



## KEY BACKGROUNDEERS FOR CANADA JETLINES LTD.

*Mark Morabito, Executive Chairman*

*Javier Suarez, Chief Executive Officer*

*Jyri Strandman, Operations Advisor*

*Jordi Porcel, Chief Sales, Marketing, and Customer Experience Officer*

*Alan Bird, Independent Director & Advisor to the CEO*

*Jason Grant, Independent Director*

*Saad Hammad, Independent Director*

*Tony Lefebvre, Independent Director*

*Réjean Bourque, Independent Director*

*Deborah Robinson, Independent Director*

*Zygimantas Surintas, Director*

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**Canada Jetlines Ltd.**

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## **Mark Morabito, Executive Chairman**

Mark Morabito has more than 20 years of experience in the public markets with expertise in raising capital and corporate development. He is the founder of King & Bay, a merchant bank and technical services company that specializes in identifying, funding, developing and managing high-potential opportunities. Mark has been the principal driving force behind numerous resource development companies including and Excelsior Mining Corp. and Alderon Iron Ore among others. He has raised more than \$800 million in capital and commitments to date and has attained two listings on the New York Stock Exchange. Mark has a Bachelor of Arts from Simon Fraser University and completed his Juris Doctor degree at Western University. He has been a member of the Ontario Bar and British Columbia Bar since 1995.

### **Professional Expertise:**

#### **Canada Jetlines, Executive Chairman (February 2017 to Present)**

Mark joined Jetlines as Executive Chairman in early 2017 to help launch what will be Canada's first ultra-low fare airline. Jetlines was created to serve the millions of Canadians living in unserved or underserved markets across the country.

#### **King & Bay, Chairman and CEO (January 2003 to Present)**

Mark is chairman and CEO of King & Bay, a Canadian merchant bank that specializes in identifying, funding, developing and emerging business opportunities. King & Bay takes a holistic approach to working with client companies; making direct equity investments and emphasizing the direct link between the end product, company management, the board of directors and, ultimately, the shareholder.

#### **Excelsior Mining Corp., Founder and Chairman (April 2007 to Present)**

Mark is the Founder, Chairman and former President and CEO of Excelsior. In 2008, he was responsible for Excelsior's successful initial public offering and listing on the TSX Venture Exchange. Excelsior is now listed on the Toronto Stock Exchange.

#### **Alderon Iron Ore Corp., Chairman (December 2009 to Present)**

Alderon is a development company behind the Kami iron ore project in the Labrador Trough, Canada's premier iron ore district. Through a private company, Mark acquired an option on an iron ore property in Labrador in 2009 and successfully completed the acquisition of Alderon as part of the terms of the property option. He led the team that struck an off-take agreement with Hebei, China's largest steel producer, worth more than \$400 million.

## **Javier Suarez Casado, Chief Executive Officer**

Mr. Javier Suarez Casado has over 10 years of airline executive experience with expertise in network planning, revenue management and e-commerce. Most recently, Mr. Casado has been Vice President, Network Planning, Revenue Management, E-Commerce with VivaAerobus and was part of the Chief Executive Officer succession plan.

Mr. Casado has earned a Masters in Management from Harvard University, A Masters in Marketing from ESIC Marketing School in Barcelona, and Bachelor of Arts, Airline Business Administration from the Autonoma University of Madrid.

### **Professional Expertise:**

#### **Canada Jetlines, Chief Executive Officer (2018 to Present)**

Javier was appointed Chief Commercial Officer of Jetlines in June 2018 and was promoted to Chief Executive Officer in September 2018.

#### **VivaAerobus, Vice President Network Planning, Revenue Management, and E-Commerce (2014 to 2018)**

During his tenure as Vice President Network Planning, Mr. Casado was responsible for growing the VivaAerobus fleet from 13 to 32 aircraft between 2014 and 2018. Managing the majority of commercial functions including the online commercial distribution and negotiations with various third-party vendors, Mr. Casado was part of the senior management team that improved profitability from a breakeven in 2014 to becoming the most profitable airline in Mexico in 2017.

