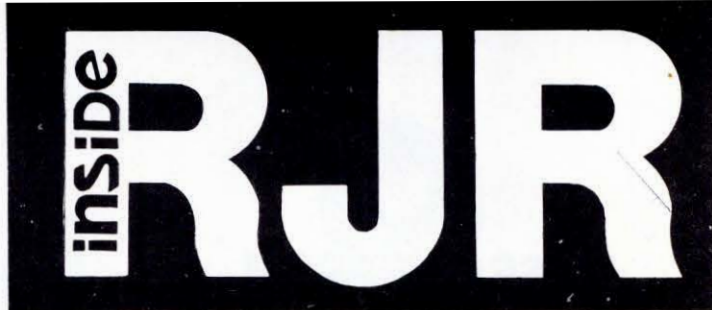


DIVESTMENT OF SHARES NOW A REALITY AT RADIO JAMAICA



Dec., 1979 - Feb., 1980, Vol.1. No.1.

The public in general and workers at RJR in particular were happy to learn that the plan for the divestment of the shares in Radio Jamaica Ltd. has been approved by Cabinet in late November.

As early as September 1977 when ownership of the Station was transferred from the international Rediffusion Company, this transferral was described as an interim measure until the divestment process was formulated. The Board which was appointed was given the mandate by Government to plan a method by which the shares of Radio Jamaica Ltd. would be divested to:

1. Organisations which had a mass-representative base,
2. Workers who should be allowed significant ownership in the structure in order that their influence on everyday decisions of the Company would be reflected in the ownership.

Prime Minister Michael Manley, in handing down the mandate stated the two main objectives of the divestment programme:

1. To ensure that the ownership of RJR resides in the hands of a wide cross-section of Jamaican interests;
2. For control of the Station to be exercised through the workers of RJR and mass-representative organisations on behalf of these interests.

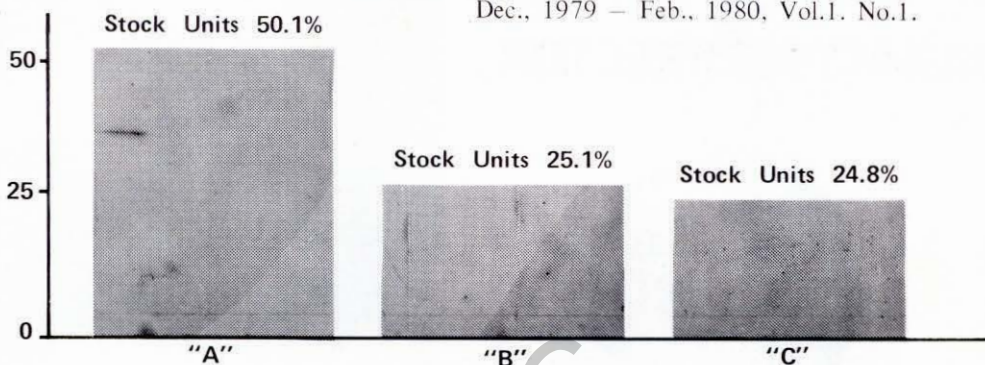
PARTICULARS OF DIVESTMENT

The present stock position is:

- 1,429,690 ordinary "A" stock units (50.1%)
- 716,270 ordinary "B" stock units (25.1%)
- 707,710 ordinary "C" stock units (24.8%)

owned by the Government of Jamaica through the Accountant General.

The Government of Jamaica through the Accountant General proposes to retain all of the "B" ordinary stock and to dispose of the "A" and "C" ordinary stock in the following manner:



i. to offer for sale the "A" ordinary stock to various organisations and institutions representative of a wide cross section of Jamaican interests.

ii. To offer for sale the "C" ordinary stock to the workers of Radio Jamaica Limited.

This is a private offer for sale and RJR workers will be the only persons to own shares on an individual basis.

