

A photograph of a man in a grey pinstriped suit, white shirt, and purple patterned tie. He is standing with his hands in his pockets, looking slightly to the left with a slight smile. The background is a blurred crowd of people, suggesting a large indoor arena or stadium.

# Cavaliers Front Office



## GORDON GUND

### Chairman

Rebuilding professional sports franchises is not an easy task to accomplish. But Gordon Gund, principal owner of the Cleveland Cavaliers, has done that not just once, but with two different teams in two different sports.

Twenty-one seasons ago, it looked as though the Cavaliers might be headed out of Northeast Ohio until Gordon, now 64 and a native of Cleveland, and his brother George stepped in to purchase the club at the last minute, keeping the team at The Coliseum.

As a former co-owner with George of the Minnesota North Stars of the National Hockey League, Gordon and his brother were instrumental in building the franchise before its eventual sale in the spring of 1990. At that time, Gordon and George were granted an NHL expansion team that began play as the San Jose Sharks for the 1991-92 season. In just their third season, the Sharks took the Toronto Maple Leafs to the seven-game limit in the 1994 Conference Semi Finals. In October 1996, Gund was elected Chairman of the NBA's Board of Governors and served in that capacity for three years.

The Gundts presided over the resurgence of The Coliseum and the design and construction of Gund Arena which opened at the beginning of the 1994-95 season. Under the guidance of the Gundts, building records were set in attendance and bookings in both facilities, while the Cavaliers have recorded one of the largest increases in home attendance in the NBA over the past 19 seasons. In 15 of the past 16 seasons, the Cavaliers have recorded the highest attendance averages in franchise history.

Cavaliers' games and all other events formerly held at The Coliseum moved to Gund Arena in the fall of 1994. Gund Arena plays host to approximately 200 world-class events each year, including Cavaliers basketball, Cleveland Barons hockey, big-name concerts and family shows. Since its grand opening in October 1994, close to two million visitors have attended Gund Arena events each year. Gund Arena is located in the heart of downtown Cleveland and seats 20,562 for basketball.

The expertise displayed by Gordon in the sports world has been evident in his other interests as well. He serves as the Chairman and Chief Executive Officer of Gund Investment Corporation, which is involved in diversified investment activities. Gordon is also Chairman and Chief Executive Officer of Gund Business Enterprises, Inc. Gordon is a director of the Kellogg Company of Battle Creek, Michigan, and of Corning Incorporated of Corning, New York. In the summer of 2000, Gordon was selected by Director's Alert as one of the Outstanding Directors in Corporate America. He also recently served as a board member of the U.S. Olympic Committee.

Gordon devotes a great deal of energy to national charitable and philanthropic causes. In 1971, he and his wife, Lulie, were members of the founding group of The Foundation Fighting Blindness, headquartered in Baltimore, Maryland and Gordon is its National Chairman. This foundation is dedicated to finding treatments and/or cures for retinitis pigmentosa and allied degenerative diseases of the retina, such as Usher syndrome and macular degeneration. These diseases as a group affect more than nine million Americans and are the leading causes of blindness and deaf-blindness in the United States today. The Foundation has 35 chapters throughout the U.S. and is affiliated nationally with similar societies in 39 countries. In 1997, Gordon and his wife Lulie received The Recognition Award given by The Association for Research in Vision and Ophthalmology (ARVO).

Gordon is the former President of the Board of Trustees of his alma mater, Groton School in Groton, Massachusetts and is a past recipient of the school's *Distinguished Grotonian Award*. In addition, in 1991 he received the *Seymour Preston Award* from the Council for Advancement and Support of Education, for his work with the Groton School Board of Trustees over the preceding decade.

Along with his brother, Gordon received the prestigious 1984 Jesse Owens "*Pride of Cleveland Award*," given to the Gundts by the Sports Media Association of Cleveland and Ohio (S.M.A.C.O.), in recognition of their outstanding leadership of both the Cavaliers and The Coliseum and for their positive impact on the Northeast Ohio community. In December 1989, Gordon received *Town & Country* magazine's *Generous American Award*, and in June 1990, the American Academy of Achievement honored him as a recipient of the *Golden Plate Award*.

Gordon is a graduate of Harvard University and has honorary doctorates from the Goteburg University in Sweden, University of Maryland, Whittier College and the University of Vermont.



## GEORGE GUND III

### Vice Chairman

Few sports executives can match the record of success in the areas of sports, entertainment and business that George Gund and his brother Gordon have demonstrated. George, a 67-year-old native of Cleveland, serves as Vice Chairman for the Cleveland Cavaliers.

Since George and Gordon purchased the Cavaliers 21 years ago, the team has qualified for the playoffs on 10 occasions. Under the direction of George and his brother Gordon, the Cavaliers acquired the number one selection in the 1986 NBA College Draft and selected 7-foot center Brad Daugherty, a move that helped establish the Cavaliers as one of the NBA's top teams in the late eighties and early nineties. In 2003, the Cavaliers won the NBA Draft Lottery and with the first overall selection, selected LeBron James, bringing a new energy into the organization. Austin Carr, a current member of the Cavaliers' organization, joins Daugherty and James as the team's trio of top overall draft picks.

As a former co-owner with Gordon of the Minnesota North Stars, George also guided the rebirth of professional hockey in Minnesota. The North Stars reached the Stanley Cup Finals in 1981 and the semi-finals on two other occasions under the Gund's leadership while developing an extensive following throughout the state of Minnesota. In the spring of 1990, George and Gordon sold the North Stars and acquired an NHL expansion team — the San Jose Sharks. In just their third season, the Sharks took the Toronto Maple Leafs to the seven-game limit in the 1994 Conference Semi-Finals. In May of 1996, Gund and the Sharks were honored as San Jose Retail Entrepreneur of the Year by a consortium of Silicon Valley businesses.

From 1981 to 1994, George and Gordon were co-owners of The Coliseum, the Cavaliers home court, and developed the facility into one of the most successful of its kind in the nation. The Coliseum increased its revenue, attendance and booking dates since its purchase by the Gunds, while setting records in all three areas.

At the beginning of the 1994-95 season, Cavaliers games and all of the other events formerly held at The Coliseum moved to Gund Arena in downtown Cleveland. In the past nine years, Gund Arena has played host to approximately 200 world-class events each year, including Cavaliers basketball, Cleveland Barons hockey, big-name concerts, and family shows. In all, close to two million patrons experience Gund Arena annually. George's role in bringing his other favorite sport back to his hometown has been instrumental, and he looks forward to enjoying many seasons of growth with the team.

George's sports background is rooted in Cleveland, where he first played hockey as a youngster. He then organized the first hockey team at Case Western Reserve University and went on to play for the Cleveland Falcons and other city league teams in San Francisco, Calif., Seattle, Wash., and Sun Valley, Idaho.

In addition, he is very active in the promotion of amateur hockey in the United States and serves as a member of the Board of Directors of the U.S. Hockey Hall of Fame. He is a member of the USA Hockey Foundation's International Council and has served on the Olympic Hockey Committee in 1984, 1988 and 1992. In 1999 Gund was awarded the prestigious Jofa Titan/USA Hockey Distinguished Achievement Award, and in 1996 Gund was named a recipient of the National Hockey League's coveted Lester Patrick Award for his outstanding service to hockey in the United States.

