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the Hall of Fame
Gala support
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British Columbia
in developing
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high-quality
business education
programs delivered
free of charge
to over 35,000
students across the
province annually.*



HONOURING THEIR LEGACY; SECURING OUR FUTURE

JABC congratulates all past and present laureates; we are proud to honour nearly 200 years of excellence in the B.C. business community.



The Honourable Christy Clark, Premier of British Columbia with Past Laureates Michael Audain, Brian Canfield, Dick Bradshaw, George Melville, Jim Treliving, Jeff Mooney, Dr. Rudy North, and Dr. Ken Spencer; JABC participants; Gala Co-Chairs, Barbara Brink and Jim Shepard; and JABC President and CEO, Jan Bell-Irving.

JA British Columbia (JABC) has been enriching the lives of B.C. youth for over 60 years and we are proud to have so many partners who support our efforts. These partners include the supporters of the Business Laureates of British Columbia of Fame, an initiative created by JA British Columbia (JABC) over 10 years ago to honour our province's business leaders.

Each year, new laureates are formally welcomed into the Hall of Fame at the Gala Dinner and Induction Ceremonies. They are nominated by their peers and chosen by an independent selection committee representing B.C.'s foremost business, academic and media institutions. The members of the Hall of Fame have demonstrated a *Vision* unique

among their peers, provided *Leadership* to move others to achieve their goals, led their lives with *Integrity*; and built a *Legacy* that will enrich those who follow. Most importantly, the foundation they have built will ensure the continued success and prosperity of our province and paves the way for future business leaders. On May 12, JABC will proudly

Laureates are nominated by their peers and chosen by an independent selection committee

induct three worthy individuals into the Business Laureates of British Columbia Hall of Fame to honour their accomplishments and celebrate their stories. The following pages will introduce you to the Laureates and tell the stories of those impacted by the support JABC receives through the Hall of Fame.

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2016 Business Laureates of British Columbia Hall of Fame Inductees



Norm Francis

He was named one of the 10 most influential people in the development of the CRM industry.

Norm Francis dedicated more than 20 years to building high-profile technology companies that showcase the entrepreneurial spirit, technology innovation and global leadership that reside in Canada. A computer science graduate and chartered accountant, he co-founded Basic Software Group (BSG) in the late 1970s, which developed ACCPAC and Simply Accounting. In the early 1990s, he co-founded Pen-Magic, a company that developed software for early tablet computers, which eventually became Pivotal Corporation. Under Mr. Francis' leadership as chairman and CEO in 1994 to 2001, Pivotal grew quickly and became a global provider of customer relationship management (CRM) and eBusiness solutions. Pivotal was named the fastest-growing technology company in Canada and one of the top 10 fastest growing companies in North America by Deloitte, as well as Company of the Year by the BC Technology Industry Association (BCTIA) in 2000.

Mr. Francis' leadership for business and technology earned him much distinction. He was named one of the 10 most influential people in the development of the CRM industry by CRM Magazine. He was named Person of the Year by BCTIA in 1999, and Entrepreneur of the Year in the Pacific region software industry by Ernst and Young in 2001.

Mr. Francis is not only a visionary for business, but also for the community. He served on many corporate boards including Creo Products (now Kodak), Chancery Software, Business in Vancouver, and currently, Traction on Demand. He sat on former B.C. Premier Gordon Campbell's Technology Council, heading up the Industry Growth Task Group. He participated in grant committees of the Science Council of B.C.

and the Institute of Chartered Accountants, and the original capital-raising campaign for Science World.

“Mr. Francis is not only a visionary for business but also for the community.”

Since retiring from active business in 2001, Mr. Francis has devoted considerable energy to philanthropy. He played a key role in the creation and growth of Social Venture Partners (SVP) Vancouver, helping early stage non-profits improve the lives of disadvantaged children and youth in the Lower Mainland. He served continuously on the board of directors of SVP Vancouver until 2014 when he was honoured as the organization's first Distinguished Partner. In addition, Mr. Francis and his family have been the driving force behind the creation of the hydrocephalus clinics and research initiatives at both BC Children's Hospital and Vancouver General Hospital. He provides annual scholarships to at-risk youth and students at his former high school, Southern Okanagan Secondary School.

