



**ansa mcAL**  
GROUP OF COMPANIES

# CORPORATE broadcast

July 2016



## ANSA McAL U.S. in stock purchase of Indian River Beverage Corporation in Central Florida

ANSA McAL U.S. recently announced its stock purchase acquisition of Indian River Beverage Corporation (IRBC), which operates the Indian River Brewery under Florida Beer Company in central Florida.

The Indian River Brewery, the third largest brewery in the State of Florida, produces various beer brands which are distributed throughout the United States and has contracts for many global brands of national distinction. The acquisition of Indian River Beverage Corporation marks ANSA McAL's first purchase of a private brewing production facility in the United States.

Highly experienced in the production of malt beverage "beer" brands with local flavor and international appeal, ANSA McAL's Beverage Sector currently owns and operates Carib Brewery, one of the largest and well established local brewing companies in the Caribbean. With over 1000 employees, Carib Brewery produces the much loved Carib beer, commonly referred to as the "beer of the Caribbean" and Carib Light. Carib Brewery also brews Stag beer and a range of Shandy Carib products.

ANSA McAL has expanded Carib Brewery's facilities and has allowed the brewery to meet the increasing demands of its local market, as well as to export to international destinations including the United States. ANSA McAL hopes to bring this unique experience to the Indian River Beverage Corporation in the United States, while expanding and maximizing production efficiency

for their Caribbean brands and the brewery's local clients.

Anthony N. Sabga III, Group Business Development Executive and Sector Head, Beverage, speaking on behalf of the ANSA McAL Group referred to this latest addition to the Beverage Sector as exciting.

"The milestones attained by Carib Brewery through the abundance of heritage and quality, have earned us the distinction of bringing quality life to the Caribbean diaspora and beyond. We are proud of our local roots and enthusiastic at the prospect of this new addition to our three other breweries located in Trinidad and Tobago, Grenada and St. Kitts and Nevis."

James Webb, President/CEO of Florida Beer Company stated:

"As a member of the leading brand that partners with consumers on delivering a lifetime of memories, Carib Lager is quintessentially Caribbean. For those of you who have not made it to the Caribbean, then Carib brings the Caribbean lifestyle to you. Florida Beer Company naturally fit in our wheelhouse and is unique in that we have the capability to offer the consumer, brands from around the state like Key West Sunset Ale. We offer products for everyone like Hurricane Reef Caribbean Pilsner or Florida Lager, to even craft-like brands such as Devils Triangle IPA. At Florida Beer Company our message is simple – In Florida, Drink Florida".

### Table of contents

*ANSA McAL US in Stock Purchase  
Landmark Decision in Favour of ANSA McAL  
(Barbados) Ltd  
GML Restructure  
Standard Distribution Ltd "My Terms" Campaign  
Sector Champions  
ANSA McAL (Barbados) Ltd's Class of 2016  
ANSA Polymer Breaking Moulds*

<i>Pg1</i>	<i>Happy Birthday Chairman</i>	<i>Pg9</i>
<i>Pg2</i>	<i>Carib the Official Beer of Trinbago</i>	<i>Pg10</i>
<i>Pg3</i>	<i>Representing at CPL T20 Cricket</i>	<i>Pg11</i>
<i>Pg4</i>	<i>Carib Great Race- Start those Engines</i>	<i>Pg12</i>
<i>Pg6</i>	<i>Zootopia Smalta Children's Camp</i>	<i>Pg13</i>
<i>Pg7</i>	<i>Corporate Social Responsibility Activities</i>	<i>Pg14</i>
<i>Pg8</i>	<i>Information Corner</i>	<i>Pg18</i>

## CORPORATE BROADCAST JULY 2016

NOTICE: If you would like to feature your subsidiary events, useful company information, employee achievements and current promotions in the Corporate Broadcast, please submit articles and well captioned photos or ads to natasha.ramnath@ansamcal.com or contact 225-4973

# LANDMARK DECISION IN FAVOUR OF ANSA McAL (BARBADOS) LTD.

ANSA McAL (Barbados) Ltd. ('ANSA') is pleased with the decision of the Court of Appeal to restore the injunction granted by the Honourable Chief Justice, Sir Marston Gibson K.A. restraining Banks Holdings Limited ('BHL') from performing or otherwise giving effect to certain preferential shareholders' rights in favour of SLU Beverages Ltd. or 'SLU', indirectly owned by the Brazilian based company Ambev S.A.

