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Education

- 1977 - Graduated Bachelor of Commerce and Business Administration,
University of British Columbia (Dean's List)
- 1978 - Graduated Bachelor of Law,
University of British Columbia (Top 5%)

Triathlon/Sport Organizations (Past/Present)

- Vice President of the Pan American Triathlon Confederation ("PATCO")
- Member of Canadian Olympic Committee
- President - Triathlon Canada
- Past Vice President – Triathlon Canada
- Director - Triathlon World Championship Society
- Past President - B.C. Triathlon Association
- Selection Committee - Triathlete Funding - British Columbia
- Board of Directors for Triathlon Canada
- Former Treasurer for PATCO
- B.C. Triathlon Association
- North Shore Triathlon Club

Business

- Senior lawyer in Holmes & Company with Affiliated offices in 45 cities in 31 countries, totalling an excess of 1,200 lawyers
- Director/Executive Board of the Alliance of Business Lawyers
- Past directorships on Companies listed on Toronto Stock Exchange, TSX Venture Exchange and NASDAQ
- Executive Board Vancouver Aquarium, revenue in excess of \$30,000,000.00
- Chairman of Business Opportunities and Development Committee and member of the Finance Committee for the Vancouver Aquarium
- Board of Director for Hollyburn Country Club

Diplomatic Appointment

- Honorary Consul of Malta of the Provinces of British Columbia and Alberta, and the Yukon and Northwest Territories.
- Member of the Executive Committee of the Consular Corps of British Columbia.

Service/Charitable Organizations (Past/Present)

- Red Cross - Fund Raising Committee (Golf)
- Canadian Mental Health Association (chairman of golf committee - raised over \$800,000.00)

Relevant Teaching, Seminars, Papers and Speaking Engagements

- Continuing Legal Education of B.C. ("CLE")
 - Corporate Governance - Advising the Board
 - Corporate Governance – Advising the Board Part II

Triathlon Canada Accomplishments

- Lead two major governance changes, reducing the board size and change of board from operational to oversight
- Professionalization and increase in staff from 1 to 20
- Over \$1,200,000.00 surplus
- Annual revenue increase to in excess of \$2,000,000.00
- Terms of reference for all staff and committees
- Budget and audited financial statements
- Up to 1,000 age group participants in the World Championships per year
- Medals in Olympics, Pan-American Games and Commonwealth Games
- Full mens' and womens' teams in Olympics
- Over 500 races annually in Canada
- Over 50,000 participants annually
- Increased Provincial Associations to 10
- Long term athlete development program
- Coaching education program
- Officials education program
- Events education program
- Strategic plan every four years
- Annual budget surplus
- National Training Centre and 5 Regional Training Centres
- Host Paralympics coaching clinics

Personal Triathlon Experience

- Triathlon - 1995 Canadian Triathlon Team competing in 1995 World Championships in Cancun, Mexico
 - 1998 World Masters Championship in Portland, Oregon
 - 1999 Escape from Alcatraz Triathlon, San Francisco, California (Third Place)
 - 2000 Ironman Canada
 - 2001 Canadian Triathlon Team

- 2004 Canadian Triathlon Team
 - 2006 Canadian Triathlon Team
 - 2007 Canadian Triathlon Team
 - 2008 Canadian Triathlon Team
 - 2008 Age Group Winner – Pan American Championships
 - 2010 Canadian Triathlon Team
 - 2011 Canadian Triathlon Team
 - 2012 Canadian Triathlon Team
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- Duathlon - 1996 Canadian National Duathlon Team
 - 1997 Canadian Nation Duathlon Team

Additional Factors

- Resident in the same city as ITU headquarters
- Full support of Triathlon Canada and Canadian Olympic Committee
- Pan Am Games in Toronto. Know officials and organizers.
- Daughter is a Para Olympian.

Awards

- 2011 Selected as one of 50 Best Lawyers in Canada, for expertise in Tax Planning.
- 2010 Canada – International/Cross Border Law Firm of the Year
- Awarded Community Service Award for Vancouver and District by CMHA
- Young Businessman of the Year (ADS)
- Presidents Award (Sport BC)

Language Skills

- English
- Working knowledge of Spanish
- Some French and Italian

POSITION STATEMENT

1. Management Administration

a. Improve administrative operations and professionalism:

- i. Minutes of Executive and Committee meetings to be circulated on a monthly basis;
- ii. Budget to actual spent submitted to Congress;
- iii. Hire full time, skilled, experienced Chief Executive office;
- iv. Operate on a business model;
- v. Ensure Nomination Committee and Succession Planning;
- vi. Performance reviews for Board and Committee members; and
- vii. Increase use of committees which would have terms of reference and budget.

b. Improve financial operations and transparency:

- i. Budget prepared, tracked and monitored regularly throughout the year;
- ii. Prepare and distribute budget updates at each Executive meeting;
- iii. Consider alternative funding to be more independent;
- iv. Reduce offices, overhead and travel expenses;
- v. Strategic Plan to performance reviewed monthly; and
- vi. Improve the capacity by generating funds by way of advertising on websites, sponsorship of championships and series and advertising on uniforms.

c. Improve Confederations and National Federations:

- i. Work closely with the ITU head office in my city;
- ii. Additional funds and education to Confederations/National Federations (“NF”) in regard to governance;
- iii. Build NF buddy system to assist in development of the region;
- iv. Work closely with the Pan Am Game Committee in Toronto in regard to issues and benefits for PATCO Federations – it is a stated goal of Pan Am Games Society to enhance and improve sport capacity particularly in Africa, Latin America and the Caribbean; and
- v. Develop an International Strategic Plan between ITU, the Confederations and NF. All must work together for the common goal.

2. Sport Development (Athlete and Coach)

a. Continue the work of ITU in this area

- i. Increase funding and education to Confederations;

- ii. Work to improve coach education and resources to develop a series of seminars and Talent ID at the Junior level and U23 to enhance development and improve performance on the world stage;
- iii. Develop an NF mentoring and athlete scholarship system;
- iv. Create an athlete adoption programme that would allow talented athletes identified through the Talent ID system in the sub regions to access key High Performance Centres in the region with a view to taking the athlete to the world stage level of competition, while always being mindful that the long-term goal is to ensure the country of origin is closely involved and further assisted to develop the required resources at home while developing a potential local hero through this adoption system. This could be similar and further enhance the ITU scholarship programme;
- v. Reduce travel expenses payable by implementing an exchange or home stay for coaches and athletes;
- vi. Increase participation of athletes from Confederations at World Championships and Olympics;
- vii. Develop Regional Training Centers;
- viii. Increase prize money for athletes; and
- ix. Retirement program for athletes.

3. Event Development and Hosting

- a. Work in tandem with Confederations to develop a practical and athlete friendly event calendar;
- b. Engage the key partners in forward calendar planning through the establishment of an Events Operations Committee with key responsibilities to develop monitor and ensure that all regions are adequately represented on the regional calendar;
- c. Work closely with Confederations that all require their fair share of ITU World Cups and WCS Events;
- d. Ensure a strong technical programme that will showcase the technical officials expertise in the Americas in the lead up to Rio Olympic Games;
- e. Increase participation of athletes from Confederations at World Championships; and
- f. Lobby aggressively to have Team Triathlon in the Olympics.

4. Para Triathlon

- a. Provide funding and education
- b. Confederations to develop sport; and
- c. Provide funding and education to help expand Talent ID and coaching.