Mr. Francis is a Fellow of the Institute of Chartered Accountants of Canada and an active technology industry advocate and angel investor. He lectures at the University of British Columbia and Simon Fraser University, and mentors university students and entrepreneurs.



Ian Telfer

He transformed Goldcorp into one of the world's premiere gold producers.

Ian Telfer has been chairman of Goldcorp since 2006 and was chief executive officer of Goldcorp and its predecessor Wheaton River Minerals from 2001 to 2006. Through a series of mergers and acquisitions, he transformed the company into one of the world's premier senior gold producers. He also served as chairman of the World Gold Council from 2009-2013.

With over 30 years of experience in the precious metals industry, he has served as an officer and director of numerous international mining companies including Lihir Gold, Wheaton River Minerals, New Gold and Silver Wheaton. Mr. Telfer has financed, developed and operated mines throughout the Americas, Asia and Australia. These companies collectively employ over 20,000 people around the world.

Mr. Telfer has been recognized many times for his contributions to the mining industry, and in 2013 was named one of Canada's top 25 most powerful business people and listed in Canadian Business Magazine's "The Power 50." In 2015, he was inducted into the Canadian Mining Hall of Fame.

In addition to his impressive business accomplishments, Mr. Telfer is known for his philanthropic endeavors. In 2007, he donated \$25 million to what is now known as the Telfer School of Management at the University of Ottawa. He is a patron of the Special Olympics Canada Foundation and generously supports many local causes personally. In November 2015, he and his wife Nancy Burke were recognized at 10th Annual Global Forum on Human Settlements held at the Headquarters of the United Nations in New York with an award for "Innovation in Green Energy" for a technology project that will use waste to make power in west Africa.

Mr. Telfer is a fellow of the Institute of Chartered Accountants of Canada and holds a Bachelor of Arts degree from the University of Toronto, and a Master of Business Administration from the University of Ottawa. He was awarded an honorary doctorate from the University of Ottawa in 2015.

“In addition to his impressive business accomplishments, Mr. Telfer is known for his philanthropic endeavors.”

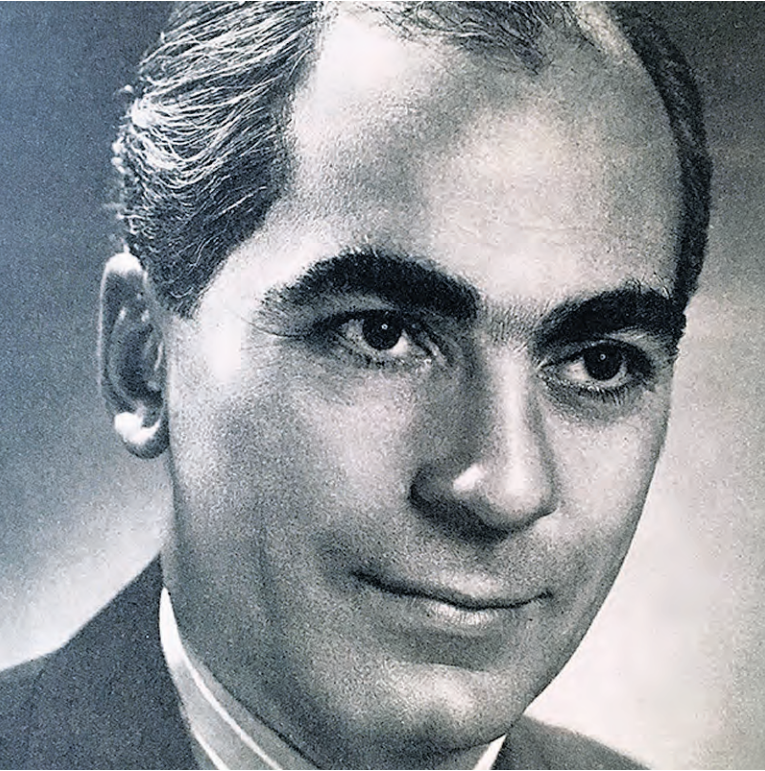
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2016 Business Laureates of British Columbia Hall of Fame Inductees



A.E. “Dal” Grauer (1906-1961)

Under his stewardship, BC Electric Company more than tripled its hydro-electric generation capacity and brought more power to British Columbians than ever before.

