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**DAVE TWARDZIK**  
**ASSISTANT GENERAL MANAGER**

Dave Twardzik was promoted to assistant general manager of the Magic on June 27, 2005. He had served as director of player personnel for two seasons. He brings more than 30 years of professional basketball experience as a player, coach and front office executive.

Twardzik has worked in a variety of areas with several NBA team's basketball operations departments. He served as general manager of Golden State from 1995-97. Prior to joining the Warriors, he spent five seasons with the Charlotte Hornets, beginning as director of scouting in 1990. He was promoted to director of player personnel in 1991, a position he held until joining Golden State in 1995.

Twardzik has been on the bench as an assistant coach with Indiana (1986-89), the Los Angeles Clippers (1989-90) and Detroit (2000-01). He was a member of Portland's front office from 1981-85 and has also served as a scout for Sacramento (regional/advance scout in 1999-2000; college scout in 2001-02) and Denver (college scout in 1997-99).

Despite being selected with the 26th overall pick of the 1972 NBA Draft by Portland, Twardzik began his professional playing career with the ABA's Virginia Squires. During his four ABA seasons, he averaged 9.0 ppg. and 3.2 apg. and was named an ABA All-Star in 1975.

Following the ABA-NBA merger in 1976, Twardzik joined Portland and helped the Trail Blazers capture the NBA title in 1976-77. During the championship season, Twardzik set a franchise record by hitting 61.2 percent of his field goals. He appeared in 280 career NBA regular season outings with the Trail Blazers, averaging 9.5 ppg., 3.4 apg. and 2.5 rpg., and had his jersey number 13 retired by Portland on October 11, 1981.

A native of Middletown, Penn., Twardzik attended Old Dominion University and was twice named an All-American (1970-71, 1971-72). He and his wife, Kathe, have two children: Monika (29) and Matthew (23).



**OTIS SMITH**  
**ASSISTANT GENERAL MANAGER**

Otis Smith was named assistant general manager of the Magic on June 27, 2005, after serving as director of player development for two seasons. He assists in various aspects of the basketball operations department, including player development and scouting, while also assisting the team's community relations department.

Smith spent the 2002-03 season as executive director of basketball operations for the Golden State Warriors. In that role, he oversaw the day-to-day operations of the basketball operations department and worked in conjunction with the players and basketball staff. During the previous two-plus seasons, Smith was director of community relations/Warriors Foundation.

Smith is no stranger to "The City Beautiful." He was a member of the inaugural 1989-90 Magic squad and spent three seasons playing in Orlando (1989-92). Smith averaged 11.4 ppg., 4.1 rpg., 1.9 apg. and 1.01 stlpg. in 195 games with the Magic. He played in 375 career NBA regular season games with Denver, Golden State and Orlando, averaging 10.5 ppg., 3.8 rpg., 1.8 apg. and 1.01 stlpg. in 20.6 minpg.

Following his retirement as a player, Smith served as community relations manager for the Magic for two years. During that time, the organization was presented the Pro Team Community Award, given by the World Sports Humanitarian Hall of Fame. He was also vice president of marketing and community relations of the Boys and Girls Club of Central Florida.

Smith was born and raised in Jacksonville, Florida, and is a 1986 graduate of Jacksonville University.

**BRIAN HILL**  
**HEAD COACH**

Brian Hill returns to Orlando and plans to bring his Magic touch with him. He was named head coach on May 24, 2005.

Hill served as head coach of the Magic from 1993-97 and is the most successful coach in franchise history, posting a record of 191-104 (.647) with Orlando. He also spent two-plus seasons as head coach of the Vancouver Grizzlies (1997-2000) and has an overall head coaching record of 222-227 (.494).

Hill's extensive coaching resume spans more than 34 years. His NBA career began in 1986, serving as an assistant to Mike Fratello in Atlanta. After four seasons with the Hawks (in which they were 200-128, .609), Hill joined the Orlando Magic as an assistant to Matt Guokas in 1990. After three seasons, he was promoted to head coach on June 30, 1993.

The impact of Hill's promotion was immediate. In his first season, he guided Orlando to a then-team record 50-32 (.610) and a berth into the playoffs for the first time in franchise history. The following season, Hill took the Magic on a ride they will never forget. Orlando went 57-25 (.695), captured the Atlantic Division title and earned a trip to the 1995 NBA Finals. The team's success also translated into individual accolades for Hill, as he was named head coach of the 1995 Eastern Conference All-Star team.

