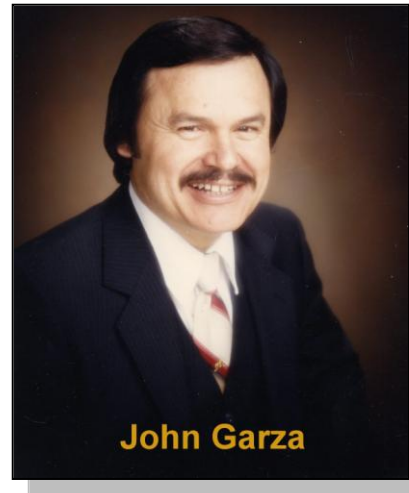


2011-2012 Board Members

John Garza, Quad A President
President/Owner, JAG Specialties, LLC



John Garza is President/Owner of JAG Specialties, LLC, a solely owned consulting firm with over 33 years' experience in developing EEO/Affirmative Action plans, training programs and managing AA plans in OFCCP audits, strengthening employer and regulatory agency relations through partnerships and awareness training.

For the past decade, John managed the Affirmative Action/Equal Employment Opportunity Compliance Programs for Arizona Public Service/Pinnacle West Capital Corporation (APS/PNW). When he joined APS/PNW in July 2000, he brought with him a strong Human Resource background of over 25 year's experience in human resources, including diversity, affirmative action and equal opportunity, employee relations, staffing, training & development, and community relations.

Prior to joining APS/PNW, Mr. Garza was responsible for EEO/AA/diversity compliance programs at Digital Equipment Corporation and Compaq Computer Corporation as the U.S. EEO/AA/Diversity Manager reporting to the company's Worldwide Human Resources Group. Mr. Garza is a lifetime member of the Arizona Affirmative Action Association (36 yrs) and current President. He is the Chair of the Arizona ILG (31 yrs), a Board Director on the National ILG (11 yrs) and Board Director on the Southern Nevada ILG (3 yrs). Mr. Garza has a Bachelor of Science Degree in Management.