Dr. A.E. “Dal” Grauer (1906-1961) was regarded as one of the most brilliant men of his generation. He had enormous influence on business, education and culture throughout British Columbia and Canada. At his passing in 1961, he was president and chairman of the British Columbia Power Corporation and its subsidiary, the BC Electric Company, and was serving his second term as chancellor and chairman of the Board of Governors of the University of British Columbia.

Dr. Grauer was a well-educated man and accomplished athlete. A Rhodes Scholar, he graduated from UBC at 19 with first-class honours in economics. He earned his PhD in economics from the University of California, Berkeley, a BA in jurisprudence from University College, Oxford, and received his honorary LLD degree from UBC. He pursued an academic life and became the youngest full professor in Canada in 1937 when he became director of the Department of Social Science at the University of Toronto. While at Oxford, Dr. Grauer captained the Oxford lacrosse team and, with his brother Carl, was on the Canadian lacrosse team that demonstrated in the 1928 Olympics in Amsterdam.

In 1939, Dr. Grauer left academia and joined the BC Electric Company as general secretary, and in only seven years (1946) he became the president and chairman of the company. He led the company into a period of major expansion of hydroelectric and natural gas development during a time of economic growth and growing demands for power. He more than tripled B.C.’s hydroelectric generation capacity, brought natural gas from the Peace River country to the Lower Mainland, oversaw the transmission of oil to tidewater by pipeline, and pioneered an underwater transmission cable to Vancouver Island.

Dr. Grauer’s influence and vision extended well beyond the borders of B.C. He served as a member of

the Gordon Royal Commission on Canada’s Economic Prospects and sat on the board of leading businesses including the Royal Bank of Canada, the Ford Motor Company of Canada and California’s Pacific Gas & Electric.

Community service and involvement were very important to Dr. Grauer. He served two terms as chairman of the Vancouver General Hospital Board and three terms as President of the Vancouver Symphony Society. He held many corporate directorships and was a member of the National Industrial Conference Board, New York, and the Advisory Committee on Atomic Power for Atomic Energy of Canada Ltd. He had active roles with the Canadian Welfare Council and the Family Welfare Bureau

 Community service and involvement were very important to Dr. Grauer.

of Greater Vancouver. In 1957, Dr. Grauer was named Canadian Businessman of the Year, and the following year, the Canadian Council of Christians and Jews presented him with its Human Relations Award.

Dr. Grauer was an outstanding businessman, scholar, athlete, educator, public servant, community leader, patron of the arts and family man. His full, productive life was cut short by leukemia at age 55. His widow and friends endowed a lectureship at UBC as a memorial reflecting his extraordinary range of interests. The loss of Dr. Grauer’s interest and influence was felt in every sector of British Columbia and Canada.

CELEBRATING A DECADE OF THE HALL OF FAME

Last fall, JA British Columbia proudly unveiled the new Business Laureates of British Columbia Hall of Fame at the Vancouver Convention Centre West. The original Hall of Fame, located at the Vancouver Convention Centre East since 2009, was created by JA British Columbia with two important goals: to honour those

who helped build our province, and to inspire those who follow to be builders themselves. Through this landmark, people from all parts of the province have been able to share a feeling of pride for these remarkable BC business leaders. In recognition of the Hall of Fame’s 10th anniversary in 2015,

a new site was built. Designed by BC-based artists Cheryl Hamilton and Michael Vandermeer, the new Hall of Fame features a towering glass BC Business Laureates “Wall of Fame,” an information kiosk honouring its members, and a specially commissioned sculpture, the “Shape of Inspiration.”



Business Laureates of British Columbia Hall of Fame and sculpture, “Shape of Inspiration,” designed by B.C. artists Cheryl Hamilton and Michael Vandermeer.