Gund served as a Director of the AmeriTrust Company in Cleveland for 17 years and is a past board member of the Redwood Bank in San Francisco. Along with real estate interests in the Bay area and Port Angeles, Washington, he has a cattle ranch in Lee, Nevada. In addition, he was a founding shareholder and past Chairman of the Board of the Rusty Scupper Restaurant chain.

A longtime supporter, importer and distributor of foreign films Gund participates in a variety of film-related organizations including the Pacific Film Archive at the University of California at Berkeley, the Telluride and Cleveland International Film Festivals and the Cleveland Film Society. He has been a member of the Board of Trustees of the Sundance Institute (Sundance, Utah) since 1986, and has served as Chairman of the Board of the San Francisco Film Society since 1972. Gund also serves on the Film & Video Committee and International Council of the Museum of Modern Art in New York.

Gund also supports many other cultural organizations across the country. He is a Trustee of the George Gund Foundation, the Gund Collection of Western Art and the Cleveland Museum of Art. In addition, Gund is a Trustee of the NMAI (National Museum of the American Indian), a NMAI International Founders' Council constituent, and a recently established George Gustav Heye Center Board member. He is on the National Advisory Board and is a trustee of the Western Folklife Center in Elko, Nevada, a trustee of the Cleveland Orchestra, a trustee of the University of Nevada, Reno (UNR) Foundation, and was awarded an Honorary Doctorate of Humane Letters by that university in May, 1996.

In addition, George, along with his brother, was named the 1984 recipient of the prestigious Jesse Owens "Pride of Cleveland Award," given by the Sports Media Association of Cleveland and Ohio (S.M.A.C.O.) for the Gunds' outstanding leadership of both the Cavaliers and The Coliseum and for their positive impact on the Northeast Ohio community.



## JOHN W. GRAHAM

### Board of Directors Member

John W. Graham has had a long association with the Cleveland Cavaliers, from the beginning at the Cleveland Arena, through the years at The Coliseum, and now at Gund Arena. Graham, who was part of the founding group of the Cleveland Cavaliers in 1970, was named President of The Coliseum in 1981 and he served briefly as President of the Cavaliers after the Gund brothers purchased the team in 1983. Graham served his second stint as President of the Cavaliers from December 1988 until he was Vice Chairman from August 1990 through July 2000, and remains a member of the Board of Directors today. From 1994 through 2000, Graham also served as President and Chief Operating Officer of Gund Business Enterprises, Inc., a result of leading the Gunds' businesses in Cleveland since 1983.

Graham played an integral role in the design and construction of Gund Arena and oversaw the operation of the facility. Gund Arena plays host to more than 200 world-class events each year, including Cleveland Cavaliers basketball, Cleveland Barons hockey, big-name concerts and family shows. In all, more than two million patrons experience Gund Arena annually. Gund Arena is located in the heart of downtown Cleveland and seats 20,562 for basketball.

Graham also serves as Chief Executive Officer of NAS Recruitment Communications, LLC, a position he has held since 1983. NAS, the largest advertising agency in Ohio and one of the largest agencies of its kind in the world, has been headquartered in Cleveland for more than 50 years. NAS, which is part of McCann WorldGroup and the Interpublic Group of Companies, specializes in recruitment communications and has offices throughout North America. NAS has been included in the Weatherhead 100 — a listing of the 100 fastest growing firms in Northeast Ohio.

Graham, a native of Northwest Pennsylvania, began his involvement in sports and entertainment ventures at the old Cleveland Arena while attending Fenn College (Cleveland State University). Starting in a financial capacity in 1969, he has spent the past 35 years committed to the evolution of the sports and entertainment industry in Northeast Ohio. Through his career, Graham has been involved with the Cleveland Arena, Cleveland Barons (AHL & NHL), the Cavaliers, Cleveland Crusaders, The Coliseum and Gund Arena.

Graham has been recognized on the list of "Greater Cleveland 100 Top Entrepreneurs." He is a graduate of the Leadership Cleveland program and many professional organizations including the President's Association of the American Management Association, the principal member of the American Association of Advertising Agencies and the Association of Newspaper Classified Advertising Managers. His civic activities include the Board of Directors of the Visiting Nurse Association of Cleveland as well as a board member and executive and finance committee member of the United Church of Christ Cornerstone Fund.



## DICK WATSON

### Board of Directors Member

Dick Watson has been General Counsel of the Cavaliers since Gordon and George acquired the team. He was involved in negotiating the acquisition of the Richfield Coliseum, of the Cavaliers, and in the lengthy and complex negotiations that led to the creation of Gateway and the Gund Arena.

Dick is the Cavaliers "NBA salary cap" specialist and has been involved in league wide salary cap planning for many years.

Dick's experience with the world of entertainment did not begin with the Coliseum. During the 1970s and early 1980s, he operated the "Button", a discotheque on Fort Lauderdale Beach. At the time, the Button was the focal point of Fort Lauderdale's famous "Spring Break".

Dick is a native Clevelander. He is a graduate of Harvard College and Harvard Law School. Dick is Senior Partner of the law firm of Spieth, Bell, McCurdy and Newell. He has been listed in "Best Lawyers in America" since the inception of the publication.

Dick currently serves as a Trustee of Case Western Reserve University and of the Cleveland Museum of Art, as well as Chancellor of the Episcopal Diocese of Ohio. He also serves on the Board of Advisors of the John Templeton Foundation.

He and his wife Judy live in Cleveland Heights. They have two sons, David and Andrew. David is a member of a Cleveland law firm. Andrew is dean of the faculty of a preparatory school in Hartford, Connecticut.



## WARREN THALER

### Board of Directors Member

Warren Thaler has served on the Cavaliers/Gund Arena Company Board of Directors since 1990. During his tenure with CGAC, Thaler has been involved with a wide range of operational and financial matters including the design and construction of Gund Arena which opened in 1994 and the development of the team's new logo and colors in 2003.

Thaler is also the President of Gund Investment Corporation, where he directs real estate and venture capital investments owned by Gordon Gund. In June of 2004, Thaler was named to the Board of Directors for Align Technology, Inc., the inventor of Invisalign, a proprietary method of straightening teeth without wires or brackets. He also serves on the boards of Ophthonix, Inc. and Valley Forge Pharmaceuticals, Inc. Prior to joining Gund Investment Corporation, Thaler worked in the corporate finance department of Drexel Burnham Lambert where he structured and marketed debt and equity securities for corporate issuers.

Thaler, is a Princeton University graduate, and has an MBA from Harvard University.



## JIM BOLAND

### Vice Chairman

James C. Boland joined the Cavaliers/Gund Arena Company (CGAC) in 1998 as President and Chief Executive Officer and effective January 1, 2003, became Vice Chairman of CGAC. Boland, a native of Cleveland, had spent the previous 34 years with Ernst & Young.

Boland joined Ernst & Young in 1964 after spending two years as an officer in the United States Army. He became a partner in 1976 and served as a member of the firm's Management Committee from 1988 to 1997. He also had operating responsibility as Vice Chairman & Regional Managing Partner of Ernst & Young's Central Region from 1988 to 1996. In 1996 and 1997, Boland developed and managed the firm's National Accounts Program and developed the methodology for serving the firm's top 200 Global Accounts. In addition, he had partner responsibilities for many Ernst & Young clients including Eaton Corporation, TRW, Sherwin Williams, Invacare, BFGoodrich, CSX, Ashland, Park-Ohio Industries and Jones, Day, among others.

