

BIOGRAPHIES OF CANDIDATES - 2025 PENSION ADVISORY COUNCIL (PAC) ELECTION – REPRESENTATIVE FOR ALL ACTIVE PLAN MEMBERS

CHRISTOPHER JAMES ALAIN

I want to support the Canada Post pension plan and ensure that it remains financially self-sustaining and continues to support Canada Post employees both now and into their retirement. Completed a BBA and an MBA. I led a team of students to the MBA Games where we placed 2nd in the stock pickers challenge. Completed Canadian Securities Course and Professional Financial Planners Course. Worked at CIBC Bank and Mortgage Alliance, personal banker, High Value Account Manager and Mortgage Broker. Presently work as a Commercial Account Manager and also serve as the VP of Finance for the local Ottawa APOC branch.

JULIA ALVAREZ

I have been working for Canada Post for 10 years as an RSMC and love my job. My previous experience was 5Ton owner/operator and other small business administrative background. Have also participated in our local union meetings for the past 6 years since moving to Victoria, BC from Edmonton, AB. I believe my approachable nature and wide range of experience would make my contributions valuable.

BRIAN ANTHONY

I am a believer in lifelong learning. I have completed several community college night courses since starting my working career. I have a keen interest in investments. I have worked on my own and with professionals on my own investments. Through literature, online learning and business news channels I have accrued a good understanding of stocks, bonds, ETFs and corporate structures. I have been a CUPW member for 4 years. Serving as local Vice President for the last 6 months. I see joining the Canada Post Pension Advisory Council as an opportunity to serve the employees of Canada Post.

MOHAMED BANA

I was born and raised in Toronto. Happily married with 3 children. I have been employed with Canada Post Corporation for 5 years and look forward to continue working at Canada Post until I retire. I have been one of the financial managers of a private school for over 20 years and have knowledge of investment markets in Canada.

ROBERT STEVEN BASTIANON

BCOM/MBA University of Windsor circa 1984 & 1987. Investment Banker/Trader 1986-2018. Letter Carrier 2020-current. Extensive knowledge in Canadian Capital Markets with an expertise in Oil & Gas. Knowledgeable in finance and accounting with a basic understanding of pensions. I keep current with political and financial trends and issues. As a carrier late in life with experience as a carrier I can bring a fresh perspective to the table on many practical issues. I am 64 years of age, married with a son.

STACEY BEAUVAIS

I am celebrating 20yrs with Canada Post. In my time with the corporation I have been an RSMC, Letter Carrier and now a Supervisor in Collection and Delivery. As someone who is approaching my retirement I would like to have better knowledge with how our pension is handled. I believe in common sense and looking at all sides before making calculated decisions.

CHARLES BÉGIN

As Local Manager of the Fonds de Solidarité FTQ, I can assure you that very few candidates have as much experience as I do in explaining and discussing retirement savings with my colleagues. Since 2019, this role has allowed me to reach out to colleagues across the region to communicate the importance of RRSP retirement savings. I know how to articulate postal workers' priorities and interests when it comes to finance and the pension plan. Thank you for trusting me. - Charles Bégin, letter carrier since 2012.

ADRIAN BENJAMIN

I Adrian Benjamin am a graduate of Andrews University, Michigan, U.S.A. with a Master of Business Administration, and a Bachelor of Science Degree in Business Education with a minor in Communications. As an active member of my community, I volunteer as, an Ambassador with Ottawa Crime Prevention, a Director and vocalist with the Ottawa Police Chorus. For six years I served as a Director on the Board of The Ottawa Safety Council. I am employed with Canada Post since 2020 and currently occupy the position of Officer, Project Planning and Control (Real Estate).

ASHISH BHATNAGAR

My education is in philosophy & environmental management at the University of Toronto, and I am the author of *The Sky Has Landed*. I want to engage and help grow our system and our environment. I have done this by volunteering for Easter Seals at CIBC, Food, Kitchen, and other charities. I am also looking to spend my time helping children and the elderly. Aligning me to become a PAC member will further encourage me to help and grow and shine while helping our society.

SHELDON BOONE

I am an experienced people leader with a passion for leading transformational change. Skilled in Sales, Financial Services, Team Building, Field Operations, and Process Improvement, I have a strong Business background with a Bachelor of Business Administration and a diploma in Business Management (Accounting). My career began as a Financial Advisor at RBC including mutual fund sales as well as a Branch Compliance Officer supervising the trades of my peers. After my time as a Financial Advisor, I moved to Bell Canada where I led a team of dispatch employees as well as time in Project Management/Process Improvement.

RICHARD CADET

I am very interested in joining the CPE as a member so that I can help address the many challenges we face as plan members in retiring with dignity.

