

**Niaz Nejad**  
*Chief Operating Officer*  
*Vice President, Gaming and Cannabis*



Niaz Nejad is a goal-driven and accomplished leader and change agent with over 20 years of leadership experience in the IT, retail, banking, gambling and now cannabis sectors. She has a proven track record of success in driving double-digit growth through strategic leadership, marketing, business planning, results-focused training, and team building, process and program optimization, and commitment to meeting client needs. Niaz has proven highly adept at steering organizations through complex periods of change and restructuring, with a superb understanding of what it takes to turn around and grow underperforming business units. She is equally effective in building high-caliber teams from the ground up and re-energizing established teams to achieve new levels of performance excellence on all metrics.

Coming to the AGLC in September 2011, Niaz quickly moved up through the organization to her current role as Chief Operating Officer and Vice President, Gaming & Cannabis. In her current role, she leads a team of close to 400 people, with responsibilities for the analysis of business requirements and opportunities and establishing AGLC's provincial gaming and cannabis strategic direction and revenue forecasts. For the gaming business, she is accountable for sustaining over \$1.6 billion in annual net revenues from slot machines, video lottery terminals, electronic bingo, and lottery tickets through policy and gaming product development, marketing and ultimately her proven strategic direction and leadership. For cannabis, she is responsible for the creation and

implementation of the vision for the business operations related to the wholesale and distribution of cannabis in Alberta, as well as establishing online e-commerce cannabis sales. Significant effort was put into creating, implementing, conducting and managing the cannabis business in time for Canadian legalization on October 17, 2018.

Niaz holds a Master of Business Administration from Queen's University and a Bachelor of Arts in Economics from the University of Alberta. She has also completed a Masters Certificate in Project Management from George Washington University; is a certified Project Management Professional; a graduate of the Executive Development Program- Strategic Leadership in the Gaming Industry from the University of Nevada, Reno; and has recently completed the Directors Education Program at the Institute of Corporate Directors, obtaining her ICD.D designation. Niaz is also a key member of both the Western Canada Lottery Corporations Board of Directors and the Interprovincial Lottery Corporation.