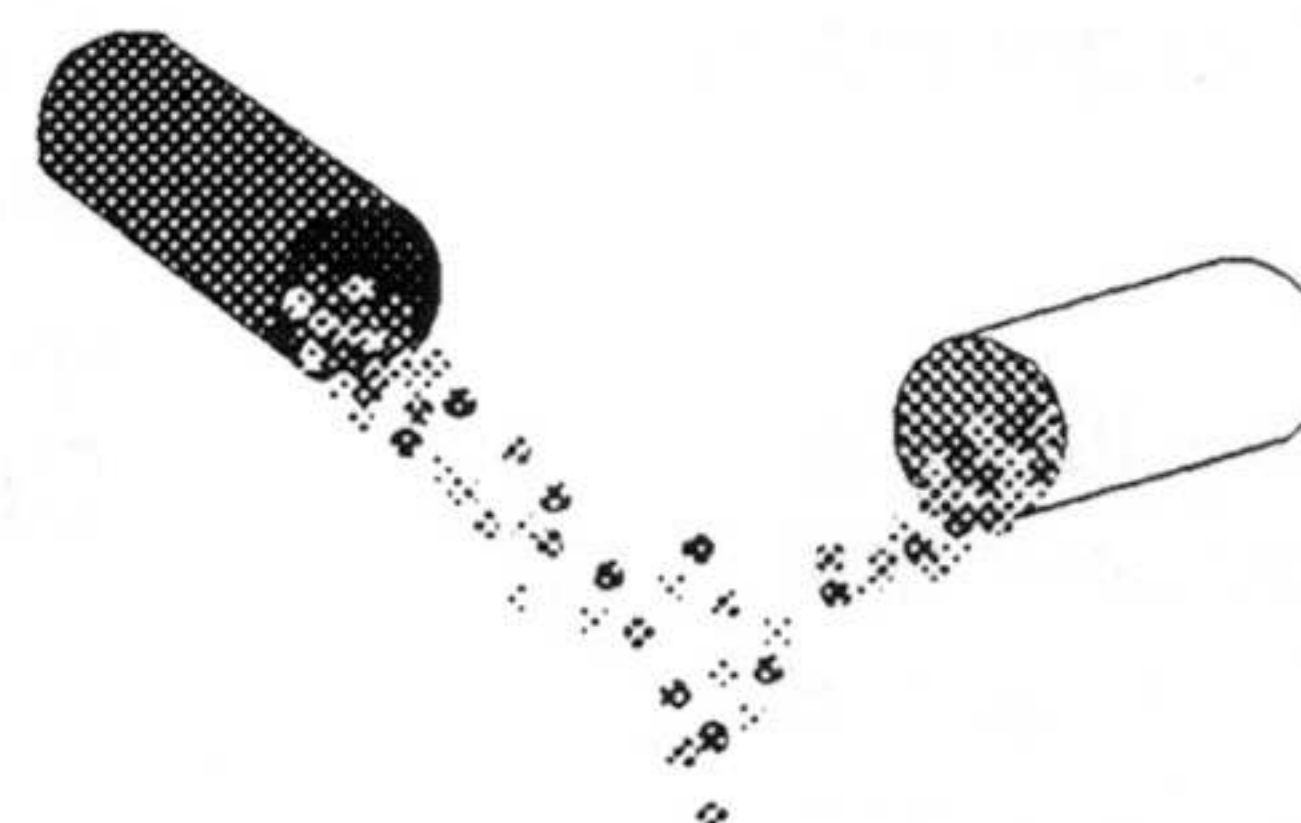


# CAPSULE



**November 24, 1995**

**Volume 2.8**



As I mentioned last time we were attempting to obtain copies of "The Employee Handbook of New Work Habits for a Rapidly Changing World".. Success was met with and 50 copies of the book are on the way. These will be made available to staff on a first come first served basis. Call Ann at ext. 249 to reserve your copy. The following is from the book.

In 1991, for the first time ever, companies spent more money on computing and communications gear than the combined monies spent on industrial, mining, farm and construction equipment. This spending pattern offers hard proof that we have entered a new era. The Industrial Age has given way to the Information Age.

## **COMMIT FULLY TO YOUR JOB.**

Expect your employer to expect more from you. The reason? The marketplace is demanding far more these days from the organization itself.

