

SEAGRAM AMERICAS
AMHERSTBURG PLANT
December 1997

To all the Seagram people of the Amherstburg Plant and their families,

I wish you a very

MERRY CHRISTMAS

and a

HAPPY NEW YEAR

*1997 was a good year at the
Amherstburg Plant as we continually
change the way we run our business
and update the equipment we use.*

*Thanks for your efforts throughout the
year.*

Dan

1997 is just about history and it has proven to be another year of fast pace and continuous change.

Some of the changes we see are in the faces at Seagram. 1997 had many people move onto retirement, including Elso Pontini, Larry Delmore and Geraldine Meloche. Dwaine Dawson joined us December 1st to replace Larry, Diane Ewell will be transferring here from Relay, Maryland on January 5th, 1998 to take over the Quality Manager's function, and Sheila Bratt started on December 15th. John Rose transferred to Amherstburg from Lawrenceburg, Indiana on November 1st as Assistant Plant Manager. All four are most certainly a welcome addition to the Amherstburg Plant team.

Outside of the plant, Don Nickless has recently retired and Bob Brinkman has moved into the position of Executive Vice-President - Manufacturing, Seagram Americas. Gordon Teubner has replaced Bob as Vice President, Production, Seagram North America. Gordon will be visiting Amherstburg on January 13th and 14th.

1997 also saw Amherstburg keep their hold on the greatest number of recipients of the Bronfman and Seagram scholarships - six! It must be the water! We are also the pace setters for customer service levels in North America. Congratulations to the Larry's (Amlin & Pickerin) and the entire shipping crew - a great job!

Thirteen month's after his accident, it was great to see John McCauley visit the plant in October and meet with his friends and co-workers. John's daughter, Sherry, has informed us that John will be moving back home early in the new year. Way-to-go John! He and his family and close friends have had a long, exhausting journey of rehabilitation, and it is great to see the success and reward of Johnny coming home.

If you were unable to attend the Fishing Derby or Golf Tournament or Christmas Social, you missed a good time. Congratulations to Tim Finn and his merry bingo ticket sellers, Cheryl Fox & Janice Robinson, for all the work and planning that went into the best Fishing Derby and Golf Tournament ever. Congratulations to Pam Holmes, Jo-Anne Jones, Greta Ruston, and Karen Charron for their hard work on the very successful Christmas Social.

We have another winner of this year's President's Challenge Award, Peggy Arbuckle. Peggy received many nominations for her "living the Seagram values day in and day out", which are Integrity, Respect, Teamwork, Consumer and Customer Focus, Quality and Innovation. Peggy receives \$500 and will attend an awards luncheon when she visits Montreal on January 7th and 8th.

Looking ahead, our new Crown Royal sign should be in place along side the "Seagram V.O." sign early in January. We will begin negotiations for a new contract in mid January. Crown Royal sales continue to grow, which will mean more jobs here in Amherstburg. Finally, I am very confident that 1998 will be a successful year for our plant, and we will be recognized as a world class supplier and be the supplier of choice by our customers.

THE 1997 PHOTO GALLERY, CHRISTMAS EDITION

This year's Christmas version of the photo gallery is bigger and better than ever and includes a good mix of the various events and many anniversaries throughout the last half of 1997.

As done in the past issues, the following numbered narrative corresponds with the numbered photographs that follow. On with the show.....

1 - 6. **HOT DOG DAY** Tim Finn's customer appreciation day for all those who support his fundraising venues for the golf tournament and the fishing derby.

1. Mike Purdie (sneaking a pop), Peggy Arbuckle, Jo-Anne Shepley, Dan Gibb, and Glen Murray.
2. The cooks for the event - Dan Kirby and Dan Gibb, with Paul Pouget and Gerard Laing, who came back for seconds!
3. A rose..... A thorn between two roses. Roxana Lepore, Dan Gibb, and Diane Golden resting after the feast.
4. Nancy Champagne, Randy Head, Karen Charron & Freida McAvoy.
5. The sous chef sampling his wares - Dan Kirby at the end of the lunch with his skateboard look.
6. Another happy customer - Wayne Wilson back for seconds, or was that thirds.

