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# CORPORATE broadcast

APRIL 2015

## SKY 99.5FM: INFORM, INSPIRE, EMPOWER



Ms. Jessie-May Ventour,  
Programming Consultant for Sky 99.5 FM

Ms. Jessie-May Ventour, Programming Consultant for Sky 99.5 FM describes Guardian Media Limited's (GML) newest radio station and the latest to join the FM bandwidth as "A breath of fresh air." This new station has taken over from 730 AM, whose radio transmitter was switched off at midnight on March 31. Sky will continue to feature some of the personalities from 730AM such as Ed-dison Carr, Eugene Manuel, Corey Joseph and Ronald De La Rosa.

"The station was born out of the love, hard work and commitment that sustained Radio 730 AM for close to 70 years," said Ms. Ventour. The soundwaves of SKY 99.5 FM will be dominated by gospel music "but with a twist," said programme director Mr. Marcus Romero, who promised a mixture of "good news and hard news." Mr. Romero said the station's repertoire of music would surprise audiences, as it includes gospel offerings which were new to the market, jazz, contemporary, and a heavy injection of local music, which would entice listeners. Listeners can also tune in to news stories in real-time.

The programming targets people on the go, between the ages of 25 to 54. Ms. Ventour and Mr. Romero agreed that this demographic kept changing daily as "more and more persons, some younger and some older, were continuing to tune in." Ms. Ventour said no expense was spared to ensure that the station reaches the widest possible audience, both locally and internationally. She emphasized that the gospel programming was just the thing that was needed to "get the day started right," as it would inform, inspire and empower listeners.

"Sky 99.5FM will introduce a seven-day morning show, a first in the T&T market," said Guardian Media Group's Head of Radio, Mr. Steve Dipnarine. "We'll have the Breakfast Roundtable Weekday and The Weekend Round Table hosted by the industry's most respected media professionals, and industry experts from various fields." Mr. Dipnarine described Sky as a cutting-edge offering, providing more than just a radio service. "We will be converging terrestrial and online with video and audio HD technology to meet listeners on their terms—where they want to enjoy content, and how they want to enjoy content."

(Content and photos provided by the Trinidad Guardian)



Sky 99.5FM Programme Director, Mr. Marcus Romero and Announcer, Ms. Khadija Glasgow in their studio in the GML Building. Both are hosts of the Afternoon Drive's four-to-seven show



Mr. Wendell Bompert and Ms. Raeanne Watts at work in the studio of Sky 99.5FM

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CORPORATE BROADCAST APRIL 2015

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# DIAMOND MOTORS OPENS ITS NEWEST SHOWROOM



In April Diamond Motors opened the doors to its newest showroom that will house its FUSO brand of trucks and buses. The showroom is a first for the Caribbean because facilities of that kind are usually reserved for sedans and similar types of vehicles. Diamond Motors has been ranked among the top 20 dealerships in the world by German global vehicle manufacturer Daimler.

Mr. Matthias Barth, President of Daimler Latina, the FUSO brand's parent company, made the announcement at opening of the new showroom which is located at the Corner of Charles and Richmond Streets in Port of Spain.

*"Even though Trinidad and Tobago is not the biggest market in the world, Diamond Motors with its excellent performance, made it to the top 20 in the FUSO worldwide sales network. We really appreciate the loyalty of Diamond Motors to our brand and after having made this investment, I am sure our partnership will last for a long, long time," Mr. Barth said.*







# Anthony N Sabga Caribbean Awards for EXCELLENCE 2015 LAUREATES

On Saturday 11th April 2015 the Anthony N Sabga Caribbean Awards for Excellence celebrated the induction of four new laureates, and the culmination of their first decade, with a gala ceremony at the Trinidad Hilton & Conference Centre. Sir Shridath Ramphal, in his inaugural address as the newly appointed Chairman of the Eminent Persons Panel, said *"The urge to excel is the very essence of that compulsion for self-improvement. With betterment as the driving force of Caribbean civilization, excellence had to be the ultimate."*

The names of this year's recipients were announced in February of this year and each person was on hand at the event to receive their award. The 2015 Laureates are: Dr Paloma Mohamed Martin - Arts & Letters, Prof Suresh Narine - Science & Technology, Prof Partick Hosein - Science & Technology and Mr. Herbert Samuel – Entrepreneurship.