#### **Vueling Airlines, Director Network Planning, Scheduling, Slots and Corporate Affairs (2010 to 2014)**

Mr. Casado held progressively senior roles, first as Senior Manager, Network planning from 2010 to 2011, then as Director, Network Planning, Scheduling, Slots and Corporate Affairs from 2012 to 2014. As Director Network Planning, Mr. Casado managed the network of Vueling Airlines as profitably grew from 38 to 105 aircraft in four years. Other highlights include defining network strategy that included operating almost 400 routes and generating close to \$2 billion in revenue and launching more than 200 new routes over three years achieving a 92 percent success rate.

#### **Qatar Airways, Senior Strategist (2008 to 2010)**

Mr. Casado in his position as Senior Strategist analyzed the competitive environment of Qatar Airways' six primary regions. He also identified flows in which the airline should focus its growth including network adjustments to improve route performance and new destinations, as well as designing the current profitability model used by network performance analysts.

## **Jyri Strandman, Operations Advisor**

Mr. Strandman holds over 30 years of airline experience, most recently as Chief Operating Officer of Go Airlines. During his time with GoAir, Mr. Strandman was responsible for strengthening flight operations, engineering, airport services, security and airside operations (ASA), flight safety, inflight services and integrated operations control center.

Mr. Strandman held progressively senior positions with US ULCC, Spirit Airlines from 2010 to 2017, from Director, Flight Training and Standards to most recently, Director of Operations and VP of Flight Operations. During his tenure, Spirit grew the Airbus fleet by 76 aircraft, adding three different A320 variants, maintained the flight operations and fuel budgets, and oversaw the regulatory and operational control of the airline. Prior to his role with Spirit Airlines, Mr. Strandman held the role of Manager, Flight Operations Training with Virgin America from 2008 to 2010 where he built the team to redesign all pilot training programs to a higher training standard, at a lower total cost.

Mr. Strandman is a qualified Captain on the Airbus A320 family of aircraft, as well as four other aircraft, with over 12,400 hours of flight experience.

### **Professional Expertise:**

#### **Canada Jetlines, Operations Advisor (2019 to Present)**

Mr. Strandman joined the Jetlines' team as an Operations Advisor in March 2019.

#### **Go Airlines, Chief Operating Officer (2017 to 2019)**

During his time with GoAir, Mr. Strandman as the Chief Operating Officer, was responsible for the operational control and regulatory oversight of the airline, engineering, airport operations, flight and inflight operations, rostering, dispatch and safety. Other achievements included creating a close working relationship with the DGCA and Ministry of Civil aviation, advancing the company's relationship with several business partners and large airports, as well as managed the on-off start of expansion with the severe challenges of Airbus A320 neo introduction with PW PTD engines.

#### **Spirit Airlines, Vice President, Flight Operations (2010 to 2017)**

Mr. Strandman held progressively senior positions with Spirit Airlines, most recently as Director of Operations and VP Flight Operations. During his tenure, Mr. Strandman maintained operational and regulatory oversight of the airline, managing a budget of \$200 million for flight operations and \$450 million for fuel. Mr. Strandman also helped grow the Spirit fleet by 74 new and 2 used Airbus A320 neo with PW engines and also helped modernize pilot training, saving the airline \$250K annually.

#### **Virgin America, A-320 Captain, Check Airman, APD and Manager of Flight Operations, Training (2008 to 2010)**

During his time with Virgin America, Mr. Strandman built and lead the team that redesigned all pilot training programs that was of higher quality and lower total cost, by moving the training department to a centralized location and building a strong training team with strategic functional capabilities.

#### **American Eagle Airlines, SF-340, EMB-145 and CRJ700 Captain (1988 to 2008)**

During his time with American Eagle Airlines, Mr. Strandman hired, developed training programs, and trained pilots on various aircraft including the SF-340, CRJ700 and the EMB-145. Mr. Strandman also Developed and managed a pilot/dispatch fuel conservation program with savings of over 40 million dollars in 2007.

## **Jordi Porcel, Chief Sales, Marketing, and Customer Experience Officer**

Mr. Jordi Porcel has over 20 years of executive experience in the airline industry, holding senior positions with several notable airlines, including Vueling, Air Arabia, and British Airways. Most notably, he was the Chief Sales Officer for Vueling, where he helped the company expand rapidly and profitably in Europe during the global financial crisis.