In addition to his accomplishments with Ernst & Young, Boland also sets high personal standards in contributing ideas, time and energy to many worthwhile civic, charitable and community activities. He is a member of the Leadership Cleveland Board of Trustees and was one of the first participants in the Leadership Cleveland program when it began in 1977. The Leadership Cleveland program helps enhance community leadership over the long term and improve the quality of life in Cleveland. The program has played a vital role in bringing the City of Cleveland and its leaders together, guiding the rebirth of the City.

Boland's involvement in the community extends much further than Leadership Cleveland. He is active in many civic areas and plays a leadership role in many organizations, including his long record of involvement with United Way Services. Past and current Board activities include Cleveland Tomorrow, The Ohio Business Roundtable, University Circle, The Cleveland Health and Education Museum, Hawken School, Bluecoats, the Great Lakes Science Center and the Harvard Business School Club. He also has chaired the YMCA Corporate Challenge, the March of Dimes "Walk-a-thon", the Olympic Torch Relay Committee as well as various benefits including United Cerebral Palsy, National Multiple Sclerosis Society, Cleveland Sight Center, Alzheimer's Association and the Ethnic Extravaganza for the Neighborhood Centers Association. Boland has been honored by Ohio Cancer Research Associates and received the "American Institute of Certified Public Accountants Public Service Award."

Boland graduated from John Carroll University with a Bachelor of Arts Degree in Business Administration. He earned his Master's Degree at George Washington University and attended the Advanced Management Program at the Harvard Business School.

Boland and his wife Muffy reside in Waite Hill and have six children — Julie, Jill, Jennifer, Jimmy, Will and Tuck.





## MARK STORNES

### Chief Executive Officer

### Cavaliers/Gund Arena Company

After serving as the Executive Vice President and Chief Operating Officer for one year, Mark Stornes was promoted to Chief Executive Officer of the Cavaliers/Gund Arena Company (CGAC) on January 1, 2003.

With a wide array of experience in financial and operating roles, Stornes oversees all business and operational aspects of Gund Arena, the NBA's Cleveland Cavaliers and MAC (Mid-American Conference) Properties. Stornes supervises each of CGAC's business and operating units, including finance and administration, sales and business development, corporate partnerships, marketing, guest services and communications. As a member of the Cavaliers ownership board, Stornes is the leader of CGAC's senior management staff.

Stornes began his career with the Cleveland Cavaliers in 1996 when he served as the Senior Vice President for Finance and Administration and Chief Financial Officer. He also serves as the Vice President and CFO of Gund Business Enterprises (GBE). In 1999, Stornes began serving as the Executive Director of Cavaliers Charities (a fund of the Robert R. McCormick Tribune Foundation), the philanthropic arm of Cavaliers. Stornes took on the title of Executive Vice President and Chief Operating Officer of CGAC in 2001.

From 1987 until joining CGAC, Stornes served in several financial and operating roles – including Executive Vice President and COO – for TransAmerica Mailings, Inc., a leading direct mail marketing firm. He was responsible for all financial functions and the operations of the company.

Prior to his position with TransAmerica, Stornes was senior auditor for Grant Thornton, one of the world's largest international public accounting firms, from 1983-1987.

Stornes is a 1983 graduate of Cleveland State University where he earned his B.B.A in Accounting. He is a graduate of the Leadership Cleveland class of 2002 and is the treasurer and an executive committee member of the Downtown Cleveland Partnership. Stornes also serves as Trustee of the Berea Educational Fund Foundation and has served as a past board member of Cleveland Tomorrow. Besides his work related and educational accomplishments, Stornes is very involved in his community having coached over twenty teams in the past years. Stornes has also been involved with his church as a Sunday school instructor and as a stewardship committee member.

Stornes resides in Middleburg Heights with his wife and four children, Matt, Ryan, Scott and Meghan.



## LEN KOMOROSKI

### President, Cavaliers/Gund Arena Company

Len Komoroski begins his second season as President of the Cavaliers/Gund Arena Company (CGAC). He was named President in April 2003 after spending the previous seven years as Senior Vice President and Chief of Business Operations for the Philadelphia Eagles of the National Football League.

A seasoned business executive, Komoroski brings more than 20 years of experience in professional sports and entertainment to Gund Arena. His leadership and business initiative bring a solid foundation from which CGAC can continue to thrive and flourish.

Last season Komoroski oversaw the restructuring of how the Cavaliers approached the business community, including the development of a staff featuring some of the top sports marketing executives in the industry. The collective efforts both on and off the floor resulted in one of the top business turnaround stories in NBA history last season. The Cavaliers had the largest year-over-year attendance increase in NBA history, progressing from a league-low of 11,497 per game in 2002-03 to 18,288 in 2003-04 – a 59% increase. Television ratings were up 300% and featured revised broadcast agreements resulting in the largest number of locally-televised games in team history. Radio ratings also increased by more than 200% and local merchandise sales grew by 500%. The Cavaliers also experienced the largest increase in corporate partnership revenue in the NBA last season. He also led the charge in the transformation of the Cavaliers communications efforts and dramatic changes in developing one of the most dynamic game experiences in the NBA.

While with the Eagles, Komoroski brought many properties in-house, including the Eagles Television Network, which is the largest developer of local programming in the NFL. Under his guidance, the Eagles established the fan-friendly NFL Training Camp, which was the most heavily attended in the league, featuring autograph sessions, interactive games, hospitality and an extraordinary merchandise tent. He also helped broker a record-setting naming rights deal with NovaCare, garnering a reported \$66 million for the Eagles training facility, the NovaCare Complex.

Komoroski also played a leadership role in the development of Lincoln Financial Field, the Eagles state-of-the-art stadium. Through his efforts, the Eagles secured a 20-year, \$140 million naming rights agreement with Lincoln Financial Group, one of the largest such agreements in pro sports history. He and his business group orchestrated the successful sellout of 172 suites, 8,000 club seats, 29,000 Stadium Builder Licenses and a waiting list of over 40,000 for season tickets.

Through the efforts of Komoroski and his team, the Eagles were among the most successful NFL teams in securing long-term seven-figure per annum "Founding Partner" relationships for new stadia; in addition, they forged many other substantial six-figure per annum agreements. He also completed top-tier industry agreements for Eagles radio and television coverage and concession agreements for Lincoln Financial Field. Behind Komoroski's leadership, the organization secured major soccer events, concerts, Division I college football games and the Army/Navy Game, establishing Lincoln Financial Field as one of the most active stadiums in sports. Through these efforts and events the Eagles have become one of the highest grossing franchises in professional sports.

This is Komoroski's second stint in the NBA, having been with the Minnesota Timberwolves from 1988-94 and having played a major role in the start-up of the team and its arena, the Target Center. While Komoroski was Vice President of Sales and the senior sales and marketing official for the team and arena, the Timberwolves became one of the most financially successful organizations in the league. After Minnesota, he came to Cleveland as Senior Vice President and Chief Operating Officer of the International Hockey League's (IHL) Cleveland Lumberjacks, and immediately transformed the Lumberjacks into a flourishing enterprise. Both attendance and revenues saw sharp increases during Komoroski's time, and the Lumberjacks were one of three profitable IHL teams in 1996.

Komoroski got his start in sports in 1982 with the Pittsburgh Spirit of the Major Indoor Soccer League, followed by management roles with the Pittsburgh Penguins of the National Hockey League and the Minnesota Strikers of the MISL, and as a regional manager for the Miller Brewing Company's sports marketing arm.