Clients and customers want much better quality than before. They expect top-notch service, too, or they'll take their business to your competitors. Speed is also essential, because people have gotten used to instant everything. Frankly, the only way your organization can hope to compete is to employee high performance people.

In times past, the most common solution to problems was just to hire more employees. Spend more money. But companies can't afford that approach any more. Instead of simply throwing more people at problems, organizations now throw fewer. They have to do more - faster and better - with less. This calls for highly committed people.

There's no room now for employees who mainly put in their time, going through the motions but giving only half-hearted effort. The people who seemed to keep their jobs merely because they could "fog the mirror" are goners.

In today's world, career success belongs to the committed. To those who work from the heart . . . who invest themselves passionately in their jobs.... and who recommit quickly when change reshapes their work.

If you find you can't recommit rapidly when the company

changes, you probably should quit. Get out of there. Don't waste your energy resisting change, and don't kill precious time sitting on the fence. Either buy in, or be on your way, because that's the best for both you and your employer.

This is not the same as asking that you be "loyal" to the organization. That would probably strike you as rather hypocritical anyhow, because we've all seen that the world puts hard limits on how loyal an employer can be in return. But urging you to have high job commitment actually serves your best interests, even as it benefits the company.

Strong job commitment makes work far more satisfying. It's therapeutic, too, an excellent antidote for stress and a fine cure for the pain of change. It also empowers you, bringing out your very best potential, and making you a more valuable employee.

Bottom line: Commitment is a gift you should give to yourself.<sup>1</sup>

There is nothing new to report on the Baton/ Electrohome negotiations/ deal. We are looking at carrying some baseball next spring, assuming we can work out an agreement

<sup>1</sup> New Work Habits for a Radically Changing World, Pritchett & Associates, Inc.



with Baton on the games we will carry.

Beverly and I are looking forward to December 9/95 and our first CKCO Christmas Party. We look forward to seeing you there.

