LEADERSHIP CONFERENCE FOR WOMEN IN ENERGY - CANADA

April 12-13, 2017
The Omni King Edward Hotel
Toronto, ON

POST-CONFERENCE WORKSHOP
Learning to Ask: Women and the Power of Negotiation
THURSDAY, APRIL 13, 2017

EUCI is authorized by IACET to offer 1.0 CEUs for the conference and 0.4 CEUs for the workshop.

EUCI is authorized by CPE to offer 12 credits for the conference and 4 credits for the workshop.
OVERVIEW

The goal of this event is to help professionals advance their careers in a traditionally male industry by providing insight into key energy trends and skills for personal and professional development. Join Canada's most successful women energy leaders as they share their industry knowledge, strategies and experiences on how to accelerate positive organizational change and personal growth.

The program format includes keynote addresses, panel sessions, interactive group discussions and a plenitude of networking opportunities. You’ll participate in knowledge sharing and collaboration while building relationships and enhancing your professional network. You’ll leave this event with practical strategies, insights and guidance on how to propel your energy career forward. Don’t miss this opportunity to learn from and collaborate with the top women in energy.

LEARNING OUTCOMES

- Identify winning strategies that drive career success for women in the energy industry
- Strategize how women can play to their leadership strengths to improve organizational performance
- Analyze key trends in the global energy market
- Define the knowledge, skills and experience you need to reach your goals
- Identify the characteristics that distinguish millennials in order to attract, retain, and develop future leaders
- Evaluate what it will take to meet Canada’s changing energy needs
- Discuss how to navigate through a predominately male industry to reach higher levels
- Analyze current issues and trends in the Canadian renewable energy market
- Compare male and female executives' perspectives of women leaders in the industry
- Design action plans to accelerate positive organizational change and personal growth

SPONSORSHIP OPPORTUNITIES

Do you want to drive new business through this event’s powerful audience? Becoming a sponsor or exhibitor is an excellent opportunity to raise your profile before a manageably sized group of executives who make the key purchasing decisions for their businesses. There is a wide range of sponsorship opportunities available that can be customized to fit your budget and marketing objectives, including:

- Platinum, gold, or VIP sponsor
- Workshop sponsor
- Reception host
- Lanyard sponsor
- Networking break host
- Luncheon host
- Tabletop exhibit
- Breakfast host

Custom sponsorship opportunities are also available. Please contact Abby Barnett at 720-988-1217 or abarnett@euci.com for more information.

“The insights and advice that you can obtain from these panels of women in leadership is truly invaluable. The candid conversations were enlightening and the honest feedback and insight are so appreciated. My #1 takeaway is to ‘take more risks!’”

Manager, National Grid (US Conference Attendee)
SPEAKERS

Jane Albert  
Vice-President, Regulatory Affairs and Corporate Services, Newfoundland and Labrador Hydro

Susan Ballance  
Vice President, Finance, Pike Corporation

Michelle Branigan  
Chief Executive Officer, Electricity Human Resources Canada

Brad Bowness  
Vice President, Transmission & Stations, Hydro One Networks Inc.

JoAnne Butler  
Vice-President of Market and Resource Development, Independent Electricity System Operator (IESO)

Carla Carmichael  
Vice President, Ontario Power Generation

Bernadette Corpuz  
Counsel, Borden Ladner Gervais LLP (BLG)

Dawn Dalley  
Vice-President, Regulatory Affairs and Corporate Services, Newfoundland and Labrador Hydro

“Fantastic, engaging experience which should be on every woman’s calendar.”

Head HR, JPS (US Conference Attendee)
SPEAKERS

Nora Duke
Executive Vice-President, Corporate Services & Chief Human Resource Officer, Fortis Inc.

Ken Flechler
Chief Administrative Officer, Pike Corporation

Janet Fraser
Senior Vice-President, Corporate Affairs and Chief Human Resources Officer, BC Hydro

Lesley Gallinger
Vice President, Corporate Services and Chief Financial Officer, Electrical Safety Authority

Reena Goyal J.D., L.L.M.
Senior Advisor to the CEO, Independent Electricity System Operator (IESO)

Cynthia Hansen
Executive Vice President, Utilities and Power Operations, Enbridge Inc.

