations will continue to reinforce the message that drink-driving is completely unacceptable.

The campaign's message will be disseminated via various components of mass media but will have a robust 360 digital media presence. The campaign will reach its target audience through the local print media, television and radio advertisements, outdoor billboards, animated web banners and social media.



Oh What Fun It Is TO SAVE! CONGRATULATIONS MR. PAUL HADEED!



Managing Director of Standard Distributors Limited – Mr. Adam Sabga (second from left) presents Mr. Paul Hadeed (right) with his Ford Ranger at the Grand Bazaar Branch of Standard Distributors on Wednesday 14th January, 2015. Mr. Hadeed won the Grand Prize of the 'Oh What Fun It Is to Save' Promotion with his purchases at Standard Distributors (St. James Branch). Looking on is Mrs. Franka Auguste – Store Manager of the St. James Branch

inspire

EMPLOYEE ENGAGEMENT



ANSA McAL's own Mr. Rahim Mohammed, Sector HR Manager – Beverage, was recently invited by the Arthur Lok Jack Graduate School of Business to be a panellist for their Employee Engagement Seminar hosted on Thursday 29th January 2015. The session was attended by over one hundred and fifty professionals from both the private and public sectors. The session focused on giving tips and strategies for employee engagement in the workplace.



Rahim, can you tell our Corporate Broadcast readers what exactly is 'Employee Engagement'?

In summary, employee engagement is about how companies create conditions in which employees voluntarily offer more of their capability and potential. It goes beyond employee satisfaction and ensures the long-term and productive tenure of the employee with the employer. To be sustainable and profitable, employee engagement must be credibly defined and diligently managed as a Leadership Performance Requirement. Therefore, employee engagement is not solely an HR function, but a Management function. It encourages the cultivation of employee advocacy rather than employee satisfaction and is an everyday practice. Within our world of fast-changing markets and hard-to-measure intellectual work, real employee engagement has emerged as the ultimate competitive advantage. In a nutshell, the higher the percent of engaged employees, the higher the probability of sustained business success."

Rahim Mohammed, Sector HR Manager: Beverage

Vacancies

within the ANSA McAL Group of Companies

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.



SECTOR: Automotive ANSA Automotive - Trinidad

Sales Executives
Inventory Clerks
IT Specialist
Customs Clerk
Drivers
Service Advisor
Dispatcher
General Manager
Technician
Parts Runner

McEneaney Quality Inc.- Barbados Chief Financial Officer

SECTOR: Services McEneaney Business Machines (MBM)

HSE Officer
Driver

ANSA Technologies Ltd.

Electrical Engineer
Project Manager

Alstons Shipping

Marketing Dept-
Marketing Executive
Customs -
Customs Clerk Grade 1
Customs Clerk Grade 2
Marketing Coordinator
Accounts Clerk I

ANSA McAL Chemicals Ltd.

Sales & Marketing Dept.-
Water Treatment Service
Technician (St. Kitts Brewery)
Packaging Dept. - Trainee
Operator
Maintenance Dept.-
Maintenance Technician III
Maintenance Dept.-
Maintenance Technician (E&I)
III
Warehouse/Stores Attendant
Water Treatment Service
Representative
Logistics Assistant

Trinidad Match Ltd.
Export Development Officer

SECTOR: Distribution Alstons Marketing Company Ltd. (AMCO)

Brand Manager- Health &
Wellness
Medical Representative
Merchandiser-CP
Van Assistant

T.WEE Cashier

Tobago Marketing Com- pany Ltd.

Dispatcher
Warehouse Attendant
Assistant Warehouse Manager

ANSA McAL Trading Ltd. - Guyana

Sales Assistant
Driver/Saleman-Consumer
Goods
Marketing Assistant
Marketing Van Assistant
Delivery Driver

Bryden Stokes Ltd. - Barbados

Chief Financial Officer
HORECA TMR- BWS&T
TMR Heineken
TMR-BAT
Inventory Control Clerk

SECTOR: Retail Standard Distributors Ltd. - Trinidad & Tobago

Sales Manager
After Sales Manager
Showroom Supervisors
Porters

BELL Furniture Accountant

SECTOR: Manufacturing ABS

Systems Administrator
Elevator Service Technician
AC Service Technician
Field Sales Representative
Financial Analyst
Accountant

Bestcrete

Production Team Lead
EET's
MET's
Maintenance Supervisor
General Workers
Forklift Operator A

METPRO

QA Technician
Assistant Supervisor-Vinyl
Maintenance Supervisor
HSE&Q Team Lead
Logistics Manager
Clay Division
Logistics Manager

ANSA Coatings Ltd.