Thank you to the following donors who made the new Hall of Fame site possible:

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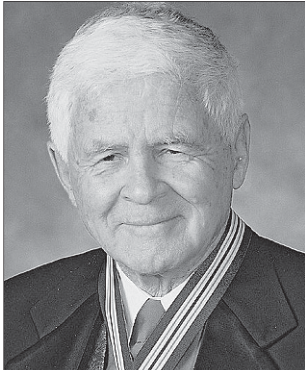
The members of the Business Laureates of British Columbia Hall of Fame 2006-2015



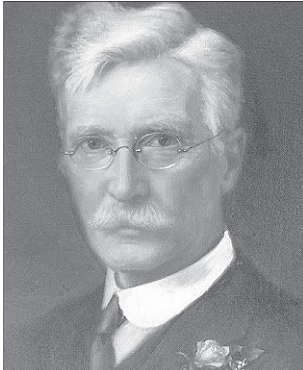
Michael Audain,
O.C., O.B.C., LL.D.



Nathaniel (Nat) Ryal Bailey



Irving (Ike) Barber,
O.C., O.B.C.



Henry Ogle Bell-Irving



Charles Bental



L.L.G. (Poldi) Bentley



Peter Bentley,
O.C., O.B.C., LL.D. (Hon)



David Black,
LL.D. (Hon)



Dick Bradshaw



Peter M. Brown,
O.B.C., C.B.H.F., LL.D.



Jennie Butchart



Alex A. Campbell,
O.B.C., LL.D.



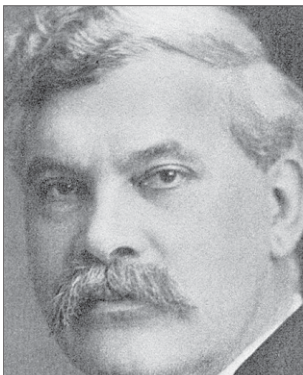
Brian A. Canfield,
C.M., O.B.C., D.Tech. (Hon)



Hon. John V. Clyne,
C.C.



Jack Diamond,
C.C., O.B.C., LL.D



William Farrell



Earl B. Finning



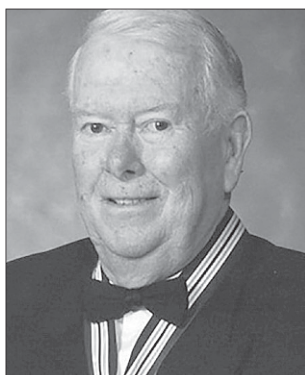
Thomas James Foord,
O.B.C.



Frank A. Griffiths, F.C.A.



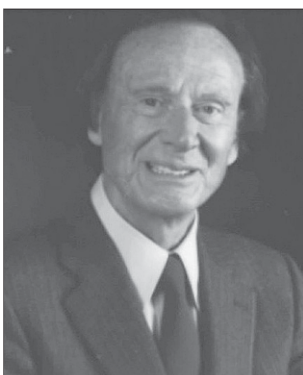
Bob Hager



Chester A. Johnson,
C.M., O.B.C., B.Comm, F.C.A.



Lucille Johnstone,
C.M., O.B.C., LL.D., C.G.A.



Dr. Norman B. Keevil,
O.C., Ph.D., F.G.S.A.



Dr. Norman B. Keevil,
O.C., O.B.C., Ph.D., C.B.H.F.,
LL.D. (Hon.), P.Eng.



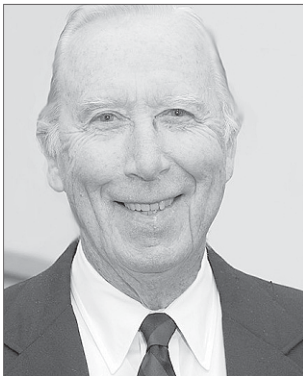
Henry Holman (Hank)
Ketcham III, O.B.C.



Henry Holman (Pete)
Ketcham Jr.



Samuel Kendall (Sam)
Ketcham



William Peters (Bill)
Ketcham



Hassan Khosrowshahi,
O.B.C.



Leon J. Koerner,
LL.D.

“The Hall of Fame is our opportunity to highlight the Laureates’ achievements and inspire future business leaders because when you honour your past, you secure your future.”