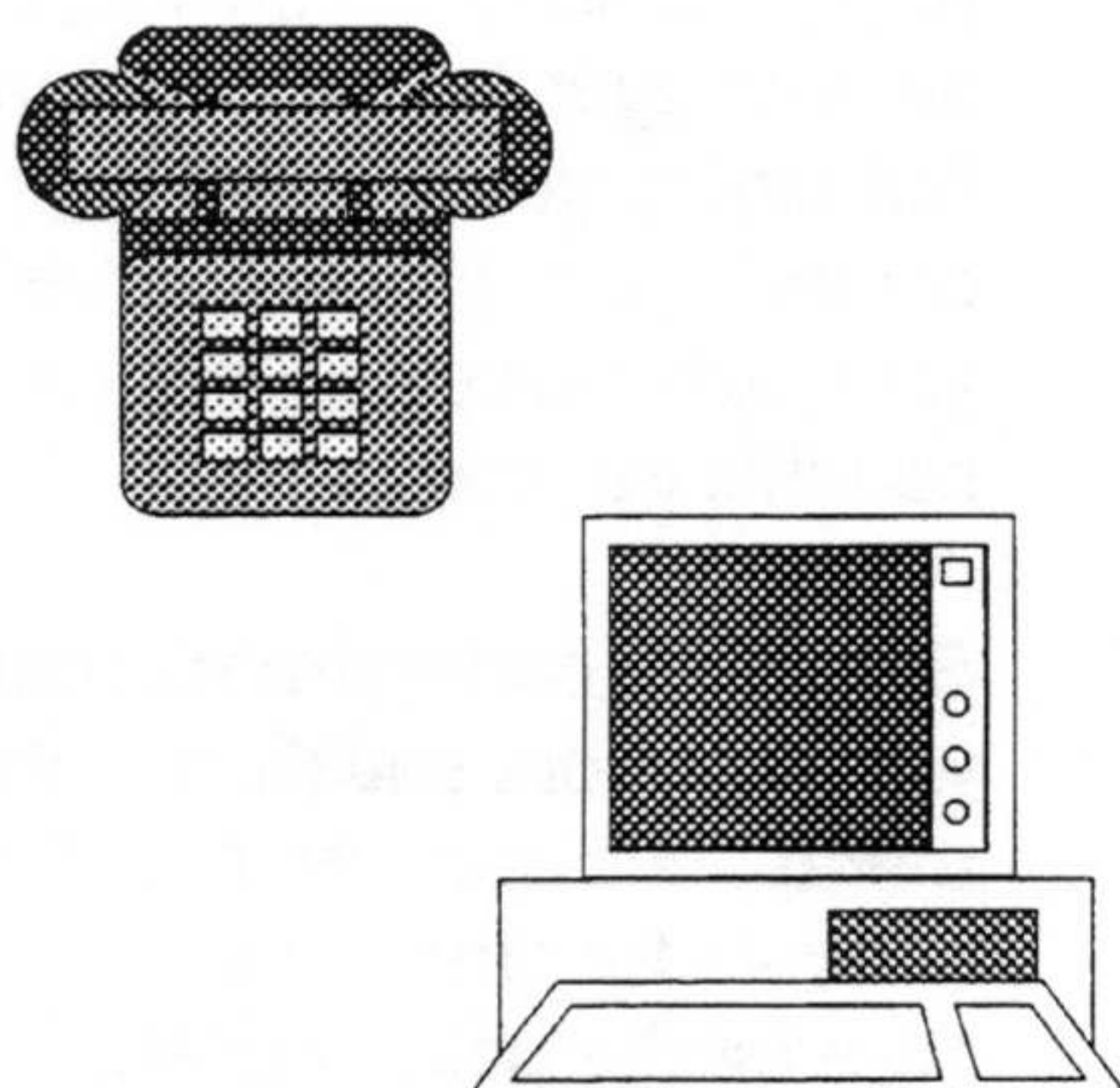
Dennis

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### TeleVISION

The Employee of the Month for October is Daiene Vernile. The nomination read in part, "Daiene is easy to work with and uses her news skills to the greatest effect everyday". Congratulations Daiene!

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**Chris Uhrig** will be the initial contact person for our telecommunications needs; assuming the same role for computer systems. Individual areas will continue to be responsible for calling for contract service on printers etc. Please send copies of all work orders to Chris. She will coordinate and administer the system. Chris is also responsible for issuing all systems related Purchase

Orders. If you need assistance, or have questions please contact Chris at extension 317.

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### AND FROM ENGINEERING. . . .

Tuesday Nov. 21, 1995 Brian Clemens spent the afternoon at the "Big E Coral" (Electrohome Wellington St.) checking out their new "SGI Indy Web Server" (Net surfing talk for where home pages live). Brian and Dave Wood have been working quietly in the background assembling all of the necessary addresses to link our "Soon to Be" home page to Paramount, Warren Bros., and Disney etc. Have any "Surf's Up" questions ask Brian!

**Zeljko Zugaj** and **Frank Parsons** have been living in Huntsville the last two weeks getting all of the little widgets and thing-a-ma-bobs ready for converting the site to a new remote control system. By the time you read this the Huntsville transmitter site will be converted and running smoothly.

Ever wonder how many sites we have? Here a list of the sites that are required just to get the signal to the Huntsville transmitter. We start at the *Studio* then *Alma* then *Conn* then *Markdale* then *Singhampton* then *Rosseau* then *Dwight* (the

