

August 4, 1995

CAPsule

Volume 2.1



UPDATE

Thanks to all the staff members who took the time to call the CKCO ACTIONLINE this week. We're busy making some last minute changes based on your comments.

Congratulations and thanks to all the staff that have been updating ACTIONLINE services such as news headlines, sports, entertainment and others. If you are not sure which staff we are referring to give the ACTIONLINE a call.

Advertiser interest in the ACTIONLINE has been great. Peter Jackman is close to signing a major sponsor for the system. The Ontario Lottery Corporation has made a commitment to a significant increase in spending on CKCO for the coming broadcast year in return for their sponsorship of the winning lottery numbers. The sales team is working hard to sign up other clients. We will keep you posted on the successes.

Watch for the initial launch of the ACTIONLINE to our viewers next week!

Cameron Crassweller

AUGUST STAFF MEETING

Our August Staff Meeting will be on the 15th at 2:00 p.m. in Studio 2. **DON'T MISS THIS ONE - THE NEW LOGO IS SCHEDULED TO BE UNVEILED.**



Staff Birthdays for August are:

August 1, Mike Kelly and Cathy Parise, Elizabeth Gennings celebrates on August 2, Rita Arais will party on August 3, and Gar Lewis adds another year on August 4. Our favourite farm reporter has a birthday on August 6 and photog Pete McCallum is a year older on August 7. Gary McPherson is celebrating on the 9th and Paul Francescutti on the 10th. Richard (new Dad) Thomas is having a birthday on August 11 and Heidi Toffolo celebrates on August 13. Assignment Editor Dave Carswell has a birthday on August 15 and Michael Farwell, our new part timer celebrates on the 16th. Annemarie Raines has a birthday on August 17, Peter Jackman on August 18 and Randy Ricketts celebrates on August 19. Alan Sill has a birthday on August 22, Andrew Heubner celebrates on the 23, Chris Waurechen on August 24 and Chris Dunseith on August 25. Everyone is indeed getting older when the second generation starts making an appearance. Rick Walker has a birthday on August 29th and Angela Borges and Kevin Doerr celebrate on August 30th.

Many happy returns to all and have a great year!



H.R. HUDDLE

EMPLOYMENT EQUITY

The following definitions have been taken from "Employment Equity" published by Employment and Immigration Canada.

Designated Groups or Target Groups were selected as the focus of Employment Equity because their labour market experience reveals long-standing patterns of:

- high unemployment;
- lower than average pay rates;
- concentration in low status jobs

Aboriginal Peoples

Aboriginal peoples of Canada consist of individuals who identify themselves as Status Indians, Non-status Indians, Inuit, or Metis.

Disability

Physical disabilities can be visible or non-visible and can include any degree of paralysis, amputation, lack of physical coordination, blindness or visual impairment, deafness or hearing impairment, muteness or speech impairment, or physical reliance on a guide dog, wheelchair or other appliances or devices.

Learning, mental or psychiatric disabilities can include learning or comprehension incapacities which are significant and persistent but permit the individual so disabled to carry out duties and perform tasks in a reliable manner under a reasonable amount of supervision.

Visible Minority

Persons who are non-Caucasian in race or non-white in colour (Employment Equity Act, 1986)

Women

DID YOU KNOW THE ANSWER??

The solution to the July 21st puzzle.

Remember "This time you have 15 matches. Take away six so that you have ten left."

