



**OCTOBER 2013** Corporate **BROADCAST**

corporatecommunications@ansamcal.com

# Standard Distributors (Barbados) To Roll-Out New Customer Experience



Ms. Katrina Newton, CEO – Standard Distributors (Barbados), left, and Ms. Michelle Marshall, Store Manager – Haggart Hall discuss their vision for the Standard brand in Barbados

## New Female Executives Appointed

**R**etail home appliance, electronics and furniture company Standard Distributors (Barbados) Limited is celebrating the appointment of its first female CEO. Effective October 1, Ms. Katrina Newton joined the organization as one of two new senior female executives appointed. Ms. Michelle Marshall assumed her new role as Store Manager – Haggart Hall, in August.

The pair have accumulated decades of expertise in retail, interior design and customer service management and are expected to bring *“an energetic and more practical approach to the management of the home retailer”*.

*“We’re both high-energy and hands-on and this is essential as an example to the rest of the team,”* Ms. Newton said during a recent interview. *We both have a passion for this industry and I see us working closely together, especially in the purchasing side of the business. Also having a sounding board and being able to openly share opinions is key. Michele’s exposure and background with her finely honed skills in interior design is unique and is critical for strongly supporting me in my role.”*

Ms. Newton began her career managing large retail stores in Britain before moving back to Barbados. She chose to join Standard Distributors because they offered her the challenge that she was looking for. *“In my previous role I had grown the business and improved the customer experience over a period of*

*ten years and needed a new challenge,”* she said.

Ms. Marshall was sought out by Standard, having impressed them with her ability to transform small spaces. The Manager, who worked with a local and regional manufacturer of furniture and custom cabinetry before joining Standard, said: *“I was excited when approached for the role and so the decision to join Standard was a no-brainer.”*

*“I understand the buying patterns of consumers and how Caribbean people, and women in particular, live. I marry this with an understanding of interior design and management and how they work in the Caribbean retail environment.”*

Ms. Newton believes Standard Distributors with its team of 64 employees at Haggart Hall, Tudor Street and the bargain centre at Meadow Road has a fantastic opportunity to rebrand itself.

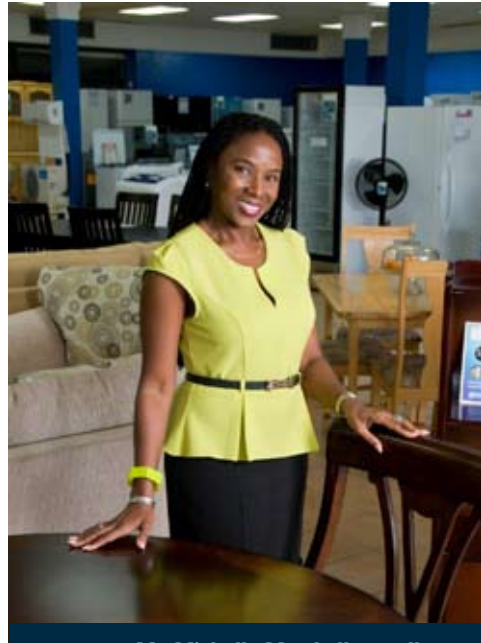
She said the company would be expanding its product categories as well as introducing a fresher and more contemporary design aesthetic. Also, with the challenges in the economy Standard is making its credit process simpler for customers as well presenting various options for their different budget levels.

CEO of ANSA Barbados, Mr. Nicholas Mouttet, commented on the new appointments by saying, *“With the addition of Katrina and Michele at the helm of the leadership team at Standard we’re even more excited about what the future holds for the brand. Their vision, expertise in this sector and enthusiasm can only augur well for the company. We look forward to working with them.”*

**Information retrieved from Nationnews.com and the Bajan Reporter)**



Introducing the newly appointed CEO of Standard Distributors (Barbados) Ms. Katrina Newton



Ms. Michelle Marshall proudly takes her place as Store Manager of the Haggart Hall of Standard Distributors (Barbados)



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# ANSA BARBADOS MANAGERS NOW BETTER EQUIPPED

## Management Programme Hailed as a Success

**A**t the end of a new management programme, 21 managers from the subsidiaries that comprise ANSA McAL (Barbados) are now better equipped to lead their teams and take their organisations forward.

