



The ANSA McAL Champions Development Programme is an initiative of the Group HR Department and is the first long-term internship programme for the Group. It is a 2 year rotational program aimed at converting our country's most ambitious and high performing graduates into our future Executives. Candidates will be immersed in a dynamic, entrepreneurial environment where they will be expected to deliver results and progress swiftly. Effective completion of the programme will lead to placement in a critical role within the Group with further opportunities for career growth.

What started with over 200 applicants was whittled down to the top 20 candidates for the ANSA McAL's Champions Development Mixer held on Thursday 14th May 2015 held at Jaffa at the Oval. Our Group Chairman and Chief Executive, Mr. A. Norman Sabga commented that he had personally reviewed the applications of the selected 20 persons. He went on to say that he was blown away by the skill and ambition they had shown.

A final 5 – 10 Champions were chosen by a select panel and will be given the chance to set standards and make their mark from the earliest stages of employment within the ANSA McAL Group. The ANSA McAL Group has always maintained that the strength of the Group resides in our people. These young Champions have invested in their education and now they are investing their future in the leading conglomerate in the Caribbean.

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...On the heels of the Group HR Department's Champions Mixer one hopeful applicant forwarded an endearing email to our Group HR Director, Ms. Teresa White. The young man described his gratitude for the opportunity to part take in a programme such as this and shared his enthusiastic hope of being selected. Read on for a snippet of what the young man had to say:

"After the entire recruitment process, I am confident that my skills and experiences, and more over my values, align with the vision of the ANSA McAL Group in achieving exceptional performance. I am enthusiastic about the opportunity to develop my career at ANSA McAL where I can grow and contribute in a meaningful way. I strongly believe my leadership qualities and yet humble aura, are key to fulfilling the purpose of this programme and to become a future CEO within ANSA McAL. I think that my adaptability and willingness to roll up my sleeves, and do what it takes to get the job done in such a family oriented group will serve me well in the Champions Development Programme."

It truly is the bright and intelligent young persons such as this who remind us that the future of the ANSA McAL Group is in great hands!

## Slingshot 2015 - Final Presentations

As a conclusion to its three part Slingshot Workshop series, the Group hosted its final session in which the sixteen participating teams presented their final visions to the executive team and their colleagues. The teams, accompanied by their Managing Directors/General Managers came ready to awe and inspire. Some of them dressed for the occasion while others let their projects do all the talking.

Congratulations to all the teams for their creativity and innovation! Special recognition goes to the following subsidiaries who truly excelled in this new methodology:

Tatil: Best Blue Lake Concept

ANSA McAL Chemicals: Best Blue Sea and Best Blue Ocean Concept

ANSA Merchant Bank Ltd.: H.R Award for Best Team Dynamics

Carib Glassworks Ltd.: Best Application of Slingshot Methodology





### **ANSA McAL Crosses \$6bn in Revenue**

### "Adaptability, not just strength, is key to long term sustainability"

The ANSA McAL Group of Companies achieved \$802 million in profit after tax and for a second consecutive year crossed six billion in revenue. ANSA McAL's Group Chairman and Chief Executive Mr. A. Norman Sabga addressed shareholders at the company's Annual General Meeting hosted on Thursday 28th May 2015. Mr. Sabga highlighted the Group's financial statements for the year ended December 31 2014 and said that the Group's total assets now exceed \$13 billion and liquidity stood at \$1.3 million.

In response to a question about liquidity from a shareholder, Mr. Sabga stated that the Group was in an enviable position "where we have too much cash."

ANSA McAL's Finance Director Mr. Aneal Maharaj explained the Group's cash surplus position: "Cash available is close to \$1 billion and I exclude the publicly listed companies in the group. There is only one borrowing third party for the group and last year we did draw down on a US\$20 million credit line and that remains in place today."

Mr. Maharaj said the purpose of the credit line was to source US dollars to pay overseas vendors on time. He said ANSA McAL is highly selective in how it spends the \$1 billion in excess cash it has at hand, "Cash and surplus cash is not an issue. Being selective...yes we are selective in how we spend it."

