WISYNCO GROUP LIMITED

"Wisynco" or "the Company"

MINUTES OF THE 3rd ANNUAL GENERAL MEETING HELD VIRTUALLY ON THURSDAY JANUARY 14TH 2021 AT 10:00 A.M.

Present Were:

Mr. William Mahfood	Director / Chairman / Shareholder
Mr. Andrew Mahfood	Director / CEO / Shareholder
Mr. Francois Chalifour	Director / Shareholder
Mr. Devon Reynolds	Director / Shareholder
Mr. John Lee	Director / Shareholder
Mrs. Lisa Soares Lewis	Director / Shareholder
Mrs. Odetta Rockhead-Kerr	Director / Shareholder
Mr. Andrew Fowles	Corporate Secretary / Shareholder
Ms. Rachel Zacca	Assistant Corporate Secretary / Shareholder
Ms. Aneica Boyd	PwC: Director – Assurance & Business Advisory Services

1. WELCOME & CALL TO ORDER

1.1 The Chairman welcomed everyone in attendance. He noted the unique circumstances under which the meeting is held and further noted his hope that the next meeting will be in-person.

1.2 After the Company Secretary confirmed that a quorum was present, the Chairman called the meeting to order at 10:02am.

1.3 The Chairman invited Mrs. Jacinth Bennett, Wisynco's Group Financial Controller, to open the meeting with a prayer.

1.4 The Chairman then summarized the meeting etiquette guidelines which were posted to the AGM website prior to the meeting.

2. APOLOGIES FOR ABSENCE

2.1 Apologies were tendered on behalf of Mr. Adam Stewart (Director and Shareholder) who was unavoidably absent.

2.2 William Mahfood, on behalf of the Company and all shareholders, offered his deepest condolences to Adam and his family on the passing of his father. He stated that Mr. Butch Stewart was a legendary man and an icon in business who was a remarkable mentor to so many businesspersons in Jamaica and the Caribbean.

3. CHAIRMAN'S REMARKS

a) The Chairman introduced the Board Members and the Company Secretary and thanked them for their guidance and input. He then congratulated the Wisynco Family on a prosperous 2020

Financial Year and thanked them for their continued efforts especially during the unprecedented COVID-19 pandemic which still affects the country and the rest of the world

The Chairman further commented on the following:

b) The past financial year was one of the most challenging in the history of the Company. In addition to the effects of the COVID-19 pandemic, the Company ceased production of Styrofoam as at January 1, 2020 per the Government of Jamaica's requirements to do so.

c) Although on a very good track for growth at the end of the second quarter of 2020 Financial Year (FY), COVID-19 began to affect the country in March 2020 and so the last quarter of the FY showed a slight decline. The biggest areas of impact on the Company's performance were sales to hotel / tourism industry, schools, restaurants and bars.

d) The Company's Executive Leadership and the employees of the Company were remarkable during this challenging time. Their efforts were invaluable to the Company.

e) The Company both spearheaded and participated in programmes such as the distribution of care packages and the involvement in feeding programmes. Early in the pandemic, the Company provided approximately 500 care packages specifically for elderly persons in need. The Company also donated tremendous amounts of drinking water throughout the island.

f) Additionally, together with the Company's partners, Trade Winds Citrus and JP St Mary's Snacks, the Company donated approximately J$6 million in funding to provide free online access for certain courses for over 5,000 students island-wide.

g) At the very beginning of the pandemic, the Company formed a COVID Response Team which worked closely with the Human Resources team to guide the Company in navigating the pandemic. One of the duties of the Response Team is to liaise with the government and to update the Company's protocols as often as needed to ensure the safety of all staff. The Company also hosted training on Covid protocols and the importance of increased sanitization in all areas.

h) The Chairman offered his thanks to, not only Wisynco front-line staff but, all front-line workers and health care providers across the island who have been extraordinary during this time.

i) Outside of the COVID-19 efforts, the Company also continued to support various initiatives such as hosting work-out events through certified trainers, and other health and wellness initiatives.

j) Wisynco also continued sponsorship of sporting events, such as Schoolboy Football and educational events such as the Schools Challenge Quiz.

k) One of the Company's main areas of focus however has been national recycling efforts. The Company remains one of the main contributors to the Recycling Partners of Jamaica (RPJ).

l) Once again, the Chairman thanked the CEO, Andrew Mahfood, the Board of Directors and all front-line workers for efforts.

m) The Chairman moved on to acknowledge and thank retiring Director, Mr. Joseph Mahfood (Mr. Joe) who retired recently after dedicating 55 years of his life to the Company. The Chairman noted the tremendous level of support and guidance provided by Mr. Joe over the years and wished him well.