7 - 18. **SEAGRAM FISHING DERBY** The event was held June 30th and fish were caught in the Detroit River and Lake Erie with the weigh-in at the White Sands. Tim Finn and Paul Pouget organized another great day with good weather, lots of prizes, and a delicious fish fry to finish the day.

7. The Fishing Derby chairperson, Tim Finn.
8. A group shot of most of this year's participants.
9. Lyle Grierson and Bud Plant talking about the one that got away, or whose turn to get the beer.
10. Tim Finn giving last minute instructions to the "filet man" and "fish fryer", Bill Finlay.
11. Retiree, Doug Goodwin, posing with his fish. Hey Doug - "where's the fish?"
12. Derek Gibb, Lyall Grierson, Linda Dupuis, Bud Plant & group.
13. Brian Quimby posing with a "pop".
14. Retiree Howard & Elaine Parker watching the weigh-in.
15. The Good Ship Lollipop! Tim Finn, Judy Trombley, Betty-Lou Beaudoin, a guest, Olinka Ozvat, and Dan Gibb trawling for pickerel.

16. Organizers, Tim Finn and Paul Pouget, discussing the rules with Brian "Corp" Ferguson, and Janice "Sheephead" Robinson.
17. Karen Goulin getting a few pointers from the "filet man", Bill Finlay.
18. Not only can Bill Finlay filet fish, but also supplies bicycle parking at the same time. What a guy!
- 19 - 43. **SEAGRAM GOLF TOURNAMENT** The 1997 golf tournament was bigger and better than last year. Tim Finn's fundraising events, shrewd shopping, and organizing skills resulted in a successful event, including largest turnout ever, good golf, great meal, and fantastic prizes.
19. Pat Hanley, Paul Pouget, Tim Finn & Bill Finlay.
20. Brian Hay, Jim Hutchins, Charlie Goodchild & Gerard Laing.
21. Kathy Belanger, Debbie Kelly, Barb Murray & Margaret Sprague.
22. Pat Coyle, Wayne Brush, Larry Amlin & Steve Brush.
23. Mike Purdie, Roger Trombley, Glen Murray & Chico Sprague.
24. Judy Trombley, Betty-Lou Beaudoin, Diane Golden & Roxana Lepore.
25. Derek Gibb, Joe Hobson, Mark Keltika & Dan Keltika.
26. Bill Comeau, Dan Lacey, Gary Goulin & Bobby Sinasac.
27. Pat & Lynwood Brush, Buck & Laura Bondy.
28. Jeff Beetham, Paul Marontate, Kevin Matte & Carlos Morugo.
29. Randy Weatherbie, Dominic Stella, Chip Nedin & Ron Nedin.
30. Howard Fox, Steve Vuk, Nelson Carnahan & Lew Bullock.
31. John White, Duncan McIntyre, Howard Parker & Jerry Jeffries.
32. Jim Paquette, Gerry Shaw, Dean Maure & Dave Pouget.
33. Dave & Janice Robinson and Ed & Pat McCaffrey.
34. Mr. & Mrs. Clark Calautti, Larry & Nancy Renaud.
35. Don Dalpee, Joe Beneteau, Jerry Lucier & George Makepeace.
36. Cameron Jones, Lynn Shaw and Mr. & Mrs. Mike Krzeminski.
37. Lynwood Brush showing his great back swing (or is he left handed?)

38. Buck Bondy demonstrating the text book follow through (or is he left handed??)
39. Statistician Roger Trombley, Tim Finn, low net ladies winner Janice Robinson, and Dan Gibb.
40. Roger Trombley, low gross employee ladies winner (104) Betty-Lou Beaudoin, Tim Finn and Dan Gibb.
41. Dan Gibb, and men's low net winner (72) Dan Kirby.
42. Men's low net (73) Dave Robinson & Tim Finn.
43. Employee men's low gross winner (79) Mike Purdie and Dan Gibb.
- ** A photo, which did not develop, was of Margaret Sprague, who was the non-employee ladies low gross at 96.

