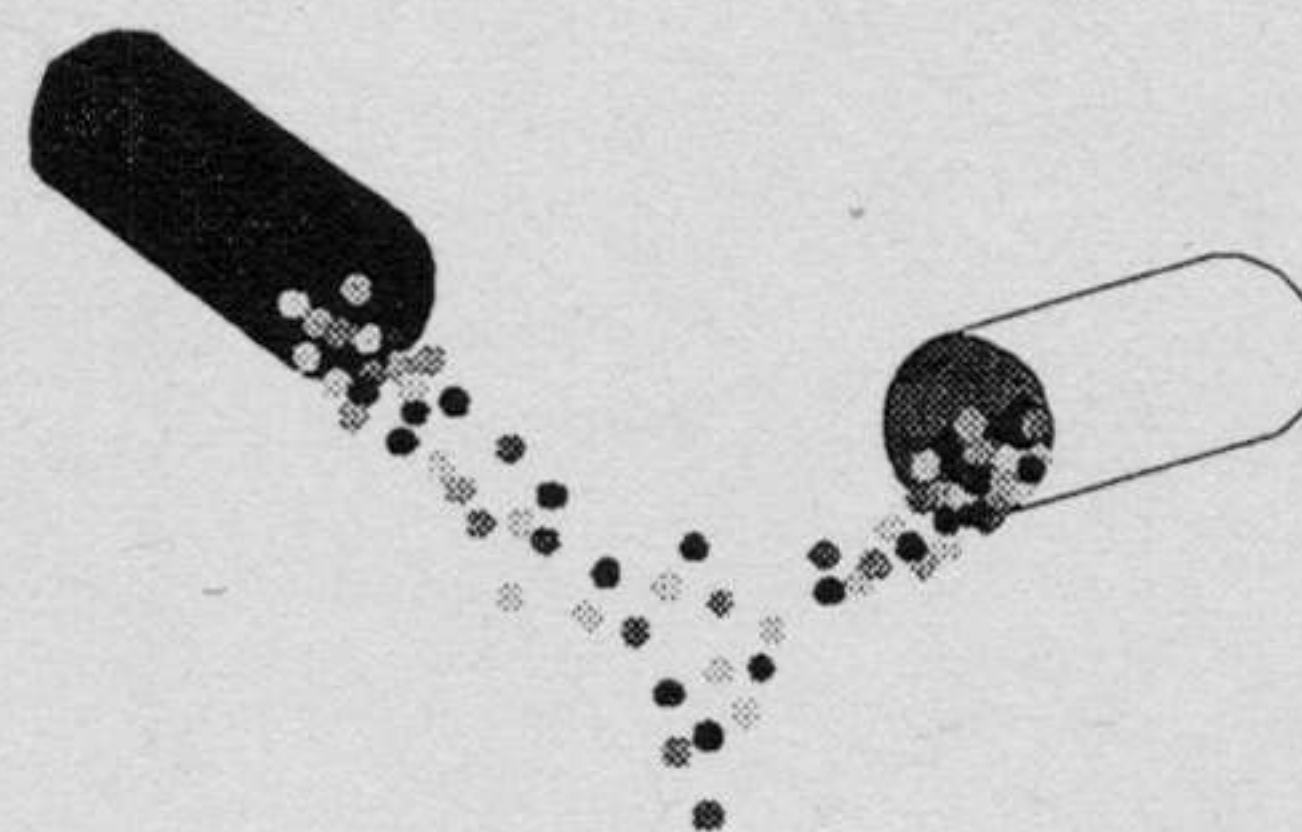


CAPSULE



October 13, 1995

Volume 2.5

MISSING!!! 150 UNITED WAY PLEDGE CARDS

They are missing because many of you haven't completed them and turned them in to Linda Kearns.

Please take time to complete your pledge form.

OKTOBERFEST, an impressive event for the community. As mentioned last time, this is my first Oktoberfest and I certainly am impressed. The number of visitors to the area, the various activities, the parade, the food and the festhalls, something for everyone. CKCO can be proud of the contribution made by both the company and many staffers to the success of this event.

To date there have been no new developments that I am aware of in the Baton/Electrohome negotiations. I assume this will take a little time.

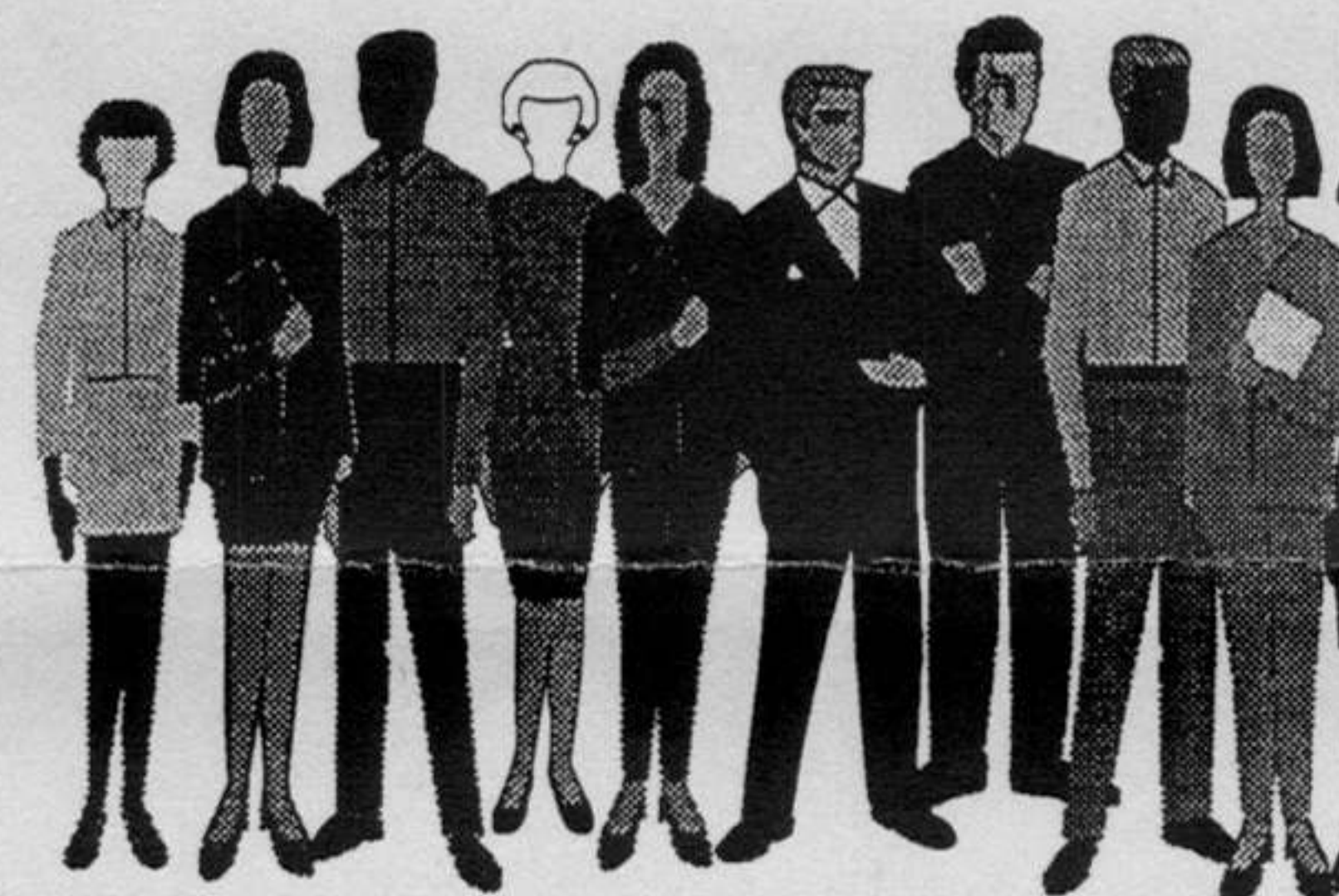
Our United Way campaign is now well underway and we are at just under half of