Launched in May with participants divided into two groups, the *ANSA McAL (Barbados) Ltd. Management Programme* concluded with the presentation of certificates to participants. Nominations were considered for an individual 'Overall Performer Award' from each group. The programme was designed to be responsive to the needs of employees and further enhance the competencies of managers.

Ms. Corine Jordan, Supervisor in the Health Division at Brydens Insurance, described the programme as *"very informative and timely"* saying it had enhanced her management and leadership skills so as to encourage and inspire team members to follow her.

Ms. Jordan, who joined Brydens Insurance in 2004, added that the programme would bode well for ANSA McAL (Barbados) and its subsidiaries:

*"Once its tenets are consistently applied and trickled down I see a stronger department and a stronger company living up to the group's core values."*


Ms. Nicole Alleyne, Manager of the Service Centre at MQI, described her experience as *"extremely rewarding"*, adding that the Emotional Intelligence component was a major highlight for her. She also said, *"The programme has inspired and provided us with the relevant tools to function effectively within our respective positions. Its practical application will help to develop managers who in turn will be able to handle critical situations, be proactive, and build team spirit within our organisations."*

Mr. Lynston Smith, Store Manager at Trimart St. Martins also spoke highly of the programme, saying it was both excellent and timely. He has changed his management style as a result. *"I am better able to manage my emotions and be more empathetic when dealing with critical issues involving either customers or employees. Also feedback is coming more readily from employees and decisions are team-oriented. I have gained their trust,"* he explained.

Mr. Smith added that he was *"elated and re-energised"* with the promises of

the new management programme. *"It feels great knowing I am trained to confront the many challenges in this competitive market."* And he believes that the practical application of the programme will reap benefits across the wider group. *"I think it will act as a catalyst to improve interpersonal relationships across the board through improved communication, for example."*

Group Organisational Development Manager at ANSA Barbados, Ms. Monique Hassell, described the programme as a success, noting it was designed to be practical and as a result was being immediately applied. *"It's heartening to see the participants with a renewed vigour and commitment to managing and leading their teams. I have no doubt that, despite any challenges in the business and economic environment, the future of ANSA McAL and its subsidiaries is in very good hands."*

The customized programme was developed and delivered by LCI Consulting Inc., a management consultancy which specialises in Human Resources Strategy and Interventions. Each of the modules was aligned with the group's Core Values: Employee Centered, Customer Excellence, Creativity & Innovation, and Social Responsibility and Respect & Trust. 



# TOP PERFORMERS SELECTED

## ANSA Barbados' 'Overall Performer Awards'

Recent graduates of ANSA Barbados' Management Programme have hailed the programme to be a success! Highly interactive and experiential in nature the programme covered 4 critical areas:

- *Emotional Intelligence – Building your level of Self-Awareness*
- *The Role of the Manager - Fostering Accountability and Engagement*
- *Building Effective Teams and Enhancing Team Synergy*
- *Creating a Customer Centric You*

The modules were delivered over a 4

month period to allow participants the opportunity to apply the concepts learned on the job, reflect on the results and then share the impact with the rest of their colleagues. At the end of the programme participants from both groups nominated their choice for the Overall Performer Award.

Participants were judged on the following criteria:

- *Participation in modules*
- *The extent to which the individual engaged others and encouraged participation*
- *The extent to which they conveyed a real understanding of the Programme's content as demonstrated in discussions in class and team assignments.*

The ANSA Barbados team is pleased to announce that this year's 'Overall

Performer Awards' from their Management Programme go to:

- *Mr. Victor Bellamy – Bryden Stokes*
- *Ms. Mava Gibson – Bryden Stokes*

Kudos to the team at ANSA Barbados for their efforts and congratulations to the winners!



