



2023 Board of Directors Statement of Interest

MARIO PARON, FCPA (FCA)



After a 33-year career with the accounting/consulting firm KPMG, I am looking to give back to the community by aligning myself with organizations which have core values like mine. Tandia values - Respect, Integrity and Innovation are very much in sync with my values.

As a CPA (CA), I am well versed with the financial aspects of being a board member. My career serving clients was based on bringing financial acumen, strategic insights, and proper governance to a wide range of businesses in Canada and globally. In 2019 I was honoured with the "Fellow" designation by CPA Ontario. Per CPA Ontario

The distinction of Fellow (FCPA) recognizes CPAs who have rendered exceptional service to the profession and in their communities. - it is the mark of a true leader, in business and beyond.

Fellows embody the values that drive collaboration, innovation and progress.....

My experience at one of the worlds largest accounting/consulting firms was varied and rewarding. I had the privilege to lead both small and very large teams in leadership roles, including 4 years spent as the Chief Human Resources Officer for KPMG Canada. Other senior leadership roles included serving on the Board of Directors of KPMG Canada and the Management Committee of the firm for over 10 years. More recently, I held various senior roles for KPMG Globally. These experiences across geography, culture, discipline, and language have taught me how to work collaboratively with leaders to support the achievement of organizational goals.

I believe good governance is critical for organizations to sustain themselves in challenging times. Be it my involvement for over 25 years with not-for-profit boards, client boards and on the Board of KPMG, I believe I have the requisite experience to make a positive impact on the Tandia board.

Throughout my career I have focused on innovation of businesses and that interest in innovation continues today as I am the Chair of the Financial, Audit and Risk sub-committee of the Board of the Directors of the Innovation Factory, the Hamilton Regional Innovation Center.

Tandia is an organization that is rooted in community. I am born and raised in Hamilton, did my undergrad (Hons Bachelor of Commerce) from McMaster University, and continue to live in Hamilton today, with my wife of 30 years, Noreen, having raised our 3 children in the community. Both my siblings are teachers.



MARIO A. PARON - RESUME

An experienced senior leader and former KPMG senior international tax partner focused on mid-market enterprises seeking a collaborative board position that leverages extensive professional experience and network to drive strategic impact through sound corporate governance.

BOARD & SENIOR FINANCIAL EXECUTIVE

Partner, KPMG

A recognized leader and team player in the professional services industry with a track record of innovation, developing and implementing strategic business plans, leading teams to improve performance through collaboration, and evaluating progress against business targets. Recognized as a developer of people, a builder of high performance and loyal teams. A reputation for leading with integrity, respect, and inspiration. A skilled problem-solver who excels at taking complex issues, distilling them into understandable concepts, and providing practical solutions.

Core Competencies:

- Strategic Planning, Execution & Evaluation
- Leadership, Team Building & People Development
- Financial Acumen with Tax Focus
- Critical Thinking & Problem Solving
- Communications
- Stakeholder Relations/Development/Governance

BOARD & VOLUNTEER EXPERIENCE

Innovation Factory – Regional Innovation Center – Board Member, Chair of the Financial, Audit and Risk	2011 - Present
Hamilton Community Foundation – Board Member & Impact Investment Committee Member	2018 - 2019
Opera Hamilton, Canadian Cancer Society – Board Member	1995 - 2000
KPMG Canada Board Member	2005 - 2008



MARIO A. PARON - RESUME

EDUCATION & DESIGNATIONS

- Fellow, CPA Ontario 2019
- Family Enterprise Advisor (FEA) 2019
- Harvard Business School, Leading Professional Services 2015
- KPMG Chairman's 25 Leadership Program 2009
- Masters Degree - US Taxation (MST) 1999
- Certified Public Accountant (CPA) – Illinois, USA 1998
- CICA In-Depth Tax Course 1991
- Chartered Accountant (CA) now CPA 1989
- Honours Bachelor of Commerce 1987

CAREER HISTORY

- TRIO Capital Group Inc., Owner & Chief Operating Officer 2020 - present
- KPMG Global Enterprise Tax & Family Office Leader 2019 - 2020
- KPMG Americas - Enterprise Leader 2017 - 2020
- KPMG Canadian Management Committee 2007 - 2017
- KPMG Canadian Managing Partner – KPMG Enterprise 2017 - 2020
- KPMG Regional Manager Partner – Regions East 2011 - 2017
- KPMG Office Managing Partner – Hamilton 2011 - 2015
- KPMG Chief Human Resources Officer 2007 - 2011
- KPMG Board of Directors 2005 - 2008
- KPMG Partnership Admission 2000
- KPMG Staff and Managerial Roles 1987 - 1999

NOTABLE ACHIEVEMENTS

- Proven ability to build and lead teams. Tasked with starting new business lines, products and service offerings. Requested to mobilize a new effort for KPMG to build a consistent global offering around Private Company, Entrepreneurial Tax.
- As a subset of this Global Enterprise Tax role, built out globally a new service line that started in Canada around providing best in class integrated services to Family Office clients.
- Global Enterprise Leader – Regions. Given the success I lead in the Americas, I was asked to build a regional structure for KPMG Enterprise in EMA and ASPAC.



MARIO A. PARON - RESUME

NOTABLE ACHIEVEMENTS cont'd

- American's Leader KPMG Enterprise, lead Enterprise for Canada, U.S., Central, and South America as KPMG integrated operations across 3 global units. Created a sense of team, best practice sharing and connectivity among the regions and ensured each region built its plan for executing the common global Enterprise strategy in the Americas. Navigated cultural, territorial and matrixed organizational politics to deliver results.
- Canadian Managing Partner, KPMG Enterprise. Enterprise is KPMG's practice focused exclusively on private business (approximately 50% of total KPMG Canada revenue). Lead a multi-functional team across the country to build a strategy on market differentiation based on client input. Branded the KPMG 360 Client Experience as a way to create a value-add holistic approach to private companies and services. Private company growth exceeded firm growth in all years. Created and launched the Family Office Practice in Canada and was asked to co-lead the practice globally. In conjunction with the Ivey School of Business created and launched the KPMG Family Shift program. A program designed to provide next gen leaders of family businesses, or wealth, a chance to learn, network and develop leadership capabilities. Program still running and receives excellent reviews.
- Regional Manager Partner provided clear and visible leadership to teams across the region spanning multiple offices and provinces. Restored profitability to underperforming business unit. The region executed the firm's market strategy of high growth, community involvement, and building deep and meaningful relationships within the communities. New service lines were launched including, Lean Six Sigma, Family Office, Government Grants, IT outsourcing,
- Chief Human Resources Officer (and member of the Management Committee), with a new CEO and management team I created a new vision for the firm and its people strategy called KPMG for Life. Created a strategic focus and brand around talent attraction, people development and alumni engagement. Lead efforts in establishing the virtual KPMG Business School, both in Canada and it was adopted globally, to place an emphasis on development of people to their full potential as a market differentiator.
- Recognized as a natural leader and business innovator. As a new partner was given practice leadership responsibilities and built a new service line in US and Cross Border Tax after recognizing the market opportunity NAFTA presented to cross border businesses and individuals.

EXTRA-CURRICULAR INTERESTS

- Basketball, Gardening, Cycling, Reading, Hiking, Travel, Golf, Wine