Hill followed up his record-setting season by leading the Magic to a 60-22 (.732) mark in 1995-96, a franchise record that still stands. He also led the Magic to their second consecutive Atlantic Division crown and guided the team to the Eastern Conference Finals, before losing to the eventual NBA Champion Chicago Bulls.

During his three-and-a-half seasons as head coach with the Magic, Hill's teams especially excelled at home. Orlando was 122-26 (.824) at home, including 40 consecutive wins from March 12, 1995 through March 19, 1996. Hill's 167 wins over his first three seasons is third in NBA history during that span, trailing just Phil Jackson (183) and Paul Westphal (177). He also ranks as the seventh-fastest head coach to reach 100 victories, accomplishing the feat in only 149 games. Hill was relieved of his head coaching duties with the Magic on February 18, 1997.

Hill was named head coach of the Vancouver Grizzlies prior to the 1997-98 season. As the third head coach in franchise history, he took over a team that had won just 14 games in 1996-97. The Grizzlies improved by five games under the first year of Hill's leadership. His career with the Grizzlies came to an end 22 games into the 1999-00 season.

Hill spent two seasons (2001-02, 2002-03) as an assistant coach with the New Orleans Hornets. He had served as an assistant on the New Jersey Nets coaching staff since January 2004.

Hill's coaching career also includes high school and 17 years at the collegiate level. He began as an assistant at Montclair State (N.J.) in 1972, and held assistant coaching positions at Lehigh University and Penn State. He was the head coach at Lehigh for eight seasons.

Hill graduated from Kennedy College (Neb.) in 1969, earning a bachelor's degree in physical education while becoming a three-year starter on the basketball team and lettering in track. In addition to his coaching experience, he served as the host of "NBA March-Up," on ESPN during the 2000-01 season.

Since 1996, the Hill family has been active in hosting fundraising events for the Cystic Fibrosis Foundation. Their combined efforts have raised \$3 million to help find a cure for CF. In 2003, the Hills were presented with the "Breath of Life" award from The National Cystic Fibrosis Foundation for their contributions toward the battle against this dreaded disease.

Born on September 19, 1947 in East Orange, New Jersey, Hill and his wife, Kay, have two children: Kimberly and Christopher.



In *Orlando* magazine's "The Best of Orlando 2005," readers selected Magic head coach Brian Hill as the "Person Who Most Exemplifies Orlando."

**RANDY AYERS**  
**ASSISTANT COACH**



Randy Ayers joined the Magic as an assistant coach on June 10, 2005. He spent six-plus seasons as a member of the Philadelphia 76ers' coaching staff and served as head coach of the Sixers in 2003-04, posting a 21-31 record (.404).  
As top assistant under then-coach Larry Brown, Ayers helped guide the 76ers to five consecutive playoff appearances, including a trip to the NBA Finals in 2001. Known for his pressure-defense mindset and up-tempo style, Ayers joined the Sixers as the physical conditioning coach in June 1997 before earning a spot as an assistant coach in July 1998.

Prior to arriving in Philadelphia, Ayers spent eight seasons as head coach at The Ohio State University. He guided the Buckeyes to an overall record of 124-108 (534), four post-season appearances and back-to-back Big Ten Championships in 1991 and 1992. Ayers was named National Coach of the Year in 1991 by both The Associated Press and Black Coaches Association. He led his 1991 squad to a school-record 27 victories and its first of two conference titles. Ayers received Big Ten Coach of the Year honors in both 1991 and 1992, after directing the Buckeyes to a school-record 15 conference victories in each season.

Ayers spent six years as an assistant coach at Ohio State, including three years under current Maryland head coach Gary Williams and three years under Eldon Miller, before being promoted to head coach in 1989. He arrived in Columbus after two years as an assistant coach at the U.S. Military Academy, where he coordinated the team's recruiting. Prior to his stint at West Point, he spent two years as a graduate assistant at his alma mater, Miami University in Oxford, Ohio.