Mr. Victor Bellamy and Ms. Mava Gibson proudly show their awards

## SPOTLIGHT ON GRENADA

Sissons Grenada helps student paint a bright future

Mr. Kadem McGillivray was the recipient of the T.A. Marryshow Community College 2013 Award donated by Sissons Paints (Grenada) Limited for Best Graduating Student in Electronics Engineering Technology at its 24th Annual Graduation Ceremony. The College's Administration, Faculty, Staff and Students expressed their profound gratitude to the Company for its sponsorship of this Distinguished Award and its commitment towards the success and improvement of tertiary education in Grenada, Carriacou and Petite Martinique



Pictured above is Mr. Christopher De Allie, General Manager – Sissons Paints (Grenada) Ltd. presenting Mr. McGillivray with a token on his graduation day.



We salute the MQI retirees for their years of dedicated service!

## 308 YEARS OF DEDICATED SERVICE

### MQI says goodbye to 10 retirees

**“I would do it all over again!”** That’s how Mr. Anthony Forde, the longest serving staffer at multi-brand automotive dealership McEneaneyQuality Inc. (MQI), summed up his 50 years of service with the company. Mr. Forde told the gathering that retiring was like leaving home.

Among 10 members of staff who together gave more than three centuries of service to the company, Mr. Forde said that starting a new life without the ANSA Barbados family would be challenging.

*“Sometimes I am the last person to leave here and I am usually the first to get back here the next day”*, he acknowledged. He went on to describe


that there were good days and not so good day, there were ups and downs, but such is life. He advised those in attendance *“It’s your time now...be honest and give of your best at all times.”*

MQI’s Chief Executive Officer Mr. Alex McKenzie, described the retirees as having been a part of the DNA of the company, helping to shape its presence and contributing to its success over the years.

*“This type of loyalty, consistency, and commitment is to be admired and commands our respect”*, he remarked. *“In these challenging economic times, where revenues are falling and options are limited, you leave McEneaney in uncertain times, but rest assured that it is in our knowledge and your experiences through many difficult times in the past and the*

*legacy you leave behind, that will inspire us to be as determined to overcome all challenges.”*

Mr. McKenzie told all present that MQI and ANSA McAL are grateful for the contribution that all the retirees have made to the company. *“We will miss your presence on a daily basis, but it’s not goodbye and we will look forward to seeing you periodically as you visit from time to time,”* Mr. McKenzie remarked.

Former Member of Parliament, Joseph ‘Johnny’ Tudor was among the retirees with 44 years of service. He was full of praise for the company’s role in Barbados’ economic development. *“This company is 91 years old. To establish a company at this level that would employ so many of us 100, sometimes 200 – is a challenge for us to create all over again.”* 



# HEALTH & WELLNESS @ ANSA McAL

## A Healthier You Begins Today

In the month of October employees at ANSA McAL's Head Office, ANSA Merchant Bank and Tatil took steps in the right direction to becoming healthier by participating in a week of activities all geared towards 'Health & Wellness.' Under the theme "A Healthier You Begins Today," the schedule for the week was as follows:

### Monday

- Learn @ Lunch with a nutritionist
- Forks over Knives Documentary (complete with complimentary popcorn)

### Tuesday

- Vision Testing with Value Optical
- 'Dry Eyes Session' with AMCO
- Health Walk @ the Queens Park Savannah

### Wednesday

- Blood Pressure, blood testing, cholesterol testing and HIV testing with the North West Regional Health Authority

