November 2012

Diversity 50

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IRIS ALMEIDA-CÔTÉ, B.A., M.A., LL.M
Chief Executive Officer
The TRIGONE Group Inc.

Iris has occupied senior management positions for 30 years. She has experience in financial risk management, strategic business planning and executive coaching. In 2012, her company received the Canada Award for Excellence, Silver prize for Quality. Iris is a results-oriented leader, and is fluent in French, English and Spanish. She is a 2008 and 2011 Canada's Most Powerful Women: Top 100 Award recipient.

ANITA ANAND, B.A. (HONS), B.A. (JURIS) LAW, LL.B, LL.M
Professor of Law and Academic Director, Centre of the Legal Profession
Faculty of Law, University of Toronto

Anita practised law at a leading corporate law firm prior to entering academia. She has been an associate dean at the Faculty of Law, and a Visiting Scholar at the Bank of Canada and Yale Law School. She has conducted research for among others the Task Force to Modernize Securities Legislation. She was the inaugural chair of the Ontario Securities Commission's Investor Advisory Panel.

LINDA BANISTER, B.Com, MPM, FCMC, CMRP, CE, ICD.D
President
Banister Research & Consulting Inc.

Linda founded and operates a management consulting firm (50 employees) providing market research and evaluation / performance measurement services across Canada. Her strengths are in the areas of leadership experience managing corporate growth and profitability; research-based decision making skills; assessment of organizational performance and governance; and, strategic visioning.

CATHERINE BOOTH, B.A.S., M.Sc
Chief Information Officer
Plexxus

Catherine is Chief Information Officer of Plexxus, where she is leading an IT-enabled business

transformation at its 11 member hospitals. Previously, Catherine was SVP of IT for Loblaw Companies Limited, VP of IT at Canadian Tire Corporation, and a Partner in Ernst & Young Management Consultants. Catherine serves on the board of the University of Waterloo.

LYNDA BOWLES, B.A.S., M.S., FCA
Retired (2012) Audit Partner
Deloitte & Touche LLP

At Deloitte, Lynda specialized in Audit, Governance, and Financial Advisory Services. She was active in both the Healthcare, and Net Asset Group (mutual, pooled and pension funds). She has served on several not-for-profit boards and currently is a Director of WestPark Health Care Centre and of the TSSA. Lynda was a Winner of TIAW 100 Award, recognized as one of top 25 Women of Influence in Canada, and was a winner of the YWCA Women of Distinction Award.

KAREN BRANSCOMBE, B.Ed., M.Ed.
Senior Advisor, Professional Learning and Leadership
Education and Early Childhood, Province of New Brunswick

Karen has served as CEO of School District 2, Province of New Brunswick for the past nine years. Karen is also the President of East Coast Education Leaders, Inc. providing training in governance, leadership, data decision making, assessment, facilitation and improvement process to school districts across North America. Serving on numerous community boards including The Greater Moncton United Way and the Literacy Cabinet, Karen also currently serves in an advisory role with the Province of New Brunswick.

BRENDA BROWN, B.A.S., B.Com, M.B.A., ICD.D
Senior Vice President, Human Resources
Compass Group Canada

As Senior Vice President, Human Resources, Brenda sits on the Executive Committee and oversees all people related activities for 30,000 associates in Canada, Alaska and the Gulf of Mexico. She is fluently bilingual with over 25 years of Human Resources experience. She is currently a director on the Board of Junior Achievement of Canada, Screen Colons Canada as well as the Provincial Partnership Council. She is a 2010 Canada's Most Powerful Women: Top 100 Award recipient.

PATRICIA CALLON, B.A. (HONS), LL.B
Chief Legal Officer
Canadian Securities Transition Office

Trish is a corporate and securities lawyer and executive with over 20 years of experience in the financial services industry. She is Chief Legal Officer at the Canadian Securities Transition Office, the organization established by the federal government to implement a national securities regulator. Trish is also Vice Chair of the Toronto Hydro Corporation Board of Directors and Chair of its Compensation Committee.

DEV CHOPRA, B.S., M.B.A.
Executive Vice President, Corporate Services and Redevelopment
CAMH - Center for Addiction and Mental Health

Dev is a corporate executive with a track record of implementing bold transformative initiatives in the healthcare, energy and education sectors. His board experience is in the financial services (Chair), not-for-profit and philanthropy sectors. Dev has a McGill MBA and is Harvard trained. He has a strong belief in success through teamwork and nurturing talent.

