



'04
'05



RAPTORS BASKETBALL





ROB BABCOCK

General Manager

With 17 years of NBA management experience, Rob Babcock assumes his first general manager assignment becoming the third person to hold that title with the Toronto Raptors. Babcock was named to head the team's basketball operations June 7, 2004.

Babcock has adopted a team philosophy which includes hard work, execution, togetherness and dedication to the community. This philosophy is being entrenched into every player, coach and staff member throughout the Raptors organization.

Babcock comes to Toronto after a successful tenure with the Minnesota Timberwolves where the franchise qualified for the postseason the past eight consecutive years and registered an impressive 50 or more victories in four of the past five seasons. The Wolves recorded a franchise- and Western Conference-best 58 wins in the 2003-04 season. He spent 12 seasons in Minnesota, the last two as the team's vice-president of player personnel. He served as the director of player personnel from 1994-2002 and two seasons (1992-94) as a fulltime scout.

With the Wolves, Babcock was responsible for draft preparation and scouting, and salary cap planning and management. He oversaw the team's drafting of current league MVP Kevin Garnett in 1995 and former All-League Rookie First Team selection Wally Szczerbiak in 2000. Babcock worked in conjunction with Hall of Famer and Wolves vice-president of basketball operations/general manager Kevin McHale on trades and player acquisitions, agent relations and contracts. During the 2003 off-season, Minnesota's acquisition of all-stars Sam Cassell and Latrell Sprewell helped propel the team to the Western Conference Final.

Babcock joined the NBA in 1987 as the director of scouting for the Denver Nuggets. In his first two seasons with the Nuggets the club posted the fourth-best overall record in the NBA. He worked five seasons in Denver before joining the Timberwolves. He has also held part-time scouting positions with the Detroit Pistons, Cleveland Cavaliers, San Diego Clippers and Indiana Pacers before joining the Nuggets staff.

Prior to working in the NBA on a full-time basis, Babcock was head coach at Phoenix (Arizona) College, where his teams advanced to the ACCAC playoffs twice and were the regional runners-up in 1986.

Babcock earned high school All-America honours in Phoenix in his senior season. He attended Grand Canyon College in Phoenix and helped his team to a second-place finish in the 1974 NAIA final regional rankings. Babcock began his coaching career in Mexico City at The American School Foundation, staying from 1977-79. From Mexico City, he returned to Phoenix, where he coached at Greenway and Maryvale high schools. In 1982, he earned Southwest Valley Coach of the Year honours.

The Babcock name is well-known in NBA circles. His brother Pete is a former longtime NBA general manager, and his brother Dave is director of scouting for the Milwaukee Bucks.

Babcock earned his master's degree in secondary education and psychology from Arizona State University in 1977. He received an undergraduate degree in 1974 from Grand Canyon with a bachelor of arts in education and social studies.

Babcock, 52, and his wife, Laura, have two sons, Nathan and Christopher.







SAM MITCHELL

Head Coach

During Sam Mitchell's 13-year NBA career he was held in high regard around the league as a student of the game. When he finally hung up his sneakers in 2002, he took that acquired knowledge and transferred it to a new career as an NBA coach. Mitchell, 40, takes control of the Raptors for his first NBA head coaching position following two seasons as an assistant coach. He was named the sixth head coach in franchise history June 29, 2004.

In May, Mitchell was named the lead assistant coach of the expansion Charlotte Bobcats. He assisted them in player workouts and draft preparation during his brief stay. He has spent the past two seasons on the Milwaukee Bucks' bench, first assisting George Karl and then Terry Porter. The Bucks qualified for postseason play the past two years with Mitchell as an assistant, running his personal playoff streak as a player and coach to seven consecutive seasons.

Last season, the Bucks finished with a 41-41 mark and Mitchell played a role in the development of Michael Redd into a first-time NBA All-Star. Mitchell's first NBA season as an assistant coach came in 2002-03 when he worked under George Karl, the 13th all-time winningest coach in league history. The Bucks finished that season with a 42-40 mark.

Mitchell split his playing career between the Minnesota Timberwolves and Indiana Pacers. He appeared in 994 regular season games and 59 postseason contests, missing just 40 games to injury or illness throughout his career. He posted averages of 8.7 points, 3.7 rebounds and 1.1 assists. He ranks first all-time in Timberwolves history in games played with 757 and second with 7,161 points, 1,773 free throws made, 2,664 field goals made, 3,030 rebounds and 449 steals.