Komoroski's achievements in professional sports have attracted considerable attention, and he has assumed leadership positions in several capacities. He is on the board of directors of the Cleveland Chapter of City Year and the American Red Cross. He is also a member of the Young Presidents Organization, the 50 Club and the Bluecoats.

Komoroski is a 1982 cum laude graduate of Duquesne University. He and his wife Denise are the parents of three daughters – Kristin, Kelly, Jamie and one son, Zachary.



# JIM PAXSON

## President and General Manager of Basketball Operations

Jim Paxson was named President and General Manager of Basketball Operations on July 31, 2003 following four seasons as the Senior Vice President and General Manager of the Cleveland Cavaliers. He joined the Cavaliers as Vice President of Basketball Operations on September 17, 1998.

Paxson oversees all basketball operations of the franchise, including the screening, interviewing, hiring and evaluation of the Cavaliers administrative, coaching and player personnel, as well as short-term and long-term strategic planning. He functions as the franchise's decision-maker on all trades and player procurement, including free-agent signings and the NBA Draft. Paxson negotiates all player contracts and manages the salary cap and the franchise's annual basketball operations budget. He also oversees the Cavaliers professional and amateur scouting efforts inside and outside the NBA.

Paxson made several key player personnel moves during the 2003-04 season and the Cavaliers more than doubled their win total from the 2002-03 season, narrowly missing the 2004 NBA Playoffs by only one game. After making numerous difficult roster changes since taking on the role of General Manager in 1999, he has maneuvered and positioned the Cavaliers well to now grow and achieve success at a high level in a way that can be sustained for the long term.

Paxson came to the Cavaliers after a long association with the Portland Trail Blazers, which began in 1979 when he was the team's first-round draft pick (12th player chosen overall). He played nine seasons in Portland, where he was a two-time NBA All-Star and was named to the All-NBA Second Team in 1984. He finished his playing career with the Boston Celtics from 1987-90 before returning to the Trail Blazers in 1993-94 as offensive skills coach.

Paxson was selected by Portland fans as one of the 10 members of the Trail Blazers 25th Anniversary season all-time "Legendary Lineup." He was the first player in Blazers history to score 10,000 points and he remains one of five Portland players to have accomplished the feat. Over his 11-year NBA career, Paxson scored 11,199 points and averaged 14.3 ppg in 784 games. He played in 53 career playoff games, averaging 10.5 ppg. He was inducted into Oregon's Sports Hall of Fame in the summer of 1998.

Two other members of the Paxson family also played in the NBA. Jim's father, James Sr., played with Minneapolis and Cincinnati from 1956-58. His brother John was in the league for 11 seasons, including nine with the Chicago Bulls, where he is now the team's general manager.

An Ohio native, Paxson graduated from the University of Dayton, where he was an All-America basketball player in 1979. He was also a member of the Academic All-America team that year. In 1985, Paxson was inducted into the Dayton Athletic Hall of Fame and in 2000 was named to the 10-player UD Arena "All-Arena" team, honoring the best players to have played in that building during its 30 years.

Jim and his wife, Candice, reside in Bratenahl. Jim has two sons, Michael and Nick, and Candice has two sons, Brett and Aaron. Candice also has four grandchildren.

## JIM PAXSON

### NBA REGULAR SEASON RECORD

TEAM	YEAR	GP	MIN	TOTAL			3 POINT			REBOUNDS				AST	PF	DO	STL	BLK	PTS	AVG	HG			
				FGM	FGA	PCT	GM	GA	PCT	FTM	FTA	PCT	OFF									DEF	TOT	AVG
POR	79-80	72	1270	189	460	.411	1	22	.045	64	90	.711	25	84	109	1.5	144	97	0	48	5	443	6.2	21
POR	80-81	79	2701	585	1092	.536	2	30	.067	182	248	.734	74	137	211	2.7	299	172	1	140	9	1354	17.1	32
POR	81-82	82	2756	662	1258	.526	8	35	.229	220	287	.767	75	146	221	2.7	276	159	0	129	12	1552	18.9	33
POR	82-83	81	2740	682	1323	.515	4	25	.160	388	478	.812	68	106	174	2.1	231	160	0	140	17	1756	21.7	35
POR	83-84	81	2686	680	1322	.514	17	59	.288	345	410	.841	68	105	173	2.1	251	165	0	122	10	1722	21.3	41
POR	84-85	68	2253	508	988	.514	6	39	.154	196	248	.790	69	153	222	3.3	264	115	0	101	5	1218	17.9	40
POR	85-86	75	1931	372	792	.470	20	62	.323	217	244	.889	42	106	148	2.0	278	156	3	94	5	981	13.1	33
POR	86-87	72	1798	337	733	.460	26	98	.265	174	216	.806	41	98	139	1.9	237	134	0	76	12	874	12.1	22
POR-BOS	87-88	45	801	137	298	.460	5	21	.238	68	79	.861	15	30	45	1.0	76	73	0	30	5	347	7.7	19
BOS	88-89	57	1138	202	445	.454	4	24	.167	84	103	.816	18	56	74	1.3	107	96	0	38	8	492	8.6	21
BOS	89-90	72	1283	191	422	.453	5	20	.250	73	90	.811	24	53	77	1.1	137	115	0	33	5	460	6.4	18
11-YR. TOTALS		784	21357	4545	9133	.498	98	435	.225	2011	2493	.807	519	1074	1593	2.0	2300	1442	4	951	93	11199	14.3	41







# PAUL SILAS

## Head Coach

Front Office

Paul Silas is beginning his second season as Head Coach for the Cleveland Cavaliers. Silas was named the 15th Head Coach in Cavaliers history on June 2, 2003.

Silas, 61, came to Cleveland after five seasons as head coach for the Charlotte/New Orleans Hornets. He has nine years of head coaching experience, including three years with the San Diego Clippers from 1980-83 and five years with the Hornets (1999-2003). Silas has regular season coaching record of 321-370 (.465) and a playoff coaching record

of 13-16 (.448), all with the Hornets.

Silas was named the Hornets interim head coach on March 7, 1999, and guided the team to a 22-13 record over the final 35 games of the 1998-99 season. He became the full-time head coach on May 11, 1999. While with the Hornets, Silas compiled a 208-155 regular season record. His 208 career victories are the most by a head coach in Hornets franchise history and his .573 career winning percentage ranks second in Hornets franchise history. Silas guided the Hornets to four straight playoff appearances and posted a 13-16 record in the postseason. He took the Hornets to the second round of the playoffs in 2001 and 2002.

Prior to his head coaching duties, Silas had extensive experience as an assistant coach in the NBA. He was hired by the Hornets as an assistant coach on July 18, 1997, after working as the top assistant for the Phoenix Suns for two seasons from 1995-97. Silas also worked for the New Jersey Nets for three seasons from 1992-95 as well as during the 1988-89 campaign. He also served as an assistant for the New York Knicks from 1989-92.

During his 16 NBA seasons, Silas averaged 9.4 ppg and 9.9 rpg in 1,254 career games. He was an All-Star on two occasions (1972 and 1975) and won three NBA Championships, including two with the Boston Celtics and one with the Seattle SuperSonics. Silas accumulated 12,357 career rebounds which ranks 16th on the NBA all-time list. He also ranks 14th all-time in games played in the NBA. Silas was a two-time NBA All-Defensive First Team selection, winning the award in 1975 and 1976. He was also selected to the NBA All-Defensive Second Team for three consecutive seasons from 1971-73.

