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## The President's Corner

Thanks for making 2003-2004 a great year for FEI Toronto

*by Michael Conway, President*


FEI Toronto's Board recently discussed the past year with some of our members, and we reviewed how FEI Toronto did on its initiatives. I wanted to share with you how we ranked each of our committees on their "Report Card":

Best regards,

Michael Conway

**President, Toronto Chapter 2003-04**  
**Financial Executives International**

### Program: "A"

More members than ever before came out to listen to an excellent roster of speakers who graced our podium this past year. We had nine dinner meetings, featuring Peter Currie, Ed Kilroy, Huyshe Boyer, Sherry Cooper, Dennis Kavelman, David Lazzarato, Mitch Max, Ron Buckle and Scott Charney. FEI Toronto members enjoyed networking with each other and listening to our speakers' thought-provoking presentations (many of which are now available on FEI Toronto's website <http://www.fei.org/chapter/Toronto/files.cfm>). In addition, members were invited to breakfast seminars on topics of interest put on by some of our FEI sponsors; thanks to PriceWaterhouseCoopers and Robert Half / Protiviti for their excellent sessions on Performance Management and Internal Control Reporting.

Members seemed particularly pleased that we decided to take two of our events "on the road", when we visited IBM's Markham Software Development Laboratory in October and then were hosted in May at Microsoft's Canadian Head Office in Mississauga for a fascinating seminar and dinner session on Information Security.

Also in May, we were enthralled by the lovely black tie gala that was put on at The Carlu to celebrate Canada's CFO of the Year Award. Congratulations to Peter Rubenovitch, Senior EVP & CFO of ManuLife, for being the 2004 recipient of this distinguished honor. By the way, be sure to mark your calendar for two important dates; on September 22nd, 2004, Peter will be this year's first FEI Toronto dinner speaker and, on May 5th, 2005, the 2005 CFO of the Year Award gala will again be held at The Carlu!

Thanks to John Poptsis, Bill Ross, Judy Munro, Lynn Belo, Brian McAskill and everyone else who pitched in to make this year's program a success. I look forward to the 2004-05 programs that Bill has in store as incoming Program Chair!

## TORONTO CHAPTER 2003/2004 BOARD OF DIRECTORS

### President

Michael Conway

### Vice President & Chair, Membership Committee

Brian McAskill

### Secretary and Chair, Communications Committee

Florian Meyer

### Chair, Programs

John Poptsis

### Past President & Chair Issues, Policies & Advocacy Committee

Laurie Tugman

### Chair, Career Services Committee

Jim Wilson

### DIRECTORS

Lynn Belo

Wendy Brodtkin

Gerry Haller

Naresh Khosla

Judy Munro

Madhav Murti

Rose Papastamos

William Ross

Fred Silk

Cliff Truax

Peter Williams

### Membership: "B"

Last year, FEI Toronto's membership grew 5% to 489 members, on the strength of recruiting 49 new members to our ranks. FEI Toronto remains FEI Canada's largest chapter (Calgary and Vancouver are 2nd and 3rd with 231 and 212 members respectively), and the fourth largest in all of Financial Executives International (only Boston, New York and Chicago are bigger).

Many thanks to Brian McAskill for his work as Chair of the Membership Committee, and good luck to Steve Rosen as he takes the reins as incoming committee Chair for 2004-05. As Steve writes in this issue, we would really like more FEI Toronto members to invite their colleagues to consider enjoying the benefits of being a member of FEI.

### Career Services: "B"

Bravo to Judy Munro and her team who successfully launched this Committee in 2003 to provide content and activities to FEI Toronto members interested in personal career development. This committee's focus is on creating a program of interest to the entire membership, including members in transition and members engaged in consulting activities. In this issue, Judy provides an overview of last year's and next year's Career Services initiatives.

### Communications: "B+"

FEI Toronto's Communications Committee is responsible for member and external communications, including the production of this Newsletter. Many members have had favorable things to say about our new Newsletter, of which the Communications Committee and its Chair Florian Meyer managed to produce four quarterly issues.

Thanks to Florian and his committee, and a special thanks to my friend James Wilson and his team at Overdrive Design Limited for their great work in redesigning and publishing this Newsletter. If you have graphic design needs, I encourage you to call James at (416) 537-2803 or visit Overdrive's website at <http://www.overdrivedesign.com>.