TS&D Manager/Chemist
Dispersion Operators
General Operator
Mixer/Cleaner
Loader/Filler - Production
Labeller
Courier/Driver
Customer Service Technician -
Penta
Industrial Sales Rep
Brand Champion-Glidden
Industrial Coordinator
Network Administrator
Business Development
Manager
Export Officer
Colour Shop Field Technician
Dispersion Operators -
Production

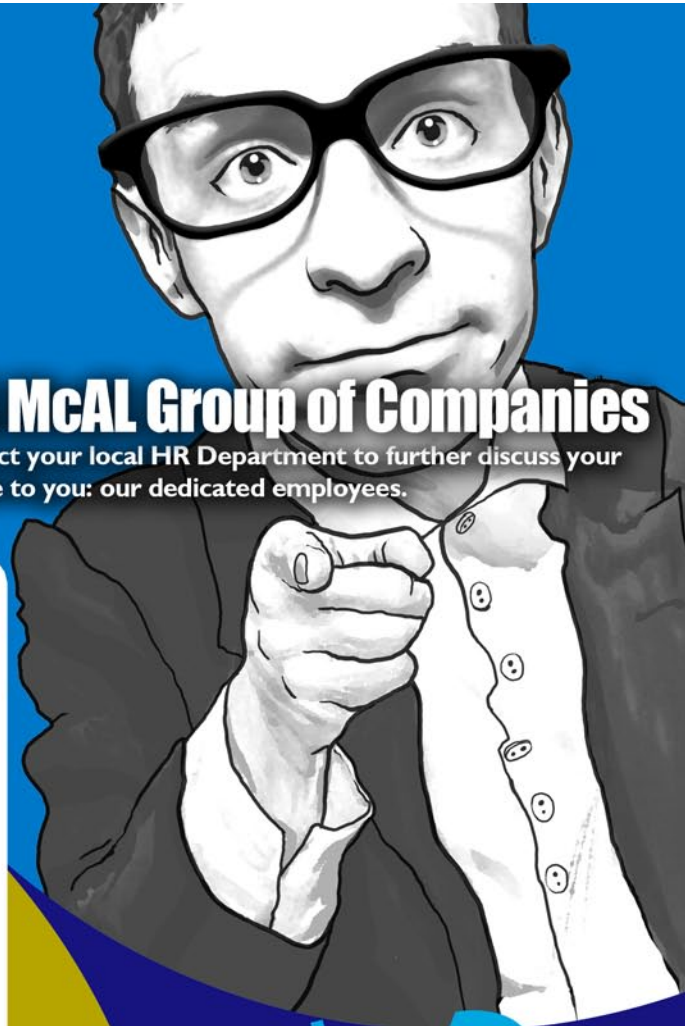
ANSA Polymer

Division Lead, Moulding
Production Worker
Conversion -
Machine Operator I
Extrusion -
Machine Operator I
Maintenance Technician -
Mechanical & Electrical
Moulding Supervisor
Machine Operator I -
Printing
Pet Shift Attendant
Forklift Operator/Stores
Attendant
Forklift Operator
Maintenance Supervisor -
Electrical
Injection Moulding Section
Supervisor
Janitor
Junior Machinist
Machine Operator - Mounting
Maintenance Manager
Maintenance, Special Projects
Service Technician
Account Executive
QA/ Process Control Lead
Quality Assurance Technician
Junior Shift Technician
Cost Accountant
Machine Operator II - IM
Machine Operator I - IM
Operations Analyst
Senior Account Executive -
Moulding
Marketing Assistant
Shift Leader - Extrusion
Labeller/Filler - Sissons
Process Operator - Sissons
Senior Accounts Clerk -
Sissons

Vacancies

within the ANSA McAL Group of Companies

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.



Did you know that?

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.

SECTOR: Beverage **Carib Brewery Ltd.**

Accounts Clerk
Assistant Ramp Manager
Area Manager

Carib Glassworks Ltd.

Furnace Technician
E&I Engineer
Account Engineer
QA Manager

Caribbean Development Co.

Chief Engineer
Quality Assurance QMS Manager

Grenada Breweries Ltd.

Assistant Engineer
Washer Operator
Filler Operator
Utilities Contractor
Sales Analyst

DCI Miami Inc.

Caribbean Market Manager
Logistics Manager

ANSA McAL (US) Inc.