Silas began his playing career when he was drafted by the St. Louis Hawks in the second round of the 1964 NBA Draft (12th overall). He played for the Hawks organization from 1964-68, which included a stint with the Wilkes-Barre Barons of the Eastern Basketball League in 1965-66. Silas was traded to the Phoenix Suns in 1969 and played three seasons in Phoenix. He was then traded to the Boston Celtics in 1972 where he played for four seasons (1972-76) and won two NBA Championships (1974 and 1976) during that time span. Silas was traded to the Denver Nuggets before the 1976-77 season and played one season with Denver before being traded to the Seattle SuperSonics. Silas finished his playing career in Seattle as he played three seasons from 1977-80 for the SuperSonics and won an NBA Championship in 1979. He was signed by the San Diego Clippers after the 1979-80 season, but retired before becoming the Clippers' head coach.

Silas graduated from Creighton in 1964 and led the NCAA in rebounding with 20.6 rpg in 1963. He holds the NCAA record for most rebounds in a three-year career with 1,751 career rebounds. He is also one of only five players in NCAA history to average 20 points and 20 rebound in a college career.

Paul was born in Prescott, Arkansas and played his high school basketball at McClymonds High in Oakland, California. He and his wife Carolyn, have three children, Donna, Paula and Stephen and two grandchildren Jonathan Maxwell and Kyler Elyse. He also hosts an annual corporate basketball tournament in New York featuring former NBA greats to raise money for the Boys and Girls Club of Northern Westchester.

### NBA REGULAR SEASON RECORD

TEAM	YEAR	GP	MIN	TOTAL			REBOUNDS							PTS	AVG					
				FGM	FGA	PCT	FTM	FTA	PCT	OFF	DEF	TOT	AVG			AST	PF	DQ	STL	BLK
STL	64-65	79	1243	140	375	373	83	164	506	---	---	576	7.3	48	161	1	---	---	363	4.6
STL	65-66	46	586	70	173	405	35	61	574	---	---	236	5.1	22	72	0	---	---	175	3.8
STL	66-67	77	1510	207	482	429	113	213	531	---	---	669	8.7	74	208	4	---	---	527	6.8
STL	67-68	82	2652	399	871	458	299	424	705	---	---	958	11.7	162	243	4	---	---	1097	13.4
ATL	68-69	79	1853	241	575	419	204	333	613	---	---	745	9.4	140	166	0	---	---	686	8.7
PHO	69-70	78	2836	373	804	464	250	412	607	---	---	916	11.7	214	266	5	---	---	996	12.8
PHO	70-71	81	2944	338	789	428	285	416	685	---	---	1015	12.5	247	227	3	---	---	961	11.9
PHO	71-72	80	3082	485	1031	470	433	560	773	---	---	955	11.9	343	201	2	---	---	1403	17.5
BOS	72-73	80	2618	400	851	470	266	380	700	---	---	1039	13.0	251	197	1	---	---	1066	13.3
BOS	73-74	82	2599	340	772	440	264	337	783	334	581	915	11.2	186	246	3	63	20	944	11.5
BOS	74-75	82	2661	312	749	417	244	344	709	348	677	1025	12.5	224	229	3	60	22	868	10.6
BOS	75-76	81	2662	315	740	426	236	333	709	365	660	1025	12.7	203	227	3	56	33	866	10.7
DEN	76-77	81	1959	206	572	360	170	255	667	236	370	606	7.5	132	183	0	58	23	582	7.2
SEA	77-78	82	2172	184	464	397	109	186	586	289	377	666	8.1	145	182	0	65	16	477	5.8
SEA	78-79	82	1957	170	402	423	116	194	598	259	316	575	7.0	115	177	3	31	19	456	5.6
SEA	79-80	82	1955	113	299	378	89	136	654	204	232	436	5.3	66	120	0	25	5	315	3.8
16-YEAR TOTALS		1254	34989	4293	9949	4322	3196	4748	673	---	---	12357	9.9	2572	3120	32	---	---	11782	9.4

### NBA HEAD COACHING RECORD

TEAM	YEAR	REGULAR SEASON			PLAYOFFS		
		WINS	LOSSES	PCT.	WINS	LOSSES	PCT.
SD	80-81	36	46	.439	5th -- Pacific Division	---	---
SD	81-82	17	65	.207	6th -- Pacific Division	---	---
SD	82-83	25	57	.305	6th -- Pacific Division	---	---
CHA	98-99	22	13	.629	5th -- Central Division	---	---
CHA	99-00	49	33	.598	2nd -- Central Division	1	3
CHA	00-01	46	36	.561	3rd -- Central Division	6	4
CHA	01-02	44	38	.537	2nd -- Central Division	4	5
NO	02-03	47	35	.573	3rd -- Central Division	2	4
CLE	03-04	35	47	.427	5th -- Central Division	---	---
9-YEAR TOTALS		321	370	.465		13	16





## BRENDAN MALONE

### Assistant Coach

Brendan Malone is beginning his first season as an Assistant Coach for the Cleveland Cavaliers. He is a veteran of nearly 40 years of coaching experience and is entering his 19th year of coaching in the NBA.

Malone joins the Cavaliers from the New York Knicks where he was an assistant on three occasions. He spent last season with the Knicks and also was on the New York bench from 1986-88 and 1997-2000. In between jobs with the Knicks, Malone worked as an assistant with the Indiana Pacers for three seasons.

Following his first two years in New York, Malone spent seven seasons as an assistant coach with the Detroit Pistons (1988-1995). He helped the Pistons win back-to-back World Championships during the 1989 and 1990 seasons under Head Coach Chuck Daly.

In 1995, Malone was named as the first-ever head coach of the expansion Toronto Raptors. He spent a year with the team before joining the Seattle SuperSonics as a consultant during their run to the 1996 NBA Finals. Malone has been an assistant coach in three NBA All-Star Games (1990, 2000 and 2003).

Malone began his coaching career at Power Memorial Academy in 1968. His teams won three city championships and he was selected as coach of the year three times by the New York Daily News. Malone also coached baseball and was named coach of the year three times during his tenure. His success at Power Memorial earned him enshrinement into the New York City Catholic Sports Hall of Fame in 1993. He also worked as an assistant coach on the college level making stops at Fordham, Yale and Syracuse. He then moved on to the University of Rhode Island where he spent two seasons as its head coach before making his NBA debut.

Malone graduated from Iona College and then earned a master's degree in physical education from New York University. Brendan and his wife, Maureen, have six children, Cara, Brendan, Kevin, Kelly, Michael and Shannon.



## KENNY NATT

### Assistant Coach

Kenny Natt is beginning his first season as an Assistant Coach for the Cleveland Cavaliers. Natt has spent the last 24 years working in all facets of professional basketball from player to coach.

Natt joins the Cavaliers after spending the last nine seasons on Jerry Sloan's staff with the Utah Jazz. He was responsible for working with the teams' frontcourt players along with game preparations for upcoming opponents. He was a member of the coaching staff that led the Jazz to the playoffs in eight of his nine seasons in Utah. Natt was on the bench as the Jazz made runs to the NBA Finals in 1997 and 1998.

