

Sunday May 14, 2023

To Nordiq Canada,

My name is Lex Albrecht. I am a former professional road cycling athlete. I competed as a member of the Canadian National Team from 2011-2019, and was a member of various professional UCI trade teams from 2012-2019. I speak English and French and currently reside in Montreal.

I am sending this letter because I hope to join Nordiq Canada's Board of Directors. I would like to contribute to the success of Nordiq Canada's skiers and of the federation itself.

I care a great deal about professional and Olympic sport, its prosperity and athletes' wholistic wellbeing. I have an especially keen interest in business development, communications and fostering mutually strategic relationships. Though I have only ever been a passionate recreational cross country skier, my background as a professional and National Team cyclist may help bring a different yet relevant perspective to the board; my experience and drive regarding marketing and business development could also prove to be an asset.

I hold a B.Sc. in Medical Biology (*biologie médicale*) from Université du Québec à Trois-Rivières. I worked for Christiane Ayotte (a leader in the fight against doping in sport) at Canada's only WADA accredited doping control laboratory, and have worked with WADA briefly to provide feedback regarding their ADAMS whereabouts program, as an athlete. During my athletic career, I quietly began a marketing consulting business that has since expanded to become a full-time career. (I have attached a CV that outlines many of the services I provide and roles that I have held for clients.)

Finally, I have sat on Cycling Canada's athlete's council, have been an active member of AthletesCAN (a Canadian athletes union for Olympians and National Team athletes across sports), and currently work with The Cyclists' Alliance (a union for professional female cyclists, based in the Netherlands). I hope the experience I've gained through these roles in governance in sport, athletes rights and liaising between various groups could be helpful to Nordiq Canada and its board as well.

Thank you for considering my application, and I offer my best wishes in your search for finding the best candidates to join your Board of Directors.

Sincerely,

Lex Albrecht

Lex Albrecht B.Sc. *Bilingual*

Education

2010 **Graduate Certificate in Business Administration** Concordia University (*partial*)

2009 **Bachelor of Science in Medical Biology** (*Biologie médicale*) Université du Québec à Trois-Rivières

2006 **Certificate - French as a Second Language** Université du Québec à Trois-Rivières

2021 – Steel Bicycle Frame Building (Tucson Frame Building School))

2019 – Dale Carnegie Communications Training

2018 – Heavy Industry Training – Joint Integrity Testing (Hevii Technologies, GmbH)

2012, 2015 Sales training (Gestion Michael Bolduc. Marc Lalande CTD, CRP)

2012, 2013 Communications and media training (Novartis, Optum)

Professional Experience

Marketing and Business Consultant

(Canada, USA, EU-based clients)

2013 - present

Services for clients vary extensively and include :

- Field Marketing: I am responsible for the planning and execution of on-site presence at consumer and B2B events, including staff management and creative activation strategies.
- Strategic partnerships and business development: I have developed and nurtured inter and intra industry OEM partnerships and sponsorships. I am responsible for partnership scouting, contract negotiation, activations, and partnership management
- Market research, social listening and competitor evaluations.
- I manage the creation and curation of visual and written content, and participate in the direction of video production
- Product Management : The role includes creating business justifications, user profiling, user problem analysis, product specification, requirement outlines, timeline planning and roadmapping.
- Copywriting for print and digital (with and without SEO techniques)
- Product marketing: I maintain close collaborations with sales and marketing teams to analyze strategy, programs and recommend improvements to procedures
- Social media community management
- Some website management, CRM, analytics, publishing platforms including: Hootsuite, Hubspot, Squarespace...

Professional Athlete : Road Cycling

UCI Women's World Tour teams and Canadian National Team

(2012-2020)

- 4 x World Championship athlete
- 3 x National Championship medallist, 8 x Champion of Québec, 2 x Francophone Games medallist. 2016 Olympic short list.
- International titles and victories (Fleche Wallonne Queen of the Mountains, winner at Tour of the Gila, Ladies Tour of Thuringen, San Dimas Stage Race, BC Superweek, Battenkill, Green Mountain Stage Race, Merco Cycling Classic. Podiums at: Route de France, Tour de l'Ardeche, Philadelphia Cycling Classic, Jeux de la Francophonie...)
- Competed in North America, South America, Europe, Asia and Africa.
- Began competing on the professional scene as an amateur in 2008.

- Professional media training
- Established corporate and private sponsorships and activation plans
- Strong marketing, sales and business development experience for sponsorship acquisition.
- Well versed in cold calling, interactions with C-Level employees, sponsorship activation
- Public speaking engagements, interviews, special events.

- Extensive travel through 25+ countries

Laboratory Research : Doping Control Laboratory

National Scientific Research Institute (INRS Institut Armand-Frappier) Laval, Qc (under Professor Christiane Ayotte Ph.D.)

(January 2009 – October 2011)

- Performed Bio analysis and routine screening procedures.
- Initiated funding proposal requests, direct contact with pharma companies for negotiation of product supplies for research.
- Participated in development and implementation of new sample analysis procedures
- Implemented Insulin Screening Test for doping control. (ISO 17025)
- Part of the Vancouver 2010 OLYMPICS Doping Control sample analysis team (ISO17025)
- Used various analytical techniques including ELISA: western blot, SPE, LLE, IAP, HLB SPE, IAC extraction, analysis by LC-MS/MS (Analyst) some GC-MS/MS (Mass Hunter) etc.
- Reproduced a sample extraction and purification method developed by German researchers, to detect recombinant insulin in urine samples, for doping control purposes.

