

VICKI GLYNN – CANDIDATE FOR THE FEI AUDIT AND COMPLIANCE COMMITTEE

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Dear FEI Colleagues,

I am very motivated to serve the Federation Equestre Internationale (FEI) following a long career in international business.

I have a history of over 35 years serving equestrian sport in many capacities in New Zealand and internationally and becoming familiar with the FEI, its role, structure and mission. I have competed at national level in Eventing, Jumping, and Dressage, and am familiar with Endurance through being Chef d'Equipe for New Zealand at WEG 1990. My varied experiences in my business career, volunteer roles, employment as CEO of the New Zealand NF, and as Secretary General have given me a rich tapestry of experiences which I believe would serve me well in contributing to the Audit and Compliance Committee.

WHAT CAN I BRING TO THE COMMITTEE? I have worked in the international business world for 25 years and have a breadth and depth of understanding of the challenges and rewards which flow from a globalized approach. My desire is to help the FEI achieve true universality in all its processes and policies which will serve our sports well in the future, and support the continued drive to maintain equestrian sports in the Olympics. Having come from a highly regulated sector in pharmaceuticals I understand the challenges which global sport faces to not only be comprehensively fair and compliant, but to be perceived as such by all its stakeholders.

My work experience began in radio, television and music businesses before I joined the pharmaceutical industry and progressed to General Manager of SmithKline Beecham in New Zealand. I was then transferred to the United Kingdom to work in global sales and marketing roles.

My roles included analysis of country sales and marketing, conducting audit and compliance analysis and reporting back to senior International management. Through this work I travelled to over 50 countries so have a very broad multicultural understanding. I was also involved in the restructuring of the company following several mergers and acquisitions creating GSK (Glaxo SmithKline) and in the major process improvement initiative which made the SmithKline Beecham such a successful merger. ("Simply Better Way")

During my business career I was frequently engaged in complex legal cases including Judicial Review of a Government decision, working for 2 years on a Government case regarding intellectual property and tax, and recently in a Human Rights discrimination case.

I have also been a writer and commentator on equestrian sports and have developed skills in new media which could also benefit the Committee in monitoring and understanding the role new media plays in our future world.

In a 2017 KPMG report on Audit Committee Effectiveness one of the 6 key takeaways from a survey of audit committees in 42 countries was that *"Audit committee effectiveness hinges on understanding the business"*. My experience as the CEO of a National Federation, along with my breadth of experience across equestrian disciplines and multiple cultures gives me unique insights which I can bring to the Committee.

MY CONTRIBUTION AND IMPERATIVES; All these roles have given me the knowledge and experience I believe I could put to excellent use as a member of the Audit and Compliance Committee. I understand the cultural and business sensitivities needed to achieve progress on a global scale, and I have worked with multibillion dollar budgets in a highly regulated sector which was constantly under scrutiny for its business practices and processes. I believe that with the accounting and legal backgrounds of the other two committee members my business skills and international knowledge would create a synergistic team with the skills to fulfil its important role within the FEI.

I have an inherent sense of "fair play", and have always maintained a very strong code of ethics, as the pharmaceutical industry demands. I would love to apply these attributes and skills to helping the FEI retain its pre-eminent position in the sports market place.

Kind regards,
Vicki Glynn