The answer is

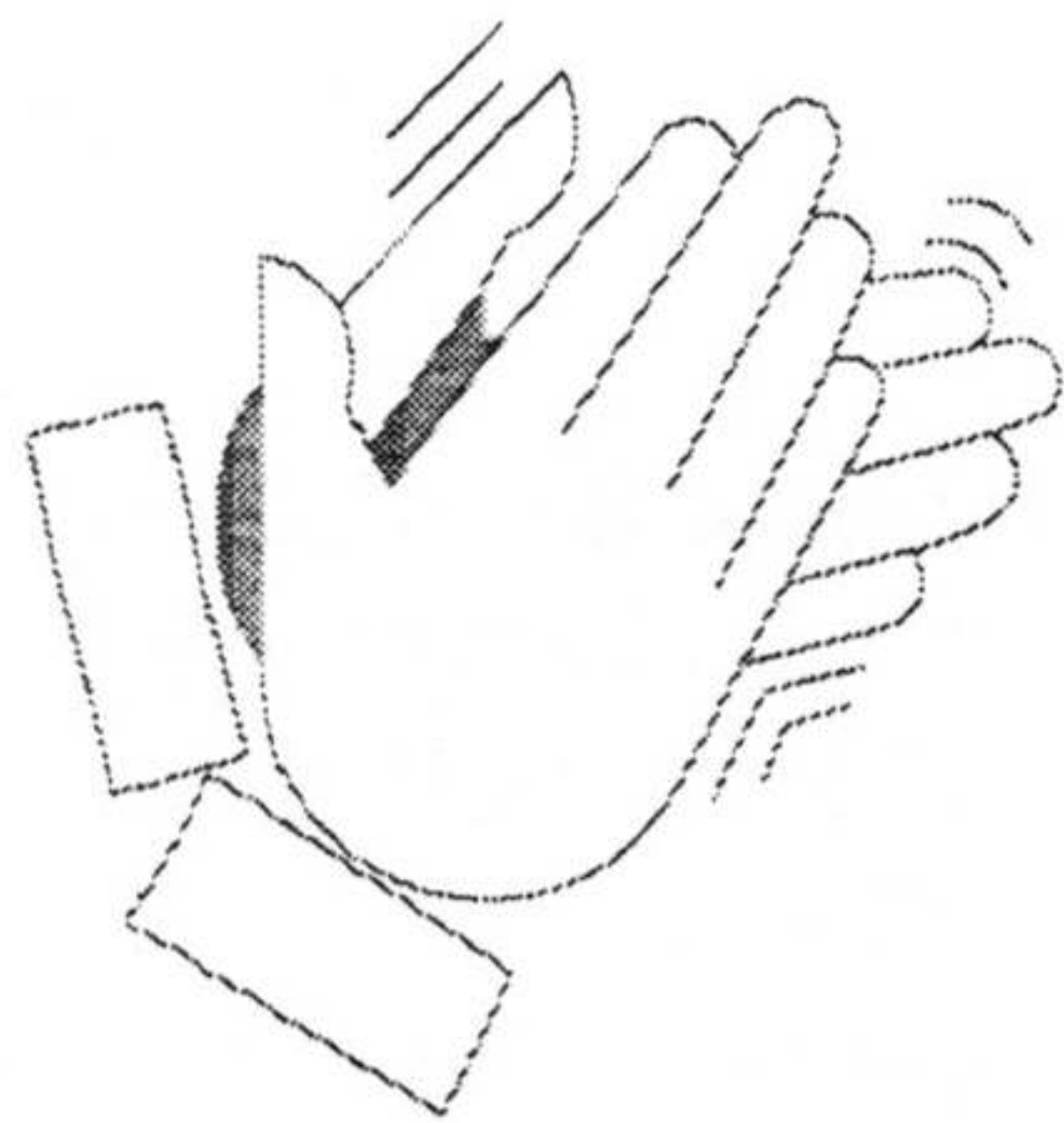
TEEN

And the winner is **RAY IRWIN**. His correct answer was received on July 21st at 9:58 a.m. **RAY WINS A NEW HAT.** A Biltmore Stetson Crushable Golf hat that is . . . Congratulations Ray!

EMPLOYEE OF THE MONTH

The VISION COMMITTEE has chosen Photographer/Reporter **PETER GRAHAM** as **EMPLOYEE OF THE MONTH** for July, 1995. The nomination stated "as he has done on countless occasions, Peter sharply picked up an emergency situation on his police scanner (an incident on the Breslau Rail Bridge). It happened at 1:30 a.m. on June 25th. Peter's shift was long over but he went on his own volition and grabbed the exclusive. A performance that was above and beyond the call of duty"

CONGRATULATIONS PETER . . .
Employee of the Month for July, 1995.



HAPPY ANNIVERSARY FOR THE MONTH OF AUGUST

This month there are 16 people celebrating anniversaries with CKCO. Leading the way is **RITA ARAJS** who started on August 6, 1973 - twenty-two years. After Rita comes **BRIAN "BUCK" DUNSEITH** who started on August 29, 1975. Twenty years Buck - where does the time go? Two of our on-air personalities started the same day - **JEFF HUTCHESON** and **DAVID IMRIE** - both started on August 29, 1977. Eighteen years! Must have been just babies when they started. In addition the following staffers celebrate anniversaries in August::

Sandy Clarke	Aug. 24/81 - 14 Years
Bruce Emmerson	Aug. 24/87 - 8 Years
Janet Taylor	Aug. 24/87 - 8 Years
Debbie Su Elliott	Aug.22/88 - 7 Years
Phil Maeers	Aug.29/88 - 7 Years
Chris Urhig	Aug.21/89 - 6 Years
Steve Lowe	Aug.20/90 - 5 Years
Elizabeth Gennings	Aug.27/90 - 5 Years
Mike Lockston	Aug. 5/91 - 4 Years
Bob Stewart	Aug. 6/91 - 4 Years
Avonwy Peters	Aug.17/92 - 3 Years
Crista Mechlinski	Aug. 9/94 - 1 Year

Congratulations to everyone!

ANNOUNCEMENT

Joe Brenner has appointed **JOHN GRANT**, **Engineering Supervisor** for CKCO Television.

The position reports to the Manager of Engineering and is responsible for the day-to-day operation of the department.