During his coaching career, Ayers has also been involved with USA Basketball. He joined Gene Keady at the 1991 Pan Am Games, where the U.S. team won a bronze medal. During the summer of 1993, Ayers was an assistant to P.J. Carlesimo for Team USA during a European tour. He also served as head coach for the Big Ten All-Star Team during a tour of Japan in June of 1995, a team that posted a perfect 7-0 record, the first time in conference history.

The Ohio Player of the Year as a senior at Springfield North High School, Ayers went on to an impressive collegiate career at Miami (Ohio). A four-year starter and an all-conference performer for the Red Hawks, he finished his career with 1,203 points (11.5 ppg.) and 667 rebounds (6.4 rpg.), leading Miami (Ohio) to back-to-back Mid-American Conference championships in 1977 and 1978 and an NCAA Tournament appearance during his senior season. He was drafted by the Chicago Bulls in the third round of the 1978 NBA Draft, but was released on the final cut. Prior to starting his coaching career, Ayers played a year of professional basketball for the Reno Big Horns of the Western Basketball Association (WBA) and was named to the WBA All-Star Team as a second team selection.

Born on April 16, 1956, Ayers graduated from Miami (Ohio) in 1978 with a degree in education and later earned his master's of education degree in 1981. A native of Springfield, Ohio, he and his wife, Carol, have two sons, Ryan (19) and Cameron (14).



**RANDY WITTMAN**  
**ASSISTANT COACH**

Randy Wittman was named assistant coach for the Magic on July 5, 2005. A 14-year NBA coaching veteran, he comes to Orlando after spending the last four seasons (2001-02 – 2004-05) as an assistant coach with the Minnesota Timberwolves.

Wittman spent a total of nine seasons with Minnesota, also serving as an assistant coach from 1994-95 to 1998-99. He served as head coach of the Cleveland Cavaliers for two seasons, compiling a 62-102 record (.378) from 1999-2001. Prior to his first stint in Minnesota, Wittman spent one season each as an assistant coach with Indiana (1992-93) and Dallas (1993-94).

Originally selected in the first round (22nd overall) by Washington in the 1983 NBA Draft, Wittman played nine seasons in the NBA. He appeared in 543 career regular season games with Atlanta, Sacramento and Indiana, averaging 7.4 ppg., 2.2 apg. and 1.4 rpg. in 21.4 minpg., while shooting .501 from the field.

Wittman was a two-time academic All-American while at Indiana University. He helped the Hoosiers capture the 1981 NCAA Championship and was named co-Big Ten Player of the Year as a senior in 1983. Wittman was inducted into the IU Hall of Fame in 1993 and was named to Indiana's Silver Anniversary Basketball Team in March of 1996.

Born on October 28, 1959, Wittman and his wife, Kathy, have two children, Ryan and Lauren.

**TOM STERNER**  
**ASSISTANT COACH**



Tom Sterner returns to Orlando as an assistant coach for the Magic. He was re-hired on June 10, 2005. Sterner originally joined the organization in June of 1989 and was an assistant coach for nine seasons (1994-2002). He also served as the top assistant coach for the Golden State Warriors from 2002-04.

Sterner's coaching responsibilities have included detailed game and opponent preparation, as well as individual player development. While the top assistant in Golden State, he helped the Warriors improve on both ends of the court. In 2003-04, with Sterner acting as 'defensive coordinator', Golden State was the most improved defensive team in the NBA, allowing 9.6 fewer points per game than the previous season. He was in charge of the team's offense in 2002-03. The Warriors ranked second in the league in scoring that season, averaging 102.4 points per game.

Sterner served as an assistant coach for the Eastern Conference during the 1995 NBA All-Star Game held in Phoenix and helped the Magic reach the playoffs five times, including its run to the 1995 NBA Finals. Sterner has also served as head coach of both Orlando's and Golden State's summer league teams during his career.

Prior to his promotion as assistant coach in September of 1994, Sterner served as the Magic's video scout for four seasons. He served as chairman of the NBA Technology and Scouting Committee from 1994-2004 and was instrumental in the development of the Coaches' Tools software currently used by NBA teams for scouting purposes. He has consulted with companies such as IBM, IDS, Avid Technologies and XOS Technologies.

During his first tenure in Orlando, Sterner directed all aspects of the team's NBA advanced scouting preparation. He also developed and directed the Orlando Magic Youth Camp program, which features camps throughout the state of Florida and as far north as Grand Rapids, Michigan. Sterner continues to conduct basketball clinics nationally and internationally.