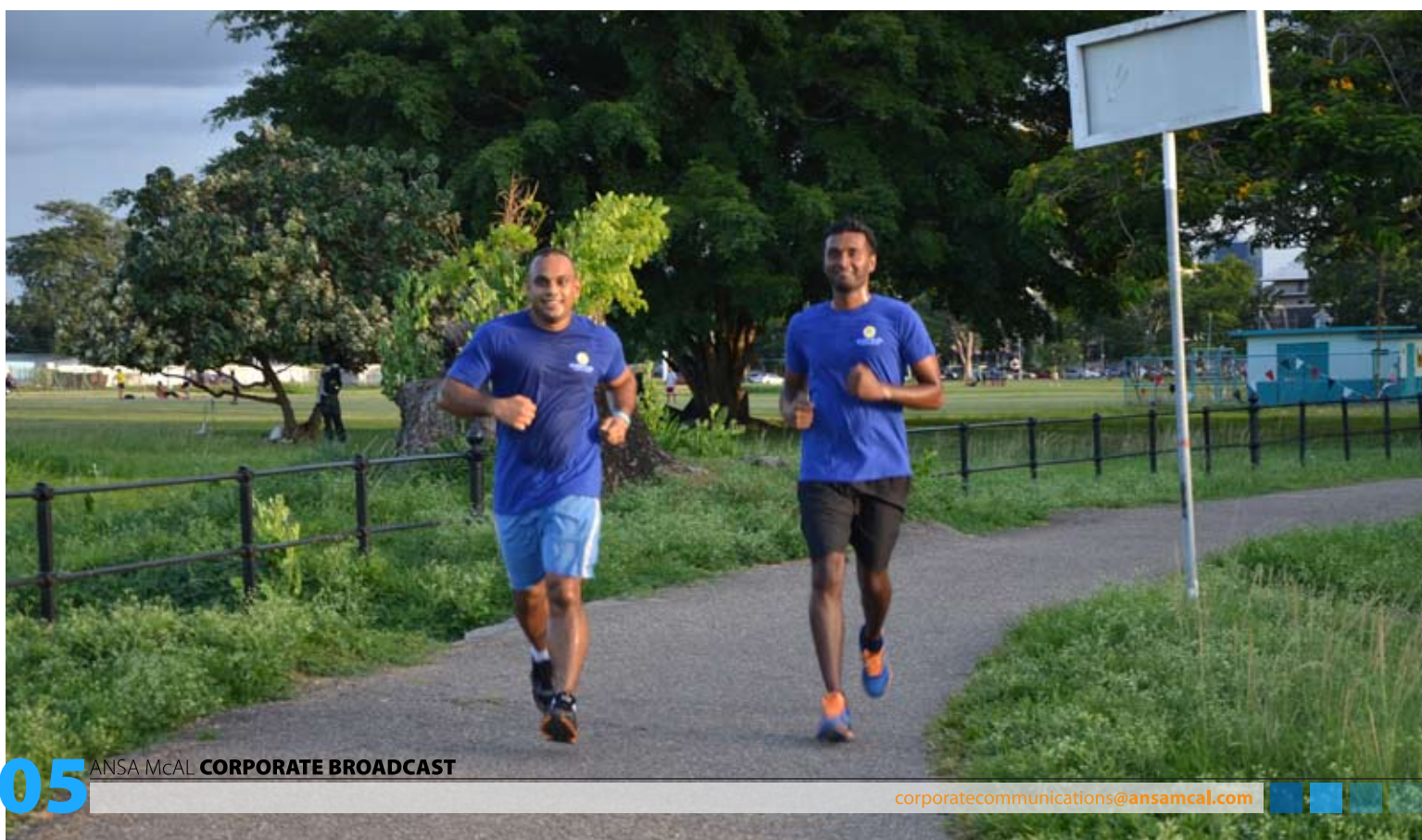
### Thursday

- Donation of Blood to the Blood Bank
- Learn @ Lunch Workshop

### Friday

- Distribution of fruit cups to all employees
- Massages from 'Kneading to Relax Massage Therapy Services'

Here are some highlights from the various activities:





**Grand Prize Winner**


For their participation in the different events and workshops in Health & Wellness Week 2013 each employee was given the chance to win the grand prize of a gift certificate for one year's free gym membership. Ms. Padma Ramesh – Accident and Health Manager, from Tatil General was the lucky winner and received her prize from Rhonda Thomas – Financial Services Human Resource Coordinator