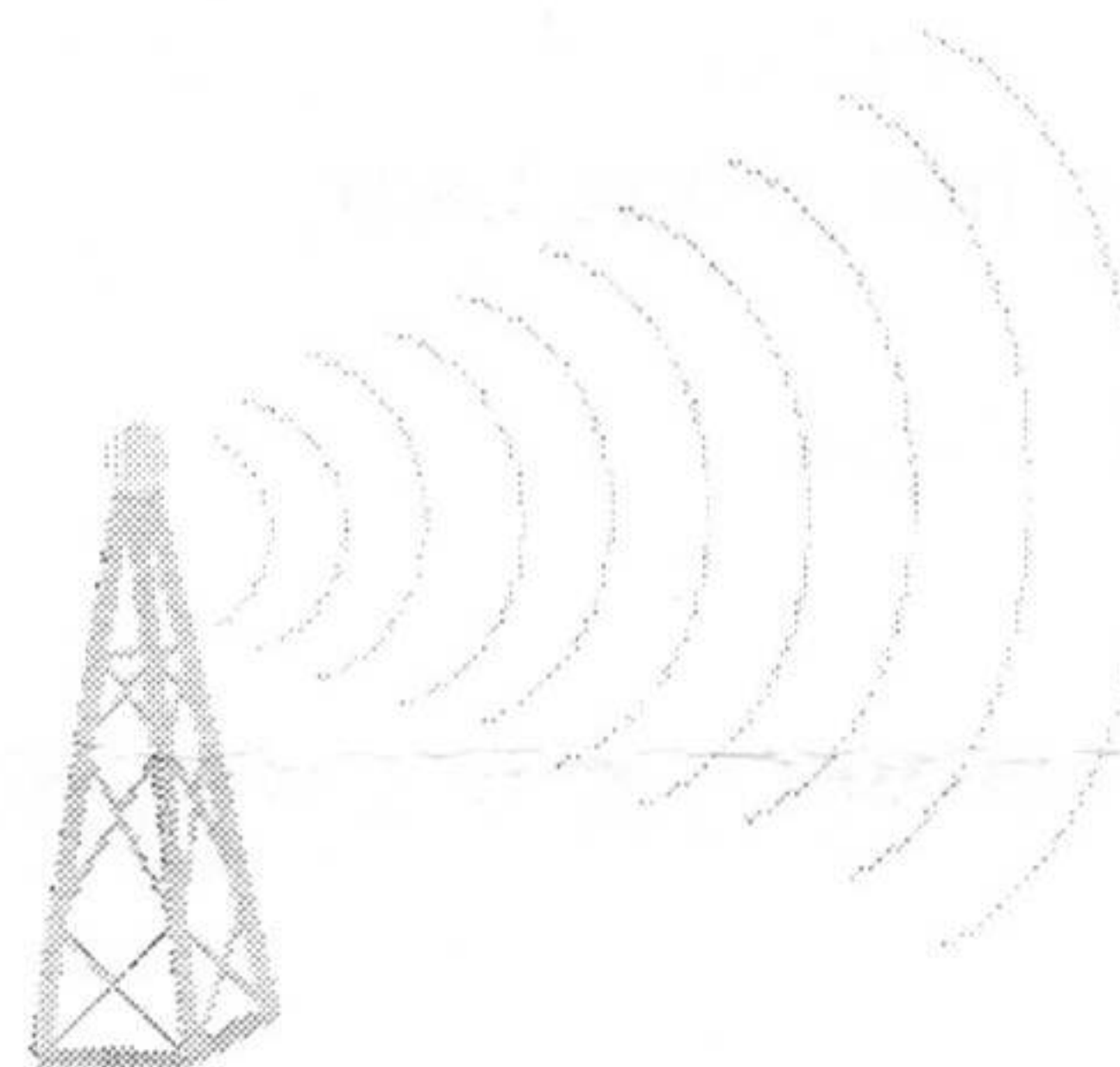
John brings over 27 years involvement within the broadcast industry and over 20 years at CKCO as an engineering technician. During the last 4 years John has been assigned to "special projects" requiring advanced computer knowledge.

John has demonstrated his technical, leadership and organizational skills. His talents will be utilized to complete CKCO's move into the "Video File Server" and digital TV age.

The appointment is effective August 7/95.

Congratulations to John from all of us at CKCO.

FROM THE NEWSROOM



Part-time Editor **PAUL SMITH** tied the knot in July. Paul and his bride, **TAMMY**, got married on July 15th in Morrisburg on the St. Lawrence Seaway.

DAN FOSTER (Editor/Photog) & **MARIA GRAY** will be getting married on September 23/95. Going to Greece for their honeymoon. There is a "Buck & Doe" being held for Dan & Maria on August 12th at the German Canadian Club in Woodstock. For tickets see Steve Parr.

JULIE-MARIE INNES is expecting another baby . . . due in late December. This will be baby number three for Julie-Marie and Larry. Julie-Marie says "**no morning sickness this time!!!!**"

And speaking of babies . . . **GUY LEPAGE** (our Queen's Park reporter) will be taking 3 months **PATERNITY LEAVE** starting next week. A first for CKCO!!! CHCH will be helping out with coverage from the Park during his absence.

The new NEWS SET is being assembled in Studio 3. You can watch the progress through the windows. For safety reasons, please stay out of the studio during this time. The launch date is set for early September.

JIM TROYAK is the first Photog being trained for the new "Live Eye" microwave truck . . . soon to be "On a Street Where You Live"

Part time writer **AVY PETERS** will be leaving us in September. Avy has been accepted into the journalism program at Carleton University in Ottawa for a 2 year term. We wish her all the best.

That's it for this time.

WHAT'S WITH THE GAZEBO?

It's part of a Weather Watcher promotion that will run the first three weeks of August. Viewers will be asked to write or fax us for the chance to win the gazebo at the end of the three week promotion.