Mr. Sabga said while the Group's Financial Services sector declined by 23 per cent, with local and international portfolios generating \$97 million less than in the previous year, there were strong gains in the Automotive, Trading and Distribution segments.

The sectors generating the highest gross revenue were Manufacturing with \$2.4 million and Automotive, Trading and Distribution with \$2.7 million.

During the meeting the Group Chairman announced that the Group of Companies had been re-certified as an approved employer by the Association of Chartered Certified Accountants (ACCA).

From the company's Annual Report, Mr. Sabga highlighted, "Our balance sheet has never been stronger but we are never complacent. We remind ourselves that adaptability, not just strength, is key to long term sustainability."

"In 2014, your Group committed investments of \$184 million (\$276 million - 2013) across several sectors in business improvement and new business projects. Constant review of our governance and administration structures to verify best practice is maintained in our operations and is second nature in the group."

Mr. Nicholas Mouttet, President and CEO of ANSA McAL (Barbados) Ltd, reported on the Group's performance in the Barbados market, "We are the single largest contributor outside of Trinidad and Tobago. We have done well in the last year and that was mainly due to some consolidation and restructuring of our business in Barbados. Despite a challenging economic environment we are bearing fruit in terms of the re-organisation of our business there."

Here are some highlights:



This story was provided by the Trinidad and Tobago Guardian



### **ANSA Merchant Bank Achieves Its Second Highest Profit**

Mr. Gregory Hill, Managing Director of ANSA Merchant Bank described 2014 as a "fantastic" year for the investment bank. Mr. Hill went on to describe that "ANSA Merchant Bank did \$5 billion in transactions, easily the amount of any other merchant bank including large commercial banks in Trinidad and Tobago. There was the \$1.5 billion bond issue arranged by ANSA Merchant Bank solely and placed in the domestic capital market."

"We followed that up with a \$1.2 billion transaction to fund the housing programme for the country. Also, our mutual funds continue to deliver very strong results. If you are not an investor now, you need to come and see us," Mr. Hill told shareholders at the bank's Annual General Meeting that was held on Wednesday 27th May 2015.

The company's annual report showed that the bank and its subsidiaries delivered their second highest recorded profit before tax of \$262.2 million, following on the \$338.9 million achieved in 2013. Earnings per share for 2014 was \$2.43 compared to \$3.11 the previous year.

The company's general insurance subsidiary, Tatil, reported a 13 per cent increase in gross written premium income and 10 per cent on a net earned basis. The life insurance company, Tatil Life, continued to strengthen its underwriting practices resulting in a reduction of net benefits and claims costs by eight per cent, while policy holders' liabilities increased by eight per cent.

The Annual Report stated: "The credible performance was achieved despite unfavourable investment market conditions which resulted in modest investment income particularly affecting the life insurance subsidiary." It said the investment banking business had a "stellar year" as it arranged market transactions of approximately \$5billion—a significant increase over 2013.





### ANSA McAL's Finance Leadership Conference 2015

6,250

On June 12th, 13th and 14th our Group Finance Director, Mr. Aneal Maharaj hosted a Finance Leadership Conference for all CFOs across the Group. The three day conference was held at Drew Manor in Santa Cruz and CFOs were treated to a packed scheduled that included presentations from special guest speakers and group activities. Our Group Chairman and Chief Executive, Mr. A. Norman Sabga officially opened the conference on Tuesday 12th May. Other presenters included Ms. Teresa White - Group HR Director, Mr. Ray A Sumairsingh – Executive Director and Mr. Anthony Sabga III - Group Business Development Executive. Our Group CFOs appreciated the opportunity to meet their fellow team members and to liaise one-on-one with the Group's Executive and Senior Management team.











# ANSA Coatings Expands with its Newest Sissons Infinity Colour Shop

On Tuesday 26th May 2015 ANSA Coatings Ltd., a subsidiary of the ANSA McAL Group of Companies, launched its newest Sissons Infinity Colour Shop in the Southern town of Debe. Mr. Roger Roach, ANSA Coatings' Managing Director described the Penal/Debe region as a community rich in culture and ripe with opportunity.