Prior to his work on the Utah coaching staff, Natt spent two seasons as a scout for the Jazz and as an assistant coach at Youngstown State. He also held positions as an assistant coach for the CBA's Columbus Horizon, as a head coach for Cape Breton in the Canadian-based National Basketball League and as the player personnel director and scout for the World Basketball League.

Natt was drafted by the Indiana Pacers with the 30th selection in the 1980 NBA Draft. He spent three years in the NBA playing for the Pacers, Jazz and Kansas City Kings. During his career, he played for six CBA teams before finishing his playing career with Fresno and Youngstown of the World Basketball League.

Natt is a 1980 graduate of Northeast Louisiana University (now Louisiana-Monroe) with a degree in business administration. He was a four-year member of the basketball team, pairing up with his younger brother, Calvin, to lead the Indians. He averaged 20.1 points and 3.5 rebounds while earning All-Trans America Conference honors his senior season.

Kenny and his wife, Jolene, are the parents of two daughters, Ki'Essence and Yazmine.



## STEPHEN SILAS

### Assistant Coach

Stephen Silas, 31, is beginning his second season as an Assistant Coach for the Cleveland Cavaliers. Silas brings an extensive knowledge of basketball from his years as an assistant coach and scout. As a Cavaliers assistant, he is charged with individual skill work, player development, game preparation, pregame walkthroughs and chalk talks as well as managing and developing technology and NBA scouting systems for the coaching staff.

Since coming to Cleveland, Silas has served as the head coach for the 2003 Cavaliers Summer League teams in Boston and Orlando. He also coached at the 2003 Pre-Draft Camp and represented the NBA Coaches Association at the Dirk Nowitzki Basketball Academy in Berlin, Germany in July, 2004.

Silas was an assistant coach under his father, Paul, for three seasons with the New Orleans/Charlotte Hornets. At the time of his hiring on June 5, 2000, he was the youngest assistant in the NBA at the age of 27. Silas also served as the head coach for the Hornets team in the 2002 Orlando Summer Professional League. He began his career in the summer of 1999 as an advance and college scout for the Hornets. In that role, Silas spent his time on the road scouting nearly 200 NBA and college games.

Prior to his time with the Hornets, Silas spent three years as the assistant executive director of the National Basketball Retired Players Association (NBRPA) in Providence, Rhode Island. In that role, he organized many events and served as a liaison between the NBA and its former players. In 1998, he assisted in taking a basketball team to China for competitions and exhibitions.

The Boston native graduated from Brown University in 1996 with bachelor's degrees in sociology and management. He played for the Bears for four seasons and was the team captain his senior season. Silas has also participated in "Centered", a summer basketball camp specializing in instruction for NBA big men in Massachusetts. Silas also has represented his alma mater at the Ivy League Alumni Challenge in New York City.

Silas recently formed the Silas Youth Foundation, an organization that concentrates on providing academic and athletic opportunities to youths. His organization gave away over 200 tickets to NBA games during the 2001-02 season. He is currently working to provide basketball camps and college prep seminars in the Cleveland area. Stephen and his wife Keryl were married in 2002 and are the proud parents of Kyrer Elyse.



## MIKE BRATZ

### Director of Basketball Operations

Mike Bratz returns to the Cleveland Cavaliers following his promotion to his new role of Director of Basketball Operations. He has spent the last three years as the Director of Player Personnel. In 2000-01, he joined the Cavaliers as a college and CBA scout. Bratz has 24 years of NBA experience, including a nine-year NBA playing career, which included one season with the Cavaliers.

In addition to his player personnel duties, Bratz also served in the role of assistant coach on the Cavaliers' coaching staff for the second half of the 2002-03 season.

In 1999-2000, Bratz served as an assistant coach for Gar Heard and the Washington Wizards. During the 1998-99 season, he scouted for the Utah Jazz. Bratz spent the prior six seasons with the Sacramento Kings as an assistant coach. Also in Sacramento, Bratz worked as a scout and as the Kings' pregame and postgame radio host.

Bratz averaged 7.0 points per game in his 586-game NBA career. He spent the 1980-81 season with the Cavaliers and had career-highs of 10.0 points and 5.7 assists per game in 80 games with the Wine and Gold. Bratz led the NBA with 57 three-point field goals during the '80-81 season. He was drafted by the Phoenix Suns in the third round of the 1977 NBA Draft (66th overall pick). Bratz spent three seasons in Phoenix before being selected by the Dallas Mavericks in the 1980 NBA Expansion Draft. The Cavaliers acquired Bratz from the Mavs in exchange for a 1984 first round draft choice on September 16, 1980. He also had stints with San Antonio, Chicago, Golden State and Sacramento.

An academic All-America at Stanford, Bratz earned All-Pacific Eight Conference honors following his senior season and is a member of the Stanford Hall of Fame. Mike and his wife Marsha have a son, Jesse.

### NBA REGULAR SEASON RECORD

MIN	TOTAL			3 POINT			REBOUNDS														
	FGM	FGA	PCT	GM	GA	PCT	FTM	FTA	PCT	OFF	DEF	TOT	AVG	AST	PF	DO	STL	BLK	PTS	AVG	HG
933	159	395	40.3	---	---	---	56	68	82.4	42	73	115	1.4	123	104	1	39	5	374	4.7	16
1297	242	533	45.4	---	---	---	139	170	81.8	55	86	141	1.8	179	151	0	64	7	623	8.1	20
1589	269	687	39.2	21	86	24.4	141	162	87.0	50	117	167	2.0	223	165	0	93	9	700	8.5	21
2595	319	817	39.0	57	169	33.7	107	132	81.1	66	132	198	2.5	452	194	1	136	17	802	10.0	22
1616	230	565	40.7	46	138	33.3	119	152	78.3	40	126	166	2.0	438	183	0	65	11	625	7.7	28
140	14	42	33.3	1	8	125	10	13	76.9	3	16	19	1.3	23	20	0	7	0	39	2.6	10
1428	213	521	40.9	15	51	29.4	120	137	87.6	41	102	143	1.7	252	155	0	84	6	561	6.8	23
746	106	250	42.4	6	26	23.1	69	82	84.1	11	47	58	1.0	122	76	1	47	4	287	5.1	19
269	26	70	37.1	4	14	28.6	14	18	77.8	2	21	23	0.7	39	43	0	13	0	70	2.1	10
10613	1578	3880	40.7	150	492	30.5	775	934	83.0	310	720	1030	1.8	1851	1091	3	548	59	4081	7.0	28





## MARK WARKENTIEN

### Director of Player Personnel

Mark Warkentien begins his first season as the Director of Player Personnel for the Cleveland Cavaliers. He spent the previous 10 seasons with the Portland Trail Blazers in various capacities in the front office. Prior to joining the Blazers, he worked for 11 years in basketball operations at the University of Nevada – Las Vegas.

As the Director of Player Personnel, he will focus on the team's college scouting and amateur player evaluation operation, as well as manage the operational aspects of the

#### NBA Draft.

During the 2003-04 season, Warkentien was the Blazers Director of Player Personnel after serving as the Assistant General Manager for the previous five seasons. He spent his first season in Portland as a scout followed by three seasons as the team's Director of Scouting.

Warkentien spent four seasons in Portland working with current Cavaliers President and General Manager, Jim Paxson. The two were responsible for the Blazers' NBA Drafts from 1996-99 and also helped build four consecutive playoff teams in Portland.