Dave MacNeil

OTHER STUFF

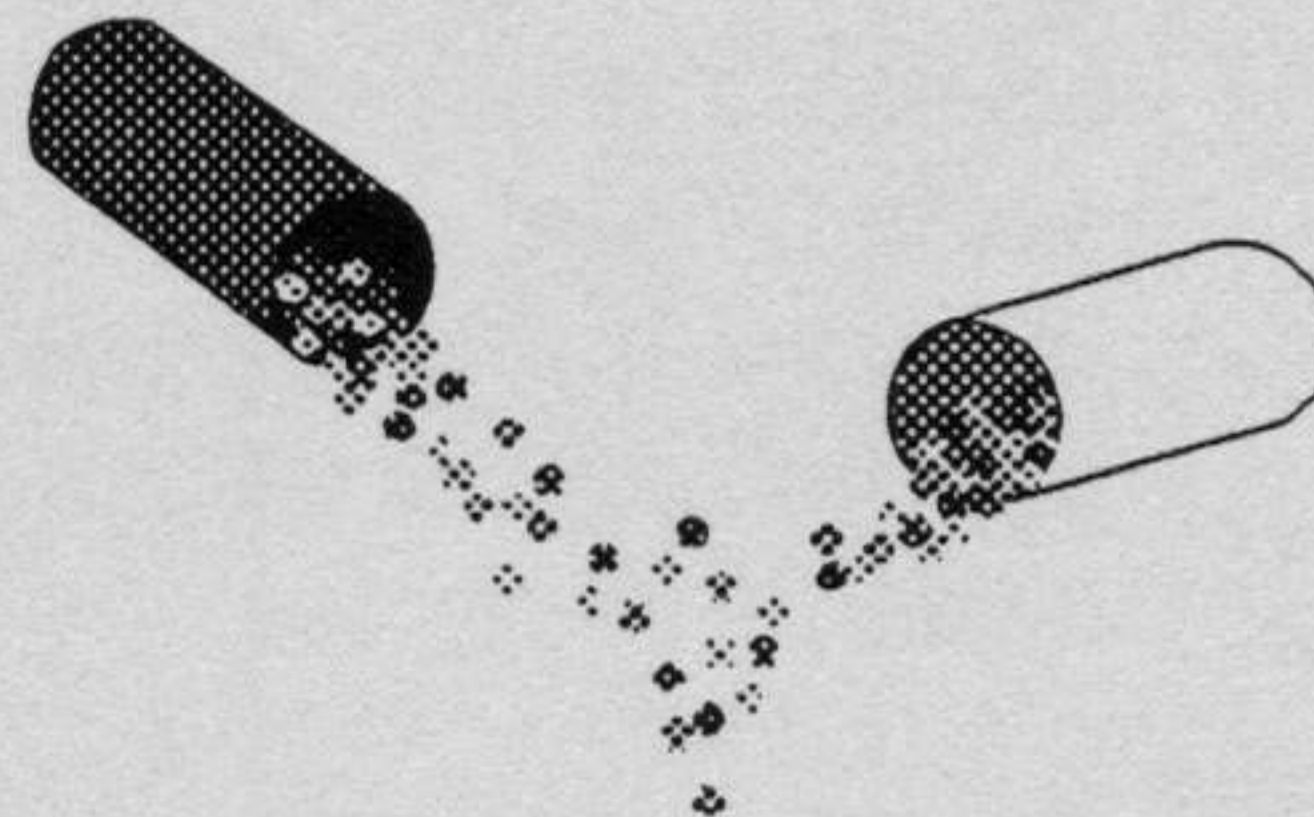
Next Tuesday, August 8 CKCO will sponsor and the Centre in the Square will host the monthly **BUSINESS AFTER 5** event from 5:00 P.M. TO 7:00 P.M. in the Atrium Lobby of the Centre. Business After 5 is one of the many programs offered by the Chamber of Commerce to help business operated more successfully in our area. The Chamber works to improve the economic climate by providing a monthly opportunity to make new business contacts, meet old friends and identify potential customers and you are welcome to attend. **DAVE MACDONALD** will do a live hit on the 6 O'clock News from the Centre using the new "Live Eye". **JUST DENNIS** will take the opportunity to meet and provide a brief greeting to Chamber members and guests attending.

BRUCE JOHNSTON will take on the task of **CAMPAIGN CO-ORDINATOR** for the upcoming **UNITED WAY CAMPAIGN** this fall. Last year was the first year CKCO was counted as a separate entity and donations quadrupled from 1993, mainly through payroll deductions. I encourage everyone to give Bruce and the campaign as much support as possible.

Keep in touch.

Reg

CAPSULE



August 18, 1995

Volume 2.2

THE STAFF MEETING & THE NEW LOGO

On Tuesday, August 15/95 **JUST DENNIS** held his first staff meeting. He gave an interesting presentation on the life cycle of a business/product. **PAT KRIEG** reviewed the financial position to date and the Employee of the Month Plaques were handed out for May, June and July. (**HUTCH, LINDA KEARNS** and **PETER GRAHAM**). Congratulations! The monthly draw was made and part-time writer/report **MICHELLE LAHN** got a Ricki Lake mug and **WILLIAM (SCOTT) TAKACS** a Ricki Lake T-Shirt. The staff was then given a tour of the new News Set, **WOW!** the colours, the layout and the look. We then saw a promo with the new logo, new music and the new shows, again **WOW!** Next we saw the new weather system. **WOW!** This package is really impressive, and CKCO has the exclusive Canadian rights for 1 year plus an option for next year. I am sure everyone there was impressed with our new look, new news set and our new weather system. I sure was.





H.R. HUDDLE

EMPLOYMENT EQUITY

"Employment Equity is both a process and a result." There are five steps in the process:

1. data collection;
2. data analysis;
3. employment systems review;
4. taking action; and
5. monitoring change.

The result is the fairness or equity in the workplace. Results are evaluated in two ways:

1. by comparison of an employer's work force to the

external work force or community data.

2. by changes to practices that have acted as barriers.

The above information has been extracted from "The Employment Equity Manual" by Carswell.

FROM THE REC CLUB

We have an update on some "Summer Fun" Passport Prices.

SPORTSWORLD POWER PASSPORTS

New prices effective
August 14/95

Adult Power Passports
(12 yrs. and up)

Regular \$21.00
Was \$15.00
Now \$12.00

Child Power Passports
(5 to 11 years)

Regular \$17.00
Was \$13.00
Now \$12.00

Toddler Power Passports
(2 - 4 years)

No change **\$7.00**

**Paramount Canada's
Wonderland
New prices effective
August 26/95**

Pay-one-Price Passports -
Valid any one operating day.