## ANNUAL GENERAL MEETING

FEI Toronto's AGM will be held at our first dinner event on September 22, 2004 at 18:30, and this Newsletter will serve as your official notice of meeting. We have an excellent slate proposed for your consideration, as follows:

Brian McAskill	<b>President &amp; Chair, Sponsorship</b>
Judy Munro	<b>VP &amp; Chair, Career Services</b>
William Ross	<b>Chair, Programs</b>
Steve Rosen	<b>Chair, Membership</b>
Michael Conway	<b>Past President</b>

Gerry Haller	<b>Treasurer</b>
Florian Meyer	<b>Secretary</b>
Debbie Barrett	<b>Career Services &amp; Technical Committees</b>
Lynn Belo	<b>Chair, Technical Committee</b>
Leslie Markow	<b>Vice-Chair, Career Services</b>
John Poptsis	<b>Program Committee</b>
Rose Papastamos	<b>Technical Committee, incl. FERF</b>
Farhad Sethna	<b>Membership Committee</b>
Fred Silk	<b>FEISTERS, CFO Award Committee</b>
Cliff Truax	<b>FEIC Board, CFO Award Committee</b>
Peter Williams	<b>Program Committee &amp; IPAC</b>

For FEI Toronto to continue to be a robust chapter, we need the active participation of FEI Toronto's membership. Thus, I would like to invite you to contact us if you wish to serve on one of the following FEI Toronto committees (the Contact List at the end of this Newsletter contains the Email addresses of all proposed incoming members of FEI Toronto's Board of Directors):

- **Membership Committee**
- **Program Committee**
- **Career Services Committee**
- **Communications Committee**
- **Technical Committee**

FEI Toronto Chapter members can also serve on the following FEI National Committees: Policies and Advocacy Committee (or "IPAC"), its Committee on Corporate Reporting (or "CCR") and the Financial Executives' Research Foundation (or "FERF", an advisory service available to all supporting members).

## **IN CLOSING**

Personally, it has been an honor to serve as your President this past year. I enjoyed the opportunity to get to know many of you better, and I was pleased that together we were able to enhance FEI Toronto's value proposition by accomplishing many of the initiatives that the FEI Toronto Board had set out in its strategy.

I would like to thank everyone who was a part of this progress, and particularly the excellent Board that I had the pleasure of working with this past year. A very special thanks to my predecessor Laurie Tugman, whose counsel was invaluable, and my Vice-President Brian McAskill, in whose capable hands I leave you as I look forward to another excellent year in 2004-2005!

## Program Fall 2004

by Bill Ross, Chair, Program Committee

### UPCOMING EVENTS

**Thursday, September 16, 2004**

*FEI/PricewaterhouseCoopers Breakfast Seminar Series*

**CFO Certifications for Internal Control:**

**Bill 198 – An Overview**

**7:30-9:30 am - Fairmont Royal York, Imperial Room**

**Wednesday, September 22, 2004**

**Peter Rubenovitch**, Senior Executive Vice President and  
Chief Financial Officer, Manulife Financial Group and

Canada's CFO of the Year 2004

**National Club - Main Dining Room**

**Tuesday, October 19, 2004**

**Jim Leech**, SVP, Teachers' Private Capital,  
Ontario Teachers' Pension Plan

**National Club - Main Dining Room**

**Thursday, October 28, 2004**

*FEI/PricewaterhouseCoopers Breakfast Seminar Series*

**CFO Certifications for Internal Control:**

**Scoping and Planning**

**7:30-9:30 am - Fairmont Royal York, Imperial Room**

**Thursday, November 18, 2004**

*FEI/PricewaterhouseCoopers Breakfast Seminar Series*

**CFO Certifications for Internal Control:**

**Challenges and Best Practices**

**7:30-9:30 am - Fairmont Royal York, Imperial Room**

**November 24 or 25, 2004**

*"10th Annual Social Event"*

**Location to be determined**

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## Program (continued from page 4)

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**Wednesday, December 8, 2004**

*FEI/PricewaterhouseCoopers Breakfast Seminar Series*

**CFO Certifications for Internal Control:**

**Case Studies**

**7:30-9:30 am - Fairmont Royal York, Imperial Room**

**Tuesday, December 14, 2004**

**Dr. Sherry Cooper**, *Executive VP & Global Economic Strategist,*

*BMO Financial Group*

**2005 Economic Outlook**

**National Club - Bar Lounge / Main Dining Room**

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## Membership News

*by Steve Rosen, Chair, Membership Committee*

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Greetings. My name is Steve Rosen, and I am the incoming Chair of FEI Toronto's Membership Committee for 2004/05. I'd like to give you an update on 2003/04 results, and share some plans for the upcoming year.