Secondary Professional Experience

TV Personality: Host of The Preem TV Show

(Los Angeles USA and Montreal, Canada)

(2021)

- Co-hosted web series with former professional cyclist, Phil Gaimon. Collaborations with US Champion, Rashaan Bahati and World Championship medallist, Alison Tetrick.
- Wrote scripts, directed editors, worked with network TV producers, participated in marketing meetings and strategies, coached collaborators.

Heavy Industry Technician

Hevii Technologies, Malenfant Technical Services

(2017)

- On-site joint integrity analysis with specialized ultrasonic testing equipment. Mining industry (Mali, Africa)
- Non-destructive testing technician.

Laboratory Technical Assistant

BioLab Trois-Rivières, Qc

(2008)

- Environmental sample handling and logistics coordination

English as a Second Language Teacher

CLIC Trois-Rivières, Qc

(2008)

- ESL teacher for native French speakers.

Retail: Cycling Sales, Mechanics and Customer Service

Forzani/Bikeland/Cycles Périgny/Passion Vélos Barrie, ON/Trois-Rivières, Qc

(2003 – 2008)

- Sales (including attaining sales targets)
- Participated in industry trade shows and sales training sessions
- Was responsible for communications with distributors and suppliers and all communications with Anglophone enterprises
- Bicycle assembly and repairs.

Volunteer Experience

- Athlete Council member : Cycling Canada
- Mentor and coach: I have coached and mentored junior and development athletes identified by their national and provincial cycling federations (Global Relay Bridge the Gap Fund, and FQSC). I have coached adult (recreational level) athletes in skills clinics catered especially to their abilities.
- Fast and Female mentor.
- Official spokesperson for Tour Cycliste Charles Bruneau and Fondation Charles Bruneau
- Volunteer member of AthletesCAN organization
- WADA-AMA : met at WADA headquarters to provide athlete feedback on ADAMS Whereabouts System
- United Way (Centraide)
- Breakfast Clubs of Canada

- Character Through Sport (Ontario elementary school initiative)
- Défi Tête la Première ambassador
- Université du Québec à Trois-Rivières Anatomy laboratory
- Royal Victoria Hospital, Barrie, Ontario.
- Robins des Bois not-for-profit restaurant

Keynote Speaking, Presentations, Broadcast Reporting, Promotional Videos

Tour Cycliste Charles Bruneau (2014-2021)
TIBCO (2018-2019)
Silicon Valley Bank (2017-2019)
IRIS Visual Group (2016-2019)
Suncor (2016)
Garneau Sports (2016) - *Video presentations for use in promotional materials.*
Spin-O-Don Centraide (2016)
Breakfast Clubs of Canada (2015) - *Déjeuner de rêve: Spokesperson for 6-week project. Videos and live presentations*
Grands Prix Cyclists Montréal Québec (GPCQM) (2014, 2022) - *Hosted live international television feed. French and English*
Women's Cycling Association (2013)
Jour de la Francophonie (2013)
Juvenile Diabetes Foundation (2012)
Sports-Études school presentation (2012)
Specialized Bicycles Canada (2011)
Various school groups (2012-2022)

Other

2011 - 2020 Canadian National Cycling Team member
2018 – 2019 Cycling Canada Athlete Council member.
2018 - 2019 Ambassador of AthletesCAN Canadian Sport Foundation led by National Team athletes.
2014 – 2018 Classified as an «Excellence » level athlete by the FQSC (Québec Cycling Federation)
2009 - 2013 Classified as an "Elite Athlete" by the FQSC (Québec Cycling Federation)
2012- 2017 Honorary mentor of the Équipe Vélo Mauricie youth development cycling team
2010 - 2012 Member of the St. Lawrence Toastmasters bilingual public speaking club. (Recipient of various awards)

Kate Scallion

Nordiq Canada
100-1995 Olympic Way
Canmore, Alberta, T1W 2T6

May 17, 2023

Attn: Ted Kalil
Nordiq Canada Nominations Committee

Re: Nordiq Canada Board of Directors

Dear Ted Kalil:

Please accept my application to be nominated to the Nordiq Canada board of directors.

I believe I meet the qualifications for this position based on my combination of education and experience. I am currently working as a lawyer in Victoria, practising mainly in the areas of sports, real estate, and estate planning. My work in sport law is primarily in the area of dispute resolution, including case management and adjudication regarding complaints made under various sports organizations policies.

In addition to my degrees, I have also taken several courses in dispute resolution and adjudication, including courses in investigations, mediation and decision-writing.

My work and education have also enabled me to develop skills to build solid and collaborative working relationships with a diverse range of people. My CV shows that I have worked at various jobs that have all required strong attention to detail, good communication skills, and the ability to work independently while contributing to the overall team effort.

I look forward to hearing from you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kate Scallion', written in a cursive style.

Kate Scallion

Kate Scallion

Professional Experience

Lawyer – Jones Emery Hargreaves Swan LLP (2020 – present); called to the B.C. bar in 2020

- Main practice areas:
 - Real Estate (conveyancing, review of documents, draft contracts such as ownership agreements, loan agreements, private mortgages, private contracts of purchase and sale, provide opinions on title and charges on title)
 - Estate Planning and Administration (preparing estate plans, drafting estate planning documents, submitting applications for probate and estate administration)
 - Sports (representing parties in selection and safe sport disputes, acting as an independent third-party case manager for provincial and national sport organizations, sitting as a member on discipline panel, and member of the Sport Dispute Resolution Centre of Canada's pro bono list and the Office of the Sport Integrity Commissioner's legal aid program).