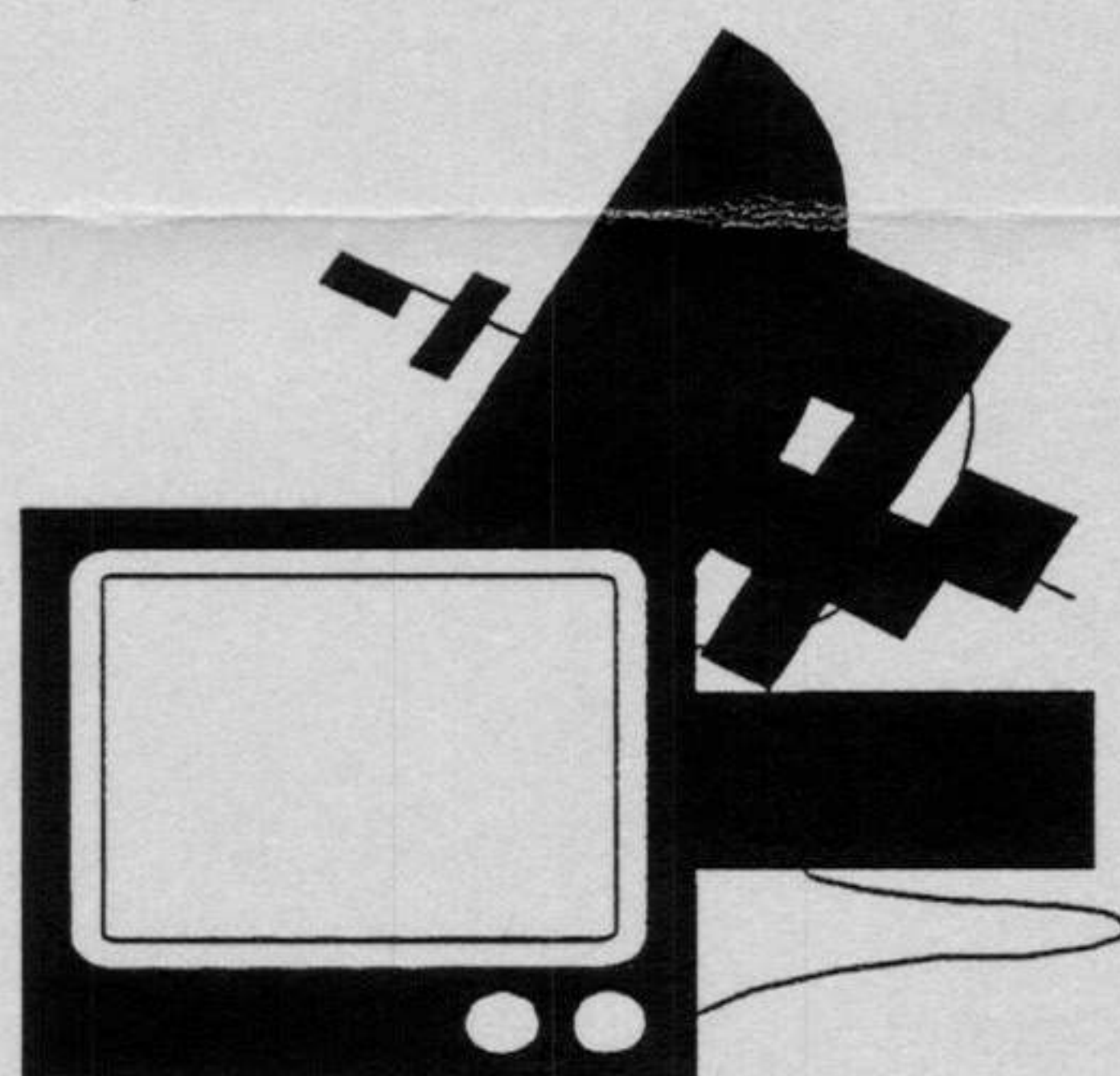
Adult Passports
(7 to 59 years)

Regular \$33.59
Was \$24.00
Now \$16.00

Adult Passports
(60 years and up) &
Child Passports
(3 to 6 years)

Regular \$16.53
Now \$15.00

Please see **CHRIS URHIG**
for tickets or more
information.



MODUS OPERANDI

Well the new Production
Control is almost complete.
We now have audio in the
audio console and video into
the new switcher so that we
can begin training.
Rehearsals will be starting

soon too. We are also
seeing a new intercom
system being installed which
is a vast improvement over
our old "cups & string"
system!

The lighting of the new News
Set will start next week. It is
quite involved and will
require the use of four people
plus a lighting consultant
from L.A. to complete. The
audio and electrical systems
for the new set are also being
done. I hope you had a
chance to see the new set at
the general meeting.

The new microwave truck
was put into service this past
week for the Outdoor Farm
Show in Burford. Things
went well. **JIM TROYAK** is
our first operator of the truck.

Operations has a very busy
schedule coming up with
several remotes, the new
News, and Bob McLean's
show starting up just about all
at the same time. So if we
seem a little busy. . . we are.