our total contribution last year. We have until October 31st, let's try and better last year's results.

CKCO will soon have a special 800 number for viewers to call with complaints, concerns and complements. The number and our E-Mail address will be included in a CBSC message we will begin running in the next week or so. This may increase our viewer calls over the short-term. We shall all have to remember to be patient. As an offshoot of this we will begin logging all viewer calls, your managers will be discussing this with you over the next few days.

That's it for this time.

Dennis.



H R HUDDLE

EMPLOYEE HANDBOOKS have been distributed. If you have not received your copy please contact the Human Resources Department. Thank you to everyone who contributed to the handbook.

**ARE YOU A GRAD OF
CONESTOGA COLLEGE
B.R.T.,
OR DID YOU DO TIME
THERE ?**

The 21st ANNUAL BROADCASTING AWARDS BANQUET is scheduled for Friday November 3, Transylvania Club, Kitchener; reception at 6:30, dinner at 7:30.

Our guest speaker this year is ANN MEDINA.

MEDINA has worked in the U.S. for ABC and NBC as Network Correspondent and Producer. She joined CBC's The Journal when it began, and was its **Senior Foreign Correspondent** covering stories in the Mideast and around the world. In 1983-84 she was the **Beirut Bureau Chief**.

Her documentaries aired regularly on BBC's Newsnight and PBS's MacNeil-Lehrer Report.

She has interviewed such world leaders as Egyptian President Mubarek, moderated the 1993 Leaders Election Debate, and hosts CBC Newsworld's documentary series 'Rough Cuts.'

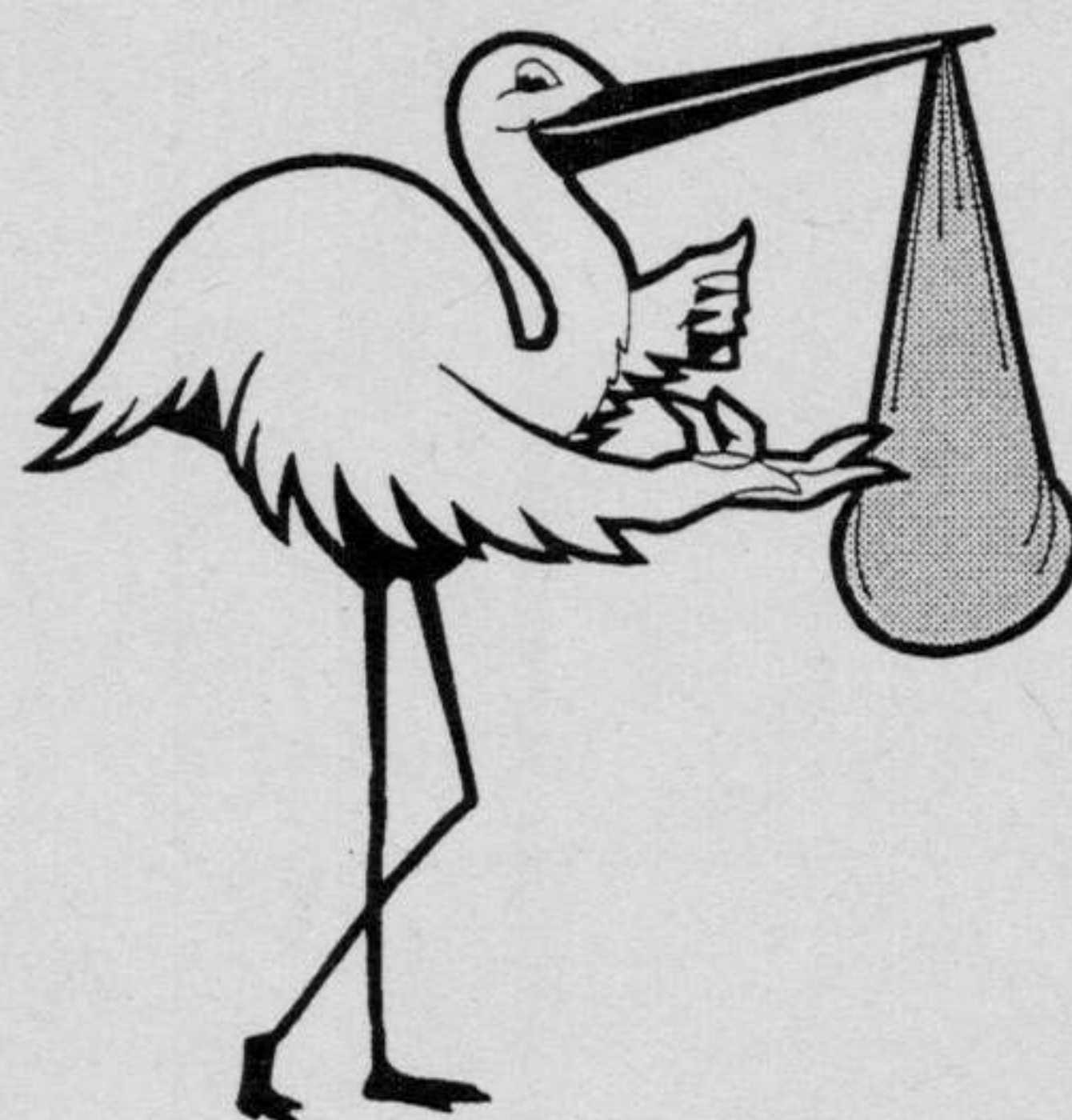
One of the first residents at **Norman Jewison's Canadian Film Centre**, Medina is developing her first movie.