BRIAN CHU, J.D.
Partner
Bogart Robertson & Chu

Brian is a commercial real estate lawyer in Toronto. Brian has extensive board experience in energy, post-secondary education and culture. Brian is a Director of Toronto Hydro Corporation and Chair of the Audit Committee and is Vice-Chair of the Ontario Science Centre. Brian is profiled in The Best Lawyers in Canada for real estate law and is profiled in Canadian Who's Who (U of T Press).

JENNIFER CLARKE, B.A., M.A., ICD.D
President
JPC Strategies Ltd.

Jennifer has an extensive career in media, business and government. Through her company she now provides project management, financing, public policy, stakeholder and communications advice for public and private sector clients. She has had leadership roles on government and community boards for 25 years.

SARAH DAVIS, B.Com, CA
Chief Financial Officer
Loblaw Companies Limited

Sarah is an active participant in Loblaw Companies Board of Director meetings, President's Choice Financial Board of Directors meetings as well as T&T Supermarket Board of Director Meetings. Currently the CFO at Loblaw Companies, Sarah has 20+ years of financial management experience gained from senior positions at Bell Canada and Rogers Communications. She serves as Chair of the Women@Loblaw network.

DR. JANET DE SILVA, E.M.B.A.
Dean, Ivey Asia
Richard Ivey School of Business, Asia

Jan has more than 10 years of China CEO experience with Sun Life Financial and Retail China, a company she co-founded. Active in the business community, Jan led Canada China Business Council in

Beijing and the Canadian Chamber of Commerce in Hong Kong. She has experience on subsidiary, non-profit and private boards.

KRISTINE DELKUS, B.A., LL.B
Senior Vice-President, Law and Regulatory Affairs
TransCanada Corp.

Kristine is an expert in structuring and execution of complex and controversial large-scale infrastructure projects, asset acquisition and divestitures, regulatory industry management, effective corporate compliance programs, corporate strategy development and corporate governance. She has been on the Board of Directors of TC PipeLines, LP (NYSE: TP) since 2003.

MOHAMED DHANANI, B.Com, M.P.H. (with Distinction)
Chief Executive Officer
High Print Company

Mohamed was a lead negotiator on one of the most significant economic development agreements in Ontario's history. In addition, Mohamed has served as Board Chair of the Toronto Central Local Health Integration Network with oversight of a $4 billion budget, representing the largest integrated health network in Canada.

SUSAN E. FRANK, B.S., M.B.A., CFA
Vice President and Chief Regulatory Officer
Hydro One Networks Inc.

Susan has extensive experience in the electric utility and financial industries with an emphasis on financial performance management, risk assessment and regulatory compliance. As a director of a large pension fund and a trustee for a charity, Susan is experienced at financial investment decisions and risk analysis. She serves on the Ontario Energy Association Board and manages the Hydro One Regulatory and Public Policy Board Committee.

DR. FRIEDA GRANOT, B.Sc, M.Sc, CM, Ph.D, ICD.D
Professor
Sauder School of Business, UBC

Frieda has extensive entrepreneurial experience and has spearheaded a variety of think-tanks. She managed their development from a mere idea to successful, full-fledged entities, developing their strategy, and securing the necessary financial and human resources. She has wide-ranging experience on not-for-profit and Crown Corporation boards.

DR. HEATHER HOLDEN, B.S., M.S., PhD
Director, Private Wealth Manager
UBS Investment Management Canada

Heather has a PhD from the University of Waterloo in science and technology, completed Level 1 of the CFA program, and has a commercial pilot's license. She was elected to Vancouver's municipal government, serving as Chair of the Park Board. She also chairs the audit committee of a Provincial Crown Corporation.

BETH S. HOROWITZ, B.A., M.B.A., ICD.D
Non-Executive Director
HSBC Bank Canada

Beth is a member of the HSBC Bank Canada Board of Directors and Audit & Risk Committee. She brings a wealth of banking, strategy, regulatory, talent, and enterprise risk management experience to the board table. Her 22-year international American Express career included five years as President & CEO of Amex Canada. Beth has a Harvard MBA.

CATHERINE HUGHES, B.S.
Executive Vice President, International Oil & Gas
Nexen Inc.

Catherine is a seasoned and accomplished executive with significant international, corporate, hands-on operating and leadership experiences in both the E&P sector and the service sector of the oil and gas industry. She is currently running the international division of Nexen, which includes all exploration, operation and development activities in the US and overseas.

