



**GREATER KITCHENER WATERLOO
Chamber of Commerce**

**2010 ELECTION OF DIRECTORS
NOMINATING COMMITTEE'S SLATE OF CANDIDATES
NOMINEE PROFILES**



MURRAY COSTELLO
*District Manager
Union Gas Limited*

Murray Costello is the District Manager for Union Gas Limited with senior operating responsibilities for the Waterloo and Brantford areas. Union Gas is a major Canadian natural gas company serving over 1.3 million residential, commercial and industrial customers in northern, southwestern and eastern Ontario.

Murray is on the Board for Leadership Waterloo Region, is a member of the Community Advisory Council for K-W Oktoberfest and a member of Waterloo's Economic Development Committee. Previously, he was a Director for Junior Achievement in Hamilton and a member of the Ancaster Rotary Club.

Murray was raised in Kitchener and received his Engineering Degree from the University of Waterloo and has been employed by Union Gas for twenty-four years.

IN HIS OWN WORDS:

"Having read the Chamber's Vision, Core Values & Beliefs and Goals I was particularly struck by the bullet point that reads "Trust, open communication, integrity, personal accountability and initiative are critical to our organization's success". These values form the basis of my own personal convictions as well as the company I represent. By applying these values and beliefs the Chamber will continue to be the lead advocating voice for our vibrant and diverse business community."



LINDA DANCEY
*Founder / President & CEO
Grand River Personnel Limited*

Linda Dancy is the Founder, President and CEO of Grand River Personnel Limited, a Staffing Recruiting company in the Kitchener-Waterloo area. Grand River Personnel's 32-year history is founded on its commitment to offering, with diversity and flexibility, professional recruiting services to the business community with which it is a proud partner.

Linda is a member of the Human Resources Association - Grand Valley Chapter and received her C.H.R.P. designation in 1990. Linda served as the Chapter President during 2008/2009 and currently is the Director for Programs for the Chapter.

Linda is also a Board Member with the Kitchener Waterloo Humane Society. She is an active member of the Friends of the Foundation Committee. This is a dedicated group of volunteers who spearhead RAK Day - Random Act of Kindness Day on behalf of The Kitchener and Waterloo Community Foundation. Linda is also active within the Waterloo Regional Sales Club.

IN HER OWN WORDS:

"The Greater Kitchener Waterloo Chamber of Commerce is the quintessential voice of our community taking the lead in representing our business community on significant issues. As such, I am delighted to have the privilege of allowing my name to stand as a candidate for consideration by the membership.

I look forward to serving the business community and being a part of the positive future results affected by the Greater Kitchener Waterloo Chamber of Commerce."



AL HAYES

*Chief Executive Officer
The Walter Fedy Partnership*

Allan Hayes is the Chief Executive Officer of The Walter Fedy Partnership, a 130 person architecture, engineering and construction management firm that has operated in the Kitchener-Waterloo area for the last 59 years. The company provides a broad range of design and construction services for customers throughout Ontario and beyond.

Allan is a past-president and current board member of the Rotary Club of Waterloo. Previously he has been active with Habitat for Humanity and the United Way of Kitchener-Waterloo.

Allan was born and raised in Waterloo, attended the University of Waterloo and the University of Western Ontario and has been part of The Walter Fedy Partnership for 16 years.

IN HIS OWN WORDS:

“The Chamber truly is the Voice of Business in the Greater Kitchener-Waterloo area. By organizing events such as the Business Excellence Awards and Chamber Connections, supporting important community initiatives such as Physician Recruitment and providing a forum for business advocacy, the Chamber plays an important role for local businesses of all types. As this Region continues to grow and prosper, the Chamber will continue to be an advocate for our business community.”



ROSA LUPO

*Partner
Gowling Lafleur Henderson LLP*

Rosa Lupo is a partner of the Waterloo Region Office of Gowling Lafleur Henderson LLP and a member of the Business Law Group. Rosa practises in all areas of real estate law with an emphasis on purchase, sale and financing transactions. Rosa advises clients with respect to development, financing, leasing, purchase and sale of commercial and multi-residential projects. Rosa is actively involved in the preparation and negotiation of complex agreements of purchase and sale, joint venture agreements, commercial agreements and security documentation.