Mr. Herbert Samuel is an energy consultant and entrepreneur from St. Vincent and the Grenadines and his company, Welectricity Inc, is developing and marketing innovative solutions to reduce domestic energy consumption. In his vote of thanks Mr. Samuel expressed, *"I see this recognition as a vital statement about the value of entrepreneurship and innovation to the development of today's Caribbean society. I believe it is unfortunate that, even in this 21st century entrepreneurship, particularly where it involves innovation, is under-recognized, undervalued and therefore under-represented in our region – and it is my sincere wish that this award will be a catalyst and inspiration for others like me."*

Dr. Paloma Mohamed, a prolific academic and creative writer, expressed her gratitude to the Caribbean region as a whole, *"I was born in Guyana but raised by the region. Today, I stand here humbled by this moment and truly thankful for this Caribbean."* She went on to applaud the work of the Anthony N Sabga Caribbean Awards for Excellence and the great achievements of Caribbean nationals, *"I never cease to be amazed at what people from this little space have been able to do."*

Also hailing from Guyana is Prof Suresh Narine. Prof Narine is the Director of the Institute of Applied Science in Guyana (IAST) and a Professor at Trent University in Canada where he directs the Trent Centre for Biomaterials Research. He echoed Dr Mohamed's sentiments about our Caribbean nation, *"This evening, to my mind, is about recognizing Caribbean potential, forging Caribbean identity and celebrating Caribbean successes, but most of all, endorsing and watering the garden of Caribbean unity."*

Professor Patrick Hosein of the University of the West Indies - St Augustine was recognised for his significantly contribution to the technologies that we use every day, such as cellular communications and the internet and while accepting his award he made the call for locals to help drive technological advancements in the Caribbean, *"We in the Caribbean now need to take the next step and use these technologies not only for entertainment and education but also to create novel applications, services and processes so that we can compete globally in this space."*







# Anthony N Sabga Caribbean Awards for EXCELLENCE 2015 LAUREATES







# TATIL LIFE CELEBRATES SUCCESS

On Friday 17th April 2015 Tatil Life honoured its top performing agents at the company's Annual Sales Awards. At a special luncheon hosted at the Trinidad Hilton and Conference Centre the Financial Services' Sector Head Mr. Chip SaGomes welcomed everyone in attendance, thanked all the agents for their continued perseverance and congratulated them on their achievements. A special presentation was delivered by local motivational speaker, Mr. Richard Dick. Awards were handed out in the categories of 'Challengers Club,' 'Executive Club' and 'Centurion Award' among others. Mr. Ronald Lai Fang, Tatil Life's Managing Director (Ag.) was on hand to assist with the distribution of the awards.

We join the management and staff of Tatil and Tatil Life in congratulating the following recipients of the 2014 Sales Awards

## **Persistency Award**

Indrani Avatar  
Nicole Reis  
Naren  
Mary-Lou Chung  
Trudy Pedro  
Mulchan Basdeo

## **Tatil Club Bronze**

Subathira Aryaduray  
Setara  
Curtis Adams

## **Tatil Club Silver**

Eartha Joy Mohammed  
Nicole Reis  
Mary-Lou Chung  
Gloria Seucharan  
Hardeo Seukumar  
Dawn Marcelle

## **Challengers Club**

Mulchan Basdeo  
Ricardo Duke  
Indrani Avatar  
Christopher Lyons

## **Executive Club**

Trudy Pedro  
Narendra Sookram

## **Centurion Award**

Dawn Marcelle  
Mulchan Basdeo  
Walter Stewart  
Trudy Pedro

## **Top Female Producer 2014**

Trudy Pedro

## **Top Male Producer 2014**

Narendra Sookram

## **Best Performing Branch of the Year 2014**

Jeevan Mohess Branch







# Carib Brewery Sales Awards 2014

"Your Attitude, not your Aptitude will determine your Altitude." These are the words of wisdom that Mr. Miguel Marquez – Commercial Director passed on to the hard-working sales persons from Carib Brewery Ltd. who were recently rewarded for their outstanding performance in 2014. In his opening remarks Mr. Marquez described 2014 as one "of both successes and set-backs" but this did not hamper the team as the company went on to record the highest December sales in their history.

