

WELCOME TO THE



ansa mcal
GROUP OF COMPANIES

Family



TOGETHER WE CAN ONLY GET BETTER!



Tuesday 3rd May, 2016 will never be forgotten by approximately 220 new employees, as the ANSA McAL Group of Companies hosted its biannual HR Orientation at the Banquet & Conference Centre in Fiesta Plaza, Movie Towne. Mr. A. Norman Sabga, Group Chairman and Chief Executive, along with members of the Executive Team really got involved in welcoming and sharing viewpoints with the new recruits spanning the Group's eight Sectors. The day started off with Miles Baker, aka the Drill Sergeant, from Group Business Development, hyping up the audience with his unique brand of interchange.

Mr. Andy Mahadeo, Sector Head of Manufacturing; Ms. Bernadine Sammy, Head of Group Internal Audit and Mr. Cyril Coomansingh, Technical Director, Carib Glassworks Limited, described their work experiences within the Group and dished out some great advice to the recruits.

This year's Group orientation was like no other as the HR and Corp Comm Team revamped the session with several new exciting elements. Employees were treated to a live inspirational performance by 2010 Digicel Rising Star, Neval Chatelal, who voiced the Group's Love Theme, "Together".

The Group also revealed its corporate video, "Welcome to the World of ANSA McAL", that featured the history of the Group and the success of its workforce, who continuously strive to add value to the workplace.

Throughout the orientation, employees were invited to give feedback using online voting buttons to express their thoughts on various agenda topics. The new recruits, clad in opposing colourful bandanas, participated in a Sector Expo, where they moved through the room visiting pop-up information booths manned by lead Sector officials. The ANSA McAL Jeopardy Quiz Game, which is a take on America's favourite show, was hosted by popular TV personality, Wendell Etienne. The contest had competitors and the audience in fits of competitive excitement.

Feedback received from the live online voting indicated that 94% of staff felt either "Very Confident" or "Confident" that ANSA McAL is positioned for success in today's economic climate. Also, 84% said that they were either "Very Inspired or Inspired" to contribute to the achievement of the Group's Vision and Mission to deliver long term business improvements.

With the latest bunch of talented recruits, *"Together we can only get Better!"*



Bernadine Sammy, Head of Group Internal Audit GPA Speaks...

Share with us a typical day at your desk.

My day is riddled with touchpoints. Having ongoing projects in almost every subsidiary at any point in time, keeps things very hectic, and sometimes chaotic.

On a typical day, I deal with IT implementation projects, fraud investigations, financial audits, operational reviews, audit issues remediation and/or escalation to Sector Heads and EXCO. I review audit reports and trackers; I have coaching conversations with my team members; I liaise with Audit Committee members of the Parent and/or Subsidiary entities; I check in on each of my Managers to get updates on their ongoing engagements. There are always a couple hundred-page documents to be read and feedback provided, systems specifications to review, process flows to analyse.

Typical Day!

In the end, it comes down to embracing the touchpoints and understanding the value these can bring. Partnering with my customers to ensure they obtain a beneficial service from my team is paramount. Every day is a whirlwind but the truth is, I would not want it any other way.

How would you describe your management style? Which style do you think you portray most? (Directive, Authoritative, Affiliative, Participative, Pacesetter or Coaching)

I am a combination of all I think, because each situation requires a unique approach, but I generally lean more to Participative and Coaching.

We have so much going on at any given point that we need all hands on deck to get the job done. I believe that if my team sees me as committed, authentic and hardworking, then I will get the best out of them. Building trust and reliability will engage the entire team in our common goal.

I coach at every possible opportunity because I have young Accountants on my team who are aspiring to senior finance roles. It is important that they not only mature in their technical discipline, but also in the skills necessary to be successful in high stress environments. I owe much of my success to my mentors who have generously given me their time and advice throughout my career. I try my best to pay that forward in the hope that I will inspire and positively impact my team members.

What was an obstacle you faced being a female in a senior role and how did you overcome it?

Not only am I a woman, I'm a petite woman, in a role which often requires me to have difficult conversations with persons at all levels in the Organisation. Having those conversations is the easy part. The challenge is in managing the perception that I am overcompensating because of my gender and size. In the end, I believe that honesty and objectivity will always prevail. I believe in a fair process, and that there can always be a balance between the needs of the business, and the need to safeguard the business. Actively listening is as important as speaking (and sometimes more important), and decisions can be mutually agreed without sacrificing respect and trust. Sometimes moral suasion is much more effective than wielding the proverbial stick.

What are the attributes you look for in an ideal candidate for your team?

That's a long list!