The **Emmy Award**-winning Medina is Chair of the Academy of Canadian Cinema and Television, and Chair of the Cultural Council of Ontario. She is also on the Board of TVOntario.

If you'd like to join us for a great dinner at the Trans and a lively discussion by Medina, please contact Paul Scott at the college (before he takes off for B.C.) at 519-748-5220 x 223, or Kate in Production at CKCO, 519-578-1313, x 314.

This is your chance to renew old acquaintances and find out where broadcasting is going !

'Hope to see you there !



IT'S A BOY!!!!

Congratulations are in order to **Wolf** and **Rosemary Urschel**. Rosemary gave birth to a baby boy on October 2/95. The new addition's name is Dustin Wolf Urschel. A playmate for Michael. Rosemary and Dustin are just fine and Wolf is quite pleased with himself.

AND THE WINNER OF THE 1ST UNITED WAY EARLY BIRD DRAW IS!!

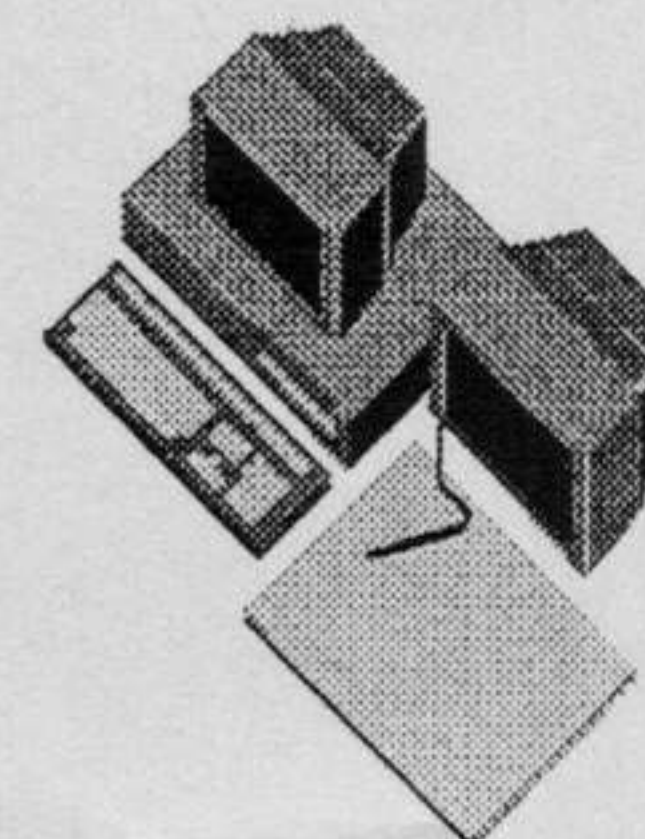
For those of you who were not in the Cafeteria on Friday, October 6/95 at 1:00 p.m. you may not know that **Joe Brenner** won a weekend getaway for two at the Millcroft Inn near Erin, Ont.

Another draw will be made this **Friday, October 13th** for our second early bird prize which is a day off work. To qualify please have your **United Way** pledge cards in to Linda Kearns by 4:00 p.m. on Thursday, October 12/95.

Good luck to all!



TELEPHONES & COMPUTERS



Don't forget **Chris Uhrig** is the person to call if you have Computer or Telephone problems. Chris' extension is 317.

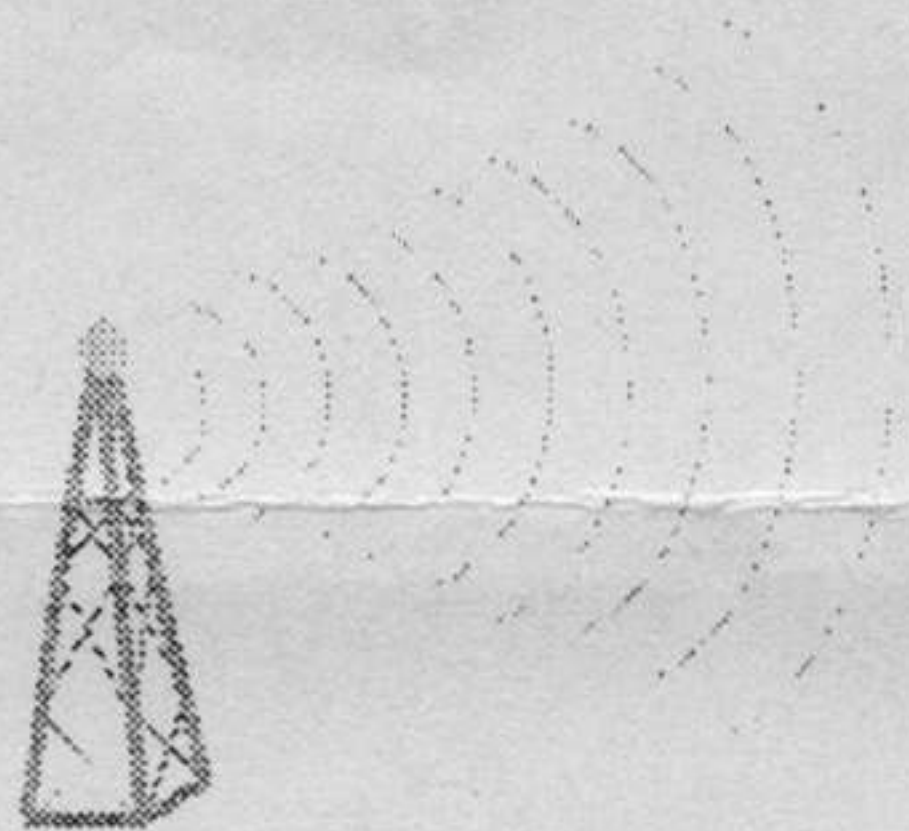
OCTOBER ANNIVERSARIES

This month we have 17 people celebrating anniversaries. Leading off is Paul Francescutti who started 23 years ago on October 8/72, next is Alex Spiridonov at 19 years who started on October 18, 1976 and Lisa Lackenbauer started on October 16/78. Other October anniversaries are:

Cathy Parise	10/13/81
Dale Parsons	10/01/84
Doug Daum	10/21/85
Pat Krieg	10/28/85
Mike Lorentz	10/05/87
Phil Molto	10/01/88
Andrew Heubner	10/10/88
Rick Walker	10/24/88
Greg Sloan	10/02/89
Dan Foster	10/09/89
Peter Jackman	10/16/89
Charles Tryon	10/01/90
Terry Mercury	10/15/92
Chris Dunseith	10/28/94

Congratulations and happy anniversary to all!!

