

**Schedule 1**  
**FORM ECSRC – K**  
**ANNUAL REPORT**  
**PURSUANT TO SECTION 98(1) OF THE SECURITIES ACT, 2001**

For the financial year ended  
December 31, 2019

Issuer Registration number  
C&W1829KN002216

(Exact name of reporting issuer as specified in its charter)

Cable & Wirelss St.Kitts and Nevis Limited

(Territory of incorporation)

St.Kitts & Nevis

(Address of principal office)

**REPORTING ISSUER'S:**

Telephone number (including area code): 869-467-3707

Fax number:

Email address:

michael.h.davis@cwc.com

(Provide information stipulated in paragraphs 1 to 14 hereunder)

Indicate whether the reporting issuer has filed all reports required to be filed by section 98 of the Securities Act, 2001 during the preceding 12 months

Yes ☒

No ☐

Indicate the number of outstanding shares of each of the reporting issuer's classes of common stock, as of the date of completion of this report.

CLASS	NUMBER
Ordinary shares	33,130,418

## SIGNATURES

A Director, the Chief Executive Officer and Chief Financial Officer of the company shall sign this Annual Report on behalf of the company. By so doing each certifies that he has made diligent efforts to verify the material accuracy and completeness of the information herein contained.

The Chief Financial Officer by signing this form is hereby certifying that the financial statements submitted fairly state the company's financial position and results of operations, or receipts and disbursements, as of the dates and period(s) indicated. The Chief Financial Officer further certifies that all financial statements submitted herewith are prepared in accordance with International Accounting Standards consistently applied (except as stated in the notes thereto) and (with respect to year-end figures) including all adjustments necessary for fair presentation under the circumstances.

Name of Chief Executive Officer:

Name of Director:

SIGNED AND CERTIFIED

SIGNED AND CERTIFIED

Signature

Signature

1 - SEP - 2020

1 - SEP - 2020

Date

Date

Name of Chief Financial Officer:

SIGNED AND CERTIFIED

Signature

1 - SEP - 2020

Date

## **INFORMATION TO BE INCLUDED IN FORM ECSRC-K**

### **1. Business.**

Provide a description of the developments in the main line of business including accomplishments and future plans. The discussion of the development of the reporting issuer's business need only include developments since the beginning of the financial year for which this report is filed.

For the period ended December 31, 2019, total revenue fell by 4% compared to the previous year. Factors, which contributed to the decline were:

- 1) Revised mobile plans, which bundled mobile services and cannibalized mobile revenue.
- 2) Continued decline in fixed line service, which is frequently being replaced with mobile and VOIP services.

Notwithstanding this decline, broadband and managed services experienced increases, which mitigated the decline in both mobile and fixed line.

The company continues to invest heavily in broadband in order to support customers who offer and access on-line services.

## 2. Properties.

Provide a list of properties owned by the reporting entity, detailing the productive capacity and future prospects of the facilities. Identify properties acquired or disposed of since the beginning of the financial year for which this report is filed.

The list below shows the owned properties of the business, which are primarily used for the mobile cell sites and exchanges. There were no properties, which were acquired or disposed of during this period.

Property	City	Use
Land S.E Penninsular	St.Kitts	Technical & Innovation
Land GM Residence	St.Kitts	Vacant land
Belmont	St.Kitts	Technical & Innovation
Jessups	Nevis	Technical & Innovation
IRLCM Marketshop	Nevis	Technical & Innovation
Frigate Bay Building	St.Kitts	Technical & Innovation
Dieppe Bay RLU	St.Kitts	Technical & Innovation
Cellular Building Stone Castle	St.Kitts	Technical & Innovation
Cellular Building Newton Ground	St.Kitts	Technical & Innovation
Cellular Building Canada Estate	St.Kitts	Technical & Innovation
Brighton Cellular Building	St.Kitts	Technical & Innovation
Basseterre West RLU	St.Kitts	Technical & Innovation
New Guinea RLU	St.Kitts	Technical & Innovation
New Castle Building	St.Kitts	Technical & Innovation

## 3. Legal Proceedings.

Furnish information on any proceedings that were commenced or were terminated during the current financial year. Information should include date of commencement or termination of proceedings. Also include a description of the disposition thereof with respect to the reporting issuer and its subsidiaries.