Mitchell began his NBA career in 1989 as a free agent with the expansion Minnesota Timberwolves. He signed his first NBA contract on Minnesota player personnel director Billy McKinney's back prior to a summer league game in San Antonio. He played three seasons in Minnesota before being acquired by the Indiana Pacers in September 1992. He returned to Minnesota as a free agent in 1995 where he played an instrumental role in the on-and off-court development of 18-year-old rookie Kevin Garnett, who became the first player in 20 years to be drafted directly out of high school. Garnett has gone on to be a seven-time all-star and is the league's reigning MVP.

Mitchell was drafted in the third round (54th overall) by the Houston Rockets in the 1985 NBA Draft. Before entering the NBA, Mitchell played in the Continental Basketball Association for three seasons where he helped the Rapid City (S.D.) Thrillers to a championship and also in France's top professional league for two seasons (1987-89).

The all-time leading scorer at Mercer University with 1,986 points, Mitchell was the Trans-America Athletic Conference (TAAC) Player of the Year as a senior and a two-time All-TAAC First Team selection. He led Mercer to the TAAC championship and an NCAA tournament berth in 1985. He was also tabbed the most valuable player of the annual Portsmouth Invitational Tournament predraft camp in 1985.

Mitchell was born September 2, 1963. He and his wife, Anita, have four children: Morgann and Maya, and twins Rhagan and Rhana. He has been active in numerous charitable efforts through the years, particularly Special Olympics.



SAM MITCHELL CAREER NBA ASSISTANT COACHING RECORD

Team	Season	W-L	Pct.	Playoff	Pct. W-L
Mil.	2002-03	42-40	.512	2-4	.333
Mil.	2003-04	41-41	.500	1-4	.250
Totals		83-81	.506	3-8	.273

SAM MITCHELL CAREER NBA PLAYING STATISTICS

YEAR	G	MIN	FG	FGA	PCT	FT	FTA	PCT	OR	DR	TOT	A	PF-D	STL	TO	BLK	PTS	AVG
89-90	80	2414	372	834	.446	268	349	.768	180	282	462	89	301-7	66	96	54	1012	12.7
90-91	82	3121	445	1010	.441	307	396	.775	188	332	520	133	338-13	66	104	57	1197	14.6
91-92	82	2151	307	725	.423	209	266	.786	158	315	473	94	230-3	53	97	39	825	10.1
92-93	81	1402	215	483	.445	150	185	.811	93	155	248	76	207-1	23	51	10	584	7.2
93-94	75	1084	140	306	.458	82	110	.745	71	119	190	65	152-1	33	50	9	362	4.8
94-95	81	1377	201	413	.487	126	174	.724	95	148	243	61	206-0	43	54	20	529	6.5
95-96	78	2145	303	618	.490	237	291	.814	107	232	339	74	220-3	49	87	26	844	10.8
96-97	82	2044	269	603	.446	224	295	.759	112	214	326	79	232-1	51	93	20	766	9.3
97-98	81	2239	371	800	.464	243	292	.832	118	267	385	107	200-0	64	66	22	1000	12.3
98-99	50	1344	213	522	.408	126	165	.764	55	127	182	98	111-1	35	34	16	561	11.2
99-00	66	1227	168	376	.447	81	92	.880	28	110	138	111	116-0	27	44	14	427	6.5
00-01	82	983	118	289	.408	40	55	.727	28	95	123	57	117-0	26	36	10	285	3.5
01-02	74	726	98	227	.432	38	49	.776	18	64	82	45	79-0	12	26	4	244	3.3
TOTAL	994	22257	3220	7206	.447	2131	2719	.784	1251	2460	3711	1089	2509-30	548	838	301	8636	8.7

Three-point FG: 89-90, 0-9 (.000); 90-91, 0-9 (.000); 91-92, 2-11 (.182); 92-93, 4-23 (.174); 93-94, 0-5 (.000); 94-95, 1-10 (.100); 95-96, 1-18 (.056); 96-97, 4-25 (.160); 97-98, 15-43 (.349); 98-99, 9-38 (.237); 99-00, 10-23 (.435); 00-01, 9-43 (.209); 01-02, 10-35 (.286). Total, 65-292 (.222)

PLAYOFFS

YEAR	G	MIN	FG	FGA	PCT	FT	FTA	PCT	OR	DR	TOT	A	PF-D	STL	TO	BLK	PTS	AVG
92-93	4	25	5	8	.625	2	2	1.000	0	1	1	0	4-0	0	2	0	12	3.0
93-94	15	99	9	26	.346	3	4	.750	5	12	17	5	22-0	2	4	2	21	1.4
94-95	17	223	23	64	.359	22	28	.786	17	31	48	6	41-0	3	14	1	68	4.0
96-97	3	47	6	13	.462	5	8	.625	2	5	7	1	9-0	1	1	1	17	5.7
97-98	5	177	26	58	.448	17	19	.895	7	20	27	8	18-0	1	5	1	72	14.4
98-99	4	131	15	40	.375	9	12	.750	5	9	14	6	13-0	1	8	2	40	10.0
99-00	4	68	9	18	.500	3	3	1.000	2	5	7	2	5-0	0	4	1	23	5.8
00-01	4	50	2	10	.200	2	2	1.000	1	6	7	3	5-0	1	1	0	6	1.5
01-02	3	34	3	9	.333	2	2	1.000	0	2	2	3	5-0	1	0	1	8	2.7
TOTAL	59	854	98	246	.399	65	80	.813	39	91	130	34	122-0	10	39	9	267	4.5

