

**Imperial Tobacco**



Division of Imasco Limited Division of Imasco Limited

**TO: Imperial Tobacco  
Vice-Presidents &  
Division Heads**

**December 19, 1988**

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**ANNOUNCEMENT**

During the past two or three years, Imperial Tobacco, and the Canadian tobacco industry itself, has witnessed an unprecedented increase in legal issues emanating from all levels of government, as well as from business and public sources.

In order to ensure the continuing success of our company, it has become extremely important that all legal matters be addressed immediately, thoroughly, and with the utmost professionalism.

Accordingly, I am pleased to announce the appointment of Roger S. Ackman to the position of Vice-President and General Counsel of the Company. This executive position will report directly to the undersigned, and Roger will also assume membership on the Imperial Tobacco Management Committee.

Roger has played a key role on the Canadian Tobacco Manufacturers Council for several years, and has dealt extensively, on our behalf, with both government and the public sector on a wide range of legal assignments. However, the importance, complexity, and volume of this activity makes it imperative to have a full-time senior officer within the organization directly responsible for all legal matters affecting the company.

In welcoming Roger to Imperial Tobacco, I congratulate him on this appointment, which will take effect January 1st, 1989, and extend my very best wishes for success to him in this critically important undertaking.

**Jean-Louis Mercier  
Chairman  
and  
Chief Executive Officer**

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