Articled Student – Jones Emery Hargreaves Swan LLP (2019 – 2020)

- Responsibilities
 - Draft documents, including corporate documents, wills, and contracts
 - Provide research and other assistance to lawyers as requested

Research Assistant – Schulich School of Law (2016 - 2019)

- Responsibilities
 - Compile research related to end-of-life law and policy, Indigenous health, immigration and refugee law
 - Edit articles and chapters, including locating references and formatting footnotes
 - Update websites relating to end-of-life law and policy

Editorial Assistant – *Ocean Yearbook*, Schulich School of Law (2016 - 2017)

- Copyedit journal articles

Freelance Editor and Transcriber – (2011 – present)

- Edit and prepare manuscripts for trade publishers and independent authors
- Proofread books prior to publication for trade publishers and independent authors
- Transcribe interviews for journalists, publishers, and researchers

Public Affairs Officer/ Junior Public Affairs Officer – Government Communications and Public Relations, Government of British Columbia (2013 – 2015), Victoria, B.C.

- Responsibilities
 - Wrote speeches, news releases, issue note, backgrounder documents, Q&As, information bulletins, etc.
 - Prepared and distributed morning media package
 - Supported colleagues by preparing media scans, proofreading/editing documents

Media Monitor/Online Editor, Today's News Online – Government Communications and Public Engagement, Government of British Columbia (2012), Victoria, B.C.

- Monitored several news sources concurrently
- Summarized, prepared, and distributed news clips
- Transcribed news, scrums, speeches, etc.

Editorial Coordinator – Heritage House Publishing Co. (2011 – 2013), Victoria, B.C.

- Accomplishments:
 - Copy-edited, proofread, and helped write several books for publication; prepared more than three dozen manuscripts for publication
- Responsibilities:
 - Shepherded manuscripts throughout the publishing process including copy-editing manuscripts for publication, proofreading books prior to publication, and checking proofreaders' corrections
 - Wrote and edited ad and catalogue copy
 - Assigned and managed freelance contractors

Publications

- Jocelyn Downie & Kate Scallion, "From *Rodriguez* to *Carter* to Bill C-14: Lessons Learned from Canada's Journey to Legal Medical Assistance in Dying" in Ben White & Lindy Wilmot, eds, *International Perspectives on End-of-Life Reform: Politics, Persuasion and Persistence* (Cambridge: Cambridge University Press, 2021).
- Kate Scallion, "Freedom of Association and Indigenous Governance" (2019) 40 (*Windsor Review of Legal and Social Issues*) 113-140.
- Jocelyn Downie & Kate Scallion, "Foreseeably Unclear: The meaning of the 'reasonably foreseeable' criterion for access to medical assistance in dying in Canada" (2018) 41:1 *Dal Law Journal* 23-57.
- Kate Scallion, "Canada Needs an Actual Safe Sport System" (16 May 2019), *Impact Ethics* (blog), online: <impactethics.ca/2019/05/16/canada-needs-an-actual-safe-sport-system/>.
- Kate Scallion, "Gender Equality in Sport and the Limits of Law" (25 March 2019), *Health Law Matters* (blog), online: <healthlawmatters.squarespace.com/home/2019/3/25/gender-equality-in-sport-and-the-limits-of-law>.

Education

Master of Laws, 2020; Schulich School of Law, Dalhousie University

- Thesis: The Canadian Anti-Doping Program and the *Charter of Rights and Freedoms*
- Awards
 - George C. Thompson Fellowship in Law

Juris Doctor, 2018; Schulich School of Law, Dalhousie University

- Awards
 - 2017, 2018 general bursary
- Competitive moots
 - Laskin Constitutional Law Moot, Toronto, ON (March 2018)
 - 4th place team
 - Herbert Smith Freehills International Negotiation Competition at National Law University Delhi, Delhi, India (September 2017)
 - Quarterfinalist

Master of Arts (English), 2009; University of Victoria

- Award: 2008 entrance scholarship/research assistant position
- Area of Research: East and West Coast Literatures of Canada: A Connection Through Soil

Bachelor of Arts (English, Hons), 2007; Carleton University

- Awards
 - 2006, 2007 Deans' Honour List
 - 2006 Susan Joan Wood Memorial Scholarship
 - 2006 Henry Marshall Tory Scholarship
 - 2004, 2006, Ravens Athletic Award
 - 2003 entrance scholarship

Continuing Professional Development & Public Speaking

- Capilano University, School of Legal Studies, invitation to present to the sport law class in spring 2023.
- Osgoode Hall Law School Professional Development, Advanced Decision Writing (single course), expected completion April 26-27, 2023.
- CPHR, Workplace Investigations Certificate Program (March 2023).
- Foundation of Administrative Justice, Case Management Practises (single course) (March 2023).
- Osgoode Hall Law School Professional Development, Certificate in Adjudication for Administrative Agencies, Boards & Tribunals (November, 2022).
- Canadian Sport Institute Pacific, Lunch & Learn, discussion on transgender athlete inclusion (November 8, 2022).
- ADR Institute of Canada National Introductory Mediation Course (October, 2022; n.b. still need 40 additional hours of training plus 2 paid mediations to be designated a qualified mediator).
- Centre for Sport Capacity, Forum Series: *Athletes First: the Promotion of Safe Sport in Canada*, legal issues panel (June 16-18, 2021), hosted by Brock University.

Volunteering

- Volunteer ski coach with the Strathcona Nordics Ski Club, learn-to-train trained coach (2019-present)
- Volunteer ski coach with the Nova Scotia provincial cross-country ski team and Halifax Nordic Ski Club (2016-2019)
- Member of the Dalhousie varsity women's cross-country running team (2015-2018)
- Certificate in Editing, 2011; Simon Fraser University, Vancouver, B.C.
- Competitive and recreational sports: mountain biking, cycling, running, cross-country skiing

May 10, 2023

Nordiq Canada
100-1995 Olympic Way
Canmore AB T1W 2T6

Attention: Mr. Ted Kalil, Chair of the Nordiq Canada Nominations Committee

RE: Application – Nordiq Canada Board of Directors

Dear Sir:

In response to your call for candidates to join Nordiq Canada Board of Directors, I would like to submit my candidacy.