I'm happy to report that the 2003/04 committee exceeded its goal of a net increase in membership of 20, by building membership from 466 to 489, or 5%. This resulted from the recruitment of 49 new members and 11 transfers from other chapters, offset by resignations and transfers out. (Our most recent new members are welcomed below.) The Toronto chapter represented 31% of total FEI Canada membership at the end of the year. Congratulations to all members of the committee, including chair Brian McAskill, Barb Amsden, Anne Bell, Tom Evans, Gerry Haller, Phyllis Heaphy, Madhav Murti, Rose Papastamos, Carmen Rossiter, and Paulette Kirkey from FEI Canada.

These results are outstanding, and were exceeded only by the Vancouver chapter, who grew their membership by 38 on a starting base of only 174 – a whopping 22% build. Their chapter is now almost 45% the size of Toronto, in a much smaller business community. They reached these fantastic results by involving virtually all members in their recruiting efforts. We will be looking to learn more from Vancouver's success in the coming months.

In the interim, I'm anxious to bring more members on board to our recruiting efforts. There are many ways you can help and get involved, including:

- **Active Recruiting** – FEI Canada provides our chapter with an extensive leads list, built through research, monitoring of appointment announcements, etc. They also send these potential members introductory material. We need members willing to invest an hour or two a month in following up with these leads, telling them more about the benefits of FEI, and inviting them to attend a free meeting. (Recall that qualified prospective members are welcome to attend one free dinner meeting.) This kind of calling is not difficult, and it can provide some great networking and sales experience for any member looking to build those skills.

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## Membership News (continued from page 5)

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- **Business Contact Recruiting** – Many of our members are in roles and careers that routinely bring them into contact with senior financial officers of their customers and clients. These include consulting, accounting, recruiting, and other similar roles. We need these members to be conscious of making the effort to mention FEI, and get permission for a member of the membership committee contact them with more information. Then, give us the lead, and we'll do the rest! Like many other sales and introductions, a recommendation from a trusted individual can be far more impactful than a call from a stranger.
- **New Member Welcoming and Orientation** – Experience shows that the more active a member becomes, the more value they receive from their FEI affiliation. In a variation of the saying "the harder I work, the luckier I get", "the more involved I get with FEI, the more valuable my membership becomes!" To that end, we need some committee members to follow up with new members after they've joined, and ensure they are coming out to events.
- **Retention** – We all know it's a lot easier and cheaper to retain an existing customer than acquire a new one. The same thing is true of members. So we need folks on the membership committee to follow up with existing members to ensure that they are happy that they are getting value from their FEI affiliation and to address issues if there are any.

Given the size of the business community in the GTA, we have literally hundreds of potential members just a local call away. Many of these people may be unaware of FEI, or only vaguely familiar with it. If we build our membership, we all benefit from the depth of a greater peer community, and belonging to a bigger, stronger organization that can provide more benefits and have a greater influence on the business landscape.

Please consider taking an active role with the membership committee. In the coming months, I will contact some of you directly to ask for your help, but I'd love to hear from you first! You can e-mail me at [srosen@csi.ca](mailto:srosen@csi.ca), or call 416 681-2170 during the day or 905 709-4480 in the evenings.

Thanks in advance.

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### WELCOME TO OUR NEW MEMBERS

**We are pleased to welcome the following new members that have joined this membership year:**

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- Mr. David Aston, Director of Planning & Analysis, Loyalty Management Group Canada
- Ms. Sharon Breuer, Vice President Finance, Cott Beverages Canada
- Mrs. Susan P. Brioux, Vice President, Finance and Administration, Toronto Blue Jays Baseball Ltd.
- Ms. Carla R. Carmichael, Senior Business Controller, Nokia Products Limited
- Mr. Matthew J. Cox, Vice President, Finance, Georgeson Shareholder Communications, Inc.
- Mr. Gary M. Dephore, Chief Financial Officer, Side Effects Software Inc.
- Mr. Vaughn Embro-Pantalony, Vice President Finance & Chief Financial Officer, Novopharm Limited
- Mr. Patrick Foley, Vice President Finance & Administration & CFO, Rexel Canada Electrical Inc.
- Mr. James E. Grundy, SVP, Business Operations & Treasurer, Canadian Football League

