

# InterViews Online

provided by Mandrake

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## A Point of View Industry Review

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Mandrake

July 2008

Mandrake, one of Canada's foremost executive search firms, is pleased to provide you with our monthly online newsletter.

- Each issue focuses on human resource management strategies and issues facing today's modern organizations.
- Also included is an activity summary for Talent (executives on the move) and Corporations (stock quotes).
- InterViews Online is part of a coordinated, multi-tiered initiative that delivers on Mandrake's mission statement: *Causing Organizations and People to Fulfill their Purpose.*

### Marketing Hall of Legends Canada Joins ICA's Advertising Week

The committee of the Marketing Hall of Legends Canada is pleased to announce that we will be joining forces with ICA's first ever **Advertising Week**, taking place in January of 2009.

Stay tuned for more details and feel free to **contact us** to purchase tickets for the 2009 Marketing Hall of Legends Gala.

Our nominations for 2009 Legends have now closed and the judging session took place on June 20th, 2008. The committee would like to thank this year's members of the Marketing Hall of Legends Selection Panel for their contribution to this crucial part of the process.

### The 2009 Marketing Hall of Legends Selection Panel:

#### Chair, Judging:

**Dr. Alan Middleton**, Schulich School of Business

#### 2009 Judges:

**Danielle Bibas**, Procter & Gamble Inc.  
**John Boynton**, Rogers Wireless Inc.  
**Andrew Bruce**, Publicis Toronto  
**Claude Carrier**, BOS Publicité Toronto  
**Rosanna Cavallaro**, Centennial College  
**Laurene Cihosky**, Canada Post Corporation  
**Elizabeth Frank**, Nestlé  
**Maura Hanley**, Media Buying Services Ltd.  
**Kerry Harris**, Weber Shandwick Worldwide  
**Jane Hope**, TAXI Advertising & Design  
**Deirdre Horgan**, Indigo Books & Music Inc.  
**Andy Krupski**, The Hive  
**Geneviève LeBrun**, Trader Corporation  
**Elspeth Lynn**, Zig Inc.  
**Vineet Mehra**, Novartis Consumer Health  
**Andy O'Brien**, Cara Operations Limited  
**Michael Skea**, Independent Consultant  
**Laurie Sloan**, Government of Ontario  
**Randy Weyersberg**, Ignite Development Group

We would also like to thank the Canadian marketing community for nominating such an impressive number of people for this year's selections. Your process involvement continues to support both the Marketing Hall of Legends and its Legacy Initiatives. Our Builder and Mentor inductee will be announced in July in Globe and Mail. Tickets are now on sale for the 2009 gala celebration. Email [cosic@mandrake.ca](mailto:cosic@mandrake.ca) to reserve seats for our always sold out event.

The MHOL is made possible through its Premier Sponsors: The American Marketing Association Toronto Chapter, Mandrake, Rogers, The Globe and Mail, CTV, and Marketing Magazine. For more information on the MHOL visit [www.marketinghalloflegends.ca](http://www.marketinghalloflegends.ca)

## **Shanna Bainard and Keith Turner Are Back at Mandrake**

The partners and staff of Mandrake are pleased to announce that **Shanna Bainard** and **Keith Turner** have rejoined Mandrake as of March 2008

**Shanna Bainard** is rejoining Mandrake after a 2-year hiatus with Landmark Education where she was a transformational coach and program manager. She will continue to practice search and is now leading First Human Capital Management (**FirstHCM**). Shanna has 8 years of search experience and has built a thriving Life Sciences Practice.

Shanna has been featured as an industry expert in human capital on the Life Network and on Rogers Television.

Prior to her career in executive search, Shanna worked as an actress in musical theatre and performed the role of "Fantine" in "Les Miserables" at The Royal Alexandra Theatre and National Arts Centre.

**Keith Turner** has returned to Mandrake as Partner and Vice President.

Keith specializes in senior executive search, helping business leaders attract top talent to give their organizations a competitive advantage. During his 18 years in search, Keith has worked for a broad range of clients with a focus on consumer goods and services and retail. In business, the battle to hire the most experienced and capable senior executives has never been more fierce, and Keith continually exceeds his clients' expectations through persistence and tireless attention to detail.