44 - 51. **AROUND THE PLANT**

44. Paul Imeson at work on Crown Royal 375 ml. Notice the ergonomic form.
45. Pam Holmes and Lois Johnson. I finally got Lois to look at the camera!
46. Quality Technician, George Wieme, demonstrating the end of line inspection technique.
47. Linda (or is it Janice) Temesy with the "Smile of the Week" pose.
48. Lynwood Brush - I lied Pip, there *was* film in the camera.
49. Gene (Roy Orbison) Chikaz at his usual spot, "nurse's aid".
50. John McKinley caught on film in a rare pose - resting!
51. Kathy Belanger in her "wanted poster pose".
52. Doug Baron, power house engineer. When this photo was taken, he was getting advice from Bill Comeau on "football betting". Notice the puzzled look.
53. Dorothy Overgaauw and Wayne Wilson. One of those rare appearances of the "grey fox".
54. Steve Vuk demonstrating our new automated reshipper conveyor.
55. Susie Boxall surprised by the roving photographer, or is this "Marilyn"?
56. Tracy Adam, Connie Pajot, Linda Temesy, and Grant Pauli at the packing station for Crown Royal 375 ml.
57. Glen Murray and Pat Goodchild, our shunt drivers. Just hang on Pat - Glen will help you up the stairs!

58. Steve Vuk. Guess where this shot was taken. (Hint - if you guessed North America you are wrong.)
59. Photo of the winning horse (Best Condition) of an event that Wendy Lewis organizes in the Waterloo area.
- 60 - 77. Retirement photos.
60. Retirees Martin Breshamer and Gord Freeman with want-to-be retiree Lynwood Brush.
61. Pat and Bill Baker, Dan and Pauline Keltika at Elso and Larry's retirement party.
62. Dan and Laurie Kirby at retirement party.
63. The Larry Delmore "relatives" - mom, brothers, sisters, and the kids.
64. At the "Anderdon" for Larry Delmore's luncheon. Randy Head, Howard Skidmore, Bill Baker, Dan Keltika, Dan Gibb, Brian Quimby, Rick Eagen, Larry Delmore & Bill More.
65. Elso & Marlene Pontini, toasting Elso's retirement.
66. Retiree Larry Delmore. Why the smile?
67. Carolyn Delmore getting advice from a retiree's wife (Diane Freeman) on when to schedule your husband to the the vacuuming!
68. John Beaudoin's retirement day with Bill Baker, Dan Kirby, Bernadette and Dan Gibb.
69. Orion Snyder's retirement day with Dan Keltika.
70. Dan Kirby presenting Stella Masse with her retirement gift on her last day of work.
71. Bill Baker presenting Ron Sinasac his retirement gift.
72. Dan Keltika presenting Alex Sabo with his retirement gift.
73. Howard Skidmore presenting Jim (surprise I am retiring) Holmes with his retirement gift on his last day of work.
74. Dan Keltika and Laurence Bridgen on Laurence's retirement day.
75. Dan Keltika and Joan "the switchboard" Browning on Joan's retirement day.
76. The retirement group, Laurence Bridgen, Orion Snyder, Jim Holmes, Joan Browning, Alex Sabo, and Ron Sinasac.
77. Joan Browning - had to include that smile!
- 78 - 114. SERVICE AWARDS The following photos are of employees receiving their long service awards this year.

78. John Beaudoin, 40 years, October 1955.
79. Vic Deneau, 40 years, October 1957.
80. Claire Fox, 35 years, November 1962.
81. Phyllis Fattore, 30 years, October 1965.
82. Susan Boxall, 30 years, July 1967.
83. Tom Robidoux, 30 years, August 1967.
84. Tormey Hamilton, 30 years, September 1967.
85. Earl Maisonville, 30 years, September 1967.
86. Bill Bailey, 30 years, September 1967.
87. Isabelle Bastien, 30 years, September 1967.
88. Jackie Deslippe, 30 years, September 1967.
89. Shirley Paquette, 30 years, September 1967.
90. A group photo of those 30 year long service recipients who were presented with gifts all on the same day.
91. Mike Purdie, 30 years, October 1967.
92. Pat Robinson, 30 years, October 1967.
93. Dan Lacey, 30 years, October 1967.
94. Diane Freeman, 30 years, October 1967.
95. Jo-Anne Maitre, 30 years, October 1967.
96. Doris Trudell, 30 years, October 1967.
97. Bill Baker, 30 years, November 1967.
98. Dan Keltika, 25 years, January 1972.
99. Greta Ruston, 25 years, October 1972.
100. Diane Cadarette, 25 years,, October 1972.
101. Betty Purdie, 25 years, October 1972.
102. Cecile Larking, 5 years, September 1992.

