

HYDROGRAM

Friday, September 6, 2019

Message from the President: Review of Manitoba Hydro operating model underway; no new mandate for further staff reductions

September 5, 2019



I promised when I started here in February that I would make no changes for the first six months of my tenure in order to allow me adequate time to examine how we currently operate. Now, eight months in, I wanted to share with you that we have engaged PricewaterhouseCoopers (PwC) to conduct a review of Manitoba Hydro's operating model. I initiated this review to address some of the challenges we are facing today. In addition, the Long Term Strategic Planning process has already highlighted potentially disruptive forces that could reshape the energy utility industry. The timing is right for a review of how we operate, how we are organized and how we make decisions to ensure they are in the best interests of our customers.

The first phase of this work, over the next eight weeks, will see PwC examine the effectiveness and efficiency of various elements of the corporation, including our structure, processes, governance, metrics and culture, working in parallel with our Long Term Strategic Planning process. As part of this review, PwC will be interviewing all Vice-Presidents and a number of Directors across the corporation.

I recognize this review may create some concern for employees – particularly given recent media coverage suggesting the Provincial Government is seeking further reductions in staffing levels. Please be assured that government is aware that we have already achieved our reduction targets and there is no indication that government will be seeking further reductions in staffing levels from Hydro. As I **said back in May**, we achieved the reductions outlined in our most recent mandate letter primarily through the Voluntary Departure Program as well as a 30 per cent reduction in Senior Management positions. The PwC review is not being driven by a mandate to reduce staffing levels further.

As always, if you have any questions I encourage you to reach out to me directly through AskJay@hydro.mb.ca.

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