In arriving at its decision, the Court of Appeal noted that those special rights and privileges created by a "poison" debt security agreement were given effect solely at the direction of the BHL Board, without the consent of BHL shareholders. This Agreement created conversion shares for SLU which carried pre-emptive rights and were essentially redeemable at a premium. Further, having entered into that Agreement, the Court of Appeal found that "rather incredulously, in this brave new world of Corporate Governance", the BHL board was of the view that it could not disclose the Agreement to BHL shareholders because of a confidentiality clause in the Agreement.

The Court of Appeal determined that there was a serious issue to be tried in the Courts because there was undisputed evidence that SLU's conversion shares conferred special rights and privileges on SLU, that were not enjoyed by other BHL shareholders. Additionally, the fact that such unique rights were granted to SLU without the knowledge and consent of BHL shareholders raised, in the opinion of the Court, the question as to whether BHL had acted in a manner which was unfairly prejudicial to and unfairly disregarded the interests of ANSA and all other BHL shareholders.

In our view, the effect of the Court's judgment is to make it clear that where there is strong evidence of a threat to the fundamental principle that shareholders in the same class should be treated equally, the matter is not to be viewed lightly.

We are also appreciative that the Court of Appeal has seen fit to award ANSA, its costs in this appeal and in the High Court.

Speaking on behalf of ANSA, Corporate Secretary and Group Head of Legal, Mrs. Frances Bain Cumberbatch stated, "This is a ground-breaking case which shall be referred to in the Caribbean Courts for years to come and to which every regional student of Company Law should pay careful attention."

We are proud to have been party to this landmark decision on the issue of shareholders' rights and which upholds the principles of good corporate governance. ANSA remains a shareholder in BHL to date and our shareholders' oppression action still subsists in the High Court.





**GML Restructure**  
**Teresa White - Group HR Director/  
Sector Head - Media**

We have just announced a number of major changes to Guardian Media designed to revive and grow the business in the digital era.

With audiences increasingly consuming media through digital devices and without distinguishing output along the traditional print, tv and radio offers, we will have a new structure to reflect and build on these changes. From now on, Guardian Media will have Content, Sales, News and Production departments, instead of the old Radio, Television and Print divisions.

The new Head of Content will be Nicholas Sabga, with responsibility for all Guardian Media's content, including new digital products we plan to grow. Steve Dipnarine moves from the Radio Division to become the new Head of Sales, building on the multimedia ad sales concept he started recently. Current CNC3's Head of Content, Shelly Dass, becomes Head of News, responsible for the news content across all media, and Guardian Media's Chief Technology Officer, Anthony Seegobin, becomes Head of Production, responsible for all production processes in electronic and print media.

With the new Head of News, we will no longer have an Editor-in-Chief at the Guardian, with Shelly effectively becoming the ultimate editorial leader across all platforms. Current EiC, Orin Gordon, has decided to end his media career and seek a new role elsewhere. Current GM Print, Cyntia Achong, will be leaving Guardian Media as she has accepted another role in the Group.

We also have ambitious plans to develop closer relationship with group companies in order to strengthen both the Guardian's and group brands under the new structure.

If you'd like any more information on the changes at Guardian Media, feel free to contact myself or Lucio.



Teresa White



# Standard takes Hire Purchase to the Next Level “My Terms” Campaign

## Don't Get Caught Paying More for Less



Did you know that, the hire purchase concept was first introduced to the Trinidad and Tobago market by Standard Distributors Ltd? Celebrating 71 years of existence this year, Standard Distributors Ltd (SDL) shows no signs of slowing down in its growth ambitions. Through its "My Terms" hire purchase plan, Standard is repositioning itself to afford customers across all income strata the opportunity to purchase household items in the manner most convenient to them. Customers can shop and purchase on their terms. In an interview with the Business Guardian, Mr. Adam Sabga, Managing Director of Standard Distributor discussed the “My Terms” plan. Mr. Sabga discussed how the company has been coping with the prevailing economic environment and what the public can expect as the company looks forward to many more decades of success.

He revealed that, it became necessary for Standard to re-establish its presence as the premier innovator in the hire purchase space. “We felt that the brand needed a rebirth and that we needed to bring something to the market that put the power back into the hands of customers”.

He stated, "We have been in business for 71 years, so we have experienced many downturns in the local economic cycle. What we have always observed is that during times of "recession" or when circumstances are perceived as being harder, it's not that consumers are reluctant to spend, it's that they are reluctant to spend on poor quality and in that regard, that's where our product offerings and the Standard brand shines through. Separating itself from the pack as being synonymous with high quality products." Mr. Sabga added, that Standard has seen no decline in demand for their products. As a matter of fact, “We are up from last year with double digit growth this year on top of double digit growth from last year as well”.