Most recently, Mr. Porcel was the head of Europe at Air Arabia, a fast growing and profitable low-cost carrier. Prior to his role at Air Arabia, Mr. Porcel was the General Manager of Spain at Etihad Airways from 2014 to 2016. Mr. Porcel also worked at British Airways where he held progressively senior positions, ultimately holding the position of Regional Commercial Manager for Spain, Portugal, and Latin America.

Mr. Porcel holds an AMP (Advanced Management Program) from IESE Business School – Universidad de Navarra in Barcelona, an Executive MBA from IE Instituto de Empresa in Madrid, a BA from WITS University in Johannesburg, and a Commercial and Marketing degree from ESEM School in Madrid. He also studied at the IBM Business School in London.

### **Professional Expertise:**

#### **Canada Jetlines, Chief Sales, Marketing, and Customer Experience Officer (2019 to Present)**

Mr. Jordi Porcel was appointed on January 7, 2019 to lead the sales, marketing and customer experience department at Canada Jetlines.

#### **Air Arabia, Head of Europe (2016 to 2017)**

Mr. Porcel, reporting to the Chief Executive Officer, was the Head of Europe at Air Arabia, a fast growing and profitable low-cost carrier. Mr. Porcel was responsible for implementing the Company's strategic sales, marketing and communication initiatives in Europe. During his tenure, Mr. Porcel helped grow the European business by 26%.

#### **Etihad Airways, General Manager of Spain (2014 to 2016)**

Mr. Porcel was the General Manager of Spain at Etihad Airways from 2014 to 2016. He was responsible for initiating Etihad's operations in Spain and accountable for managing all commercial activities in the new region.

#### **Vueling Airlines, Chief Sales Officer (2012 to 2014)**

Mr. Porcel worked together with Canada Jetlines CEO, Javier Suarez at Vueling from 2012 and 2014. Mr. Porcel was then Vueling's Chief Sales Officer. Together, they helped Vueling expand rapidly and profitably in Europe going through the global financial crisis. Mr. Porcel was responsible for all non-direct sales, accounting for 57% of Vueling's revenue totalling approximately €700 million. During his tenure, Mr. Porcel led the study, design and initial work on a new platform to manage group booking requests for the airline, including tour operators and charter business. In addition, he streamlined processes between key commercial departments for more efficient and cost-effective day-to-day operations and negotiated and implemented Sabre as the last GDS to distribute Vueling products.

#### **British Airways PLC., Regional Commercial Manager for Spain, Portugal, and Latin America (1997 to 2011)**

Mr. Porcel worked at British Airways where he held progressively senior positions, ultimately holding the position of Regional Commercial Manager for Spain, Portugal, and Latin America leading the integration of the Commercial teams with Iberia, after the merge of the two companies under the IAG Holding. During his tenure, Mr. Porcel helped improve route profitability in Madrid to be the third best in Europe and helped increase revenue delivery from £99M to £133M. Mr. Porcel also aided in the introduction of new routes and helped sustain the increase in capacity and frequency in Barcelona from four to nine services over a span of 3 years.

## **Alan Bird, Independent Director & Special Advisor to the CEO**

Mr. Alan Bird has over 25 years of executive experience in the airline finance industry, holding senior financial and advisory positions, including executive tenure with VivaAerobus, Tiger Airways, and British Midland. Most notably, he was the Chief Financial Officer for VivaAerobus where he helped build one of the most efficient airlines in the world and achieved the lowest cost per seat in all of the Americas.

Previously, Mr. Bird was the Chief Financial Officer at Tiger Airways, a low-cost airline in Asia. Prior to his role with Tiger Airways, he was the Finance Director at British Midland Airlines for over a decade. Mr. Bird currently holds the position of Project Advisor to Irelandia Aviation, a low-cost carrier developer.

Alan Bird is a Chartered Accountant and holds an honours degree in Mathematical Economics from Birmingham University.

### **Professional Expertise:**

#### **Canada Jetlines, Independent Director & Special Advisor to the CEO (2018 to Present)**

Mr. Bird was appointed to the Board in November 2018 as an Independent Director and Special Advisor to the CEO.