Sterner served as assistant coach/director of player personnel for the Tampa Bay Sun Blasters of the United States Basketball League during the summer of 1992. His responsibilities included drafting and signing of players, as well as coaching the team.

From 1987-90, Sterner served as assistant coach at Franklin & Marshall College in Lancaster, Pa. While at F&M, the Diplomats achieved a 76-12 record, won three straight

Middle Atlantic Coast Conference Championships, made three NCAA postseason tournament appearances and had the distinction of being the #1 Division III team in the nation as voted by the Associated Press.

Prior to F&M, Sterner spent six years as head coach at Lancaster (Pa.) Catholic High School, where his team participated in several district and state competitions. He also assisted the Philadelphia 76ers for eight years during their veteran's camp.

Born on November 17, 1956, Sterner earned his undergraduate degree in elementary education from Millersville (Pa.) State College and his master's degree in sports administration and computers from Temple University. He and his wife, Marcia, have two daughters, Malorie and Paige.

**MARK BRYANT**  
**ASSISTANT COACH/PLAYER DEVELOPMENT**



Mark Bryant was named assistant coach/player development of the Magic on July 5, 2005. He spent the 2004-05 season with Dallas as a member of its player development staff.

Bryant spent 15 seasons as a player in the NBA with 10 different teams from 1988-2003. He appeared in 797 regular season games during his NBA career with Portland, Houston, Phoenix, Chicago, Cleveland, Dallas, San Antonio, Philadelphia, Denver and Boston, averaging 5.4 ppg. and 3.8 rpg. in 16.9 minpg. Bryant also appeared in 79 career playoff games, averaging 3.5 ppg. and 2.5 rpg. in 12.2 minpg.

Originally selected by Portland in the first round (21st overall) of the 1988 NBA Draft, Bryant helped the Blazers reach the NBA Finals in 1990 and 1992. The 6-9 forward averaged 20.5 ppg. and 9.1 rpg. as a senior (1987-88). He was a first Team All-Big East selection that season and led Seton Hall to its first-ever berth into the NCAA Tournament.

Born on April 25, 1965, Bryant majored in psychology and minored in communications while at Seton Hall. He and his wife, Shelley, have two sons, Taige and Poe.

**MORLON WILEY**  
**ASSISTANT COACH/PLAYER DEVELOPMENT**



One of the original members of the Magic, Morlon Wiley returns for his second season on the Magic bench as an assistant coach/player development. He was originally named assistant coach on August 12, 2004. Wiley spent the previous four seasons (2000-04) with Dallas as part of the player development staff in the Mavericks' basketball operations department.

Originally a second round choice (46th overall) by Dallas in the 1988 NBA Draft, Wiley played in 295 regular season games during his NBA career with Dallas, Orlando, San Antonio, Atlanta and Miami, averaging 3.7 ppg., 2.4 apg. and 1.2 rpg. in 13.0 minpg.

Wiley was a member of the inaugural Magic squad back in 1989-90 and was the first player ever signed by Orlando on June 29, 1989. He appeared in 83 total games with the Magic (1989-91), averaging 4.4 ppg. and 2.4 apg.

Born on September 24, 1966, Wiley and his wife, Stacey, have one son, Jeremiah, who is six.



### SCOTT HERRING

#### VICE PRESIDENT OF BASKETBALL ADMINISTRATION

Scott Herring begins his 18th year with the Orlando Magic. He became vice president of basketball administration in July of 2005. Herring also served as assistant general manager for more than four years.

Herring is responsible for handling the organization's salary cap and player contract issues. This includes projections and strategy formulation related to trades, free agents and player signings, as well as drafting player contracts and other collective bargaining issues. He is also responsible for all business issues within the basketball operations department.

Herring previously served the Orlando Magic as the vice president of finance/administration/information technology and the senior director of finance. In his previous role, he was responsible for all accounting and finance operations including budgeting, financial reporting and tax reporting. He also oversaw all information technology issues and the administration functions. Those responsibilities encompassed all RDV Sports entities.

Prior to joining the Magic, Herring gained seven years of experience working with CPA firms in Naples, Fla. and Youngstown, Ohio. Herring is a Certified Public Accountant and graduated from Grove City College. He is a native of Greensburg, Penn.