Defining the My Terms hire purchase plan, Mr. Sabga outlined the structure of the concept. "The customer can pick what size of installment they want to pay, if anything at all, they can choose the length of contract and if they pay off for the item earlier than the contract period they would be given a rebate, and they pay one flat interest rate across the board for all the products we offer. We also provide same-day approval for “My Terms” once the information provided by the customer is validated" Mr. Sabga stated.

Credit to the Trinidad Guardian for some content





**Not Knowing What You're Paying For  
Can Be Frightening...**



**WITH US**, you know you're getting the very best brands at the very best price. That is because with Standard's "MY Terms" Plans, the quality that we are known for is made affordable for all.

**Never Beaten On Quality.**

**WITH OTHERS**, quality is not their priority, so you just never know what you're going to get.

**Don't Compromise On Quality.**





# Sector Champions Recognised and Rewarded



*Sector Winners: From left to right: Mr. Clarence Ramkhalawan, HSSE Manager – ANSA Automotive (Automotive); Mr. Leon Ajodha, HSSE Manager – ANSA Coatings Ltd (Manufacturing); Ms. Claudia Charles, Purchasing Manager – Standard Distributors (Retail); Mr. Elmond Sharry, Bottling Hall Supervisor - Carib Brewery (St. Kitts and Nevis) Ltd (Beverage); Ramesh Ramcharitar, Warehousing Manager – Alston Marketing Company (AMCO) (Distribution); Mr. Wayne Brathwaite, Print Superintendent - Guardian Media Ltd (GML) (Media); Ms. Padma Ramesh, Accident & Health Manager-Tatil General (Financial Services); Mr. Rahim Mohammed, Beverage HR Sector Manager, ANSA McAL (Corporate Services) and Mr. Daniel Paredes, Warehouse Supervisor - ANSA McAL (US) Inc. (Services)*

On Monday 4th July 2016, ANSA McAL's Group Chairman and Chief Executive, Mr. A. Norman Sabga, hosted a special luncheon in honor of the Group's Sector Performer winners for 2015. The event was held at ANSA McAL Group of Companies headquarters, TATIL Building. The nine winners represented the Group's eight sectors and Corporate Services division.

At the luncheon the Group's HR Director, Ms. Teresa White, emphasized the importance of reward and recognition of high performing employees and defined the characteristics of: Getting the People Basics right; Excellence in Execution and Acting like an Owner. Mr. A. Norman Sabga, praised the awardees for their outstanding contribution to the Group and encouraged them to continue to strive for excellence in all that they do.

# ANSA McAL Barbados' - Class of 2016



The closing ceremony for participants of ANSA McAL (Barbados) Ltd's fifth cohort of the AMB Management Programme was held on July 14th 2016, at Meadow Road Facility, Wildey, St. Michael. The 12 graduates underwent an intensive management development programme delivered by Lewis Consulting Inc, over a 3 month period. The Programme was geared towards understanding their roles as managers, building self-awareness, enhancing team synergy and increasing customer focus. Managers were challenged to transform the knowledge and skills developed in the sessions into their daily lives and respective management styles. Mr. Nicholas Mouttet, Chief Executive Offer, ANSA McAL (Barbados) noted that, "Through this initiative we have trained about 65 managers out of the approximately 650 persons our organization employs. Given that ANSA McAL focuses on effective management and supervision, having 10% of our leadership workforce specially trained is a significant accomplishment which we will continue to build upon."

Ms. Monique Hassell, Group Organisational Development Manager also reinforced that, "ANSA McAL is fortunate enough and quite proud to be able to continually provide training programmes such as this despite the harsh economic climate all companies are facing. The true challenge for the participants is to take all that they have learnt from the training sessions into their everyday work environments."

Winner of the Outstanding Performer Award, Mr. Stephen Bennett stated, "This program was different in every way. For one, I had fun doing it, but more than that, it developed and delivered with a personal feel and had real- life relevance."



# ANSA Polymer Breaking Moulds!

On Friday 1st July 2016, ANSA Polymer's HR Department launched their Reward and Recognition Program titled "Break the Mould." The intention of the program is to stimulate a culture change by encouraging punctuality, increased attendance, taking the initiative and displaying positive attitudes.

