# PROFILE Executive Leadership | International Development | Maritime, Multimodal Transport & Logistics Real Estate Expert



Executive with expertise in international business development, crossfunctional team leadership, and competitive market positioning, delivering positive outcomes with robust and sustainable gains. Darryl's mission is to help organizations thrive by overcoming the obstacles of moving goods and people to markets.

Mr. Anderson's private sector roles have included Managing Director, Wave Point Consulting Ltd, President & CEO of the Port Alberni Port Authority, and Business Development & Planning Manager for the Greater Victoria Harbour Authority. Non-profit and public sector leadership positions involve serving as Executive Director, Mercy Ships Canada, Policy Manager, Rail, Intermodal & Marine for Alberta

Transportation, Manager, Trade Policy and Business Intelligence for Alberta Energy department and Chief Harbour Authority Implementation for Fisheries and Oceans Canada.

Darryl has a proven track record of accelerating revenue growth and the integration of environmental social and governance considerations into project investment or policy decisions. Mr. Anderson has expertise in international business development, cross-functional team leadership, and competitive market positioning, delivering positive outcomes with robust and sustainable gains. He integrates global macroeconomic trends with local market conditions, operational insights, and regulatory knowledge to enlarge market share and maximize margin for small and mid-cap firms. Identifying and capitalizing on emerging business opportunities propels organization to the top tier of their industry. Helping firms achieve the lowest cost delivery of products utilizing, road, rail, marine transport as well as other logistics options drives improved business performance, shareholder value and competitive advantage.

Customers range in size from a \$16 billion diversified international shipping company to the leadership teams of private and public-sector organizations. He has served clients from, or with project interests in, North America, Australia/New Zealand, Europe, The Gulf Cooperation Council Region, West and South Africa and South America.

#### **Education**

- MBA (with Distinction), Maritime Management, Australian Maritime College, Tasmania, Australia
- BA (Economics Concentration), Trinity Western University, British Columbia, Canada
- Diploma, Urban Land Economics, University of British Columbia
- Certificate in Shipping & Marine Operations, British Columbia Institute of Technology

#### **PROFESSIONAL EXPERIENCE**

## WAVE POINT CONSULTING LTD. Managing Director

Victoria, Canada 2008 - Present

Founder of a bespoke advisory practice specializing in strategy, international business development, multimodal transportation, and logistics real estate solutions to clients in mature and emerging markets. Proven track record in leading multi-disciplinary teams. Maintained outstanding working relationships in all areas of the client's organization. Initiated and sustained a culture of accountability and continuous improvement. Senior consultant in over 80 best-inclass commercial feasibility, operational efficiency, environmental sustainability, and regulatory analysis projects.

- Contributed to the design, development, and implementation of sustainability initiatives to ensure that client's transportation and logistics practices and business operations are environmentally friendly and compliant with government rules and regulations.
- Evaluated the customer potential and created tactics for entering new domestic or international markets, and/or the feasibility of developing new logistics infrastructure.
- Achieved market access using the lowest cost delivery of products utilizing, road, rail, marine transport as well as other logistics intermediaries.
- Assessed the cost competitiveness and performance of transport carriers and logistics options that included gauging the trade-offs between transportation/inventory costs, and service levels.
- Improved public sector efforts to capture economic development opportunities or enhanced sustainability outcomes through the completion of freight forecasting scenarios, route/ mode/rate benchmarking analysis, transportation infrastructure planning, or regulatory review assignments.

### MERCY SHIPS CANADA Executive Director | Special Advisor | Interim National Director

Victoria, Canada 2018 - Present

Mercy Ships Canada was named one of Circle Act's Absolute Top 99.5% Charities in Canada who bring about high impact positive change. Developed and implemented strategic priorities for national expansion increased volunteer crew recruitment, international program investments and revenue growth. Managed P&L and all core functions: marketing, operations, finance, human resources, and technology systems (including Teams, DPO, Raisin, Emplifi and cyber security). Provided leadership, spiritual support, and organizational oversight to 9.6 FTEs and up to 100+volunteer crewmembers anually.