There is no handbook for the work we do in GPA. Our engagements are voluminous, and highly varied, so a key requirement is a willingness to learn. Not only are we constantly tackling new subject matter, but the existing work is also continually evolving. Multitasking is the name of the game. The ability to juggle competing projects is crucial if we are to deliver our annual plan which is typically in excess of 130 engagements. We are not just about executing audits...critical thinking is also a key requirement as we strive to safeguard the Group from unforeseen threats. In this job, being one step ahead of the risk is essential if we are to effectively safeguard against it.

Could you recall one line from the ANSA McAL "Together" Song?

We can only get better, better, better...together...

What is your best childhood memory?

Maracas with my family on Sundays! My Father worked very hard his whole life. He put 9 children through school (we are a "Brady Bunch" family), and as a Taxi Driver his work was physically draining. He never denied us the very best of everything in life. Family was very important to him, and Sunday mornings after Church, we would pack the car with food and snacks (orange chow!), and head to Maracas for a full day of blissful beach fun. It is truly a blessing to have grown up with parents who spent time with us, and taught us how to enjoy life. I pray that I can pay that forward if ever I am blessed to have children.



Abigail Alladin PMOD Lead - Manufacturing, ANSA McAL Limited

Q. What was your journey like becoming a member of the ANSA McAL family?

A. Surprising! I wasn't looking for a job when a friend of mine working in the Group invited me to send her my resume so she could forward to Group HR. At first I was hesitant, but I eventually took her up on the offer. Within a week, I met with Ms. Teresa White, Group HR Director. While I was not interviewing for any specific position, I was drawn by the performance-driven environment Ms. White described, and the esteem the Group held for hard work. Then, I met with the person who would become my Manager and Coach, Ms. Elizabeth Shepherd, Sector HR Manager – Manufacturing and as they say, "The rest, is history".

Q. What's your motto or mantra that you live by?

A. It's a Bible verse that my granny taught me, Philippians 4:13 – "I can do all things through Christ who strengthens me".

Q. What influenced you to choose your profession and are you optimistic about building a career in the Group?

A. POWER & AUTHORITY of course...just kidding! :) I was mainly attracted to Human Resources because I wanted to help people and solve problems (be careful what you wish for folks). Honestly, it's a gratifying feeling to have a positive impact on someone's life, while making a valuable contribution to such a huge organization. Being part of the ANSA HR team allows me to do this.

Optimistic is definitely one adjective I'd use to describe building a career here. Other adjectives that come to mind might be inspired, terrified (in a get-out-of-your-comfort-zone kind of way) and excited. I firmly believe that the better the team you work with, the better your experience is in your job, and the better you become. I am grateful for the team I have now, at the Sector and at the Group level.

Q. How would you describe your experience at the HR orientation?

A. Talk about surpassing expectations! Instead of speeches and skits, there were inspiring and relatable stories from members

of the Executive and Senior Management team, notably the Sector Head of Manufacturing, Mr. Andy Mahadeo. His experience with the Group demonstrates the possibilities that exist for people who work hard and keep pushing themselves to be better. I also enjoyed the presentations from Senior Executives on each of the 8 sectors. Jeopardy with a game-show host in-tact, the LIVE performance of the ANSA 'Love Theme' by Neval Chatelal, and the most entertaining Army veteran turned MC...Miles Baker. My commendations to everyone involved in putting this event together; if I could use my voting button right now, they would get top scores!

Q. Did the HR orientation provide you with a new outlook on the Sector that you are assigned to?

A. Definitely. I already knew how huge the Manufacturing Sector was and had visited all of its subsidiaries, but looking at the orientation video describing the history of how these companies came into being, and how the Group has evolved over the last 135 years, gave me a whole new appreciation of my Sector and the Group as a whole.

Q. Are you interested in any other Sector?

A. Prior to coming to the Group, I had never worked in a Manufacturing environment, so I am really enjoying learning all I can about the different subsidiaries I work with. The Industrial Relations exposure in the Manufacturing sector is invaluable. I think there is enough work in this sector to keep me busy for the next couple of years. After that, who knows where the ANSA journey may take me.

Q. Could you share a few things you learnt about the Group at Orientation?

A. That Carib Glassworks Limited is the ONLY supplier of glass to the Caribbean region...very impressive indeed; That the Group now has its very own 'Love Theme'; That lateral and upward mobility throughout the Group is encouraged. Some companies like to retain good talent exactly where it is, but this Group encourages personal development, which ultimately leads to the Group's development as well. Employee centred-ness in action!

That Bernadine Sammy-Fuentes is a force to be reckoned with and should not be judged by her size...woman power!!