FROM THE NEWSROOM



CAPsule Tidbits from News

You will notice a new face in the editing suites these days... we have hired Mike Hastie as a part-time editor. Mike is a recent graduate of Conestoga College. Mike replaces Sandy Filteau. Welcome to Mike. Also... Gail Gortmaker has officially resigned. Gail announced late last spring that she would be leaving us as a part-time reporter to work with the Board of Education in Huntsville... however, she offered to work the summer for us. Gail has been a part-time employee with us for the past nine years and her contributions will be missed. We wish her all the best.

=====

The 'Live Eye' microwave truck has been very busy during Oktoberfest... doing **Live Hits** every night !!! And speaking of Oktoberfest... Hutch and Janine Grespan did a great job hosting the parade on Monday !! The day was sunny but cool and from the number of the spectators... one of the best turnouts in years !!

=====

Ratings Week is the beginning of November. We have a number of **Specials** ready to go to air that week. We'll keep you posted on what they are.

=====

The newsroom is one of the few remaining areas to be completed in the renovations. Work will resume in the 2 new edit suites as well as cleaning up some of the area. Any major renovations for the newsroom have been put on hold for the time being.

=====

A change goes into effect on Monday, Oct. 16th. Steve Simic and Debbie Simic will no longer be working out of the News Department... they will fall under the umbrella of the Art Department. Steve will still continue to do graphics for the 6 & 11:30 newscasts.. with Debbie working on weekends.

=====

That's it for this week.. catch you later !!!

Kathy Fedy.



BIRTHDAYS FOR THE MONTH OF OCTOBER

Al Gibson	10/04
Steve Parr	10/06
Paul Reekie	10/07

Phil Maeers	10/11
Shane Roberts	10/13
Glen Toner	10/13
Bill White	10/13
Doug Daum	10/14
Bill Anderson	10/16
Anne King	10/18
Bob Coleman	10/24
Pat Krieg	10/24
Dave Melse	10/25
Earl Pierson	10/28
and last but not least	
Nancy MacDougall	10/31

OTHER STUFF

Just a couple of quick reminders for everyone this week.

The 1995 Canada Savings Bonds have been fully paid for and can be picked up in Human Resources. Time to start thinking about this year's purchase. The forms went out with the pay statements on September 29/95.

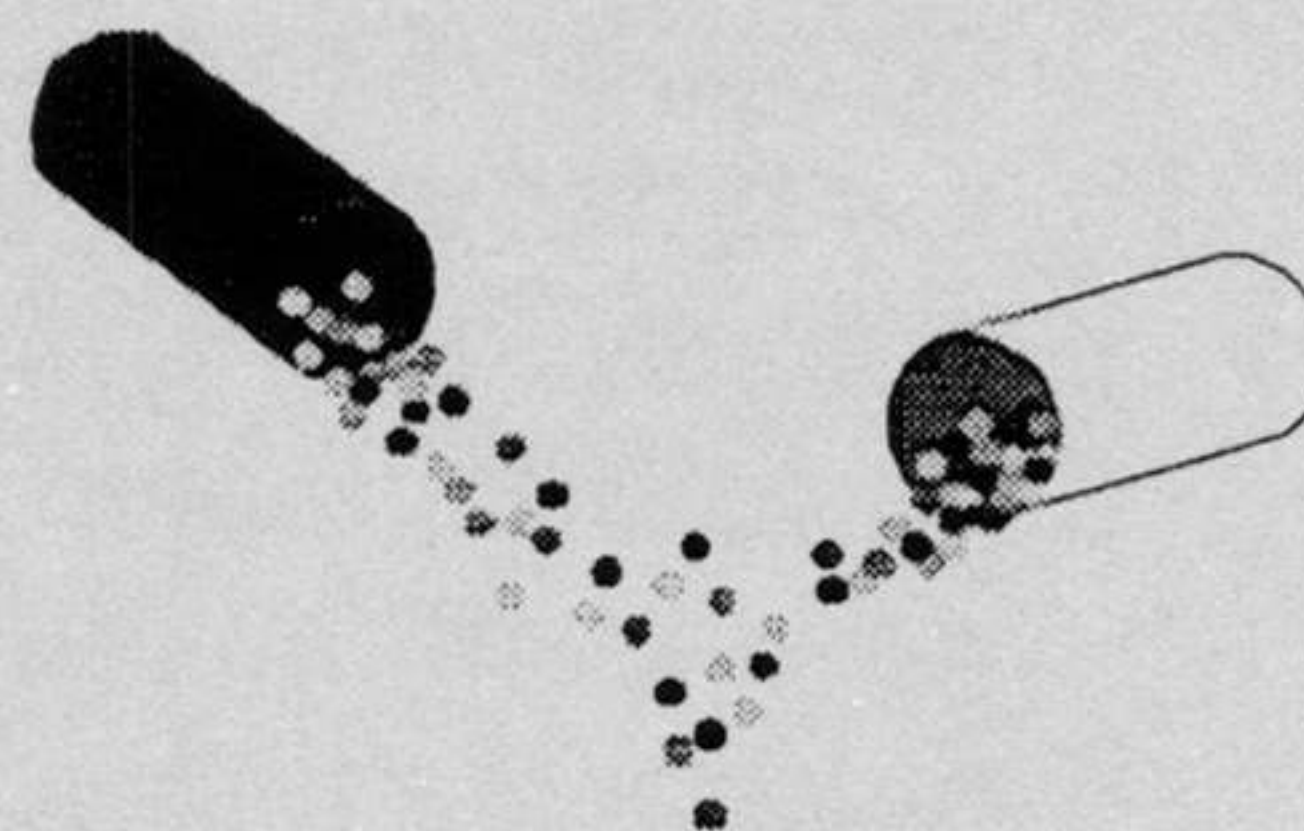
Do give some thought to making a contribution to the United Way. As Bruce says "are you willing to give up three coffees or three beers a week". Not a great sacrifice.

This being a short week we don't have an lot to tell.

Catch you next time.

Ann

CAPSULE



October 27, 1995

Volume 2.6

THANK YOU!!

**TO THE 42 PEOPLE
WHO HAVE PLEDGED
TO UNITED WAY.**

**STILL 140 NOT HEARD
FROM.**

Our 1-800 number for complaints is up, the CBSC message is on the air and you all have copies of the phone logs. Please make sure you record all complaints & congratulatory calls even if the caller will not leave a name and/or phone number. This is all part of a commitment made to the CRTC and will be reported to them at the end of December.

