

**Schedule 1**  
**FORM ECSRC – K**  
**ANNUAL REPORT**  
**PURSUANT TO SECTION 98(1) OF THE SECURITIES ACT, CAP. 21.16**

For the financial year ended December 31st 2018

Issuer Registration number

Grenada Breweries Ltd

(Exact name of reporting issuer as specified in its charter)

Grenada

(Territory of incorporation)

Grenada

(Address of principal office)

Reporting issuer's:

Telephone number (including area code): 1-473-444-4248

Fax number: 1-473-444-4842

Email address: aldyn.henry-bishop@grenadabreweries

(Provide information stipulated in paragraphs 1 to 14 hereunder)

Indicate whether the reporting issuer has filed all reports required to be filed by section 98 of the Securities Act, Cap. 21.16 during the preceding 12 months

Yes Y

No \_\_\_\_\_

Indicate the number of outstanding shares of each of the reporting issuer's classes of common stock, as of the date of completion of this report.

CLASS	NUMBER
Ordinary	4154652

**SIGNATURES**

A Director, the Chief Executive Officer and Chief Financial Officer of the company shall sign this Annual Report on behalf of the company. By so doing each certifies that he has made diligent efforts to verify the material accuracy and completeness of the information herein contained.

The Chief Financial Officer by signing this form is hereby certifying that the financial statements submitted fairly state the company's financial position and results of operations, or receipts and disbursements, as of the dates and period(s) indicated. The Chief Financial Officer further certifies that all financial statements submitted herewith are prepared in accordance with International Accounting Standards consistently applied (except as stated in the notes thereto) and (with respect to year-end figures) including all adjustments necessary for fair presentation under the circumstances.

Name of Chief Executive Officer:

Ron Antoine

SIGNED AND CERTIFIED

Signature

19/08/19

Date

Name of Director:

Aldyn Henry-Bishop

SIGNED AND CERTIFIED

Signature

19/08/19

Date

Name of Chief Financial Officer:

Aldyn Henry-Bishop

SIGNED AND CERTIFIED

Signature

19/08/19

Date

**INFORMATION TO BE INCLUDED IN FORM ECSRC-K**

**1. Business.**

Provide a description of the developments in the main line of business including accomplishments and future plans. The discussion of the development of the reporting issuer's business need only include developments since the beginning of the financial year for which this report is filed.

The Company plans to continue the introduction of new products to complement the family of quality beverages both locally product and imported. Production of Mackeson Stout commenced in 2010. Star Malt brewed and bottled in 2015. The company commenced the production of sale of Ciders while ales with be introduced in 2019.

New equipment will be installed to accommodate production of new beverages together with appropriate employee training.

**2. Properties.**

Provide a list of properties owned by the reporting entity, detailing the productive capacity and future prospects of the facilities. Identify properties acquired or disposed off since the beginning of the financial year for which this report is filed.

The Company owns two parcels of land of 4.5 and 2.5 acres. The former accommodates administration, financial and production while the latter provides storage for beer crates and is available for future expansion/development.

**3. Legal Proceedings.**

Furnish information on any proceedings that were commenced or were terminated during the current financial year. Information should include date of commencement or termination of proceedings. Also include a description of the disposition thereof with respect to the reporting issuer and its subsidiaries.

No legal proceedings.

**4. Submission of Matters to a Vote of Security Holders.**

If any matter was submitted to a vote of security holders through the solicitation of proxies or otherwise during the financial year covered by this report, furnish the following information:

- (a) The date of the meeting and whether it was an annual or special meeting.

**June 8th 2018. Annual Meeting of Shareholders**

- (b) If the meeting involved the election of directors, the name of each director elected at the meeting and the name of each other director whose term of office as a director continued after the meeting.

Director Elected:  
Akash Ragbir  
Director continuing:  
Anthony Sabga 111, Aldyn Henry-Bishop, Ron Antoine, Mark Wilkin, Andrew Bierzynski, Averde Pantin, Adrian Sabga

- (c) A brief description of each other matter voted upon at the meeting and a statement of the number of votes cast for or against as well as the number of abstentions as to each such matter, including a separate tabulation with respect to each nominee for office.

**Annual meeting of Shareholders Agenda**

- Receive the Audited Financial Statements for the year ended December 31st 2017 and the Reports of the Directors and Auditors thereon.
- Elect Directors
- Appoint Auditors and authorize the Directors to fix their remuneration

- (d) A description of the terms of any settlement between the registrant and any other participant.