In 1998, after nine years as marketing group practice leader at Mandrake, Keith founded Turner Recruitment Group. He believes passionately that companies that strive to support their employees' long-term career goals will ultimately be the most successful. Keith works collaboratively with his clients to help them become "career destinations" — companies sought after by the most talented candidates and admired by all for the respect they show their employees.

Keith earned a Bachelor of Commerce degree at the University of Toronto in 1982. Prior to entering the search profession, he worked for seven years in brand management at two leading packaged goods firms, Ralston Purina and Thomas J. Lipton. He now uses the experiences and learning he gained to help clients create successful strategies for attracting talent, building teams and positioning their organizations for long-term success.

## **Security Management and Background Checks: TSM Services Inc. Joins FirstHCM**

The Partners of *First Human Capital Management* are delighted to welcome *TSM Services Inc.*, Canada's security and background check organization to the FirstHCM family.

Why do companies invest in security? To protect assets and bolster the bottom line. That's why TSM is committed to helping clients secure their success. After all, loss from theft, liability or employee fraud directly impacts your bottom line.

Many Fortune 500 companies choose TSM as their security partner because only TSM is able to offer the top calibre security consulting that is crucial, customer focused, reliable, and offers them peace of mind.

What makes TSM an industry leader is what TSM calls The Total Advantage™, a unique business model that is tailored to clients' business and maximizes value by providing a single integrated source for all corporate security needs. Through thoughtful planning and partnerships, TSM are able to offer you a technologically advanced integrated solution that is both cost effective and extremely secure. Imagine what TSM can do for you. Please click [Click here](#) for detailed description of TSM services.

If you would like more information on how coaching can benefit your organization please contact Stéfan Danis at 416-922-5400 x240.

## **IESF Announced as "The Largest Retained Executive Search Firm in the World 2007"**

IESF (International Executive Search Federation) has attained the No. 1 ranking as the world's largest retained search organization for 2007, with a

grand total of 89 offices.

IESF, founded in 2002, is a federation of prominent executive search firms that combine local knowledge with the ability to provide a comprehensive global search capability to meet the needs of its clients worldwide.

Mandrake has been the exclusive Canadian Partner of IESF since 2005. We wholeheartedly congratulate our IESF global partners on this tremendous achievement.

**Click here** for the "Search-Consult" official announcement and **here** for the latest press release on Global Emerging Markets.

Visit us at [www.iesf.com](http://www.iesf.com)

#### **Is Your Job Getting You the Results you want?**

If you aren't getting the results you want from your job search efforts, isn't it time you spoke to the experts? Through a strategic partnership with DestinyME™, a career management firm, we have a high-value service offering to:

- help you create your career plan
- align your career objectives with your values
- present yourself powerfully on paper
- deliver a more powerful interview
- assist you in negotiating the right compensation.

To take action contact:

Lilia Kiriakou - [consultant@destinyme.ca](mailto:consultant@destinyme.ca) or call 416-972-6843

Visit our website at [www.destinyme.ca](http://www.destinyme.ca).

Visit **Interviewing for Talent** for more details.

If your e-mail software is not showing the full graphics of this newsletter, we encourage you to check it out on our website at [www.interviews-online.net](http://www.interviews-online.net).

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To unsubscribe from InterViews Online, please click on the link below **unsubscribe**.

### **A Point Of View**

Welcome to InterViews Online!

InterViews Online is a service provided by Mandrake to assist you in augmenting and developing your own strategies for success in today's modern workplace.

*A Point of View* will alternate between delivering an opinion on effective career management, and featuring a selection of articles we have chosen with relevant information.

We hope you enjoy this month's selection.