Carib's Managing Director, Mr. Gabriel Faria, encouraged those in attendance to "stay hungry and aggressive." Mr. Faria closed by saying "2015 is a benchmark year, let's blow these people out of the water!" Mr. Rahim Mohammed, Human Resource Manager-Beverage Sector delivered remarks on behalf of the company's HR team and described the sales team as the organisation's most valuable asset and called on them to continue to adapt as there is always room for improvement.

Mr. Andrew Sabga, Sector Head – Beverage, recognised the brands that saw marked improvements in 2014 and encouraged all to remember that "there is no secret to success, focus on satisfying customers' needs. Stay focused on your task at hand and be relentless in your pursuit of excellence."

Mr. Amrick Jagdeo took him the top prize for 'Salesman of the Year 2014' and if that wasn't enough Mr. Jagdeo also received the Carib Pilsner Light Personality Award. Last year's top salesman, Mr. Jason Nanton was named Most Promising Employee 2014.

**Read on for a complete list of all awardees.**

We join the Carib Brewery team in congratulating the following persons for their great achievements in 2014:

**Amrick Jagdeo:** Salesman of the Year Award 2014 & Carib Pilsner Light Personality Award 2014

**Oral Khan:** Runner Up Salesman of the Year 2014; Heineken Personality Award 2015 & Stag Personality Award 2014

**Sherwyn Murray:** Highest Sales Attained surpassing Target 2014

**Ingram Lee Young:** Sales Manager of the Year 2014

**Natalie Oliver:** Telesales Representatives of the Year 2014

**Arron Lambie:** Rookie of the Year 2014

**Gregory Gomes:** Assistant Distribution Manager of the Year 2014

**Jason Nanton:** Most Promising Employee 2014

**Deendayal Maharaj:** Special Award 2014

**Imran Jaikaran:** Special Award 2014

**Keith Walker:** Special Award 2014

**Sean Matthews:** Overall Target Achievement 2014

**Deendayal Maharaj:** Overall Target Achievement 2014

**Marlon Blackman:** Overall Target Achievement 2014; Mackeson Personality Award 2014 & Guinness Personality Award 2014

**Imran Jaikaran:** Carib Personality Award 2014

**Denzil Thomas:** Heineken Personality Award 2015

**Krista Persad:** Heineken Personality Award 2015

**Ramesh Bhola:** Soft Drink Division Personality Award 2014









# HR Orientation #7

On Wednesday 10th April 2015 our Group HR Department welcomed another batch of new employees at the seventh session of their biannual Orientation. Over 160 new employees attended the event, which took place at the Banquet & Conference Centre in Fiesta Plaza, Movie Towne. Those in attendance participated in a range of activities that included presentations from Group Executives, brain teaser games and a special presentation put on by the employees from each Sector. Our Group Chairman and Chief Executive Mr. A. Norman Sabga delivered the day's opening remarks and bestowed some words of wisdom to the newest members of our ANSA McAL family.

Here are some highlights from the day's activities:

## POSITIVE FEEDBACK

One of the attendees from this session of the HR Orientation had this to say:

*"I'm glad I got the chance to attend the HR Orientation! One day I walked out of TWEE as a normal junior staff member. Then the next day I walk back in as an ANSA McAL ambassador ready to be excellent at my job and grow in the company"*





# ANSA Technologies completes \$24m dredging project



Now that the St John's harbour, in Antigua and Barbuda has been dredged at a cost of more than TT \$24 million, the ranking of that country's port has moved from 27 to 17, out of a total of 30 ports in the Caribbean.

ANSA Technologies Ltd (ATL) was the contractor who delivered the project on time and without any cost overruns or accidents. The company is the oldest and largest service, supply and installation company of its kind, not only in Trinidad & Tobago but throughout the Caribbean region. It is an employer of 80 permanent staff, with the ability to employ as much as 300 depending on the size of a project.