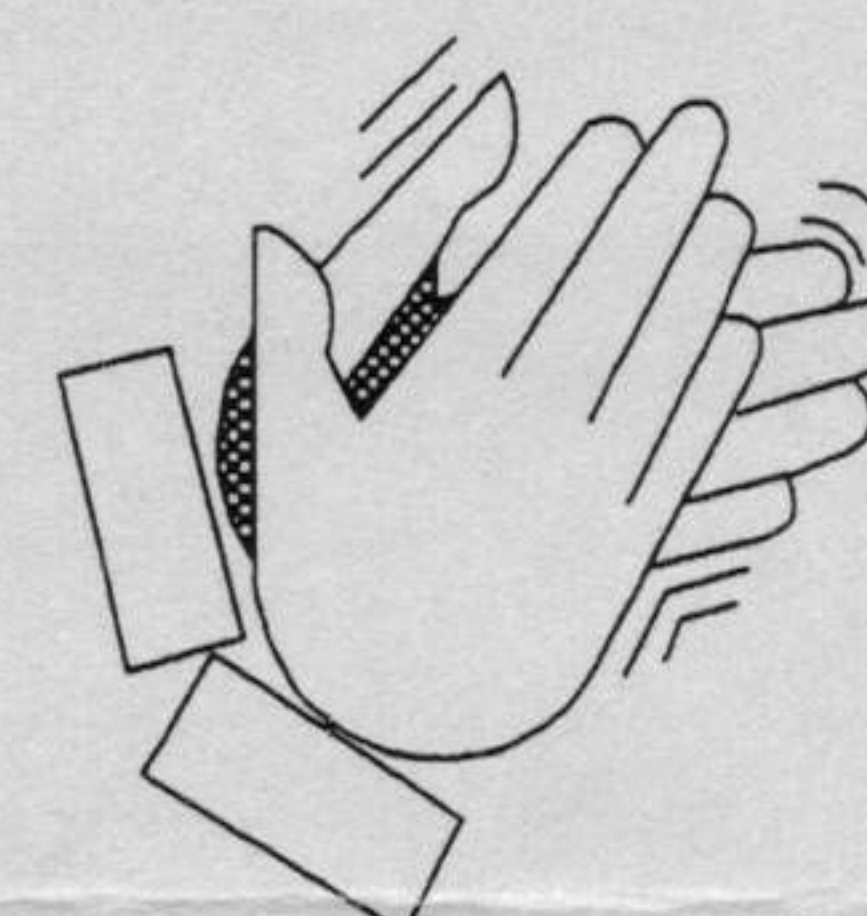
A belated farewell to
ANDREW TINNING who left
for a position with TSN. Best
of luck Andrew. **LISA
BRISBIN'S** documentary has
won another award. This
time it's a TVO Telefest
award. Lisa won first prize in
the competition which looks
at programs produced by
colleges and universities
from across Ontario. Well
done Lisa.

Just about out of tape for
now so we'll fade to black
until next time. See you in
September.

Alan Merritt

Ed. Note.

Apologies to Alan for not
getting the column submitted
for the August 4th edition of
CAPsule into print. Sorry
Alan.



Recently, Just Dennis
received a letter from the
Township of the Lake of
Bays, copy of which was
posted on the main floor
Bulletin Board. In case you
didn't see it here is the body
of the letter:

"Dear Mr. Watson:

Recently, the people of The
Township of Lake of Bays
rose to confront a very
difficult situation caused by a
severe storm in our area.
One of the reasons people
were able to cope with every-
thing from inconvenience to
danger is because the media
were so efficient in the
dissemination of the facts.

My Council and I are grateful
for your co-operation and that
of your staff.

Yours truly

Tom Pinckard
Mayor."

Well done!