NA

- (e) Relevant details of any matter where a decision was taken otherwise than at a meeting of such security holders.

NA

**5. Market for Reporting issuer's Common Equity and Related Stockholder Matters.**

Furnish information regarding all equity securities of the reporting issuer sold by the reporting issuer during the period covered by the report.

NA

**6. Financial Statements and Selected Financial Data.**

Provide Audited Financial Statements, which comprise the following:

**For the most recent financial year**

- (i) Auditor's report; and
- (ii) Statement of Financial Position;

**For the most recent financial year and for each of the two financial years preceding the date of the most recent audited Statement of Financial Position being filed**

- (iii) Statement of Profit or Loss and other Comprehensive Income;
- (iv) Statement of Cash Flows;
- (v) Statement of Changes in Equity; and
- (vi) Notes to the Financial Statements.

**7. Disclosure about Risk Factors.**

Provide a discussion of the risk factors that may have an impact on the results from operations or on the financial conditions. Avoid generalised statements. Typical risk factors include untested products, cash flow and liquidity problems, dependence on a key supplier or customer, management inexperience, nature of business, absence of a trading market (specific to the securities of the reporting issuer), etc. Indicate if any risk factors have increased or decreased in the time interval between the previous and current filing.

Trade liberalization and globalization continue to be the most important risks to the business. This will impact on our ability to compete with cheaper imports from extra regional sources. Influx of products on which minimal or no taxes are paid. Downturn in the global economy and rising price of inputs. Level of unemployment and economic performance.  
Natural disasters including hurricanes with Grenada being devastated by Hurricane Ivan in 2004, and volcanic eruptions.

**8. Changes in Securities and Use of Proceeds.**

- (a) Where the rights of the holders of any class of registered securities have been materially modified, give the title of the class of securities involved. State briefly the general effect of such modification upon the rights of holders of such securities.

NA

- (b) Where the use of proceeds of a security issue is different from that which is stated in the registration statement, provide the following:

- Offer opening date (provide explanation if different from date disclosed in the registration statement)

NA

- Offer closing date (provide explanation if different from date disclosed in the registration statement)

NA

- Name and address of underwriter(s)

NA

- Amount of expenses incurred in connection with the offer NA

- Net proceeds of the issue and a schedule of its use

NA

- Payments to associated persons and the purpose for such payments

NA

- (c) Report any working capital restrictions and other limitations upon the payment of dividends.

NA

**9. Defaults upon Senior Securities.**

- (a) If there has been any material default in the payment of principal, interest, a sinking or purchase fund instalment, or any other material default not satisfied within 30 days, with respect to any indebtedness of the reporting issuer or any of its significant subsidiaries exceeding 5 percent of the total assets of the reporting issuer and its consolidated subsidiaries, identify the indebtedness. Indicate the nature of the default. In the case of default in the payment of principal, interest, or a sinking or purchase fund instalment, state the amount of the default and the total arrears on the date of filing this report.

NA

- (b) If any material arrears in the payment of dividends have occurred or if there has been any other material delinquency not satisfied within 30 days, give the title of the class and state the amount and nature of the arrears or delinquency.

NA

## 10. Management's Discussion and Analysis of Financial Condition and Results of Operation.

Discuss the reporting issuer's financial condition covering aspects such as liquidity, capital resources, changes in financial condition and results of operations during the financial year of the filing. Discussions of liquidity and capital resources may be combined whenever the two topics are interrelated.

The Management's Discussion and Analysis should disclose sufficient information to enable investors to judge:

1. The quality of earnings;
2. The likelihood that past performance is indicative of future performance; and
3. The issuer's general financial condition and outlook.

**It should disclose information over and above that which is provided in the management accounts and should not be merely a description of the movements in the financial statements in narrative form or an otherwise uninformative series of technical responses. It should provide management's perspective of the company that enables investors to view the business from the vantage point of management.**

The discussion should focus on aspects such as liquidity; capital resources; changes in financial condition; results of operations; material trends and uncertainties and measures taken or to be taken to address unfavourable trends; key performance indicators; and non-financial indicators.