#### **Irelandia, Viva Air, Viva Columbia, and Viva Peru, Project Advisor (2017 to Present)**

Mr. Bird currently serves as an advisor to Irelandia Aviation, the world's premier low-cost carrier developer. Irelandia initiates, develops and delivers successful low-cost carriers in partnership with airline management and investors. Irelandia has successfully developed five low cost carriers to date – Ryanair in Europe, Tiger Airways in Asia, Allegiant in the USA, VivaAerobus in Mexico and VivaColombia in Colombia. Mr. Bird is an Advisor to Viva Air, VivaColombia, and Viva Peru on financial matters including aircraft acquisition and the development of joint ventures for engineering and maintenance initiatives.

#### **VivaAerobus, Chief Financial Officer (2012 to 2017)**

Mr. Bird helped create one of the most efficient airlines in the world during his tenure with VivaAerobus. He was responsible for the purchase agreement for 52 new Airbus 320s, the largest deal recorded at that time by a Latin American airline. In addition, he successfully raised MXN\$1billion of fiduciary certificate debt finance as a part of an acquisition program.

#### **Tiger Airways, Chief Financial Officer (2010 to 2014)**

Mr. Bird served as Chief Financial Officer and board member for Tiger Airways Singapore. His responsibilities included oversight over the financial management and procurement function for Tiger and its subsidiaries. Mr. Bird initiated the IPO process that realized significant gains for shareholders. He also assisted in resolving financial issues associated with the start-up of a subsidiary in Australia, ultimately setting a model to be adopted for the rest of Asia. Mr. Bird also prepared a \$10 million cost saving plan, given the current fuel prices, where he factored in all aspects of the operation.

#### **British Midland Airlines, Finance Director (1997 to 2007)**

As the Finance Director of Midland Airlines, Mr. Bird was responsible for the overall financial management and procurement function for the BMI group. During his tenure, he was involved in several notable deals and milestones including securing an exit for shareholders at a valuation of £500million when the company was sold to Lufthansa.

## Jason Grant, Independent Director

Jason Grant has more than 20 years of expertise in the airline industry with a deep financial background. He has held finance positions at various airlines before transitioning into a COO role. He is now Founder and Managing Partner of Headhaul Capital, a Colorado-based private equity investment firm that specializes in acquiring and building businesses in the transportation, logistics and distribution industries. Jason received a Bachelor's degree in Business Administration from Wilfrid Laurier University in Waterloo, Ont. and an MBA from Simon Fraser University in Vancouver. B.C.

### Professional Expertise:

#### **Canada Jetlines, Director (2017 to Present)**

Jason has been responsible for more than \$800 million in capital raises in the aviation and transportation industries. His company, Headhaul Capital, has significant and on-going exposure to the private equity markets. He previously served on the board of directors of Helm Financial Corp, one of the largest private lessors of railcars and locomotives in the United States.

#### **Headhaul Capital Partners LLC, Founder and Managing Partner (2014 to Present)**

Jason is the Founder and Managing Partner of Headhaul Capital, a Colorado-based private equity investment firm that specializes in acquiring and building businesses in the transportation, logistics and distribution industries.

#### **United Maritime Group LLC, Executive Vice President, CFO, CCO (2010 to 2013)**

Jason held various executive positions at United Maritime Group LLC (UMG), a Jefferies Capital Partners LLC portfolio company. During his time at UMG, Jason led an operational transformation that significantly grew earnings and margins. He also executed the successful sale of UMG's three operating divisions to three separate, strategic buyers.

#### **Atlas Air Worldwide Holdings, Inc., Senior Vice President and CFO (2002 to 2010)**

Jason held progressively senior roles during his tenure with Atlas Air Worldwide Holdings, a cargo airline, passenger charter airline and aircraft lessor. As Senior Vice President and CFO, he led two successful capital raises totalling U\$475 million. Jason also played a key role in growing Atlas Air into a premier and highly profitable leader in the global air cargo industry. His role involved managing a group of 130 professionals in the United States, Asia and Europe. He also led a cost restructuring initiative that yielded more than \$100 million in annual savings.

#### **American Airlines, Manager, Financial Analysis (2000 to 2001)**

As Manager, Financial Analysis, Jason managed a group of analysts responsible for financial planning and strategic analytical support for senior management.