At UNLV, Warkentien served as an assistant coach/recruiting coordinator as well as assistant athletic director. He helped build UNLV's team that went on to win the NCAA Championship in 1990.

He began his coaching career at Riverside City College and at Saddleback College before taking the reins of the women's program at UC-Riverside. Warkentien then returned to his alma mater, Cal-State Fullerton, as an assistant coach for two seasons. He spent one season on the coaching staff at UC-Irvine before joining Jerry Tarkanian's staff at UNLV.

Warkentien, 51, is a 1976 graduate of Cal-State Fullerton and a native of Huntington, IN. Mark and his wife, Maureen, have two daughters, Kreigh and Aubrie.



## MAX BENTON

### Athletic Trainer

Max Benton is beginning his fourth season with the Cleveland Cavaliers as Athletic Trainer. As the Cavaliers Athletic Trainer, Benton tends to the immediate medical needs of the team's players. Most of his athletic training time is spent in the area of preventive medicine, treatment and rehabilitation.

Benton came to the Cavaliers following six seasons as the assistant athletic trainer for the Denver Nuggets. While working as the Nuggets assistant trainer, he also volunteered as an athletic trainer for the Denver Public School System.

A 1995 graduate of the University of Colorado (CU), Benton was a student assistant in the CU sports medicine department from 1990-95. He worked primarily with football, men's basketball and men's and women's track. Benton was also a student intern for the Denver Broncos training staff for two years and received the Pro Football Athletic Trainers Ethnic Minority Scholarship in 1993.

While doing his undergraduate work, Benton served as a student intern for the Colorado Rockies orthopedic surgeon. He also taught a course in athletic training at CU as an undergraduate.

The native of Fort Collins, Colo., is a certified member of the National Athletic Trainer's Association (NATA) and the Ohio Athletic Trainer's Association (OATA).

Benton volunteered in August 2001 at the United States Olympic Training Center in Colorado Springs, Colo., where he worked with athletes from volleyball, wrestling, taekwondo and swimming. In March of 2003, Benton was selected to the USA Medical Staff for the 2003 Pan American Games in Santo Domingo, Dominican Republic where he helped the U.S. Boxing Team win one gold, one silver and two bronze medals.

Benton began serving as the Eastern Conference representative for the National Basketball Athletic Trainers Association (NBATA) in May of 2004. He also serves on the scholarship committee for the NBATA, which gives scholarships to undergraduate and Masters students in the field of athletic training.

Benton and his wife Jolynne are the proud parents of Emma Lenice, born July 9, 2004.



## STAN KELLERS

### Strength and Conditioning Coordinator/ Assistant Coach

Stan Kellers is beginning his ninth season as the full-time Strength and Conditioning Coordinator/Assistant Coach for the Cavaliers. Kellers is a graduate of Cleveland State with a Master's degree in Exercise Science. He came to the Cavaliers after working at the Cleveland Clinic since 1981, most recently as an Exercise Physiologist in the section of Sports Medicine.

Kellers is responsible for coordinating strength, conditioning and flexibility programs for each member of the Cavaliers team. In addition to developing in-season programs, he works individually with each player during the off season to prepare them for the rigors of an NBA campaign. Kellers also works with Cavaliers Athletic Trainer Max Benton to improve the players' nutritional habits in an effort to enhance their performance.

From 1991-94, Kellers served as a part-time Strength and Conditioning Consultant for the Cavaliers and he also filled in as the Cavaliers temporary Strength and Conditioning Coordinator in the winter of 1996. In addition, he served as a part-time Strength and Conditioning Consultant for the Cleveland Indians for two seasons.

Stan, his wife Dana and two daughters, Shelby Lynn and Samantha reside in Olmsted Township.



## DR. CHARLES MAHER

### Team Sport Psychologist

Dr. Maher enters his fifth season as the Team Sport Psychologist for the Cleveland Cavaliers. He is responsible for the mental skills, performance enhancement, and psychological well being of all current players, as well as for psychological testing for the draft. He was a consultant for the Cavaliers during the 2000-01 season.

Dr. Maher is a licensed psychologist and a fellow of many psychological societies, including the American Psychological Association. He holds a Diplomate from the American Board of Administrative Psychology and the American Board of Sports Psychology, as well as numerous graduate degrees and professional certifications in psychology and education. Recently, Dr. Maher was named one of the 2000 Outstanding Intellectuals of the 21<sup>st</sup> Century (International Biographic Centre, Cambridge, England).

Prior to his career in Cleveland, Dr. Maher worked for a decade as a sports psychologist for the Chicago White Sox, in addition to serving as a sport psychology consultant to the New York Yankees and other teams. Currently, Dr. Maher also serves as Sport Psychologist and Director of Psychological Services for the Cleveland Indians, and has served in similar positions with the New York Jets and Cleveland Browns. Additionally, he serves as sport psychologist for the IMG Academies in Bradenton, FL. He also has a private practice in sport psychology that includes professional athletes in football, tennis, basketball and other sports.

Outside of professional sports, Dr. Maher is a tenured Full Professor of Psychology at the Graduate School of Applied and Professional Psychology at Rutgers University, where he is involved in research, doctoral education, supervision of professional psychology students, and editor of a professional journal. He has authored numerous books and other publications in sport psychology, program planning and evaluation, and special education.

Dr. Maher and his wife, Ann, who is a family nurse practitioner, reside in Cleveland and New Jersey. They have two children, Dr. Jennifer Maher and Dr. Brian Maher, both of whom are psychologists.



## EARL PATTON, JR.

### Director Basketball Administration / Player Development

Earl Patton is entering his fourth season with the Cavaliers and his second as Director Basketball Administration / Player Development for the Cleveland Cavaliers. Promoted into the position in February 2003, following two seasons as the Assistant Director, Player Relations / Player Development, Patton works with President and General Manager, Jim Paxson and the ownership group on various organizational, and player related matters.

Under the direction of the president and general manager, Patton is responsible for various business and basketball operations functions – NBA Draft, Player relations, scouting, training camp and summer league. Patton also works closely with the various levels of the organization (legal, marketing, community relations and business development) on the implementation of player related and business development initiatives. He provides various support resources for players in assisting them in their transition into the Cavalier organization and the NBA, while serving as a liaison between personnel and management. He also serves on the NBA's Research and Development Committee that examines new league initiatives for NBA players in conjunction with the league's Player Development Department.

Prior to joining the Cavaliers, Patton served as the head of music merchandising and artist relations for Sony Entertainment and held management positions with various record companies. He also has experience as a business development consultant for athletes and entertainers with Entertainment Marketing Communications International (EMCI) and other entertainment / sport management companies. Patton also served as a Client Services Manager for the Portland Trail Blazers where he managed a wide variety of services including events, promotions, business development, marketing and sponsorships for Blazers sponsors.

In 2001, he created the Earl Patton Sports/Education Fund. The personally-funded scholarship is available to college-bound seniors from New York City's Rice High School who are interested in the fields of business, law, or sports management.

Patton is a native of Brooklyn, N.Y. and graduated from Drexel University with a B.S. in Business and Administration and holds a Master's Degree in Sport Management from The George Washington University; where he serves as a facilitator with the university's school of business in the development of their sport management program.