For many years now, I have been an avid and enthusiastic cross-country skier. My two daughters now aged 18 and 21 years old have competed for many years in the sport as proud members of the Club de ski de fond Montériski. I am sad to say that both have now retired from their active athlete's life and are now enjoying the sport of cross-country ski for the pure joy of gliding on "skinny skis" with their father.

In my professional life, I am a partner in the Capital Markets group of the national law firm Miller Thomson LLP. I am also the Co-Chair of the firm's ESG and Carbon Finance Group. As such, I provide legal advice on matters of corporate governance to many boards of directors of both private and public companies. Over the years, I have developed a unique expertise in sustainable finance and risk disclosure dealing with climate change and the loss of biodiversity and nature capital.

I seek to serve my community through various roles as directors of a non-profit organization called Bois Public, a member of the Advisory Committee of Brav. moteur de changements climatiques, an organisation dedicated to the transformation of Quebec business leaders into drivers of climate action, and as a member of the City of Verdun Active Mobility Citizens Committee. I am also a designated expert of the Canada Climate Change Initiative.

In my free time, I am trying to learn Norwegian to understand better the ski races shown on NRK, the Norwegian National Broadcaster and ski as much as I can.

I hope that you will entertain my candidacy and I remain available to answer any questions that you may have concerning my experience and how I could contribute to the mission of Nordiq Canada and help it achieve new levels.

Yours very truly,

(signed) Bruno Caron

BRUNO CARON

Languages spoken and written:

PROFESSIONAL EXPERIENCE:

Fluent in both English and French

Miller Thomson LLP. (Montreal)

Since April 2022

Partner in the Capital Markets Group and Co-Chair of the firm's ESG Carbon Finance Group with a practice in sustainable finance, Mergers & Acquisitions and corporate governance.

McMillan LLP (Montreal)

Since May 2021

Partner in the corporate finance and securities law group of the Montreal office of McMillan with a practice based on public and private financing, mergers and acquisitions as well as corporate governance, green financing and ESG legal issues. Called to handle important and confidential matters within short deadlines and requiring the supervision and management of teams of multidisciplinary professionals (auditors, actuaries, environmental experts, translators, printers, public relation experts, transfer agents, mid-level and junior lawyers and administrative personnel). Accustomed to work under pressure and to handle multiple priorities.

Miller Thomson LLP (Montreal)

September 2013 to April 2021

Partner in the corporate finance and securities law group of the Montreal office of Miller Thomson with a practice based on public and private financing, mergers and acquisitions as well as corporate governance.

Significant representations:

- *Valener Inc.*, the public investment vehicle of Énergir L.P. in its \$1.1 billion privatization through a plan of arrangement with Noverco Acquisition, Inc.
- *Province of Québec* in all its United States and International debt offerings and in its issuances of Green Bonds.
- *Hydro-Québec*, in all its Canadian and International debt offerings.

Heenan Blaikie LLP (Montreal)

April 2003 to September 2013

Partner in the corporate finance and securities law group of the Montreal office of Heenan Blaikie with a practice based on public and private financing, mergers and acquisitions as well as corporate governance.

Significant representations:

- *Philip Morris International S.A.* in its \$22.5 million follow-on investment in Medicago Inc., a biotechnology company listed on the TSX.
- *TransForce Inc.* in a 85\$ million Bought Deal convertible unsecured subordinated debenture short form prospectus offering.
- *TransForce Inc.* in a 125\$ million Bought Deal convertible unsecured subordinated debenture short form prospectus offering.
- *Kangaroo Media Inc.* in its sale to Game Day Entertainment LLC, a company owned by Miami Dolphin's owner Steve Ross, through a plan of arrangement under the *Canada Business Corporations Act*.
- *Kangaroo Media Inc.* in a prospectus offering of 21.8\$ million common shares.
- *Cinar Corporation* in its sale to the Cookie Jar Company through a plan of arrangement under the *Canada Business Corporations Act*.

In addition, I have acted for reporting issuers in many private placements of securities in Canada and the United States. I have also acted as corporate secretary of a reporting issuer and assisted special committees of Board of reporting issuers in connection with change of control transactions.

McCarthy Tétrault LLP (Montreal and New York City)

Dec. 2002 to March 2003

Associate in the Montreal office of McCarthy Tétrault and member of the Corporate Finance/M&A Group.

Dec. 2000 to Dec. 2002

Associate in the New York City office as part of the strategic alliance between McCarthy Tétrault and Fried Frank Harris Shriver & Jacobson, a major New York City lawfirm. Representation of both issuers and underwriters in public and private financings, including both equity and debt (including high yield debt) securities with a focus on Rule 144A, Regulation S, Regulation D and Multijurisdictional Disclosure System (MJDS) offerings.

Significant representations:

- *Merrill Lynch and Morgan Stanley:* in their underwriting of the U.S.\$1 billion initial U.S. public offering of The Thomson Corporation.
- *National Bank of Canada:* in its establishment of a Euro Note program and its listing on the Luxembourg Stock Exchange.
- *Goldman Sachs:* in a private equity transaction involving the establishment and funding of a joint venture to acquire PCS licences in Canada.

Jan. 1998 to Dec. 2000

Associate in the Montreal office of McCarthy Tétrault and member of the Corporate Finance/M&A Group. General corporate and securities law practice with a focus on private and public merger and acquisition transactions, corporate finance, cross-border financing and venture capital financing transactions. Member of the firm's information technology committee.