Q. What is your favourite brand or product within the ANSA McAL Group of Companies?

A. One word: BEER. I'm not even going to discriminate between them. :)



Anita Gopichand, Executive Assistant, Standard Distributors Limited

Q. What was your journey like becoming a member of the ANSA McAL family?

A. I moved around a lot in the last 16 years but this was necessary in order for me to expose myself and grow as an individual. That's the only way to truly add value to a company. You expose yourself to different cultures, different styles of doing business, different ways of solving issues and various type of businesses. I was lucky enough to work in Retail, Services/Gaming, Manufacturing, Energy, Agriculture and Banking Industry. I am now at that stage in life where I want stability while adding value to a company, as I continue to develop as an individual. So it is indeed a pleasure to be part of the ANSA McAL Family.

Q. What's your motto or mantra that you live by?

A. Anything is possible if you try and sometimes, whilst giving all we have, you realize you have more than you thought you had.

To be successful one must possess passion and drive.

Q. What influenced you to choose your profession and are you optimistic about building a career in the Group?

A. My belief is that if you do what you love then it will never feel like work. My profession is not one of the highest paying jobs because according to most professionals, "we aren't specialized in any particular field so we are not experts," but I disagree. We are one of the most knowledgeable and skillful kind of people because it's us, the experts come to, to fix their problems. I choose this profession because I get bored easily. Being an Executive Assistant is an adventurous job and quite challenging. Every day I face a new challenge as no two challenges are ever the same, but overcoming that challenge efficiently and effectively is my adventure.

Yes, I am optimistic about building a career in the Group.

Q. How would you describe your experience at the HR orientation?

A. It was definitely a learning experience which allowed me to acquire a little more knowledge of each sector within the Group.

Q. Could you share a few things you learnt at the Group at Orientation?

A. I learnt about ANSA McAL's History and the Group intentions to expand by 2020.

Q. What is your favourite brand or product within the ANSA McAL Group of Companies?

A. A product that has lived up to its reputation for, Good Looks That Last! Sissons Paint.





PEN DOOR

with **Mr. Lucio Mesquita**

MANAGING DIRECTOR – GUARDIAN MEDIA LTD

(Q) Now that you are the new Managing Director of GML, what are the top 3 items on your agenda?

(A) We need to be bigger, better and bolder when it comes to quality content, multimedia presence and market impact across all our media outlets. By getting this right, we can return the business to a much stronger financial performance even at tough times.

(Q) Tell us something that's true, but which most people would not agree with you on?

(A) My home town football team, Atletico Mineiro, is the best in the world. Always.

(Q) What did you think about the HR Orientation held at MovieTowne?

(A) A great idea and a great day. It gives you a clearer sense of what ANSA McAL Group is about and the great people it employs across all sectors. I am a big believer in strong networks to learn more and do better, so these events are a unique opportunity to meet people from other businesses and share experiences.

(Q) How do you encourage creative thinking within your organization?

(A) By empowering people to come up with ideas – they are never good or bad. They are to be developed and by stimulating dialogue across all departments and positions. Talking with a purpose is a good thing.

(Q) It is early days yet, but have you been able to assess the media in Trinidad and the Caribbean vs the United Kingdom, where you were based?

(A) The good news is that the sector in T&T hasn't been completely rocked by the digital revolution... but that is coming. Newspapers in the UK – as elsewhere in the developed world – have taken the brunt of the negative impact of digital growth. We can learn their lessons to avoid the same here. The good news is that people here read a lot and also use a lot of our electronic media offer. T&T is also a fiercely competitive market, with a very crowded media sector.

(Q) Would you rather be respected or feared?

(A) I would rather do the right thing in the right way. And people can judge by themselves.

(Q) Can you name a person who has had a tremendous impact on you as a leader?

(A) Sorry, I will name two. One, Fernando Vieira de Mello, was my first radio editor in Sao Paulo and an inspirational journalist. I still quote him regularly. And my former boss at BBC World Service, Mark Byford. He taught me a lot about strategic thinking and the art of patience. If you hear me suggesting we should pause and rethink something, I am repeating his words.

(Q) What similarities do you see between Trinidad and Brazil?

(A) Oh, a lot. To some friends and family back in Brazil I am saying that Trinidad can be just like Brazil but in English. We share a lot of the culture, way of life, the fantastic food, love for sport and, of course, Carnival. Sadly, both also seem to suffer similar 'growing pains' typical of emerging economies but it is also great to see lots of people working hard to make them better places. I think Guardian Media can play a big part in that debate and effort here.



PEN DOOR

with **Ms. Renatha Exeter**

GENERAL MANAGER - iRADIO GUYANA

(Q) How would you describe the media in Guyana?