MINGYANG CHEN

I have a Bachelor of Business Administration and an LLQP license in insurance, specializing in financial planning and risk management. I've been with Canada Post for 9 years, working as an RSMC (CUPW) for 3 years (DB) and a Team Lead (APOC) for 6 years (DC). With experience in logistics, workforce management, and financial services, I understand the challenges employees face. I'm passionate about financial security and committed to advocating for fair and sustainable pension policies that work for everyone.

FRANCIS COMMISSO

Since joining Canada Post Corporation in 2011, I have navigated my career around gaining as much Collection & Delivery knowledge as possible. I have held my current role as Route Measurement Officer since 2015 and have excelled in many aspects of the creation of a Delivery Agent Route. Recently in 2022 I received the Sustainable Transportation

FRANCIS COMMISSO (CONTINUED)

Management diploma from Seneca College, enhancing my current roles knowledge. I portray many strengths including Communication, verbal or written, organization / planning and extremely detailed. I take great pride in offering guidance and sharing knowledge to all co-workers that are within my realm.

SEAN ELWOOD

Born and raised in Toronto. Worked as a Research Associated at the University of Guelph after attending graduate economics at the University of British

Columbia and hold a BSc.(UofG). Survived a broken marriage; single parent of two children, the elder grown with the younger starting university in September. Now a total of 24 years as a Letter Carrier at CanadaPost. Recently, I have taken up residence near my parents in order to support their aging with dignity. I am planning to retire at sixty and have put a good deal of research into the preparation.

STEPHEN GALE

My career with Canada Post started in 1999, as a letter carrier. I have represented CUPW members since 2005, in various roles and am currently the CUPW Regional Grievance Offer in the Pacific Region. I was a member of the CUPW National Negotiating Committee on three occasions: 2006-2007, 2015- 2016 & 2017 – 2020. My knowledge of defined benefit pension and defined contribution pension plans is very thorough, and I will continue to defend our defined benefit plan. I have facilitated the CUPW pension course on numerous occasions. I am currently an appointed CUPW alternate to the PAC.

ROXANNE HENDRICK

I am currently Postmaster in Thedford Post Office, managing five employees. I have worked for the post office for 6 years now. I have acted as President and Secretary of the Petrolia Figure Skating Club, also Secretary for Brain Injury Sarnia Lambton chapter. I have knowledge of pension plans and investments as a previous insurance agent. I would like to hold a position on the pension advisory council. To provide current knowledge critical, thinking, feedback, and an analysis to increase the confidence the decision maker who represents the company. Thanks for the consideration.

TRISTA ILER

I grew up in Calgary, Alberta. My partner Dan and I met in Saskatoon in 2009. In March 2011, I began my journey as a temporary employee, but after working at the plant for 8 years on part-time, I joined the MSC department full-time. Dan and I purchased our first home in Saskatoon in 2020. Since then, I have started organizing seminars for retirement information. Being a younger employee, I have realized that there are certain significant moments in life, and retirement is among them. My goal is to help individuals transition into retirement life with comfort and support.

FREDRICK KEARNAN

As a detail-oriented plan member under 30, I am eager to bring fresh perspectives to the Pension Advisory Council. I am the #1 resource for new employees at my installation. I take pride in serving as a trusted trainer and organizer, ensuring smooth onboarding and supporting new workers. I'm dedicated to doing my best, which makes me someone my peers can count on. With eligibility for my pension in 2056, I am motivated to contribute to decisions that secure a strong, sustainable future for all members, now and for generations to come.

TONY KEATS

Tony is a Postmaster in Dover NL, he has been employed with Canada Post for over 30 plus years. Tony was awarded the World Mayor Community Award for 2023, He is very active in community affairs and believes in positive change that fosters positive outcomes. Tony is educated in business administration and holds many certificates in professional development. Tony and his wife Donna have been married for 32 years this year, and have two grown children Tonie and Cole, and a most handsome grandchild, Norman who they love and adore dearly.

MANAN KHARBANDA

A seasoned Operations Manager with extensive experience in team leadership, process optimization, and compliance, currently serving as a Manual Operations Supervisor at Canada Post. With a strong background in managing HR processes, improving productivity, and ensuring workplace safety, I bring a results-oriented approach to organizational efficiency. My career spans logistics, retail management, and operations supervision, including leadership roles at Quikrete and Lowe's. Holding an MBA and a Bachelor of Commerce, I am committed to fostering

MANAN KHARBANDA (CONTINUED)

collaborative environments, managing risk, and implementing policies that align with strategic goals.

LARSON LAYCOCK

Education: JD, MBA, BA(hon); Current: Legal Counsel, Pension Investment. Commercial real estate lawyer since 2017. Previous: senior management professional in the financial services (investment funds, credit cards, insurance), food retail/grocery, and gaming industries.