Mr. Aleem Hosein - Managing Director, Ms. Asma Hosein - Executive Director of ATL and Mr. Rawle Sirjue, General Manager - RS Hydrographic Services recently spoke to the Business Guardian about this project, which the International Monetary Fund plans to use as a benchmark for other projects in the Caribbean.

Antigua and Barbuda's economy relies on Tourism for revenue. According to the World Travel and Tourism Council in its Economic Impact 2014 report stated that: "The direct contribution of Travel & Tourism to GDP was USD2,155.4bn (2.9% of total GDP) in 2013."

Cruise ship operators berthing at that country's port began complaining that the harbour was too shallow which could damage their vessel. This meant that Antigua and Barbuda's Tourism sector was going to be under threat with a decline in visitor arrivals, if cruise ship operators pulled out.

The dredging contract is the first of its kind for ATL. Mr. Hosein said: "For this Antigua project, we met with Antigua's Port Manager in Trinidad and Tobago in June 2014. We started to develop a relationship and started to track what opportunities there were out there. We established a linkage also with RS Hydrographic Services Ltd who did the project management for us when we actually got the job. When the time came to put in a bid we got quotes from Boskalis International B.V. (the international reputable dredging firm) and we put in the bid."

He added that the timing was right since cruise ships started to make a lot of "noise" about docking at the harbour.

Mr. Rawle Sirjue, General Manager - RS Hydrographic Services who was a consultant on the project said his company has been in the Marine sector for 20 years. He said the scope of work entailed removing 450,000 cubic metres of silt using a trailer suction hopper dredge then, disposing of the material at the offshore disposal site 22 kilometres away. The project began January 16, 2015. Mr. Sirjue stated that: "Usually this type of job, you are paid by lump sum or by the cubic metre for moving material. In this job we had to pick up the silt and dispose of it through an offshore disposal site 22 km away. It required the use of a hopper dredger."

The job was carried out 24 hours per day, seven days per week until it was completed on March 21, 2015. The capacity of the vessel which did the dredging was 5600 cubic metres. "We did 471,000 cubic metres of removing slush. Some of it was slush, some of it was clay which was not suited for this type of vessel but we did our best in order to deliver what the client wanted."

The repercussions for prolonging the dredging of a port could be substantial, Mr. Sirjue said. He added that ports deal with importing and exporting cargo and they require a certain depth of water to berth at the port. Vessels need a depth of 11 metres and if it is 9 metres it means it would run aground or the bottom of the boat will touch the silt.

"Captains do not like this at all; it goes into their bow thruster system which is costly. There are a lot of legalities involved especially in port dredging. Where ports become silted up, they no longer have a free flow of traffic because they have to wait on high tide for the vessels to come in, so in essence productivity is cut down."

He said when it "silts up" even further, the high tide would not alleviate the situation. This means that in addition to the high tide there would be need to "cut down the cargo, whereas you could have previously loaded 100 tons, it would now enable you to load half since the more you load the deeper the vessel goes down in the water."

## Women in leadership

Ms. Asma Hosein, who is FCCA, MSc. qualified, joined ATL one year ago and was instrumental in introducing the company to the marine sector. She played an integral role in the dredging project from inception to completion and ensured that the dredging was done in accor-

dance with the scope of works, delivered on time, on schedule and within budget. Ms. Hosein was also on site in Antigua working closely with the Manager of The Port of Antigua and Barbuda, Mr. Darwin Telemaque and Regional Manager, Caribbean & Central America for Boskalis - Mr. William Castleton. This was a milestone project for the company and her dedication and commitment paid off in the end. She appreciates the views of writers who define leadership not in terms of gender but in terms of qualities, characteristics, skills, competencies and knowledge. She shows admiration for women who now occupy leadership positions in areas traditionally deemed as being part of a "man's world." Ms. Hosein's advice to women in the work place is the same as that for men, do your best, realize your potential.

## About ANSA Technologies Ltd:

- Supplies pipe valves and fittings to the Energy, Utilities Industries and other areas of the industrial sectors throughout Trinidad and Tobago and also supplies to Guyana, Barbados, St Lucia and Grenada.
- Offers electrical services e.g. design and construction of electrical infrastructure, also instrumentation for some of the plants at Point Lisas (the PCS Nitrogen Plant and the Methanex plant).
- Supplies safety and environmental products and equipment.
- The company is STOW certified and ISO 9001:2008 certified.
- ATL has made a bold step into the marine sector and hopes to continue its growth trajectory.