- Boosted revenue 13% by achieving a 70% donor retention rate, increasing gifts per new donor by 38% and revenue per gift 11%. Improved the charity's fundraising ratio by 52% and average donor lifetime by 17%. Championed the digital transformation of marketing system. Established new KPIs that enhanced organizational competitiveness.
- Increased funds available for international program investment by over \$2 million. Led the integration of environmental, social and governance considerations into the enterprise risk management program for international project investment decisions.
- Developed and introduced new compensation philosophy. Deployed HR best practices regarding employee performance, equitable employment, ethnic diversity, linguistic capacity, and female staff member leadership development opportunities.
- Obtained and maintained Imagine Canada accreditation that strengthened Board governance.

## GREATER VICTORIA HARBOUR AUTHORITY Manager, Business Development & Planning

Victoria, Canada 2007 - 2008

Rapidly promoted to senior executive accountable for all marketing, business development, land use and multimodal transportation planning, real estate, and security services for a rapidly growing port with \$66 million in assets. Oversaw stevedoring firms that operated in a unionized and complex supply chain/logistics environment. Resolved stakeholder/community concerns associated with port's growth through effective collaboration with key stakeholders, the Board, First Nations, and business leaders. Supervised and coached full-time staff of 11 and 4 contract employees. Introduced the balanced scorecard approach to business planning and budgeting. Developed an enterprise risk management program.

- Increased cruise traffic volume 25%, heavy-lift project cargo over 100%, and six new tenants resulting in over a 15% rise in gross revenue.
- Conceived and introduced the Cruise Tourism Community Initiative, a set of best multimodal transportation environmental and social operating practices to enhance the guest experience and mitigate the local community impact of cruise tourism at Canada's largest cruise port-ofcall.

### PORT ALBERNI PORT AUTHORITY President/CEO

Port Alberni, Canada 2005 - 2006

Held P&L responsibility. Executed the delivery of a Canadian Port Authority's strategic objectives. Grew revenue through a business/logistics transformation process in response to rapidly changing market conditions and emerging domestic and international supply chain requirements. Guided a complex set of commercial negotiations arising from the merger and corporate restructuring of the port's dominant customers. Crafted land-use planning and infrastructure investment plans for shipping terminal and real estate holdings. Ensured port operations safety, security, and regulatory compliance. Supervised 22 employees including the unionized traffic and maintenance workforce and the non-unionized staff.

- Increased gross revenue 17% and net profit 25%. Diversified shipping activity resulted in cargo volume improving 34% and deep-sea shipping traffic over 50%.
- Improved asset utilization levels and cash flow management through new and timelier reporting to the Board of Directors.
- Negotiated an "approval in principle" for a foreshore lease for a major aggregate mining project, and head lease rent reduction with the Province of B.C.

### ALBERTA ENERGY

Edmonton, Canada 2003 - 2005

#### Manager, Trade Policy & Business Intelligence

Recruited by a \$7 billion organization, as the first to lead and develop a 15-member team that provided trade development and commercial intelligence to executives regarding markets that required multimodal transportation solutions: oil, gas, pipeline petrochemical, electricity, and coal sectors. Identified and advanced the Alberta Government's interests in response to WTO, NAFTA, and Canadian energy trade policy developments. Initiated successful energy industry consultation at the 2004 Global Petroleum Show.

 Educated and prepared the Alberta government to effectively contribute to national and international energy policy discussions. Collaborated with other Alberta Government departments to develop/improve stakeholder relations in support of energy advocacy or investment attraction events in Canada, US, Mexico, China, Europe, and South Africa.

### ALBERTA TRANSPORTATION Manager, Rail/Intermodal & Marine

Edmonton, Canada 1999 - 2003

Provided multimodal transportation policy advice to a \$1 billion organization. Rapidly promoted to manager, initiating, directing and securing industry participation in major transportation and logistics studies (i.e. CANAMEX Trade Corridor, Benchmarking Alberta's Transportation Infrastructure). Identified factors influencing Alberta's market opportunities and inter-modal system (air, rail, and trucking) competitiveness.

- Provided policy advice about international and domestic transportation policies issues, including waterfront and port performance. International liner and coastal shipping operations: Canada Marine Act, Carriage of Goods by Water Act, Shipping Conferences Exemption Act, Canada Shipping Act, Marine Pilotage, Canadian Grain Ports Review, and Canada Transportation Act Review.
- Co-led the development and implementation of the Alberta short line railway regulations.