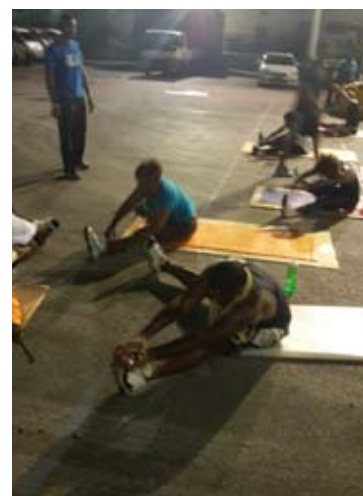
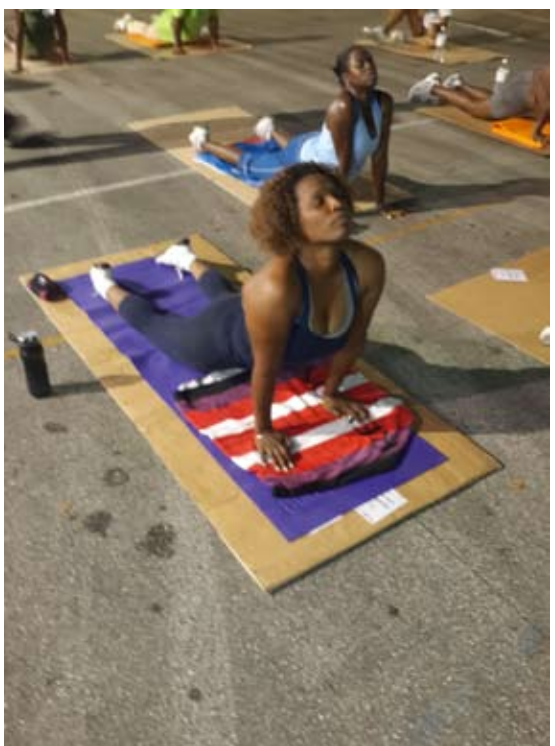
# HEALTH & WELLNESS @ ANSA BARBADOS

In the month of October our brothers and sisters in Barbados jumped on the Health and Fitness bandwagon as they launched "Cardio Mix: Second Edition."

Every Tuesday and Thursday the company hosted free cardio mix fitness classes in the car parks of their various locations across Barbados. Professional trainers took the participants through the paces as they worked towards the programme's goal of

encouraging employees to achieve a healthier and well balanced lifestyle.

A special shout-out goes out to the teams from the Wellness Centre and Consolidated Finance for their continuous participation and support! 



## Your Health and Wellness

What have you be doing at your subsidiary to promote health and wellness among employees?  
Send us your photos that show your team in action and don't forget "A Healthier You Begins Today!"

WE ASKED,  
YOU SPOKE,  
WE LISTENED,  
TIME FOR  
**ACTION**

Earlier this year the Group launched the 'ANSA McAL 2013 Employee Benchmark Survey.' During the months of May and June all permanent staff from every level across the Group were invited to participate. Your insights were all valuable, and now the Group is striving to effectively implement strategies to respond to the key desires and requests that were expressed.

Every month you can now look forward to vacancies across the Group being advertised right here in the Corporate Broadcast! You might be asking yourself "Can I really move across the Group? Would they really consider me for a post at another ANSA McAL company? "

We'll read on to learn the proper procedure for transferring across the Group:

### Transfers & Internal Placements

Employment with any Group company is deemed to be employment with the Group. As a result, the Group can relocate any of its employees to other subsidiaries or companies without a break in service or loss of rights, privileges, salary and benefits (including leave).

Employees can be transferred under the following circumstances:

- In cases where employees are promoted
- In cases where an employee has successfully applied for alternative position within the Group. In such cases:
  - The employee must have completed two years of satisfactory service within the Group (as evidenced by their Performance Appraisal Reports)
  - The employee must notify their line manager and MD/GM of their desire to secure an alternative placement
  - Their line manager and MD/GM must approve the transfer; such approval will not be unreasonably withheld, but must not leave the subsidiary without coverage
- In cases where the employee has been assigned new responsibilities as part of their Training Plan
- In cases where there is a more compelling requirement by another Group company
- Transfers within a Sector requires consultation with the Sector HR Manager
- Transfers between Sectors require consultation with Group HR and the relevant Sector HR Manager.

WE ASKED,  
YOU SPOKE,  
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Now that you know the basics of '**Transfers and Internal Placements**' within the Group look out for next month's issue where we will begin highlighting some of the vacancies that are open to you!



# HR FOCUS GROUPS

In the month of October HR Departments across the Group hosted Focus Groups with employees in light of the recently concluded 2013 ANSA McAL Employee Benchmark Survey.

