

# WADE LESLIE



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Seasoned Executive and Board Member with comprehensive experience in strategic leadership, corporate governance, and stakeholder relations within the logistics and heavy industries. Adept at driving business transformation, building partnerships, managing \$500M+ capital projects, and delivering revenue growth. Expertise in fostering social license and spearheading safety and environmental excellence. Demonstrated proficiency in directing operations exceeding \$200M in annual revenue.

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## CORE COMPETENCIES

- Corporate Governance and Strategy
- Capital Project Management
- Stakeholder & Government Relations
- Labor Union Negotiation
- Safety & Environmental Excellence
- Business Transformation & Growth

## CAREER EXPERIENCE

### SULTRAN LTD. & PACIFIC COAST TERMINALS CO. LTD.

*Sultran Ltd. (Calgary) – Provides full logistics services to the Sulphur industry within Canada. Pacific Coast Terminals CO. Ltd. - One of the most automated multi-product deep-sea bulk terminals in the World, handling 7 million tonnes of bulk commodities, including sulphur, Canola oil, potash, and ethylene glycol.*

*The company annually handles export products for its customers valued up to \$3 billion. Shareholders are most major energy firms that operate in Canada. Board positions include senior executives from Shell, Husky, Exxon/Imperial, Chevron, CNOCC, Repsol, Paramount, and Suncor.*

#### **President and Chief Executive Officer (2018 – Present)**

- Crafted and implemented strategic growth initiatives leading to a threefold increase in the company's capacity and operations, backed by robust capital expansion plans and community integration.
- Advocated for and secured innovative government-funded infrastructure projects, fostering cooperation among diverse stakeholders and promoting the company's strategic vision.
- Oversaw a significant cultural shift toward safety and environmental stewardship, spearheading initiatives that led to industry-wide recognition for safety benchmarks and zero Lost Time Accidents (LTA) over an 8-year span.
- Elevated shareholder satisfaction through focus on operating performance and quality, leading to stronger investor relationships and increased company valuation.

#### **Vice-President and General Manager (2012 - 2018)**

- Directed \$100M business operations and ensured optimal performance of the terminal as an executive board member.

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- Orchestrated strategic plans to guide the company through a downturn, leading to more efficient operations, improved communication, and revised internal work methods.
  - Supervised technical and construction functions for business development projects totaling over \$300M, successfully meeting budget and timeline targets.
  - Played a key role in establishing social license and maintaining positive relationships with external stakeholders, including regulatory bodies, the local community, and industry partners.

**Manager, Operations (2005 - 2012)**

- Managed overall operations relating to bulk solids and liquids with an annual operating and capital budget exceeding \$30M.
- Successfully spearheaded procedural changes and restructured unionized labour force resulting in reduced labour and operating costs by over 40%, setting new company productivity benchmarks.
- Represented waterfront employers on BCMEA labour relations and collective bargaining negotiating committees, effectively advocating for favourable terms and conditions.
- Actively served on city council committees and industry working groups, increasing corporate exposure, fostering environmental awareness, and earning community goodwill.

**Assistant Manager, Engineering and Maintenance (1999 - 2005)**

- Assisted in managing the terminal's maintenance activities, coordinating a labor contingent and contractors for routine maintenance, shutdowns, and capital projects.
- Developed and executed strategies for preventive maintenance, extending the life cycle of equipment and reducing downtime, thereby contributing to the overall operational efficiency and profitability.

**BURROWS LUMBER INC.****Commodity Trader (1997 - 1999)**

- Skillfully traded lumber in mass quantities, leveraging spread strategies to generate significant profits and effectively hedged positions on the Chicago Mercantile Exchange to minimize risk exposure.
- Utilized comprehensive market research and analysis to anticipate price movements, contributing to improved trading strategies and increased profit margins.
- Built and maintained relationships with clients and suppliers, effectively negotiating contracts that maximized profitability and ensured supply continuity.

**BOARD EXPERIENCE**

- Served in various capacities on multiple boards, contributing strategic insights and financial acumen, coupled with extensive industry experience to drive organizational success.
- Advocated for and implemented best corporate governance practices, ensuring alignment with organizational goals and compliance with relevant regulations.
- Provided fiscal oversight and strategic guidance as a member of several audit committees, contributing to financial sustainability and integrity.
- As a Governance Committee member, played a pivotal role in developing policies and procedures, shaping organizational structure, and ensuring ethical standards were upheld.
- Led strategic initiatives as Chair of Pets and Friends Therapy, achieving significant milestones and advancing the organization's mission.
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<b>British Columbia Marine Terminal Operators Association (BCMOTA)</b> <ul style="list-style-type: none"><li>• Audit Committee</li></ul>	2022 – present
<b>Western Transportation Advisory Council (WETSAC)</b> <ul style="list-style-type: none"><li>• Executive and Audit Committees</li></ul>	2019 - present
<b>British Columbia Marine Employers Association (BCMEA)</b>	2018 - present
<b>Crossroads Hospice Society</b> <ul style="list-style-type: none"><li>• Governance Committee</li></ul>	2017 - present
<b>The Sulphur Institute (TSI)</b> <ul style="list-style-type: none"><li>• Executive Committee</li></ul>	2017 - present
<b>Port Moody Heritage Society</b>	2013 - 2018
<b>Pets and Friends Therapy</b>	2006 - 2013
<b>North Winnipeg Kings Lacrosse Club</b>	1996 - 1999

### **EDUCATION**

**ICD.D** - Directors Certification Program - Rotman School of Management, University of Toronto and the Haskayne School of Business, University of Calgary 2017

**CPA, CMA** - Chartered Professional Accountant - CPA Canada, 2006

**MBA** - Executive Master of Business Administration, Simon Fraser University, 2005

**Bcomm.(Hons)** - Bachelor of Commerce (Honours), Major: Finance, Asper School of Business, University of Manitoba, 1997

**Canadians Securities Course (CSC)**, Canadian Securities Institute, 1996