Sincerely,

Stéfan Danis  
CEO and Chief Talent Officer  
Mandrake  
[danis@mandrake.ca](mailto:danis@mandrake.ca)

Normand Lebeau, CRHA  
Vice-Président Exécutif/Directeur Général Montréal  
Mandrake Groupe Conseil (Montréal)  
[nlebeau@mandrake.ca](mailto:nlebeau@mandrake.ca)

#### **RECEIVE A JOB COUNTER-OFFER? DON'T TAKE IT**

by Hal Reiter (FORBES)

Accepting a counter-offer is usually career suicide. Watching your boss scramble to keep you may be a heady experience, but in exchange for that sweet moment, you'll have squandered your honor, a sacrifice that will haunt you for many years. Even more troubling, you may never know exactly when or to what extent your reputation has been sullied.

There's a good chance hiring executives might blacklist you from other employment opportunities. Aside from refusing to ever hire you again, executives have long memories and will bad mouth you any chance they get.

Click here for the complete article:  
[http://www.forbes.com/leadership/2008/06/28/counter-offer-employer-lead-careers-cx\\_hr\\_0630counteroffer.html](http://www.forbes.com/leadership/2008/06/28/counter-offer-employer-lead-careers-cx_hr_0630counteroffer.html)

### **CREATING A POSITIVE PROFESSIONAL IMAGE**

Q&A with: Laura Morgan Roberts (HARVARD BUSINESS SCHOOL)

There are plenty of books telling you how to "dress for success" and control your body language. But keeping on top of your personal traits is only part of the story of managing your professional image.

You also belong to a social identity group—African American male, working mother—that brings its own stereotyping from the people you work with, especially in today's diverse workplaces. You can put on a suit and cut your hair to improve your appearance, but how do you manage something like skin color?

Click here for the complete article:  
<http://hbswk.hbs.edu/item/4860.html>.

### **HR STRATEGIES THAT CAN TAKE THE STING OUT OF DOWNSIZING-RELATED LAYOFFS**

by Franco Gandolfi (IVEY BUSINESS JOURNAL)

During an economic downturn a firm must carefully consider its options and assess the feasibility and applicability of cost-reduction alternatives before deciding on layoffs. While a considerable number of research articles that discuss alternatives to downsizing have been published, there is no conceptual understanding of downsizing-related layoffs as they relate to the actual cost-reduction stages of a firm.

The purpose of this article is to present a methodology that enables firms to minimize, defer, or even avoid the adoption of downsizing-related layoffs. In order to do this, the research presents and discusses the framework of cost-reduction stages of a firm coupled with creative modern-day human resource (HR) practices that firms typically adopt.

Click here for the complete article:  
[http://www.iveybusinessjournal.com/article.asp?intArticle\\_ID=768](http://www.iveybusinessjournal.com/article.asp?intArticle_ID=768).

We welcome your feedback on these articles. Please e-mail us at [enewsletter@mandrake.ca](mailto:enewsletter@mandrake.ca).

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Industry Review

A wrap-up of stock activity and major appointments, organized by industry.

T (Toronto Stock Exchange), M (Montreal SE), N (New York SE), Q (NASDAQ), V (Vancouver SE), A (Alberta SE), L (London SE)

## **COMMUNICATIONS**

*Courtesy of Mandrake*

### **Appointment**

- Randy Allan promoted to Director of Strategic Services at McMillan (Ottawa, ON)
- John Collins promoted to Director of Writing Services at McMillan (Ottawa, ON)
- Gerald Flach to Endeavour as Co-Creative Director
- John Fournieux to Cossette Communications Group as Managing Director of Identica
- Moira Gilderson promoted to Vice President at Carat Canada
- Kevin Johnson promoted to Vice President at Carat Canada
- Jed Kahane to CTV Montreal as Director of News and Public Affairs
- Lisa Lewis to The Collective as Director of Strategic Planning
- Claire Meridew to MacLaren MRM as Group Creative Director
- Zak Mroueh to Zulu Alpha Kilo as President, Creative Director
- Shane Ricketts to Artemis PR & Design as Art Director (Victoria, BC)
- Geoff Seigel to The Collective as Director of Integrated Marketing
- Steve Shock promoted to Director Interactive Services at McMillan (Ottawa, ON)
- Alison Sigmon to Double Dare Studios as Director/Head of Learning Design
- Bruce Sinclair to Rethink as Group Creative Director (Vancouver, BC)
- Steven St-Pierre to LXB Communications-Marketing as Director of Interactive Media (Montreal, PQ)
- Rob Sweetman promoted to Group Creative Director at Rethink (Vancouver, BC)