(This article was provided by the Trinidad & Tobago Guardian)





# Get to Know... KIRT SEUCHÄN,

**Systems Accountant – Caribbean Development Company Ltd.**  
**as he tells us about the recent Network Infrastructure Upgrade that was completed at Carib Brewery Ltd. and Carib Glassworks Ltd.**



## 1. Can you introduce yourself and tell us a bit about what you do?

I joined the ANSA McAL Group in 2011 and had the pleasure of working with the Group Performance and Audit Department at Head Office where I gained invaluable knowledge of the systems and processes within the Group. In 2013 I accepted the role of Systems Accountant at Carib and that soon expanded in 2014 to include managing the CIT Department.

I earned my Bachelors of Science in Information Systems and Management from the University of London and I am currently pursuing an MSc in Information Systems and Technology Management at the Arthur Lok Jack School of Business.

The most important thing I think you need to know about me is that I pride myself on my ability to face every challenge head on – and I thoroughly examine all options and seek the opinion of my peers and superiors before I decide on a suitable solution.

I am a hands-on manager and I like building productive teams and getting the most out of each team member by creating a positive work environment, mentoring the team members, and making everyone on the team understand their role and how important they are to the company's success.

## 2. What exactly does the term 'IT Infrastructure' refer too? Is it just about computers and internet?

'IT infrastructure' refers to the composite hardware, software, network resources and services required for the existence, operation and management of an enterprise IT environment. It allows an organization to deliver IT solutions and services to its employees, partners and/or customers and is usually internal to an organization and deployed within owned facilities. Our project at Carib involved the upgrade of the Network Infrastructure. Network infrastructure is typically part of the IT infrastructure found in most enterprise IT environments. The entire network infrastructure is interconnected, and can be used for internal communications, external communications or both. A typical network infrastructure includes:

- **Networking Hardware:** Routers, Switches, LAN cards, Wireless routers, Cables
  - **Networking Software:** Network operations and management, Operating systems, Firewall, Network security applications
  - **Network Services:** T-1 Line, DSL, Satellite, Wireless protocols, IP addressing
- So as you can see it's not just about computers and internet.

## 3. In a recent article in the Trinidad Guardian, the previous IT Infrastructure was described as 'outdated' and 'flat.' Can you tell us a bit more about what this means? What were some of the main issues that you and your team were encountering?

The previous network had been put together over the years and the network appliances only gave the administrators limited functionality in managing the network. The network has been described as "flat" due to the fact that it was not segmented so if there was a loop created and a broadcast storm taking place it would affect the entire network and not just the area it was in. In late 2012 a broadcast storm took place over the network and it literally brought the entire network down for close to 2 days. There was limited monitoring available at that time and the administrators had to literally eliminate over 20 areas on the compound to determine where the broadcast storm was emanating from to isolate it. This meant that the company did not have access to IT services for 2 days and this affected efficiency, productivity as well as profits. Hence the urgency to have the old network replaced.

## 4. What were some of the things that needed to be done to fix some of these issues?

Well considering the condition of the previous network we needed to replace the old network infrastructure with a new completely new one. This meant that we had to replace all old cabling with new, i.e. both copper and fibre throughout the entire compound and if you have been to Carib and seen the compound you would realise that this was no easy task. The network needed to be properly segmented so in the event there was a network issue we could isolate that segment so that it would not affect the entire network as was the case with the previous network. There needed to be redundancy built in so that services for both CDC/CBL and CGL would not be affected if there was a break in service at either core. All old network switches had to be replaced with new Juniper network switches. There also needed to be an efficient monitoring system in place to manage the network and we got this through Junos Space. All this needed to be done while maintaining the services using the old network until the new network was put in place.

## 5. How long did the entire upgrade project take?

The entire project just took over 6 months to complete. It started in July 2014 and was stopped in November 2014 as a result of the Christmas Season. The project was restarted in mid-February 2015 and completed by mid-March 2015.