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## Membership News *(continued from page 6)*

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- Mr. Alexandre Guertin, Vice President, Strategic Planning, Canada Life Assurance Company
- Mr. Jeffrey Gullberg, Senior Director Finance & Administration, Canadian Cancer Society
- Mr. George Hamam, Chief Financial Officer, AOL Canada Inc.
- Mr. Wesley J. Henry, Vice President, Finance, Investment Dealers Association
- Mr. Albert Jones, Chief Financial Officer & Chief Administrative Officer, ABN AMRO Bank NV Canada Branch
- Mr. Robert Kadis, Vice President Finance & Administration, Bowne of Canada, Ltd.
- Mr. Shawn I. Klerer, Chief Financial Officer, American Express Canada Inc.
- Mr. Brian Kyle, Vice President & Chief Financial Officer, Teranet Inc.
- Mr. Alnashir Lakha, Executive Vice President & Chief Financial Officer, Parmalat Canada
- Ms. Myra Libenson, VP & CFO, Internation & Reinsurance, Canada Life Assurance Company/Great-West Lifeco Inc.
- Mr. John Marchello, Controller, Valspar Inc.
- Mr. Stephen W. Massel, Chief Financial Officer, Avotus Corporation Inc.
- Mr. Solomon Mathalon, Vice President Finance, CFO, Warren Shepell Consultants Corp.
- Mr. Harvey McKenzie, Vice President Finance & CFO, Thistle Mining Inc.
- Mr. John A. Nicodemo, CFO, Vice President, Finance & Corporate Secretary, Corby Distilleries Limited
- Mr. Allan J. Orr, Vice President, Finance, CCH Canadian Ltd.
- Mr. Sunil Purbhoo, Director VAT/Sales Tax, General Electric Canada Inc.
- Mr. Robert M. Putman, Vice President and Chief Financial Officer, Legacy Hotels Real Estate Investment Trust
- Ms. Carmen Rossiter, Managing Director, Protiviti Inc.
- Mr. Senathirajah Sivarajah, Secretary Treasurer, International Custom Products Inc.
- Mr. Raj Vijh, Director, Finance & Administration, Frank Russell Canada Ltd.
- Mr. P. Bruce West, Vice President & Chief Financial Officer, Sun Life Financial Services of Canada Inc
- Mr. Samir M. Zabaneh, Chief Financial Officer, Q9 Networks Inc.

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## Career Services News

*by Deb Barrett, Member, Career Services Committee*

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### **Mandate**

To facilitate Toronto Chapter Members in advancing their career management skills. The focus is on creating a program of interest to the entire membership, including members in transition and members engaged in consulting activities. The program will include workshops, seminars and networking opportunities for the membership at large.

### **2003/2004 Program**

Last year was the second year of the Toronto Chapter career services program. During the year, we successfully ran two workshops: "Effective Resumes- Reap the Benefits" run by Martin Buckland and "The Power of the Network: Your Key to Success" run by Beth Oakes of Miller Dallas. We also laid the groundwork in establishing a forum to assist our members who are focusing on consulting.

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## Career Services News (continued from page 7)

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### Program for 2004/2005

For 2004, our goals focus on three areas: (i) creating a program of career management workshops; (ii) facilitating networking within and external to FEI to assist chapter members in advancing their careers; and (iii) create a forum for members with consulting as their focus to network and exchange ideas.

Firm topics and dates for workshops have not been set. We are planning to hold career management workshops on our about the 15th of October, November, February and April. We are planning to host a panel discussion in the early fall directed towards our members in transition entitled "What Worked for Me".

The career services committee is interested in your ideas and input. We are also looking for topics of interest and speakers/presenters for our workshops. Please feel free to contact any committee member with your suggestions and ideas.

### Committee Members:

Judy Munro (Chair)	<a href="mailto:judy.munro@rogers.com">judy.munro@rogers.com</a>
Leslie Markow (Vice Chair)	<a href="mailto:leslie.markow@resources-us.com">leslie.markow@resources-us.com</a>
Deb Barrett	<a href="mailto:deb.barrett@sympatico.ca">deb.barrett@sympatico.ca</a>
George Chiarucci	<a href="mailto:gchiarucci@cogeco.ca">gchiarucci@cogeco.ca</a>
David Farmer	<a href="mailto:david.farmer@bmo.com">david.farmer@bmo.com</a>
Stephen Randall	<a href="mailto:acton@allstream.net">acton@allstream.net</a>
Jan Shah	<a href="mailto:jshah@assante.com">jshah@assante.com</a>

### Are You a Member in Transition?

The Career Services Committee is here to assist you. Please feel free to contact any of our members. We are often in touch with recruiters and employers and we informally circulate information on job postings and searches.