Mr. Roach, in his feature address, highlighted the growth and development that the area had undergone throughout its history from the sugar cane production era to the modern day prevalence of oil and gas industries. He applauded the region's economic diversity and noted several key developments that the region had recently undergone such as the extension of the Sir Solomon Hochoy Highway and the prestigious opening the South Campus of the University of the West Indies.

Mr. Roach reiterated the company's promise of bringing a new dimension of coatings products to the residential and business community.

Mr. Umanath Maharajh, Commercial Manager for Sissons Paints spotlighted the Debe Colour Shop's 'colour visualization system' that allows customers to see how different colours from Sissons Paints will look on walls before they even begin painting.

Delivering special remarks from the Penal/Debe Chamber of Commerce was President, Mr. Shiva Roopnarine who welcomed the expansion of Sissons Paints into the region and called on the company's management to join the Chamber in further developing the Penal/Debe area. The Sissons Infinity Colour Shop in Debe is owned and operated by franchisee Mr. Micheal Ramsook and his wife, Mrs. Rita Khalawan.

Sissons Paints has been manufacturing and distributing premium paint and coatings in the Caribbean since 1956. The brand covers a wide spectrum of decorative, wood finish, primers and specialty coatings with over 1200 colours to choose from and the promise to match any colour from any surface. With manufacturing plants in Trinidad and Grenada, ANSA Coatings celebrated the successful incorporation of ANSA Coatings lamaica Limited in October last year and saw the opening of its first Sissons Colour Shop in lamaica two months ago.



# STANDARD S OUTSTANDING NOMINEES MAY 2015



Rene Rajaram

Bell Furniture
Industries Limited



Vanessa Samuel San Juan Showroom



Marian Moore
Scarborough
Showroom
CSR



Keith Adam Warehouse Trinidad Porter



Joanna Beekee
Admin
Supply Chain Coordinator



Deokey Persad

Finance
Accounts Clerk



Rodney
Henry Street

Henry Street Showroom Cleaner



Ashelle Balgobin

ANSA House

Showroom

CSR

# STANDARD (5) OUTSTANDING NOMINEES MAY 2015



Ann Marie Elias

Coffee Street
Showroom
Cashier



Amoy Williams
Arima Showroom
CSR



Abigail Simon
Canaan Showroom
Supervisor



Abbi Williams-Adam High Street Showroom CSB



Graham Cayenne St. James Showroom Porter



Darryl Edwards
Grand Bazaar
Showroom
CSR



Mohan Sookram

Princes Town
Showroom
Porter



Akeila Mitchell Service Department Receptionist



Andre Joshua Warehouse Tobago Porter

# Employee Employee Of The Month MAY 2015



"Mohan is a dedicated worked who never has any complaints. Recently our Showroom received a delivery of fridges, stoves, washers and mini appliances, and Mohan was the only Porter in the Showroom at the time. Without one complaint Mohan attended to the delivery and packed away every item himself! It is because of this type of dedication that we're proud to call him our Employee of the Month."

- Ms. Jessica Seepaul, Manager of the Princes Town Branch of Standard Distributors Ltd.

## arib Glassworks Ltd Partners With United Way Frinidad & Tobago for National Day of Recycling

On Sunday 17th May 2015 Carib Glassworks Ltd along with ACE, Tetra Pack, Plastikeep and Recycling in Motion partnered with United Way Trinidad & Tobago on a nationwide recycling drive throughout Trinidad and Tobago.

Drop off bins were placed at five locations for glass, paper, plastics and tetra packs and YTEPP volunteers were on site to assist with collecting the recyclables. Banners advertising the initiative and highlighting all participating organizations were placed at each site for ease of reference.