(A) The media in Guyana is quite unique and evolving daily. We operate in what I personally describe as in a somewhat unstructured manner for the most part. Guyana is a bit behind as compared to the rest of the region as it relates to media - from technology to journalism practices. For some aspects it is still in its infant stage, hence a great sector for development opportunities.

(Q) Where do you draw inspiration from?

(A) I am really inspired spiritually. I'm a Christian so I draw my inspiration through God's word. I am not religious though and I highly respect the beliefs of others. I am also inspired by my family. I come from a closely knitted family with four siblings, and we strongly support each other. I have a very small circle of friends whom I also draw inspiration from. Most of all I draw inspiration from my daughter Azalyah. It's amazing how a little eight year old gives me so much strength and hope. She inspires me to never give up, to work harder and reminds me every day that failure is not an option.

(Q) What did you think about the HR Orientation held at MovieTowne, Trinidad?

(A) Firstly, I found that the orientation was well organized and coordinated. The most impressive part for me was how creatively the information was shared. It was a lot of information to take in and appreciate all at once. However the presentation by each sector was a great form of reinforcement. This allowed for interaction, the moving around helped a lot in keeping persons active and alert. The final part (jeopardy) as fun as it was, further helped to reinforce what was shared throughout the day. Overall, I really enjoyed the orientation and found it very informative. I feel I am a lot more knowledgeable about the group that I am now part of.

(Q) What's special about Guyana that makes you never want to leave?

(A) Guyana is a growing economy and I really believe as the country continues to develop, it has the opportunity of becoming a paradise and I would love to be part of this process. I've had the opportunity to travel throughout the region and North America and I am very fond of Guyana's culture. Nevertheless, I won't particularly say I will never want to leave Guyana in the future. However, as of now and at least for another few years I am comfortable and satisfied with staying in Guyana.

(Q) Renatha, you are now the General Manager of iRadio, Guyana, what has your experience been like so far?

(A) The experience so far has been phenomenal. I have this unique opportunity to build a business from the ground up and to help shape the culture of the organization. The greatest part of it is I am supported by a fantastic team of young people who are so passionate about what they do. It is quite encouraging and makes me look forward to coming to work each day.

(Q) How do you feel to be a part of the ANSA McAL Group?

(A) I feel very fortunate and privileged to be part of the ANSA McAL Group. I get the opportunity to be part of a group that has a rich history, continuously growing and so widely diversified, but gives me a platform to grow personally and professionally. What I've seen at ANSA are individuals who were able to build careers, which to me is a lot more than just 'having a job'. This is an indication of employee satisfaction and makes me particularly proud to be a part of such a great company.

(Q) What attributes make a successful organization?

(A) I don't believe I can exhaust the list of attributes that make a successful organization because it really can change dependent on the sector and environment. However there are some attributes that are across the board that I personally embrace as a Manager and these are:

- Clear defined organizational goals
- Teamwork and excellent leadership
- High employee morale and a healthy/positive organizational culture
- The ability to quickly adapt to changes
- Rewarding outstanding performance and managing/confronting poor performance
- Understanding and managing risks

(Q) Do you ever turn off your mobile device? How do you maintain a work-life balance?

(A) Turn off, no :), well unless it is required for a meeting or a particular place. However, I often place my phone on silent, mostly in the afternoons after work when I am helping my daughter with homework or studies. During these hours I would have my phone on silent and just lock in the space with her.

I am strong believer and supporter of work-life balance so I practice it. I am a single mother of a young daughter so it comes naturally for me. The best way I maintain this balance is by planning and prioritizing whenever it's possible. It's as important to me to have a healthy family/social life in order to have a successful and effective work life.



PEN DOOR

with **Mr. Ronald Milford**

MANAGING DIRECTOR – TATIL LIFE

(Q) To what do you attribute your success?

(A) I think my belief that our employees are our most important asset and operational improvement can only be attained through staff engagement and support. This has been accomplished via one and one meetings with our staff and the establishment of monthly staff meetings, whereby staff can interact with me on issues they feel affect the company's performance. At these meetings we also celebrate the employee of the month. We have established weekly Managers meetings so department heads no longer operate in silos but are part of a team.

(Q) You have been Managing Director of TATIL Life from September 2015, what has it been like for you thus far and what are some of the important decisions you have made since assuming the role as MD?

(A) Tatil Life has certainly been a challenge as the company had no appointed MD, which affected decision making and staff engagement. Thus far I have really enjoyed the challenge and thankfully some of the issues as it relates to our staff have been addressed.

(Q) Do you ever switch off your mobile device?

(A) Never!

(Q) Give us a line that best describes you?