- BARBARA BRINK, Gala Co-Chair

“The Laureate legacy is enduring and ensures a growing and prosperous economy with limitless opportunities for future generations of British Columbians.”

- WILLIAM WESTERINCH, Q.C.,
Managing Partner, Fasken Martineau

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The members of the Business Laureates of British Columbia Hall of Fame 2006-2015



Dave Lede, B.Comm., LL.D. (Hon)



Robert (Bob) H. Lee, C.M., O.B.C., B.Comm., LL.D.



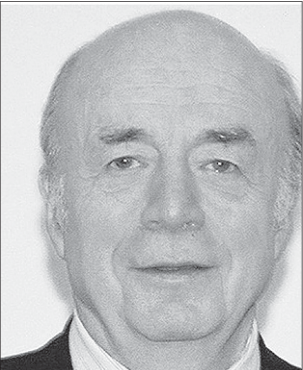
Hok Yat Louie



Tong Louie, C.M., O.B.C., B.S.A., LL.D.



Brandt C. Louie, O.B.C., C.B.H.F., LL.D., F.C.A., C.A., C.P.A.



John S. MacDonald, O.C. Ph.D., F.C.A.E., P.Eng.



H.R. MacMillan, C.C.



G. W. Grant McConachie



Wendy B. McDonald, C.M., O.B.C., LL.D., D.Tech.



George Melville, CPA, F.C.A., LL.D.



William M. Mercer, B.Comm.



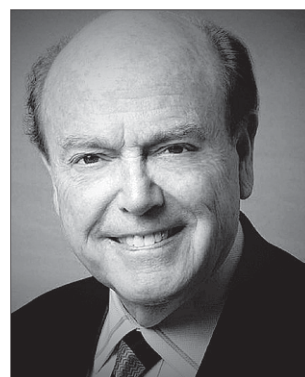
Jefferson Mooney



Dr. Rudy North, C.M., O.B.C., B.Comm., LL.D.



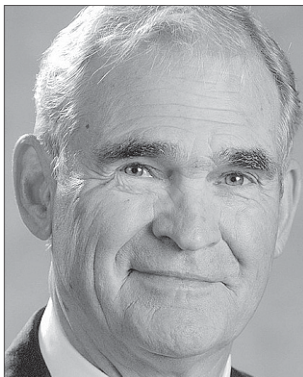
David Oppenheimer



Jim Pattison, O.C., O.B.C., C.B.H.F.



Art Phillips



John (Jack) W. Poole, O.C., O.B.C., B.Sc.



John Prentice



Dave Ritchie



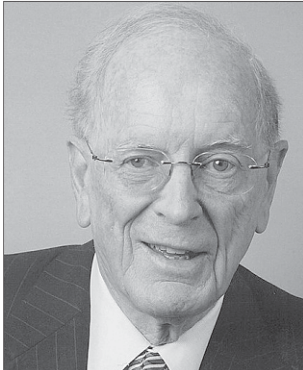
Dr. Donald B. Rix, C.M., O.B.C., M.D., D.Sc.(Hon.), F.R.C.P.C., LL.D.



Benjamin Tingley Rogers



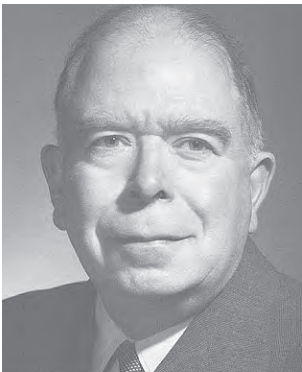
Dick (Percy Ritchie) Sandwell



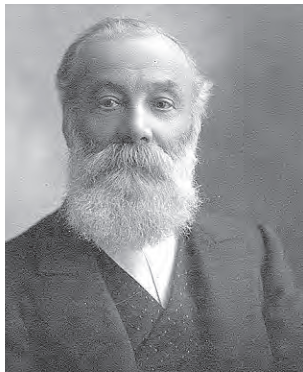
William (Bill) L. Sauder, O.C., O.B.C., B.Comm., LL.D.