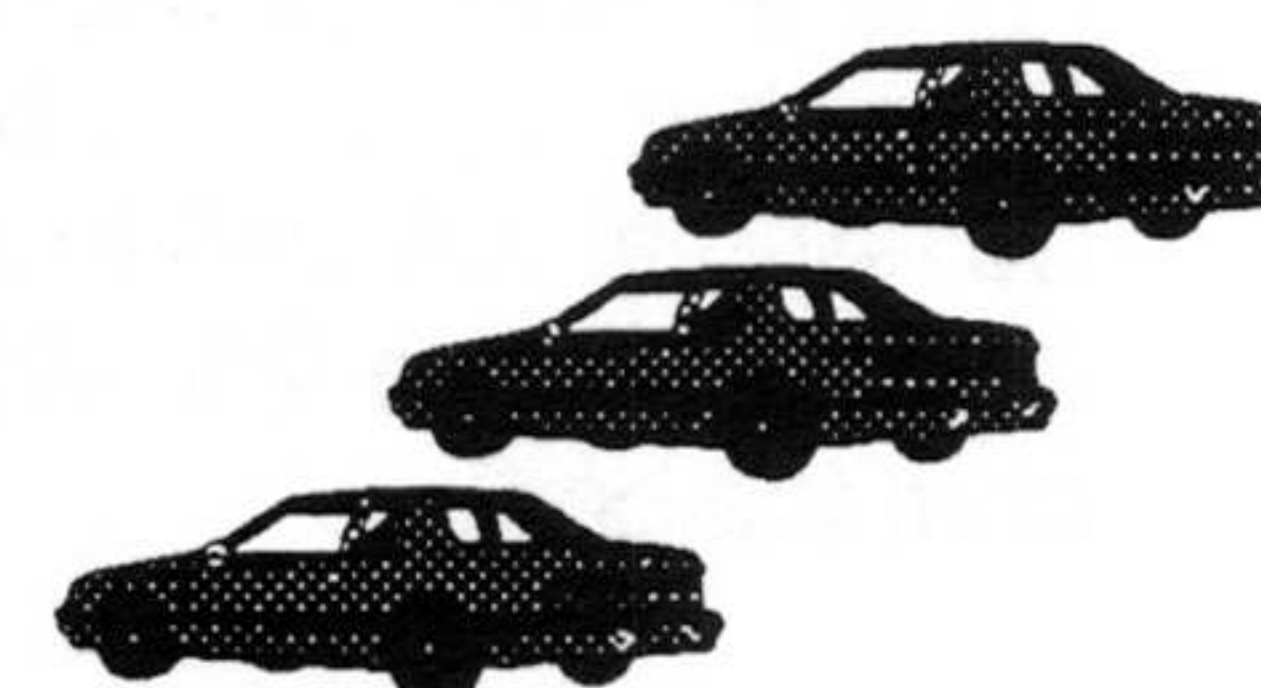
Huntsville transmitter) and we can find every one of them at night in a snow storm!.

**Chris Uhrig** has been very busy with the administration of the telephone and computer systems in the building. This will be an ongoing responsibility for Chris and I am sure that she is more that up to the task. That's all for this issue from the home of technical excellence and technical creativity, your Engineering department.

John Grant

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### PARKING



In order to improve security and employee safety in the parking lot a number of changes are being made.

Additional lights have been installed to improve visibility at night. The lot is now quite bright with no dark or shadowed areas.

The entrance gate is being repaired and modified to improve its reliability. The refurbished system will consist of one gate to control the entrance rather than the dual gate system that created more problems than it solved.

The intercom system for the gate and back door is being reworked to interface with the



telephone system.

Communication and control of the locks will be simplified and made more reliable at the same time. This work should be complete by mid-December.

Earlier this fall parking designation lines were repainted and relocated. The width of the parking spaces was increased to allow for easier parking and equipment movement. The spaces used for News and Production were clearly marked and it would be appreciated if the staff did not park in these spots. These spots are for company vehicles that are in and out numerous times a day. In addition these spots are also cleaned, sanded/ salted in the winter for safety reasons.

Separate parking areas have been marked for disabled parking, ENG truck parking and Visitor parking. Again, please do not park in the specially marked areas. There is enough space to park on the lot without using the marked areas.

Joe Brenner.

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### A TIP OF THE HAT TO...

Vaughn Boegel for stepping into the breach on November 15, 1995 and becoming a director! and

Lisa LaFlamme, Rick Gamble and Greg Sloan for going above and beyond the call of duty. When hearing about a fire in Brantford after the late news on Oct. 30/95 the News Room sprang into action. Lisa jumped into a van and drove to Brantford with a camera so Rick Gamble and Greg Sloan could cover the story.

Well done people and thanks for going above and beyond!

