



DATE: May 28, 2020

TO: Depot Network

FROM: Blaire Charlton-Gaalaas, President

RE: BCMB Staffing Changes

On April 1, 2020, I was appointed President of the BCMB by the Board of Directors, replacing Jeff Linton who held the position for more than four years. I am excited and humbled by the opportunity to lead this organization. While I started in my new role in the midst of the COVID-19 pandemic, I am confident the beverage container recycling industry in Alberta will continue to find ways to be successful and to be an example for other jurisdictions in Canada and North America.

The past few months have presented many challenges for our organization and the entire industry. Those challenges have emphasized the importance of having strong leadership and structures in place that allow the BCMB to adapt and operate with flexibility, efficiency and innovation.

To achieve this, we have restructured our management team and reporting relationships to ensure we further enhance our regulatory role and strengthen our partnerships and communication with depots and all stakeholders. Our new senior leadership team has been built to focus on system viability, innovation, operational strategy, program development and compliance activities.

Following are the key staffing changes:

1. **Brent Campbell** – Brent is now the **Director of Operational Strategy & Projects** (formerly Manager, Quality Assurance). He has been with BCMB since 2008, working in compliance and operations. In his new role, Brent will focus on operational strategy related to systemic risks, projects, innovations, viability and operational enhancements. These areas are closely related to his previous work involving industry agreements, bylaws and policies.
 - **Stara Morning** is now an **Administrator** who reports directly to Brent.
2. **Mark Emsden** – Mark moves from his previous position as Senior Investigator to **Manager of Compliance and Investigations**. This position includes the roles of Complaints Director and Privacy Officer. Mark joined the BCMB in October 2019 and his professional background includes experience in regulations, policy, investigations and hearings.
 - **Michelle Winmill** has moved into a new role as **Investigator and Compliance Officer**, and **Ashley Banks** has added analytics to her Compliance officer profile. All Compliance Officers will report to Mark.
3. **Roxanne Mah** - Roxanne began her role as **Director of Finance** in March of this year. She is an experienced leader with a background in business, finance, analytics, IT and programs. In addition to Finance, Roxanne will also oversee IT (for industry projects) and registrations.
 - **Alyson Klatt** is now **Manager of Analytics**, reporting to Roxanne. She will report on system, financial and compliance related analytics and maintain oversight of the QMS system, CSA/CSP evaluations and surveys.





- **Jenn Budd** has taken on the role of **Registrations Supervisor** managing registrations, refund compliance and UCA compliance.

Contact information for the senior leadership team listed above and their staff can be found on [our website](#).

I would like to personally take this opportunity to again thank all depot owners and staff for your ongoing and tremendous efforts to keep customers and yourselves healthy and safe during the COVID-19 pandemic. The BCMB will continue to do everything possible to support depots. If you have any questions or concerns, please do not hesitate to contact us.

Blaire Charlton-Gaalaas
President