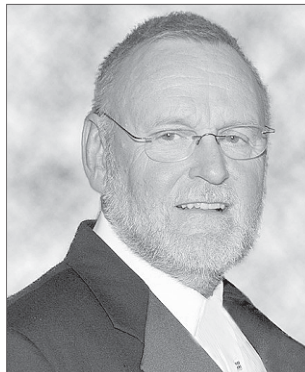
Joseph Segal, C.M., O.B.C., C.B.H.F., O.ST.J., LL.D. (Hon)



Howard Allan Simons



David W. Spencer



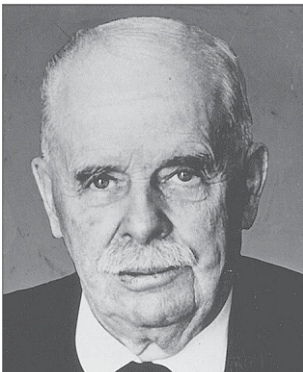
Dr. Ken Spencer, Ph.D., LL.D.



Jim Treliving



Milton K. Wong, C.M., O.B.C., LL.D



Charles Woodward

“Their stories are part of our province’s narrative and they must be told to encourage and inspire the youth of BC.”
- GARY LAXON, Director, Private Banking at Scotia Private Client Group

“The Laureates have all demonstrated excellence in business and have earned tremendous respect from their peers for their outstanding leadership.”
- PHIL LEHN, Chair, JA British Columbia

“The Laureates represent the foundation upon which our province was built, and their contributions to society will be felt by generations to come.”
- JIM SHEPARD, Gala Co-Chair

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JA DELIVERS A POSITIVE RETURN ON INVESTMENT

Junior Achievement makes a positive annual impact on Canada's economy. By helping youth stay in school, encouraging entrepreneurship and teaching financial literacy skills, JA creates an annual return to society of \$45 for every dollar spent.

1:45 ANNUAL RETURN

School Attendance, Entrepreneurship, Financial Literacy Skills

Junior Achievement helps young people succeed in a global economy. Over 75% of Achievers say JA was a critical driver of their work success.

75%

Work Success

Junior Achievement graduates are a significant driver of Canada's economy. Each year, \$425 million of Canadian GDP can be attributed directly to the entrepreneurial activity of Achievers.

\$425M CANADIAN GDP

Achievers' Entrepreneurial Impact

Junior Achievement graduates achieve higher levels of success. Achievers are 50% more likely to open their own business leading to innovation, new jobs, and wealth creation.

50% NEW BUSINESS

Achievers are 50% more likely to open their own business

Thank You

for investing in youth and inspiring the next generation of business leaders in BC!



Thank you to these outstanding donors for their contributions to JA programs in the past year. Their generous contributions helped us deliver our business education programs free of charge to more than 35,000 students throughout the province.

(The following does not include gala sponsorships. *Denotes multi-year commitment.)

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Jennifer and Dayle Wilnechenko

SISTER ACT: Entrepreneurship runs in the family

Sisters Jennifer and Dayle Wilnechenko may be six years apart but are close in their passion for business and entrepreneurship. Growing up in the middle of their father's start-up business where they watched and learned how he pulled his home-based business together is how they developed their business acumen and ambitions.

The pivotal moment came when their parents bought them a garden shed to showcase their blossoming product ideas, which gave birth to their first business – Jenayles Card Shop. At that point, Jennifer was 14 and Dayle just eight, and they continued to run their hand-crafted greeting card business for several years.

“We wanted to create something and turn it into a business that would help others. That's where it all started,” said Jennifer.

Junior Achievement (JA) entered the sisters' lives when Jennifer first joined JA Company Program in Grade 11 at Burnaby South Secondary. She was excited to participate in a program that matched her own aspirations and gave her formal training in building a business from scratch.



We wanted to create something and turn it into a business that would help others. That's where it all started.

JENNIFER WILNECHENKO

Dayle's encounter with JA came a few years later. In 2013, she joined JA Company Program at Burnaby South where Jennifer, her older sister, was volunteering as a business mentor in the same program. By this time, Jennifer had earned a Bachelor of Business Administration from BCIT. Dayle and her company executives won an award from JA in 2014 for Just Jars, a JA student company that sold a variety of jars of dry ingredients with different combinations that could be made into soups, cakes or cookies and more by adding water and other wet ingredients.