These Focus Groups reached out to a cross-section of the various companies in an attempt to have detailed feedback about the survey and its findings. The Focus Groups were a success and employees were pleased

to have been given the opportunity to freely share their thoughts and opinions. Our HR teams continue to work diligently for the benefit of all employees across the Group. 

## ANSA Automotive



## ANSA McAL's Head Office



## Metpro

WE ASKED,  
YOU SPOKE,  
WE LISTENED,  
TIME FOR  
**ACTION**



# MEET OUR PEOPLE

Allow us to introduce you to...

## Wendell Beckles

President, ANSA McAL (US) Inc.

**CB:** How does it feel to be President of the US...ANSA US that is :) ?

**WB:** Some days I feel as though I am trying to drink from a fire hose. However, I feel very privileged to have the opportunity to lead this organization. President by appointment, rebel by choice.

**CB:** Can you tell us a little bit about the portfolio that you hold and some of your main responsibilities?

**WB:** ANSA McAL (US) Inc. is really a Global Supply Chain Solutions Management Organization. Our portfolio include: sourcing and procurement services, distribution, warehousing and logistics. My primary responsibility is to deliver the highest possible level of service to the Group Company. Secondly, to provide a compelling vision to group ANSA McAL (US) Inc., into a profit center through third-party business development. Some of our key brands include Big Ass Fans (BAF), Kenmore and Rubbermaid and we're always looking to partner with other top brands.

**CB:** Where can members of the ANSA McAL family find you? (Where is your office located?)

**WB:** Our office is located in Miami, 11403 NW 39th Street, Miami, Florida 33178. We love to have visitors, if anyone is in town and wants to stop by please feel free to do so; we are very proud of our facility and we love having guests.

**CB:** Do you have any memorable moments in the Group? Any funny stories?

**WB:** I have had quite a few memorable moments and funny stories since coming on board. Unfortunately, they all involve other people and I may make them uncomfortable if shared in this forum.

**CB:** When you get off work, what are some things that you like to do for fun?

**WB:** I enjoy travelling to new places and meeting people; I go to the gym as much as possible to manage stress. I love music and enjoy going to

*On a trip to Trinidad earlier this year I took the chance to go to the House of Marley Concert.*

**CB:** Any secret talents or special skills?

**WB:** I am an avid table tennis player and I like to believe that I am a very good player; that was until I visited China and saw 90-year olds playing at my level.

**CB:** I know that you frequent ANSA McAL's Head Office in Trinidad, what is one thing that you miss from the US when you're in Trinidad, and what is one thing that you miss from Trinidad when you head back home?

**WB:** The answer is the same for both, it is the people. I am a people person and I totally enjoy the interpersonal dynamics. AMUS is a very diverse organization; our employees represent countries all around the world.

**CB:** I'm sure our readers will be surprised to know that you were actually born in Barbados. So seeing that you are Bajan by birth, currently based in the US and often in Trinidad, are there any other countries where the Group has offices that you would like to experience? Or have you seen them all?

**WB:** The only country I have not visited is St. Kitts; I am eagerly looking forward to the opportunity to visit as with all our islands I hear it is very beautiful.

**CB:** What is your favorite ANSA McAL product/service/brand?

**WB:** I can't resist a Mackeson Stout.

**CB:** Any words of wisdom or personal credos that you would like to leave with our readers?

**WB:** "We are all the same, we have an obligation to do all that we can, with all that we have, in the time that we have, in the place where we are". Another favorite saying of mine is "In the end everything is going to be alright..."



//// ANSA McAL in Sport



## ARE YOU BRUNSWICK TOUGH?


**A**lston's Marketing Company Limited (AMCO), is highlighting in fresh, exciting ways, the health benefits of Brunswick products, initiated via a campaign called **'Brunswick Tough.'** The TV and web series chronicled the training and nutrition of 10 athletes of the One a Week running club as they prepared for the UWI ½ Marathon which was held on Saturday 27th October 2013.