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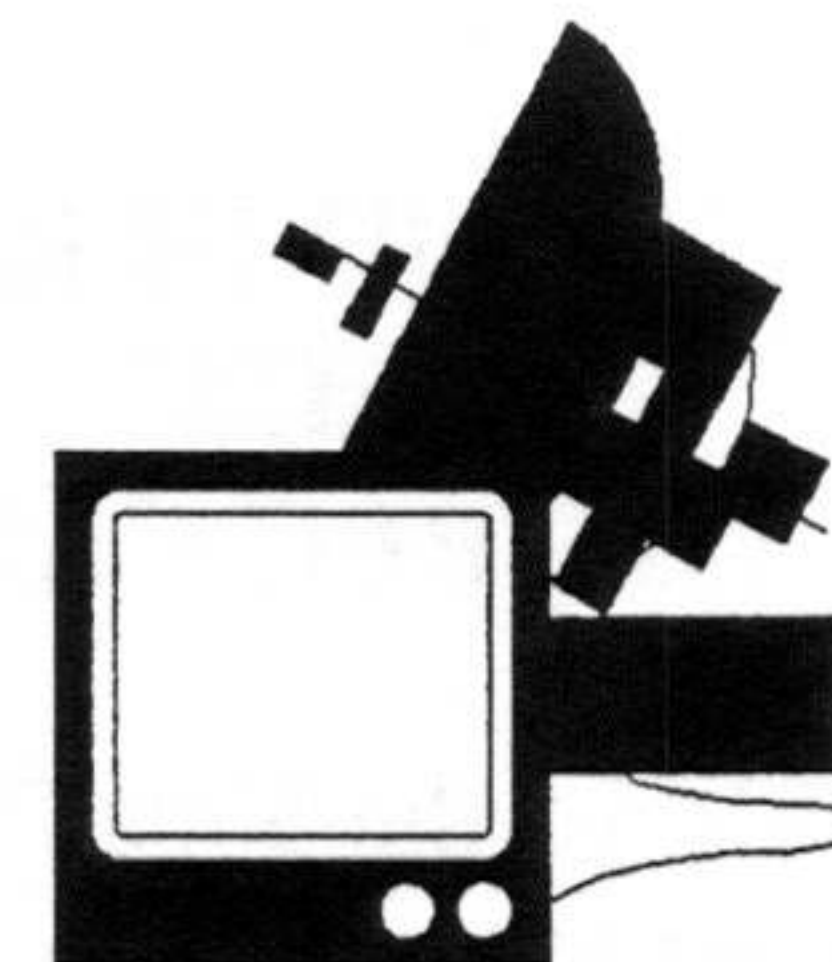
## OPERATIONS

"KEY GRIP" another mysterious title whose origins have been lost. The Key Grip is the boss of all the people who move scenery, push the camera dolly or crane around, and erect and pull down scaffolding. (In a theatre these people would be called stage hands, but in the movie/television business they're called grips). The key grip would have their own "best boy" and other assistants who direct subgroups of grips in specific tasks.

Stay tuned for more tidbits of scintillating information from the grump files.

The Grump.

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## MODUS OPERANDI

Hey, started your Christmas shopping yet? . . Me neither! Anyway, on with another action packed episode of M.O.

Jason Ruby, (correct spelling this time), having just joined us is going to be leaving us in April of next year. Congratulations Jason. Look out Spielberg.

More satellite dishes are being added to the building. Soon we'll have so many that NASA'S SETI project will be setting up shop next door! The new dishes are for a new commercial delivery system and a new news feed. The commercial delivery system is an automated system to record spots destined for our station only. The system is in testing and they are sending spots the old way (courier, taxi, pigeon, pack mule etc.), as a back-up.

The Kitchener Santa Claus Parade remote went well, although cold and wet for the crew. You can see the results tomorrow (November 25/95) at 10:00 a.m.

Blimey, the Beatles contest is in full swing. I have had people call and ask me when the VW "bug" will be on that day and which programs it has appeared in!

That's all from M.O. this month. Cheers. Now on to writing my letter to Santa.

AJM



### REMINDERS FROM THE REC CLUB:

RSVP's for the Kids Christmas Party were to be in to Deborah Robertson on Mon., Nov. 20, 1995. The party is at Kid's World 1659 Victoria Street North (2 blocks north of Bingeman Park), (519) 579-2212. Play time is from 11:30 a.m. to 1:15 p.m., lunch and Santa is from 1:15 p.m. to 2:30 p.m..