Significant representations:

- *Industrial Alliance Life Insurance Company*: in its demutualisation process and subsequent Cdn\$400 million initial public offering.
- *National Bank of Canada*: in its establishment of Cdn\$1 billion Medium Term Note program.
- *National Bank of Canada*: in a Cdn\$175 million preferred shares offering.
- *Tembec Industries Inc.*: in its U.S.\$270 million high yield debt offering pursuant to the MJDS.
- *Videotron Inc.*: target counsel in the hostile take-over of Videotron Inc., a Montreal based cable company by Rogers Communications Inc.
- *LGS Group Inc.*: in its purchase of certain assets of Domus Software Limited, an Ottawa based corporate security software company.
- *National Bank Financial*: in its acquisition of Pacific International Securities Inc., a Vancouver based brokerage house.
- *SCC Canada Inc.*: in its mezzanine financing of Helix Hearing Care of America Corp., a leading hearing health care company based in Montreal and listed on the Toronto Stock Exchange.
- *KLM Capital Group*: in its venture financing of MM Microsystèmes de mesure now a division of Bookham Technology.
- *Michelin*: secondment on a part-time basis for a one-year period to the legal department.
- *Canadian National Railway*: in the negotiation leading to the licensing of its right-of-way with 360networks, a Canadian broad band telecommunications company.
- Assisted and advised a Canadian client in its U.S.\$60 million investment in Romania in connection with a waste management project for the city of Bucharest.
- Two-month assignment in Bucharest, Romania with the law firm Stoica & Associates, the Romanian correspondent of McCarthy Tétrault, to evaluate potential business opportunities and set up a McCarthy Tétrault office in Eastern Europe.
- *Fonds de solidarité des travailleurs du Québec*: in several venture capital financing projects for amounts ranging from Cdn\$5 million to Cdn\$10 million.
- *Foraction Chili*: in a Chilean investment project of U.S.\$20 million in connection with the construction of a processing plant for forest products.

Davis & Company

1995 – Dec. 1997

Member of the Japan Practice Group. In this capacity, practiced in all fields of commercial and corporate law that had an impact on the establishment of small, medium and large sized Japanese companies in Eastern Canada. Conducted due diligence, drafted and negotiated various commercial contracts including: business sale contracts, share purchase agreements, shareholders' agreements, international contracts of sale, distribution agreements and licensing agreements.

Significant representations:

- *Aisin Seiki Co, Ltd*: negotiations and drafting of a joint-venture agreement to build a magnesium production plant in the province of Québec with the Société générale de financement du Québec, Noranda and Toyota.
- *RBC Dominion Securities*: negotiation and drafting of the terms and conditions of its commercial leases for all of its Québec branches.

Université de Montréal

Summer 1994

Assisted Professor Patrice Deslauriers in researching and writing a law journal article entitled "Le cautionnement pour frais des compagnies: critique d'une jurisprudence établie", published in (1994) R.D.J. 487.

BOARD MEMBERSHIPS:

Since 2022

Director of the non-profit organization Bois Public, circular economy company involved in the transformation of dead urban park trees (mainly ash tree attacked by the emerald ash borer) to manufacture of urban landscape wood furniture.

From 2013 to 2016

Director of the Club de ski de fond Montériski

VOLUNTEERING:

Since 2022

Member of the Advisory Committee of Brav. moteur d'action climatiques, an organisation dedicated to the transformation of Quebec business leaders into drivers of climate action.

Since 2022

Member of the City of Verdun Active Mobility Citizens Committee.

ACADEMIC BACKGROUND:

YORK UNIVERSITY, OSGOODE LAW SCHOOL

Dec. 2021

Certificate in ESG, Climate Risk & The Law

UNIVERSITÉ DE MONTRÉAL

1993 - 1995

Graduate law studies, LL.M. (civil law)
Schooling completed

UNIVERSITÉ DE POITIERS (France)

1993

Exchange student in the health law graduate program (D.E.A.)

UNIVERSITÉ DE MONTRÉAL

1990 - 1992

Law degree, LL.B. (civil law)

Bachelor of Arts (Major in mathematics and computer science)

PUBLISHED ARTICLES:

For up-to-date list, please consult: <https://www.millerthomson.com/en/our-people/bruno-caron/insights/>

- *CSA Propose Standardized and More Comprehensive Climate-Related Disclosure*, Securities Newsletter, Westlaw Canada, January 7, 2022;
- *CSA Propose Standardized and Reinforced Climate-Related Disclosure – Primer on Proposed National Instrument NI 51-107 Disclosure of Climate-related Matters*, October 25, 2021, – Capital Markets & Securities Bulletin, McMillan LLP;
- *Major Canadian Banks Join Net-Zero Banking Alliance (NZBA)*, October 21, 2021 – Capital Markets & Securities Bulletin, McMillan LLP;
- *ICMA Green Bond Principles Undergo Minor Facelift*, June 17, 2021 – Capital Markets & Securities Bulletin, McMillan LLP;
- *Are You Ready For Environmentally Responsible Disclosure ?*, August 2019, Miller Thomson Securities News Letter;
- Les nouvelles règles obligatoires en matière de contrôle interne et d'attestation des chefs de la direction et chefs des finances, 3^{ième} Forum avancé sur les valeurs mobilières, Institut Canadien, Montréal, January 2006;
- Le devoir de dénonciation et le devoir de secret professionnel de l'avocat : comment gérer cette tension ?, presented at the Forum sur la régie d'entreprise et la dénonciation, Insight, Montréal, November 2004;
- *Cross-Border Corporate Finance* in the 2001 edition of Lexpert 500;
- *Coping with CEO/CFO Certification and the New NYSE Governance Proposals* published as a firm publication; and
- *SEC Adopt Rule Amendments Mandating EDGAR Filing for Canadian Issuers* published as a firm publication.