Not applicable

**4. Submission of Matters to a Vote of Security Holders.**

If any matter was submitted to a vote of security holders through the solicitation of proxies or otherwise during the financial year covered by this report, furnish the following information:

- (a) The date of the meeting and whether it was an annual or special meeting.

Not applicable

- (b) If the meeting involved the election of directors, the name of each director elected at the meeting and the name of each other director whose term of office as a director continued after the meeting.

At a Board meeting in September 2019, Gafield Sinclair resigned as Chairman of the Board of Directors. He was replaced by Magnus Ternsjo on October 1, 2019.

- (c) A brief description of each other matter voted upon at the meeting and a statement of the number of votes cast for or against as well as the number of abstentions as to each such matter, including a separate tabulation with respect to each nominee for office.

Not applicable

- (d) A description of the terms of any settlement between the registrant and any other participant.

Not applicable

- (e) Relevant details of any matter where a decision was taken otherwise than at a meeting of such security holders.

Not applicable

**5. Market for Reporting issuer's Common Equity and Related Stockholder Matters.**

Furnish information regarding all equity securities of the reporting issuer sold by the reporting issuer during the period covered by the report.

Not applicable

**6. Financial Statements and Selected Financial Data.**

Attach Audited Financial Statements, which comprise the following:

**For the most recent financial year**

- (i) Auditor's report; and
- (ii) Statement of Financial Position;

**For the most recent financial year and for each of the two financial years preceding the date of the most recent audited Statement of Financial Position being filed**

- (iii) Statement of Profit or Loss and other Comprehensive Income;
- (iv) Statement of Cash Flows;
- (v) Statement of Changes in Equity; and
- (vi) Notes to the Financial Statements.

## 7. Disclosure about Risk Factors.

Provide a discussion of the risk factors that may have an impact on the results from operations or on the financial conditions. Avoid generalised statements. Typical risk factors include untested products, cash flow and liquidity problems, dependence on a key supplier or customer, management inexperience, nature of business, absence of a trading market (specific to the securities of the reporting issuer), etc. Indicate if any risk factors have increased or decreased in the time interval between the previous and current filing.

A Risk factor, which continue to plague the business is the threat of hurricanes. Every precaution is being made to raise the standard of preparedness for the business. Standby batteries and generators have been purchased to power cell sites and MSAN locations in the event of electricity outages. Teams have also been set up to be deployed in the event of outages.

**8. Changes in Securities and Use of Proceeds.**

- (a) Where the rights of the holders of any class of registered securities have been materially modified, give the title of the class of securities involved. State briefly the general effect of such modification upon the rights of holders of such securities.

Not applicable.

- (b) Where the use of proceeds of a security issue is different from that which is stated in the registration statement, provide the following:

- Offer opening date (provide explanation if different from date disclosed in the registration statement)

Not applicable

- Offer closing date (provide explanation if different from date disclosed in the registration statement)

Not applicable

- Name and address of underwriter(s)

- Amount of expenses incurred in connection with the offer

- Net proceeds of the issue and a schedule of its use

- Payments to associated persons and the purpose for such payments



- (c) Report any working capital restrictions and other limitations upon the payment of dividends.

Not applicable

**9. Defaults upon Senior Securities.**

- (a) If there has been any material default in the payment of principal, interest, a sinking or purchase fund instalment, or any other material default not satisfied within 30 days, with respect to any indebtedness of the reporting issuer or any of its significant subsidiaries exceeding 5 per cent of the total assets of the reporting issuer and its consolidated subsidiaries, identify the indebtedness. Indicate the nature of the default. In the case of default in the payment of principal, interest, or a sinking or purchase fund instalment, state the amount of the default and the total arrears on the date of filing this report.