NEIL MANDZIAK

I'm a firm physical GOLD advocate. It's a timeless pure wealth preservation element. This precious metal is the ultimate financial insurance instrument to battle inflation and defend future retirement purchasing power. Surging gold prices detect and reflect economic and financial uncertainty. Canadian 20 year performance is 694%. 1 year 50%. An amazing strategic asset hoarded ferociously worldwide. The definition of inflation in an old dictionary states "An increase in the amount of money in circulation resulting in a fall in its value and a rise in prices." Overprinting devalued our currency. Gold is a vital shield.

RENDEL PFEIL

I started my career with CPC in May 2010 as a Relief RSMC. I then owned a few RSMC routes at various depots in and around Winnipeg, MB until December 2017, when I took the opportunity to become an Acting Supervisor for C&D. I was offered a permanent Supervisor position in 2020 and currently I'm enjoying my position as a Wave Supervisor for C&D in the Downtown Depot in Winnipeg. I am married with two teenage children and I am a transman, so I am invested in ensuring that my Pension will be there when I need to retire.

STEVEN ROWE

Over the last 21 years I have worked as a Letter Carrier, Supervisor, Superintendent and a Service and Quality Officer. The pension plan is a critical part of my future and I would be honoured to represent you. I have a strong background in finance and currently am a licensed Mortgage Agent. In my past I worked for the credit bureau and have worked as a consultant in the financial investment industry. Your pension matters and I want to help protect it for us both.

OSCAR A. SANDOVAL

I'm a 34-year-old accountant with a bachelor's degree, happily married, and a proud parent of two children. With seven years of dedicated service at the corporation, I have demonstrated professionalism and a commitment to supporting colleagues. They served one term as a CUPW shop steward and health and safety representative, advocating for workers' rights and promoting a safe workplace environment. Passionate about financial security and fairness, I'm highly interested in representing members of the pension plan. My leadership skills, integrity, and dedication to the well-being of others makes me a trusted advocate.

ANISH SETHI

I am a dedicated and tech-savvy individual with a passion for reading and a commitment to staying informed about the latest gadgets and technological advancements. I believe in continuous learning and strive to update my knowledge regularly to stay ahead in my field. My dedication to excellence and my natural curiosity drive me to explore new ideas and share them with others. I am committed to leadership, always seeking to inspire and guide my team with integrity and vision. My blend of technical expertise and leadership skills allows me to make a positive impact in both professional and personal settings.

TAMARA ST GERMAIN

My name is Tamara St Germain. I am a proud employee of Canada Post, and bilingual. I'll be 25 years of service in July. I started as a Postal Clerk at the OMPP for 7 years. Then I moved to Retail and worked for 14 years as a counter clerk and lead hand, mostly at the Head Office (Ottawa). In March, I'll be 4 years working as a Reviewer Network (Finances team). I have been a part of the growth of the Crown Corporation and wish to represent you in being part of our future withing the PAC.

BRYDEN SUITS

Saving has always played a critical role to a relaxed financial life. From a young age, I have been taught to exercise my saving muscle for health and happiness. This has been extended in becoming a pension member of Canada Post. As an MMHE trainer, I have had the pleasure of meeting postal employees from across Southern Ontario. There is a common theme for all of them and that is their future. As a member of the PAC, I will uphold the financial

BRYDEN SUITS (CONTINUED)

safety and security of all Pension members past, present, and future.

VIPUL VERMA

Vipul Verma, Finance Manager at CPC and hold a CPA designation. Based in the GTA region, I am passionate about continuous learning and professional growth. My career spans experience in both plant and delivery operations, giving me a well-rounded perspective on business challenges. Most recently, I served as the finance lead on the Albert Jackson business case, where I managed cost targets, reporting, and navigation challenges during the rollout. I am particularly interested in pension planning and ensuring organization is prepared to meet the needs of tomorrow. I thrive on solving problems and driving meaningful impact in finance.

TRISTAN WELSBY

With extensive experience in supervision and operational management, I currently work as an Operations Supervisor at Canada Post. My role has enabled me to develop strong leadership, conflict resolution, team management, and process improvement skills. Passionate about collaboration and representing employees' interests, I am committed to ensuring transparent communication and advocating for the needs of all active members. My goal is to contribute actively to PAC discussions and ensure fair and informed decision-making for all members.

PHILL WILKINS

I am currently a Maintenance Superintendent at CMPP. My academic qualifications include a degree in Engineering and a MBA in Finance. As a dedicated and detail-driven professional, I have over four years experience in finance, investment management and retirement planning from working at one of Canada's top five banks. My expertise includes asset allocation, investment policy development and governance. I possess excellent communication and interpersonal skills, allowing me to collaborate with all stakeholders. I am passionate and committed to serving the best interest of our pension plan members towards ensuring the long-term sustainability and success of our pension plan.