Dayle, now a first-year student at Kwantlen Polytechnic University in the Fashion Design program says her greatest learning came when she realized the key to running a company is the people within it.

“Motivation was the biggest challenge in our group. I had to keep my team engaged, and at the same time, drive the process so things

could move forward,” said Dayle. “I soon found out that I couldn't do this all by myself. I had to delegate to others and learn to manage constructive criticism.”

Jennifer's journey through post-secondary was longer. She switched from the UBC Engineering program in her third year to start the Marketing Management program at BCIT. She learned from her JA experience that it's okay to change your mind – you learn from your mistakes so you can do something greater next.

“I call it controlled failure. If things don't go well, don't write it off completely because there's something you can learn from it,” said Jennifer. “I came up with a lot of ideas that I had to keep refining until I got to the right one, and that one is the one where my passion is.”

It is this persistent, never-give-up attitude and creative, entrepreneurship mindset that paved the way for the sisters' newest venture – BOLT Vancouver Design. Founded in 2012, the company produces hand-crafted bicycle crates and tote bags with a mission to make urban commuting more enjoyable. The sisters currently sell their products online and plan to expand to other West Coast urban centres in B.C. and the U.S. BOLT is a true culmination of the sisters' complementary strengths: Jennifer as the marketing guru and business planner, and Dayle the creative designer and product developer.

The Wilnechenko sisters believe entrepreneurship runs in their family. They feel that their JA experiences confirmed their passion for business and reinforced their determination to be successful despite challenges and unknowns ahead.

Jennifer said, “JA was the test run where we could actually take our ideas and business skills and go ahead and create things. We could try building a company and bridge from there to the real world of business.”

Dayle said, “JA planted the seed that business was the right place for me. In the Company Program, everything really clicked into place and I felt I had found what I wanted to do with my life, which is the creative side of business.”

Jennifer and Dayle want to give back to JA and share their experiences with young people. Jennifer, already a JA volunteer mentor and now an executive in the JABC Young Alumni Network, dreams of owning a studio and office space where they can host a JA Company Program.

“We hope one day BOLT will be a social enterprise that will offer internships and other opportunities for young people starting out in business, and we'll host a JA Company Program as well! That would be wonderful for both us and JA in the future.”

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**BUSINESS LAUREATES
OF BRITISH COLUMBIA
HALL OF FAME**
They Build. We Benefit.

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John Schnare's Class at Rosemont Elementary, Nelson, BC

BUSINESS CLASSES AREN'T JUST FOR THE OLDER KIDS


It's a well-known fact that 95 per cent of businesses in British Columbia are small businesses and that statistic is unlikely to change anytime soon. The provincial and federal governments are investing in innovation across many sectors including IT, healthcare, natural and applied resources, leading to more start-ups and small businesses.

This means business education becomes relevant for everyone and this is why Junior Achievement (JA) believes in starting early. Through JA's programs on work readiness, entrepreneurship and financial literacy, young people are getting a head start on their future plans with an opportunity to explore careers and learn about the workforce.

Take, for example, teacher John

Schnare's class at Rosemont Elementary in Nelson, BC. He asked JA British Columbia (JABC) to deliver Business of Our Own, a program aimed at Grade 4 and 5 students. In Business of Our Own, Schnare's students got the opportunity to set up a retail stand, track profits and distribute earnings. They acquired and built up on their skills in language and communication, math, critical thinking, problem-solving, creative thinking and decision-making. They also got a lesson in philanthropy, as the program encourages the donation of profits to a cause of their choosing.

"This program covers more than just business skills. It is excellent for social interaction and group dynamics," says Schnare. "This should be in the curriculum for all elementary schools."

 This program covers more than just business skills. It is excellent for social interaction and group dynamics.

JOHN SCHNARE

Schnare's class decided to sell handmade bracelets to the school in a mock marketplace and the students were divided into several

companies who had to compete for market share. They promoted their bracelets for weeks in the school and when sale day rolled around, everyone sold out of their product. They even went as far as selling raffle tickets and setting up donation boxes around the school.