### FISHERIES & OCEANS CANADA Chief, Harbour Authority Implementation

Vancouver, Canada 1992 - 1999

Led property management staff of three responsible for 200 waterfront sites (including 12 aerodromes) valued at \$500 million. Major facilities were key centers supporting inbound supply chain activities and the outbound logistic functions needed for the rapid unloading and handling of perishable cargo destined for both domestic and international markets. Developed marketing proposals and negotiated with real estate developers and civic leaders during the multimodal transportation land-use planning and construction of high-profile mixed-used waterfront developments. Held operating responsibility for up to 70 facilities when acting for senior manager. Co-led branch business planning and budgeting initiates.

- Achieved 45% reduction in property taxes with cost savings of \$800,000/year. Reduced insurance costs by 51%, with savings over \$225,000/year.
- Public sector reform initiative accepted in 30+ communities, resulting in 40 partnership agreements.

#### **PROFESSIONAL & COMMUNITY INVOLVEMENT**

- Member of the Canadian Christian Relief and Development Association, 2021-Present
- Director, Mercy Ships Global Association, 2020-Present
- Managing Director | Board Member | Advisory Council Member, Mercy Ships Canada, 2014-2019
- Pacific Chapter Executive, Chartered Institute of Logistics & Transportation North America, 2013-2020
- APICS Representatives & Member at Large Vancouver Chapter, Vancouver Island Region, 2017-2020
- Constituent Group Refugee Sponsor Representative, Church of our Lord, 2015-2019
- Associate Member, Real Estate Institute of British Columbia, 2015-2020
- Member, Tourism Victoria Transportation Committee, 2012
- President & Director, Canadian Transportation Research Forum, 2005-2011
- Chair & Director, Cruise British Columbia Association, 2005-2010
- Director, Association of Canadian Port Authorities, 2005-2006

#### **CONSULTING PROJECT HIGHLIGHTS**

#### **Trade & Logistics**

- Agriculture Distribution, Aggregation and Logistics Infrastructure.
- Agricultural Supply Chain and Logistics Project.
- Alberta Petrochemical Transport Study.
- Barrie-Collingwood Railway Business Case.
- Canadian Railway Industry.
- Dry Bulk Commodity
   Export Supply Chain and Logistics Operations

   Transformation.
- Grain Transport Options for British Columbia.
- Labour Force Profile for Port Drayage Drivers in Metro Vancouver.
- Logistics Analysis: Wood Products to New Asian Markets.
- Lloydminster Transload.
- Logistics Technology Company Coaching.
- Metro Vancouver Food Flow.
- Next Generation Security
   Seal
- Northern Gateway Export Loading & Logistics Study.
- Rail Sector Advanced Design and Material Commercialization.
- Regional Airport Economic Impact Assessment.
- Regional Shipping and Logistics Analysis.

#### **Shipping & Seaports**

- Aboriginal Tourism
   Opportunities within the
   Cruise Industry.
- Assessing Marine Transport for Canadian Oil Sands.
- Assessing the Benefits of Regulatory Alignment: A Case Study of the Marine Transportation Sector.
- Assessment of International Maritime Agreements.
- British Columbia Mid Coast Ferry Service Situation and Outlook Report.
- Canadian and US Port Infrastructure Funding and Policy Study Final Report.
- Economic & Competitiveness Considerations in Marine Pilotage.
- Emergency Tow Capacity Needs Assessment.
- Harbour Services Tariff Benchmarking.
- International Maritime Agreements.
- LNG Marine Fueling Bunkering Project.
- Liquefied Natural Gas Project.
- Maritime Memorandum of Understanding International Analysis.
- Maritime Passenger Transport Pacific Northwest.

#### **Logistics Real Estate**

- Air Traffic & Airport Land and Infrastructure Improvement Strategy.
- Airport Industrial Real Estate Marketing Study.
- Canadian Rockies International Airport Lands Analysis.
- Cranbrook Industrial Land Value-added Assessment.
- Container Logistics Industrial Land Requirements .
- Distribution Center Business Development Strategy.
- Feasibility of Inland Terminals.
- Industrial Land Use Evaluation and Risk Assessment.
- Industrial Land Intensification Best Practices.
- Industrial Land Intensification Study.
- Intermodal Feasibility Assessment.
- International Trade
   Enabling Logistics Park
   Screening Level Business
   Plan.
- Marine Terminal Regulatory Strategy.
- Overarching Strategy & National Accommodation Strategy.