### *General Discussion and Analysis of Financial Condition*

Our industry leading brand portfolio headed by our lager sector delivered over \$58.6 million in net sales, an increase of 13% compared to 2017 due to the combination of modern technologies which allowed us to produce high quality products and a fresh approach to building strong alliances and partnerships. Our Maltas performed credibly though our softdrinks sector continues to be negatively impacted by the abundance of PET products which is detrimental to our environment and can be seen polluting our landfills and waterways. As part of our strategic goals of combining brand strength and innovation, 2018 was also a year of both market and portfolio expansion at GBL. We strengthened our export position with the commencement of sale of Shandy to Belize and correspondingly increased our products offering with the introduction of our first Cider, Caribe. Both have been well received and augurs well for the future of our company.

Gross margin percentage remained relatively flat on prior year as a result of the strengthening of synergies' and efficiencies in procurement which helped to offset higher depreciation and repairs and maintenance of plant and machinery. Operating expenses increased due to the creation and launch of new and exciting marketing and promotional activities which were necessary to achieve our record sales. To meet customer demands, significant expenses were incurred in the repairs and maintenance of our distribution fleet whilst provision was made for aged spares inventory.

GBL's pretax profit grew by 12% to \$13.9M, a Company's record and this is a testament to the passion and commitment of our people, the strength and experience of our leadership team, the strength of our brands and our focus on improved efficiencies. Our cash and bank balances remained strong and allowed us to make strategic capital investments while maintaining a strong balance sheet.

## Liquidity and Capital Resources

Provide a narrative explanation of the following (but not limited to):

- i) The reporting issuer's financial condition covering aspects such as liquidity, capital resources, changes in financial condition and results of operations.
- ii) Any known trends, demands, commitments, events or uncertainties that will result in, or that are reasonably likely to result in, the issuer's liquidity increasing or decreasing in any material way. If a deficiency is identified, indicate the course of action that the reporting issuer has taken or proposes to take to remedy the deficiency.
- iii) The issuer's internal and external sources of liquidity and any material unused sources of liquid assets.
- iv) Provisions contained in financial guarantees or commitments, debt or lease agreements or other arrangements that could trigger a requirement for an early payment, additional collateral support, changes in terms, acceleration of maturity, or the creation of an additional financial obligation such as adverse changes in the issuer's financial ratios, earnings, cash flows or stock price or changes in the value of underlying, linked or indexed assets.
- v) Circumstances that could impair the issuer's ability to continue to engage in transactions that have been integral to historical operations or are financially or operationally essential or that could render that activity commercially impracticable such as the inability to maintain a specified level of earnings, earnings per share, financial ratios or collateral.
- vi) Factors specific to the issuer and its markets that the issuer expects will affect its ability to raise short-term and long-term financing, guarantees of debt or other commitment to third parties, and written options on non-financial assets.
- vii) The relevant maturity grouping of assets and liabilities based on the remaining period at the balance sheet date to the contractual maturity date. Commentary should provide information about effective periods and the way the risks associated with different maturity and interest profiles are managed and controlled.
- viii) The issuer's material commitments for capital expenditures as of the end of the latest fiscal period, and indicate the general purposes of such commitments and the anticipated source of funds needed to fulfil such commitments.
- ix) Any known material trends, favorable or unfavorable, in the issuer's capital resources, including any expected material changes in the mix and relative cost of capital resources, considering changes between debt, equity and any off-balance sheet financing arrangements.

*Discussion of Liquidity and Capital Resources*

The company remains highly liquid with EC\$17M cash in local commercial banks as at 31/12/18. This was an increase over the EC\$16M at the corresponding period in 2017. GBL is funded by cash generated from its operations with no external loans.

This trend is expected to continue as the company performance is anticipated to remain strong.

### Off Balance Sheet Arrangements

Provide a narrative explanation of the following (but not limited to):

- i) Disclosures concerning transactions, arrangements and other relationships with unconsolidated entities or other persons that are reasonably likely to materially affect liquidity or the availability of, or requirements for capital resources.
- ii) The extent of the issuer's reliance on off-balance sheet arrangements should be described fully and clearly where those entities provide financing, liquidity, market or credit risk support, or expose the issuer to liability that is not reflected on the face of the financial statements.
- iii) Off-balance sheet arrangements such as their business purposes and activities, their economic substance, the key terms and conditions of any commitments, the initial on-going relationship with the issuer and its affiliates and the potential risk exposures resulting from its contractual or other commitments involving the off-balance sheet arrangements.
- iv) The effects on the issuer's business and financial condition of the entity's termination if it has a finite life or it is reasonably likely that the issuer's arrangements with the entity may be discontinued in the foreseeable future.

Not applicable.