The Offer for Sale of "A" shares is being made to the following organisations:

1. Building Societies Association of Jamaica
2. Bustamante Industrial Trade Union
3. Dockers and Marine Workers Union
4. Jamaica Agricultural Society
5. Jamaica Association of Local Government Officers
6. Jamaica Civil Service Association
7. Jamaica Association of Evangelical Churches
8. Jamaica Co-operative Credit Union League
9. Jamaica Council of Churches
10. Jamaica Union of Public Officers and Public Employees
11. Jamaica Teachers Association
12. Independent Trade Unions Action Council (ITAC)
13. National Consumers League
14. National Union of Co-operative Societies
15. National Union of Democratic Teachers
16. National Workers Union
17. Nurses Association of Jamaica
18. P.S.O.J.
19. Sugar Workers Co-operative Council
20. Trade Union Congress
21. Union of Technical and Supervisory Personnel
22. University & Allied Workers Union

In the purchase of "A" and "C" shares which are being offered at 69¢ per stock unit, credit facilities are being offered by the Accountant General. There is an option to pay over a ten-year period at an interest rate of 8% on the outstanding balance. The dividends accruing to the block of shares purchased will go towards payment for these shares.

Mr. Lester Spaulding, Managing Director of Radio Jamaica Ltd. points out that with an opportunity to own shares in the Company, the workers will have access to a greater share in its profits, provided, of course, we continue to operate with financial viability as one of our objectives. Mr. Spaulding further stated that divestment of shares ensures that the authority exercised in the decision-making process through worker participation, carries with it the corresponding responsibility for equity investment.

The Jamaica Development Bank is the organisation which will act as trustee on behalf of the Government.

The three classes of shares will be equal in every respect, except in the rights to elect directors. The articles provide that:

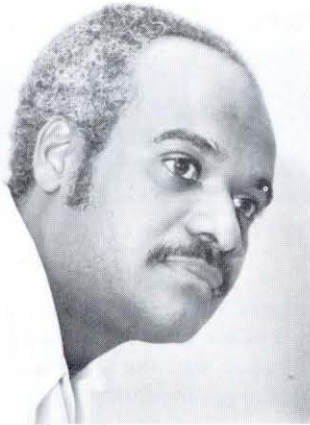
"A" Shareholders will elect seven directors

"C" Shareholders will elect two directors

"B" Shareholders will appoint two directors with the Managing Director completing a board of twelve.

These limitations are intended to ensure that representation on the Board of Directors is proportionate to class investment.

MESSAGE FROM THE MANAGING DIRECTOR



Mr. Lester Spaulding, Managing Director of Radio Jamaica Ltd. announces the Station's co-sponsorship of a Basic School to be built at 29 Beechwood Avenue, the premises of the Citizens Advice Bureau, at a Ground-breaking ceremony held earlier this month. Others from left are: Dr. Horace Russell, Hon. Winston Jones, Minister of Social Security, Mr. Carlton Levy (partly hidden), Chairman of the Citizens Advice Bureau, Mr. J. Verdonck Huffnagel, Acting Charge d'Affaires, Netherlands Embassy, Mrs. Hazel Monteith J.P., Director of the Citizens Advice Bureau and Mrs. Courtney Fletcher, an Education Officer in the Early Childhood Education Programme.

I am pleased to introduce this, the first issue of 'Inside RJR'. As the name implies, the aim of this quarterly publication is to give news to RJR staffers and members of the media and advertising fraternity about happenings within the Company, and to promote a closer rapport between departments and with the fraternity.

We felt that the **Divestment of Shares** in the Company deserved priority in this publication since it will directly affect us all. 'Inside RJR' also features news about special awards, birthdays, weddings, sports and other activities.

I hope that having read this newsletter, RJR workers, will feel motivated to make contributions to the next and succeeding issues.

Letters, articles, and items of news may be forwarded to members of the **'Inside RJR'** Editorial Committee, Lester Hinds, Clifton Segree and Milton Wel-ler.

My special thanks to the Editorial Committee for having made this publication a reality and I look forward to watching 'Inside RJR' grow in size and frequency.

LESTER SPAULDING
Managing Director

R.J.R. CO-SPONSORS BASIC SCHOOL.

Thursday, December 6 marked the happy occasion of a groundbreaking ceremony at the Citizens Advice Bureau premises, 29 Beechwood Avenue, for the building of a basic school primarily for children in the Lyndhurst/Kingston 5 Area. This was made possible by the collaboration of the Citizens Advice Bureau with the Dutch Funding Agency — Stitching Netherlands Comité Voor Kinderpostzegels and Radio Ja. Ltd.