JULIE JAI, B.A., J.D., LL.M
General Counsel
Department of Justice Canada

Julie is a creative, results-driven public sector manager, lawyer and negotiator. She provided expert legal and policy advice to the Ontario government, negotiated groundbreaking Aboriginal land claims in the Yukon, and served as a Director-General for the Government of Canada. She is fluently bilingual.

SANDEEP KALRA, CA, M.B.A., ICD.D
Chief Financial Officer
SaskPower

Sandeep has extensive international business experience in South America, North America and India. His expertise is in the areas of: corporate strategy, corporate governance, finance, mergers & acquisitions, enterprise risk management, business planning & performance management, rate regulation and power purchase agreements. He has experience in the following industries: power, industrial, heavy equipment, food & beverage, within Crown Corporations and publicly-listed companies.

SARAH B. KAVANAGH, B.A., M.B.A., ICD.D
Corporate Director, Ontario Securities Commission (IOC) Commissioner
Former Vice Chair and Head, Investment Banking, Scotia Capital

Sarah is a Director and Chair of the Audit Committee of private equity owned American Stock Transfer, a North American leader in shareholder services. She is also a Commissioner on the OSC and Chair of the Board of BSS, a leading girl's school in Toronto. Sarah was formerly Vice Chair and Head of Investment Banking at Scotia Capital. She has experience as a CFO at two national retailers. Her expertise is in the areas of capital markets, finance, M&A, risk and compensation. Sarah has a Harvard MBA.

HELEN KEARNS, B.A.
President & Chief Executive Officer
Bell Kearns & Associates Ltd.

Helen was named President and CEO of Bell Kearns & Associates Ltd. in February 2008, which provides extensive investment advisory services to families, corporations, estates and foundations. From 2005 to 2011, Helen served on the board of the Ontario Teachers' Pension Plan. Helen is also the Lead Director for KingSett Canadian Real Estate Income Fund. Helen serves on the Multiple Sclerosis Research Foundation Board (2005 - present) and co-chairs the capital campaign.

DEBRA KELLY-ENNIS, B.S., M.B.A.
Board Member of Carnival Cruise Lines, plc and Pulte Homes
Former President & Chief Executive Officer, Diageo Canada Inc.

Debra was President and CEO of Diageo Canada from September 2008 to July 2012. She currently serves on the Board of Directors of Pulte Homes, the largest publicly traded home building company in the US; Carnival Corporation & Plc, the largest global cruise company in the world with more than $15 billion in revenue; and Dress for Success, a global charity focused on putting women back to work. Debra is a 2009, 2010 and 2011 Canada's Most Powerful Women: Top 100 Award recipient.

NANCY LALA, M. ACCTG, CPA, CA, CMA, ICD.D
Chair and Chief Financial Officer
About Communications

Nancy has over 25 years of finance experience including taking a company public, mergers and acquisitions, international taskforces, global systems integration and financing structures. She is Audit Chair for Kerry's Place Autism Services, Vice President and Technical Chair of FEI Toronto Chapter and Membership Committee Chair of Maple Leaf Angels.

SUE LEE, B.A., ICD.D
Corporate Director
Retired Suncor Energy Inc., SVP Human Resources & Communications

Sue is a Corporate Director at AltaLink & Holcim Canada. For16 years, Sue worked with Suncor's board and HR&C committee. She contributed to growing Suncor's market cap from $2B to $50B. Sue played a key role in the successful merger of Suncor and Petro-Canada, and led the strategic integration

of HR, Talent & Succession, and CSR. She served as Chair of Suncor's Foundation and on boards of a number of community organizations.

HANNE MADSEN, B.S., B.B.A.
Chapter Chair
Impact Communications Ltd.

Hanne is a senior executive with expertise in strategic planning, operations, HR and marketing. She owned and managed DanFoss Couriers & Freight for 24 years. Hanne has extensive board experience as both Chair and Director. She is currently the Chapter Chair of GroYourBiz, a peer to peer advisory board for women entrepreneurs.

ALLAN MARK, CA, C.B.V.
Retired Partner
Ernst & Young LLP

Allan retired recently from Ernst & Young LLP. He has external audit, mergers and acquisition lead advisory, business valuations and diversity/human resources experience. Allan led large client accounts and served on various firm governance bodies. Allan is currently a Director of Camp Oochigeas and member of DiverseCity's Champions Council.

MICHAEL MENEZES, B.A., CA
Former Chief Financial Officer - Corporate Areas, Technology & Operations
Bank of Montreal

Michael has twenty years of international experience. He has a strong leadership record as CEO and Group CFO in India/Asia and Canada. Michael has worked across diverse sectors including agribusinesses, consumer goods and financial services. He served on several boards in Asia and has an international perspective.