Miranda Keating Erickson
Vice-President, Regulatory and External Affairs

Larkin Kee
Project Leader, Canadian Nuclear Laboratories
SPEAKERS

Corrine Kennedy
Partner, Aird & Berlis LLP

Heather Kleb
President, Women In Nuclear Canada, Senior Program Manager, Bruce Power

Kathy Lerette
Senior Vice President, Business Transformation, Alectra Utilities

Jennifer Mazin
General Counsel, Brookfield Renewable

Jacqueline Mongrut
Vice President, Business Development, Hydro Quebec-Quebec International

Marie-José Nadeau
C.M., Honorary Chair, World Energy Council

John Oakley
Vice-President, Operations, Enbridge Gas Distribution

Roberta Reyns
Director, Supply Chain Services, Ontario Power Generation

“This was my 2nd EUCI Women’s Leadership Conference and I’ve greatly enjoyed them both. I leave feeling inspired & empowered about my future career as a women in energy.”

Operating Supervisor, Con Edison (US Conference Attendee)
SPEAKERS

Carly Silberstein  
Executive Director, Women in Nuclear Canada

Judy Steele  
President and Chief Operating Officer, Emera Energy Inc.

Katie Sullivan  
Managing Director, Internal Emissions Trading Association (IETA)

Shenee Tabannah  
Corporate Communications, Jamaica Public Service Co.

Kelly Tomblin  
President and Chief Executive Officer, Jamaica Public Service Co.

Helen Wesley  
Executive Vice-President and Chief Financial Officer, ENMAX

Terry Young  
Vice-President of Conservation and Corporate Relations, Independent Electricity System Operator (IESO)
### Agenda

**Wednesday, April 12, 2017**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:00 – 8:00 am</td>
<td>Registration and Continental Breakfast</td>
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<tr>
<td>8:00 – 8:15 am</td>
<td>Conference Welcome</td>
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<tr>
<td>8:15 – 8:45 am</td>
<td>Keynote Address: Global View of the Changing Energy Industry</td>
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<td><em>Marie-José Nadeau, C.M., Honorary Chair, World Energy Council</em></td>
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<tr>
<td>8:45 – 10:00 am</td>
<td>Three Women's Journeys to the Top</td>
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<td>Although women's participation in the labor force has dramatically</td>
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<td>expanded in Canada in the last 30 years, the energy industry lags</td>
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<td>behind as an employer of women. Statistics show few women reach the</td>
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<td>C-Suite and even fewer have seats on the Board of Directors of</td>
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<td>Canadian energy companies. In this session, four senior level</td>
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<td>executives will share their inspiring personal stories of how they</td>
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<td>beat the odds and navigated through a predominately male industry to</td>
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<td>reach the highest levels of their organizations.</td>
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<td><strong>Moderator:</strong> Bernadette Corpuz, Counsel, Borden Ladner Gervais LLP</td>
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<td><strong>Panelists:</strong></td>
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<td>Nora Duke, Executive Vice President, Corporate Services &amp; Chief</td>
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<td>Human Resource Officer, Fortis Inc.</td>
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<td>Lesley Gallinger, Vice President, Corporate Services and Chief</td>
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<td>Financial Officer</td>
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<td>Helen Wesley, Executive Vice President and Chief Financial Officer</td>
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<td>10:00 – 10:30 am</td>
<td>Networking Break</td>
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<td>10:30 – 11:45 am</td>
<td>The Making of a Great Leader</td>
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<td>Great leaders don't just happen randomly or by sheer luck. While</td>
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<td>some individuals may possess more innate leadership qualities than</td>
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<td>others, studies have shown that effective leaders share very similar</td>
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<td>learned practices. As a woman in a predominately male business</td>
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<td>environment, you also face some unique challenges. In this session,</td>
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<td>we will discuss how you can leverage winning leadership practices</td>
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<td>and meet those challenges head on to become a better leader.</td>
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<td>• Defining the needed knowledge, skills and experience to reach your</td>
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<td>goals</td>
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<td>• Understanding yourself and creating your brand</td>
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<td>• Utilizing mentors and sponsors to advance your career</td>
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<td>• Embracing organizational politics and developing influence</td>
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<td>• Building and leveraging a strong outside network</td>
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<td><strong>Moderator:</strong> Jacqueline Mongrut, Vice President, Business</td>
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<td>Development, Hydro Quebec-Quebec International</td>
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<td><strong>Panelists:</strong></td>
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<td>Jane Albert, Director, Special Projects, Hydro One</td>
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<td>Dawn Dalley, Vice President, Regulatory Affairs and Corporate Services, Newfoundland and Labrador Hydro</td>
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<td>Janet Fraser, Senior Vice President, Corporate Affairs and Chief Human Resources Officer, BC Hydro</td>
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<td>Judy Steele, President and Chief Operating Officer, Emera Energy Inc.</td>
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<td>11:45 am – 12:15 pm</td>
<td>Keynote Address: Opportunities for Natural Gas in the Lower-Carbon Economy -</td>
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<td>and Why it Matters</td>
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<td>Gone are the days of the gas utility as a boring, behind-the-scenes</td>
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<td>supplier of fossil fuel. With more than half of Ontario's GHG</td>
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<td>emissions coming from transportation and heating, today's gas</td>
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<td>utilities are at the forefront of climate discussions. Learn how</td>
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<td>the gas utility of the future will focus on conservation,</td>
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<td>technology optimization and decarbonization to help Canada address</td>
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<td>some of its most pressing environmental concerns.</td>
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<td>**Cynthia Hansen, Executive Vice President, Utilities and Power</td>
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<td>Operations, Enbridge Inc.</td>
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<td>12:15 – 1:15 pm</td>
<td>Group Luncheon</td>
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AGENDA

