



To: All AIA Canada members

Subject: AIA Canada Board of Directors elections at the virtual Annual General Meeting—April 10, 2024

At the 2024 Annual General Meeting, being held on April 10, 2024, the Nomination Committee of AIA Canada will be proposing to the membership for election three (3) new Directors, in accordance with the AIA Canada By-Laws.

	Name	Board position	Term expiry	Member company	Position
1	Costa Haitas	Director at large	AGM 2027	The Mufflerman	President
2	Craig Jalbert	Director at large	AGM 2027	3M	Senior Manager USA/Canada National Accounts
3	Chris Kinghorn	Director at large	AGM 2027	UAP Inc.	Vice President, Strategy & Growth

Nominee biographies

Costa Haitas | President | The Mufflerman



Costa Haitas is currently serving as the President of The Mufflerman. Under his leadership, The Mufflerman has experienced exponential growth, expanding from 12 to 28 locations in just three years, with the support of Argyle Capital Partners.

Costa's journey in the automotive aftermarket began at his father's garage, instilling in him a deep-rooted passion for the industry from a young age. He further solidified his expertise by graduating from ABSC at Georgian College in 2006 and later obtaining a bachelor's degree in automotive management and business administration from Northwood University.

Costa's extensive experience spans various facets of the automotive aftermarket, including wholesale tires, auto parts, and automotive repair operations. His strategic vision, coupled with

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a profound understanding of the industry, has been instrumental in driving The Mufflerman's success and establishing it as a prominent player in the automotive repair sector in Ontario.

Craig Jalbert | Senior Manager USA/Canada National Accounts | 3M



Craig commenced his tenure with 3M as a Sales Representative dedicated to the Eastern Greater Toronto Area territory in October 2004. His initial achievements stand as a testament to the unwavering support of his colleagues, who generously provided opportunities for his growth within the AAD culture. In 2008, Craig was honored with a promotion to the inaugural Business Development Role for AAD Canada. This pivotal position tasked him with overseeing Networks and MSO's in Central/Eastern Canada, laying the foundation for subsequent Key Account Management roles. By 2011, his sales prowess led

him to the realm of Sales Management, where he guided and developed a high-performing team in Central Canada.

Recognizing his calling in leadership, Craig embraced every chance to enhance his skills. In 2016, he transitioned to the 3M Canadian head office, spearheading the essential launch of PPS 2.0 as the AAD Paint & Finish Marketer. This marked a shift from his previous sales-focused role, showcasing his adaptability. Acknowledged with a Marketing Excellence Award, Craig transitioned to the role of Marketing Operations in 2018, overseeing a team of seven Marketers across various segments within AAD.

His achievements spanning both sales and marketing paved the way for an elevated role at 3M. In May 2019, Craig fulfilled his Canadian aspirations by assuming the Business Manager/Division Leader role for AAD Canada where he led both the sales and marketing teams, contributing to the continued success of 3M and the AAD team in Canada. In January of 2024, he was promoted to Senior Manager of National Accounts spanning across the United States of America and Canada.

Before joining 3M, Craig graduated from the University of Western Ontario in London, Ontario. Prior to his corporate career, he had a fulfilling stint in professional hockey, reaching the pinnacle of junior hockey in the Ontario Hockey League. The skills acquired during his hockey years, particularly in time management, have proven invaluable in his career at 3M.

Outside of work, Craig focuses on quality time with his two daughters, Sheridan and Paisley. Sheridan has risen to the status of an elite figure skater, representing her Ice Ignite Synchronized skating team across Canada and most recently in Europe. Meanwhile, Paisley has developed a passion for horseback riding, spending most of her time at the horse barn with

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friends and coaches. Being their father has been a rewarding journey for Craig, and witnessing their achievements in school and sports makes it all worthwhile. He also cherishes moments with friends and family, relishing time spent on the golf course.

Chris Kinghorn | Vice President, Strategy and Growth | UPA Inc.



Chris Kinghorn is a senior executive with a depth of experience in strategy, sales and operations management, and leadership in the automotive aftermarket industry. His journey began working in OEM dealerships, learning industry fundamentals firsthand. In 2004, Chris transitioned to the aftermarket, and apart from a brief stint in the agricultural equipment industry, he has dedicated the majority of his career to the aftermarket.

Currently serving as the Vice President of Strategy & Growth at UAP Inc., Chris plays a pivotal role in shaping the organization's future. His responsibilities span corporate strategy and transformation, strategy execution, market and business intelligence, and mergers and acquisitions for UAP's Automotive and Heavy Vehicle Divisions. Over the years, Chris has taken on various roles within UAP, from business development to Regional Vice President.

Education has been a cornerstone of Chris's development. Chris earned a Marketing Management Diploma from the University of Winnipeg and later completed an MBA from Royal Roads University and is currently working on a Master of Finance through Queen's University. Driven by his passion for vehicles and a keen eye for industry opportunities, Chris found his niche in the automotive aftermarket. His dedication to growth, both personally and professionally, exemplifies his commitment to the industry. As part of the Young Professionals in the Auto care sector for the past 10 years, Chris aimed and continues to aim to inspire the next generation by networking and sharing the abundant growth opportunities available in this great industry.

Chris along with his wife Sheena and two children Carter and Kate live in Waterloo Ontario where they actively support the community through youth sports.

Subject: Recommendations to the AIA Canada Board of Directors for appointment

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1. The Nominating Committee of AIA Canada will be recommending to the Board of Directors the following slate of nominees for Officers of the 2024-2025 Board, in accordance with AIA Canada by-laws.
 - Ryan Bruno, Chair
 - Shannon Spano, Past Chair
 - Tony Kuczynski, First Vice Chair
 - Jasna Smiljcic, Second Vice Chair

Proposed 2024-2025 AIA Canada Board of Directors

Name	Board role	Mandate	Member	Title
Ryan Bruno	Chair (proposed)	AGM 2025	CSN Collision	President and CEO
Shannon Spano	Past Chair (proposed)	AGM 2025	Wakefield Canada Inc.	Vice President, Sales
Tony Kuczynski	First Vice Chair (proposed)	AGM 2025	Mister Transmission	President and CEO
Jasna Smiljcic	Second Vice Chair (proposed)	AGM 2025	Gate Canada	Senior, Director and Country Leader
Pamela Lee	Director at large	AGM 2025	Mr. Lube	CEO
James Channer	Director at large	AGM 2025	InMotion Brands	COO
Joey Miceli	Director at large	AGM 2025	Groupe Del Vasto	COO
Micheline Davies	Director at large	AGM 2026	Canadian Tire Corporation	Chief Merchant
Michael O'Callaghan	Director at large	AGM 2026	Craftsman Group	COO and Vice President of Operations
Jason Herle	Director at large	AGM 2026	Fountain Tire	CEO



Proposed for election by the membership for 3 years term

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