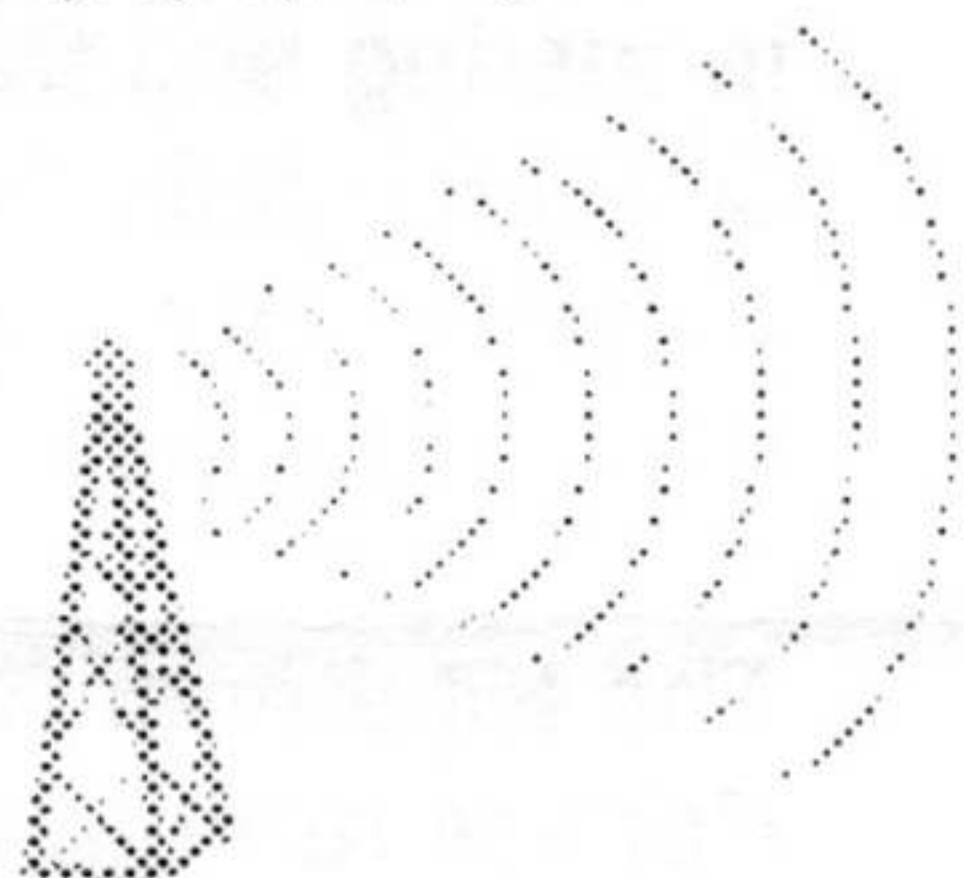
RSVP's for the Adults Christmas Party are to be in to myself by Mon., Nov. 27, 1995.

Next Rec Club meeting is Thurs., Dec. 7, 1995 at 12:00 p.m. in the Lower Boardroom - all members welcome.

That's all for now.

Christine Uhrig  
Rec Club, President

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#### CAPsule Tidbits from News

We are in the middle of Ratings. We have had a couple of **Specials** go air the past couple of weeks. Most were 3-part series.. **Steve Parr** did his series on welfare; **Brent Hanson's** first one was on telephone fraud; **Crista Mechlinski** did her's on the women's prison; Brent's 2nd one was on credit cards; this past week **Mike Yaworski's** series was on driving tips & next week the final series, which is a 5-part one is about some of the new

Mayors in our coverage area.. done by a variety of reporters.

**David Imrie** has been selected to fill the recently posted position of Reporter/Announcer in the News Dept. David will no longer be known just as the "**Farm Guy**"... he will be reporting on a much larger scale. He will begin his new duties on January 8th.

As you may already know **Guy Lepage** is no longer working for CKCO.. but we are happy to say that he has already found some freelance work with CTV News and TFO (TVO French). Guy will be writing for the National and doing some feature reports for TFO. We wish Guy all the best in his endeavours.

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

Kathy Fedy.

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#### OTHER STUFF:

Lots of stuff happening these days, The Beatles Anthology, does anyone know if there will be a video of the full 6 hours?? Contests to win trips to England, cruises and other good stuff. Kandi and Rita are being inundated with mail, we even received a contest entry via E-Mail.

Sad to report, Gold Listar's mother passed away on November 20/95 - our condolences.

Rec Club Nominations are due to Ken Grist to-day. Get them in if you want a say.

We are receiving lots of E-Mail, however not all staff know our E-Mail address. Here it is -

**CKCO@Electro.com.**

Sandy Clarke has the new CKCO Television mugs at \$3.00 tax in, also has Weather Watcher plastic mugs at the same price. Could make a good stocking stuffer. Call Janet at ext. 268.