4. **NOTICE OF MEETING**

The Notice of the Company's 3rd Annual General Meeting was taken as read.

The motion was moved by David Rose and seconded Raymond Miles.

5. DIRECTORS' REPORT

The Directors' Report for the year ended June 30, 2020 was taken as read.

The motion was moved by Dina Palmer and seconded by David Rose.

6. AUDITORS' REPORT

At the Chairman's invitation, Ms. Aneica Boyd (PwC), read the Auditors' Report on the Audited Financial Statements for the year ended June 30, 2020.

7. RESOLUTIONS

I) ORDINARY RESOLUTION 1: THE AUDITED FINANCIAL STATEMENTS & THE REPORTS OF THE AUDITORS AND DIRECTORS

The resolution for the adoption of the Audited Financial Statements for the year ended June 30, 2020 and the Auditors' and Directors' Report thereon was unanimously passed after being put to the meeting by the Chairman. David Rose moved the motion for its adoption, which was seconded by Dina Palmer. Accordingly, it was resolved:

"*THAT the Audited Financial Statements for the year ended June 30, 2020 and the Reports of the Auditors and Directors thereon, be and are hereby adopted*."

II) ORDINARY RESOLUTION 2: APPOINTMENT & REUMERATION OF AUDITORS

The Chairman stated that the retiring Auditors, Messrs. PricewaterhouseCoopers had notified the Company of their willingness to continue in office. The following resolution was unanimously passed after being put to the meeting by the Chairman, on a motion made by David Rose and seconded by Dina Palmer. Accordingly, it was resolved:

"*THAT PricewaterhouseCoopers (PwC), Chartered Accountants, having agreed to continue in office as Auditors, be and are hereby appointed Auditors of the Company to hold office until the next Annual General Meeting at a remuneration to be fixed by the Directors of the Company*."

III) ORDINARY RESOLUTION 3 (A) & (B): ELECTION OF DIRECTORS

1) RESOLUTION 3 (A):

The Chairman informed the meeting that in accordance with section 114 of the Company's Articles of Incorporation, the following Directors retire by rotation and, being eligible, offer themselves for re-election:

i) Mr. Francois Chalifour;

ii) Mr. John Lee; and

iii) Mrs. Lisa Soares Lewis.

The following resolution was unanimously passed with David Rose moving the motion for its adoption and Nikisha Myers seconding. Accordingly, it was resolved:

"*THAT the retiring Directors,*

(a) Mr. Francois Chalifour;
(b) Mr. John Lee; and
(c) Mrs. Lisa Soares Lewis.

be and are hereby re-elected Directors of the Company."

IV) ORDINARY RESOLUTION 4: REMUNERATION OF DIRECTORS

The following resolution was unanimously passed after being proposed by the Chairman. David Rose moved the motion for its adoption, which was seconded by Dina Palmer. Accordingly, it was resolved:

"THAT the amount shown in the Audited Accounts of the Company for the year ended June 30, 2020 as fees of the Directors for their services as Directors, be and is hereby approved."

V) ORDINARY RESOLUTION 5: RATIFICATION & DECLARATION OF FINAL DIVIDEND

The following resolution was unanimously passed after being proposed by the Chairman. David Rose moved the motion for its adoption, which was seconded by O'Brien Ebanks. Accordingly, it was resolved:

"THAT the interim dividend of $0.09 paid on August 12, 2020 be and is hereby ratified and declared the final in the financial year ended June 30, 2020."

VI) ORDINARY RESOLUTION 6: ISSUANCE OF NEW STOCK UNITS UNDER THE COMPANY'S LONG TERM INCENTIVE PLAN (LTIP)

a) The Chairman informed the Meeting that in in fulfillment of the Prospectus dated 28 November 2017 a Long Term Incentive Plan ("the Plan") was approved by the Directors of the Company on September 27, 2019, in accordance with the Company's Articles, to issue up to a maximum of 5% (187,500,000 stock units) of the already authorized stock units of the Company to eligible participants under the Plan in accordance with the terms of the Plan.