NOELLA MILNE, B.A., J.D.
Senior Partner
Borden Ladner Gervais LLP

Noella, a Senior Partner in the Commercial Real Estate Group, is an integral part of many of Canada's largest infrastructure projects. She is recognized in the 2012 edition of *Chambers Global – The World's Leading Lawyers for Business.* She sits on a number of boards and is Chair of UNICEF Canada. She was appointed to the Order of Ontario in 2012 and is a 2012 recipient of the Queen's Diamond Jubilee Medal.

LAURA NASHMAN, B.A., M.I.R.
Chief Executive Officer
BC Pension Corporation

Laura is the CEO of the BC Pension Corporation. In 2011, Laura was named to the Power50 list and is a 2010 Canada's Most Powerful Women: Top 100 Award recipient. Laura also sits on the Hearing Panel of the Law Society of BC.

RODNEY NELSON, PhD (ABD), PAED, C.Dir.
Chief Executive Officer and Principal of Governance, The Global Governance Group
Professor, Carleton University

Rodney is the Chair of FirstPlan Benefits (an Aboriginal pension and benefits company), Co-chair of The Canada Dance Festival Society (in Partnership with the National Arts Centre) and sits on the Carleton University Faculty Board. He is also a member of Carleton University's Task Force on Aboriginal Affairs and the Anishinabek First Nation's Economic Development Think Tank. Rodney is Anishinabe/Sioux from Nipissing First Nation.

HEATHER A. NICOL, Bmath, M.B.A., CMA, ICD.D
Corporate Director
Genworth Financial Canada

Heather served for nine years as board member of Desjardins CU (part of Groupe Desjardins), five years on the board of DICO and two years on AssetMetrix Inc. Heather's experience in senior financial and business roles includes being CFO for Chapters Online and CFO for the MaRS Discovery District. Prior, Heather specialized in investment banking at major firms, raising funds and building relationships. She has sat on numerous not for-profit boards.

LOREEN PAANANEN, ICD.D
Retired Senior Retail Executive
Shoppers Drug Mart

Loreen is the former Executive Vice-President of Network Development for Shoppers Drug Mart where she developed a real estate strategy for a $10B company and was able to deliver significant growth. She was also in charge of medical clinics, retail planning, design and construction, facility management and lease administration of the 1300 store network. She is a 2010 Canada's Most Powerful Women: Top 100 Award recipient.

LINDA KUGA PIKULIN, B.A.
Former President
Pepsico Beverages Canada

Linda ran Canada's multi-billion dollar beverage business with a diverse functional leadership background in sales, marketing, manufacturing, operations, and general management. Her extensive operational background drove balanced financial results in complex, large-scale consumer products businesses. Linda is a highly visible community leader through her charitable board work.

SARAH RAISS, B.S., M.B.A., ICD.D
Corporate Director

Sarah is a Corporate Director at Canadian Oil Sands, Shoppers Drug Mart and Commercial Metals Company (US Fortune 300 company). She is a retired EVP of TransCanada Corporation and was mentored by Robert Harding in the Women On Board program. She has almost 20 years experience in not-for-profit, crown and corporate boards.

KATHERINE RETHY, B.Sc, J.D., M.B.A.
Corporate Director and President
KAR Development Corp.

During an executive career in the global mining and chemical industries, Kathy developed expertise in operations and risk management. She is currently a member of the Statutory Board of SBM Offshore, a global oil and gas service company based in Rotterdam; Chair of the Human Resources and Compensation Committee of Equitable Trust; and Chair of the Board of Katimavik. Kathy recently completed a Masters in Leadership for Sustainability in the U.K. where she researched the role of Directors in bringing sustainability values to the Boardroom.

KATHLEEN E. SENDALL, C.M., FCAE, FEC, P. Eng
Corporate Director

Kathleen is an experienced director and seasoned executive with a broad base of experience. She is a Director of CGG Veritas, ENMAX, and Alberta Innovates - Energy and Environment Solutions. She was previously Senior Vice-President of Petro-Canada's North American Natural Gas Business Unit. Kathleen was named as a Member of the Order of Canada in 2011.