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|------------------------|--------------------------|----------------------------|
| Trade & Logistics      | Shipping & Seaports      | Logistics Real Estate      |
| Research and Analysis  | Marine Pilotage          | Logistics Facility and     |
| Related to Forest      | Economic &               | Industrial Lands Strategy. |
| Products Exports.      | Competitiveness.         | Lower Mainland Rail        |
| San Pedro Bay Ports    | Marine Policy and        | Activity Study.            |
| Clean Truck Program    | Education.               | Major Industrial           |
| Rates Study.           | Marine Transport         | Database Project.          |
| Saudi Railway          | Environmental Response   | Major Industrial Real      |
| Organization Marketing | Regime Analysis and      | Estate Property Taxation   |
| Study on Freight       | Bench-marking.           | Impacts.                   |
| Transport.             | North Coast Ferry        | Port Kells Industrial      |
| Short Line Railways    | Service.                 | Lands.                     |
| Business Case.         | North Shore Sea Level    | Rail Feasibility and       |
|                        | Rise Impacts.            | Market Assessment.         |
|                        | Northwest Seaport        | • Truck Stop Services in   |
|                        | Alliance Cargo and       | BC Market Research.        |
|                        | Facility Planning.       |                            |
|                        | Opportunities for Hub    |                            |
|                        | and Spoke Transhipment   |                            |
|                        | in Canada.               |                            |
|                        | Port Equipment           |                            |
|                        | Company Maritime         |                            |
|                        | Logistics Market         |                            |
|                        | Assessment.              |                            |
|                        | Research on Feasibility  |                            |
|                        | and Constraints for      |                            |
|                        | Expanded Short Sea       |                            |
|                        | Shipping.                |                            |
|                        | Review of Canada's Ship- |                            |
|                        | Source Oil Spill         |                            |
|                        | Preparedness and         |                            |
|                        | Response Regime.         |                            |
|                        | Seaport Marine Market    |                            |
|                        | Analysis.                |                            |
|                        | Technology Company       |                            |
|                        | Maritime Logistics       |                            |
|                        | Market Assessment.       |                            |
|                        | Victoria International   |                            |
|                        | Marine Market Research.  |                            |
|                        | Wei Wai Kum Cruise Ship  |                            |
|                        | Terminal.                |                            |

#### RESEACHER, AUTHOR, SPEAKER

Mr. Anderson is a published researcher and author whose work has informed senior decision makers within government and in businesses across Canada and beyond. Quoted in leading international publications *Bloomberg News*, *The Journal of Commerce*, *IHSMarkit/Fairplay* and the *Financial Times*. As a sought-after provider of trade and marine transportation intelligence and advisory services, he has contributed to the *Australian Journal of Maritime & Ocean Affairs*, *BC Shipping News*, *Canadian Sailings*, *Canadian Naval Review*, Canadian Transportation Research Forum, the *Journal of the Canadian Heavy Oil Association*, *Maritime Studies*, and *Shipping Network*, among others. He is a frequent media contact and commentator in news sources such as *Business in Vancouver*, *CBC*, *Canadian Press*, *Canadian Shipper*, CTV, *Financial Post*, The *Journal of Commerce*, *The Globe and Mail*, *SeaTrade Magazine*, *SAFETY4SEA*, *The Foundry @ Time Inc.*, *Vancouver Sun*, and *Wood Business*.

#### **Highlights**

- Real Assets Fireside Chat: The Year of the Supply Chain at the CAIP Investment Strategies for Canadian Pensions, 2021.
- Port and Regional Trade Competitiveness in an Emerging Post COVID World, Association of Pacific Ports, 2021
- Cargo Logistics Canada, 2020, Manager, Conferenced and Programming
- Basin Food Summit, 2019
- Western Transportation Advisory Committee Spring Members Forum, 2019
- How can you determine the impact of changing trade tariffs on your products and services?, FITT Twitter Chat, 2018
- APICS Vancouver Logistics Night, 2018
- Cargo Logistics Canada, 2018
- APICS Vancouver 2017 Ignite Your Supply Chain Strategy Summit
- Canadian Inland Ports Conference, 2017
- Supply Chain Best Practices Management Workshop, 2017
- Shipping and Logistics Columbia Basin Webinar, 2017
- BC Economic Summit 2017 Making Waves, 2017
- How to Overcome Trade Barriers in Markets with Potential, FITT Twitter Chat, 2017
- Cargo Logistics Canada 2017
- APICS Vancouver 2016 Ignite Your Supply Chain Strategy Summit
- BCIT International Business Management Program (IBMP) Showcase 2016
- Cargo Logistics Canada, 2015
- Crunch Time on The Coasts: Canada's LNG Prospects, Financial Post Live Chat, 2014
- Harbour Authority Association of BC, 2014
- Expert witness for The Canadian Senate to educate Senators regarding the safe marine transportation of hydrocarbons, 2013
- Canadian Heavy Oil Association Fall Business Conference, 2012
- Canadian Transportation Research Forum, 2019, 2012, 2011, 2010, 2005, 2003, 2002
- Tourism Educators of British Columbia, 2009