The Chairman informed the meeting that in the second-to-last line of the original wording of the Notice to Shareholders previously circulated the word "issued" was incorrectly used and that it should be replaced with the word "authorized".

The Chairman requested that the shareholders take note of this change and that the amendment be noted in the minutes.

The following resolutions, proposed by the Chairman, were together passed unanimously after being moved by Nikisha Myers and seconded by David Rose. Accordingly, it was resolved:

A. "*THAT the Board of Directors be authorized to administer, implement, supervise and modify the Plan either directly by itself or through its designated appointees";*

B. *"THAT the Board of Directors be further authorized to issue and allot stock units to eligible participants upon exercise of the option from time to time in accordance with the Plan and upon any stipulations or further conditions determined by the Board of Directors from time to time";*

C. *"THAT the Board of Directors, individually or collectively, be further authorized to do any and all such acts, deeds and things including execution of any and all documents and certificates related to the Plan or to modify the Plan, as shall be deemed necessary or advisable, to carry out and to give effect to the purposes and intent of the foregoing resolutions and the Plan and without requiring the Board of Directors to secure any further consent or approval of the Shareholders of the Company";*

D. *"THAT all actions taken by the Board of Directors prior to the date of the adoption of the foregoing resolutions that are within the authority conferred thereby are hereby ratified, confirmed and approved as the acts and deeds of the Company".*

VII) SPECIAL RESOLUTION: AMENDMENT OF THE COMPANY'S ARTICLES OF ASSOCIATION

The Chairman informed the Meeting that the proposed changes to the Articles of Incorporation were noted on the Notice to Shareholders circulated prior to the meeting.

The following resolution was unanimously passed after being proposed by the Chairman. David Rose moved the motion for its adoption, which was seconded by Michael Edwards. Accordingly, it was resolved:

"THAT the Articles of Incorporation of the Company be and are hereby amended."

The amendments to the Articles of Incorporation are set out in the schedule attached hereto

8. THE CEO'S REPORT

8.1 The Chairman invited the CEO, Andrew Mahfood, to deliver his report on the Company's performance for the 2020 Financial Year (FY20).

8.2 The CEO welcomed all present and thanked them for their attendance and support. He also noted that he shares the Chairman's sentiments with regards to Mr. Joe. He added that he is grateful and privileged to have had the opportunity to work with Mr. Joe for the past thirty years.

a) The CEO introduced the Executive Management Committee (EMC) individually and thanked them for all of their efforts throughout the past financial and calendar year.

b) The CEO commented on the COVID Response Team, established to guide the Company through the challenging times ahead. The team continues to provide weekly updates to all staff, liaised with the relevant Government arms and ensured sufficient sanitization products and personal protective gear were available. The team also arranged for Company busses to provide additional transportation to members of staff in order to limit exposure to the virus as much as possible. He went on to introduce the members of the team individually.

c) The CEO highlighted the Company's portfolio of brands which includes both locally produced and imported brands. Core brands include: Coca Cola, WATA, CranWATA, Bigga and BOOM Energy Drink. He also highlighted the Company's strategic partner, Trade Winds Citrus Limited, the manufacturer of products such as Tru Juice, Freshhh and Squeezz. The Company's spirits portfolio continues to grow and the sales of packaged and bulk sugar continues to be successful. Core imported brands include Hershey's, Mott's, Herr's and Red Bull.

d) The start to the financial year was a good one, with solid growth in quarters 1, 2 and 3 but with quarter 4 ending on a somewhat subdued note. The Company's revenues were still able to grow by some 19% which was a 13.4% compounded average growth rate. The Company was able to generate over 12,000 points of distribution and the full service model continues to show good growth.

e) Year on year sales for core brands dipped solely due to the pandemic, the effect is particularly seen in April, May and June 2020. However, the Company noted some significant gains in comfort food products such as ice cream, snacks and some soft drinks. The Company will continue to place focus on owned brands which is where the best margins are realized.

f) Gross Profit Margin for FY20 was at 35% which was lower than the previous financial year.

g) One of the biggest impacts on the Company's sales and resulting profits was the closure of all schools, hotels, restaurants and bars.

h) Selling & Distribution Expenses were at 25.6% for the financial year. This was a result of the Company reducing spending and implementing certain restrictions to drive down costs. Cost control continues to be a priority for management.