103. Rocco D'Alimonte, 5 years, September 1992.
104. Debbie Bastien, 5 years, September 1992.
105. Durinda Frisk, 5 years, September 1992.
106. Brian Hay, 5 years, September 1992.
107. David Forget, 5 years, September 1992.
108. Karen Goulin, 5 years, October 1992.
109. Dean Ware, 5 years, October 1992.
110. Kim Kollin, 5 years, October 1992.
111. Joyce Simone, 5 years, October 1992.
112. Mary Jane Gomes, 25 years, October 1972.
113. Jim Vance, 30 years, November 1967.
114. Leslie (Minus) Sprague, 30 years, October 1967.
- 115 - 120. MORE AROUND THE PLANT
115. David Scanlan, finally got him after 3 shots!
116. David (Duckie) Hunt arriving for the afternoon shift.
117. Geraldine Meloche, who will be retiring just before the Christmas shutdown.
118. Richard McCaffrey. Who said there isn't a Santa Claus???
119. Peggy Arbuckle, this year's recipient of the President's Challenge Award and modelling the latest Crown Royal sweat shirt.
120. Our new Christmas tree in the reception area, which was thoughtfully decorated by our receptionist Diane Freeman and Marlene Pontini. You have to see it - great job!!!

A note from RETIREE CHAPTER 2098, C.A.W.

The following dates are monthly meetings for the next six months -

January 14th, February 11th, March 11th, April 8th, May 6th & June 10th.

Our lunches prior to the meetings start at 12:30 p.m. Your attendance would be appreciated.

Retiree Executive

1997 PHOTO GALLERY XMAS



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HOT DOG DAY



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SEAGRAM FISHING DERBY



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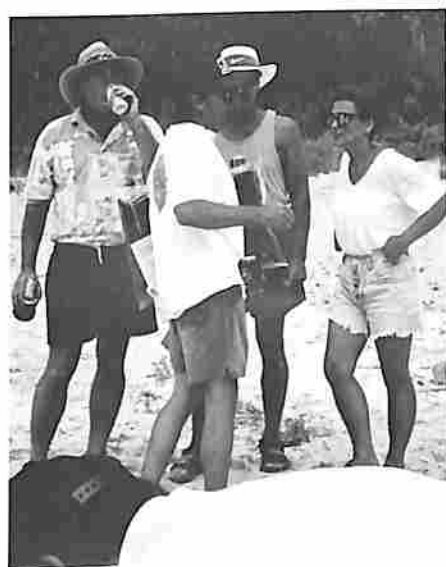
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SEAGRAM GOLF TOURNAMENT



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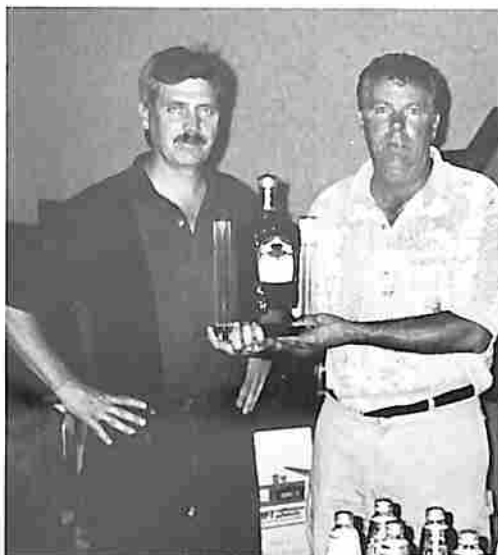
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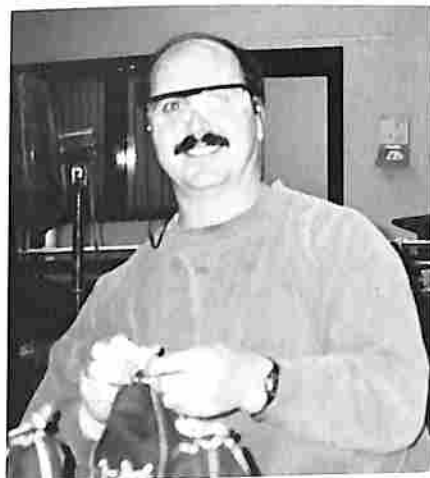


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AROUND THE PLANT & ETC.