WEDNESDAY, APRIL 12, 2017 (CONTINUED)

1:15 – 1:30 pm  Group Photo

1:30 – 2:30 pm  Leading Change Through Business Transformation
There are many drivers shaping the energy industry today. In this session, we’ll take a look at some of
the most critical current issues that are influencing power providers around the globe. We’ll examine
where the energy industry is going and the roles that women can take to move the industry forward.
Discussion will focus on:
•  Leading Change Through Business Transformation
  Kathy Lerette, Senior Vice President, Business Transformation, Alectra Utilities
•  Emerging Issues and Trends in the Renewable Energy Market
  Jennifer Mazin, General Counsel, Brookfield Renewable
•  The Nuclear Advantage
  Carla Carmichael, Vice President, Ontario Power Generations

Session Moderator:
Reena Goyal J.D., L.L.M., Senior Advisor to the CEO, Independent Electricity System Operator (IESO)

2:30 – 3:00 pm  Keynote Address: Being Your Authentic Self as a Female Leader
Kelly Tomblin, President and Chief Executive Officer, Jamaica Public Service Co.

3:00 – 3:30 pm  Networking Break

3:30 – 4:30 pm  Millennials: The New Leaders
Millennials, also known as Generation Y, have become the largest cohort in the Canadian workforce and
it’s expected that they will comprise 75% of the Canadian workforce by the year 2025. This dramatic shift
requires organizations to move beyond stereotypes and understand the characteristics that distinguish
this generation from those before. Understanding millennials will be fundamental to creating dynamic
and positive workplaces that attract talent and promote creativity and leadership. In this session, we will
hear four millennial energy professionals discuss their motivations, priorities and career expectations
and answer questions such as:
•  What stereotype most affects you as a millennial?
•  As a young woman, do you feel that there is still a gender gap in potential leadership?
•  How important has mentoring been in your professional development?
•  What does job satisfaction mean to you?
•  How can organizations promote intergenerational collaboration?

Panel Moderator: Carly Silberstein, Executive Director, Women in Nuclear Canada

Panelists:
Larkin Kee, Project Leader, Canadian Nuclear Laboratories
Roberta Reyns, Director, Supply Chain Services, Ontario Power Generation
Katie Sullivan, Managing Director, Internal Emissions Trading Association (IETA)
Shenee Tabannah, Corporate Communications, Jamaica Public Service Co.