The day was an exciting one as a carnival-themed booth was set up on the compound for employees to learn more about the program, and to highlight the aforementioned behaviours that the organization would like to see emulated by all employees.

Employees were educated on the company's new reward and recognition initiatives and entertained by amusing carnival games such as Plinko, Bean Bag Toss, Penny Pitch, Wheel of Fortune and more. Employees were also treated to an array of local culinary delights such as doubles, sno-cones and mouth-watering geera chicken.





# Happy Birthday

## Chairman

The employees of ANSA McAL Head Office congregated to wish Mr. A Norman Sabga, Group Chairman and Chief Executive Happy Birthday!



# CARIB - THE OFFICIAL BEER OF THE TRINBAGO KNIGHT RIDERS - MEET AND GREET



*Dwayne Bravo – Team Captain, Javon Searles, Colin Munroe and Anton Devcich with Carib Brand Ambassadors at the Trinidad Hilton and Conference Centre*

Players from the Trinbago Knight Riders took part in Carib’s “Meet and Greet” at the Trinidad Hilton and Conference Centre. Carib is the Official Beer of the Trinbago Knight Riders team.

Led by Captain Dwayne Bravo, players graciously autographed Carib T-shirts and hats and took photographs with Carib Brand Ambassadors and specially invited guests.



*Dwayne Bravo – Team Captain, Javon Searles, Colin Munroe and Anton Devcich with Carib Brand Ambassadors and CEO of Carib Development Co. Ltd, Mr Ian MacDonald (centre) at the Trinidad Hilton and Conference Centre*



*Dwayne Bravo – Team Captain, Javon Searles, Colin Munroe and Anton Devcich with Carib Brand Ambassadors at the Trinidad Hilton and Conference Centre*

# Representing at CPL T20 Cricket

*Sector Heads and Managing Directors from the ANSA McAL Group took the opportunity to host top customers and business associates in the ANSA McAL Hospitality Suite at the Queens Park Oval during the CPL Tournament 2016.*

Check out the cricket action:



# The 2016 Carib Great Race - Start those Engines!



On Tuesday 26th July, 2016 Carib hosted its Carib Great Race press conference at Rustreet, St. Clair. Members of the Carib Brewery Senior Management Team and Board members of the Trinidad and Tobago Powerboat Association came together to announce the activities planned for this year's 48th Edition of the race which is carded from Saturday 20th August, 2016.

Carib has been the main Partner and Sponsor of "The Great Race" for the last 16 years. This year will be like no other with number of new boats registered to take part.

The use of state - of - the - art technology in recording the race from start to finish as well as a number of surprises throughout Great Race weekend will have participants safe and entertained.

Checkout the Carib Facebook page for updates.

May the best boat win!



# ZOOTOPIA SMALTA CHILDREN'S CAMP AN AWESOME EXPERIENCE

By Auntie Ingrid Ragoonanan

The management and staff of Caribbean Development Company (CDC), Carib Brewery Ltd and Carib Glassworks Ltd continue to bring smiles to children. On July 15th 2016 employees accompanied by their children thoroughly enjoyed a day of fun at the Zootopia Smalta Kids Camp held on the Brewery's compound. This year the invitation was extended to two children's homes St. Mary's Children's Home in Tacarigua and Annmarie's Children's Home in Couva. Close to 120 Children participated in the camp.

The experience was priceless as children streamed through the gates of Carib, hand in hand with their parents, dressed in colours of green or yellow T-shirts, anticipating a fun day ahead.

The smiles of the children outshone a rather gloomy forecast as they participated in indoor and outdoor activities. As the rain poured, musical chairs, board games and Minute to Win it, took place under tents, but nothing dampened their spirits.

Some kids participated in the 'Cup Cake Decorating Challenge' with Aunty Nerissa in the Hospitality Suite.

With lots to eat and drink, including sno cone, cotton candy, popcorn and Smalta, the children geared up for the puppet show, followed by 'Our Camp's Got Talent'. At the end of the evening everyone received tokens before their parents arrived to take them home.

Our sincere appreciation to our Management team of both companies, Carib Brewery and Carib Glassworks, for their commitment to host the event for employees and their children.

Special thanks to the Committee members, Rahim, Jennifer, Rajiv, Nerissa, Lorna, Shelly, Antron, Keisha, Kami, Liana, Valerie, Cindy, Fana and Nanda. Also, we would like to thank our Interns and the Group Corporate Communications Unit for their assistance.

