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## **Manitoba Hydro Announces New Corporate Structure and Executive Leadership Changes** *Move Reduces Executive Team by 30 per cent*

(WINNIPEG) - Manitoba Hydro today announced a corporate restructuring of the utility and changes to its executive leadership. These moves will both improve operational efficiencies and align with the corporation's goal of strengthening its financial position. As part of the restructure, the company is reducing the size of its executive team by 30 per cent, effective today.

"Today's announcement marks the first step in a process of significant transformation for Manitoba Hydro with changes in our executive leadership team and the realignment of our organizational structure," said Manitoba Hydro President and CEO, Kelvin Shepherd. "These changes are a necessary first step towards achieving cost reductions within Manitoba Hydro and positioning us to execute on our strategic priorities that we have identified as core to Hydro's success. As a result, three members of Hydro's Vice President team will be leaving the company."

In the coming weeks, Manitoba Hydro will undertake a broader review and restructuring of its middle management levels. This will be followed by further streamlining of Hydro's province-wide workforce by approximately 900 positions. As an initial step, the utility intends to offer employees a Voluntary Departure Plan, commencing later this spring, in order to help facilitate the necessary reductions.

Manitoba Hydro recently negotiated new four-year collective agreements with Unifor, the Association of Manitoba Hydro Staff and Supervisory Employees (AMHSSE) and the Canadian Union of Public Employees (CUPE).

"These agreements, which provide for general wage increase restraints including zero per cent in 2017, combined with ongoing reviews of operating and capital expenditures, are all significant steps towards improving the financial stability of Manitoba Hydro," said Shepherd.

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Prior to making the changes public, Shepherd communicated directly to staff his confidence that the employees of Manitoba Hydro are up to the task of managing this period of transition, citing the highly skilled, dedicated and talented employees throughout the organization.

“In the same way we pull together to restore service to our customers during a storm or other system emergency, I am absolutely confident that we will pull together as we move forward with our strategy to make Manitoba Hydro a stronger, financially stable, customer-focused organization creating value for Manitobans.”

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**For more information, please contact:**

**Scott Powell — Public Affairs, Manitoba Hydro**

T: 204-360-4417

C: 204-299-8849

E: [spowell@hydro.mb.ca](mailto:spowell@hydro.mb.ca)