PROFESSIONAL ASSOCIATIONS:

BARREAU DU QUÉBEC

Called to the Québec Bar in 1995.

NEW YORK STATE

Admitted as a legal foreign consultant in the State of New York in 2000.

CANADIAN BAR ASSOCIATION

Member of the Corporate/Commercial Law Section since 1987.

AMERICAN BAR ASSOCIATION

Active member of the Commercial Law Section since 2001.

CANADA CLIMATE LAW INITIATIVE

Designated climate governance expert since 2019.

GEOFF WHITE

Ted Kalil
Chair of the Nominations Committee
Nordiq Canada

Via email: boardchair@nordiqcanada.ca

May 15, 2023

Re: Nordiq Canada Board of Directors Call for Nominations

Please consider this application.

For more than a decade now I have been a leader and lawyer in the following roles:

- Executive Director and General Counsel, and Secretary, Competitive Network Operators of Canada (current)
- Board member, Commission for Complaints for Telecom-television Services
- Counsel, Dentons Canada LLP
- Advisor (Secondment), Broadcasting and Telecommunications Legislative Review Panel
- Director and Regulatory Counsel, Commission for Complaints for Telecom-television Services
- Part-time Professor, Communications Law and Oral Advocacy, uOttawa (3 years)
- External Counsel, The Public Interest Advocacy Centre
- Counsel and Senior Regulatory Analyst, MTS Allstream

I reside in the National Capital Commission, where for ten years I have been an on-call firefighter with the Service de sécurité incendie de la Municipalité de Chelsea, operating in French. My French language skills I characterize as intermediate, with good written and oral comprehension, though I certainly seek to improve my verbal skills.

I am enrolled in the Rotman Director Education Program and working toward my ICD.D designation.

I have been a cross-county skier since I was a child, and have obtained my “permanent” gold bib in the Canadian Ski Marathon, although I only recently embraced skate skiing.

Yours very truly,



Geoff White

GEOFF WHITE
Curriculum vitae

PROFILE

I fight fire figuratively and literally. Lawyer, leader, problem solver and risk manager. I bring broad-ranging expertise in various disciplines to bear on identifying, assessing and executing solutions to problems.

EDUCATION

Rotman Director Education Program / ICD.D, Institute of Corporate Directors, in progress (25%)

Bachelor of Civil Laws, (LL.M. equivalent), University of Oxford, 2009

Called to the Bar, Law Society of Ontario, 2007

Master of Business Administration, University of Windsor, 2006

Juris Doctor, University of Windsor, 2006

Bachelor of Arts, McGill University, 1998 (Political science)

EXPERIENCE

Competitive Network Operators of Canada, July 2020 – present

Executive Director and General Counsel, and Secretary

- Leading Canada’s association of independent communications service providers in legal, regulatory, and government relations activities.
- Extensive advocacy in media, regulatory forums, parliamentary committees
- Accountable for \$M budget.

Commission for Complaints for Telecom-television Services, November 2021 – present
Board of Directors

- Elected to represent non-incumbent communications service providers, as one of three industry-appointed Directors
- Dual role as both partisan representative, and fiduciary of the organization

Service de sécurité incendie de la Municipalité de Chelsea, 2013 - 2023

On-call Firefighter

- Respond to structural fires, motor-vehicle accidents, natural disasters, and other emergencies
- Help people during their worst moments

University of Ottawa, Faculty of Common Law, 2019 – 2021

Part-time Professor, Communications Law, 2019, 2020, 2021

Dentons Canada LLP, November 2019 – June 2020

Counsel

GEOFF WHITE
Curriculum vitae

- Counsel in the Firm’s Regulatory group, providing advice and representation on legal and regulatory matters, with emphasis on telecommunications, broadcasting, media and related issues.

Commission for Complaints for Telecom-television Services, 2017 – 2019

Director and Regulatory Counsel

- Part of Senior Management Team of growing organization
- Oversaw regulatory, legal and compliance functions, among others
- Led department including approximately 7 staff.

Public Interest Advocacy Centre, 2013-2017

External Counsel

- Retained to represent PIAC in numerous telecommunications, broadcasting, privacy and competition matters
- Extensive involvement in numerous regulatory framework reviews and Part I applications

Nordicity, 2012-2013

Senior Manager

MTS Allstream, 2010-2012

Counsel and Senior Regulatory Analyst

Bennett Jones LLP, 2007-2008

Corporate Lawyer

RELEVANT SKILLS

Leadership

Experience leading people toward individual and organizational objectives. Experience building consensus with stakeholders, Boards, and groups.

Advocacy

Extensive experience as an advocate in formal settings and in media and government relations. Includes extensive telecom and broadcasting regulatory experience with CRTC applications, CRTC consultations, and Industry Canada spectrum consultations.

Regulatory and Legal

Extensive telecom and broadcasting regulatory experience, including proactive and reactive applications and interlocutory matters, CRTC consultations, and Innovation, Science and Economic Development spectrum consultations. Experience in corporate and commercial law through private practice and various mandates. Experience managing legal resources.

Dear Mr. Kalil,

I would like to put my name forward as a Director for Nordiq Canada.