Not applicable

- (b) If any material arrears in the payment of dividends have occurred or if there has been any other material delinquency not satisfied within 30 days, give the title of the class and state the amount and nature of the arrears or delinquency.

Not applicable

## **10. Management's Discussion and Analysis of Financial Condition and Results of Operation.**

Discuss the reporting issuer's financial condition covering aspects such as liquidity, capital resources, changes in financial condition and results of operations during the financial year of the filing. Discussions of liquidity and capital resources may be combined whenever the two topics are interrelated.

The Management's Discussion and Analysis should disclose sufficient information to enable investors to judge:

1. The quality of earnings;
2. The likelihood that past performance is indicative of future performance; and
3. The issuer's general financial condition and outlook.

**It should disclose information over and above that which is provided in the management accounts and should not be merely a description of the movements in the financial statements in narrative form or an otherwise uninformative series of technical responses. It should provide management's perspective of the company that enables investors to view the business from the vantage point of management.**

The discussion should focus on aspects such as liquidity; capital resources; changes in financial condition; results of operations; material trends and uncertainties and measures taken or to be taken to address unfavourable trends; key performance indicators; and non-financial indicators.

### *General Discussion and Analysis of Financial Condition*

Total revenue declined year on year by 4%. The mobile line of business, which contributes to approximately 40% of total revenue contributed to this downturn. Bundled packages for mobile services were created as loyalty incentives, which increased the subscriber base but also cannibalized revenue. However, despite this position, the future of telecommunications remains optimistic. The need to be and stay connected has become more important than ever. In order to capitalize on this new phenomenon, the company has invested in the capacity of its broadband services to provide for the connectivity needs of all customers.

Operating expenses rose by 9% year on year. Network costs, contributed mainly to the increase as more cell site towers were commissioned for improved mobile coverage. However, to counter the effects of the increase the company has deployed energy saving equipment.

The financial year 2019 was one, which was wrought with challenges. However, the business and its management team rose to the occasion of growing the subscriber base, capitalizing on trends and mitigating costs.

## **Liquidity and Capital Resources**

Provide a narrative explanation of the following (but not limited to):

- i) The reporting issuer's financial condition covering aspects such as liquidity, capital resources, changes in financial condition and results of operations.
- ii) Any known trends, demands, commitments, events or uncertainties that will result in, or that are reasonably likely to result in, the issuer's liquidity increasing or decreasing in any material way. If a deficiency is identified, indicate the course of action that the reporting issuer has taken or proposes to take to remedy the deficiency.
- iii) The issuer's internal and external sources of liquidity and any material unused sources of liquid assets.
- iv) Provisions contained in financial guarantees or commitments, debt or lease agreements or other arrangements that could trigger a requirement for an early payment, additional collateral support, changes in terms, acceleration of maturity, or the creation of an additional financial obligation such as adverse changes in the issuer's financial ratios, earnings, cash flows or stock price or changes in the value of underlying, linked or indexed assets.
- v) Circumstances that could impair the issuer's ability to continue to engage in transactions that have been integral to historical operations or are financially or operationally essential or that could render that activity commercially impracticable such as the inability to maintain a specified level of earnings, earnings per share, financial ratios or collateral.
- vi) Factors specific to the issuer and its markets that the issuer expects will affect its ability to raise short-term and long-term financing, guarantees of debt or other commitment to third parties, and written options on non-financial assets.
- vii) The relevant maturity grouping of assets and liabilities based on the remaining period at the balance sheet date to the contractual maturity date. Commentary should provide information about effective periods and the way the risks associated with different maturity and interest profiles are managed and controlled.
- viii) The issuer's material commitments for capital expenditures as of the end of the latest fiscal period, and indicate the general purposes of such commitments and the anticipated source of funds needed to fulfil such commitments.
- ix) Any known material trends, favorable or unfavorable, in the issuer's capital resources, including any expected material changes in the mix and relative cost of capital resources, considering changes between debt, equity and any off-balance sheet financing arrangements.