#### INDEPENDENT MARITIME & TRANSPORT JOURNALIST

#### **Bulk & Containerized Cargo**

- A Single Key Performance Indicator, BC Shipping News.
- Canada's Gateway Ports: Title Holders and Contenders, BC Shipping News.
- Canadian and U.S. Port Infrastructure Funding and Policy, Pacific Ports Magazine.
- Forest Exports: Old and Second Growth Opportunities, BC Shipping News
- Inland Logistics and Terminals Drive Gateway Growth, BC Shipping News.
- Intermodal Rail Energizes Port Traffic, BC Shipping News.
- Intermodal Rails' Contribution to Port Traffic, Maritime Executive.
- Local Logistics Serve Global Opportunities, BC Shipping News.
- Natural Gas Liquid Exports Via Pacific Northwest Ports, BC Shipping News.
- North Shore Trade Area Logistics Infrastructure Positioned for Growth, BC Shipping News.
- Port and Regional Trade Competitiveness in an Emerging Post COVID World, Pacific Ports Magazine.
- Port Trucking Off the Rails, BC Shipping News.
- Record Grain On the Move, BC Shipping News.
- Why LNG will not be the only new fuel looking for new markets, Canadian Sailings.
- Vital Cargo Flowing, Short Distances: Short Sea Shipping, BC Shipping News.

#### Cruise, Passenger & Ro-Ro

- Auto logistics driving port activity, BC Shipping News.
- B.C.'s Cruise Industry Cluster, BC Shipping News.
- Big Ship Ready Cruise Terminal Planning, BC Shipping News.
- Canada's Cruise Advantages, BC Shipping News.
- United States Pacific Coast Cruise Outlook, BC Shipping News.
- West Coast Cruise: 2013 Outlook, BC Shipping News.

#### **Maritime Policy, Environment & Security**

- Aquatic Invasive Species (Biofouling) in the Maritime Transport Industry, BC Shipping News.
- Discontent at Sea The Illegal Transport of Migrants By Ship, BC Shipping News.
- Coast Guard Responds to Changing Seas, BC Shipping News.
- Fuelling Improvements and Change in Maritime Transport Emissions, BC Shipping News.
- Government of Canada invests over \$250 million in Esquimalt Graving Dock, BC Shipping News.
- It's in the Can Containerized Cargo Hazardous & Noxious Substances Risk, Canadian Sailing.
- Marine Terminals Port Security, Frontline Safety & Security.
- Power In The Hands Of The Few- Regionalism and Port State Control, Shipping Network.
- Oil-by-rail: the start of the second period, Canadian Sailings.
- Shipping's Environmental Regulatory Outlook, BC Shipping News.
- Setting the Pace for Green Technology Use in Maritime Transport, BC Shipping News.
- Shipping Oil Off the West Coast What Policies Exist Or Are Needed To Support It? Journal of the Canadian Heavy Oil Association.
- The Face of Seafarer's Rights An International and Local Perspective, BC Shipping News.

- The Maritime Labour Convention Persistence, Policy Significance and Port State Control, BC Shipping News.
- West Coast Oil Tankers The Gathering Storm Intensifies, Canadian Sailings.
- What does "world-class response" really mean? Canadian Sailings.

#### **Shipbuilding & Repair**

- Canadian Fleet Maintenance's Contribution to New Zealand Frigate Modernization Program,
   BC Shipping News.
- Government of Canada invests over \$250 million in Esquimalt Graving Dock, BC Shipping News
- Lockheed Martin and Seaspan Shipyards Celebrate Handover of HMNZS Te Kaha, BC Shipping News.
- Shipyard Resurgence Insights from Victoria Shipyards, BC Shipping News.

