# **HUB CYCLING ANNUAL GENERAL MEETING**

SEPTEMBER 23, 2017

# CANDIDATES FOR ELECTION TO THE BOARD

(IN RANDOM ORDER)

NAME: Matthew Alexander CITY: Vancouver

## **Occupation: Accountant**

I am an avid cyclist and a chartered accountant with ten years of experience. I spent four plus years auditing and helping produce financial statements for a variety of clients; two plus years consulting on internal controls, governance issues and risk management and the last three plus years preparing financial forecasts. As a board member, I would bring three perspectives – the perspective of an accountant, that of a full-time cycle commuter and that of a new father who uses a bike chariot to transport his daughter around the city.

#### **Vision for Cycling**

Cycling is safe, fun and a viable transportation option for all Vancouverites. Metro Vancouver's cycling infrastructure and education helps improve relationships between cyclists and other commuters.

# **Brief Employment History**

Dome Production Inc, Toronto, ON	April 2014 - April 2017

Manager, Financial Planning and Analysis

Grant Thornton, Toronto, ON & Vancouver, BC

December 2011 - April 2014

Senior Associate Advisory Services

Senior Associate, Advisory Services

Grant Thornton, Vancouver, BC September 2007 - December 2011
Senior Accountant, Assurance Services

#### **Board Experience or Other Volunteer Work**

# Director at the West End Food Cooperative (WEFC) April 2013- September 2016

Chair of the Finance Committee

#### Two examples of specific contributions:

- 1. Prepared monthly financial reports outlining current financial position
- 2. Chaired Finance Committee meetings

- Financial Forecasting
- Reviewing Financial Statements and interacting with the auditors
- · Chairing Board and Committee meetings
- Extensive experience cycling in Vancouver and Toronto

NAME: Annie Merritt CITY: Vancouver

## **Occupation: Planner**

Since moving to Vancouver in 2011 from Ontario, Annie has drawn inspiration from the anytime-anywhere-any-weather cycling culture and currently commutes daily by bike between Vancouver and North Vancouver. A planner with a passion for community development and cycling, she is always seeking ways to share this excitement with others: she has worked as a HUB cycling instructor across Metro Vancouver, championed a shift to bike-friendly roads in Port Alberni, and led the First Nations Health Authority Bike to Work Week team.

# **Vision for Cycling**

Cycling is a safe, affordable, and enjoyable mode of transportation that is accessible year round to people of all ages, backgrounds and income levels. Cycling infrastructure is world class in its design and distribution across the region. Enthusiastic support for cycling comes from businesses, government, community groups, and neighbours.

# **Brief Employment History**

First Nations Health Authority, Vancouver - Planner August 2016 - Present

Huu-ay-aht First Nations, Port Alberni

Employment and Training Policy Analyst May 2015 - July 2016 Communications Coordinator June 2014 - May 2015

HUB Cycling - Instructor April - June 2014

City of Vancouver Engineering - VIVA Vancouver Program Assistant

City of Vancouver Sustainability Group - Greenest City Scholar May - September 2013

Nuu-chah-nulth Tribal Council, Vancouver Island June 2012 - August 2013

T'aaq-wiihak Fisheries Indicator Suite Design - Consultant

# **Board Experience or Other Volunteer Work**

First Nations Health Authority - HUB Bike to Work Week Team Leader May 2017

Cycle Alberni - VolunteerSeptember 2014 - June 2016Reconciliation Canada - Community Engagement VolunteerMay 2013 - September 2013Northwest Wildlife Preservation Society - InternMay 2012 - August 2012

Two examples of specific contributions:

- 1. **First Nations Health Authority, Policy, Planning and Transformation**: Led the ongoing transformation of Community Health and Wellness Plans and related processes for over 120 First Nations funding agreement holders; facilitated community dialogue, researched best practices and provided strategic advice to senior executives on major decision points; supported the development of planning tools, templates, and guides to complement the transformed approach.
- 2. **City of Vancouver, Sustainability Group**: Led a pilot project aimed at testing the effectiveness of recycle station monitoring in support of Greenest City zero waste goal. Liaised with the City's Sustainability Group and Sanitation Operations in order to effectively service events of up to 100,000 attendees with food scrap and recycling bins and to conduct post-event waste audits.