### Results of Operations

In discussing results of operations, issuers should highlight the company's products and services, facilities and future direction. There should be a discussion of operating considerations and unusual events, which have influenced results for the reporting period. Additionally, any trends or uncertainties that might materially affect operating results in the future should be discussed.

Provide a narrative explanation of the following (but not limited to):

- i) Any unusual or infrequent events or transactions or any significant economic changes that materially affected the amount of reported income from continuing operations and, in each case, the extent to which income was so affected.
- ii) Significant components of revenues or expenses that should, in the company's judgment, be described in order to understand the issuer's results of operations.
- iii) Known trends or uncertainties that have had or that the issuer reasonably expects will have a material favorable or unfavorable impact on net sales or revenues or income from continuing operations.
- iv) Known events that will cause a material change in the relationship between costs and revenues (such as price increases, costs of labour or materials), and changes in relationships should be disclosed.
- v) The extent to which material increases in net sales or revenues are attributable to increases in prices or to increases in the volume or amount of goods or services being sold or to the introduction of new products or services.
- vi) Matters that will have an impact on future operations and have not had an impact in the past.
- vii) Matters that have had an impact on reported operations and are not expected to have an impact upon future operations
- viii) Off-balance sheet transactions, arrangements, obligations (including contingent obligations), and other relationships that have or are reasonably likely to have a current or future effect on the registrant's financial condition, changes in financial condition, revenues or expenses, results of operations, liquidity, capital expenditures or capital resources.
- ix) Performance goals, systems and, controls,

## Overview of Results of Operations

2018 was another momentous year for GBL with performance continuing a growth trajectory, eclipsing the record performance of the previous year and achieving milestone results; the highest profit in the Company's history. This historic performance was the result of our continued focus on effecting steady and sustainable improvement across our core business activities managed by the dynamic team at GBL, complemented by our commitment to high quality products and excellent customer service. This business strategy supported by deep market insight and customer focus, enabled GBL to significantly upgrade its customer value proposition and deliver results for all stakeholders. In addition to leveraging improving market conditions and pursuing strong organic growth, we have continued our pre-occupation with cost management across all core operational areas of the business to enhance profitability and increase shareholder value without compromising our products and service standards.

### Company Performance

Financial year 2018 was further evidence of the efficacy of our business strategy: a combination of genuine focus upon improving the customer experience combined with strong operational execution. It's heartening that our business continues to grow faster than the market growth rate and it is a remarkable trend that for the past few years our company has consistently grown well ahead of the economy. The Company performed credibly in 2018 with increases in both revenues and profitability. We have enhanced shareholder value by leveraging our strengths to be better positioned to compete in the marketplace. As the leading provider of beverages and a recognized name in the industry, we are building a successful platform to meet the needs of our diverse customers.

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### Dividend Declaration

Our healthy balance sheet and robust cash balances have enabled us to return cash to shareholders, and we plan to maintain this practice through strong dividends. Concomitant to this, our Board of Directors has approved the payment of a final dividend of \$1.16 (2017: \$1.06) per share for the year ended 31 December 2018. This payout is in line with the sustainable dividend policy of the Company to enhance shareholder value over the long-term and is considered an appropriate return to our shareholders who continue to demonstrate their confidence in us.

### Capital Investments

Our strategic goal of increased returns to stakeholders, necessitates the reduction of costs, improve productivity and efficiencies in all areas of our operations. In support of this objective we continue to make targeted and intelligent capital investments which allows us to attain the goal while maximizing new market and product opportunities thus increasing our value creation. Our strategy is focused on achieving organic growth, margin expansion and improved returns on invested capital. In addition to our cost-focused initiatives, GBL will continue to invest in new products, new technology and improved distribution to accomplish these goals.

Our tactical capital investment of \$3.6M in 2018 includes investments in a new Enterprise Resource Planning System which captures information company wide and allows us to leverage this integrated system in our analysis for decision making. We installed a state-of-the-art 50HL Brewhouse and an Electronic Bottle Inspector which enables us to increase throughput and quality of our products while reducing losses and increasing efficiencies thus improving shareholder returns.

**11. Changes in and Disagreements with Auditors on Accounting and Financial Disclosure.**

Describe any changes in auditors or disagreements with auditors, if any, on financial disclosure.

Not applicable

**12. Directors and Executive Officers of the Reporting Issuer. (Complete Biographical Data Form attached in Appendix 1 and Appendix 1 (a) for each director and executive officer)**

Furnish biographical information on directors and executive officers indicating the nature of their expertise.