(A) Engaging, easy to talk to and a good listener. Willing to impart my experience.

(Q) How do you help a new employee understand the culture of an organization?

(A) Each employee as part of their orientation, sits with me and we discuss our culture, my goals and expectations for the company and what I expect from them. I also give them a little background on myself. We spend so much time together so it is always nice to know a little bit about the people we work with.

(Q) What do you think is the biggest challenge facing leaders today?

(A) People! People! People! Getting them motivated and focused. Meeting our goals and objectives in a challenging economic environment.

(Q) What is the one characteristic that you believe every leader should possess?

(A) The ability to ignore "noise" and focus on those issues that drive productivity and profitability.

(Q) We understand that you a pretty decent cook....if you had a showdown with another worthy cook, in the form of Mr Andrew Sabga, Deputy Chairman, what dish would you bring to the table that you know for certain would beat his dish?

(A) My "River, Red Man, Curry Duck" He cannot touch me LOL.



PEN DOOR

with **Mr. Jose Osequera Funes**

GENERAL MANAGER - BURMAC

(Q) Where are you originally from and what brought you to Trinidad?

(A) I am originally from Honduras, in Central America, however I have been travelling and living away from my hometown since I was in my twenties for study and work. I worked in three different cities in Honduras, travelled throughout Central America and have lived in Nicaragua (1 year), Costa Rica (2 years), Jamaica (5 years) and Trinidad (13 years). I came to Trinidad while working for British American Tobacco, where I worked for eleven years. I then moved to Harsco Infrastructure, providing services to the construction and industrial sectors.

(Q) Roti or pelau?

(A) Roti! I love curry

(Q) What keeps you awake at night?

(A) I like finding solutions to problems. The more intricate the more I think about them. I use my alone time to try to think out of the box and forecast potential results based on certain actions. Many times I find myself thinking about work situations just before falling asleep, and in many instances I wake up the following morning with a fresh outlook on the situation. I do believe that consulting the pillow works:)

(Q) Football or cricket? Name your favourite team.

(A) Football. I watched T&T vs Honduras at the Hasely Crawford Stadium in 2009. I did have a great time watching India vs Sri Lanka at the Oval during the Cricket World Cup in 2007. Favourite team? The one that scores the most.

(Q) How do you feel about being the new General Manager of Burmac?

(A) Excited! I love a good challenge and Burmac has potential for growth. We represent excellent brands and have very competitive prices, so once we continue to improve on customer service, safety, planning and execution we would be poised for capturing market share.

(Q) Describe a typical work day for you?

(A) I like to start early. I am at work by 7:30 AM for the latest, with no pending e-mails and a clear plan for the day. I tend to focus on meetings, calls and interactions with fellow workers, customers and suppliers, leaving lengthy or time consuming e-mails for the end of the day, after which I take time to plan for the next day. I don't like leaving till tomorrow what I can do today.

(Q) Tell us about a moment from the time you knew you succeeded in something.

(A) While working at Harsco Infrastructure I was tasked with developing our industrial maintenance capabilities, focusing on the Oil & Gas sector. I realized that a critical success factor and positive differentiator was safety and defined very early in the game that becoming STOW-TT certified (Safe to Work TT – Energy Chamber) was a must for us. At that moment no company had been certified as yet and with the support of my team we prepared, applied and missed. I remember that instead of feeling defeated we took it as a personal challenge and prepared even more, closing all gaps, to then apply again. We were sure we had succeeded and actually became the second company to be STOW-TT certified, after Massy Wood Group.

(Q) What did you think about the HR Orientation held at MovieTowne?

(A) ANSA McAL is a great company and the HR Orientation is a fantastic, interactive and fun way to get to know all its extensions at a very fast pace. Kudos to everyone who put the event together!



PEN DOOR

with **Mr. Theron Ousman**

MANAGING DIRECTOR - ANSA TECHNOLOGIES

(Q) Tell us about a project or accomplishment that you consider to be the most significant in your career?

(A) One of my greatest accomplishments was the growth and development of the Foster Wheeler Trinidad Office. In 2012, I joined a team of five (5) persons as the Director of Operations for Foster Wheeler Trinidad and Tobago. Over the course of three (3) years, we grew the team to sixty-five (65) persons based in Trinidad with peak full time support from another forty-five (45) Houston based employees and twenty (20) Calgary Based employees. Due to the heavy Trinidad based workload, we also had to export some work to our Kuala Lumpur office for execution, which maintained approximately another fifteen (15) employees on that project. At the peak, the business had grown 2900% over the course of three years.

(Q) Give us a line that best describes you.