I have been involved with cross country skiing for most of my life in different capacities. Starting as a teen athlete in Labrador City, I spent most of my days after school and weekends on the trails at Menihek Nordic trying to ski with the National Team when they visited the area every fall for early snow training. I competed in the Shell Cups and was a forerunner for the two World Cup races held there in the 1980's. I raced as a member of the NFLD Provincial team. After my racing career ended, I was hired as the Provincial Coach for four years. I attended, coached and managed many regional races (Atlantic, Eastern and Western Championships), National Championships and two Canada Games. Finally, I had the opportunity to travel for a short time with the National Team on an International Coaching Experience (ICE) assignment.

In recent years, I've been involved with the Nakkertok Ski Club in a variety of capacities, including team and club uniform designing, ordering and purchasing to shopping website design and maintenance. I run and maintain the daily ski/snowshoe pass and lesson booking systems and help manage the early snow loop (Nakkertrak) that was installed in 2016. I volunteer as chief of radios for many races hosted by Nakkertok every year including Nationals, Eastern Canadian Championships and Candy Cane Cups. Finally, I am part of the trail grooming and maintenance team at Nakkertok.

The two areas in the Call for Nominations document that I can be particularly helpful with are Human Resources and High Performance and Sport Development. I have a good understanding of the needs and requirements of both smaller clubs in remote communities such as Labrador City and large clubs such as Nakkertok.

In recent years in the Ottawa area, there has been a concentrated effort to provide skiing opportunities to the general public. The Kichi Sibi trail system is minutes away from Parliament hill and is a huge success. This volunteer run initiative has inspired and started several other grass roots trail systems in the area for all to use free of charge and maintained. To add, the Kichi Sibi trail has collected ski gear and started a program to offer skiing opportunities to local schools. As a teacher, I have taken my students skiing in recent years with great success. Nordiq Canada could play a pivotal role in this type of community development and support.

Cross country skiing has afforded me the opportunity to travel all over Canada, remain active and healthy throughout my life and most importantly, make friends and connections across the country who share a love of skiing and what it can offer. With this in mind, I would like to expand my volunteering by giving back to the ski community on a national level.

Thank you,

Richard Thomas

Richard Thomas

Extensive professional background and university training in the recreational field. Effective planner and organizer with proven skills in project leadership, team building, communications/public relations, promotion and administration. Well-versed in teaching, training and coaching.

EDUCATIONAL BACKGROUND

Graduate of the Masters of Science of Teaching (MST) Programme of Childhood Education (K-6) at SUNY Potsdam, New York.

Special Education I Additional Qualification. Queen's University, May 2009.

Special Education II Additional Qualification. Queen's University,

Special Education Specialist Additional Qualification.

Graduate of the Honours degree program at Lakehead University, Thunder Bay, with Honours of Outdoor Recreation, Parks and Tourism.

RELATED SKILLS

Ski Experience

- Extensive volunteer work with Nakkertok Ski club. This includes: Designing and ordering team and club wear. Setting up on-line ordering, rental and day pass systems. Administer the club shopping site. Help organize the Early Season Ski Loop (Nakkertrak). Volunteer groomer of the trails. Communications (on site radios) organizer for various races (Nationals, Easterns, Candy Cane Cups).
- Past Technical Director/Provincial Ski Coach for NFLD.
- Past ICE (International Coaching Experience) Participant with Cross Country Canada on a Western Canada/US Spring race series.
- Worked with TOKO wax as a wax technician.
- Jackrabbit leader in Labrador City, Thunder Bay and Ottawa.
- Volunteer with the Canadian Ski Marathon (1995-present)

Organizational and Administrative

- Coordinated events for audiences and athletic teams including air and ground transportation, accommodation and meetings.
- Organized and promoted on-going activities as well as special events.
- Organized and facilitated workshops and sport clinics.
- Made numerous presentations and discussions with a wide range of audiences.
- Coordinated schedules, recruited, interviewed and hired staff.
- Past involvement with Grant Review and Selection meetings.
- Prepare and provide formal reports to executive boards.
- Develop and plan yearly activities and programs.
- Review and make decisions on proposals and studies.

VOLUNTEER EXPERIENCE

- Past Member of the Ottawa Capital Games Steering Committee.
- Past Board Director of the Children's Village, Ottawa
- Past Board Director of the Plant Pool Recreation Association Committee (Bell Community Sport Fund Recipient).
- Presentations with a variety of youth on camping, skiing, and backpacking.

INTERESTS AND QUALIFICATIONS

- Provincial cross-country ski coach for NFLD (1989-91, 1994).
- Coach for the 1991 and 1994 Canada Winter Games Team (cross country Skiing, NFLD).
- Level I sea-kayaking instructor.
- Level I mountain bike coach.
- Level I biathlon coach.
- Level II downhill ski instructor.
- Level III Coaching Association of Canada (CAC) Theory.
- Level III cross-country ski coach (CAC technical).
- I also enjoy cycling, white water kayaking, hiking, tennis, rock and ice climbing, and downhill skiing.

WORK EXPERIENCE

Technical Director, Newfoundland and Labrador Cross Country Ski Association

1987-1991

- Promoted Cross Country skiing across the province and acted as the Provincial Coach for the ski team.
- Selected the team, ran training camps, arranged transportation and race support, and oversaw their training schedule.
- Acted as a liaison between the Association to the provincial and national governing bodies for cross country skiing.
- Presented to schools and community centres across the province, promoted the sport and prepared reports.
- Attended provincial and national annual general meetings and budgeting for the provincial team.

Learning Disabilities Special Education Teacher, Queen Elizabeth PS.

2009-Present

- Currently teach a Special Education class (LD) full time with full teaching responsibilities.
- Develop and deliver the curriculum to the class.
- Develop, review and follow the goals of the IEP of the students.
- Write report cards.
- Direct and supervise an Educational Assistant (EA).
- I use a variety of teaching strategies, utilize effective classroom management skills and constantly look for new and engaging lesson plan ideas.