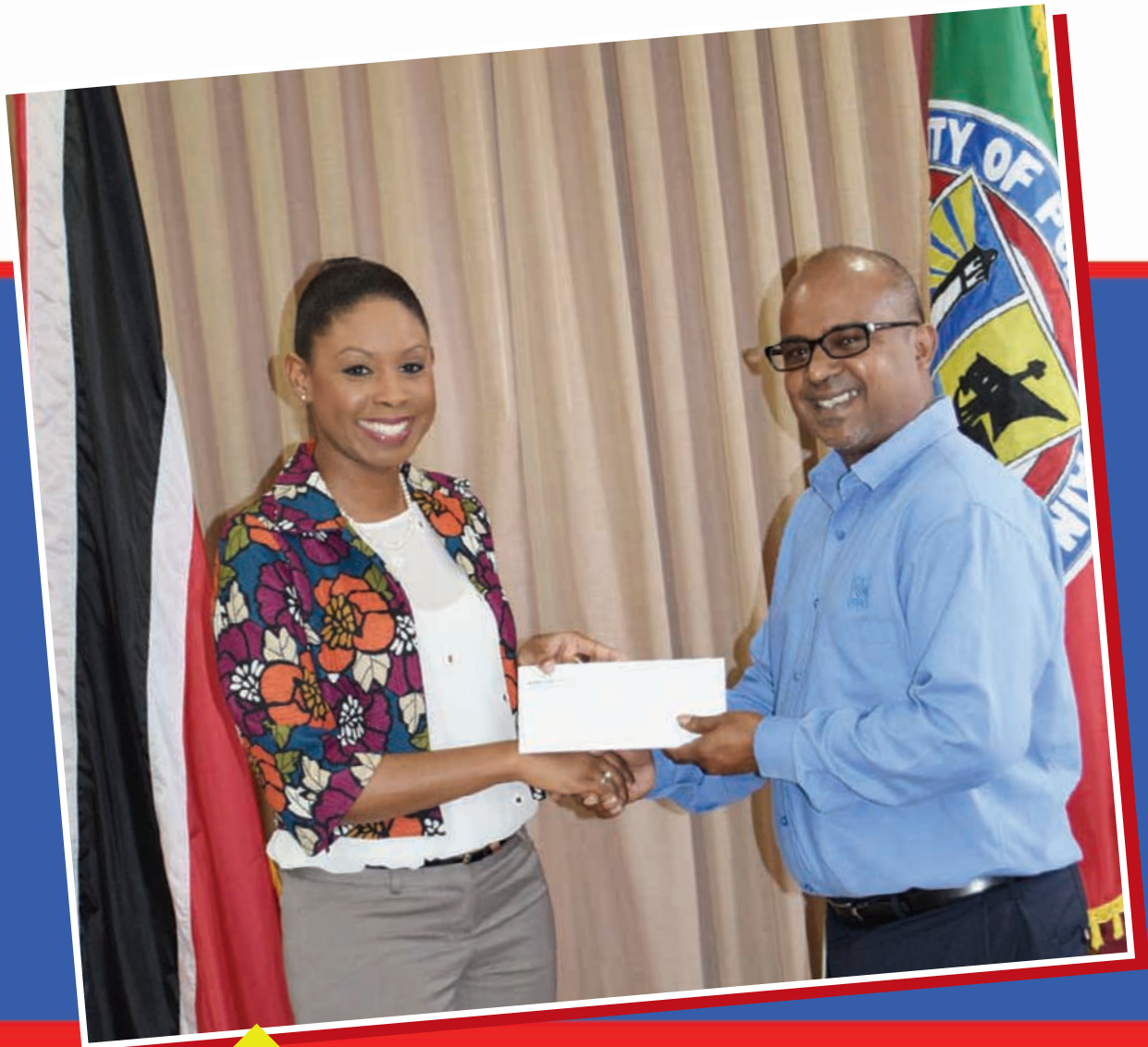


*Happy Vacation!*





# ANSA McAL Supports the Port of Spain Corporation



*The ANSA McAL Group was pleased to support the City of Port of Spain with their 102nd Anniversary City Celebrations. In photo Samara R. Ashby, Corporate Communications Officer, ANSA McAL Ltd, presents a cheque contribution to Councillor Darryl Rajpaul from the Port of Spain Corporation.*