I hope all the staff will take the opportunity to review the Performance Review Manual. I believe this Performance Review process will give all management and staff a vehicle enabling us to communicate with each other more effectively. This process is not a

grading process but a method of providing feedback, both positive and negative, in order allow us to (a) feel good about what we do well and (b) help set goals and improve our operating efficiencies. If your manager/supervisor's copy is not available see H.R. to borrow a copy.

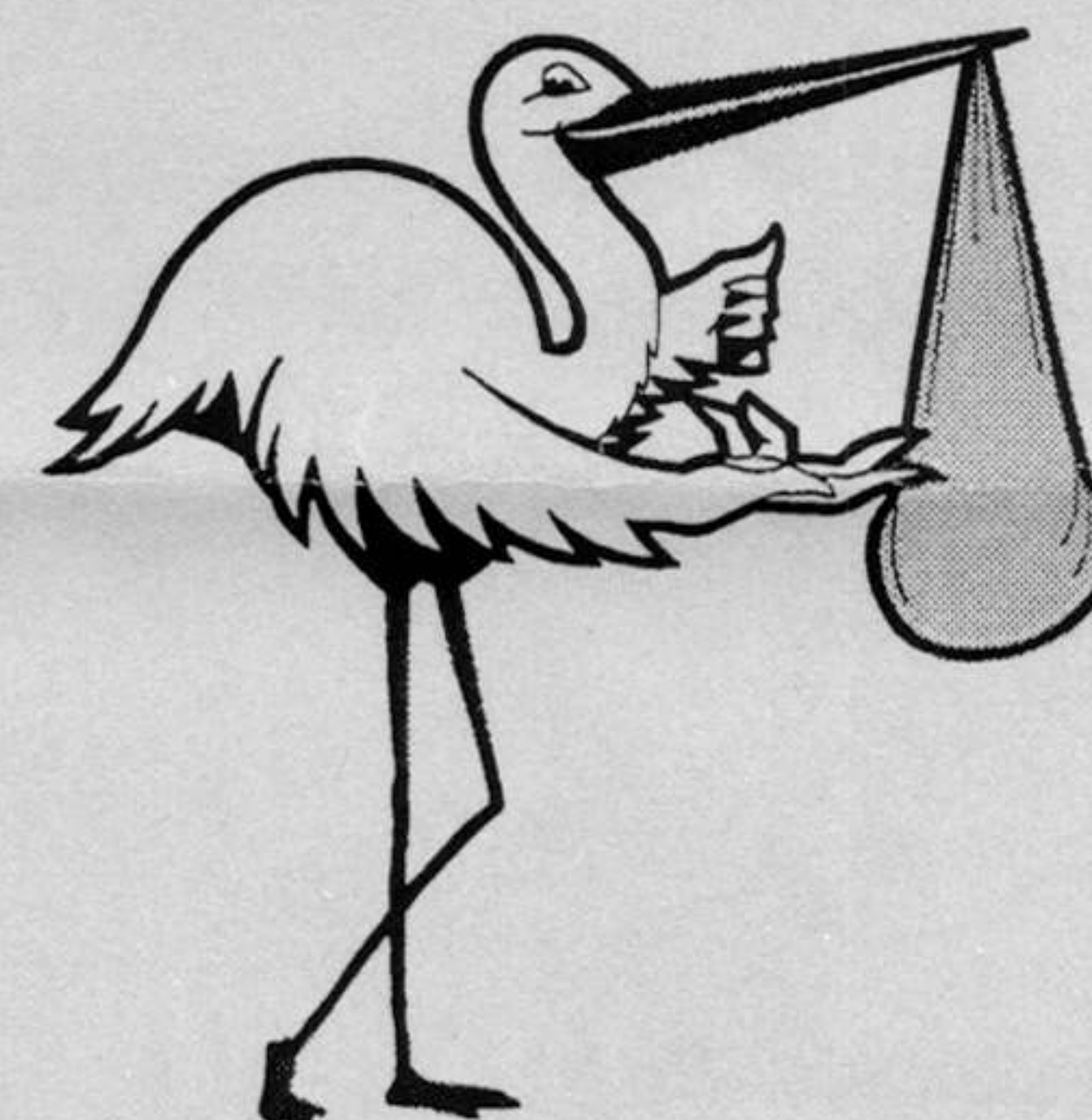
No news on the Baton/Electrohome front. Negotiations are taking place but there is nothing concrete to report.

Congratulations to **Jim Troyak** and **Larry Ernewein** on being selected Employee of the Month for September. We will present their plaques to them at the next General Staff Meeting.

So long for now.

Dennis.

Would you really miss \$10.00 if it were deducted from your pay cheque every two weeks? That \$10.00 would give 8 housebound seniors or disabled adults a chance to enjoy life a lot more.



IT'S A GIRL!!!!

