



Canadian Institute of Plumbing & Heating  
L'Institut canadien de plomberie et de chauffage

A National Voice with Regional Roots | Une histoire régionale, une voix nationale

## 2015/2016 Biographies- Board of Directors & Honourary Vice Chairmen

### Chairman

**Siân Smith**  
**Senior Director of Strategic Procurement**  
**Noble Corporation, Concord, ON**

Following completion of her MBA at Wilfrid Laurier University in 1999, Siân began her career in the plumbing and heating industry with Emco Corporation in London, ON. In 2007, Siân was named Vice President, Procurement. In November 2013, Siân joined Noble as Senior Director of Strategic Procurement.

Originally from Montreal, Siân enjoys keeping active in the gym, as well as being a member of the Oakville Masters Swim Club. Siân and her husband Pete have two daughters, Emily and Rachel, and reside in Oakville, ON. The Smith family spends most weekends and holidays renovating/"relaxing" at their cottage on Lake Muskoka.

Siân was elected to the CIPH Board in 2009.



### 1<sup>st</sup> Vice Chair

**Bill Palamar**  
**President**  
**Weil-McLain Canada Sales Inc., Burlington, ON**

Upon completion of his education at York University in Psychology/Economics, Bill entered the industry in 1979 as a sales representative for Ancon Drainage products. Shortly thereafter in 1980 he founded Aqua Tech Sales and Marketing Inc.

In 2002 Bill purchased the assets of Weil-McLain Canada Inc., a manufacturer of cast iron residential and commercial boilers and indirect fired water heaters.

Bill remains active in both companies as President and CEO.

Bill has been an enthusiastic volunteer within our industry serving 7 years on the CIPH Ontario Region Board, chairing various committees including hydronics, training and social events, and completing a term as Region President in 2002/2003. Bill has also collaborated with Habitat for Humanity chairing the Build Committee on behalf of CIPH Ontario Region for the first home both sponsored and built by CIPH volunteers.

When not at the office or traveling, Bill is an avid outdoorsman who enjoys fishing, hunting, snowmobiling and boating. He also enjoys quiet time at the cottage near his hometown of Britt, ON with his wife of 29 years Laurie, their children Emily and Christian and his extended "hometown" family. Bill was elected to the CIPH Board in 2008.



## 2<sup>nd</sup> Vice Chair

**Joe Senese**  
**Vice-President - Operations**  
**Groupe Deschênes Inc., Toronto, ON**

Joe began his career in 1982 in the Major Projects Engineering Division of Stelco Steel, Hamilton Ontario after graduating with a Civil Engineering Technology diploma. After completing further studies in computer-aided design, he joined American-Standard, manufacturer of plumbing products in 1984 where he held various sales and sales management positions. Joe joined the wholesale distribution business in 1994 as VP/GM of Desco Plumbing and Heating Supply, a subsidiary of Deschênes Group Inc.

In 2008 he assumed his current role as VP Operations working with the subsidiaries in southern Ontario and western Canada.

As an active participant and supporter of related industry associations Joe has been active over the years with MCA, BILD, and HRAI, and has previously served as Ontario Region President of CIPH. He is Past Chair of the CIPH Membership Committee and currently serves as Chairman of the CIPH Wholesalers Division and Education & Training Council.

Joe and Susan with their 3 daughters make their home in Mississauga, ON. The Senese's are known as an avid sports family that believes in the benefits of physical fitness and team play. When time permits Joe enjoys golfing as well as family travel excursions. Joe was elected to the Board in 2011.



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## Treasurer

**Paul McDonald**  
**General Manager**  
**Bradford White Canada Inc., Mississauga, ON**

Paul began his career in the plumbing and heating industry upon completion of high school in 1974 by working for Triangle Plumbing & Heating Supplies in Toronto where the learning environment encouraged Paul to grow in all areas of the wholesale business. This allowed him to advance through the organization from inside sales and estimating to Branch Manager of Triangle's Orillia Branch, and eventually to the position of Sales Manager.

In 1994 Paul moved on to the position of National Sales Manager with Hydrotherm Canada. In 2001 Paul joined Aero Environmental as National Sales Manager, and continued in that position since the purchase of Aero by Bradford White Corporation in 2002.

Paul and his wife of 35 years Gail have two adult sons, and live in Burlington, ON. They enjoy much of their spare time with their grandson Gage. Paul is an active member of the CIPH Membership Committee, is Chair of the Charity Committee, is former Chair of the Plumbing Industry Advisory Council, and was elected to the CIPH Board in 2008.