The afternoon ceremony was chaired by Mr. Carlton E. Levy, Chairman of the Citizens Advice Bureau. Guest speakers were the Hon. Winston Jones, Minister of Social Security, Mr. Lester Spaulding, Managing Director of Radio Jamaica Ltd. and Mr. J. Verdonck Huffnagel, Acting Charge d'Affaires of the Netherlands Embassy. Mrs. Hazel Monteith, J.P., Director of the Citizens Advice Bureau delivered the vote of thanks and Dr. Horace Russell gave the Benediction.

All speakers emphasised the importance of pre-school learning. In his address, Mr. Spaulding said:

'In recognition of the need for the substitute to this basic beginning in a number of our homes, and a desire to contribute a permanent and continuing benefit to the society in the context of The International Year of the Child and the fact of our ability to relieve some of the financial burdens from the already overburdened taxpayer, we at RJR feel privileged that we are able to join with the Citizens Advice Bureau as co-sponsors of the project and as such defray the costs of maintaining and running the school as proposed, for the next two years.'

Mrs. Monteith expressed heartfelt thanks to the Dutch Funding Agency, RJR, and the many other persons who made the start of the Basic School possible. Of RJR she said 'I am inches taller because of the generous offer of our Station. This is another indication of greater collaboration with the Citizens Advice Bureau.' She also acknowledged the presence of Megan Thomas, the former host of *Jamaica Today* and thanked Megan and Programme Director Winston Ridgard for their support.

NEWS & NOTES



Donovan Anthony Phillipps II poses for the camera. Proud parents Judy & Donovan Phillipps welcomed his arrival on September 12th—Judy's birthday!

RJR BIRTHDAYS

RJR Sagittarians Alan Magnus and Althea Morais celebrated their birthdays on December 15th and 18th respectively. Hope they both had a good day! Best wishes to other RJR staffers who have birthdays coming up: Don Topping on January 4th, Jeff Brown on January 9th, Victor Abrahams on January 13th, Junior McGlashen on January 18th, Elizabeth Bennett on January 15th, Fred Richards on January 20th and David Ebanks on January 22nd. Lots of January celebrations! Long range best wishes also to Carlington Sinclair and Patrick Ritchie-Haughton, who will celebrate their birthdays on February 27th and 17th respectively.

NEW BABIES

Congratulations to Mrs. Betty Bennett and husband Raphael on the birth of their son Robert Paul Bennett. Robert Paul was born on August 9th.

Congrats also to Mrs. Marcia Leyow and her husband Jimmy on the birth of their son Jimmy Paul Leyow. Jimmy Junior was born on August 15th.

MARRIAGE

Congratulations to newlyweds Carroll Lawrence and his bride Eleanor (nee Grant). The happy couple were married on September 9th at Unity of Jamaica on Old Hope Road. Best wishes for a long and happy married life!



Our warmest congratulations to Patrick Ritchie-Haughton who was awarded a Gold Medal in the Annual Seprod Awards for journalism in 1978. Patrick received the Outstanding Public Service Award for his production and presentation of the weekly Sunday broadcast of "The Week in Industry."

The citation read... "For several years RJR has aired a programme aimed at offering exposure to aspects of industrial activity in Jamaica. During the past year the state of the economy directed greater attention to industrial performance and to the encouragement of wider industrial development.

Patrick Ritchie-Haughton maintained a supervisory vigil on new developments and improvements, and through "The Week in Industry" allowed the nation to learn about new techniques in production, the availability of new products and services, and of the establishment of new industries and industrial services."

"The Week in Industry" is broadcast on RJR-AM on Sundays at 2.00 p.m. and is sponsored by British Airways.

SPECIAL AWARD FOR TRAFFIC REPORT

RJR was the proud recipient of the Jamaica Chamber of Commerce Service Award at a ceremony held on Saturday,

November 13th. The citation for the award read as follows:

Established commercially in July 1950, Radio Jamaica Ltd., has consistently manifested the Station's dedication to excellence and professionalism in radio broadcasting.

R.J.R. has over the years rendered outstanding services to the community — the Station's current mobile traffic reports, a feature of the "Good Morning Man Show" has been of particular help to motorists in the Corporate Area and Montego Bay. Brainchild of Holford Plummer, R.J.R.'s Programme Assistant (Operations), the traffic reports were

launched in September 1977, initially as a public service and later received the sponsorship of the Victoria Mutual Building Society. These reports are unique in that they are broadcast from ground level, and not from an aircraft, as with most such features. Because the reporter is on the road, he is able to warn listeners of road surface conditions, for example, pot-holes, broken water mains; advise the KSAC of faulty traffic lights and alert the Police to traffic violations.