**13. Other Information.**

The reporting issuer may, at its option, report under this item any information, not previously reported in a Form ECSRC – MC report provided that the material change occurred within seven days of the due date of the Form ECSRC – K report. If disclosure of such information is made under this item, it need not be repeated in a Form ECSRC – MC report which would otherwise be required to be filed with respect to such information.

Not applicable

**14. List of Exhibits**

List all exhibits, financial statements, and all other documents filed with this report.

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APPENDIX 1 - BIOGRAPHICAL DATA FORMS

DIRECTORS OF THE COMPANY

Name: Anthony N. Sabga 111 Position: Chairman

Age: \_\_\_\_\_

Mailing Address: #5 Wainwright Street, St. Clair  
Port of Spain  
Trinidad

Telephone No.: 1868 290 9999

List jobs held during past five years (include names of employers and dates of employment).

1. Sector Head- Beverage- Ansa McAl Limited
2. Group Business Development Executive- Ansa McAL Limited

Give brief description of **current** responsibilities

Overseas the operations of the Beverage Sector of Ansa McAL Limited which consists of four Breweries.

Education (degrees or other academic qualifications, schools attended, and dates):

2003- Masters: International Business Administration at Regents Business School  
2001-Bachelor of Science Degree: Economics at City University, United Kingdom

*Use additional sheets if necessary.*

APPENDIX 1 - BIOGRAPHICAL DATA FORMS

DIRECTORS OF THE COMPANY

Name: Adrian Sabga Position: Sector Innovation Manager

Age: \_\_\_\_\_

Mailing Address: Wain Wright Street  
St. Clair, Port of Spain  
Trinidad

Telephone No.: 1 868 290 005

List jobs held during past five years (include names of employers and dates of employment).

1. Sector Innovation Manager: Charged with creating and delivering the innovation agenda for the Beverage Sector
2. Trade Marketing Manager (CDC): Responsible for all customer facing interactions for CDC across all brands.
3. Project Manager (Heineken Panama): Headed the project team which rolled out one of the largest projects in the Company in 2015

Give brief description of **current** responsibilities

Creating and delivering the innovation agenda for the Beverage Sector

Education (degrees or other academic qualifications, schools attended, and dates):

Masters: London School of Economics - Management, information systems and innovation  
Under Graduate: University of West of England, Bristol- Business Management and Economics

*Use additional sheets if necessary.*

APPENDIX 1 - BIOGRAPHICAL DATA FORMS

DIRECTORS OF THE COMPANY

Name: Mark Wilkin Position: Director

Age: \_\_\_\_\_

Mailing Address: P.O Box 1113, Buckley's Site  
Basseterre,  
St. Kitts

Telephone No.: 1 869 466 7197

List jobs held during past five years (include names of employers and dates of employment).

Managing Director, Carib Brewery (St. Kitts & Nevis) Ltd

Give brief description of **current** responsibilities

Managing the Carib Brewery (St. Kitts and Nevis) Ltd

Education (degrees or other academic qualifications, schools attended, and dates):

1988- BA( Administrative and Commercial Studies), University of Wester Ontario, Canada  
1990- MBA, University of Keele, England 1990

*Use additional sheets if necessary.*

APPENDIX 1 - BIOGRAPHICAL DATA FORMS

DIRECTORS OF THE COMPANY

Name: Averne A. Pantin Position: Director

Age: \_\_\_\_\_

Mailing Address: 1008W Bayside Towers  
Cocorite  
Trinidad

Telephone No.: 1-868-290-4188

List jobs held during past five years (include names of employers and dates of employment).

Point Lisas Industrial Port Development Corporation Limited Vice President Technical Services  
Arthur Lok Jack School of Graduate Studies: Part-time Lecturer

Give brief description of **current** responsibilities

Operational oversight- Engineering management, health safety and environment, communication and informational technology and facility management

Strategic oversight- Program manager on key strategic expansion planning initiatives, program manager all key cost reduction initiatives , executive member Plipdeco Board of Directors

Education (degrees or other academic qualifications, schools attended, and dates):

1989- University of Manitoba BSC, Science  
2002-Central Queensland University, MBA Marketing Management  
2004- University of Weihenstephan Adpe, Advance Diploma in Design and Process Engineering  
2014- Arthur Lok Jack Msc(Distinction) Operations Management

*Use additional sheets if necessary.*

APPENDIX 1 - BIOGRAPHICAL DATA FORMS

DIRECTORS OF THE COMPANY

Name: Ron Antoine Position: Managing Director/Director

Age: \_\_\_\_\_

Mailing Address: P.O Box 1665 Grand Anse  
St. George's  
Grenada

Telephone No.: 1 473 -419 -0400

List jobs held during past five years (include names of employers and dates of employment).