(A) "Passion to Build"

(Q) What do you think is the biggest challenge facing leaders today?

(A) The secret to success is effective delegation. For me, leadership happens when you let go of "Steering the Ship" and begin "Charting the Course". Many leaders today are faced with their own introspective battles of letting go the reins whilst trying to navigate the unknown.

(Q) Do you ever turn off your mobile device? How do you maintain a work-life balance?

(A). I do not turn of the mobile device. Switching on-off from work is something that I have to continuously manage and an area of improvement for me. Sometimes I am good at it and sometimes it gets the better of me.

(Q) Mr Ousman, as the new MD for ANSA Technologies, what's a typical day for you?

(A)The typical day at the office starts from 7:30 a.m. till 6:00 p.m., about 3-4 hours in scheduled meetings and the rest of the time outing fires and priority #1 emails. I take a few moments usually from 9PM-12PM (Mon thru Thurs) to respond to 2nd and 3rd priority emails and deliberate strategies for the organization's needs up to and including re-structuring.

(Q) Where do you draw inspiration from?

(A) My primary inspiration comes from my wife and two princesses. They are my rock from which I build on! My secondary inspiration comes from seeing people become better than I am. My goal is to mentor / develop any of my employees to become a better engineer than I ever was and a better businessman (MD) than I ever will be.

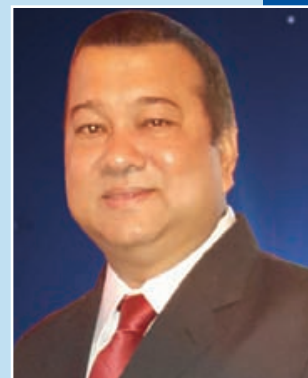
(Q) How do you encourage productive and creative thinking within your organization?

(A) As a leader, the most rewarding thing for me is to selflessly empower and motivate my employees so that they get the credit and reward for their ideas and innovations. Their successes makes me feel accomplished.

(Q) 80kmph or 120 kmph:)?

(A) 200 MPH Red Lamborghini typically :)... Sometimes it varies, depending on the situation and the need at the time.

David Mohan, Managing Director - ANSA Chemicals



Mr. David Mohan comes to ANSA McAL with an MSc in Engineering Management, and a certification and significant experience in Project Management. After spending nine years at Label House in multiple Director roles, he served as the General Manager at Plant Performance Services Limited, and then moved in 2010 to the role of Chief Operations Officer at Universal Foods. He also has a passion for training, and currently lectures in some of our top educational institutes in Trinidad & Tobago. We welcome David to the team!

Dorain Neckles, General Manager, Leasing – ANSA Automotive



Mr. Dorian M. Neckles possesses over 20 years, of Finance and Management experience. He served at senior positions at various entities in the Private and State enterprise sectors. Mr. Neckles holds the designation of Chartered Accountant (ACCA) by the Association of Chartered Certified Accountants of London and the Institute of Chartered Accountants of Trinidad & Tobago. He also completed management training programs from Leadership Management International, Texas, USA. Mr. Neckles has been a member of the American Chamber of Commerce Trade and Investment Committee for a number of years and the President of Adventist Laymens' Services and Industries (ASI) Trinidad chapter.

Narendra Supersad-Maharaj, General Manager - ANSA Automotive

Narendra comes to ANSA Automotive with over fifteen years experience in Sales and Operations. He served as the Director of Massy Machinery Ltd. since 2010, and before that was the Divisional Manager of Tracmac Engineering. He holds an MSC in Engineering Management, and a BSc in Mechanical Engineering from the University of the West Indies. He is trained in Leadership Excellence and is passionate about energizing teams and developing long-term customer relationships.



Yudhister Samaroo, Head of Marketing - Financial Services



Yudhister Samaroo brings with him over twenty five years of experience in growing businesses. He has setup and operated a retail Franchise with Digicel in El Salvador, Honduras, Panama and Guyana. In addition, he has setup and operated the quick service restaurant franchise of Royal Castle in Guyana. Yudhister holds an MBA in Leadership and Innovation from the Lord Ashcroft International Business School, Angela Ruskin University.

Larry Lequay, Manager, Mortgages - TATIL Life

Mr. Larry Lequay is a banking industry professional with a track record of not only delivering increased profitability, but leading in product, process and customer service improvements. Some of his achievements include: winner of Best Performing Branch at IBL Bank Limited and winner of Most Profitable Unit at First Citizens Bank for three consecutive years. He also spearheaded the launch of the First Citizens Bank Abercrombie Fund. He has a BA from the University of Western, Ontario, and also represented the Bankers Association of Trinidad & Tobago at the International Banking School in Luxembourg in 1998.