### *Discussion of Liquidity and Capital Resources*

Capital Resources were distributed in the following:

CPE - Customer Premises Equipment	\$1,146,146
New Build & Upgrade	1,427,324
Capacity	4,159,603
Enablers	243,463
Baseline	2,837,966
Fleet	623,692
Total CAPEX	10,438,194

Forty percent of CAPEX was dedicated to the investment in capacity. Improvements in broadband services continues to be the company's main focus to deliver best in class services to all customers.

The Company manages operational liquidity supported by the Regional Group Treasury to manage liquidity in order to meet its financial obligations of servicing and repaying external debt and strategic initiatives.

As at 31 December 2019, the Company has cash and cash equivalents of \$3,922m. These amounts are highly liquid and are a significant component of the Company's overall liquidity and capital resources. Liquidity forecasts are produced on a regular basis to ensure medium-term liquidity is maintained for the purpose of identifying long-term strategic funding requirements.

### **Off Balance Sheet Arrangements**

Provide a narrative explanation of the following (but not limited to):

- i) Disclosures concerning transactions, arrangements and other relationships with unconsolidated entities or other persons that are reasonably likely to materially affect liquidity or the availability of, or requirements for capital resources.
- ii) The extent of the issuer's reliance on off-balance sheet arrangements should be described fully and clearly where those entities provide financing, liquidity, market or credit risk support, or expose the issuer to liability that is not reflected on the face of the financial statements.
- iii) Off-balance sheet arrangements such as their business purposes and activities, their economic substance, the key terms and conditions of any commitments, the initial on-going relationship with the issuer and its affiliates and the potential risk exposures resulting from its contractual or other commitments involving the off-balance sheet arrangements.
- iv) The effects on the issuer's business and financial condition of the entity's termination if it has a finite life or it is reasonably likely that the issuer's arrangements with the entity may be discontinued in the foreseeable future.

Not applicable

## Results of Operations

In discussing results of operations, issuers should highlight the company's products and services, facilities and future direction. There should be a discussion of operating considerations and unusual events, which have influenced results for the reporting period. Additionally, any trends or uncertainties that might materially affect operating results in the future should be discussed.

Provide a narrative explanation of the following (but not limited to):

- i) Any unusual or infrequent events or transactions or any significant economic changes that materially affected the amount of reported income from continuing operations and, in each case, the extent to which income was so affected.
- ii) Significant components of revenues or expenses that should, in the company's judgment, be described in order to understand the issuer's results of operations.
- iii) Known trends or uncertainties that have had or that the issuer reasonably expects will have a material favorable or unfavorable impact on net sales or revenues or income from continuing operations.
- iv) Known events that will cause a material change in the relationship between costs and revenues (such as price increases, costs of labour or materials), and changes in relationships should be disclosed.
- v) The extent to which material increases in net sales or revenues are attributable to increases in prices or to increases in the volume or amount of goods or services being sold or to the introduction of new products or services.
- vi) Matters that will have an impact on future operations and have not had an impact in the past.
- vii) Matters that have had an impact on reported operations and are not expected to have an impact upon future operations
- viii) Off-balance sheet transactions, arrangements, obligations (including contingent obligations), and other relationships that have or are reasonably likely to have a current or future effect on the registrant's financial condition, changes in financial condition, revenues or expenses, results of operations, liquidity, capital expenditures or capital resources.
- ix) Performance goals, systems and, controls,

### *Overview of Results of Operations*

Notwithstanding the decline in total revenue, the company achieved wins for the financial year 2019:

1) Increase in mobile market share by 4 percentage points year on year. Though revenue is being cannibalized in the short term, it is expected that as the subscriber base continues to grow that revenue will follow in the long term.

2) Increase in broadband subscriber base by 3% year on year. This trend is expected to rise with as customers demands increase.