- Rob Tarry promoted to Group Creative Director at Rethink (Vancouver, BC)
- Salima Valji to Edelman Toronto as Vice President of Edelman Digital Canada
- Jane Wilcox promoted to President at Xposure PR
- Michael Wilson to Dashboard as Co-Associate Creative Director
- Marcel Barthe to Cossette Communications Group as Vice President of Corporate Strategy

## Stock activity

*Courtesy of Mandrake*

	Latest Price \$	YTD High \$	YTD Low \$	Symbol
<b>Company</b>				
Cossette Communication Group	6.7	13.5	5.11	KOS-T
Envoy Capital Group	2.6	3.61	2	ECG-T
Interpublic Group of Cos.	8.3	11.85	7.22	IPG-N (US\$)
MDC Partners	6.86	11.64	6.5	MDZ.A-T
Omnicom Group	42.83	55.45	40.87	OMC-N (US\$)
Pareto Corp.	0.76	1.3	0.6	PTO-T
WPP Group	45.98	76.53	45.538	WPPGY-Q (US\$)

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Visit us on the web at [www.mandrake.ca](http://www.mandrake.ca) for more **appointments** and further information about Mandrake!

**Email Us** and let us know what you think about our wrap up of stocks and appointments in the Communications industry!

## **CONSUMER GOODS**

*Courtesy of Mandrake*

### Appointments

- Scott Cooper to Molson as Vice President, Brand Marketing
- Thomas Gunter to ConAgra as President
- David Johnston to Pinnacle Foods as Vice President
- Debra Kelly-Ennis promoted to President at Diageo Canada
- Jon Potter promoted to Chief Marketing Officer at Diageo Canada

## Stock activity

*Courtesy of Mandrake*

	Latest Price \$	YTD High \$	YTD Low \$	Symbol
<b>Company</b>				
Anheuser Busch	61.67	62.99	45.55	BUD-N (US\$)
Campbell Soup	34.68	39.6	30.19	CPB-N (US\$)
Coca-Cola	51.48	65.59	50.87	KO-N (US\$)
Colgate Palmolive	70.35	81.98	63.75	CL-N (US\$)
Corby Distilleries	17.85	27	16.1	CDLA-T
General Mills	60.75	63.91	51	GIS-N (US\$)
George Weston Ltd.	47.1	81.88	43.43	WN-T
Heinz	47.47	50.86	41.37	HNZ-N (US\$)
Johnson & Johnson	65.12	68.85	59.72	JNJ-N (US\$)
Kellogg	48.8	56.89	46.25	K-N (US\$)
Molson Coors Canada	54.9	60.32	42.895	TPX.B-T
Nike	58.52	70.6	51.5	NKE-N (US\$)
Pepsico Inc.	66.77	79.79	63.28	PEP-N (US\$)
Procter & Gamble	63.67	75.18	60.05	PG-N (US\$)
Revlon	0.81	1.38	0.75	REV-N (US\$)
Saputo Inc.	27.19	32.99	21.925	SAP-T
Unilever PLC	28.15	38.25	27.71	UL-N (US\$)

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**Email Us** and let us know what you think about our wrap up of stocks and appointments in the Consumer Goods industry!