## Directors

### **John Cardiff** **Senior Vice President, Sales** **Canature WaterGroup, Cambridge, ON**

John is presently employed with Canature WaterGroup Inc. as Senior Vice President of Sales for North America, based in Cambridge, Ontario. He has been in the Water Conditioning Industry for over 33 years starting with Water Conditioning Canada Ltd. (WaterGroup) in Regina Saskatchewan. He worked with WaterGroup in many different roles from assembly, installation, service, operations and eventually into sales and sales management. In 2009, John was one of the founding partners in Canature North America Inc. which in 2014 acquired WaterGroup to become Canature WaterGroup.

John was born and raised in a small farming community in Govan, Saskatchewan where he graduated high school. He moved to Cambridge, Ontario in 1989 where he met his wife Sylvie. They love to travel, enjoy dining out, spending time at their trailer in northern Ontario and relaxing in their back yard.

John is an avid walker, loves to play golf, work in his garden and tinker in his work shop.

He is currently a member of PHCC Canada, and was formerly the Vice President of the Ontario chapter, HRAI and CIPH.



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### **Andrew Dyck** **Vice President** **Barclay Sales Ltd., Port Coquitlam, BC**

Andrew was born and raised in Vancouver, BC. He started his plumbing and HVAC career in 1987 with Honeywell Ltd. on the inside sales desk. In 2001, Andrew joined ECR International Ltd. as Territory Manager for BC and then, in 2005, Andrew joined Barclay Sales Ltd.

Andrew graduated from Windermere Secondary School in Vancouver and then went on to complete a Marketing/Management Certificate from BCIT. In 1985, Andrew married Ilene. Together they have two daughters, Marissa and Kelsey, and the family resides in Langley, BC.

Andrew currently serves as Chairman of CIPH's Manufacturers' Agents Council, and has been very active with the CIPH B.C. Region, having served twice as Region President.

Outside of work and volunteering, Andrew enjoys spending time with his family and golfing. He was appointed to the CIPH Board of Directors in 2011.



**David Hammond**  
**General Manager**  
**A. O. Smith Enterprises Ltd, Fergus, ON**

David is currently employed with A. O. Smith Enterprises Ltd, as General Manager, based in Fergus Ontario. He has had three distinct career paths, starting with various roles and responsibilities with Union Gas, an Ontario Natural Gas utility. As part of utility de-regulation, David was part of the initial start-up of Union Energy, an HVAC and Water Heater rental and service company. This company eventually evolved to become Reliance Home Comfort.

In 2003, David had the opportunity to change once again and join GSW Water Heating, a leading Canadian manufacturing company that was subsequently acquired by A. O. Smith, a global water company. While at A. O. Smith, David had held roles as the Director New Products Sales, Director Marketing and New Technology, VP Marketing and New Products, and eventually taking over responsibility for the A. O. Smith Canadian business as General Manager.

He is currently a member of the CIPH Membership committee and will move into the PIAC committee this summer. As well, David has participated in CSA standards committees and is a member of the TSSA Natural Gas Advisory Council.

Currently residing in Cambridge, ON, David has been happily married to his wife Nancy and father to 3 daughters.



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**Pierre Houle**  
**Vice-president**  
**J.U. Houle Itée, Victoriaville, Quebec**

After graduating from Polytechnic School in Montreal in 1986 with a B.A.C. in civil engineering, Pierre worked for seven (7) years in the Municipal Environmental and Industrial divisions of the SNC-Lavalin engineering as a consulting engineer.

In 1994, he came back to the family business in Victoriaville, and one year later, became, with his brother, the third generation of owners. He had always been involved in the business, even during his studies when he worked there in the summers.

Pierre has been active on the Quebec region board of CIPH from 1996 to 2010, being involved in the "Norms & Standards" and also "hydronic" committees, as well as being the Quebec Region President from 2006 to 2008. During this period, he also participated on the MCEE (Mécanex/Climatex) Committee for 2007 and 2009. Pierre is now the Region Liaison Director for CIPH Quebec.

He's always been involved in the buying groups that they were part of. Such as serving on the board of Directors of C.M.P.H. (a partner of Canaplus buying group), from 1999 to 2011, including being President of C.M.P.H. for 2008 and 2009, as well as now being involved in Octo's Plumbing and Heating Negotiating Team.

Pierre and his spouse Chantal have three children, twins Frederique & Sandrine, and Elizabeth. He was elected to the Board in 2012.



**J. Gail Kaufman**  
**Director, Marketing**  
**Wolseley Canada, Burlington, ON**

As Director of Marketing of Wolseley Canada, Gail reports to the Senior Vice-President of Canada and has responsibility for strategy, brand and eBusiness.