Three-point FG: 92-93, 0-0 (.000); 93-94, 0-1 (.000); 94-95, 0-2 (.000); 97-98, 3-14 (.214); 98-99, 1-6 (.167); 99-00, 2-5 (.400); 00-01, 0-1 (.000). Total, 6-29 (.207)



SPALDING

BY

ALEX ENGLISH

Director of Player Development/Assistant Coach



It is an understatement to say Alex English brings an impressive resume to the position of director of player development/assistant coach. The Basketball Hall-of-Famer and the league's 11th all-time leading scorer with 25,613 points was appointed to his current post with the Raptors on June 7, 2004.

English joins the Raptors after spending last season as an assistant coach with the Philadelphia 76ers. He served as director of player personnel and assistant coach with the Atlanta Hawks during the 2002-03 campaign. English began his professional basketball management career in 2001-02 as the head coach of the National Basketball Development League's North Charleston (S.C.) Lowgaters. In his lone season at the helm, he guided his team to a 36-20 record and a berth in the finals of the first NBDL Championship.

The 6-foot-7, 190-pound English was elected to the Hall of Fame in his first year of eligibility in 1997. An eight-time NBA All-Star, he was selected to the all-league second team three times (1982, 1983 and 1986), and in 1988 was presented with the league's J. Walter Kennedy Citizenship Award for his dedication to community service. English averaged 21.5 points, 5.5 points and 3.6 assists in 1,193 regular season games, shooting an impressive .507 from the field and .832 from the foul line. He appeared in 68 postseason contests, averaging 24.4 points and 5.5 rebounds. A second-round selection by the Milwaukee Bucks in 1976 (23rd overall), English played two seasons in Milwaukee (1976-78), two with the Indiana Pacers (1978-80), and 11 in Denver (1980-90) before finishing his career in 1990-91 with the Dallas Mavericks.

English was dealt by Indiana to the Nuggets on February 1, 1980, along with a first-round draft pick for George McGinnis. He would go on to become the Nuggets' career leader in scoring (21,645) and assists (3,679). In 10 of his 11 seasons in Denver, he averaged better than 21 points, and in eight of those seasons scored more than 25 per contest. He led the Nuggets to nine straight playoff appearances from 1982-90, including a berth in the 1985 Western Conference Final. He averaged 24.4 points during 10 playoff seasons. On March 2, 1993, English was honoured by the Nuggets with the retirement of his uniform No. 2.

As a collegiate standout, English averaged 17.8 points and 9.6 rebounds as a four-year starter at the University of South Carolina. He contributed career-bests of 22.6 points and 10.3 rebounds in his senior season. He earned his undergraduate degree in interdisciplinary studies.

In 1985, English convinced fellow NBA players to donate their shares from the All-Star Game to Interaction Ethiopia, a relief fund assisting with efforts in famine stricken Ethiopia. English visited the area during the summer of 1985.

During the 2003 off-season, English returned to Africa with a contingent of NBA players as a camp director for the Africa 100 Camp. This September 6-10, newly-appointed Raptors director of NBA player personnel Pete Babcock joined English in Johannesburg, South Africa for Basketball Without Borders. The basketball instructional camp for the top 100 young players from more than 20 African countries also featured extensive community outreach and incorporated educational seminars addressing the importance of social issues such as HIV/AIDS prevention and education.

English, 50, and his wife Vanessa have six children: Jade-Li, Alex Jr., William, James, Joseph and Imani.

JIM TODD Assistant Coach



Jim Todd rejoins Raptors Head Coach Sam Mitchell as both worked in a coaching capacity for the Milwaukee Bucks the past two seasons. Todd served as assistant coach/player development for the Bucks last season after working as a coaching consultant in 2002-03.

Todd has been involved in coaching basketball at the high school, college or professional level since 1976. He began his NBA career in Milwaukee in 1996 as an assistant coach under Chris Ford. He followed Ford to the Los Angeles Clippers in 1998, and was named interim head coach of the Clippers on February 3, 2000.

After graduating from Fitchburg State in 1976, Todd led Notre Dame High School in Fitchburg, Massachusetts to the state championship. From 1977-86, he worked as a head coach at Fitchburg State, an assistant at Columbia University (NY) and Marist College, and as associate head coach at Manhattan College.