## 6. What are some of the benefits that you and your team have noticed since the upgrade?

Since the upgrade we have noticed that the network is faster and much more reliable, stable and secure. The network is modular in design, this means that every process and component in a network setup is shielded from every other. One module crashing will have no effect on the rest of the system.

## 7. Carib Glassworks is a manufacturing plant and Carib Brewery brews our favourite beers and brings them to us year round. How does an efficient IT network assist with these functionalities?

A more efficient IT network would help in the following ways:

- Reduced operational costs and total cost of ownership (TCO)
- Improved data and infrastructure security
- More efficient network operations, and lower running costs
- Greater end user satisfaction
- Increased system uptime, facilitating business continuity
- Shared resources between applications to ensure full utilisation of hardware resources

## 8. We were told that there were some members of your team who were instrumental in making this all come together. Can you tell us a bit about who they are and the roles that they played?

I have the pleasure and honour of working with a great IT team at Carib, each one of them bought into this project from start to end and sacrificed their spare time not only during the weekdays but weekends as well to ensure that it was a resounding success. Most definitely an instrumental member of the team on this project was Mr. Elvis Mahadeo one of our Senior Systems Engineers at Carib who worked tirelessly with the TSTT and Juniper teams to ensure that the network cutover was a success. His work was exemplary and showed his commitment and dedication over the course of the project.

This in no way downplays the role that everyone else on the team played as they each showed their dedication and commitment to the success of the project as well. The rest of the team is made up of:-  
Ralph Attong – Senior Systems Engineer  
Ian Phillips – Senior Systems Engineer  
Keagan Noray – Trainee Systems Engineer  
Renee Ramdhanie – Technical Assistant  
Keon Paponette – Technical Assistant  
Paschal Belgrave – CGL IT  
Lochan Mungal – CGL IT

Their hard work and dedication should be commended. Our project manager: Mr. Rishi Ramnarine from Vibrant was instrumental in keeping the project on track and everyone on the same page.

Group IT also played a major role in the project and their guidance and oversight was invaluable. Mr. Ian Galt – Group CIO, Mr. Richard Khan and Mr. Terrence Nichols from Group IT were involved from day one and provided support and guidance throughout the project. Without their support as well as the management of CDC/CBL/CGL the success of this project would not have been possible.

## 9. So as a member of a team that continuously performs efficiently and effectively, what is the brew of choice when it's time to celebrate a job well done?

Any and everything brewed by Carib of course! Nothing beats a cold Carib!





# Farewell to Mr. Gerry Brooks

After 25 years of valuable contribution, leadership and service to the Group Mr. Gerry Brooks retired as a Senior Executive and Parent Board Member of the ANSA McAL Group of Companies.

Mr. Brooks was inspirational in his role as Chief Operating Officer and Sector Head - Manufacturing and served loyally in other key leadership positions. The Group's financial strength, growth and reputation are testimony to his commitment, dedication and strategic thinking.

Group Chairman and Chief Executive, Mr A. Norman Sabga said, "On behalf of the entire ANSA McAL Group and family, we extend our sincere appreciation to Gerry for his contribution to the Group. He took great pride in overseeing the continued growth of the Group and our subsidiaries beyond traditional boundaries, and it is a privilege to reflect on working with him over the last 25 years. When you work with someone for that length of time they become more than a just colleague, they become your confidant and friend. His commitment, energy and diligence are well-known attributes and he has paved the way for another generation of excellent leaders. He leaves the Group in strong and competent hands and the experience and acumen of our Directors, together with the professionalism and skills of Management will ensure that we continue to grow, provide outstanding service and products to our customers and be involved in the communities we serve. As he finalizes his post-retirement plans and shifts his energies to other areas of interest, the ANSA McAL Group remains indebted for his passionate leadership, business acumen and wise counsel and we look forward to more exciting developments from him in the future. We wish Mr Gerry Brooks, Godspeed, continued health and success in his new journey."

Mr. Sabga celebrated Mr. Brooks' contributions to the Group with a special dinner that was hosted at Jaffa at the Oval on Wednesday 29th May 2015. He was joined by ANSA McAL Executives and Managers from across the Group to bid farewell to Mr. Brooks.