4:30 – 5:00 pm  Speed Networking Exercise

5:00 – 6:00 pm  Networking Reception Sponsored by Siemens
Ingenious for life
AGENDA

THURSDAY, APRIL 13, 2017

7:30 – 8:30 am   Continental Breakfast

8:30 – 9:00 am   Keynote Address: Leadership and Adapting in an Evolving Sector
              JoAnne Butler, Vice-President of Market and Resource Development, Independent Electricity System Operator (IESO)

9:00 – 10:00 am   Overcoming Gender Roadblocks
As women, we think, act, and lead differently than our male counterparts. These differences can create some unique challenges in a male dominated work culture. In this session, we will identify some of those barriers and discuss how you can remove them and use your unique strengths to enhance organizational performance and reach your full potential. A few of the points to be discussed include:
• Unconscious bias
• Communication styles
• Work/Life Integration
Moderator: Corrine Kennedy, Partner, Aird & Berlis LLP
Panelists:
Michelle Branigan, Chief Executive Officer, Electricity Human Resources Canada
Miranda Keating Erickson, Vice-President, Regulatory and External Affairs
Heather Kleb, President, Women in Nuclear Canada, Sr. Program Manager, Bruce Power

10:00 – 10:30 am   Networking Break

10:30 – 11:45 am   The Men’s Perspective
So far, it’s been a one-sided conversation – women talking with women about women. But how do men perceive women in the industry? What common behaviors have they noticed in their female colleagues, subordinates, and bosses? Are women’s perceptions of themselves in the workplace the same as men’s? This panel of senior male executives will share their observations and viewpoints on gender specific workplace issues and address questions such as:
• How do women communicate and interact differently than men in a male dominated work culture?
• How can women constructively address barriers to success such as unconscious bias?
• What common qualities and skills have you noticed in the successful women leaders you’ve known?
• How can men and women work together to effect change and advance an inclusive and equal workforce agenda?
Moderator: Susan Ballance, Vice President, Finance, Pike Corporation
Panelists:
Brad Bowness, Vice President, Transmission & Stations, Hydro One Networks Inc.
Ken Flechler, Chief Administrative Officer, Pike Corp.
John Oakley, Vice-President, Operations, Enbridge Gas Distribution
Terry Young, Vice-President of Conservation and Corporate Relations, Independent Electricity System Operator (IESO)

11:45 am – 12:00 pm   Conference Wrap-Up

12:00 pm   Conference adjourns
POST-CONFERENCE WORKSHOP

Learning to Ask: Women and the Power of Negotiation

THURSDAY, APRIL 13, 2017

12:30 – 1:00 pm   Registration
1:00 – 4:30 pm   Workshop Timing

OVERVIEW

By neglecting to negotiate her starting salary for her first job, a woman may sacrifice over half a million dollars in earnings by the end of her career. Research reveals that men are four times more likely to ask for higher pay than are women with the same qualifications. Convinced that negotiation requires bluffing, steamrolling, and playing hardball, many women avoid negotiating whenever they can. Whether they want higher salaries, better career opportunities, or more help at home, women are hesitant to ask for what they want. They pay for this decision in every aspect of their lives—in lost income, delayed career advancement, and under-utilization of their skills at work. They also pay in strained relationships and health problems at home. These are losses women don’t need to suffer.

By mastering a few basic principles, planning carefully, and practicing, anyone can become an effective negotiator. Using a combination of lectures, interactive exercises, case studies, videos, and group discussion, we will explore the internal and external barriers that can prevent you from asking for what you need and deserve — and show you how to overcome your socially imposed reluctance to negotiate. In this workshop, you will learn to:

- Evaluate the economic value of your work
- Set the right targets for your negotiations
- Employ best practice negotiating strategies that have been shown to work especially well for women
- Explore ways to maximize your bargaining power
- Rehearse and practice your negotiations beforehand
- Acquire techniques to manage the anxiety often felt when negotiating
- Recognize many more opportunities to negotiate