**Corporate Social  
Responsibility**

# **ANSA McAL Supports Trinidad and Tobago Special Reserve Police**



*Natasha Ramnath, Group Corporate Communications Officer presents WPC Julia Fraser, President of the Social Welfare Committee – Trinidad and Tobago Police Division Special Reserve Police with gift baskets towards their annual Sports and Family Day. The gift baskets were filled with assorted products from Alstons Marketing Company Limited, a subsidiary of the ANSA McAL Group of Companies. ANSA McAL is proud to support the Trinidad and Tobago Police Division Special Reserve Police as they continue to build comradery, boost morale and strengthen family lives amongst their ranks.*



# Dominica President's Charities Foundation Receives Assistance from ANSA Coatings

On Friday, 1st July 2016 the President's Charities Foundation Erika Relief Fund Subcommittee in Dominica hosted a presentation ceremony at the State House to facilitate donations towards its relief fund. Mrs. Cherry-Ann Joachim-Knowlessar, Assistant Export Manager of ANSA Coatings Limited – Manufacturer of Sissons Paint, during her business trip took the opportunity to present gallons of Paint to His Excellency Charles A. Savarin, President of the Commonwealth of Dominica towards the refurbishing of the Colihaut Primary School which was severely impacted by Tropical Storm Erika. ANSA Coatings was pleased to contribute to the President's Foundation in its efforts to re-opening of the Colihaut Primary School in the new school term which commences on 4th September 2016. His Excellency expressed his profound thanks and appreciation and that of the President's Charities Foundation to the Management of ANSA Coatings Limited.  
Credit to the Dominica News Online







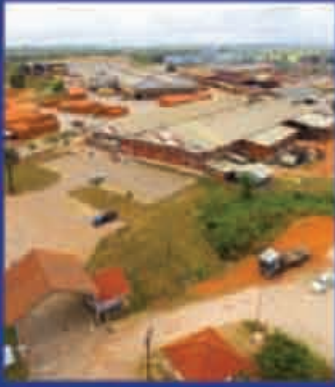
# ANSA McAL donates Smalta towards SEPAO Annual Emancipation Celebrations

ANSA McAL was pleased to donate cases of Smalta towards South East Port of Spain Achievement Organization (SEPAO) annual Emancipation celebrations held on Sunday 31st July, 2016 at Riverside Plaza Forecourt Besson Street, Port of Spain. The event was geared towards enlightening young people between the ages of 6 – 12 about the history of Emancipation and give them the opportunity to demonstrate their cultural skills through several activities at the celebrations.



*Samara Ashby, Group Corporate Communications Officer II (left) presents Mr. Ronald Timothy, Chairman of South East Port of Spain Achievement Organization (SEPAO) with cases of Smalta*

# Vacancy Listing



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



- Sales Supervisor
- Purchasing Officer
- Sales Representative (various Locations)
- Parts Clerk
- Inventory Controller



- Area Sales Manager
- Brand Manager
- Key Acct Sales Representative
- Facilities Assistant
- Sales Representative
- Merchandizer
- Van Sales Representative
- Van Driver
- Van Loader



- Direct Sales Representative
- Hair Care Specialist



- Manager Wealth Management
- Senior FX Trader



- Business Development Executive
- Underwriter I-A&H
- Supervisor Actuarial Services
- Senior Actuarial Analyst
- Senior Underwriter
- Financial Planner



- Graphic Artist
- Engineering Technician



- Training & Development Manager
- Showroom Manager, Tobago
- Internal Control Supervisor
- Dispatch Clerk
- Customer Service Representative
- Porter
- Driver



**ANSA METAL CHEMICALS LTD.**

- Plastics Superintendent



- Business Development Manager
- Account Executive
- Accounts Receivable Clerk
- Driver





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- Office Assistant

**ALSTONS SHIPPING LTD**



- Marketing Executive
- Logistics Coordinator
- Marketing Coordinator
- Customer Service Representative



- AC Division Manager
- Brand & Sales Champion
- Scheduling Coordinator
- Warehouse Attendant
- Metpro Field Sales Representative
- Sales Representatives



**DUTY FREE**  
PIARCO  
INTERNATIONAL AIRPORT  
TRINIDAD, W.I.

- Shop Assistant
- Cashier

## **CARIBBEAN DEVELOPMENT**

- Account Clerk I

## **METPRO**

- Operations Manager
- Vinyl Asst. Production Supervisor



**BELL**

- Porter
- Stitcher
- Upholsterer



**BESTCRETE**

- Electrical Team Leader
- Electrical Engineering Technician
- Mechanical Engineering Technician
- Electrician A
- Electrician C
- Asst. Block Machine Operator
- Production Clerk B
- General Workers







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