The inspirational and compelling stories included the journey and ups and downs of training of amateur runners, all the way to professionals like Richard Jones (rated #1 distance runner in Trinidad & Tobago), under the tagline *"ordinary people doing extraordinary things."*

Episodes of the features are being aired during the morning brew on CNC3 and YOUTUBE with a 10 min. post race day feature to be aired on November 21st. on CNC3. Online episodes can be viewed at [www.facebook.com/Brunswicktt](http://www.facebook.com/Brunswicktt)

Over 1,010 persons ran the 13.1 mile course with the One a Week club winning best team and their member Mr. Curtis Cox being the first Trinidadian to finish copping 5th place. In support of the 10th anniversary of the UWI Half Marathon, Brunswick also sponsored the 'Ten Contenders,' in a charity effort to raise funds for 10 causes with celebrities and noteworthy flag bearers running the race, such as Jason


Williams, Fay-Ann Lyons, John Donaldson and Will Iton to name a few.

Brunswick is the leading manufacturer of canned seafood, offering a range of Salmon, Sardines, Mackerel, Tuna and Flavored Tuna. AMCO provided Brunswick products to the team during training, as a way of emphasizing the importance of high quality protein and its impact on health and athletic performance, combined with the intangibles of dedication, work ethic, and teamwork. So next time you eat a tin of Brunswick sardines, salmon or tuna, or take your fitness regime to the next level, ask yourself **"Are You Brunswick Tough?"** 



## GUARDIAN MEDIA LTD. SCORES BIG

**W**hile browsing through our favourite newspaper we recently came across some familiar faces. Congratulations go out to the Guardian Media team that took part in the Republic Bank 'Give Cancer the Boot' Media Football Match that was held on Sunday 6th October 2013.

Maybe Team GML might be ready to take on some teams from within the Group? 



Republic Bank's Communications Officer, Avalene Harris, stands with members of CNC3/Slam Radio/Guardian Media Limited team after presenting them with the "Republic Bank Bragging Rights" trophy at the Give Breast Cancer the Boot media match, held at St Mary's College Ground, Serpentine Road, St Clair, on October 6 after they defeated OCM Group 3-2.

# 'PINK FRIDAY' @ AMTL

## Show of Support for A Worthy Cause

**O**n Friday 25th October 2013 ANSA McAL Trading Ltd. (Guyana) hosted 'PINK Friday' in support of the fight against breast cancer. The company showed its support by donating towards this cause as well as its employees turning out in their numbers in various shades of pink.


Managing Director of AMTL, Ms.

Beverley Harper handed over the donation cheque to the Periwinkle Club's Public Relations Officer, Ms. Andrea Joseph who welcomed the support and promised that cancer victims will benefit from the donation. The Periwinkle Club was formed in 2006 to assist cancer survivors, sensitize the public to the risks of cancer and raises awareness as to the methods of detection and prevention.

AMTL was pleased to donate towards the fight against breast

cancer and encouraged everyone to have regular checkups.

Ms. Harper stated that the initiative was that of the Marketing Director, Mr. Troy Cadogan and noted that the donation was not only from the company but also from the staff.

AMTL will soon start a Cancer Fund where AMTL and its staff will donate towards the fight against breast cancer to assist any staff or their family members who are affected by the disease. 



The Staff of AMTL look pretty in pink

# 'TRINCHLORO SURE CASH' PROMOTION

## Winner Shocked at Huge Win

**M**s. Roopwattie Mahadeo of Cummings Lodge, East Coast Demerara, Guyana was selected from approximately 14,000 entrants in the TRINCHLORO SURE CASH promotion to cop the grand prize of US\$3000.

The presentation was held at ANSA McAL Trading Ltd, Beterverwagting,

East Coast Demerara. Ms. Mahadeo was at a loss for words when presented with the grand prize as she thought it was US\$300 and not US\$3000 that she had won. She later related that when she received the telephone call from ANSA McAL Trading saying that her name was pulled for the grand prize, in all the excitement, she did not hear clearly how much she won but just assumed that it was US\$300.

The other grand winners were Rhonda George of Victoria Village

who won US\$1000; Shaneeza Lochan of Herstelling Housing Scheme who won US\$500 and Marilyn Simon of La Penitence and Rosaline Clarke of Albert Street who won US\$50 and a three month supply of TRINCHLORO Bleach.