## FINANCIAL SERVICES

*Courtesy of Mandrake*

### Appointments

- William Butt promoted to Executive Managing Director and Head of Global Investment and Corporate Banking at BMO Capital Markets
- Chris Buzzell to GMP Private Client as Director, Private Client and Senior Investment Advisor
- Patrick Cronin promoted to Executive Managing Director and Head of Financial Products, Debt Products and Securitization at BMO Capital Markets
- Cameron Deller promoted to Senior Research Analyst at Sentry Select Capital Corp.
- Brian Ginsler to Gluskin Sheff + Associates Inc. as Vice President, Corporate Development
- Carol Gray to Equifax Canada Inc. as President
- Christopher Makuch to Georgeson Inc. as Vice President, Sales
- John Marotta to Bentall Capital as Senior Vice President
- Sandy McIntyre promoted to Chief Investment Officer, Senior Vice President and Senior Portfolio Manager at Sentry Select Capital Corp.
- Carmel McKenna promoted to Vice President at Caldwell Securities
- Michael Mezei to Mawer Investment Management Ltd. As President
- Mike Miller promoted to Executive Managing Director and Head, Equity Products at BMO Capital Markets
- Peter Myers promoted to Executive Managing Director and Head of Investment & Corporate Banking Coverage at BMO Capital Markets
- Jennifer Radman promoted to Vice President at Caldwell Investment Management
- David Rounthwaite to Georgeson Inc. as Managing Director and General Counsel
- Luke Seabrook promoted to Executive Managing Director and Head of Financial Products at BMO Capital Markets
- Roy Shanks to Georgeson Inc. as President and Chief Operating Officer
- Martin Sims promoted to Executive Vice President and National Director at HSBC Securities (Canada) Inc.
- Tim Stinson to Gluskin Sheff + Associates Inc. as Vice President, Risk Management
- Benita Warmbold to CPP Investment Board as Senior Vice President and Chief Operations Officer
- Samir Zabaneh to Moneris Solutions as Chief Financial Officer

## Stock activity

*Courtesy of Mandrake*

	Latest Price \$	YTD High \$	YTD Low \$	Symbol
<b>Company</b>				
AIC Diversified Canada Split	27.06	34.49	24.51	ADC-T
American Express	40.24	65.89	37.61	AXP-N (US\$)
Bank of Montreal	43.68	70.53	38	BMO-T
Bank of Nova Scotia	46.87	53.5	42	BNS-T
CI Financial Income Fund	21.46	29.43	19.2	CIX.UN-T
CIBC	57.32	103.64	55.1	CM-T
IGM Financial	41.21	55.48	40.11	IGM-T
Manulife Financial	34.85	46.93	33.44	MFC-N (US\$)
Merrill Lynch	33.13	91.36	32	MLC-T
National Bank of Canada	49.97	63.23	43.6	NA-T
Royal Bank of Canada	45.5	58.45	42.82	RY-T
Sun Life Financial Inc.	41.46	59.36	40.24	SLF-N (US\$)
TD Bank	63.65	77.1	58.57	TD-T

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**Email Us** and let us know what you think about our wrap up of stocks and appointments in the Financial Services industry!

## **INTERNET SERVICES**

*Courtesy of Mandrake*

### Appointments

- Alexandra Aleskovsky to Kaboose Inc. as General Manager and Senior Vice President, Online Media Properties
- Stephen Evans to Canoe.ca as Chief Technology Officer
- Wade Hynes to Canoe.ca as General Manager of Sun Media Interactive Services
- Marie-Claude Massie to Canoe.ca as General Manager of Portals
- Patrick Tapp to Canoe.ca as Director of Strategic Alliances and Online advertising site Klix

## Stock activity

*Courtesy of Mandrake*

	Latest Price \$	YTD High \$	YTD Low \$	Symbol
<b>Company</b>				
Amazon.com	72	101.09	61.2	AMZN-Q (US\$)
eBay	26.8	40.73	25.1	EBAY-Q (US\$)
Entrust	2.63	4.02	1.65	ENTU-Q (US\$)
ETrade Financial	3.23	23.63	2.08	ETFC-Q (US\$)
Expedia	17.49	35.28	17.38	EXPE-Q (US\$)
IAC/InterActiveCorp.	18.08	34.85	18.01	IACI-Q (US\$)
Intuit Inc.	27.79	33.1	25.08	INTU-Q (US\$)
Novell	5.9	8.1	5.29	NOVL-Q (US\$)
priceline.com	106.74	144.34	59.5	PCLN-Q (US\$)
Red Hat	21.04	24.84	16.53	RHT-N (US\$)
Yahoo!	21.35	34.08	18.58	YHOO-Q (US\$)

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## MEDIA

*Courtesy of Mandrake*

### Appointments

- Al Kingdon promoted to Vice President National Sales and Marketing at MZ Media Inc.
- Graham Moysey to Canwest Publishing as Senior Vice President and General Manager of Digital Media
- Troy Reeb to Canwest Broadcasting as Senior Vice President of News and Current Affairs
- Caroline Soucy to Teletoon Canada as Interactive Director
- Domenic Vannelli to CTV-Rogers Olympic as Executive Producer for French language coverage
- Victoria Wisdom promoted to Vice President Sales and Marketing, Zoomer Magazine at MZ Media Inc.

