



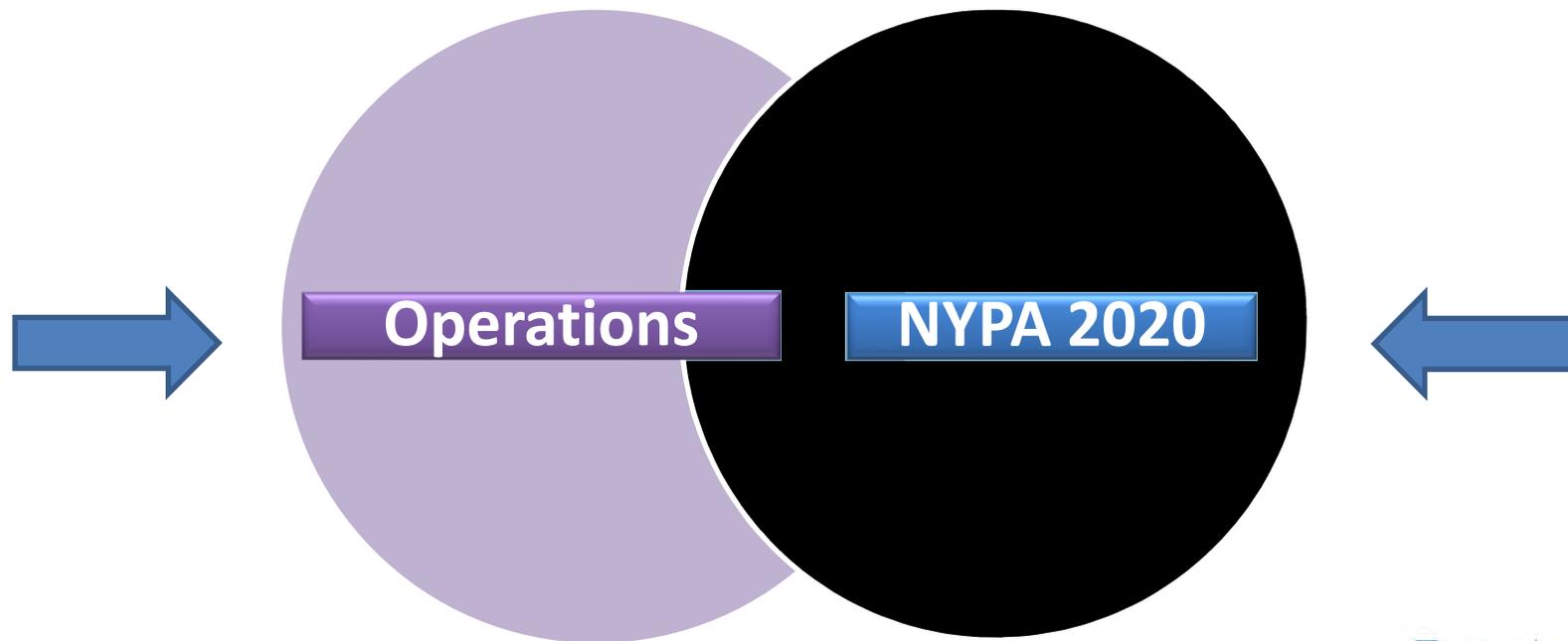
Utility Operations

First 100 Days

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Utility Operations Context



Utility Operations: Challenges

Internal

- Agility – New Paradigm
- Linking Operational Decisions to P&L
- Line-of-sight strategies
- Succession



External

- New System Dynamics
- Regulation
- Physical & Cyber Security
- Disruptive Technologies
- Canals



Utility Operations: Opportunities

Internal

- High Level of Technical Competence
- Safety & Environmental Culture
- Strong Fleet of Assets
- Industry Reputation



External

- Leveraging Strategic Initiatives - DATA
- Accurate Resource Modeling – Providing value
- Canals

First 100 Days: Top Priorities

Being Present – Being a Good Teammate

Alignment of Organization

- Immediate moves completed.
- Realign centralized functions within Operations – Operational Excellence & other critical areas [Compliance & EH&S]
- Cascading Effects – Identifying High Potential Employees & Developing them



First 100 Days: **Top Priorities**

Theme: Opportunities

- Employee engagement – longer term succession issues, leveraging HR Initiatives on Knowledge Management & Workforce Development
- Engagement with our Represented Employees:
 - Safety –Security –Workforce Development
 - Finalize negotiations with UWUA



First 100 Days: **Expected Output**

Theme: Agility

- Strong bond with Gil and the Leadership Team
- Setting up for an agile organization ready to tackle & expedite Smart G&T and Asset Mgmt.
- Poised to respond to disruptive technology

Theme: Dependability

- Maintained high-level of performance in the areas we value today (EH&S, reliability, compliance, finance).
- Aligned KPIs
- Engaged Workforce.



Closing: Opportunity, Agility, Dependability