From 1987-96, Todd served as head coach at Salem State University and finished his tenure with an overall record of 192-57 (.771), including a mark of 110-10 (.917) in Massachusetts State College Athletic Conference play. He led the school to eight playoff appearances. In 1990, he was named NCAA New England Coach of the Year.

In 2001-02, Todd returned to the collegiate ranks for a season serving as assistant coach at DePaul University.

Todd has been selected to both the Salem State and Fitchburg State Halls of Fame.

Todd and his wife, Gail, reside in New England in the offseason.



JAY TRIANO Assistant Coach



Jay Triano returns for his third season as a member of the Raptors' coaching staff. He became the first Canadian born and Canadian trained coach in the NBA when he served as an assistant coach to Lenny Wilkens during the 2002-03 season.

A native of Niagara Falls, Triano has been the head coach of the Canadian men's national team for the past six years posting a 52-42 (.553) record. He led Canada to a semifinal berth in the 2003 FIBA Americas Olympic Qualifying Tournament in Puerto Rico and to a 5-2 record, second best to the United States, in the 2000 Olympics.

In addition to his duties with Canada Basketball, Triano worked six years as a radio analyst and director of community relations for the Vancouver Grizzlies. He moved to Toronto from Vancouver in 2001 to work as a basketball analyst for TSN.

Triano began his coaching career in 1985 as an assistant at his alma mater Simon Fraser University in Burnaby, British Columbia. He took over the school's head coaching duties in 1988 and served in that capacity until 1995. In 1992-93, he also worked as an assistant coach on the Canadian men's national team and in 1993-94 he was the head coach of the Canadian men's junior national team.

During his collegiate playing career at Simon Fraser, Triano led the Clansmen in scoring all four seasons and set 11 school records, including the career scoring mark of 2,616 points. He was also a member of the football team during his senior season. In 1981, he was drafted by the Los Angeles Lakers in the eighth round of the NBA Draft and by the Calgary Stampeders in the sixth round in the CFL Draft.

Following graduation, Triano played for the Canadian national team for 11 years (1978-88) and was team captain from 1981-88. He represented Canada as a player on three Olympic teams (1980, 1984 and 1988), serving as captain for the last two.

Triano also wore his country's colours internationally in the World University Games in 1979, 1981 and 1983 where he led the tournament in scoring and Canada to the gold medal, and in 1985 in Kobe, Japan where he carried the Canadian flag at the opening ceremonies.

Triano is a member of the Canadian Basketball, Canadian Olympic, Basketball British Columbia, Basketball Ontario, Simon Fraser Athletic and Niagara Falls Halls of Fame.

Triano, 46, and his wife, Beth, have three children, Courtney, Jessica and Dustin.

SHAUN BROWN

Assistant Coach/Strength and Conditioning Coordinator



Shaun Brown returns for his second season with the Raptors and his ninth in the NBA. He possesses 17 years of strength and conditioning experience at the professional and collegiate levels.

Prior to coming to Toronto, Brown was the strength and conditioning coach for the Boston Celtics from 1996-2003. He was responsible for strength, conditioning, training and rehabilitation programs for the Celtics.

From 1992-97, Brown was the strength and conditioning coach for the University of Kentucky men's basketball team. He established the training agenda for a basketball program that is synonymous with success. During his stay at Kentucky, the Wildcats posted a 154-23 (.870) mark and captured the 1996 NCAA championship.

Brown served as the strength and conditioning coach for the Providence College men's basketball program from 1989-92. He spent one season (1988) as an assistant strength and conditioning coach at Rutgers University.

Brown earned a master's degree in exercise physiology from The Ohio State University in 1987. He served as a graduate assistant while he earned his degree. He also worked as an intern in 1987 at the University of Virginia.

Brown obtained his bachelor's degree in physical education in 1986 from Canisius College, where he was a linebacker for the Golden Griffins football team.

A native of Hornell, New York, Brown, 40, is married to the former Tracy Brownell.

MIKE McCOLLOW

Assistant Director of Player Development/Director of Video Scouting



Mike McCollow joins the Raptors for his first season as assistant director of player development/director of video scouting. He returns to basketball following five years in the private business sector. He has served in a variety of coaching capacities in college, the minor leagues and overseas.

McCollow most recently served as head coach of Pekaes Pruskow in 2000, a former top team in Poland that competed in the European Saporta Cup. Prior to that, he was head coach and general manager of the St. Paul SLAM, an expansion team in the now defunct International Basketball Association. He led the SLAM to the playoffs in its only season. McCollow was an assistant coach to current Timberwolves coach Flip Saunders in the Continental Basketball Association (CBA) with the La Crosse Catbirds when they won the CBA Championship in 1992.