INSTRUCTOR

Sara Laschever

Sara Laschever is an author, editor, and cultural critic who has spent her career investigating the obstacles, detours, and special circumstances that shape women’s lives and careers. She is the co-author of two groundbreaking books about women and negotiation, Women Don’t Ask: The High Cost of Avoiding Negotiation—and Positive Strategies for Change and Ask for It! How Women Can Use the Power of Negotiation to Get What They Really Want. Her work has been published by The New York Times, The New York Review of Books, The Harvard Business Review, Vogue, Glamour, and many other publications. Sara is frequently cited in the media as an expert on the persistence of the wage gap, women and conflict resolution, work-life balance issues, and the multiple factors influencing women’s long-term career success. She lectures and teaches workshops about women and negotiation for corporate audiences, universities, law firms, government agencies, and women’s leadership conferences. She is a founding faculty member of the Carnegie Mellon Leadership and Negotiation Academy for Women and the Academic Coordinator for the WIN Summit, a global women’s conference focused on women and negotiation.
INSTRUCTIONAL METHODS

PowerPoint presentations, panel sessions and group discussion will be used in this event.

REQUIREMENTS FOR SUCCESSFUL COMPLETION

Participants must sign in/out each day and be in attendance for the entirety of the conference to be eligible for continuing education credit.

IACET CREDITS

EUCI has been accredited as an Authorized Provider by the International Association for Continuing Education and Training (IACET). In obtaining this accreditation, EUCI has demonstrated that it complies with the ANSI/IACET Standard which is recognized internationally as a standard of good practice. As a result of their Authorized Provider status, EUCI is authorized to offer IACET CEUs for its programs that qualify under the ANSI/IACET Standard.

EUCI is authorized by IACET to offer 1.0 CEUs for the conference and 0.4 CEUs for the workshop.

CPE CREDITS

EUCI is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: www.learningmarket.org.

Upon successful completion of this event, program participants interested in receiving CPE credits will receive a certificate of completion. EUCI is authorized by CPE to offer 12 credits for the conference and 4 for the workshop.

There is no prerequisite for this course.

Program Level: Beginner  Delivery Method: Group-Live  Advanced Preparation: None

REGISTER 3, SEND THE 4TH FREE

Any organization wishing to send multiple attendees to these conferences may send 1 FREE for every 3 delegates registered. Please note that all registrations must be made at the same time to qualify.

EVENT LOCATION

The event is located at the Omni King Edward Hotel Toronto, 37 King St E, Toronto, ON M5C 1E9, Canada. This luxurious boutique hotel with state-of-the-art amenities is located in the heart of downtown Toronto’s Financial District, within walking distance of the Eaton Centre. A room block has been reserved for the nights of April 11-12, 2017. Room rates are $239 CAD +13% HST. Call 416-863-9700 or CLICK HERE for reservations. Group Online Booking Code: 1704WMMERG. Mention the EUCI event to get the group rate. The cutoff date to receive the group rate is March 10, 2017 but as there are a limited number of rooms available at this rate, the room block may close sooner. Please make your reservations early.
The event is located at the Omni King Edward Hotel Toronto, 37 King St E, Toronto, ON M5C 1E9, Canada. This luxurious boutique hotel with state-of-the-art amenities is located in the heart of downtown Toronto’s Financial District, within walking distance of the Eaton Centre. A room block has been reserved for the nights of April 11-12, 2017. Room rates are $239 CAD +13% HST. Call 416-863-9700 or CLICK HERE for reservations. Group Online Booking Code: 1704WMENRG. Mention the EUCI event to get the group rate. The cutoff date to receive the group rate is March 10, 2017 but as there are a limited number of rooms available at this rate, the room block may close sooner. Please make your reservations early.

EUCI’s Energize Weekly e-mail newsletter compiles and reports on the latest news and trends in the energy industry. Newsletter recipients also receive a different, complimentary conference presentation every week on a relevant industry topic. The presentations are selected from a massive library of more than 1,000 current presentations that EUCI has gathered during its 30 years organizing conferences.

Sign me up for Energize Weekly