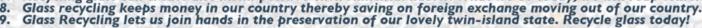
The five drop off locations were:

South – Gulf View Massy Stores Central – Chaguanas – Massy CAT East – Trincity Massy Stores West – West Mall Massy Stores North West - Diego Martin Massy Stores

Here are some facts on how Recycling benefits us all:

 Recycling glass saves fuel and electricity, thus reducing acid rain, global warming and air pollution.
 Glass recycling reduces the need for mining new minerals such as sand, and decreases damage to the natural environment

Glass recycling cuts down on the amount of bulk waste going into our landfill and dumps
Recycling glass reduces potential breeding grounds for insects that spread diseases such as malaria and cholera
Glass recycling is a source of income or additional revenue for communities, individuals, charitable
organizations, hotels, bars, public and private companies both locally and abroad
Glass recycling generates civic pride and fosters teamwork – 'Keep Your Community Clean!'
Recycling glass can create and instill positive environmental habits. What we do today, we will reap tomorrow.





The ANSA McAL Group of Companies encourages all employees to join the recycling initiative! Start recycling today and help keep our beaches, rivers, towns and communities clean.

For further information please visit: https://www.facebook.com/CaribGlass



Football fans can look forward to all the thrills and excitement of international football on local television for the next three years, following the announcement that Guardian Media Limited (GML) has acquired the licence to broadcast all Fifa events until 2018.

The announcement that GML was the media rights licensee was revealed in a collaborative launch between GML and DirecTV Caribbean, which essentially gave exclusive free- to-air television rights to GML's CNC3 station.

Mr. Nicholas Sabga, General Manager of CNC3 said GML had always given high priority to highlighting sports locally, regionally and internationally. "This solidifies our intention to be a major player in sports entertainment. We are pleased to give football and Fifa a new home in T&T and we plan to serve the public well," he said.

He said that the company is ecstatic about the acquisition, which included the right to simulcast its free-to-air channel CNC3 via broadband transmission and non-exclusive radio rights to Fifa events from 2015 to 2018, when the World Cup will be staged in Russia.

Apart from the World Cup finals in Russia, CNC3 will also broadcast the Fifa Women's World Cup, which starts in Canada later this year, the Confederations Cup and all Fifa Under-17 and Under-20 World Cup matches, among other Fifa events. The agreement also provides radio rights to be transmitted on 100.5FM, 95.1FM, 106.1FM, 99.5FM, 105.1FM, and 106.5FM.

Mr. Bernard Pantin, Direct TVs Caribbean General Manager said his company was pleased to partner with GML. "By acquiring Caribbean Media Rights to Fifa matches, we are delivering more football than ever before with the latest technology, thereby expanding the viewership for the game at all levels," he said.

GML also has the rights for the Caribbean Premier League (CPL), the major T20 cricket tournament in the region with a host of international stars, which bowls off in June.

### Bryden Stokes Launches Pharmaton 50+

Earlier this year the Health & Wellness team from Bryden Stokes Ltd. launched the newest addition to the Pharmaton family: Pharmaton 50+. The new age adjusted formula is for those persons who want the same drive from Pharmaton but with added Omega 3 to assist in their golden years. The launch was held at the Ballroom of the Hilton Barbados. Guests included representatives from Boehringer Ingelheim Consumer Healthcare, Mr. Robert Hesch - Regional Sales Manager; Mr. Tyron Hansen - Regional Marketing Manager; Mijela Wout - Consumer Healthcare, Caribbean Area Manager and Dr. Elliot Doughlin who was the featured speaker. The team from Bryden Stokes took the opportunity to entertain their key customers and stakeholders.























# Group Orientation 2015

EYE ON BARBADOS

On Thursday 28th May 2015 ANSA McAL Barbados hosted its Fourth Annual Group Orientation for new hires of the Barbados Group. The whole-day session was held at the Courtyard Marriott, Hastings, Christ Church. Twenty-eight (28) new employees from across ANSA Barbados got the opportunity to network and interact with their colleagues and Executives. Those in attendance got the opportunity to participate in several team-building activities and were eager to listen to the presentations made by the heads of the different subsidiaries.

Members of their management were keen to participate in the Orientation session and their enthusiasm was passed on to the participants.

Here's what some of the participants had to say:







and their immediate family members



### Contact us today!

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