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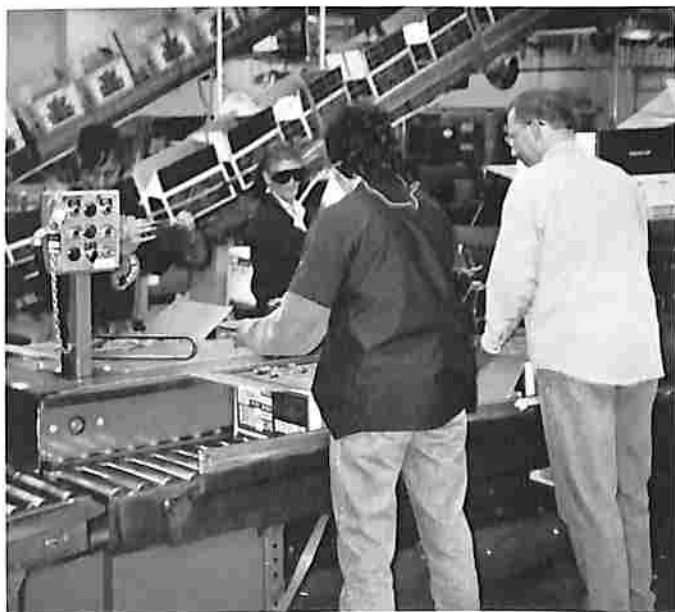
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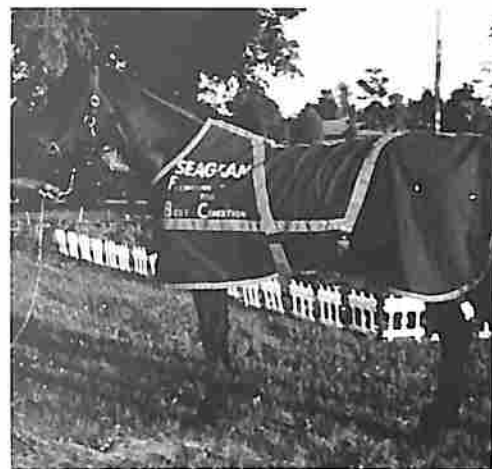
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RETIREMENTS



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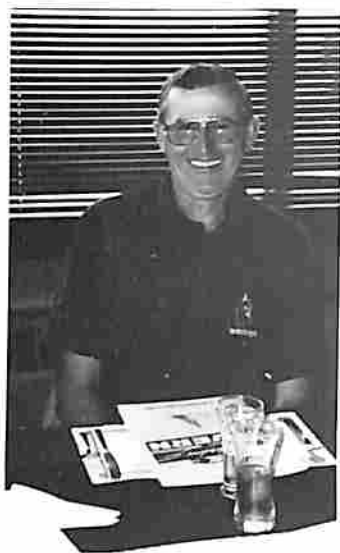
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SERVICE AWARDS



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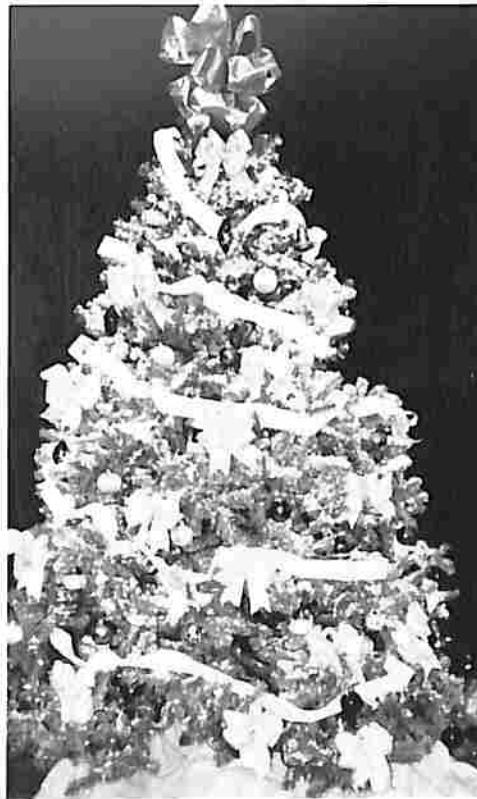
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