McCollow has also served as an assistant coach at Oklahoma State University, The University of North Texas and Minneapolis Community College, and worked in a front office capacity with the CBA's Rapid City Thrillers.

McCollow, 37, and his wife, Katie, have three children, Meg, Finbar and Molly. McCollow is an avid golfer, runner and cyclist and owns GEAR Running Store, a specialty running store in Minneapolis and Phoenix.

GREG SPRATT Head Athletic Trainer



Greg Spratt joins the Raptors for his first season as the team's head athletic trainer. In this role, he oversees the physical health of players, diagnoses injuries, and administers treatment and designs programs to improve the physical health of the Raptors players.

Spratt comes to the Raptors after serving 15 years as an athletic trainer in the New York Yankees organization, with nine of those years at the Double-A level. He earned Trainer of the Year honours on three occasions (1992, 1996 and 2003), worked as the all-star trainer three times (1992, 1994 and 2002) and was a member of the championship teams.

Prior to joining the Yankees organization, Spratt was a student trainer at the University of Louisville from 1983-89 where he worked with the 1986 National Championship men's basketball team. He also served as a trainer with the United States' men's basketball entry in the 1987 Pan Am Games.

Spratt received his Bachelors of Science degree in Secondary Education from the University of Louisville in 1989 and his Masters of Science degree in Athletic Training from Ohio University in 1990. Spratt and his wife, Vicky, have two sons, David and Jarrett.

SAM GIBBS Assistant Athletic Trainer



Sam Gibbs enters his first season with the Raptors organization. He will assist head athletic trainer Greg Spratt with administering treatments and overseeing the physical health of the players.

Gibbs is a Certified Athletic Therapist and Registered Massage Therapist, who graduated from the Sports Injury Management program at Ontario's Sheridan College in 1997. Gibbs has been the head athletic therapist with the Canadian men's national basketball program since 1997.

RAY CHOW Massage Therapist



Ray Chow begins his ninth season as the massage therapist for the Raptors. He will also assist with strength and conditioning and the nutrition of the players.

A native of Burma, Chow graduated from the University of Toronto with a degree in molecular biology and from the Sutherland-Chan School of Massage Therapy. He currently assists the Canadian men's basketball team and previously worked with Canadian Olympic track and field and swimming athletes.

DR. PAUL MARKS Head Team Physician & Orthopaedic Surgeon



Dr. Paul Marks has served as Orthopaedic Surgery Consultant to the Toronto Raptors since the team's inception in 1995. He is currently assistant professor in the Department of Surgery, University of Toronto.

He also serves on the Research Committee of the American Orthopedic Society for Sports Medicine. Dr. Marks has published numerous peer reviewed scientific journal articles, and is currently researching clinical outcome measures as they relate to knee ligament injuries as well as factors that lead to degenerative arthritis.

DR. TIM RINDLISBACHER Team Physician, Primary Care Sports Medicine



Dr. Tim Rindlisbacher is in his first season as a member of the Raptors' medical staff. He is a Sport Medicine Specialist with extensive team coverage and event coverage experience. He practises at the Institute of Sport Medicine in Etobicoke and has acted as team physician to the Toronto Roadrunners Hockey Club, the Mississauga IceDogs Hockey Club and the Canadian Freestyle Ski Team. He has a clinical appointment at the University of Toronto-affiliated Sunnybrook and Womens College Health Sciences Centre. Dr. Rindlisbacher has also practised as a registered physiotherapist since 1988.

RAPTORS
BASKETBALL



WAYNE EMBRY

Senior Advisor to the General Manager

Wayne Embry embodies and lives by “P” words: preparation, perception, perseverance, persistence, pride and passion. Others will use another “P” word – pioneer – to describe a man whose long and storied NBA career brings him north of the border to the Toronto Raptors as senior advisor to general manager Rob Babcock. Embry joined the franchise June 7, 2004.

Embry’s career in the National Basketball Association spans more than 40 years as a player and front office executive. While Embry enjoyed a successful 11-year career as a player, he will be forever remembered in professional sports circles for being the first African American to be general manager and a president of an NBA club.

Embry became the first NBA African American general manager in 1972 when he was named to the post by the Milwaukee Bucks. Embry served in that capacity for eight years leading the Bucks to two seasons of 59 or more wins and four postseason appearances, including the 1974 Finals. Prior to joining the organization, he was instrumental in negotiations that brought former teammate and legendary guard Oscar Robertson to Milwaukee to join forces with Lew Alcindor, the first overall pick in the 1969 NBA Draft. In 1971, the Bucks captured the NBA championship, becoming the fastest expansion team in sports history to accomplish that feat.