- First-hand understanding of local municipal government and processes; experience working for both the Sustainability Group and Streets Department at the City of Vancouver;
- Three years experience of planning in highly innovative and change-oriented organizations including a modern treaty Nation and the First Nations Health Authority, a first-of-its-kind province-wide health authority established in 2013;
- Excellent strategic thinking and analytical skills and experience in organizational planning within both small (< 30 staff) and large (> 600 staff) organizations;
- Passion for social justice and experience working across cultures.

**NAME: Rebecca Chaster CITY: Vancouver** 

#### Occupation: Urban Planner

Privileged to have grown up in North Vancouver on unceded Coast Salish territory, Rebecca has lived and worked (and cycled!) in a diverse range of communities, from Surrey and Coquitlam to France and Sénégal. She is committed to improving cycling infrastructure across the region, particularly in the suburbs where she works as an urban planner (and cycle commutes from her home in East Van). She completes a week-long two-wheeled tour of the Pacific Northwest every summer and this year completed an SFU Urban Studies Certificate in Dialogue and Civic Engagement, deepening her love for good public discourse.

# Vision for Cycling

To lay the foundation for cycling to one day be a commute choice, made first for convenience, followed by the plethora of health, environmental, and related benefits; to ensure cycling is an integral part of long-term sustainable transportation models & cities; and to make 'the cycling choice' easier.

## **Brief Employment History**

City of Coquitlam - Community Planner	September 2016 - Present
City of Surrey - Development Planner	April 2015 - August 2016

Board Experience or Other Volunteer Work	
Environmental Youth Alliance (EYA) - Board Chair	April 2017 - Present
Chair of EYA's 10-member working & governance Board	
City of Vancouver Development Permit Board - Advisory Panel	April 2015 - Present
Planning Institute of British Columbia - Awards Committee Member	February 2017 - Present
UBC School of Community & Regional Planning - Professional Mento	r September 2016 - Present
Canadian Water Resources Association, BC Branch	May 2016 - May 2017
Board Member & Young Professionals Chair	
ISSofBC - Syrian Refugees Settlement Mentor, Surrey	November 2015 - January 2017
Fraser Basin Council Society, Youth Committee	January 2015 - December 2016

Metro Vancouver Representative

Vancouver City Planning Commission (VCPC) - Member March - June 2015 **UBC Planning Students' Association** (PSA) - President January - December 2014

Two examples of specific contributions:

- 1. As a ISSofBC Settlement Mentor, I helped two young Syrian refugees to start an Arabic youth group for young Syrian refugees in their neighbourhood. Through my City of Surrey staff position, I secured ongoing meeting space for them to practice traditional Syrian song and dance. With my refugee partners I also delivered City of Surrey staff trainings on our experiences and the Syrian refugee crisis.
- 2. As Young Professionals Chair of the Canadian Water Resources Association (BC Branch), I developed and led a strategic planning and visioning exercise with the Board, which outlined direction for our activities and membership engagement over the next year.

- Volunteer Board fundraising experience (EYA)
- Volunteer Board advocacy & outreach experience (EYA)
- Suburban/Non-Vancouver professional planning experience (City of Surrey, City of Coquitlam), cycle commuting (East Vancouver, Surrey), and knowledge of regional cycling infrastructure
- Strategic thinking & strategic planning (EYA strategic planning sessions & draft plan development; Fraser Basin Council Society's strategic plan review and input as Youth Committee member)
- Volunteer Board grant writing and review experience (EYA)
- Non-profit governance (EYA, Canadian Water Resources Association, Fraser Basin Council Society)
- Strong team management and communication skills
- Extensive experience serving on working and governance/policy boards and committees
- Rhythm City Productions: Swing Dance Instructor September 2013 - Present

NAME: Derik Wenman (Incumbent) CITY: Vancouver

## **Occupation: Accountant**

Derik currently serves as the Hub Cycling Operations Committee Chair and Board Treasurer. A background in both Finance and IT has led him to work in various technology and finance-based start-ups and companies. His volunteer experience includes working with Whistler Sport Legacies, encouraging the public to explore winter sports, and with the Vancouver Foundation, promoting their Neighbourhood Small Grants Program. Derik believes that bicycling is an incredibly healthy practice, not just for individuals, but for our environment and our communities. He sees HUB as playing a significant role in working with residents, businesses and municipal and regional governments to create safe and efficient cycling opportunities for all Metro Vancouver residents.