### Available resources:

[www.fei.org](http://www.fei.org) – FEI's website focused on resources for members in transition.

[www.workopolis.com](http://www.workopolis.com) and [www.monster.ca](http://www.monster.ca) – job posting websites with helpful career search advice, references and reading materials.

[www.execunet.com](http://www.execunet.com) - a networking association for \$100k+ executives.

Don't forget your Toronto Chapter of FEI – come out to a meeting and meet some of the other members. Want some practice in networking? Contact Steve Rosen, chair of our Membership Committee, [srosen@csi.ca](mailto:srosen@csi.ca), he is looking for volunteers to help make calls to prospective new members.

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## Sponsorship Committee News

*by Gerry Haller, Former Chair, Sponsorship Committee*

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The Toronto Chapter is pleased to announce that Watson Wyatt Worldwide has agreed to become a Gold Sponsor for the Toronto Chapter. Watson Wyatt is a well known global consulting firm offering services in compensation, employee benefits, human capital strategies and insurance and financial services.

Watson Wyatt is a strong supporter of the FEI organization in both Canada and the United States. In the U.S. they are a National Strategic Partner and in Canada they are Chapter Sponsors for the Vancouver, Calgary and Montreal Chapters. Also, they are one of the all important Sponsors for the CFO of the Year Award. As a National Strategic Partner, they also participate in FEI Canada's Annual Conference.

As a Chapter Sponsor, Watson Wyatt will be allowed to attend our Chapter meetings and participate in promoting Chapter activities.

Our discussions with Mr. Jim Pearse, Director Client Development – Central Canada and Ms. Karen Kennedy, Marketing Coordinator for Watson Wyatt have been successful and we welcome their organization to our Chapter.

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## Technical Issues Committee News

*by Lynn Belo, Chair, Technical Issues Committee*

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As we publish the first Newsletter of the upcoming session I wanted to take the opportunity to introduce a new Committee of the Toronto chapter of FEI. The Technical Issues Committee will be acting as a liaison between the Toronto Chapter members and the various other FEI technical organizations. The objective of the Committee will be to highlight hot technical issues and bring technical subject matter experts into Chapter meetings where appropriate. As the Committee gets established I would appreciate any feedback regarding ways in which the Technical Issues Committee can provide value to the members of the Toronto Chapter. You can contact me at [belol@ca.ibm.com](mailto:belol@ca.ibm.com). Look forward to hearing from you.

## FEI Canada - Toronto Chapter - as at June 30, 2004 with comparative info with 2003

*reviewed by Florian Meyer & Fred Silk, 5th August 2004*

	30-Jun-04	30-Jun-03	\$ Change
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash	24,424	3,740	20,684
Accounts Receivable	8,919	10,138	-1,219
<b>Total Current Assets</b>	<b>33,343</b>	<b>13,878</b>	<b>19,465</b>
<b>Other Assets</b>			
Investment	78,731	102,842	-24,111
<b>TOTAL ASSETS</b>	<b>112,074</b>	<b>116,720</b>	<b>-4,646</b>

### LIABILITIES & EQUITY

<b>Current Liabilities</b>			
Accounts Payable	2,550	21,498	-18,948
GST Payable - Net	1,250	313	937
Deferred income -Sponsor funds	5,000	0	5,000
<b>Total Current Liabilities</b>	<b>8,000</b>	<b>21,811</b>	<b>-13,011</b>
<b>Total Liabilities</b>	<b>8,000</b>	<b>21,811</b>	<b>-13,011</b>
<b>Equity</b>			
Opening Bal Equity	94,909	120,957	-26,048
Net (deficit)/income for year	8,365	-26,048	34,413
Closing equity balance	103,274	94,909	8,365
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>112,074</b>	<b>116,720</b>	<b>-4,646</b>