From 1985-92, Embry served as vice-president and general manager of the Cleveland Cavaliers. He moved to an executive vice-president position with the club from 1992-94, and in 1994 once again made history by becoming the first African American NBA team president and chief operating officer. Under his direction the Cavaliers won 40 or more games 10 times, 50 or more on three occasions and advanced to the Eastern Conference Final in 1992. Embry earned The Sporting News Executive of the Year honours in 1992 and 1998, as well as being named Sports Illustrated’s Executive of the Year in 1998.

The 6-foot-8, 240-pound Embry was known as “The Wall” during his playing days for his ability to set solid picks. He appeared in 831 regular season NBA games, averaging 12.5 points and 9.1 rebounds. He averaged double figures in points in eight of his 11 seasons. He participated in 56 postseason contests where he contributed an average of 10.1 points and 8.0 rebounds, including tallies of 16.3 points and 13.5 rebounds in the 1963 playoffs.

Embry began his NBA career in 1958 with the Cincinnati Royals, where he played eight seasons, including the final four as team captain. He earned first-team All-NBA honours for five consecutive seasons (1961-65). He joined the Boston Celtics for two campaigns (1966-68) and helped the Celtics capture the 1968 NBA championship with a 4-2 series triumph over the Los Angeles Lakers. He finished his playing career the following year as the first captain in Milwaukee Bucks history.

A native of Springfield, Ohio, Embry was a two-time honourable mention All-America selection at Miami (Ohio) University. He was the team’s leading scorer, team captain and MVP in 1957 and 1958, and is the fourth player in school history to have his jersey (No. 23) retired. He earned a bachelor of science degree in education and a minor in business administration from Miami.

Since leaving the Cavaliers and professional basketball in 2000, Embry has been involved in a number of business ventures, including membership on the Federal Reserve Bank of Cleveland’s Board of Directors where he plays a large role in shaping monetary and economic policies. He was enshrined in the Cleveland Sports Hall of Fame in 1998 and in the Basketball Hall of Fame in 1999. He also has a road named in his honour in Clark County, Ohio.

Embry, 67, is married to Terri, and is the father of three children, Debbie, Jill and Wayne Jr.



PETE BABCOCK
Director Of NBA Player Personnel

On June 30, the Raptors added 30 years of pro basketball experience to the franchise with a single hiring. Pete Babcock was named director of NBA player personnel and brings with him the knowledge and skill from working at every level in a basketball operations department. He has served as a volunteer scout, regional scout, assistant coach, director of scouting, director of player personnel, vice-president of basketball operations, general manager and president with six franchises: the New Orleans Jazz, Los Angeles Lakers, Milwaukee Bucks, San Diego Clippers, Denver Nuggets and Atlanta Hawks.

Babcock joined the Hawks in 1990 and built the franchise into Central Division champions in 1993-94, with the best record in the Eastern Conference at 57-25. From 1990-99, his teams had an overall record of 406-300, made the postseason eight out of nine seasons, appeared in 54 playoff games, and produced seven all-stars and nine all-defensive team selections.

During his tenure in Denver, where he ultimately became president and general manager, Babcock directed the Nuggets to an overall mark of 277-215, made the playoffs six consecutive seasons, won two Midwest Division championships, made 45 postseason appearances and reached the Western Conference Final in 1985.

In addition to his franchise responsibilities, Babcock has directed the NBA Pre-Draft Camp since 1984, has served on the NBA Steering Committee for Competition and Rules, and was appointed in 1995 to the prestigious Senior National Team Committee which selected the 1996 U.S. Olympic Men's Basketball Team and coaching staff.

Babcock, 55, and his wife, Yo, have two daughters and a grandson. In 1992-93, he was honoured as the Sports Personality of the Year by Georgia Special Olympics for his on-going involvement with Special Olympics.



SCOTT HOWARD
Director of International Scouting

Scott Howard joined the Raptors in July in the newly-created capacity of director of international scouting. He will be responsible for all aspects of player personnel outside of North America.

Howard had served as a scout for the past four seasons with the Washington Wizards before coming to Toronto. He brings 12 years of coaching experience to his post, including five seasons (1990-95, 1999-2000) at the University of Miami where he put together three top 20 recruiting classes.

A native of Iowa Falls, Iowa, Howard began his coaching career as a volunteer assistant and graduate assistant coach at Iowa under George Raveling and Dr. Tom Davis from 1983-87. Following one year stints at Southern Illinois (1987-88), Drake (1988-89) and Southern California (1989-90), Howard went to Miami. Between his two stays at Miami, he was an assistant at Nebraska for three seasons.

As a player, Howard was a two-year letterman in basketball at Iowa State. He graduated from ISU in 1983 with a bachelor's degree in physical education and later received his master's degree in educational administration from Iowa in 1985.