We salute R.J.R. and in particular the Station's hard-working team who produce and broadcast daily traffic reports.

SCHOLARSHIP AWARDED TO RJR STAFFER

RJR is pleased to announce that Technical Operator Jeffrey Brown has been awarded a scholarship to do a Communicarib Course in Barbados, starting on January 14th, 1980. The five-month course will upgrade his Communications. This is the first time an RJR employee is being sent on this particular course, and we hope that Jeffrey Brown will find it a profitable experience.

SPORTS AT



**PAYOLA...
OOH
LA LA!!**

Our RJR Sports Club has been very active in recent months. It is now football season and our team, the Seven-Twenty Kickers, led by Courtney Sargeant has been doing very well in the Media House Competition. The Team practices regularly at the St. Hugh's football field, and the matches in the Media House competition take place at Jamaica House. The Seven-Twenty Kickers hold a 'money' bingo every Friday night to help buy their equipment, and sometimes a film is shown.

Our darts team, the Night Hawks, led by Leon 'Flato' Lyons practices every night at the Sports Club. The Night Hawks recently won the Division II Cup in the Friendly Darts League Competition, and they have made it to the semi-finals of the Criterion Trophy, and we are looking forward to good news from the finals.

Our badminton team has been playing a series of friendly matches with various clubs, and their team leader is Miss Glenna Chang. Recently they had an afternoon of badminton, dominoes, table tennis and cards with the JPS Club.

'Flato' is in the process of getting a table tennis team together. This will be captained by Don Topping, and they

have already started practising for the Media House competition, in which we hope they will do well.

Dominoes is played religiously every night at the Club. Uriel Brandford leads the dominoes team, but they mostly play among themselves and with friends, rather than in tournaments. We are hoping that our netball team will be revived soon. It was discontinued because of lack of interest, but as there now seems to be some interest among the staff, we hope we will soon have a crack team.

Our cricket team is captained by Ed Barnes and they will be getting off to a good start in January when the cricket season begins.

Our Sports Club here at 32 Lyndhurst Road offers a badminton court, a bar, a table tennis area, a dominoes area and a lounge with AM music and a TV. Ken Chin is doing a particularly fine job as our bar manager and the Company gives us invaluable assistance with equipment and sponsorship of tournaments. The Treasurer of the Club is Michael Spence and the President, 'Flato' Lyons urges staff members to get more involved with the Sports Club. "So many members of staff only come to watch," he says, "we need more participation in 1980."

What is payola?!!

This is a system of remunerating those involved in helping to make a particular recorded song popular in terms of sales. Over the years the system has turned the other way, and has now become one in which those who are able to make songs popular (radio station personnel etc.) are paid to do just that. This often happens to the detriment of other records whose producers are not able to give these large gratuities. This system, and the possibility of its existence damaging our radio station's music programming, was extensively discussed at a recent monthly staff meeting. Certain actions by some staff members were pointed out, and these it was said could be construed as possible payola connections.

Various staffers made contributions to the meeting on the subject, and the consensus was that if it exists at RJR, efforts should be made to eradicate it.

The Managing Director, Mr. Lester Spaulding also explained that if it could be proved that any RJR staff member was involved in payola, it would mean instant dismissal.

R.J.R. LONG-SERVICE AWARD RECIPIENTS



RJR's Long Service Award winners at Award Ceremony held recently during the staff Christmas party. Back row (left to right): Mr. Ivan Cockburne (15 years freelance service), Mr. M.M. Wallace (20 years freelance service), Mr. Don Topping (10 years service), Mr. Simpson representing his father, Mr. L.A. Simpson (15 years freelance service), Mr. Leon "Flato" Lyons (Worker of the Year - Engineering), Mr. Patrick Ritchie-Haughton (15 years accumulated service). Front row (left to right): Mr. Leroy Thompson (Worker of the Year - News), Mrs. Audrey Hunter (10 years service), Miss Janette Mowatt (20 years service), Mr. Oswald Ferguson (10 years service), Miss Pernel Parchment (Worker of the Year - Programmes), Mr. Ronald Grant (15 years freelance service).