i) The Company was still able to generate more EDIBTA than the prior year. Earnings Per Share from continuing operations was 71 cents which was 4.4% higher than the prior year.

j) The Net Profit Margin was 8.8%, a decrease from the prior year which was due to the pandemic. The Company is committed to maximizing earnings and margin growth through strategic sales on high margin product and continued cost control.

k) The Company's current asset ratio was 2.45at the end of the financial year which demonstrates that there is good working capital management. Approximately 28% of the Company's assets is in cash reserves or short term deposits.

l) Capital structure continues to be conservative with a debt to equity ratio of 18%. The return on assets has been trending down as has been the return on equity. This is due to the closure of the Styrofoam plant as well as the delayed start-up of the COGEN plant which took many months longer than hoped.

m) The Company continues to look for strategic partnerships and investments. Equity continues to grow and the Company maintains a low debt profile.

n) The CEO showed a summary of the Q1 FY21 results. Despite the continuing effects of the pandemic, the Company is still generating good revenues. The Gross Profit Margin increased by 150 basis points and EBIDTA increased by 260 basis points.

o) The CEO assured shareholders that the Company will continue to operate as efficiently as possible. The Company will continue to innovate and explore accretive investments. Focus will remain on the Company's best asset – its people, who have done and continue to do a remarkable job in the face of adversity.

p) The CEO commented on some new product innovations, both for Wisynco and its strategic partners, which included St. Mary's potato chips and banana breads, the BIGGA pineapple ginger, the Worthy Park Select Rum, Trade Winds Citrus' Tru Shake and Sprite Cranberry.

q) The CEO then highlighted one of Wisynco's most significant contributions during the pandemic. Members of the Wisynco team created a way to use unused plastic bottles to be used as 'spacers' in the health industry. He thanked and congratulated these persons for their innovation.

r) The LNG Power Plant was successfully commissioned in July 2020. During the first 6 months of

operation, the Company has seen material savings and this confirmed that there will be an approximate 3-year payback period on the investment.

s) The CEO finished his presentation by thanking the entire Wisynco Team, the Board of Directors, all employees and all shareholders for their continued support.

8.3 The Chairman thanked the CEO for his presentation and added his thanks and appreciation to all employees and shareholders.

9. QUESTIONS FROM SHAREHOLDERS

9.1 The Chairman invited Shareholders to present their questions.

	QUESTION	RESPONSE
i)	Orrette Staple: The manufacturing of foam products being banned by the government led to a loss of $115 million. How does the IFRS requirements protect our company in this catastrophe.	Andrew Mahfood: Mr Staple is alluding to the fact that once the plant was slated to shut down, the Company had to compile all associated costs and impair them. Therefore, this became an expense in the second quarter of the 2020 financial year. The loss has been booked and accounted for.
ii)	Orrette Staple: why is it that when adjustments are made to lease payments the lease liability is reassessed and adjusted against the right of use assets?	Andrew Mahfood: The IFRS standard changed so lease assets are recorded and recognized on the financial statements, the right of use asset. And the corresponding liability is brought on to the balance sheet as a liability, the asset is then amortized as any other asset would be and once the lease liability is paid it then goes down.
iii)	Orrette Staple: in 2019 total revenue earned was 27.7 billion, expenses were 24.8 billion, giving us net profit of 2.9 billion. Of every revenue dollar earned it costs us 89 cents, giving us a profit of 11 cents. In 2020 total revenue earned was 32.8 billion and total expenses 30, giving us a net profit of 2.8 billion. Of every dollar earned of revenue it costs us 91 cents given us a profit of nine cents. Incrementally we earn 5.1 billion in 2020 versus 19 that cost us 5.2.	William Mahfood: the reduction in expenses in relation to the decline in sales would have had an impact on our profitability, so that our profitability or net profit after tax as a percentage of revenue actually increased in our first quarter versus the prior year. Similarly, with the final quarter of our financial year ended in June 2020 with the significant reduction in revenue and the company been geared up for the level of sales that we had planned to do the impact was on our profitability and thereby impacted net profit as a percentage of revenue.
iv)	Orrette Staple: what accounts for the high level of obsolete inventory and what	Andrew Mahfood: the obsolete inventory in FY20 was 10.5 million which is significantly lower than the 18.5 million for FY19.