JIM KELLY
Director of Player Personnel

Jim Kelly is in his fourth season as director of player personnel and 11th with the franchise. Kelly was elevated to his current position in the summer of 2001. He brings more than 30 years of scouting and coaching experience at the NBA, international and collegiate levels.

He joined the Raptors as a scout in 1994, focusing on international scouting activities, following a 10-year coaching career in the Philippines, Germany, England and Greece. He led TSV Bayer to the German championship in 1985 and the Solent Star of Southampton to their first English National Basketball League title in 1984. Kelly's previous NBA experience came as the European scout for the Milwaukee Bucks between 1988 and 1991.

Prior to his work in Europe, Kelly had collegiate coaching stints at Marshall, American International, Middlesex C.C. and Central Connecticut State. Kelly, 51, holds a master's of science degree from Central Connecticut State where he captained the basketball team in his senior year.

Kelly and his wife, Lucy, have one son, Kris.



BOB ZUFFELATO

Head Scout

In June 2003, Bob Zuffelato moved into the role of head scout after serving the previous two seasons as assistant general manager. He is the longest serving member of the Raptors organization, having been with the club since its inception.

With more than 40 years of basketball experience at the NBA, collegiate and high school levels, Zuffelato is an invaluable member of Raptors. From the time he joined the organization in September 1994 through the team's first season of play, Zuffelato served as the director of scouting where he managed the club's scouting network and was responsible for evaluating professional and collegiate talent. Heading into the club's second season, he became the director of player personnel and was promoted to director of basketball operations in 1998. In 2001, he became the team's assistant general manager. In addition to his front office duties, Zuffelato also served as an assistant coach with the Raptors in two stints, from 1995-97, and then returned to the bench in the second half of the 1997-98 season to lend his experience.

In addition to his work with the Raptors, Zuffelato also served as an assistant coach with the Golden State Warriors (1983-86), Minnesota Timberwolves (1989-90) and Dallas Mavericks (1990-93). His previous front office experience was highlighted by a stint as director of player personnel for the Milwaukee Bucks from 1987-89.

Prior to making the jump to the NBA, Zuffelato was the head coach at Marshall University from 1979-83, elevating from an associate head coach position begun two years earlier. During his eight-year period at the helm of Boston College (1969-77), Zuffelato led the Eagles to the ECAC New England championship, the NCAA East Regional semifinals and a third-place finish in the NIT. His college coaching career began at Hofstra University and Central Connecticut State University.

Zuffelato's basketball achievements have been recognized with his induction into two halls of fame. On April 30, 2000, he was inducted into the Torrington High School Athletic Hall of Fame in his hometown of Torrington, Connecticut and on May 11, 2001 he received a similar honour going into the Central Connecticut State University Athletic Hall of Fame.

Zuffelato and his wife, Donna, reside in Rhode Island.



JACK McCLOSKEY

CONSULTANT

Jack McCloskey has served as an advisor and consultant to the Raptors basketball operations staff since 1996 and has been particularly valuable in preparation for all of the club's drafts. He stepped in as interim general manager of the team from April 1 – June 7, assisting with the search for a new general manager.

McCloskey is a veteran of more than 30 years in the NBA as a coach, general manager and consultant. During his tenure in Detroit, 1980-92, he built the Pistons into a consistent contender.

The Pistons won two NBA championships (1989 and 1990), three Eastern Conference championships (1988, 1989 and 1990) and three Central Division titles (1988, 1989 and 1990) under McCloskey's watch.

McCloskey also served as general manager of the Minnesota Timberwolves from 1992-1995. Prior to his stint in Detroit, he served as an assistant coach with the Indiana Pacers during the 1979-80 season. He also assisted Jerry West, now the president of basketball operations for the Memphis Grizzlies, for three seasons (1976-79) on the Los Angeles Lakers bench. McCloskey began his NBA career in 1972-73, when he was head coach of the Portland Trail Blazers for two seasons.



MIKE EVANS SCOUT

Mike Evans is in his first season as a scout for the Raptors. Evans has served as a player, scout, assistant coach, director of player personnel and head coach in his 20-plus years in the NBA. A first-round draft pick by

Denver in 1978, he played nine seasons in the NBA averaging 7.7 points and 2.6 assists.

Evans spent six playing seasons with the Nuggets before joining their coaching staff in 1990. He was an assistant coach for the 1993-94 team that defeated No. 1 seed Seattle in the first round of the playoffs. He took over the head coaching duties of the Nuggets for the final 56 games of the 2001-02 season.



MICAH NORI ADVANCE SCOUT

Micah Nori is in his fourth season as the team's advance scout. He is responsible for scouting upcoming opponents and preparing team and personnel reports for the coaching staff and players. Nori also

served as an assistant to the coaching staff from 1997-2001.