Global Supply Chain Manager
Operations Manager

SECTOR: Media

Press Assistant
Street seller Coordinator
Tobago Account Executive
Reporter - Features
Traffic Clerk
Graphic Artist
Advertising Clerk
Regional Sales Rep
Senior Reporter
Sales Executive
Marketing Manager - Audience
Senior Multi-Media Journalists
Cameraman
Video Editor
Accounts Clerk 2
Human Resource Intern
Multimedia Technician

SECTOR: Financial Services **ANSA Merchant Bank Ltd.**

Senior FX Trader
Accounting Assistant
New Business Representative
Investor Advisor

TATIL Life

Managing Director
New Business / Underwriting Manager
Reinsurance Administrator
Group Life Administrator
Supervisor - Accounts & Life Agencies
Premium Processor
Supervisor - Policy Accounting
Research Suspense Clerk
Customer Service Representative
Assistant Manager - Admin Services & Conservation
Financial Planner
Branch Secretaries
Supervisor Pension
Pension Administrator
Senior Pensions Administrator
Actuarial Manager
New Business Clerk
Group Life Administrator
Marketing Analyst

Tatil General

Executive - New Business
Legal Officer I - Legal & Compliance
Senior Underwriter (non-motor)
Underwriter I (motor)
Relief Customer Service Rep - Client Services
Customer Service Rep - Client Services

ANSA McAL's Head Office - Trinidad & Tobago

Senior Finance Analyst
Accountant
Junior Accountant
Business Analyst



TRIMART SUPERMARKETS IN THE NEWS

Trimart's 'Farm Fresh' campaign bears fruit

Trimart Supermarkets (Barbados) will continue to prominently feature local produce on its shelves and freezers in keeping with its recently launch 'Farm Fresh' initiative. The supermarket chain is highlighting farmers who supply locally-grown produce at its three locations - Rendez-vous, Mile-And-A-Quarter, and St Martin.

Ms. Judith Wilcox, Chief Executive Officer of Trimart Supermarkets commented, "We regularly visit the farms that supply us with their produce and we are committed to providing space and marketing for them in our stores. By doing this, we are able to offer our customers the freshest, tastiest and most nutritional food available on the local market. It's a win-win situation for all."

Ms. Wilcox went on to describe how she sees the benefits that initiatives like this can have on their society, "We would really like to see the creation and implementation of a sustainable national system in which food production, processing, distribution and consumption are integrated to enhance the overall environmental, economic, social and nutritional health of all Barbadians."

(Content for article taken from <http://www.bajanreporter.com/>)



Trimart's 2014 Christmas Campaign

For the 2014 Christmas Season Trimart gave their customers lots of chances to win great prizes in their "Put Trimart in Your Cart This Christmas" campaign. Every customer who spent more than \$50 at Trimart in addition to purchasing two products from the promotion's sponsors were entered into prize winning pool. In January 2015 the winners of prizes that included: free groceries for a year, shopping vouchers and kitchen appliances, were drawn.

To add a fun element to the already festive season the different Trimart locations would randomly sound a bell throughout the day and the customers who just happened to be at the cash register when the bell rang were gifted with prizes, such as bottles of wine, gift baskets and boxes of chocolates.



Ms. Karen Walcott (left), Trimart's Store Departmental Supervisor, congratulates the winners of the 'Put Trimart in Your Cart this Christmas' promotion (from left) Ms. Kerry-Ann Riley, Mr. Allan Haynes, Ms. Vesta Alleyne, Mr. Brantley Hunte, Ms. Tamorra Vanderpool and Mr. Nigel Hackett



Have you been 'Naughty or NISE?' Christmas may be over but the 'Naughty or NISE?' campaign is one that Bajans take seriously every day of the year.

NISE stands for National Initiative for Service Excellence and is an organization created by social partners (trade unions, the private sector and the government) for the people of Barbados. They believe in developing excellence as an ethic and reward those who adopt this ethic in the weekly newspaper column 'Naughty or NISE.'

Our colleagues at ANSA Barbados decided to write in to the 'Naughty or NISE' column to recognise a local taxi driver for his service excellence and here is what they had to say:

"Excellence is a choice. It doesn't happen by chance, but requires a conscious and sincere effort on the part of an individual to differentiate themselves from others through their attitude and action. One such individual is Patrick Clarke, owner and driver of taxi registration number Z221.

It is clear from Patrick's effervescent and positive attitude that he has made a personal commitment to delivering excellent customer service and is always one to conduct himself in an extremely professional manner. Patrick's service is exceptional and he takes pride in keeping his vehicle in pristine condition. He can be counted on for his reliability and professionalism and he is always prepared, on time, smartly dressed and extremely courteous. This professionalism and dedication has also led to the creation of a long term relationship with the ANSA McAL Group, for the transportation of our overseas-based executives when on island.

Patrick has been described as reliable, professional and friendly, and his positive attitude has enabled him to build relationships with those individuals coming in from abroad to the extent that they personally contact him for their transportation needs while in Barbados.