### Stock activity

*Courtesy of Mandrake*

	Latest Price \$	YTD High \$	YTD Low \$	Symbol
<b>Company</b>				
Astral Media	31.49	46.95	30.2	ACM.A-T
CanWest Global Communications	2.32	9.8	2.41	CGS.A-T
Corus Entertainment	17.92	27.12	16.95	CJR.B-T
Magna Entertainment (D)	0.4	3.34	0.275	MEC.A-T
Rogers Communications	43.7	59.97	36.91	RCL.A-T
Shaw Communications	21.14	28.74	17	SJR.B-T
Time Warner Inc.	14.69	21.5	13.65	TWX-N (US\$)
Torstar Corp.	12.08	22.6	11.39	TS.B-T
Transcontinental Inc.	15.86	22.22	13.9	TCL.A-T
TVA Group	14.84	18.4	13.15	TVA.B-T



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## HEALTHCARE

*Courtesy of Mandrake*

### Appointments

- Jocelyne Boucher to l'Hospital du Sacré-Coeur de Montreal as Deputy Director General (Montreal, PQ)
- Michelle DiEmanuele to Credit Valley Hospital as President and Chief Executive Officer
- Kevin Empey to Lakeridge Health Network as Chief Executive Officer (Oshawa, ON)
- Steve Hall to Cancer Care Ontario as Chief Technology Officer
- Katrina Kilroy to Association of Ontario Midwives as President
- Pamela Marshall to The Scarborough Hospital as Director, Patient Relations
- Dr. Kevin Smith to St. Joseph's Healthcare as President and Chief Executive Officer (Hamilton, ON)
- Phillip Wells to DiagnoCure as Vice President of Marketing and National Sales (Quebec City, PQ)

### Stock activity

*Courtesy of Mandrake*

	Latest Price \$	YTD High \$	YTD Low \$	Symbol
<b>Company</b>				
Abbott Labs	54.75	61.09	49.58	ABT-N (US\$)
Astrazeneca PLC	45.8	56.6	35.03	AZN-N (US\$)
Biovail	10.23	27.68	9.64	BVF-T
Bristol Myers Squibb	20.78	32.35	19.43	BMY-N (US\$)
Eli Lilly & Co.	46.98	59.82	45.36	LLY-N (US\$)
GlaxoSmithKline PLC	46.77	54.64	40.51	GSK-N (US\$)
Merck & Company	38.45	61.62	34.49	MRK-N (US\$)
Novartis AG	56.51	59.17	46.19	NVS-N (US\$)
Novo-Nordisk	63.5	73.73	50.255	NVO-N (US\$)
Pfizer	17.75	26.15	17.12	PFE-N (US\$)

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## RETAIL

*Courtesy of Mandrake*

### Appointments

- Elizabeth Margles promoted to Vice President Marketing, President's Choice and Joe Fresh Style brands at Loblaw Companies Limited.