#### **Canadian Airlines International Director, Pension Investments (1997 to 1999)**

Jason began his career at Canadian Airlines, first as Manager, Financial Planning and Analysis and then as Director, Pension Investments. He was responsible for the management of one of the largest pension funds in Western Canada with over \$2 billion in pension assets, and the coordination and preparation of Canadian's \$3 billion annual operating budget as well as reporting and variance analysis.

## Saad Hammad, Independent Director

Saad Hammad is an accomplished senior executive with more than 30 years of business, executive and board experience across a variety of sectors, including nine years with low-cost airlines. He graduated from the University of Oxford with a Bachelor's degree in Politics, Philosophy and Economics and holds an MBA from INSEAD Business School in France.

### Professional Expertise:

#### **Canada Jetlines, Director (2017 to Present)**

Saad advises Jetlines using his more than three decades of board and management experience and a proven ability in creating value and building profitable businesses. He is also a member of the board of directors for Pegasus Airlines and has held board roles with Air Berlin and Optos Plc.

#### **Flybe PLC, CEO (2013 to 2016)**

Saad returned to the airline industry in 2013 as CEO of Flybe, the largest independent regional airline in Europe. He led a turnaround of the airline in 2016 that returned it to profit for the first time since the company's IPO.

#### **The Gores Group, Managing Director, Operations (2009 to 2013)**

In his role as Managing Director Operations, at The Gores Group, a private equity firm, Saad was responsible for leading operational due diligence efforts. Highlights include a successful company turnaround with enhanced profitability through operational transformation programs and globalization.

#### **easyJet PLC, Chief Commercial Officer (2005 to 2009)**

As CCO, Saad was responsible for all commercial operations across Europe, including £2.7 billion in sales with 181 aircraft flying 422 routes to 114 airports in 28 countries. He led a company turnaround that led to a doubling of revenue from £1.3 billion in 2005 to £2.7 billion in 2009.

#### **Tibbett & Britten PLC, Managing Director, Europe (2003 to 2005)**

As Managing Director, Europe, for logistics company Tibbett & Britten PLC, Saad drove the business turnaround across 16 European operations. His accomplishments during his tenure include growing revenue by 8% and operating profit by 26%, re-establishing relationships leading to strategic projects across Europe.

#### **Autocascade, Ltd., Co-Founder and CEO (2000 to 2003)**

As Co-Founder and CEO, Saad established Autocascade, a leading player in electronic remarketing of used cars in Europe. The company had annual transactions of approximately 25,000 vehicles, with a combined value of £136 million. Another highlight during his tenure at Autocascade included signing a major European manufacturer.

#### **The Minot Group, Marketing Director (1998 to 2000)**

As Marketing Director at this multi-national repair services company, Saad led business repositioning and company turnaround in 27 countries covering Europe, North America, Asia and Australasia.

#### **Vision Express Group Ltd., Executive Vice President (1997 to 1998)**

In his position as Executive Vice President at Vision Express Group, Saad led an international expansion that grew the company's footprint by 50% into to 13 countries through new store rollouts and M&A.



## Tony Lefebvre, Independent Director

Tony Lefebvre brings over 27 years of executive experience, including eight years with Spirit Airlines, a leading ultra-low-cost carrier based in the United States. A highly motivated professional with a progressive management career, Mr. Lefebvre is experienced in large-scale people and operational leadership roles with a proven success in general management, strategy, finance, complex operations, customer service and marketing. Adept at leading and implementing business change, resulting in improved efficiency, reduced cost, increased revenue and overall bottom line contribution. Tony holds a Bachelor of Science in Business Administration and Marketing from the University of Maryland.

### Professional Expertise:

#### **Canada Jetlines, Director (2018 to Present)**

Tony uses his 27 years of operational experience to advise the board on strategic matters pertaining to management, strategy, finance, complex operations, customer service and marketing.

#### **BBA Aviation, President & COO (2017 to Present)**

After completing the sale of BBA's ASIG asset, Tony remained with BBA and was given responsibility for the Signature Flight Support MRO business, BBA's joint venture holding in Gama and Signature's Aircraft Charter Management and in February 2018 added the Global Engine Service portfolio asset to his responsibilities at BBA.