Regional Supervisor, Newfoundland and Labrador Conservation Corps.

1994-1995

- Interviewed, hired and evaluated four teams (Green Teams) that undertook environmental projects.
- Set up and supervised Green Team projects located in various communities around the province.
- Generated media and exposure for the teams.
- Wrote reports, supervised, provided guidance, and assisted the teams in any way possible.
- Travelled extensively.

Expedition Member, Sir Alexander Mackenzie Bicentennial Sea to Sea Expedition.

1993

The Expedition was the final leg of the three year Expedition to commemorate and celebrate the two hundredth anniversary of Sir Alexander Mackenzie's historic voyage to the Pacific Ocean.

- Represented the expedition, Lakehead University, and its Outdoor Recreation program to the general public.
- Spent paddling 12-16 hours/day in 24 foot canoes.
- Delivered the stay-in-school message to school children all over Alberta and British Columbia.
- Performed plays about the fur trade, Canadian history, and the importance of schooling in today's society.

Shawn Leamon

**To: Ted Kalil,
Nordiq Canada Nominations Committee,**

Kwe' (Hello)

I would Like to respectfully submit My Resume for consideration of your Call for Board of Directors for Nordiq Canada.

I have Been Involved with Cross Country Skiing since a Youth as a skier. I First became with Cross country ski Racing in 1995-96 in preparation of Our Blow Me down Ski Club Hosting the 1997 Jeep Jr Nationals as a lead up Event for Corner Brook Hosting the Canada Winter Games in 1999. I worked for the Ski club and Canada Winter Games as head Groomer for both Cross Country and Biathlon events in March Of 1999.

In 2005 I took over The General Manager Position for our Not For Profit Blow Me Down Cross country Ski club a small club with 400 Members an an annual operating budget of \$65,000.

In the almost 20 years here, we have grown to 900 members and operating budget of \$400,000. I personally do not take the credit for all this growth but certainly helped our volunteer board of Directors to become a well respected and known entity in the Canadian Ski Network.

I would like to become a part of the National Board of Directors to Bring a far east, small Division, Club perspective to help guide the future of Nordiq Skiing In Canada.

I Am also Proud to bring my Indigenous Connection as i in recent years discovered my Heritage of having 3 Grand Parents Of Mikmac decent. A thing that was never talked about or shared with our family members so as not have me and my relatives discriminated against for being Native... I grew Up a white Male, so I Am Learning and searching my hidden Culture and Peoples Heritage. I embrace my Heritage and while i am not a Status Card carrying Native, I fully self disclose and self Identify as Native MikMac. Proud to Say the Qalipu First Nation Band has accepted me as being Indigenous even though the federal government has not yet recognised my claim.

I enclose My Resume for Review for a volunteer Board of Director.

Feel free to reach out for further Information

Sincerely

Shawn Leamon

Shawn Leamon

Profile

Husband

Father

Grandfather

I Self Identify as Indigenous Mi'kmaw Male, Residing In Elmastuwek Territory (Bay Of Islands) of the Qalipu First Nation.

General Manager Of the Blow Me Down Cross Country Ski Club In Corner Brook Newfoundland For 20 Years overseeing a Not for Profit Ski Club.

Fis Technical Delegate - Technical delegate Canada Winter Games 2023

Atd CWG Red Deer

Atd Nationals - Thunder Bay

Atd Easterns- Nakkertock And Sherbrook

Atd Vermont university Carnival 2017

Officials Director For Cross Country Newfoundland & Labrador

Officials Director For Biathlon Newfoundland

Biathlon Gold Certified Coach

Employment History

General Manager at Blow Me Down Cross Country Ski Club, Corner Brook Newfoundland & Labrador

11/2005–05/2023

- Venue Operations for 2014 Nordiq Canada Ski Nationals Host Committee
- Analysed customer feedback and usage data to identify areas for improvement and develop strategies to increase customer loyalty
- Negotiated contracts with vendors to reduce costs and ensure quality of services
- Established and maintained strong relationships with business partners to identify new opportunities and drive growth
- Supervised employees in all Ski club related activities
- Developed Partnerships with other Not For Profits to improve BMD position in the Community.

Welder at All Over the oil Industry

Industrial Welder for Off shore Oil module Fabrication yard- Arendal Norway

Marystown Shipyard- Newfoundland

Crown Energy Calgary Alberta

Skills

Interpersonal Communication

Data Analysis

Complex Problem Solving

Ability to Work in a Team

Hard Working

Initiative and Problem-solving Abilities

Excellent Customer Service Skills

Creative Thinking

Collaboration & Teamwork

Ability to Learn Quickly

Hobbies

Hunting & Fishing- All Things out doors

Hobby Farm

Remote Off Grid Cabin-

Courses

First Aid Instructor at Canadian Red Cross

NFPA Officers-- emergency response
commad at International fire Services
Training Academy

Education

Ski Resort Management, College of the North Atlantic, Corner Brook

09/1994–04/1996

4.0 GPA

Welding, Fisher Institute of Technology, Corner Brook

09/1985–04/1986

Entry Level course to Start welding career that lasted till 2005.

Extra-curricular activities

Volunteer Fire Chief at Steady Brook Little Rapids Regional fire, Steady Brook / Little Rapids NL

35 Years as a volunteer firefighter responding to all types of emergency situations. Residential and Commercial Fires, Motor Vehicle Collisions and Medical emergencies.

Analyse emergency situations quickly and command crews to safely and efficiently handle the call with volunteer Firefighters safety and protection in mind.