ID **Question (Correct)** **Responses**

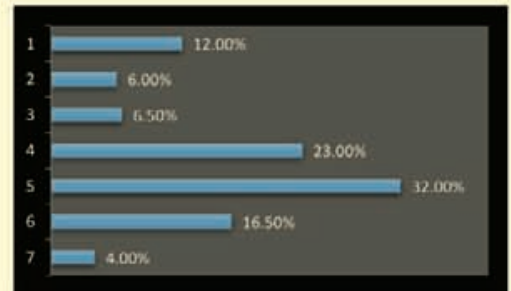
003 **What sector do you belong to?**

Count	%
17	10.18%
22	13.17%
18	10.78%
30	17.96%
32	19.16%
17	10.18%
14	8.38%
17	10.18%
167	100.00%



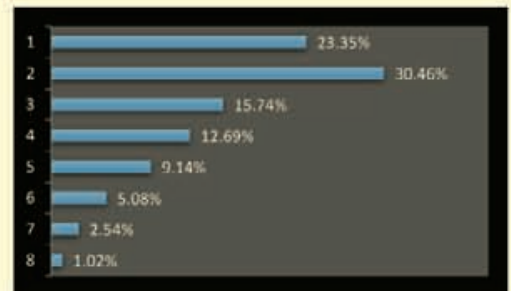
004 **Where did you come from to get here today?**

Count	%
24	12.00%
12	6.00%
13	6.50%
46	23.00%
64	32.00%
33	16.50%
8	4.00%
200	100.00%



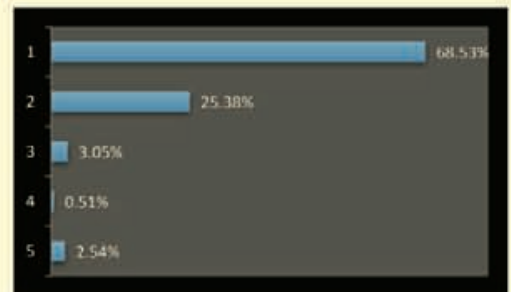
003-001 **To what age group do you belong?**

Count	%
46	23.35%
60	30.46%
31	15.74%
25	12.69%
18	9.14%
10	5.08%
5	2.54%
2	1.02%
197	100.00%



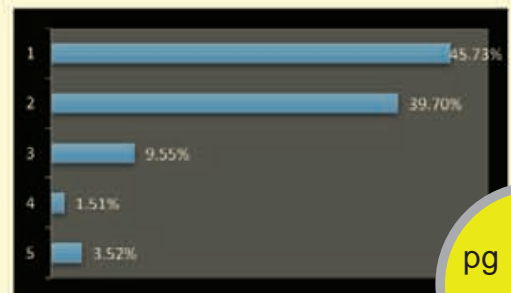
005 **How confident are you that ANSA McAL is positioned to succeed in the current country's business environment?**

Count	%
135	68.53%
50	25.38%
6	3.05%
1	0.51%
5	2.54%
197	100.00%



005-001 **How inspired are you to contribute to the achievement of ANSA McAL's Vision and Mission to deliver long term business improvements?**

Count	%
91	45.73%
79	39.70%
19	9.55%
3	1.51%
7	3.52%
199	100.00%

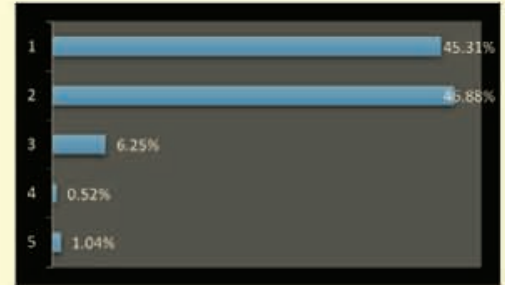




005-002 How well recognised are the ANSA Brands across our various Sectors in Trinidad and Tobago and in the foreign markets in which we operate?

1. Very well recognised
2. Well recognised
3. Neutral
4. Somewhat recognised
5. Not well recognised

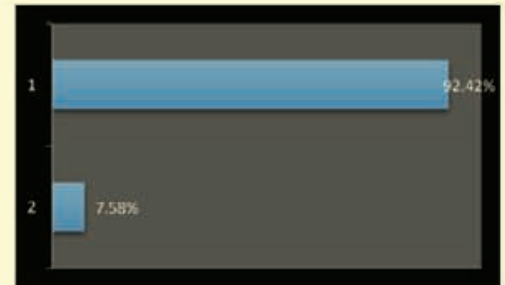
Count	%
87	45.31%
90	46.88%
12	6.25%
1	0.52%
2	1.04%
192	100.00%