#### **BBA Aviation, President & COO (2013 to 2016)**

Tony was responsible for ASIG's global business, providing flight support services to commercial airline customers, military, airports and other aviation related businesses. The ASIG portfolio business at BBA's, had a P&L of more than \$400M, after significant restructuring efforts taking the business from a marginal platform to a consistently profitable and sustainable business. In late 2016 Tony lead the team that sold the portfolio asset to a strategic buyer.

#### **Spirit Airlines, COO (2010 to 2013)**

Tony ran Spirit Airlines operating functions including: Flight Operations, Maintenance, Inflight, Airport Operations, Systems Operations Control, Safety and Security. He drove operating costs down and delivered a sustained sub 6 cent CASM while delivering peak aircraft utilization. Tony was part of the team that initiated and delivered Spirit's successful IPO.

#### **Spirit Airlines, Senior Vice President Airport Operations and SOC (2005 to 2010)**

Tony was responsible for the management of 51 airport operations in 23 countries and was a member of the executive management team that lead the transformation of Spirit Airlines from a Legacy type carrier to a Low-Cost Carrier, resulting in one of the most profitable airlines globally. Operating expenses were reduced 41% annually and airport operations were expanded by over 400% domestically and internationally.

#### **US Airways, Managing Director, Europe (2003 to 2005)**

Tony was responsible for leading US Airways European operations across 16 countries, covering sales and marketing, 28 airport operations, call center sales and customer support, finance and alliance management. He implemented the entry into service of the Airbus 330-300 widebody aircraft, leading to over 300% capacity growth in region, with increased revenue of over \$180M on significantly higher margin. Tony reduced labor costs by 21% and overall costs by 17% while improving performance 29% and successfully launched 14 new markets in the region.

#### **US Airways, Managing Director, Global Cargo (2000 to 2003)**

Tony covered 122 airport operations in 37 countries, sales and marketing, revenue management, financial planning, customer relations, postal affairs, reservations, contract services, training and compliance. He led restructuring resulting in a 31% performance improvement while lowering costs by 16% and increasing revenue 23%. He also identified, negotiated and implemented a wide-reaching marketing, handling and alliance agreement with Lufthansa Cargo which covered European cargo operations.

## **Réjean Bourque, Independent Director**

Réjean Bourque has more than 35 years of experience in managing large scale and innovative financing, risk and insurance transactions. He currently serves as Senior Vice President of Marsh Canada, a global leader in insurance broking and risk management. Réjean previously held executive positions with Bombardier in investor and government relations as well as corporate, aerospace and transportation financing. Réjean is a member of the board of Groupe DCM Inc. and served on the boards and executive committees of the Ste-Anne's Hospital Foundation and Fondation Madeli-Aide. He also served on the board of a subsidiary of GE Capital for six years. In 2007, he obtained the professional ICD.D designation from the Institute of Corporate Directors.

### **Professional Expertise:**

#### **Canada Jetlines, Director (2015 to Present)**

Réjean brings his expertise in the aerospace financing, investor relations, risk management and board governance experience, to the Canada Jetlines' board. He is also part of the board's commercial finance and nomination committees.

#### **Marsh Canada Ltd, Senior Vice President (2006 to Present)**

As a member of Marsh's management team in Montreal, Réjean has a leading role in managing risk in a number of key areas including global expert groups in financial products, infrastructure, PPPs, mining, construction, Lenders Insurance Advising and Financial Institutions.

#### **Bombardier Inc., Various roles (1998 to 2006)**

Réjean held a number of roles at Bombardier, including Vice President, Investor relations from 2002 to 2006; Director Financing, Treasury 1999 to 2002; Director, Structured Finance 1988 to 1999 and Government Relations 1988 to 2006.

#### **Export Development Canada, Export Financing Officer (1982 to 1998)**

Réjean worked as an export financing officer and business development officer at Export Development Canada.

#### **Corporate Financing, Various roles (1976 to 1998)**

Réjean worked on corporate and commercial financing with three financial institutions: Roynat, Commercial Credit and IAC.

## **Deborah Robinson, Independent Director**

Deborah Robinson has more than 25 years of experience as a human resources executive, working in dynamic, changing environments. She is the President of Bay Street HR, a company she founded in late 2001. Previously, Deborah was the Executive Director at CIBC World Markets and held senior HR positions at Fidelity Investments and American Express in Boston and New York City. She is a graduate of Rotman School of Corporate Governance, Institute of Corporate Directors, ICD.D, and Institute of Corporate Directors, Human Resources Committee Certification.