After graduating from the University of Western Ontario, Gail started her career with an advertising agency before moving into increasingly senior marketing roles in automotive, first in wholesale distribution and then on the manufacturing side with market leading brands Quaker State, Pennzoil and later the international car care products division of Royal Dutch Shell. While with Shell, Gail was based in Houston, TX and was responsible for the development, management and multi-channel expansion of the car care product portfolio in Europe, Asia and Latin America.

Upon returning to Canada, Gail joined Wolseley in 2006 as Director of Marketing. This was a new role with the purpose of centralizing key elements of the marketing function across a large and diverse business and developing the strategy for new initiatives including the company's growth in the eBusiness channel.

Gail has been a member of the CMPX [formerly CIPHEX] show committee since 2008 and was elected to the CIPH Board of Directors in November 2012. She resides in Oakville and was appointed to the Board in 2011.



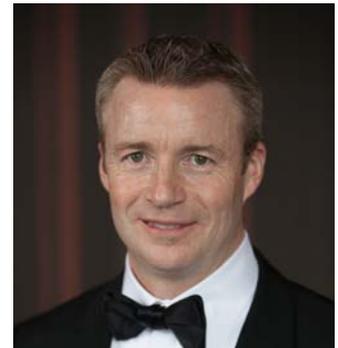
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**Sean Kelly**  
**Vice President of Procurement**  
**Emco Corporation, Mississauga, ON**

Sean is currently the Vice President of Procurement and Division Vice President of Waterworks at Emco Corporation and will be celebrating his 20th year with Emco in July of this year. He is a graduate of Western University in London with a degree in Physical Education. Sean's career at Emco started in sales in the Roofing Division with BPCO in Toronto in 1995. Over his 20 years with Emco his roles have included stints in Corporate Development, Team Leader for Selling Effectiveness and Regional Vice President of British Columbia for the Plumbing Division.

Sean is currently a member of the Membership Committee for CIPH and has also been a member of the BC CIPH Board while living in Vancouver.

He currently lives in Burlington, Ontario with his wife Jennifer and they will be celebrating their 25th wedding anniversary in August of this year. They have three university aged children and love to spend time entertaining friends and family in their country back yard.



**Michael Kotyck**  
**President, Kotyck Bros. Ltd.,**  
**Mississauga, ON**

In 1996, Michael joined the family business, Kotyck Bros. Limited, a small independent wholesale company in Mississauga Ontario, begun by his grandfather and his brothers in 1947. With his understanding of the wholesale supply business (honed through several summers as a child labourer) and the help of his father, George, he quickly dragged the company into the 1980's investing in computer systems, developing an outside sales presence, and joining CIPH; all of this despite holding a degree in engineering and an MBA.

As the economy expanded, so too did the business, so Michael swiftly retired his father in 2004 to become the president of the company. Kotyck Bros. opened their first branch in Brampton Ontario in 2008, just in time for the recession. With some luck and the hard work and dedication of its employees, Kotyck Bros. continues to thrive in both locations.

When he's not golfing or playing hockey, Michael lives in Toronto with his wife Laurie and their children, Olivia, Victoria and David, none of whom will be encouraged to follow in their father's footsteps. He was elected to the Board in 2013.



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**Gordon Lefort, P. Eng.**  
**National Sales Manager - Mechanical**  
**IPEX INC., Mississauga, ON**

Gordon is presently employed with IPEX Inc. as National Sales Manager – Mechanical, based in Mississauga, ON. He is a 27 year employee with IPEX including 10 years as ON Sales Manager – Mechanical; 8 years as Western Regional Engineer located in Langley, BC; and 7 years as Sales Representative – Maritime Provinces, based in Halifax and Moncton.

Gordon is a graduate of the Technical University of Nova Scotia with a Bachelor of Mechanical Engineering Degree and a St. Francis Xavier University, Engineering Diploma.

He is currently a member of the Industrial PVF and Membership Committees of CIPH, active participant in MCA Canada, HRAI, several industry Codes and Standards committees, and has past involvement in the American Water Works Association and Uni-Bell PVC Pipe Association.

Residing in Oakville, ON, Gordon has been happily married for 22 years to his wife, Joanne, busy caretaker of two dogs, avid golfer, proud Maritimer and ever-optimistic NY Rangers fan. He was elected to the Board in 2014.