#### **Trade & Logistics**

- Canada Transportation Act Review, BC Shipping News.
- Economic and Business Outlook Brightens for 2014, BC Shipping News.
- Export Compliance Risks in the Supply Chain, BC Shipping News.
- Federal Maritime Commission Inquiry Threatens to Blow B.C.'S Container Trade on To The Rocks, BC Shipping News.
- Habitat for Humanity Restore's Reverse Logistics Solution, BC Shipping News.
- How to Trade with a Dragon, BC Shipping News.
- Port and Regional Trade Competitiveness in an Emerging Post COVID World, Association of Pacific Ports.
- Prospects for Canadian Port's Cold Cargo Heat Up, BC Shipping News.
- Seizing Canada's Potential: A Renewed Trade Policy Agenda, BC Shipping News.
- Shifting Tailwind Propel Canada's Energy Trade, BC Shipping News.
- Shipper Chain Finance Solutions, BC Shipping News.
- Stopping Supply Chain Slavery in Canada, BC Shipping News.
- Trade Disputes Drive Need for Skilled Logistics and Transport Professionals, APICS Vancouver.
- Trade Reliant, Trade Compliant, BC Shipping News.
- Trans Pacific Partnership Where's The Beef? BC Shipping News.

#### **PUBLICATIONS\***

#### **Bulk & Containerized Cargo**

- Anderson D. & Spears, J. (2012), 'The Maritime Transport of Canadian Crude Oil: Improving Sustainability in the Age of Occupy Wall Street Protests, 47th proceedings of the Canadian Transportation Research Forum.
- Anderson D. & Spears, J. (2012), 'Regulating Oil Tanker in Canadian Waters', Australian Journal of Maritime & Ocean Affairs. June 2012.
- Monteiro, J. & Anderson, D., (2010), 'Cool Cargoes, Reefers and Refrigerated Shipping', 45th proceedings of the Canadian Transportation Research Forum.

#### Cruise & Passenger

- Anderson, D. (2011), 'Navigating the Eddies in the Maritime Leisure Transport Sector in British Columbia', 46th proceedings of the Canadian Transportation Research Forum.
- Anderson, D. & Monteiro, J. (2012) 'Domestic Water Transportation Before and After Deregulation', 47th proceedings of the Canadian Transportation Research Forum.
- Monteiro, J., Robertson, G. & Anderson, D. (2011), 'Changing Currents in the Canadian Ferry Transport Sector'. 46th proceedings of the Canadian Transportation Research Forum.

#### **Maritime Policy & Security**

- Anderson, D. (2002), 'The Effect of Port State Control on Substandard Shipping', Journal of Maritime Studies. Winner of the 2002 Canadian Transportation Research Forum best conference paper award.
- Anderson D. (2013), 'Migrant Smuggling in Canadian Waters', Summer 2013 issue of Canadian Naval Review.

#### **Ports & Terminals**

- Anderson, D. & Monteiro, J. (2010), 'Marine Container Terminal Operators: The Extent of Competition', 45th proceedings of the Canadian Transportation Research Forum.
- Anderson, D. (2005), 'Midstream Opportunities and Challenges for Canada's West Coast Ports', 40th proceedings of the Canadian Transportation Research Forum.
- Anderson, D. (2003), 'Liner Shipping Strategy Selection: Lessons for Canadian Ports', 38th proceedings of the Canadian Transportation Research Forum.

#### **Trade Policy**

• Anderson D. & Spears, J. (2012), 'Canada's Asia-Pacific Energy Trade Prospects: A Maritime Perspective', Summer 2012 issue of Canadian Naval Review.

#### **Highway Transportation**

- Woodroofe, J., Anderson, D., & Ash, L. (2004), 'The Influence of Policy on Crash Rates of Long Combination Vehicles', 8th International Symposium on Heavy Vehicle Weights and Dimensions, Best paper award short-list.
- Woodroofe, J., Anderson, D., & Ash, L. (2004), 'Long Combination Vehicle Usage Freight, Energy, Road Infrastructure, & Safety Outcomes'
- \* Peer-reviewed or published conference proceedings