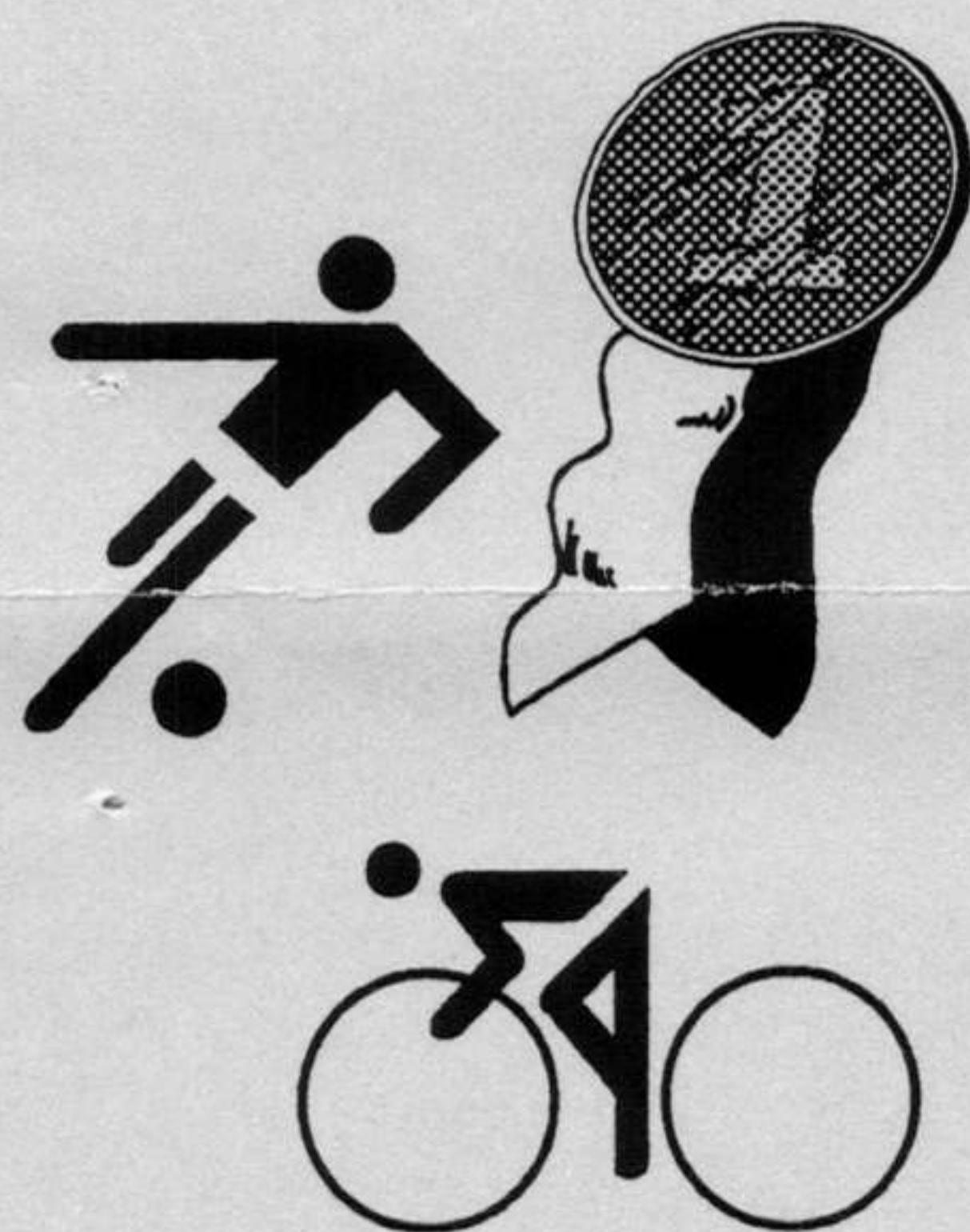
ENGINEERING

Things are really busy in Engineering. On August 10/95 the new control room was released for training purposes. **Paul, Cal and Matt** have already had their fingers flying over the control panel for the Ross Switcher. **BRIAN CLEMENS** has turned over his new baby, the Studer audio console for exploration by our audio operators.

JIM TROYAK and **JOE LANGE** have been collaborating on CKCOM1 (our RF truck) and training. (Microwave van to us none technical types). Jim has said how beneficial and sobering the 44 page RF truck instruction manual from WCSC has been.

That's it for this time.

John Grant.



K - W CORPORATE CHALLENGE '95

It's Corporate Challenge time again. The date is **Sunday, September 10/95** at **Waterloo Park**. This annual event is aimed at attracting staff from local business to

participate in a high-spirited inter-company competition.

Last year CKCO was in a titanic struggle with the K-W Record to avoid finishing last. We did prevail.

A minimum of five (5) female and five (5) male team members plus two (2) volunteers are required to enter a team.

There is a sign-up sheet on the bulletin board by the cafeteria or see **CHRIS URHIG**. The deadline is Friday, September 1/95.

SIGN UP & SHOW K-W WHAT CKCO STAFF IS CAPABLE OF DOING!

PAUL'S STAG

Thanks to all who contributed to **Paul's Stag Fund** and a special thank you to those who made it out to Diamonds for some pool. Congrats to **MIKE RADCLIFFE**, the winner of our 8-ball tournament. At peak attendance we maxed about 50 people. Paul would have had a good time I'm sure, if he hadn't succumbed to the temptations of others. Paul you should have stayed away from the Ouzo. Although he said he wouldn't let it happen, Paul was pretty much out of the action by 11:30 p.m. Together we were able to raise \$750.00 towards helping Paul and Sandra get started. They will wed Saturday, August 19 at 5:00 p.m. Congratulations Paul from all of us.

Bob Tiffin.

SPEAKING OF WEDDINGS.

Another CKCO staffer is taking the plunge this Saturday. **Warren Letson** and **Ruth Ireland** are getting married at 2:30 p.m. Good luck and best wishes.

OPERATIONS & PRODUCTION

As you have noticed the Live Eye Microwave van is out back ready for action. It has already done a number of hits, the last this past Monday August 8/95 when CKCO hosted the Chamber of Commerce Business After 5 at the Centre in the Square. We did the first weather with **DAVE MacDonald** from there. It was nice to see the team effort that came from all departments involved in this venture.

A lot of work has gone into putting this Live Eye Action News Van project together and our thanks to everyone who is working on the completion to have all the bells and whistles that are needed.

CAPTAIN JIM TROYAK is running the Live Eye Action News Van and we are in the process of training several others to be part of the team.

Look for us "On the Street Where you Live"

Next CAPsule there will be an update on the **Pat Fitzgerald Award**.

The Happy Grump
(Henning Grumme)

HELD OVER FOR ANOTHER WEEK!

The Drayton Festival theatre is enjoying another sold-out season. Their third play "Dads the Musical" is so successful that CKCO and the Drayton Theatre are extending the season one final week - eight performances only - September 26 through 30. CKCO is also offering viewers of the Noon News and Inside Entertainment a chance to win tickets for that final week of shows. CKCO is proud to be the season sponsor of the most successful summer theatre in Ontario . . . **sold out two years running**. If you've not tried the Drayton experience . . . don't miss out. It's a short drive from Kitchener and one of the entertainment bargains of the year!

John Spragge.

According to Just Dennis the move from Peterborough to Kitchener is complete. Unfortunately for him there are numerous boxes yet to be unpacked. Should keep the weekends busy for a while.

OTHER STUFF:

This is the last issue of CAPsule in which I will be involved and **ANN GEBHART** will be putting out this pay day page from now on. Please give her all the support you can.