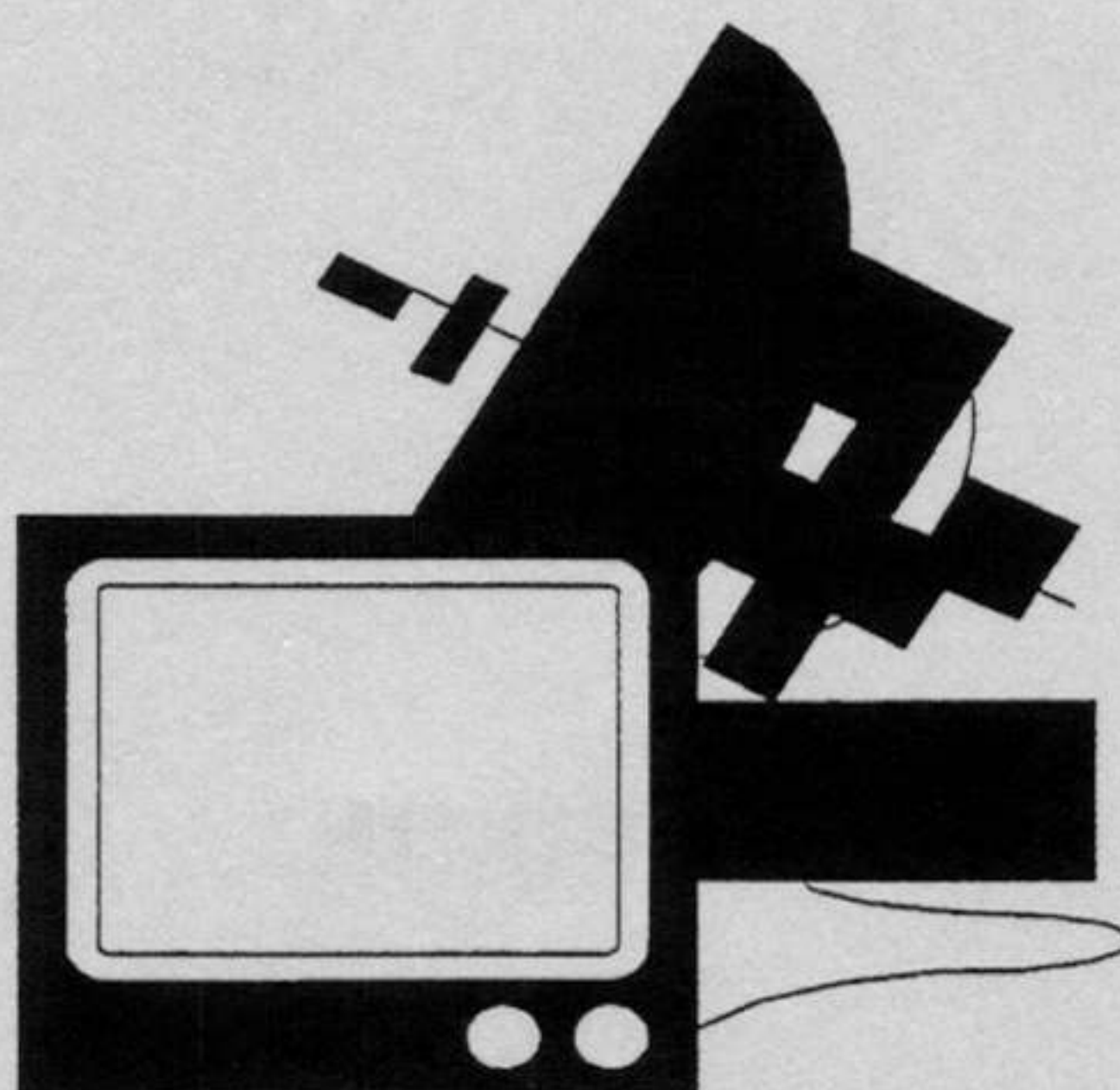
Congratulations to **Phil** and **Lois Molto** on the birth of their daughter on Sunday, October 22, 1995. Leah Catherine weighed 8 lbs, 2 oz. and is number 3 for the proud parents.

LAST WEEK'S EARLY BIRD DRAW FOR THE UNITED WAY ON FRIDAY, OCTOBER 20/95 SAW THE FOLLOWING WINNERS:

Lisa Laflamme and **Jeff Hutcheson** - \$40.00 gift certificates each for the Golf Steak House and Tavern. (J.D. served there???) and **Bruce Johnston** won 2 tickets to the Massed Band Pageant at the Auditorium. The week before **Fred Martinovic** won "A Day off Work" in the Early Bird Draw.

Watch for the final three Early Bird Draws to be made at 1:00 p.m. today in the Cafeteria! The deadline to qualify is 11:00 am to-day. Good Luck and don't forget the Grand Prize Draw - a full week's vacation - date to be determined. See **Linda Kearns** to get your pledges in.

Good luck to all!



MODUS OPERANDI

WOW! Has that much time passed already since the last M.O. column? Well as you can probably tell, things got quite busy here in Operations land.

The new production facility is working fine, as is all the other new "stuff" which came with it. A few bugs cropped up as they always do in new installations, but there were cleared up quite quickly.

The new News Set is looking good. The lighting for the new set took a week to do and a consultant from Los Angeles was brought in to assist. The new weather graphics look great as well as does the new "Infinite!"

character generator for all our other graphics. Actually, they should now be called "graphic generators" as they do much more than just "characters".

The Microwave News truck is working very well. It has been kind of like when you get a microwave oven for your kitchen You wonder how you got on without it!!! **Jim Troyak** is to be commended for the great job he does in getting the truck to the sites and setting things up. Sometimes Jim has done two "hits" in a single newscast, at different ends of the city.

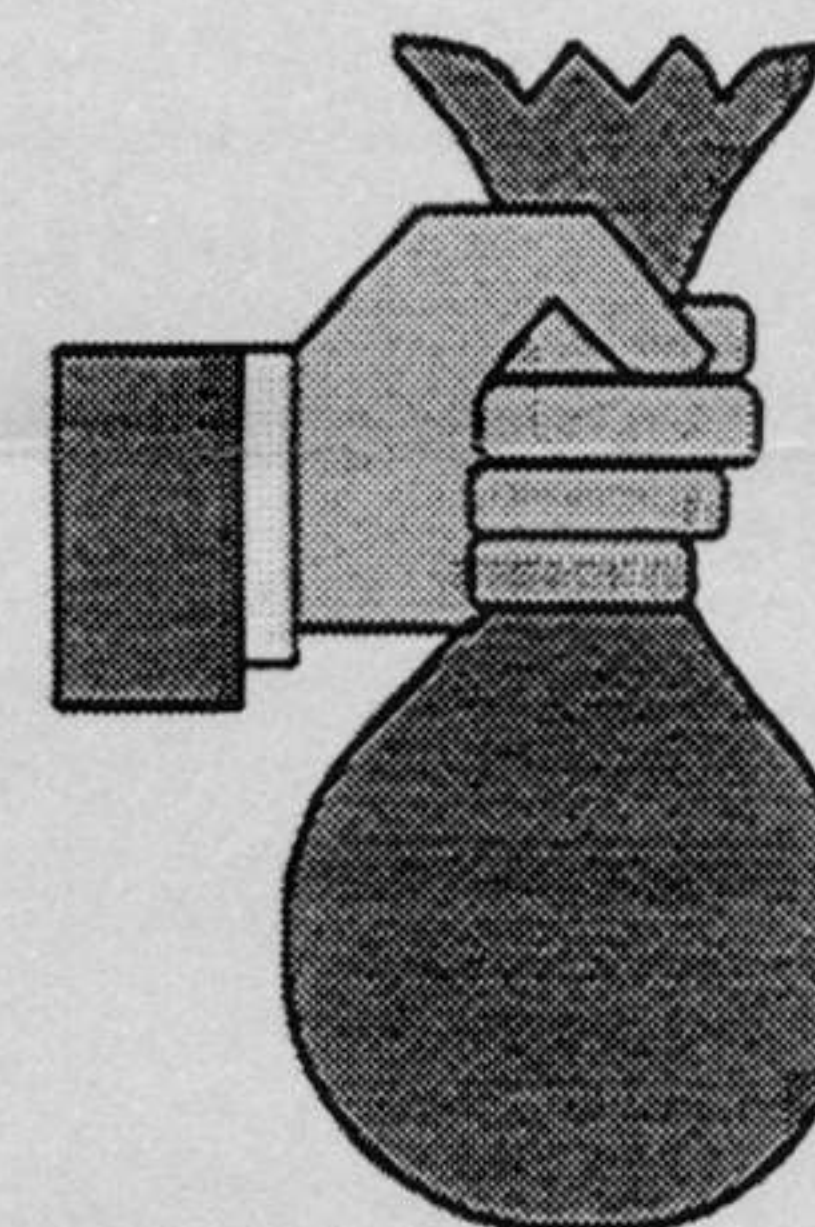
Our "wunderful" local festival of Oktoberfest has gone by once again and the Operations Department was in full swing with the "triple crown" events. The Pageant, Opening Ceremonies and Parade all went on without a hitch. The crews on all these events are to be congratulated for doing a great job. We even had a crew from a German TV station doing a documentary on the K-W Oktoberfest. The commented on how friendly the CKCO Television crews were.