Herring resides in Martland, Fla. with his wife, Debbie, and three sons, Brett (16), Sean (15) and Kendall (13).

### MICK SMITH

#### ASSISTANT COACH FOR STRENGTH AND CONDITIONING

Mick Smith begins his ninth year in Orlando, after spending the previous four years as strength and conditioning coach for the Portland Trail Blazers.

Smith came to the Trail Blazers after serving as assistant strength coach at the University of Miami, where he worked with all varsity sports within the athletic program. He also assisted in that capacity with the NBA's Miami Heat.

A 1980 graduate in physical education and health at the University of Nebraska-Omaha, Smith received a master's degree in exercise science at the school in 1984. He received his national certification as a strength and conditioning specialist in 1988. Smith served as an assistant strength and conditioning coach at Creighton University in Omaha from 1982-84, and was coordinator of fitness/Olympic weightlifting coach at the United States Sports Academy in 1985-86.

Smith is also co-author of the books, "Power Conditioning for Basketball and Conditioning the NBA Way."

He and his wife, Bing, have one son, Miko (9).



### TED ARZONICO

#### ATHLETIC TRAINER

Ted Arzonico enters his sixth season as athletic trainer of the Orlando Magic. He spent the previous eight years as the athletic trainer of the New Jersey Nets.

Arzonico completed his undergraduate work at Central Connecticut State University, where he received a B.S. in physical education. He went on to receive his master's degree in sports medicine from Springfield College. Certified by the NATA (National Athletic Trainers Association), Arzonico was the head trainer for West Essex High School in Caldwell, N.J., and St. Thomas Aquinas College before coming to the Nets.

In 1994, Arzonico served as the athletic training coordinator for the New Jersey/New York venue during the World Cup. In 1997, he was one of the trainers selected to work the NBA All-Star Game, which was held in Cleveland, Ohio.

Arzonico lists his hobbies as collecting firetrucks, including two original 1954 antique firetrucks for which he has won numerous awards. He and his wife, Carey, reside in Apopka, Fla., and have two daughters, Ashley (4) and Lindsey (1).

### RODNEY POWELL

#### TEAM OPERATIONS MANAGER

Rodney "Sid" Powell, who has been with Orlando since its inaugural season in 1989, begins his 15th year as a member of the Magic's basketball operations department. He was named team operations manager during the summer of 2005, with duties including those of both equipment manager and travel coordinator.

Powell is responsible for the ordering, daily maintenance and supervision of all player practice equipment, game uniforms and player shoes, while maintaining the Magic locker rooms at the RDV Sportsplex and the TD Waterhouse Centre. In addition, he supervises the Magic ball kid program.

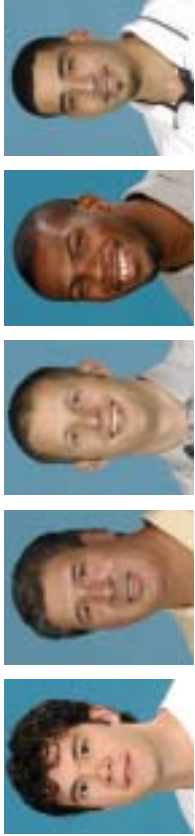
As travel coordinator, Powell oversees hotel accommodations and team transportation while the club is on the road, as well as the day-to-day scheduling of the team's practices both at home and on the road.

A 1988 graduate of Marshall University with a degree in sports management and marketing, Powell is a 14-year certified member of the Athletic Equipment Managers' Association (AEMA). Powell also played three years of college baseball.

A native of Vienna, W.V., he and his wife, Kim, reside in Altamonte Springs, Fla., have two sons, Tyler (14) and Ryan (11), and a daughter, Haley (7).



# BASKETBALL OPERATIONS



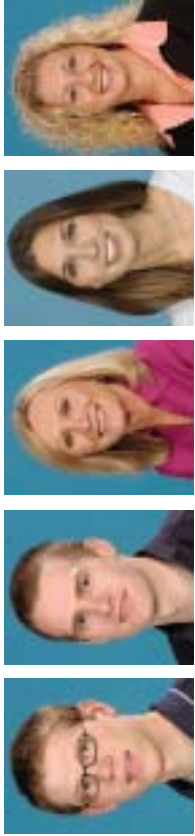
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