Managing Director of Grenada Breweries Limited 2007- present

Give brief description of **current** responsibilities

Managing the operations of the Grenada Breweries Ltd

Education (degrees or other academic qualifications, schools attended, and dates):

1999-2001 Cornell University, Johnson Graduate School of Management, Master of Business Administration, Corporate Finance Core, Organization of American States Fellow  
1996 University of the West Indies, Bachelor of Science in Mechanical Engineering, Honors Degree

*Use additional sheets if necessary.*

APPENDIX 1 - BIOGRAPHICAL DATA FORMS

DIRECTORS OF THE COMPANY

Name: Andrew Bierynski Position: Director

Age: \_\_\_\_\_

Mailing Address: Renwick Thompson and Company  
P.O. Box 118, Carenage  
St. George's, Grenada

Telephone No.: 473-440-2198/3422

List jobs held during past five years (include names of employers and dates of employment).

Director/Secretary-Renwick Thompson and Co  
Managing Director- Best of Grenada for the past 17 years

Give brief description of **current** responsibilities

Managing the day to day operations of the business

Education (degrees or other academic qualifications, schools attended, and dates):

*Use additional sheets if necessary.*

APPENDIX 1 - BIOGRAPHICAL DATA FORMS

DIRECTORS OF THE COMPANY

Name: Aldyn Henry-Bishop Position: Corporate Secretary/Director

Age: \_\_\_\_\_

Mailing Address: P.O. Box 202  
St. George's, Grenada  
West Indies

Telephone No.: 473 444 4248 ext 223

List jobs held during past five years (include names of employers and dates of employment).

Financial Comptroller, Corporate Secretary Grenada Breweries Ltd

Give brief description of **current** responsibilities

Responsible for the functions of the finance department including preparing of reports monthly and annually. Filing necessary returns with relevant bodies.

Education (degrees or other academic qualifications, schools attended, and dates):

BSC in Management, Upper Second Class Honours- UWI Cave Hill Campus  
CAT- ACCA  
FCCA  
Postgraduate Certificate in Management, Edinburgh Business School with Specialization in Strategic Planning  
Harvard Business School Certificate course in sustainable business strategy

*Use additional sheets if necessary.*

APPENDIX 1 (a) - BIOGRAPHICAL DATA FORMS

EXECUTIVE OFFICERS AND OTHER KEY PERSONNEL OF THE COMPANY

Name: Alana H Wilson Position: Quality Assurance Manager

Age: \_\_\_\_\_

Mailing Address: P.O. Box 202  
St. George's  
Grenada

Telephone No.: 1-473-444-4248 ext 259

List jobs held during past five years (including names of employers and dates of employment).  
Give brief description of **current** responsibilities.

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Education (degrees or other academic qualifications, schools attended, and dates):

1999-2002 Master of Science (Microbiology) St. George's, University

1996-1998 Bachelor of Science( Biology), St. George's University

Also a Director of the company \_\_\_\_\_ Yes  No

If retained on a part time basis, indicate amount of time to be spent dealing with company matters:

\_\_\_\_\_  
*Use additional sheets if necessary*

APPENDIX 1 (a) - BIOGRAPHICAL DATA FORMS

EXECUTIVE OFFICERS AND OTHER KEY PERSONNEL OF THE COMPANY

Name: Delano Pasea Position: Operations Manager

Age: \_\_\_\_\_

Mailing Address: P.O Box 202  
St. George's  
Grenada

Telephone No.: 473 444 4248 ext 228

List jobs held during past five years (including names of employers and dates of employment).  
Give brief description of **current** responsibilities.

Operations Manager, Grenada Breweries Ltd. Responsible for the the operations of the Brewing, Bottling and Maintenance Departments.

Education (degrees or other academic qualifications, schools attended, and dates):

Diploma in Brewing - World Brewing Academy 2002  
Diploma in Brewing- Institute of Brewing and Distilling- 2005  
University of the West Indies- Bachelors of Science Degree- Chemistry 1994 -1998

Also a Director of the company \_\_\_\_\_ Yes  No

If retained on a part time basis, indicate amount of time to be spent dealing with company matters:

Use additional sheets if necessary