Just a note on coloured paper, if you have a project that requires coloured paper have Deb Robertson at ext. 316 order it specially for you. This policy not only saves money but is good for the environment.

Four weeks to Christmas, better get at that shopping.

Have a great weekend.

Ann







**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

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# **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.

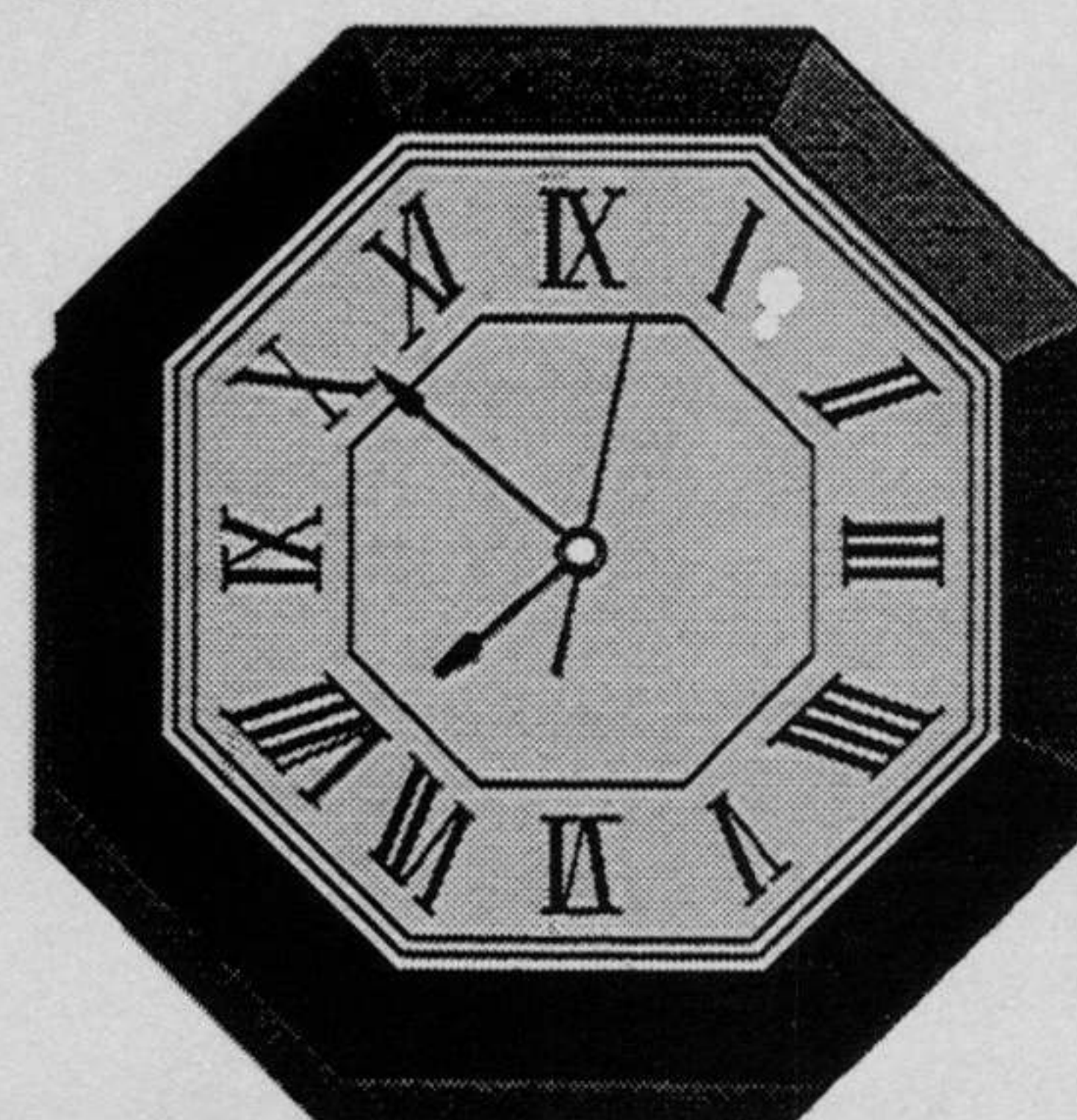
Congratulations, Don. Mark your calendars, Christmas is coming. The Rec Club have advised the Kid's Party will take place on December 3rd and the Adults will do their thing on December 9th. More

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.**