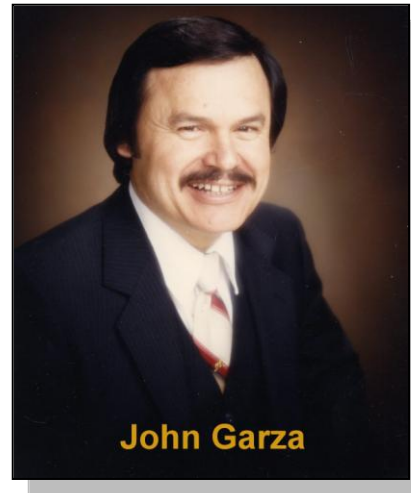


AZilg Board Members

John A. Garza, AZilg Past-President
Chair, Southern Nevada Industry Liaison Group
President/Owner, JAG Specialties, LLC



John A. Garza is President/Owner of JAG Specialties, LLC, a solely owned consulting firm with over 38 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 over a 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 AZilg (38 yrs) and has served for the past decade as President before retiring from that role to serve, as a Board Officer and advisor in the capacity of Past-President. He served as the Chair of the Arizona ILG (31 yrs), Board Director on the National ILG (12 yrs) and is the current Chairperson of the Southern Nevada ILG (4 yrs).

Mr. Garza has a Bachelor of Science Degree in Management.