His service is truly wonderful and we would recommend him to anyone who is looking for a reliable, efficient and professional taxi service.

Patrick you are definitely a true Service Ambassador and your dedication and service are truly appreciated!"

Well the praises did not stop there, the NISE organisation responded to the letter from ANSA Barbados and praised Mr. Clarke for his upstanding work. Here is just some of what they had to say:

"The dedication, professionalism and warm personality of Mr. Clarke has left a lasting impression on numerous individuals both from Barbados and overseas.

The service provided by Mr. Clarke is a wonderful example of service excellence in action."

"For Mr. Clarke to consistently exceed expectations of his corporate clients is testament to his service delivery."

Hats off to Mr. Patrick Clarke on being the definition of a true Service Ambassador and the ANSA McAL Group of Companies looks forward to many more years of continued partnership with you!

HATS OFF TO A True service Ambassador



“Keep Your Eye on the Prize”

Sandeep Maharajh kept his eye on the prize as he worked towards his CAPE exams. The nineteen year old dedicated countless hours each day to his studies in the months leading up to his final exams and wanted to make his school and his family proud. The young scholar was able to do just that as he obtained eight (8) distinctions at the CAPE level and to top it all off he received the Trinidad and Tobago President's Medal in 2014.

Sandeep is the son of Mr. Umanath Maharajh, Commercial Manager – Sissons Paints and Mr. Maharajh and his family are elated by their son's great success. Presentation College – Chaguanas boasts a long legacy of academic success however aside from Sandeep's scholastic endeavours he is also an avid sportsman. He's participated in badminton tournaments both locally and regionally and he is also a former national champion.

Between studying and sports, Sandeep still had time to devote to charitable initiatives. As the President of his school's charitable organisation Sandeep led his team for their Christmas toy drive that benefitted five local orphanages, a food drive for two elderly homes and Christmas treat for a local primary school. He was also a peer counsellor and a volunteer tutor teaching Mathematics.

With his eyes on an even bigger prize now Sandeep is currently studying medicine at the University of the West Indies and looks forward to being a medical practitioner in Trinidad and Tobago.



Mr. Roger Roach, Managing Director – ANSA Coatings Ltd. presented Sandeep with a special token on behalf of the management and staff of ANSA Coatings Ltd. in recognition of his outstanding success in the CAPE exams



On behalf of Sandeep's extended ANSA McAl Family we would like to congratulate him on his many accomplishments and we all wish him continued success in his future endeavours

Email Tips for the ANSA McAL Employee

Template Details

Name: Type:

Description:

Recipient Name:

Recipient Address:

CC Address:

BCC Address:

Subject:

1. Check the "To" and "CC" fields to make sure the recipients are those intended. People often receive emails intended for another user with the same first name. Double check your address list to prevent the dissemination of information to unintended recipients.
2. Be specific in your subject headings. You should send one email message per subject matter to be discussed. If you need to discuss several subjects, a new email should be sent per subject. This makes it easier to search for, follow up on and respond to specific subject matters.
3. Don't use "Reply All" if your response is "noted" "thanks" or other acknowledgements of receipt. If more than one person copied on the email needs to know your reply, edit the recipient list in your reply.
4. Clean out your inbox often. Clearing out unnecessary email helps reduce search time for older important emails and reduces the overall size of your inbox.
5. Do not use your company email account for subscriptions. This accounts for a high volume of Spam and unwanted emails. Keep in mind that your email address is the property of ANSA McAL Limited and should be treated as such.
6. There is no expectation of privacy on a company email account. All information shared via company email accounts are owned by the company and can be used as such. You are responsible for all outgoing messages originating from your email account and accountable for the content. Do not send emails that contain offensive or obscene remarks or that are not in keeping with Group Policy.
7. Re-read your messages before hitting the "send" button. Turn on your spell-checker to help against misspellings that would detract from your message. Sometimes our brain works faster than our fingers and we may forget a word or two, this may alter the intended meaning of the email or make it difficult to read.
8. Use the "follow-up" option on your messages to set reminders on email requests. This helps us manage our workload and reminders pop up at the designated time if we have forgotten to follow up on our own. The features are there to make your work easier, use them.
9. Close your emails with a signature containing your contact information and function. You can set up multiple signatures using Office365 to cater to the needs of internal and external messages. Please click on the "help" button from the outlook web app to find out more on how to set up various email signatures.
10. Tackle a full inbox in order of Last in First Out. If you have been out of office, returning to work can seem overwhelming with a number of new and unread emails greeting you upon your return. Deal with the most recent ones first as older ones may have already been handled.