### **Professional Expertise:**

#### **Canada Jetlines, Director and Chair of Human Resources, Compensation and Governance Committee (July 2016 to Present)**

Deborah joined the board of Canada Jetlines, Canada's first ultra-low fare airline, in July 2016. She assisted in developing the board governance structure, introduced potential investors to the company and provided advice for the RTO to become a TSX-listed corporation.

#### **VIA Rail, Board Director and Member of Human Resources and Compensation Committee and Governance and Risk Committee (June 2014 to September 2017- three year term)**

VIA Rail Canada is an independent Crown Corporation, which operates the national passenger rail service on behalf of the Government of Canada.

#### **Dream Payments, Advisory Board Member (December 2014 to Present)**

Deborah is a member of the Dream Payments advisory board focusing on setting strategy and ensuring continued funding for their mid-stage global payments platform.

#### **Best Buddies, Director and Co-Chair of Best Buddies Charitable Foundation (2004 to Present)**

Best Buddies Canada is a national charitable organization dedicated to enhancing communities through one-to-one friendships between individuals with intellectual disabilities and students. In addition to serving on the Board, Deborah is the co-chair of the Best Buddies Foundation, setting investment strategy, monitoring performance and reporting to the Board.

#### **Frontline Technologies Inc., (now Frontline Broadband), Director, Chair of Human Resources Committee (2010 to Present)**

Deborah was on the board of Frontline a TSX listed company, formerly Belzberg Technologies, and was Chair of HR and Governance Committee. As of 2012, the company became private and she continues to be a member of the 5 person board.

#### **Bay Street HR, Founder and President (2001 to Present)**

Bay Street HR is a leading human resources service provider to small and mid-sized financial and professional services firms. Deborah founded the company in 2001 to deliver both day-to-day HR support and strategic HR consulting solutions that are designed to advance employee performance. Bay Street HR offers expertise in a full range of human resources services that impact employee performance.

## Zygimantas Surintas, Director

Mr. Zygimantas Surintas has over eight years of executive experience with commercial businesses in North America and Europe combined. Since June 2016, he has held the position of CEO and Director of SmartLynx.

As part of his leadership at SmartLynx, Mr. Surintas oversees the company performance and strategy to maintain its status as Europe's leading ACMI operator. Prior to joining SmartLynx, Mr. Surintas served as Chief Operating Officer for one of the fastest growing technology companies in Central Europe – UAB “Media Innovations”.

Mr. Surintas received a Bachelor of Law degree in 2013 from Mykolas Romeris University in Lithuania.

### **Professional Expertise:**

#### **Canada Jetlines, Director (2019 to Present)**

Mr. Zygimantas Surintas was appointed on January 21, 2019 as a Director at Canada Jetlines.

#### **SmartLynx Airlines Ltd., CEO & Board Member (2016 to Present)**

Mr. Zygimantas currently holds the position of CEO and Director of SmartLynx, a privately-owned charter and ACMI operator of Airbus 320 aircraft. Mr. Zygimantas is responsible for overseeing and ensuring the company's positive performance, including oversight of strategy and vision, capital allocation, building the culture, measuring performance, managing the accountability to stakeholders and shareholders, delegating tasks to management, and governing the organization.

#### **Lithuanian Basketball League, Chief Commercial Officer (2014 to Present)**

As the Chief Commercial Officer for the Lithuanian Basketball League, Mr. Zygimantas successfully implemented a business to business strategy and helped increase the available budget by 300%. Mr. Zygimantas also partook in the initiative to change league language to create a long-term strategy that helped establish positive relationships with all stakeholders.

#### **Mokipay Europe, Chief Sales Officer (2011 to 2012)**

During his tenure as the Chief Sales Officer, Mr. Zygimantas was responsible for setting the company's sales objectives, negotiating and signing contracts with clients, managing the sales department's overall efficiency, and keeping track of department achievements.

#### **EVP International, Chief Sales Officer (2010 to 2011)**

During his tenure as the Chief Sales Officer, Mr. Zygimantas was responsible for liaising with international partners and lead an investment project within the company.