#### **Vision for Cycling**

Bicycling is an incredibly healthy practice, not just for individuals, but for our environment and our communities. I believe HUB can work with residents, businesses and government to create safe and efficient cycling opportunities for all Metro Vancouver residents.

# **Brief Employment History**

Luckett Wenman & Associates - Financial Consultant, Partner 2002 - Present:

Columbus International Multimedia Inc. - IT Manager, Partner 1999 - 2001

ADM Media - Design Consultant 1997 - 1999

Clients included BCTel - aided in the transition to new corporate identity of Telus

Independent Consultant 1997 - 2001

Designed websites, scripts, databases, set up domains, servers, moving companies to an online presence.

#### **Board Experience or Other Volunteer Work**

**HUB Cycling Board of Directors** - Treasurer & Operations Committee Chair 2015 - Present

Vancouver Foundation, Neighborhood Small Grants Program 2010

Steering Committee

Luckett Wenman & Associates - Owner/operator 2002 - Present

Policy making, PR, employee management, records management, sales, marketing, conflict resolution

Whistler Olympic Park - Volunteer 2012 - Present

WOP services and rental shop, on-trail ambassador & monitor and special events

# Two examples of specific contributions:

- 1. While volunteering with Whistler Olympic Park, I identified the need for improved signage in certain areas, and worked with patrol staff to create and implement a solution.
- 2. Operating as team lead within a corporate environment, I organized and provided incentives for Bike to Work Week participants.

- Having been involved in operating private businesses for close to 20 years, I have a range of experience
  that I think would assist HUB in management of its operations. I've both worked with and negotiated
  agreements with non profits, businesses and government agencies at various levels.
- I've resided in a number of municipalities throughout Metro Vancouver, all of which I have bicycled in. Now, as a regular commuter from my home to work, through Vancouver, Burnaby, New Westminster and Surrey, I have firsthand experience across this region.
- As an active outdoors enthusiast, I hike, bicycle, paddle, ski (Nordic and downhill) and play tennis and racquetball.

NAME: Jeff Rotin CITY: Vancouver

## **Occupation: Community Development Specialist**

A consultant, facilitator, trainer and public engagement professional, with extensive experience in the corporate, non-profit and public sectors, Jeff has served on many non-profit boards, from community organizations to local arts festivals. While continuing to maintain a private consulting practice, Jeff currently works for Metro Vancouver Regional Parks as a community development specialist. He is a former commissioner on the Vancouver City Planning Commission. In his spare time, he and his partner love to get away on their bikes to tour and camp around the lush countryside of this beautiful province.

# **Vision for Cycling**

With traffic congestion getting increasingly worse, cycling is a healthy, environmentally alternative mode of transport. However, there are still major route gaps that make cycling less safe in many areas. Also, we need to continue educating cyclists to respect the rules of the road, and drivers to share the road.

#### **Brief Employment History**

Metro Vancouver Regional Parks - Community development specialist	2013 - Present	
Freelance consultant, facilitator and trainer	2000 - Present	
Lead organizations in the creation of organization visions, strategic plan	ns, business plans and	
communications plans. Provide governance and leadership consulting/facilitation & training workshops.		
Living Positive BC, Positive Living Magazine - Managing editor	2000 - 2013	
Justice Institute of BC, Centre for Leadership - Instructor, Board Governance 2008 - 2009		
WorkSafeBC, WorkSafe Magazine - Writer and Co-editor	2005 - 2008	

WorkSafeBC, WorkSafe Magazine - Writer and Co-editor 2005 - 2008
Philanthropic Solutions - Communications associate 2001 - 2002
Marketing research consultant 1990 - 2000.