The TRINCHLORO SURE CASH promotion started in June and concluded October 2. Thirty winners from throughout Guyana won U.S. dollars in this grand promotion.



From left: AMTL Brand Coordinator Mr. Nigel Dodson, third place winner Shaneeza Lochan, Grand Winner Roopwattie Mahadeo, Brand Manager Padma Prashad, winners Marilyn Simon and Rosaline Clarke, second place winner Rhonda George and AMTL's Darshanie Yussuf at the presentation



# Here are some highlights from Carib Brewery's 2013 Oktoberfest Celebrations!



SPECIAL THANKS TO TRINISCENE.COM AND LIME.TT FOR THEIR PHOTOGRAPHY

## NOTICE:

if you would like to see your subsidiary's employees, events and current promotions featured in the Corporate Broadcast, please submit articles, well captioned photos and ads to [shereen.ali@ansamcal.com](mailto:shereen.ali@ansamcal.com)





LOCATION	MONDAY TO FRIDAY	SATURDAY	SUNDAY SHOPPING
GRAND BAZAAR	10:00 A.M. - 7:00 P.M.	10:00 A.M. - 7:00 P.M.	12 NOON - 6:00 P.M.
SAN JUAN	9:00 A.M. - 6:00 P.M.	9:00 A.M. - 3:00P.M.	9:00 A.M. - 2:00 P.M.
ARIMA	8:00 A.M. - 6:00 P.M.	8:00 A.M. - 3:00P.M.	10:00 A.M. - 3:00 P.M.
ANSA SHOWROOM, POS	8:00 A.M. - 6:00 P.M.	8:00 A.M. - 3:00P.M.	10:00 A.M. - 3:00 P.M.
HENRY STREET	8:00 A.M. - 6:00 P.M.	8:00 A.M. - 3:00P.M.	10:00 A.M. - 3:00 P.M.
ST. JAMES	9:00 A.M. - 6:00 P.M.	9:00 A.M. - 3:00P.M.	10:00 A.M. - 3:00 P.M.
PRINCES TOWN	8:00 A.M. - 6:00 P.M.	8:00 A.M. - 3:00P.M.	8:00 A.M. - 12 NOON
HIGH STREET, SAN FERNANDO	8:00 A.M. - 6:00 P.M.	8:00 A.M. - 3:00P.M.	9:00 A.M. - 2:00 P.M.
COFFEE STREET	8:00 A.M. - 6:00 P.M.	8:00 A.M. - 3:00P.M.	9:00 A.M. - 2:00 P.M.
SCARBOROUGH, TOBAGO	9:00 A.M. - 6:00 P.M.	9:00 A.M. - 3:00P.M.	10:00 A.M. - 3:00 P.M.
CANAAN, TOBAGO	9:00 A.M. - 6:00 P.M.	9:00 A.M. - 3:00P.M.	10:00 A.M. - 3:00 P.M.

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**0**

0% INTEREST FOR 12 MONTHS

0 DOWN PAYMENT

NO INSTALLMENT FOR UP TO 60 DAYS

PLATINUM PROTECTION WARRANTY

NEVER BEATEN ON QUALITY

# BRUNSWICK®



## Host with the Most

### Win everything you need to become the ultimate host.

We're giving away a mega prize package featuring Brunswick Salmon & Tuna, wines, Holiday candles, mint chocolates, cheese cake and much, much more!

#### How to enter:

1. Send us a photo of a holiday platter you made using Brunswick products (check out brunswick recipe ideas on [www.brunswick.ca](http://www.brunswick.ca)) via Facebook or Instagram
2. Include a can of Brunswick in your photo
3. Get your friends to vote



#### Rules

Winners will be chosen based on votes, as well as a panel of Judges. Each picture that receives at least 5 votes will be eligible to win. The competition will run from November 11, 2013 - December 9th, 2013. Contestants can upload photos at any point within this period. You must be 18 or older and live in Trinidad or Tobago to be eligible to win. Entries will be disqualified if the Judges suspect Photoshop or other inappropriate editing.