	measures are in place to reduce or eliminate this?	Wisynco has a very good handle on what it imports and what it also uses in its production process During the pandemic, there was a slow-down on what could be produced which could account for some of this figure. There were some inventories that became obsolete. However, 10.5 million compared to our turnover of 32 billion is not bad.
v)	David Rose: Is Wisynco still planning to go ahead with its plan to open a new distribution centre on the west side of the island? If this plan is delayed, what is the new timeline for this project.	Andrew Mahfood: yes, it is still a plan to do so and we had identified a location last year, however as the pandemic still continues to affect the island, management felt it best to be conservative and focus on meeting market demand. Management will return to look at this expansion at the end of this year.
vi)	Michael Edwards: what are some of the areas the company is looking towards re acquisitions and also is the Company looking to export to the continents of Africa and South America?	William Mahfood: exports grew 43% in the last financial year. The pandemic has given the Company the ability to squeeze out export opportunity which has done well in the US, Canada and the UK. Africa and South America and challenging markets to access. We are looking at every opportunity, but the main focus is on the markets we already exist in.
vii)	David Rose: could Wisynco elaborate on the Anheuser Busch agreement and say how this agreement will benefit the Company in the next 2 to 3 years.	William Mahfood: we were recently advised that the Anheuser Busch manufacturer was having a challenge in supplying the Jamaican market. We do not yet have a timeline on supply or when it will be impacting the business.
viii)	David Rose: can you quantify the savings experienced by the LNG plant?	Andrew Mahfood: the last 6 months have demonstrated that the payback period for this investment will be about 3 years. The energy cost per kilowatt hour has been reduced by 5 cents per kilowatt hour.
ix)	David Rose: how has Wisynco continued to effectively reach customers with the lack of events and schools?	William Mahfood: we have been placing focus on smaller customers through the full service model. There has been tremendous growth in this area even during the pandemic. We have been able to meet volumes by selling directly to small customers. We will continue this as a focus.
x)	Haughton Richards: what are the medium term acquisition targets for the company?	William Mahfood: the company has a lot of cash available and continues to look at opportunities. With the guidance of the Board and the

		Management team, there should be a tremendous pipeline of innovation and acquisition in the future.
xi)	Stuart South: what is the company's manufacturing capacity for the local market?	Devon Reynolds: presently we have excess capacity of about 40%. William Mahfood: this gives us the ability to expand our exports even further.
xii)	David Rose: has Wisynco been spending more on its distribution channels, such as on new equipment and trucks to seize new deals?	Andrew Mahfood: yes, this is something we do and look at every year as a part of our build-out plan.
xiii)	David Rose: Would Wisynco ever consider having a potential share buyback plan to reduce units in circulation, especially seeing that the company's stock price might remain stagnant for some time?	Andrew Mahfood: yes, although we are not sure when this could happen, it is something we are watching. When the opportunity presents itself we would make necessary protocol announcements.
xiv)	Matthew Hewie: are there any plans to increase the export footprint in North America and South America?	William Mahfood: mentioned this earlier, we are definitely expanding our footprint in North America however the South American market is very competitive and it would be more difficult to expand there.

9.2 The Chairman thanked shareholders for their questions, comments and feedback.

10. ANY OTHER BUSINESS

There was no other relevant business to be considered.

11. TERMINATION

11.1 The Chairman thanked those present for their attendance and participation. He also expressed his personal thanks for the continued support of his fellow Directors and Executive Management.

11.2 He added a special thanks to all front line staff, both at Wisynco and throughout Jamaica for seeing us through all of these challenges.

11.3 There being no other business, the Chairman terminated the meeting at 12:00pm.

SCHEDULE 1 – Amendments to the Articles

SPECIAL RESOLUTION:

7. To consider and if thought fit pass the following special Resolution:

"THAT the Articles of Incorporation of the Company be and are hereby amended by amending as follows (proposed amendments are shown in underline and bold):

61. The Company shall in each year hold a general meeting as its Annual General Meeting in addition to any other meetings in that year and shall specify the meeting as such in the notice calling it, and not more than fifteen months shall elapse between the date of one Annual General Meeting of the Company and that of the next. The Annual General Meeting shall be held at such time and place **(whether or not participation shall be wholly or in part by way of telephonic, electronic or other communication facilities)** as the Directors shall appoint. All general meetings other than annual general meetings shall be called "extraordinary general meetings".