Profit after tax fell to EC\$9.2m, which was expected given the strategies, which were undertaken to secure and grow the mobile customer base. It is anticipated that this position will shift as a result of the programmes put in place.

Capital investment for the financial year was EC\$10.4m. Investment in the broadband service continued to be the top focus, as the company recognizes the demand for customers to be connected.

**11. Changes in and Disagreements with Auditors on Accounting and Financial Disclosure.**

Describe any changes in auditors or disagreements with auditors, if any, on financial disclosure.

Not applicable

**12. Directors and Executive Officers of the Reporting Issuer. (*Complete Biographical Data Form attached in Appendix 1 and Appendix 1(a) for each director and executive officer*)**

Furnish biographical information on directors and executive officers indicating the nature of their expertise.

**13. Other Information.**

The reporting issuer may, at its option, report under this item any information, not previously reported in a Form ECSRC – MC report provided that the material change occurred within seven days of the due date of the Form ECSRC – K report. If disclosure of such information is made under this item, it need not be repeated in a Form ECSRC – MC report which would otherwise be required to be filed with respect to such information.

Not applicable



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**14. List of Exhibits**

List all exhibits, financial statements, and all other documents filed with this report.

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## BIOGRAPHICAL DATA FORMS

### EXECUTIVE OFFICERS AND OTHER KEY PERSONNEL OF THE COMPANY

Name: Alexander Bremner Position: Executive Director

Age: 47

Mailing Address: c/o Cable & Wireless Antigua and Barbuda Ltd  
Wireless Road, Piggot, Antigua & Barbuda

Telephone No.: 268-764-6787

List jobs held during past five years (including names of employers and dates of employment).  
Give brief description of **current** responsibilities.

1. Director, Finance, Central Cluster - Jan 19 to present
2. CFO (Ventures Market) - 2013 to Dec. 2018
3. Senior Analyst - Cable & Wireless Communications 2009 to 2013

Education (degrees or other academic qualifications, schools attended, and dates):

1. BA Hons Law & Economics - University of Leicester 1994

Also a Director of the company ☒ Yes ☐ No

If retained on a part time basis, indicate amount of time to be spent dealing with company matters:

*Use additional sheets if necessary.*

## BIOGRAPHICAL DATA FORMS

### EXECUTIVE OFFICERS AND OTHER KEY PERSONNEL OF THE COMPANY

Name: Christine Morris Gillespie Position: Executive Director  
Age: 45

Mailing Address: 19 Hillgate Park  
St. Michael  
Barbados

Telephone No.: 1.246-243-2141

List jobs held during past five years (including names of employers and dates of employment).  
Give brief description of **current** responsibilities.

1. Senior Director, Head of Legal Affairs Caribbean (2019 to present)
2. VP, Legal Caribbean (July 2015 to 2019 )
3. Head of Legal & Regulatory, Barbados & Southern Cluster Cable & Wireless/Lime (Dec 2013 to June 2015)

Education (degrees or other academic qualifications, schools attended, and dates):

1. Called to Jamaican Bar, November 1998
2. Called to the Barbadian Bar, April 2015
3. Legal Education Certificate - Norman Manley Law School, 1998
4. Bachelor of Laws (Honours) - University of the West Indies, 1996

Also a Director of the company ☒ Yes ☐ No

If retained on a part time basis, indicate amount of time to be spent dealing with company matters:

*Use additional sheets if necessary.*

## BIOGRAPHICAL DATA FORMS

### EXECUTIVE OFFICERS AND OTHER KEY PERSONNEL OF THE COMPANY

Name: Magnus Tersnjo Position: Executive Director  
Age: 55

Mailing Address: 10 The Harbour  
Rodney Bay, Gros Islet  
St. Lucia

Telephone No.: \_\_\_\_\_

List jobs held during past five years (including names of employers and dates of employment).  
Give brief description of **current** responsibilities.