Local businesses also got in on the action and donated prizes for the top performing companies in the areas of marketing, management, social responsibility, creativity and profitability.

Schnare's class took it one step further. With a bit of help from their teacher and JA, the students wrote a media release to their local paper, The Nelson Star, which covered the event.

As part of the curriculum, JA students learn about giving back to their community and the stu-

dents chose to donate their profits to several charities including The Salvation Army, SPCA, and Nelson Youth Theatre. They also gave to a fellow student who has cancer.

Schnare notes, "As a teacher, we look for student engagement and this program had every student engaged."

As for the students, when asked what they thought about their experience of running a retail stand, one remarked, "It was fun and we got to use real money." Another simply said, "We better do this again next year!"

Find out if JA is in your community by visiting JA British Columbia at <http://jabc.ca/schools>.

Teacher deems JA experience rewarding, impactful

When Lee Nipp signed up his business class students for Junior Achievement (JA) for the first time in 2008, he had no idea how transformational the experience would be, both for him and his students. Several years later, the 2015 JABC Outstanding Teacher Award recipient is still running JA's entrepreneurship programs for his business students at Britannia Secondary Community School, and he credits JA for helping his students decide to pursue careers in the field.

"Quite often, students who have partaken in a JA program will remark how much they have learned about business and many will say that JA was the main reason for deciding upon business as a career path," says Nipp.

His most memorable year was the one where his class won the JA Student Company of the Year for the first time and the CEO, Lisa Wong, took home the JA Excellence in Leadership Scholarship. The class sold T-shirts through their company, B.East Apparel, which reflected the team members' pride in their East Vancouver roots. Nipp claims the experience was life-changing for many of the students. In addition to reinforcing their pride in their East Side roots, most went on to pursue business in post-secondary education. In fact, B.East Apparel's CEO recently graduated from the UBC Sauder School of Business and is now working in human resources at Vancouver-based Vision Critical



Phil Lehn, Chair, JA British Columbia presents Lee Nipp with the 2015 JABC Outstanding Teacher Award

which provides companies with a cloud-based customer intelligence platform.

More recently, Nipp had a class which struggled to come up with a product to sell. They settled on tea but their business consultants, volunteer mentors from the business community, challenged them to pick something that would be more popular with their target market. Discouraged and running out of time, the students conducted market research for another idea—succulent plants grown in old wine bottle corks that were either mounted onto a magnet or stood freely. Corkulent was born, featuring a product with low manufacturing costs yielding high returns. The company marketed the sustainable plants to their peers, which quickly became popular accessories for school lockers, and managed to sell out their entire stock of 1,000 plants.

"The kids learned a big lesson here, that market research can provide you so much information about potential sales," says Nipp.

When asked about why he continues to invite JA into his classroom every year, Nipp says, "I incorporate every JA program into my teaching because they reinforce curriculum content. Having volunteers from the business community provide their real-life experiences is an added bonus, as students see validity in what is taught in our school's business education courses."

A study commissioned by JA

Canada by the Boston Consulting Group on the effectiveness of JA programs shows that Achievers are 50 per cent more likely to open their own business leading to innovation, new jobs, and wealth creation. In addition, over 75 per cent of Achievers say JA was a critical driver of their work success.

"The students that have gone through a JA program are more confident in their abilities, more willing to challenge themselves, seek leadership positions while enrolled in post-secondary courses, and tend to set higher goals for themselves in the future," says Nipp. "They seem to understand that getting out of their comfort zone and being challenged is part of the process for succeeding in business. They learn how to make informed decisions and think outside the box."

Nipp has also gained a lot of insight from working with JA. He shared that JA has helped him understand what benefits his students the most. Experience is a more effective teacher when compared to reading a textbook, and JA's entrepreneurship programs make learning and teaching fun, interesting and engaging.

"For me, this is definitely the most rewarding part of teaching," says Nipp. "My teaching colleagues tell me how impressed they are with Britannia's business education program, and I know a large part of that is because of what JA offers."

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