64. An Annual General Meeting and a meeting called for the passing of a special resolution shall be called by at least twenty-one days' notice in writing. All other extraordinary general meetings shall be called by at least fourteen days' notice in writing. The notice shall be exclusive of the day on which it is served or deemed to be served and of the day for which it is given, and shall specify the place **(whether or not participation shall be wholly or in part by way of telephonic, electronic or other communication facilities)**, the day and the hour of meeting and, in case of special business, the general nature of that business, and shall be given in manner hereinafter mentioned or in such other manner, if any, as may be prescribed by the Company in general meeting, to such persons as are, under these articles of the Company, entitled to receive such notices from the Company. In the case of an Annual General Meeting, the notice shall specify the meeting as such.

68. No business shall be transacted at any Annual General Meeting unless a quorum of members is present **(whether or not participation shall be wholly or in part by way of telephonic, electronic or other communication facilities)**, and such quorum shall consist of not less than three (3) members present in person or by proxy or a duly authorised representative in the case of an association or body and representing not less than thirty per centum in value of the total issued shares of the Company.

73. At any general meeting every question shall be decided in the first instance by a show of hands **(or by count of votes received electronically)** unless on or before the declaration of the result of the show of hands a poll is:

(a) directed by the chairman; or

(b) demanded by at least **three (3) members** or proxies for or representatives thereof entitled to vote at the meeting;

(c) by any member or members present in person or by proxy and representing not less than **one-tenth** of the total voting rights of all the members having the right to vote at the meeting; or

(d) by a member or members holding shares in the Company conferring a right to vote at a meeting being shares on which the aggregate sum has been paid up equal to not less than **one-tenth** of the total sum paid up on all the shares conferring that right.

A declaration by the chairman that a resolution has been carried or lost or not carried by a particular majority, and an entry to that effect in the minutes of the meeting shall be conclusive evidence of the fact, without proof of the number or proportion of the votes recorded in favour of or against the resolution. The demand for a poll may be withdrawn before the poll is taken with the consent of the chairman and shall not be taken to have invalidated the result of a show of hands **(or count of votes received electronically)** declared before the demand was made.

74. In the case of an equality of votes at any general meeting, either on a show of hands **(or count of votes received**

electronically) or on a poll, the chairman shall be entitled to a casting vote in addition to any other vote he may have.

76. A poll demanded on the election of a chairman or on a question of adjournment shall be taken forthwith. If a poll is directed or demanded in the manner before mentioned it shall (subject to the provisions of article hereof) be taken at such time (but not more than thirty days after such direction or demand) and in such manner as the chairman may appoint (including the appointing of scrutineers who need not be members and fix a time and place for declining the result of the poll) and the result of such poll shall be deemed to be the resolution of the meeting at which the poll was directed or demanded. The demand for poll shall not prevent the continuance of a meeting for the transaction of any business other than the question on which a poll has been demanded. If a poll is demanded before the declaration of the result of a show of hands **(or count of votes received electronically)** and the demand is duly withdrawn, the meeting shall continue as if the demand had not been made. No notice need be given of a poll not taken forthwith if the time and place at which it is to be taken are announced at the meeting at which it is demanded. In any other case at least seven days' clear notice shall be given specifying the time and place at which the poll is to be taken.

78. Subject to any special terms as to voting upon which any shares or class of shares may for the time being is held, on a show of hands **(or electronic recording of votes)** every member who (being an individual) is present in person or by proxy or being a corporation is present by a duly authorised representative not being himself a member entitled to vote, shall have one vote, and on a poll every member present in person or by proxy or by a duly authorised representative shall have one vote for every share held by him. Nothing herein contained shall be deemed to affect the existing rights attaching to the issued shares in the Company or any class thereof.

SCHEDULE 2 – INVITED GUESTS IN ATTENDANCE

Recardo Nathan	PWC
Aneica Boyd	PWC
Cecile Brown	Wisynco
Iram Pyra	National Insurance Fund
Andrew Harry	Wisynco
Nicquain Tomlin	PWC
Nicholas Kee	NGC
Reynaldo Thompson	Sagicor
Neville Graham	Business Writer - The Gleaner
John Jackson	Managing Editor - IC Insider
Stanley Thompson	Manager, Origination and Structuring - NCB Capital Markets