A belated welcome to our newest part-timer **Jayson Ruby**. He joins us from Conestoga College where

he is studying broadcasting. Welcome aboard Jayson.

That's a wrap until next month.

Alan Merritt.



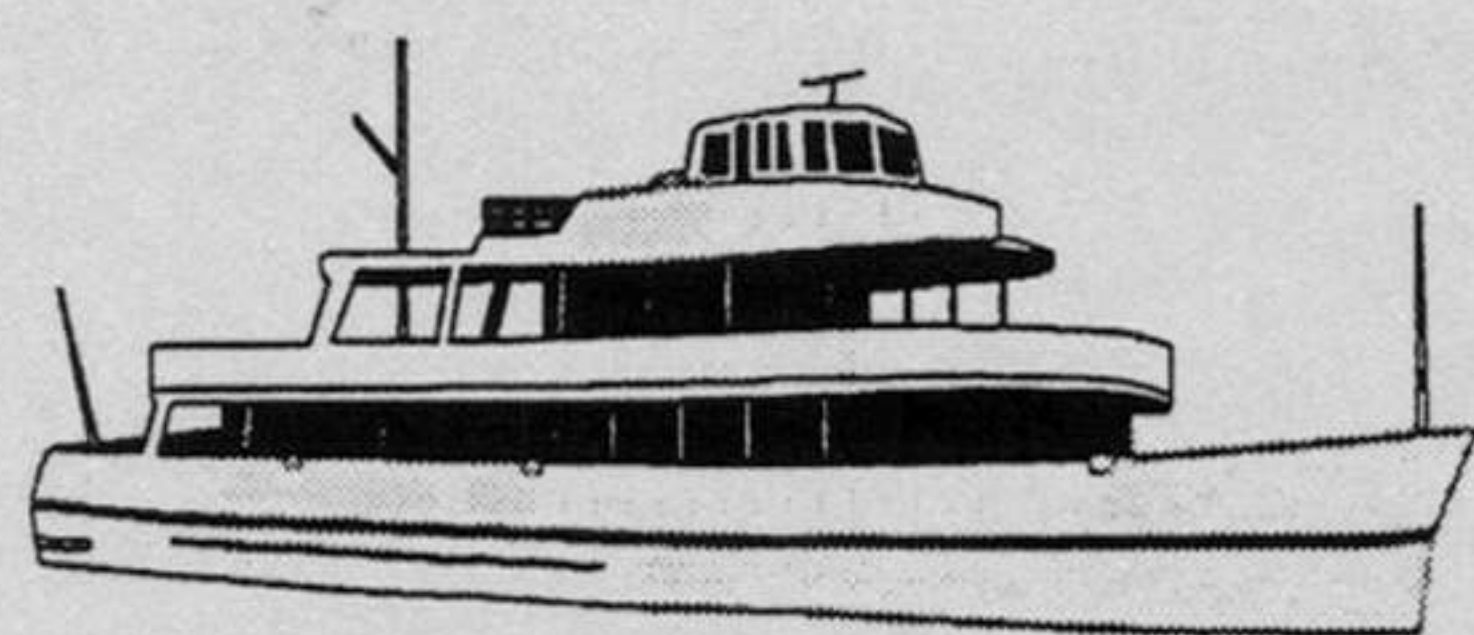
1996 CANADA SAVINGS BONDS

The rate of interest for 1996 CSB's has been set at 5.25%.

The cost per pay for each \$100.00 bond is \$5.14, a \$500.00 bond will be \$25.70 per pay and a \$1,000. bond will be \$51.40 per pay.

The deadline for enrolling is November 3/95 and the forms go to **Linda Kearns** in H.R.

CFRN Television have sent a job posting for a Data System Co-ordinator. The qualifications are on the back bulletin board and the deadline is today for anyone that is interested.



Cameron Crassweller has put together a contest to win a cruise with the ABC Travel people. As usual staff, their families etc. cannot enter, however, he was able to negotiate a special group discount of 45% for those who would like to go on the cruise. It leaves March 23/96.

Interested, give Cameron a call at ext. 423.

teleVision

The Vision Committee announced the Employee of the Month for September and there was a tie. The winners are **Jim Troyak** and **Larry Ernewein**. In the case of Jim "he has gone above the call of duty in exploring the possibilities in the technology and operation of the Microwave truck. He has explored every avenue to gather information about the operation of the equipment in a highly professional manner and has been instrumental in seeing a successful start to the microwave truck's commissioning to service" Well done Jim,

and our other winner Larry "he assisted in the construction of the new news set and managed to tear down and reconstruct sets in opposite studios so that all of them would be ready for production purposes on their

scheduled dates". Well done Larry. -

Congratulations Jim and Larry . . . EMPLOYEES OF THE MONTH FOR SEPTEMBER

Jim and Larry will be presented with their plaques at the next General Staff Meeting.

Government cutbacks mean the disabled, seniors, low income families and other needy folks in our community will depend more on your United Way response.



Greetings from the Promotion/Programming Dept.

A new line of CKCO Television Clothing is currently on display in the Promotion/Programming Department. ('Janet's Boutique' as some of you are calling it - no names mentioned Hutch). Please stop by to view the merchandise. Once placed, orders will take three weeks to come in --- so get those Christmas orders in now. Please note that hats are in stock.

Tune in to CKCO Television for the "The Beatles Anthology" to air on Sunday, November 19th, 9-11 p.m., Wednesday, November 22nd, 9-11 p.m. and Thursday, November 23rd, 8-10 p.m. It promises to be the television event of the year. "The Beatles Anthology" provides a comprehensive look at the lives and sound of a band that changed the culture of a generation.

In collaboration with this event - **Dave MacNeil** has been very convincing to major sponsors for a November Sweeps contest entitled "The Beatles Contest". We are asking our viewers to spot the "Beetle" buzzing across the screen and write in with the details. Great job on all the hard work putting this together (with a little help from a friend).