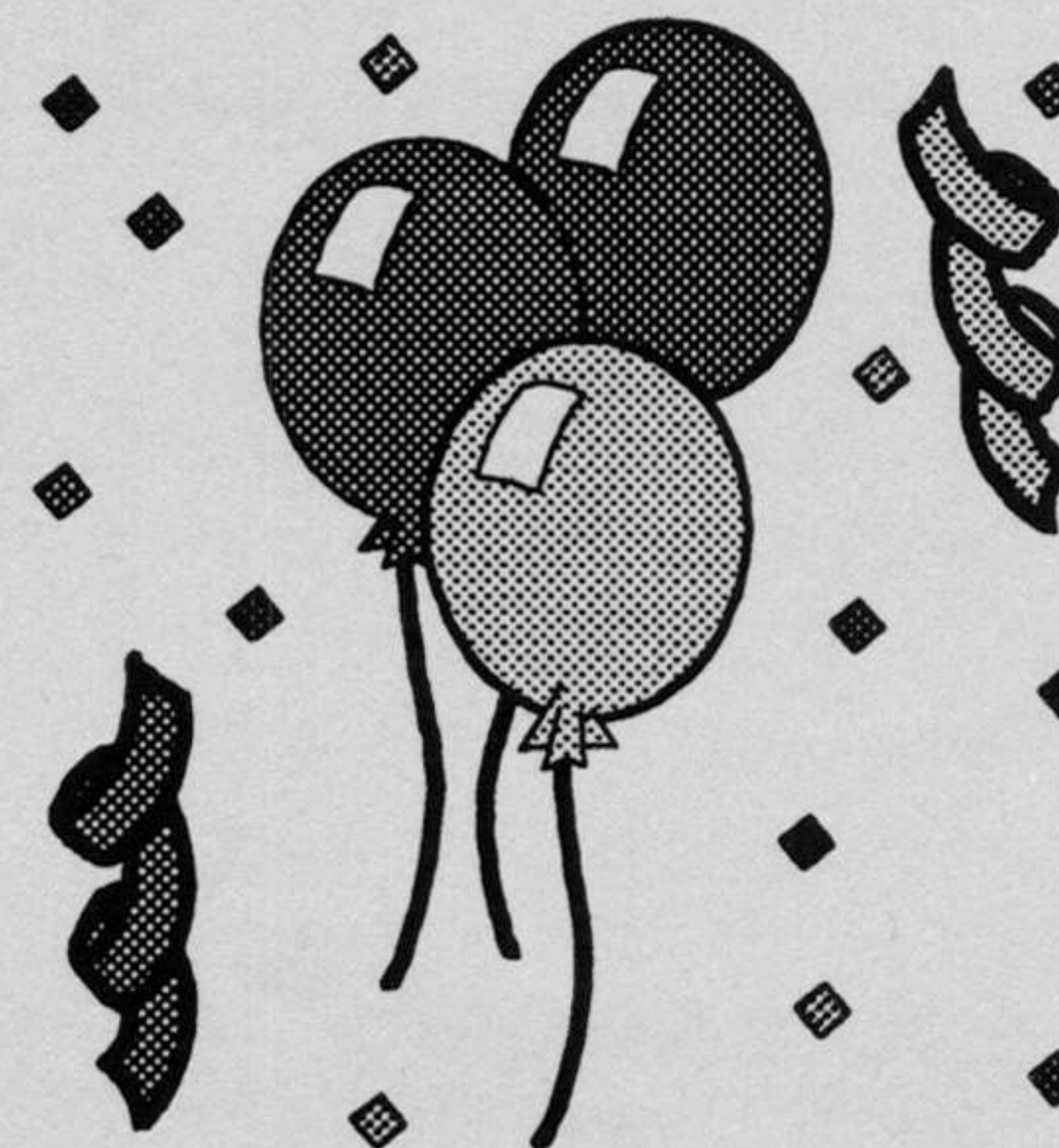
Just Dennis and I had lunch to-day with Chief Larry Gravel and Ed Lemont of Crimestoppers, after which we toured the Waterloo Regional Police Building. As part of the tour, in the Chief's office I saw a London Bobbies hat which reminded me of the first on camera appearance I made on CKCO. I was on a Sunday night show called "SUNDAY SERENADE", a weekly LIVE show with about 25 singers and musicians that preceded the Ed Sullivan Show. There was an elaborate set of a typical LONDON scene, rain and all. The studio is now the Engineering Department. I walked onto the set as they were doing FOGGY DAY IN LONDON TOWN (what else) in a Bobbies uniform and was promptly hit with an extra heavy hose manufactured rainfall and was drenched. That's when I learned you should not laugh out loud in a live studio. Between then, 1955, and now I have worked with and met the most interesting people anywhere, and I thank you all for being you.

As you know, as usual, there are more changes coming up here at CKCO. Just this morning on the way in, I heard the Crout sign off his show as he usually does, with a saying for the day and I thought it appropriate for this occasion. . . .

When you are reluctant to change
Bring to mind the beauty of
Autumn

Keep in touch.

Reg.



ON FRIDAY, AUGUST 25/95
THERE WILL BE A
GATHERING AT THE
TRANSYLVANIA CLUB
BEGINNING AT 5:00 P.M.
AND LASTING TIL ?????

THE REASON FOR THIS
SOIREE IS TO CELEBRATE
REG SELLNER'S YEARS
WITH CKCO AND WISH
HIM WELL ON HIS
RETIREMENT.

LOOK FORWARD TO
SEEING YOU THERE

Just Dennis.