



CANDIDATE BIOGRAPHY OF **ANDREW SWATRIDGE**

I am pleased to submit my candidacy for the YNCU Board of Directors. I grew up and lived in Waterloo Region attending the University of Waterloo for my bachelor's degree, and Laurier University for my MBA. My professional career has spanned two domains, human resources and business insights. As an experienced board director, I bring a strong track record in governance and strategic leadership to advance the mission of YNCU. I am equipped to contribute to the following board's priorities:

- **Board and CEO Performance:** Led CEO annual performance reviews and served on CEO hiring committees on multiple boards, implementing robust CEO and board evaluation frameworks that drive accountability and excellence.
- **Risk Management Oversight:** Established an enterprise risk management framework, enhancing the board's ability to identify and mitigate risks effectively.
- **Legal, Regulation, and Policy:** Provided HR and compliance guidance on employment contracts and regulatory requirements, ensuring policy alignment with legal standards.
- **Digital Intelligence & IT Governance:** Established a Reporting Center of Excellence, empowering leadership with actionable insights. My expertise in data analytics and governance ensures organizations are prepared for changes in digital trends.

Through my volunteer work, I am committed to serving the community that has given so much to me. I am committed to continually learning, asking thoughtful questions, and analyzing the data wherever required to fulfill the fiduciary and oversight functions entrusted to every board member.

It would be an honour to serve the members of YNCU.

- Andrew Swatridge