Designed, managed, executed, and analyzed qualitative research projects for clients in Canada & USA CBC Radio One - freelance radio broadcaster

Published writer - in 2 LGBT anthologies; articles in publications

#### **Board Experience or Other Volunteer Work**

Vancouver City Planning Commission - Commissioner	2010 - 2013
HiVE Vancouver - Founding Board Member	2009 - 2013
Mount Pleasant Community Centre Association - Director at large	2009 - 2011
Boca del Lupo Theatre Society – Director at large	2007 - 2009
Volunteer Vancouver - Executive Director Learning Circle - Facilitator	2006 - 2007
Volunteer Vancouver - Leadership Development Program - Trainer	2004 - 2006
Pink Vixen Comedy Arts Society - President	2003 - 2005
AIDS Memorial Society of Vancouver - Director at large/Communications	2001 - 2002
Out On Screen Film & Video Society - Chair	1997 - 2003
Write Out West Society - Director at Large	1995 - 1997
Two examples of ensoific contributions:	

Two examples of specific contributions:

- 1. **Vancouver City Planning Commission**: Process design lead, symposium moderator, and workshops facilitator for a neighbourhood sustainability symposium.
- 2. **HiVE Vancouver**: Led a collaborative process to create the initial mission, vision, and values for the Society.

- As a consultant and facilitator, I have led dozens of strategic planning processes for non-profits, helping them shape their future direction. I am a bit of a strategic planning nerd! I love taking groups from "blue sky" dreams to concrete goals and action plans.
- Fundraising experience: I've created sponsorship programs, and written many successful grants. I've also
  created a community grant program and served on a grants assessment committee.

NAME: Fiona E. Walsh (Incumbent) CITY: North Vancouver

#### **Occupation: Retired Teacher**

I joined HUB in 2010 and became a Board Director in the summer of 2012. I was on the joint HUB/BCCC ad-hoc committee to work for improvements to the Ironworkers Memorial Bridge accesses and sidewalks, which we now enjoy. As a director of the BC Cycling Coalition and Canada Bikes, I act as a liaison, when I can, as we are stronger when we work together toward common goals. I use my organizational skills, honed as a public school teacher, in various capacities, with non-profit organizations. Though I started cycling to work in Burnaby at age 60, on an e-bike, I successfully graduated to a 'regular' bike when I retired, at 64. I think people of my demographic (Baby Boomers) have great potential in terms of increasing cycling advocacy in Metro Vancouver. We're still kids at heart, doing what we enjoy and getting fitter with age & time.

#### **Vision for Cycling**

Cycling for transportation is a major part of developing resiliency in Metro Vancouver. Just as we are encouraging communities to become resilient in terms of climate changes, disasters and our everyday energy needs, we can encourage individuals of all ages and abilities to become more resilient, as commuters to work or school, for shopping or for leisure activities, by riding a bike, be it an e-bike or 'regular' bike.

#### **Brief Employment History**

June 2013 - Present
February 1987 - June 2013
1976 - 1994
Summers, 2006 - 2012

# Two examples of specific contributions:

 Organizing and supporting local organizers of Bike Day in Canada rides (2014 - 2017) in North Vancouver City & District, Burnaby, Surrey & Coquitlam, as a director of Canada Bikes, receiving local grants of ±\$500.
 Creating an Emergency Bike Team for North Shore Emergency Management (NSEM)

# **Board Experience or Other Volunteer Work**

2012 - Present	
2012 - Present	
2013 - Present	
2000 - Present	
Currently, Emergency Support Services, Emergency Education and Youth Emergency Preparedness	
2014 - Present	
2014 - Present	
2005 - Present	
2015 - Present	

- An extensive knowledge of the cycling community and cycling advocacy at the regional, provincial and federal levels.
- Bilingual, French and English, plus basic German: I enjoy working in communications, encouraging member engagement and engaging other community organizations, police and government as partners.
- Volunteering at Community Policing Centres (North Vancouver and Vancouver) provides a very different view of life at street level, in terms of the community support that is there and how to engage citizens and New Canadians of all ages and cycling abilities.
- Telling My Story of getting on a bike at the age of 60, after 40 years behind the wheel of a car.

NAME: Derek van Pel CITY: Vancouver

## **Occupation: Medical Student**

Though i got into cycling just one year ago, I have already seen its good and bad sides, and would like to do more in the community to advance the cause of cycling and cyclists. I want to help create a future where all road users respect one another and feel their needs are being met by the available infrastructure, whether it's the retired motorist or the child biking to school. I believe my scientific background will make me an asset to the HUB board, as it gives me the ability to absorb new information quickly, be it regarding policy, infrastructure or engineering, and will allow me to be an effective board member.

## **Vision for Cycling**

I want to continue to chip away at the barriers to cycling, to increase uptake and see cycling truly become a commonplace mode, that people use to get where they're going.

