



**British Columbia
Maritime Employers
Association**

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August 19, 2005

To: All Members

Re: British Columbia Maritime Employers Association – Announcement

On behalf of the Board of Directors of the BCMEA, it is my pleasure to announce the re-appointment of Frank A. Pasacreta to the position of President and Chief Executive Officer of the BC Maritime Employers Association.

In addition, I am pleased to announce the appointment of Grant Mebs, former President & CEO of the Waterfront Foremen Employers Association, to the position of Executive Vice President & Chief Operating Officer.

Both appointments take effect on August 22, 2005.

The appointments follow the recent merger of the BC Maritime Employers Association with the Waterfront Foremen Employers Association and the subsequent international search for a President and Chief Executive Officer to lead the newly consolidated organization. The search was commissioned by your Board of Directors in March 2005 and was conducted by Pinton Forrest & Madden/EMA Partners International, a highly regarded international executive search firm.

The search team identified approximately 200 executives in the labour relations field from the waterfront and other industrial sectors across North America and overseas.

Critical to the success of the new merged Association was the development of a strategic vision for the future of the merged organization. All candidates were considered in the context of their ability to lead the organization into the future and deliver the strategic plan for the merged Association.

After conducting interviews and considering the internal candidates, the Executive Committee made a recommendation to the Board of Directors to appoint Frank Pasacreta as President & CEO and Grant Mebs as Executive Vice President & COO. The decision was unanimously supported.

Your Board of Directors is confident that the Strategic Vision presented by the two Association executives is challenging, dynamic and achievable and will form a cornerstone for the Board of Directors in its future strategic planning. Furthermore, we believe that the team we have chosen to lead the Association has the ability and enthusiasm to maximize the benefits of the merged organization.

It is my pleasure to welcome Frank and Grant to their new roles and to wish them well on behalf of the Board of Directors and the Membership.

Yours truly,

Dave Bedwell
Chair
BCMEA Board of Directors