## MARK CASHMAN

### Equipment Manager/Travel Coordinator

Mark Cashman is entering his fourth season as Equipment Manager/Travel Coordinator for the Cleveland Cavaliers. He handles all duties associated with the equipment for the team and also assists with the team's air and ground transportation, as well as accommodations, for each road trip.

Cashman served five seasons as the equipment manager for the Portland Trail Blazers from 1994-99. He also worked with the Minnesota Timberwolves for four seasons (1990-94) prior to joining Portland.

Cashman, a native of Minneapolis, Minn., graduated from the University of Minnesota in 1994 with a degree in political science. He and his wife, Stephanie, reside in Lakewood with their children Andrew, Gregory, Zachary and Carlisle.



## BETSY McALLISTER

### Video Coordinator

Betsy McAllister begins her fourth season with the Cleveland Cavaliers, her third as Video Coordinator. McAllister was the game-night assistant for the Cavaliers' Video Coordinator during the 2001-02 season.

McAllister will be responsible for recording games for scouting purposes while preparing scouting tapes for pregame, in-game and postgame activities for the coaches and players.

Her basketball experience includes six seasons with the Cleveland Rockers of the Women's National Basketball Association (WNBA). She served as an assistant Coach at Concordia University in Ann Arbor, Michigan after working for the Florida Beachdogs of the CBA in its basketball operations department.

McAllister is a native of Vermilion, OH and currently resides in Cleveland. She is a graduate of Eastern Michigan University.



## DARRELL HEDRIC

### Head Scout

Darrell Hedric is in his 19th year with the Cleveland Cavaliers and in his eighth year as the Cavaliers Head Scout. Hedric supervises the Cavaliers scouting system, which includes the NBA, college and all other scouting venues. Hedric is also responsible for evaluating talent – both amateur and professional.

A 1955 graduate of Miami University in Oxford, Ohio, he was the first Miamian to be full-time head basketball coach at his alma mater. In 14 years, he helped guide the Redskins to a record of 216-157 for a .581 winning percentage. His 216 wins are the most in school history and the third most in Mid-American Conference (MAC) history. Five of his teams captured MAC Championships and four appeared in the NCAA Tournament. The 1983-84 team is tied for the most wins in Miami team history with 24 victories.

Hedric was inducted into Miami's Athletic Hall of Fame in 1978. In addition, he was selected as the "Basketball Coach of the Year" in the MAC three times. He was also chosen as Ohio's "Basketball Coach of the Year" on two occasions. In January 1997, Hedric had his No. 86 jersey retired at Miami University, joining fellow Miami alums Wayne Embry, Ron Harper and Dick Walls in the rafters at Millett Hall.

Hedric and his wife, Jan, have a daughter, Kim, and a son, Craig, both Miami graduates. Darrell and Jan also have three grandchildren — Kyle, Taylor and Alyssa.



## DON DONOHER

### Scout

Don Donoher is beginning his sixth season as a Scout with the Cleveland Cavaliers. Donoher's responsibilities include the evaluation of college and professional talent.

Prior to his arrival with the Cavaliers organization, Donoher coached the University of Dayton (UD) Men's Basketball team for 25 years (1964-1989). As the all-time winningest coach in UD history, he led the Flyers to a record of 437-275 (.614) and 15 postseason appearances. Donoher's Flyers advanced to the NCAA Championship game in 1967, making him the first coach to take his alma mater to the title game after appearing in the tournament as a player.

A 1954 graduate of UD, Donoher was a three-year letterwinner from 1951-54 and played in the 1952 NCAA Tournament and the 1952 and 1954 NIT Tournaments. As a senior, he was named team captain and Most Valuable Player. Donoher finished his Flyer career with 578 points and was inducted into the University of Dayton Hall of Fame in 1992.

In addition to his achievements at Dayton, he was an Assistant Coach for the United States team that won the gold medal at the 1984 Olympics in Los Angeles. Also, Donoher was inducted into the Ohio High School Basketball Coaches Hall of Fame in April 2000 in recognition of his numerous contributions to Ohio high school basketball while coaching the Flyer team.

Donoher and his wife Sonia reside in Dayton.



## CHICO AVERBUCK

### Director of International Scouting

Chico Averbuck begins his first season as the Director of International Scouting for the Cleveland Cavaliers. Prior to joining the Cavaliers, he served as a scout for the Portland Trail Blazers for four seasons.

As the Director of International Scouting, Averbuck will direct all of Cleveland's international scouting activities and assist President and General Manager of Basketball Operations Jim Paxson with draft preparation.

Averbuck spent seven years in the CBA in various positions, ranging from basketball operations in the league office to assistant coach/director of player personnel with several teams. During the 1990-91 CBA season, he worked alongside the late Cavaliers assistant coach, Mark Osowski, when both served as assistant coaches for the Rapid City Thrillers under Head Coach Eric Musselman. In addition, he spent one season as head coach of Iraklis Basketball Club in Solinque, Greece and also served as the director of scouting for the Peristeri Pro Basketball Club in Athens, Greece.

Averbuck graduated from California State University at Bakersfield with a degree in communications and psychology. Chico and his wife, Jennifer, have three children, Samuel, William and Hannah.



## RUDY D'AMICO

### European Scout

Beginning his 11th season as European scout for the Cleveland Cavaliers, Rudy D'Amico brings a wealth of experience to the Cavaliers. Based out of Florence, Italy, D'Amico's scouting territory spans across all of Europe. He is responsible for evaluating both amateur and professional talent in Eastern and Western Europe as well as the Middle East.

D'Amico is no stranger to basketball as he has over 30 years of coaching and scouting experience in the United States and abroad. A native of Queens, New York, D'Amico attended Newtown High School in Queens and attended Seattle University where he played both basketball and baseball. After graduating from Seattle with a Bachelor's Degree, he spent the next two years coaching in Morocco as a Peace Corps Volunteer before returning to the United States and earning a Master's Degree from New York University. D'Amico spent the next 10 years teaching Physical Education and serving as the head basketball coach at Brooklyn College in New York City.

In 1975, D'Amico moved across the Atlantic and began his coaching career in Europe. D'Amico coached teams throughout Europe and the Middle East, winning the European Cup Championship in 1981 with Maccabi Tel Aviv in Israel. After coaching in Israel, D'Amico moved to Italy, the birthplace of his parents, and coached in Florence for five years.

On two occasions, D'Amico has conducted basketball clinics in the French speaking regions of Africa on behalf of the U.S. State Department.



## WES WILCOX

### Advance Scout

Wes Wilcox begins his second season with the Cleveland Cavaliers as its Advance scout. Wilcox came to the Cavaliers having spent two seasons working in the NBA in various capacities. Most recently, Wilcox spent the 2002-03 season working in the New Orleans Hornets' organization as its video coordinator and scout.

In New Orleans, Wilcox was responsible for recording games for scouting purposes and providing scouting and specialty tapes for the coaches and players. Wilcox spent the 2001-02 season working as an intern to the director of scouting with the Miami Heat.

As the Cavaliers' advance scout, Wilcox is in charge of scouting for all of the Cavaliers' upcoming opponents. His work and insight are key elements for the Cleveland coaching staff in preparation for the team's upcoming opposition.

He spent numerous summers working several basketball camps around the country and has established the Wes Wilcox Basketball Camps. For the past five years, the non-profit organization has brought basketball camps to underprivileged children in the Southern California area. He is a 2001 graduate of Cal-State Fullerton.

Wilcox is a native of La Habra, CA and currently resides in Cleveland.