1. VP Central Caribbean (2018 to present)

2. Management Liberty Global (UPC Ireland, UPC Hungary, UPC Broadband's Central European DHT)

Education (degrees or other academic qualifications, schools attended, and dates):

1. Masters of Science - Industrial Engineering and Management

Also a Director of the company ☐ Yes ☐ No

If retained on a part time basis, indicate amount of time to be spent dealing with company matters:

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*Use additional sheets if necessary.*

## BIOGRAPHICAL DATA FORMS

### EXECUTIVE OFFICERS AND OTHER KEY PERSONNEL OF THE COMPANY

Name: Lyra Richards Position: Non-Executive Director  
Age: 71

Mailing Address: Brazier's Estate  
St. Johns Estate  
Nevis

Telephone No.: 869-662-9554

List jobs held during past five years (including names of employers and dates of employment).  
Give brief description of **current** responsibilities.

1. Operations Manager - Bank of Nevis International Ltd (Retired Dec. 2012)

Education (degrees or other academic qualifications, schools attended, and dates):

1 Diploma in Financial Services Management - Sept. 2001

Also a Director of the company ☒ Yes ☐ No

If retained on a part time basis, indicate amount of time to be spent dealing with company matters:

*Use additional sheets if necessary.*

## BIOGRAPHICAL DATA FORMS

### EXECUTIVE OFFICERS AND OTHER KEY PERSONNEL OF THE COMPANY

Name: Osbert Liburd Position: Non-Executive Director

Age: 73

Mailing Address: West Farm, Great House  
Trinity  
St. Kitts

Telephone No.: 869-662-6100

List jobs held during past five years (including names of employers and dates of employment).  
Give brief description of **current** responsibilities.

1. Plant Pathologist

Education (degrees or other academic qualifications, schools attended, and dates):

1. B.A in Biology – University of the Virgin Islands-1971
2. M.P.S (Agriculture) Cornell University, U.S.A.-1975
3. Ph.D (Plant Pathology) Cornell University - 1977

Also a Director of the company ☒ Yes ☐ No

If retained on a part time basis, indicate amount of time to be spent dealing with company matters:

*Use additional sheets if necessary.*

## BIOGRAPHICAL DATA FORMS

### EXECUTIVE OFFICERS AND OTHER KEY PERSONNEL OF THE COMPANY

Name: David Lake Position: General Manager

Age: 57

Mailing Address: c/o Cable & Wireless St.Kitts-Nevis Ltd  
PO Box 86

Telephone No.: 869-465-3030

List jobs held during past five years (including names of employers and dates of employment).  
Give brief description of **current** responsibilities.

1. General Manager, Cable & Wireless St.Kitts-Nevis Lrd - 2009 to present

Education (degrees or other academic qualifications, schools attended, and dates):

1. Bachelor of Science in Industrial Engineering - University of the West Indies - 1987  
2. Master of Science in Integrated Management Systems - University of Birmingham UK - 1995

Also a Director of the company ☒ Yes ☐ No

If retained on a part time basis, indicate amount of time to be spent dealing with company matters:

*Use additional sheets if necessary.*

## BIOGRAPHICAL DATA FORMS

### EXECUTIVE OFFICERS AND OTHER KEY PERSONNEL OF THE COMPANY

Name: Michael Davis Position: Manager, Finance  
Age: 38

Mailing Address: c/o Cable & Wireless St.Kitts-Nevis Ltd  
PO Box 86

Telephone No.: 869-465-3707

List jobs held during past five years (including names of employers and dates of employment).  
Give brief description of **current** responsibilities.

1. Manager, Finance - 2012 to present (C&W St.Kitts & BVI)
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Education (degrees or other academic qualifications, schools attended, and dates):

1. ACCA - 2010 2. BSC Hons - Accounting UWI 2006
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Also a Director of the company ☐ Yes ☒ No

If retained on a part time basis, indicate amount of time to be spent dealing with company matters:

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*Use additional sheets if necessary.*



## BIOGRAPHICAL DATA FORMS

### EXECUTIVE OFFICERS AND OTHER KEY PERSONNEL OF THE COMPANY

Name: Eunice George Position: Manager, B2B Sales  
Age: 56

Mailing Address: c/o Cable & Wireless St.Kitts-Nevis Ltd  
PO Box 86

Telephone No.: 869-467-4402

List jobs held during past five years (including names of employers and dates of employment).  
Give brief description of **current** responsibilities.