### Stock activity

*Courtesy of Mandrake*

	Latest Price \$	YTD High \$	YTD Low \$	Symbol
<b>Company</b>				
Alimentation Couche-Tard	12.8	22.98	12.75	ATD.A-T
Best Buy	39.59	53.9	38.684	BBY-N (US\$)
Canadian Tire Corporation	67.01	101.5	67.1	CTC-T
Danier Leather	6.1	10.75	6.1	DL-T
Forzani Group	14.37	24.24	13.61	FGL-T
Home Depot	22.54	41.01	22.35	HD-N (US\$)
Indigo Books & Music	14.5	17	11.53	IDG-T
Jean Coutu Group (PJC)	8.35	16.5	7.67	PJC.A-T
Le Chateau	13	17.87	11.05	CTU.A-T
McDonald's Corp.	57.19	63.694	46.64	MCD-N (US\$)
Metro Inc.	24.73	39.49	21	MRU.A-T
Reitmans (Canada)	14.22	26	14	RET-T
Sears Canada	24.48	33	17.51	SCC-T
Shoppers Drug Mart	54.99	58.23	46.63	SC-T
Staples Inc.	23.34	25.85	19.69	SPLS-Q (US\$)
Wal-Mart	56.6	59.95	42.09	WMT-N (US\$)

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**Email Us** and let us know what you think about our wrap up of stocks and appointments in the Retail industry!

## TECHNOLOGY

*Courtesy of Mandrake*

### Appointments

- Christina Cleary to DMTI Spatial as Vice President Marketing  
- Carl Farrell to SAS as Senior Vice President, SAS Americas  
- Kelly McCarten to Bell Mobility & BDI as Director, Marketing Communications  
- Keith Moss to Sonepar Canada as President and Chief Executive Officer

### Stock activity

*Courtesy of Mandrake*

	Latest Price \$	YTD High \$	YTD Low \$	Symbol
3Com Corp.	1.93	5.11	1.76	COMS-Q (US\$)
Apple	170.12	202.96	111.62	AAPL-Q (US\$)
Dell Inc.	22.81	30.77	18.13	DELL-Q (US\$)
Hewlett-Packard Co.	43.44	53.48	40	HPQ-N (US\$)
IBM	119.54	129.99	97.04	IBM-N (US\$)
Ingram Micro	17.1	22.05	14.86	IM-N (US\$)
Intel	20.66	27.99	18.05	INTC-Q (US\$)
JDS Uniphase	10.99	16.05	9.49	JDSU-Q (US\$)
Microsoft	25.98	37.5	25.6	MSFT-Q (US\$)
Open Text	32.53	39.01	18.65	OTC-T
Oracle Corp.	20.73	23.57	18.18	ORCL-Q (US\$)
Q9 Networks Inc.	11.1	16.5	8.5	Q-T
QLogic	14.17	17.97	11.46	QLGC-Q (US\$)
SAP AG	52.04	59.86	43	SAP-N (US\$)
Sun Microsystems	10.63	25.04	10.49	JAVA-Q (US\$)
Xerox Corp.	13.48	20.18	12.3	XRX-N (US\$)

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## HUMAN RESOURCES

*Courtesy of Mandrake*

### Appointments

- Sophie Fortin to The Standard Life Assurance Company of Canada as Senior Vice President, Human Resources and Corporate Service

### Stock activity

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### Appointments

- Dr. Ken Arnold to Ontario Medical Association as President
- The Hon. James Bartleman to the Ontario College of Art & Design as Chancellor
- Gerald Butts to World Wildlife Fund Canada as President and Chief Executive Officer
- Dr. John Challis to Michael Smith Foundation for Health Research as President and Chief Executive Officer
- Dr. Vivek Goel to Ontario Agency for Health Protection and Promotion as President and Chief Executive Officer
- Dezső Horváth to York University as Dean of the Schulich School of Business
- Judith John to the Hospital for Sick Children as Vice President of Communications and Public Affairs
- Aviva Klein to the Toronto Board of Trade as Director of Marketing
- Hon. Roy McMurtry to York University as Chancellor

- Warren Meek to Canadian Pharmacists Association as President
- Brandon Milner to SickKids Foundation as Director, Digital Marketing
- Patrick Monahan to York University as Dean of Osgoode Hall Law School
- Dr. Michael Owen to Ontario College of Art & Design as Vice President, Research and Graduate Studies
- Alice Pitt to York University as Dean of the Faculty of Education
- Dr. Simon Racine to University Institute in Mental Health as Director General (Beauport, PQ)
- Barbara Rahder to York University as Dean of the Faculty of Environmental Studies
- Barbara Sellers-Young to York University as Dean of the Faculty of Fine Arts

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