**Matt Robinson**  
**Vice President - Sales**  
**B.A. Robinson Co. Ltd., Winnipeg, MB**

Over the past eleven years, Matt Robinson has held a number of positions with family-owned B. A. Robinson Co. Ltd. in cities across Western Canada. Born and raised in Winnipeg, he began his plumbing career in 2001 after graduating with his BA from the University of Western Ontario. He recently found his way back home to the company's head office in Winnipeg where, in his position as Manager, Business Development, he enjoys working with both customers and suppliers.

Matt's involvement with CIPH extends back five years to his term as a board member with the CIPH Calgary Region, and later as Calgary Region President in 2010. Matt has also had the pleasure of working with two great CIPHEX West show committees in 2008 and 2010, one of which he chaired.

When not working, Matt enjoys spending time with his family at their summer cottage in Ontario, traveling and spending time with his wife Natalie and their dog Wilson. He was elected to the Board in 2012.



**Allen S. Taylor**  
**President**  
**Taylor Pipe Supports Limited, Burlington, ON**

After receiving a Bachelor of Arts degree from the University of Windsor in 1986, Allen joined his father in the family business, and spent the early part of his career progressing through various positions in manufacturing, distribution, sales, and finance. In 1990, Allen began the transition to senior management when he was appointed Director of Marketing. In 1992, the transition of ownership and control from Eric Taylor began when Allen acquired the electrical components side of the business. By 1996, Allen had successfully completed the acquisition of all divisions. Altogether this means more than 20 years in the industry. In 2004, Allen took some time away from his day-to-day business activities to focus on broadening his education and knowledge base and in 2006, he received his MBA from the Kellogg School of Management in Chicago and the Schulich School of Business in Toronto.

Along with maintaining his role at Taylor Associates, Allen sits on three private company boards, is involved in venture capital start-ups, holds national and regional Board of Director positions with the Canadian Association of Family Enterprise and currently Allen is Board Chair of CAFE Canada and President of CAFE GTA. Allen was also recently elected to the Board of Directors of the Institute of Family Enterprise Advisors. He has had more than two decades of experience within CIPH, culminating as President of the Ontario Region Board in 2004/2005. He is active on CIPH's IPVF Council and currently serves as Co-chair of the CIPH Membership Committee.

Allen has three sons Spence, A.J., and Jack. Currently residing in Burlington, ON, in his spare time Allen is an avid reader, golfer, and wine collector. Allen was elected to the CIPH Board in 2008.



**Bill Hooper**  
**Regional Sales Manager – Atlantic**  
**Uponor Ltd., Quispamsis, NB**

Bill moved from Burlington, Ontario to New Brunswick as a teenager, resulting in his self-designated status of 'transplanted Maritimer'. After graduating at the top of his NB Community College class in Mechanical Engineering Technology in 1989, he started his plumbing and HVAC career. After working for a small Rep Firm, Bill moved to ITT Fluid Products Canada in 1995, where he took the intensive Three-Month training course at the famous Little Red Schoolhouse at Bell & Gossett. Bill has worked as a Sales Rep, Trainer, Regional Manager, and now as a Market Development Manager for Residential HVAC Products for Bell & Gossett and McDonnell & Miller.

In 1989, Bill married Jo-Anne, and they have two boys, Nick and Brad. All still in the nest in Quispamsis, NB.

Bill has been very active with the CIPH Atlantic Region, serving in many roles progressing to President in 2005-2007. He also served ASHRAE NB-PEI in several roles including President in 1998. In 2012, Bill finished a two year term as Chairman of the Canadian Hydronics Council, and was one of the founding technical members of the CSA B214 Code.

Bill enjoys spending time with his family, staying active, playing guitar, four-wheeling, kayaking and fishing



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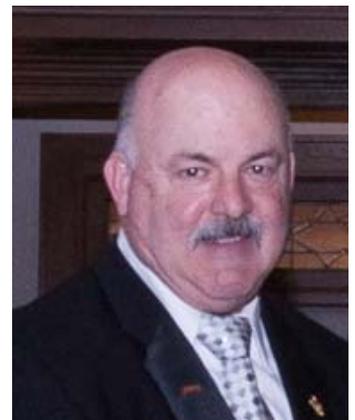
**Honourary Vice Chairmen (non-voting) of the Executive Committee**  
**(appointed)**

**Kevin Fullan**  
**General Manager, Ontario & Atlantic**  
**Wolseley Canada, Hamilton, ON**

Kevin received a Bachelor of Science Degree from Cornell University in 1978. He spent the early part of his career with Parker Hannifin (Can.) Inc., joining their Management Training Program in the summer of 1978. Upon successfully completing this program in 1979, Kevin joined Parker's Sales & Marketing department where he progressed to sales positions with increasing responsibility for the next 15 years. In 1994 he joined SMC Pneumatics as a Division Manager. The lure of the Pipe, Valves and Fittings (PVF) market proved to be too much, that he left SMC to join CCTF in 1995 as Manager, Eastern Canada. He joined Flocor, formerly Mueller Flow Control, in the fall of 2000 as their Purchasing and Marketing Manager and was later appointed Vice President and General Manager in December 2001.