# **Brief Employment History**

# **Education & Employment**

Doctor of Medicine- UBC
PhD, Biochemistry and Molecular Biology - UBC
BSc, Biology - Vancouver Island University, Nanaimo
2002 - 2006
University of British Columbia - Research associate
Study of brain cancer; responsible for supervising and training more junior researchers.

University of Toronto - Postdoctoral researcher 2014 - 2016

Study of drug treatment for neurodegenerative diseases, such as Alzheimer's disease, Parkinson's disease and ALS; reviews of medical literature; grant and fellowship applications.

The Centre for Drug Research and Development, Vancouver 2012 - 2014

Postdoctoral researcher - new drugs to treat cancer, published in the journal PLoS Genetics, as part of a team to meet deadlines and milestones set by the board and external funding companies.

#### **Board Experience or Other Volunteer Work**

UBC Medical Journal - Chief Copyeditor	2016 - Present
Let's Talk Science - Volunteer planner & presenter for public demos	2007 - 2012
Vancouver Area Yeast Meeting - Organizer	2009 - 2012
Nanaimo Theatre Group - Member	2002 - 2006

#### Two examples of specific contributions:

- 1. Genome editing has revolutionized molecular biology research. I am convening and organizing a symposium across the university to allow researchers and industry to network and collaborate, which means liaising with leading biotechnology companies in Vancouver for sponsorship.
- 2. As the lead organizer of the **Vancouver Area Yeast Meeting**, I engaged participants to evaluate this monthly symposium and acted on their recommendations and feedback to implement changes, reversing the poor attendance trend and successfully creating a forum for scientists to convene and collaborate.

- I bring an analytical mindset, both as a professional geneticist and as a doctor in training. These both
  require an ability to absorb and understand large amounts of information, and to consider different
  approaches based on the weight of the evidence in their favour an asset for HUB with respect to data
  analysis, policy formulation and generating position papers for public or government consumption.
- I represent the "in-between" generation. Neither rich nor poor, neither starting out nor established, I am part of the millennial cohort you're always reading about the people still trying to find their way in life. For us, all modes of transportation are a viable option, and I can offer HUB my perspective on how to ensure cycling remains in the mix even as we move forward in life.
- I am a commuter cyclist I'm out there between the narrow painted lines 5+ days/week, rain or shine, day
  and night. Cycling is the first mode I think of when I have somewhere to go, and I'll be able to offer a
  commuter's perspective on what needs to be done to improve the cycling experience in Vancouver.

NAME: Alix Krahn CITY: Vancouver

## **Occupation: Urban Planner**

The archetypal teen gains their freedom through their car, but I gained mine on a bicycle, learning the contours of my home city through rides in the evening and weekend trips to the library. It was through these explorations – by interacting with the materiality of it and the people there – that I fell in love with amiskwacîwâskahikan (Edmonton), and how I've grown intimate with Coast Salish. I'm now an urban planner, bringing that love to my career. I'm committed to cycling as an fun, accessible, and equitable method of getting around – and look forward to helping HUB make that happen.

#### **Vision for Cycling**

I hope to see a future where cycling is a significant transportation choice across Metro Vancouver: it is easy, accessible, and safe to bike to school, to get groceries, to meet friends for dinner. Cycling and cycling infrastructure are a driver of equity in the region.

## **Brief Employment History**

**elementslab** - Graduate Research Assistant May 2016 - Present

City of Surrey - Intern May - December 2015

Typologies for Transformation: A Case Study of Suburban TOD Development

City of Vancouver - Greenest City Scholar May - August 2015

Protected Bike Lanes on Commercial High Streets

Municipality of Baliwag - Student Planner July 2015

Conversations About Climate Change Adaptation - AICP Student Project Award

**DiscoverE** - Girls Coding Club Coordinator September 2013 - June 2014

#### **Board Experience or Other Volunteer Work**

# Facilitator for focus groups

September 2010 - Present

e.g., SCARP Symposium: Designing the Equitable City; Grandview-Woodland Citizens' Assembly Roundtable

UBC Planning Student Association - Equity Coordinator January 2015 - December 2015

SCARP Student Symposium - Organizer September 2014 - February 2015

ActivatED - Core Organizer for Edmonton Civic Election June 2013 - November 2013

**Engineers Without Borders, University of Alberta Chapter** 

Co-President February 2012 - April 2013
VP Advocacy March 2010 - April 2012
Next Up Leadership Training - (POSITION, JOB?) October 2011 - May 2012

Two examples of specific contributions:

- 1. **Engineers Without Borders**: Organizing and facilitating meetings, retreats and strategic planning sessions, leadership and reflective workshops.
- 2. **Engineers Without Borders:** Started new initiatives and committees, helping to start the first projects and strategically plan the future, including the Equity Committee in the Planning Student Association and the Advocacy area.