## FEI Canada - Toronto Chapter - Statement of Revenue and Expenditures for the year ending June 30, 2004 with comparative information to budget and 2003

reviewed by Florian Meyer & Fred Silk, 5th August 2004

	Actual June 2004	Budget 2004	Actual June 2003	\$ Change From 2003	% Change From 2003
<b>Revenue</b>					
Chapter dues	15,950	16,000	15,608	343	2.2%
Dinner revenue	47,220	41,485	42,418	4,803	11.3%
Golf day	0	4,000	3,804	-3,804	-100.0%
FEI membership incentive	1,500	1,000	850	650	76.5%
Investment Income	2,374	2,250	3,385	-1,011	-29.9%
Social night	7,060	5,850	5,220	1,840	35.2%
<b>TOTAL REVENUE</b>	<b>74,105</b>	<b>70,585</b>	<b>71,284</b>	<b>2,821</b>	<b>4.0%</b>
<b>Expenditures</b>					
CFO of the year	0	0	25,000	-25,000	-100.0%
Administration services	9,723	8,000	8,108	1,615	19.9%
Dinner meetings	37,398	37,700	36,920	479	1.3%
New members reception	927	0	2,650	-1,723	-65.0%
Dinner meetings-donations	1,680	1,800	1,660	21	1.2%
Social event	12,415	10,000	10,275	2,140	20.8%
Donation - FERF	1,300	1,000	440	860	195.5%
Golf tournament	0	6,000	5,929	-5,929	-100.0%
Miscellaneous	0	0	113	-113	-100.0%
Postage & courier	644	5,200	1,425	-782	-54.8%
Printing	293		3,770	-3,477	-92.2%
Stationary & supplies	156		185	-29	-15.6%
VISA - transaction fees	1,021	550	531	490	92.2%
Bank charges	182	250	325	-143	-43.9%
<b>TOTAL EXPENDITURES</b>	<b>65,740</b>	<b>70,500</b>	<b>97,331</b>	<b>-31,592</b>	<b>-32.5%</b>
<b>EXCESS OF REVENUE OVER EXPENDITURES</b>	<b>8,365</b>	<b>85</b>	<b>-26,048</b>	<b>34,413</b>	<b>N/A</b>

## Contact Information 2004/2005

<b>Brian McAskill</b>	President & Chair, Sponsorship, <a href="mailto:brian.j.mcaskill@marsh.com">brian.j.mcaskill@marsh.com</a>
<b>Judy Munro</b>	VP & Chair, Career Services, <a href="mailto:judy.munro@rogers.com">judy.munro@rogers.com</a>
<b>William Ross</b>	Chair, Programs, <a href="mailto:bill.ross@enbridge.com">bill.ross@enbridge.com</a>
<b>Steve Rosen</b>	Chair, Membership, <a href="mailto:srosen@csi.ca">srosen@csi.ca</a>
<b>Michael Conway</b>	Past President, <a href="mailto:mtjconway@yahoo.com">mtjconway@yahoo.com</a>
<b>Gerry Haller</b>	Treasurer, <a href="mailto:ghaller@reach.net">ghaller@reach.net</a>
<b>Florian Meyer</b>	Secretary, <a href="mailto:fmeyer@newhousepartners.com">fmeyer@newhousepartners.com</a>
<b>Debbie Barrett</b>	Career Services & Technical Committees, <a href="mailto:deb.barrett@sympatico.ca">deb.barrett@sympatico.ca</a>
<b>Lynn Belo</b>	Chair, Technical Committee, <a href="mailto:belol@ca.ibm.com">belol@ca.ibm.com</a>
<b>Leslie Markow</b>	Vice-Chair, Career Services, <a href="mailto:Leslie.Markow@resources-us.com">Leslie.Markow@resources-us.com</a>
<b>John Poptis</b>	Program Committee, <a href="mailto:jpoptis@rogers.com">jpoptis@rogers.com</a>
<b>Rose Papastamos</b>	Technical Committee, incl. FERF, <a href="mailto:rose@spectraldiagnosics.com">rose@spectraldiagnosics.com</a>
<b>Farhad Sethna</b>	Membership Committee, <a href="mailto:Fsethna@shepherdvillage.org">Fsethna@shepherdvillage.org</a>
<b>Fred Silk</b>	FEISTERS, CFO Award Committee, <a href="mailto:fczsilk@hotmail.com">fczsilk@hotmail.com</a>
<b>Cliff Truax</b>	FEIC Board, CFO Award Committee, <a href="mailto:cliff.truax@hydroone.com">cliff.truax@hydroone.com</a>
<b>Peter Williams</b>	Program Committee & IPAC, <a href="mailto:pwilliams@ameritrade.com">pwilliams@ameritrade.com</a>



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