1. Manager, B2B Sales (May 2006 to present)

Education (degrees or other academic qualifications, schools attended, and dates):

1. Certified Trained Teacher UWI -1986  
2. Bachelor of Arts in Business from Liberty University-1994  
3. Masters in Business Administration University Leiceister-2008

Also a Director of the company ☐ Yes ☒ No

If retained on a part time basis, indicate amount of time to be spent dealing with company matters:

*Use additional sheets if necessary.*

## BIOGRAPHICAL DATA FORMS

### EXECUTIVE OFFICERS AND OTHER KEY PERSONNEL OF THE COMPANY

Name: Clyde Richardson Position: Manager, Network Operations

Age: 47

Mailing Address: c/o Cable & Wireless St.Kitts-Nevis Ltd  
PO Box 86

Telephone No.: 467-4172

List jobs held during past five years (including names of employers and dates of employment).  
Give brief description of **current** responsibilities.

1. Director of Technical Operations, Northern Cluster (2020 to present)
2. Manager Fixed Maintenance & Repair, Central Cluster (2019 to 2020)
3. Manager, Network Operations ( 2016 to 2019)
4. MSO Manager ( 2014 to 2016)

Education (degrees or other academic qualifications, schools attended, and dates):

1. University of Phoenix, Phoenix AZ  
Masters of Business Administration, 2005
2. University of the West Indies, Cavehill, Barbados  
Bachelors of Science, 1995

Also a Director of the company ☐ Yes ☒ No

If retained on a part time basis, indicate amount of time to be spent dealing with company matters:

*Use additional sheets if necessary.*

## BIOGRAPHICAL DATA FORMS

### EXECUTIVE OFFICERS AND OTHER KEY PERSONNEL OF THE COMPANY

Name: Kevin Edwards Position: Manager, Retail Sales

Age: 46

Mailing Address: c/o Cable & Wireless St.Kitts-Nevis Ltd  
PO Box 86

Telephone No.: 869-467-4357

List jobs held during past five years (including names of employers and dates of employment).  
Give brief description of **current** responsibilities.

<p>1. Manager, Retail Sales (January 2017 to present)</p> <p>2. Marketing &amp; Corporate Communications Manager ( December 2012 to December 2016)</p>
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Education (degrees or other academic qualifications, schools attended, and dates):

<p>1. University of Cincinnati BA - Product Information and Supply Management (2001)</p>
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Also a Director of the company ☐ Yes ☒ No

If retained on a part time basis, indicate amount of time to be spent dealing with company matters:

*Use additional sheets if necessary.*

## BIOGRAPHICAL DATA FORMS

### EXECUTIVE OFFICERS AND OTHER KEY PERSONNEL OF THE COMPANY

Name: Rhodell Whittaker Position: Manager, Customer Experience  
Age: 35

Mailing Address: c/o Cable & Wireless St.Kitts-Nevis Ltd  
PO Box 86

Telephone No.: 467-5148

List jobs held during past five years (including names of employers and dates of employment).  
Give brief description of **current** responsibilities.

1. Manager, Fixed Maintenance Install and Repair (April 2020 to present)
2. Manager, Customer Experience - (March 2016 to March 2020)
3. Service Delivery Coordinator - (2014 to March 2016)

Education (degrees or other academic qualifications, schools attended, and dates):

1. CFBC - Certification Electrical and Electronic Engineering (2004)

Also a Director of the company ☐ Yes ☒ No

If retained on a part time basis, indicate amount of time to be spent dealing with company matters:

*Use additional sheets if necessary.*