

From: Francis Veilleux

Sent: September 4, 2024 1:16 PM

To:

Subject: BRA Controller Michelle Courtney Appointed President

Hello:

On behalf of the board of directors, it is my pleasure to share with you this exciting announcement.

For Your Information

Michelle Courtney, the Bluewater Recycling Association's Controller, has been appointed President, effective November 4, 2024.

"Michelle's appointment as President will ensure BRA continues its evolution as a highly effective service provider without losing any momentum. Her experience as BRA's Controller, will provide organizational continuity and allow for a seamless transition in executive leadership," said Dan Sageman, Chair of BRA's Board of Directors.

"I am honoured to be appointed BRA's next President and I am excited to lead a team of talented and committed colleagues. I look forward to working closely with staff, the members, and all our stakeholders as we enter a critical phase of Ontario's circular economy journey. This journey includes the ongoing transition of Ontario's iconic Blue Box Program, as well as delivery of high-quality solid waste management services for the member's waste diversion programs," said Mrs. Courtney, BRA's newly appointed President.

Mrs. Courtney joined BRA as Controller in 2016, joining the founding executive team and providing critical financial and strategic advice as the organization was growing and as BRA's automated collection program was being established. Mrs. Courtney has led the delivery of key projects to support the fulfilment of BRA's mandate.

Prior to joining BRA, Mrs. Courtney was a Chartered Professional Accountant with PTMG LLP in Exeter, where she developed policies to establish new regulatory authorities and implemented innovative regulatory compliance tools. Mrs. Courtney also spent half a decade in London practicing accounting with Ernst and Young. Mrs. Courtney holds a B.A. in business administration from Wilfrid Laurier University, and a CPA designation.

Mrs. Courtney replaces Francis Veilleux, BRA's current and founding President, who has served in that role over the past 35 years. Mr. Veilleux will remain in place until the appointment becomes effective to ensure a smooth transition in leadership. His role will then become more advisory in nature until the end of the year.

"I have been blessed with such a team of professionals serving the members of the Association" Veilleux said. "The experience has been most rewarding, and I am truly satisfied with our accomplishments together locally and in the industry. The Association's solid team combined with a great foundation makes it poised to pursue the many opportunities ahead. As such, I believe it is the perfect time for me to step aside and let a new leader chart the course ahead. While too young to say I'm retiring, I expect to shift to a more casual schedule and share my special skill set to help

others, where needed. Personally, I look specially look forward to refocussing my time with my family that has been most supportive all these years.”

The Bluewater Recycling Association was established in 1989 to promote, foster and apply the concept of environmentally conscious resource management within the membership, recognizing that municipal organizations are important contributors to the provision of environmental programs and services that better society's quality of life. It has promoted the reduction, reuse, recycling, and recovery of "waste" generated in Ontario educated and encouraged institutions, industries, businesses and individuals in the community to develop efficient methods of resource management.

Its 20 member municipalities in the counties of Huron, Perth, Lambton and Middlesex have won several awards for their waste diversion initiatives over the years. It employs over 80 employees, with a fleet of 43 trucks, and a state of the art material recovery facility based in Huron Park, Ontario.

Francis Veilleux | President

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