SUSAN M. SMITH, B.A., M.B.A.
Retired Founder & Chief Executive Officer, RBC Technology Ventures Inc and SVP
RBC

Susan has CEO experience. She has created international partnerships developed for technology investment and has chaired funds. She has board experience in private, public and NFP sectors. Susan's committee experience includes Audit (Chair), Governance, Ad-hoc Committee on Strategic Merger, Fund Raising, Communications, International Operations. Her bank experience includes Retail, Corporate, HR, Strategy and Marketing. Susan served on Federal and Provincial Councils.

SANDRA STASH, PE and PEng
Senior Vice President, Operational Assurance and HSSE
Talisman Energy

With over thirty years in the oil and gas, hard rock and coal mining industries, Sandy has global experience in operations and engineering, risk and crisis management, external and government affairs,

communications, corporate social responsibility, HSSE, litigation management, and leading change in organizational transformations and start ups.

CONSTANCE SUGIYAMA, B.A., J.D.
Corporate Director, Vice Chair
Canada Health Infoway

Constance has held leadership positions in some of Canada's largest law firms, including as Deputy Chair, over a 35-year career. She is an experienced board member with expertise in board governance and oversight of strategy, enterprise risk and CEO evaluation/compensation. She has significant expertise in public policy. The first female Chair of the Hospital for Sick Children, she has been recognized by among others, Women in Capital Markets, and is a 2009 and 2011 Canada's Most Powerful Women: Top 100 Award recipient.

LESLEE J. THOMPSON, M.B.A., M.ScN, ICD.D
President & Chief Executive Officer, Kingston General Hospital
Assistant Professor Queen's University

Leslee has 30 years of experience in the health care industry that spans both public and private sectors. She led multiple hospitals through mergers and turnaround, helped shape government policy, worked as a Canadian executive in a global medical technology company, and was a corporate director for seven years with Shoppers Drug Mart.

DR. VIANNE TIMMONS, B.Ed, PhD
University of Regina

Vianne has served is the President of the University of Regina since 2008. She has extensive board governance expertise, primarily in the not-for-profit sector. She has served on regional, national and international Boards. Vianne has worked extensively in First Nations communities in Canada and has a wealth of international expertise. Vianne is of Mi'kmaq descent and is a member of the Bra'dor Mikmaq Band.

HEATHER TULK, B.Com (HONS), M.B.A.
Senior Vice President Marketing
Bell Canada

With 18 years experience in the Information and Communication Technology industry, Heather's expertise is in marketing, sales, customer service and operations management with extensive board experience in the not-for-profit sector. She is currently a Director and Chair of the Human Resources and Pension Committee of federal crown corporation Marine Atlantic Inc. Heather is a 2009 Canada's Most Powerful Women: Top 100 Award recipient and a Canada's Top 40 Under 40™ award recipient.

BENITA M. WARMBOLD, B.Com, FCA, ICD.D
Senior Vice President and Chief Operations Officer
Canada Pension Plan Investment Board

Benita has over 30 years' diverse business experience. She has focused on finance, operations and risk management, particularly in global investment management over the past 20 years. She has worked in both the private and the public sectors. Benita has board experience in the public, crown corporation and not-for-profit sectors. She is a 2009 and 2010 Canada's Most Powerful Women: Top 100 Award recipient.

JANICE WISMER, M.S.
President
Radical Simplicity Inc.

Janice is President of Radical Simplicity Inc. and formerly a senior HR executive with McCain Foods Ltd., Canadian Tire, and Suncor Energy. She was named one of twelve "Best Managers in Canada" and "Most Innovative Executive" by Canadian Business magazine. She is a 2006 and 2007 Canada's Most Powerful Women: Top 100 Award recipient.

VICTORIA WITHERS, B.Com
Principal Consultant
VLW Solutions

Victoria has worked and volunteered in the technology industry for over 30 years. She is currently a director on the Vancouver Coastal Health Authority and the VGH & UBC Hospital Foundation. Victoria has served on the boards of the Canadian Internet Registration Authority, QHR Technologies, Vancouver Board of Trade and the TELUS World of Science.

DR. JUDITH WOODSWORTH, B.A., PhD
Concordia University

A former president of two universities and director of numerous not-for-profit boards, Judith is a professor of translation studies and an educational consultant. Fluently bilingual and widely travelled, she is an Officer of the Ordre de la Pléiade and a 2009 Canada's Most Powerful Women: Top 100 Award recipient.

MARIAN ZERR, B.S., M.S.
Retired Deputy Minister
Government of Saskatchewan

Marian has diverse policy and operational experience across federal, provincial and First Nation jurisdictions in a variety of human service and economic files. She is skilled in delivering thought leadership, accountability to the organization, and has a good understanding of the current and future policy environments and the New West.