Rosa has been a long-standing active member of the Greater Kitchener Waterloo Chamber of Commerce and has been a member of the Chamber’s Women’s Leadership Committee for over five years. Rosa’s involvement in the community also includes being the Vice-President and a Board Member of K-W Counselling Services and a regular lecturer at the Schlegel Centre for Entrepreneurship School of Business and Economics at Wilfrid Laurier University.

IN HER OWN WORDS:

“Over the past five years, I have continually been impressed by the level of service and commitment of the Greater Kitchener Waterloo Chamber of Commerce to this region. The Chamber continues to be involved in important community initiatives such as healthcare, WRIEN and networking/mentorship for young professionals. The Chamber takes a holistic approach to the variety of businesses in the community and draws all of the businesses together as one voice and one common community. I am delighted to be part of this initiative and contribute to the KW community in this way.”



KAREN MASON

*Senior Vice-President, Group
The Equitable Life Insurance
Company of Canada*

Karen Mason joined Equitable Life in September 2006. As Senior-Vice President, Group she leads a \$250 million business unit, with an operations team in Waterloo and a sales team in Ontario and the Western Provinces.

Most of her career prior to Equitable Life was also in the insurance industry and she has held senior roles in marketing, operations and strategy, in Canada as well as the United States.

Karen has been on the Board of the Greater Kitchener Waterloo Chamber since 2008, and is Vice-Chair and Board Liaison of the Chamber Health Care Recruitment Council.

IN HER OWN WORDS:

“The Greater Kitchener Waterloo Chamber of Commerce plays a vital leadership role in creating an environment that helps businesses through advocacy, networking opportunities, services and community initiatives like physician recruitment.

This is a very collaborative community with a strong ‘can-do’ attitude. It is a privilege to be of service to this community through the work of the Chamber, and Equitable Life is very proud of our long-standing involvement.”



JEFF MACINTYRE

*Owner
Winexpert Kitchener South &
So There Business Solutions*

Jeff MacIntyre is the owner of two small businesses in the area. Winexpert Kitchener South is an on-premises winemaking shop. So There Business Solutions assists employers to increase profitability through market access, sales assistance, business development planning strategies, mentoring and training.

Jeff has worked closely with the Chamber and Chamber members to provide advocacy, business solutions and leadership for the past 8 years. He is past chair of the Chamber's Regional and Municipal Affairs Committee and has served on both the Chamber Board of Directors and Executive.

Jeff was born and raised in Kitchener Waterloo and is a graduate of Wilfrid Laurier University. Outside of work Jeff enjoys his time with his family, running, golf and volunteering including a position on the Board of Governors with the Grand River Hospital Foundation.

IN HIS OWN WORDS:

"I consider myself a Chamber person that really understands the importance of the work done by the staff and volunteers to assist local business achieve their goals. Our efforts are significant, measurable and valuable. Advocacy, networking, idea exchange and member to member services demonstrate value to both Chamber members and the community as a whole. The Chamber continues to provide opportunities to achieve professional goals of growth and increased visibility in the community. The Chamber is a leader and the rewards of being involved with this group are directly related to the effort of many people sharing a vision of what this community is and how great it will be as we move forward."



LOIS NORRIS

*Vice President, Finance
& Administration
Dare Foods Limited*

Lois Norris is Vice President, Finance and Administration at Dare Foods Limited, a privately-held family food company headquartered in Kitchener. She is a Chartered Accountant and holds a BBA from Wilfrid Laurier University. Lois has worked in several senior financial management roles in the manufacturing sector over the last 13 years, including her previous position as Vice President Finance and Chief Financial Officer at Humpty Dumpty Snack Foods. Prior to this, she was a senior manager in the audit practice at KPMG in Waterloo, serving a broad range of clients that included the manufacturing and distribution sectors, as well as municipalities.

Prior volunteer experience includes her role as Treasurer and board member of the Stratford-Perth United Way from 1994 – 1998. Lois relocated from Stratford four years ago and now resides in Kitchener with her husband and son.

IN HER OWN WORDS:

"I am thrilled to have the opportunity to provide a voice to manufacturing in this community through the Greater Kitchener Waterloo Chamber of Commerce. Faced with ever-increasing competition in the manufacturing sector, it is vital that we engage with and advocate for these businesses in our community to ensure they will prosper on the global stage."