NORM GOODMAN SCOUT

Norm Goodman is in his sixth season as a scout for the Raptors, concentrating on the Chicagoland area. Goodman served as head coach at East Leyden High School in Franklin Park, Illinois for 30 years where

he recorded more than 570 victories.

Goodman coached former Raptors senior vice-president and general manager Glen Grunwald at East Leyden. Under Goodman's tutelage, Grunwald became the only four-time all-state basketball player in state history.



STEVE YOUNG SCOUT

Steve Young returns for his third season as an overseas scout for the team. Young joined the Raptors following 13 seasons coaching in Greece, most recently with ARIS Club in Thessaloniki. He is the only

Greek coach to have participated in every European Cup competition, which included the European Championship, Saporta Cup and Korats Cup.

A graduate of Central Connecticut State University, Young played 13 seasons with Olympiakos Sports Club in Greece. Born in the United States, Young possesses dual citizenship and has lived in Greece since 1972.



Jacquie Allinson
Executive Assistant
to the General
Manager



Kevin DiPietro
Equipment
Manager/Travel
Coordinator



Doreen Doyle
Financial Assistant,
Basketball
Operations



Paul Elliott
Assistant Equipment
Manager



Steve Fruitman
Director,
Basketball
Operations



Graeme McIntosh
Assistant,
Basketball
Operations



Casey Whalen
Administrative
Assistant,
Basketball Operations

NBA DIVISIONAL REALIGNMENT FOR 2004-05 SEASON

On November 17, 2004, it was announced by the league that the NBA Board of Governors approved a realignment plan which takes effect at the start of the 2004-05 season. The NBA's newest member, the Charlotte Bobcats will tip-off its inaugural season as part of the Eastern Conference while the New Orleans Hornets will move from the Eastern Conference to the Western Conference. Each conference will now have a total of 15 teams with three divisions of five teams. The newly approved divisions are:

Eastern Conference

Atlantic Division: Boston Celtics, New Jersey Nets, New York Knicks, Philadelphia 76ers, Toronto Raptors

Central Division: Chicago Bulls, Cleveland Cavaliers, Detroit Pistons, Indiana Pacers, Milwaukee Bucks

Southeast Division: Atlanta Hawks, Charlotte Bobcats, Miami Heat, Orlando Magic, Washington Wizards

Western Conference

Southwest Division: Dallas Mavericks, Houston Rockets, Memphis Grizzlies, New Orleans Hornets, San Antonio Spurs

Northwest Division: Denver Nuggets, Minnesota Timberwolves, Portland Trail Blazers, Seattle SuperSonics, Utah Jazz

Pacific Division: Golden State Warriors, Los Angeles Clippers, Los Angeles Lakers, Phoenix Suns, Sacramento Kings

Under the new plan, teams will play divisional opponents four times each (two home games/two road games), conference opponents outside the division three or four times each and opponents outside the conference two times each (one home game/one road game). The three regular season divisional winners in each conference will earn a playoff berth and one of the conference's top three playoff seeds based on regular season record. The remaining five playoff berths for each conference will be based on regular season records with no regard to divisional alignment. Home court advantage throughout the NBA playoffs will be based solely on regular season record, not playoff seeding, thus a divisional winner that has a higher playoff seed than an opponent will not necessarily have home court advantage in the playoff series.

GUIDE TO PERSONNEL PROCEDURES

ACTIVE LIST: A team must carry a minimum of 11, and no more than 12, players on its active roster. At no time shall a team be permitted to dress fewer than eight players for a regular season game or nine for a playoff game.

INJURED LIST: Any player placed on the injured list due to injury or illness must sit out at least five of his team's regular-season games before he may be restored to the active list. For players injured near the end of the season, the rule is to mean the players must sit out five games or as many games as remain in the regular season.

TRADING DEADLINE: No trades or sales among teams are permitted after 3:00 p.m. Eastern time, February 24. From that point to the end of the regular season, player additions can be made through the waiver procedure or by acquiring free agents.

WAIVERS: From August 15 to the end of the regular season, clubs may claim waived players within 48 hours after notice. Players waived at any other time may be claimed within 10 days. If no teams claim the waived player he becomes a free agent. If more than one club claims a waived player, the team with the lesser record at that time claims the player. The waiver price shall be \$1,000 per player, payable to the League Office.

TEN-DAY CONTRACT: Beginning on January 5, a team may sign a player to a 10-day contract solely for the purpose of replacing an injured player. No player may be signed to more than two 10-day agreements by a single team in the same season.

GUARANTEED CONTRACT DATE: On January 10 all player contracts become guaranteed for the remainder of the season.