- A passion for and knowledge about cycling infrastructure: I have both lived and professional experience on
  cycling infrastructure. I've lived and cycled extensively in three cities in Canada, and know intimately what
  works and what doesn't. As a planner, I've also studied cycling infrastructure, including a research project for
  the City of Vancouver on cycling on high streets and on pedestrian streets.
- Strategic thinking and change management skills: In my volunteer roles, I've often taken on strategic planning roles including through Engineers Without Borders, municipal advocacy through ActivatED, and through the Planning Student Association where I have planned for the best strategies for advocacy, taught and facilitated workshops and worked on organizational structure.
- Diversity: I live in Vancouver, but I have also done planning work in Surrey. I also have lived experience as someone who is female and queer.

**CITY: Vancouver** NAME: Evan Hammer

#### Occupation: Urban Planner

Ever since he could speak, Evan has been asking "why?" intent on finding out how the world works. His curiosity has led him to interdisciplinary vocations in poverty advocacy, urban greening and sustainable transportation. Several years ago, he embarked on a journey to explore diverse communities and major urban centres across North America. Along the way, he discovered that his interest in community, social justice and sustainable transportation had planning as a common theme. This led him to the west coast and UBC, and a degree in Urban Planning. He lives in the Vancouver area, using his skills and passions to engage communities, while tackling issues of affordability and livability. When he isn't trying to bring about positive change, Evan enjoys reading, is a burgeoning, fair-weather cyclist and a beginner windsurfer.

#### Vision for Cycling

My goal is for cycling rates to continue to rise in Metro Vancouver, with better integration with other modes and improved end-of-trip cycling facilities. Cycling will be an easily accessible, widely-used form of transportation that is convenient for all.

#### **Brief Employment History**

**HUB Cycling** - Bike to Work Week Coordinator May 2017 – June 2017

UBC, Civil Engineering - Graduate Research Assistant - Cycling May 2016 - September 2016

Researched best practices in survey design; analyzed data using regression analysis.

Fraser Health, Vancouver - UBC Sustainability Scholar Intern May 2016 - August 2016

Green+Leaders program: engagement strategy; focus groups; survey design and analysis.

Habitat for Humanity, Edmonton - Volunteer Coordinator April 2013 - August 2014

Project coordination; community partnerships with businesses, government organizations and schools.

YMCA, Edmonton - Case Manager

October 2009 - October 2011

Managing conflicts between landlords, clients and service providers.

The Mustard Seed. Edmonton - Street Level Worker January 2008 - June 2011

Coordination and supervision of volunteer groups.

City of Edmonton - Community Beautification/Naturalization Coordinator May - August 2007 & 2008 Sustainable municipal initiatives.

#### **Board Experience or Other Volunteer Work**

**HUB Cycling** - Volunteer March 2017 - Present

Bike to Work Week kickoff, Arbutus Corridor working group

**UBC Planning Student Association** - Sustainability Coordinator January 2015 – December 2015

ActivatED - Volunteer, Edmonton Civic Election May 2013 - October 2013

The King's University College Student Association

Board of Governors, Faculty Executive, Senate Student Rep. June 2008 - May 2009

#### Two examples of specific contributions:

1. UBC Planning Student Association: advocated for improved recycling and composting facilities in department building; installed new waste sorting bins; approved a base sustainability charter that could be built upon in subsequent years

2. ActivatED: inspired youth to get more involved in election through promoting and organizing activities

- I have a passion for cycling, especially as a 'silver bullet' for dealing with transportation issues: low-cost, no emissions and relatively quick travel time.
- As an occasional cyclists, I represent the 'interested but concerned' segment of cyclists,
- My urban planning background gives me a solid understanding of how planning and cycling intersect, and I've gained a lot of knowledge about cycling infrastructure.
- I'm a big picture thinker who doesn't lose sight of the details.
- As a recent master's graduate, I'm still fairly young and aware of the younger demographic.