



AUTOMOTIVE INDUSTRIES ASSOCIATION OF CANADA

NEW BOARD MEMBERS • AGM 2020



Steve Leal • *President & CEO • Fix Network*

Steve Leal is the president & CEO of Fix Network, the global automotive aftermarket network with more than 2,000 points of service around the world.

Mr. Leal is recognized in the industry for his strategic business approach and extensive automotive experience. Under his leadership, Fix Network is transforming the aftermarket franchise business, aligning global operations with lean, customer-focused processes that deliver greater efficiencies for operators and insurance partners, while consistently surpassing customer expectations.

Mr. Leal first joined Fix Network as a franchisee and owner of Fix Auto Cambridge (Ontario) in 2004. Between 2008 and 2009, he was granted the Area Developer rights for Ontario, the Atlantic provinces and Alberta. In 2011, he was appointed chief operating officer of Fix Auto Canada, responsible for overseeing operational processes of the Fix Auto concept.

In 2013, Mr. Leal orchestrated a buyout to become the largest shareholder of Fix Auto Canada, setting the course for a period of rapid growth and expansion over the next five years. In 2014, he purchased rights to the Fix Auto brand worldwide and, one year later, took majority control of both Fix Auto Canada and the global master franchisor for Fix Auto World (Mondofix). At the same time, he brought in the Caisse de Dépôt et Placement du Québec, one of North America's largest institutional investors, as a minority stakeholder in the business.

Since 2016, Mr. Leal has acquired the Canadian rights to Speedy Auto Service and Minute Muffler & Brake, as well as the Canadian and global rights to NOVUS Glass and Quebec-based ProColor Collision. The addition of these industry brands to the Fix Network has resulted in creating one of the largest automotive aftermarket groups in the world.



Bruno Leclair, P.Eng. • *President and CEO • Unimax/Point S Canada, Stox Distribution*

With 35 years of success working in private, family owned, and public companies, Bruno Leclair has acquired solid experience in markets and operations in North America, Europe, the United Kingdom, and Asia.

In the last nine years as president and CEO, Bruno led a complete turnaround of Unimax / Point S Canada. Also a driving force in the creation of Stox Distribution, he currently presides over both companies. He is recognised for being a decision maker with an excellent vision for the future. Under Bruno's leadership,

Unimax / Point S Canada has brought together over 850 independent tire dealers under different banners in Canada.

Born and raised in Quebec, he is fully bilingual and holds a bachelor's degree in mechanical engineering. Bruno also completed the university certification in corporate governance program at the Collège des Administrateurs de Sociétés. His leadership style is characterized by an entrepreneurial spirit and great mobilizing skills.



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Shannon Spano • *Vice President, Sales • Wakefield Canada*

Shannon Spano currently leads the national sales and customer experience team at Wakefield Canada in her role as Vice President, Sales.

She began her career in the automotive aftermarket in 2006 when she joined the Wakefield team, and has held progressive roles in category management, strategic accounts

and national retail sales management.

In 2018, Shannon was recognized as the AIA Young Leader of the Year winner for her contributions and leadership in the industry. Shannon actively promotes the inclusiveness of AIA Canada within her network, as she believes that people, passion and the courage to innovate will drive our future collectively.



Ryan Bruno • *Chief Financial Officer • CSN Collision Centres*

Ryan Bruno has been the chief financial officer of CSN Collision Centres since 2018, and is accountable for finance, administration and overall business strategy.

Throughout his career, Ryan has held progressively senior roles at many leading Canadian organizations, including the Bank of Canada, TD Securities, Bell Canada and Economical Insurance. His areas of expertise include economic analysis, mergers and acquisitions, financial analysis and business strategy.

Ryan has a strong understanding of, and passion for, the automotive aftermarket, having worked in a management capacity at his family's collision repair business throughout high school and university.

Ryan is a CFA Charter holder and Chartered Investment Manager; he also has an Honours Bachelor of Arts in Economics from Brock University and a Master of Business Administration from the Rotman School of Management at the University of Toronto.



Bill Hay • *President • Bestbuy Distributors Limited*

Bill's career in the automotive industry began on the manufacturing side of the business at Dayco Canada where he held various positions to include outside sales, head office management, executive management and VP Sales & Marketing/General Manager. Later in his career, Bill changed focus and moved to the Distribution side of the business initially joining Uni-Select Canada as regional vice president responsible for Ontario, Manitoba and Atlantic Canada.

Most recently, Bill joined Bestbuy Distributors Limited as president and reports directly to the Board of Directors where he plays a key role in implementing the long term vision and strategy of the organization.

Bill says "I have been fortunate to spend the bulk of my working years in the automotive aftermarket in various roles. Its been a fantastic journey and have enjoyed every minute along the way"