In March 2013 Kevin was appointed as Ontario and Atlantic General Manager for Wolseley Canada. In this position Kevin is responsible for the performance of the business within these areas. He executes the company's national strategy while providing local market focus and leadership.

In addition to his responsibilities at Wolseley, Kevin served as the Chairman for CIPH's IPVF Council from 2003 – 2009 and was Chairman of Board for CIPH in 2011. He is also an active member of the Canadian Automatic Sprinkler Association (CASA) and the Mechanical Contractors Association of Canada (MCAC). He was elected to the CIPH Board of Directors in 2005.

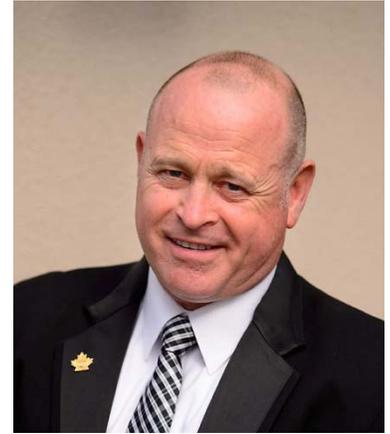


**John Hammill**  
**Vice-President, Wholesale Sales**  
**Moen Inc., Oakville, ON**

John graduated from the University of Guelph and still resides in Guelph today. After spending three years with Fortune Brands' sister company Master Lock, John moved into the plumbing industry joining Moen in October 1994 as Director, Retail Sales. In 1997 John was named Vice President Retail Sales. During John's tenure in retail he served on the Board of Directors of the Canadian Hardware Housewares Manufacturers' Association and was Chairman in his final two years.

In 1999 John was made responsible for Moen's wholesale business as Vice President Wholesale Sales and has been active in CIPH, serving on the CIPH Ontario Region Board of Directors for two years. John has been active on the CMX•CIPHEX Show Committee, Membership Committee, and the Habitat Charity Committee.

When not selling faucets, John enjoys spending time with his wife Kim and three children J.P., Connor, and Alexandra, as well as golfing and fly fishing when time permits. John was elected to the CIPH Board of Directors in June 2007.



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**Robert Whitty**  
**President & CEO**  
**Bartle & Gibson Co. Ltd., Edmonton, AB**

Robert started his career with Bartle & Gibson in 1978 as a draftsman designing hot water heating systems. Bartle & Gibson is a privately-held, 100% Canadian-owned plumbing and electrical wholesaler with 31 branches in western Canada.

Robert became a Branch Manager for Bartle & Gibson in 1980 while still doing sales and looking after the hot water heating design department. In 1986 he became the Edmonton Sales Manager and eventually Alberta Sales Manager and later on Alberta Operations Manager. In 1996 he was appointed Vice President of Operations and was responsible for all operations of Bartle & Gibson in Alberta, British Columbia and N.W.T., and in May of 2001 he was appointed President/CEO.

Robert has been married to his wife Myra for the last 32 years and has 3 children who are his #1 interest. He was elected to the CIPH Board of Directors in 2004.



## Secretary

### **Ralph Suppa President & General Manager CIPH, Toronto, ON**

Ralph Suppa has played a key role in the development of CIPH programs since joining the association in 1988. He has worked closely with industry members, associations and government over the past several years, to develop codes and standards. He was appointed President & General Manager in 2002.

During his career with CIPH, Suppa has also managed the Canadian Hydronics Council, the Plumbing Industry Advisory Council, the Canadian Advisory Council on Plumbing, the Education & Training Council, the Manufacturers' Division, the Membership Committee, the Annual Business Conference, the Canadian Association of Pump Manufacturers, the Canadian Water Quality Association, and CIPH Ontario Region.

A dedicated association executive, Suppa holds the Certified Association Executive (CAE) designation from the Canadian Society of Association Executives (CSAE) and is a graduate of York University in Toronto. He is also a Past President of the Trillium Chapter of CSAE. Most recently Ralph has been appointed to the Board of Directors of the National Association of Wholesaler Distributors (NAW) Institute for Distribution Excellence.

He is married to Susie and has two children, Anthony and Isabella.