007 Can you identify your direct line reporting Manager i.e. the person who will conduct your yearly assessment?

1. Yes
2. No

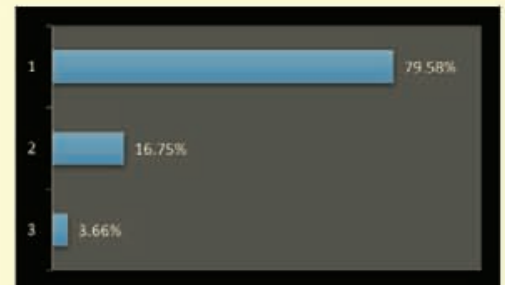
Count	%
183	92.42%
15	7.58%
198	100.00%



008 Do you know what is required of you by your manager to be successful in your job?

1. Yes
2. Somewhat
3. No

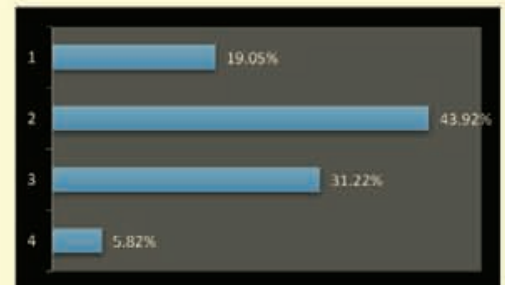
Count	%
152	79.58%
32	16.75%
7	3.66%
191	100.00%



009 If you were interested in a promotion, how long do you think it would take to excel in your current job and earn one?

1. Less than One year
2. One – Two years
3. Three – Four years
4. I am happy to stay in my current role

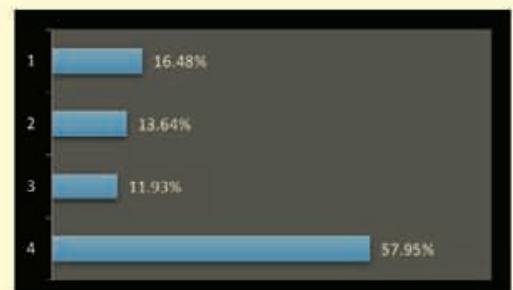
Count	%
36	19.05%
83	43.92%
59	31.22%
11	5.82%
189	100.00%



010 What attracted you to becoming an employee with the ANSA McAL Group?

1. Great place to work
2. Compensation and benefits package
3. Good management practices and strong reputation
4. All of the above

Count	%
29	16.48%
24	13.64%
21	11.93%
102	57.95%
176	100.00%



Thank you for your feedback!

Our HR team remains committed to using this information to continuously improve the ANSA McAL employee experience, every day!

Vacancy Listing



For further details feel free to contact your local HR Department to discuss potential opportunities within the Group.



- Sales Manager
- Technical Service Manager
- Sales Representative



Alstons Marketing Company Ltd.

- Accountant
- Facilities Assistant
- Merchandiser
- Van Driver/Loader
- Area Sales Manager
- Brand Manager
- Brand Coordinator
- Key Account Sales Rep
- Trade Development Officer



- Brand Manager
- Supply Chain Officer
- Sales Representative
- Hair Care Specialist



- Senior Portfolio Manager
- Manager – Wealth Management
- Business Development Officer
- Senior FX Trader
- Investment Advisor
- Investment Analyst
- Mutual Fund/FX Representative



- Financial Planner
- Sen. Actuarial Analyst
- Senior Underwriter
- Direct Sales Rep
- Conservation Officer
- Subrogation Assistant
- Customer Service Representative



- Sales Executive
- Brand Manager
- Engineering Technician
- Graphic Artist
- Multimedia Technician
- New Media Editor
- Reporter



- Training Manager
- Showroom Manager
- Showroom Supervisor
- Arrears Clerk
- New Business Clerk
- Dispatch Clerk
- Customer Care Representative
- Customer Service Representative
- Technician C
- Driver/Porter



ANSA METAL CHEMICALS LTD.

- Senior Logistics Officer
- Plastics Superintendent
- HR Assistant



- Business Development Manager
- BDM Resellers Team Lead
- ICT Engineer Lead
- Account Executive
- Marketing Assistant
- Security Lead





- External Marketing Representative
- Warehouse Attendant

ALSTONS SHIPPING LTD



- Business Development Manager
- Marketing Executive



- Human Resource Coordinator
- Mechanical Engineering Technician
- Warehouse Attendant



ansamcal

GROUP OF COMPANIES



*We are always looking for stories, drop us a line
or two at natasha.ramnath@ansamcal.com
or contact 225-4973*