Ron Johnston would like to thank everyone on the superb "teamwork" it took to get the baseball schedules, formats and alternates up and running. It is a very busy time of year and all in all things went smooth.....Yeah right!

There is a new addition to our program schedule effective Monday, October 30th at 9:30 p.m. "If Not For You" has been cancelled by CBS and is being replaced with a new show named "High Society". "High Society" is a comedy series starring Jean Smart, Mary McDonnell and Faith Prince.

That's all for now. Have a pleasant two weeks.....by then baseball will finally be over.

Janet Taylor



**HALLOWEEN IS
ALMOST HERE.
PLEASE MAKE SURE
YOUR GHOSTS &
GOBLINS ARE VISIBLE
WHEN THEY ARE TRICK
OR TREATING**

**AND FROM
OPERATIONS A MOST
UNUSUAL NOTE!**

"How do you tell the difference between an Manure Spreader and an Asphalt Dump truck? For the answer to this see **David Imrie and Buck.**

I am glad to say that David and Buck are both fine after their altercation with the Asphalt truck on Regional Road 5 near Baden this past Monday. It seems they were on the way to cover a Manure Spreader Story (really) when the truck driver forgot he had a CKCO vehicle behind him and decided to back up.

Poor **Peter McCallum** will never know what hit his van. (Buck had borrowed Peter's van)

Yes David and Buck do know the difference in the smell.

Henning

OTHER STUFF:

During Oktoberfest each year there is a luncheon hosted by the Oktoberfest president. This year was no exception. The guest speaker was Perrin Beatty the President and C.E.O. of the CBC. At the luncheon a Volunteer Award was presented to Don Willcox for his 17 years of service to Oktoberfest. Don's involvement has covered a diverse range, from Chair, Public Relations & Communications; Board of Directors; International Talent Committee; Advisory Council; Meeter & Greeter; 25th Anniversary Committee and the Archives Committee. Don is still active on the Advisory Council and the Archives Committee. Don's involvement with Oktoberfest is expected to continue for many years to come.

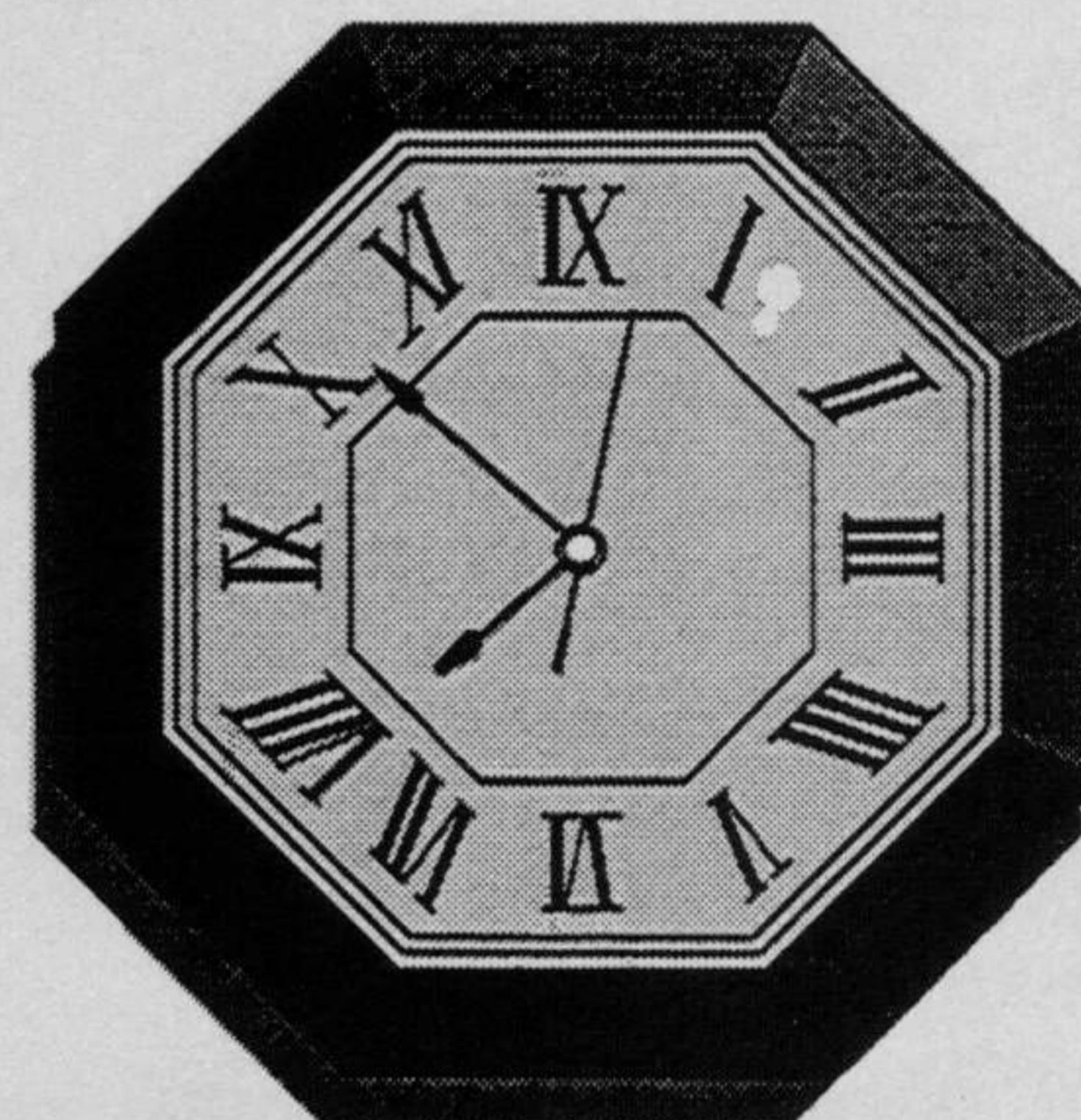
Congratulations, Don. Mark your calendars, Christmas is coming. The Rec Club have advised the Kid's Party will take place on December 3rd and the Adults will do their thing on December 9th. More

details will follow as plans are finalized.

Just a reminder, the Conestoga College 21st Annual Broadcasting Awards Banquet is taking place on Friday, Nov. 3/95 at the Trans. Great guest speaker, Ann Medina and your last opportunity to wish Paul Scott good luck on his new adventure. You can call Paul at 519-748-5220, ext. 223 or Kate in Production at CKCO ext. 314.

That's all till next time.

Ann



**THIS IS THE WEEKEND
WE GO BACK TO
STANDARD TIME.
DON'T FORGET
SATURDAY NIGHT TO
SET YOUR CLOCK
BACK.**