

2020 ANNUAL GENERAL MEETING

FALL 2020

YOU'RE INVITED!

THURSDAY, NOVEMBER 26

9:00 – 11:00 a.m.

This virtual event will be held over WebEx with a dial-in feature for those without computer access and will include:

- Updates from the WTTE Executive Committee
- Remarks from Jason Fitzsimmons, Chief Corporate Affairs & Customer Care Officer and WTTE Executive Sponsor
- Discussion period

Members can pre-submit questions to WTTE@HydroOne.com

To register, accept the calendar invite or email WTTE@HydroOne.com

W WOMEN
IN TRADES,
TECHNOLOGY
& ENGINEERING



MEET THE EXECUTIVE COMMITTEE

GET TO KNOW THE MEMBERS OF YOUR WOMEN IN TRADES, TECHNOLOGY AND ENGINEERING EXECUTIVE COMMITTEE! EXECUTIVE MEMBERS VOLUNTEER THEIR TIME FOR A TWO YEAR TERM.

Pictured, left to right: 1. Jessica McGregor 2. Angela Vacchino
3. Tessa Leonard 4. Caitlin McConnell 5. Mansi Modi
6. Eiman Ahmed 7. Natasha Brown

JESSICA MCGREGOR

CO-CHAIR SHE/HER

JOB TITLE: Senior Editorial Writer, Corporate Communications

WHY I JOINED WTTE: I joined WTTE because I believe that we all have a responsibility to advocate for marginalized groups and I want to make a difference for women at Hydro One. To me, an equitable, diverse and inclusive workforce is a key component to our collective success as a company and as a fixture in communities across Ontario.

ANGELA VACCHINO

CO-CHAIR OF TRADES AND PWU LIAISON SHE/HER

JOB TITLE: RMF Regional Maintainer Forster

WHY I JOINED WTTE: As one of the Co-chairs of the WTTE committee and representing women in the trade is truly an honor. The WTTE has been established for quite some time as an Employee Resource group and we continue to grow and improve to support the needs of our members. To advocate for women in the trades, technology and engineering along with any profession, employees want to feel heard, valued and respected. We support each other and work together to improve the importance of inclusion and gender equality at Hydro One. My goal is to see the retention rate in the trades to continue to grow, and to see women have a life long career with success and opportunities to succeed within our company.

TESSA LEONARD

CHAPTER CHAIR COORDINATOR SHE/HER

JOB TITLE: Field P&C Trainee with P&C Technical Services

WHY I JOINED WTTE: Since starting with hydro one I was also involved with the WTTE executive committee and held the role with communications, treasure and am now the Chapter Chair coordinator. I joined WTTE because I saw the need for more support for women in STEM and Trades. I was fortunate to have a ton of support throughout school and in the early stages of my career and I want everyone especially women to experience that.

CAITLIN McCONNELL

EXECUTIVE TEAM COORDINATOR SHE/HER

JOB TITLE: Environmental Planner

WHY I JOINED WTTE: I joined WTTE because I've been fortunate to have had some incredible female mentors during my education and career path thus far. The WTTE is a great way to continue to learn from a network of amazing women and also help influence young women looking to enter the STEM fields.

MANSI MODI

EVENTS LEAD SHE/HER

JOB TITLE: Ass't Dx Lines Engineer

WHY I JOINED WTTE: As women remain dramatically underrepresented across all STEM studies and careers, we have to make strides to close the gender gap and fuel the next generation of female innovators. With that mission in mind, my vision is to create a domino effect via these small interactions during STEM conferences.

EIMAN AHMED

CHAPTER CO-CHAIR COORDINATOR SHE/HER

JOB TITLE: Network Management Engineer

WHY I JOINED WTTE: I joined WTTE because it provides unlimited opportunities of making a significant impact in the community by bringing awareness to girls at an early stage and advocate for a culture where women could feel confident and safe to pursue their desired career path.

NATASHA BROWN

COMMUNICATION & MARKETING SHE/HER

JOB TITLE: Project Analyst

WHY I JOINED WTTE: : I saw it as an opportunity not only to help advocate and mentor women through challenges faced in the workplace, but to work with other members motivated to make a change and to inspire others.



2020 CANADA'S TOP 40 UNDER 40

WTTE MEMBER RECOGNITION

Earlier this month, Lyla Garzouzi, our new Chief Health and Safety Officer, was recognized as one of Canada's Top 40 Under 40!

Lyla is a passionate, effective leader and tremendous supporter of equity, diversity and inclusion in our company as a member and supporter of WTTE and the Executive Sponsor of Pride One. Sponsor of Pride One. Join us in congratulating Lyla in this well-deserved honour.

EVENTS



Q1 MEETING

Before the COVID-19 pandemic took hold, our Executive Committee was lucky enough to meet in person at Allanburg TS in Niagara.

During this meeting, the team discussed growing our Chapters, building our network and creating a 5-year strategy to support our tremendous growth over the past 6 years.

This meeting also included a guided tour of Sir Adam Beck Station 1, an opportunity that allowed the team to meet fellow members in the field and learn more about our robust electricity system.

DIVERSITY & INCLUSION SYMPOSIUM 2020



In October, the company held its first Diversity and Inclusion Symposium, its premier diversity and inclusion event.

Historically, the symposium has been a WTTE event, however we were thrilled to see it evolve into a 3-day corporate event that welcomes the many perspectives at Hydro One.

Our two co-chairs, Angela Vacchino and Jessica McGregor, moderated a panel with members of Hydro One's Diversity and Inclusion council, where they discussed the panelists' experiences, goals and objectives.

PLANNING OUR 5-YEAR STRATEGY

Due to the restrictions of COVID-19, we decided to take this year to better understand where we are and where we would like to go. For the past 10 months the Executive Committee has met with Change Management to help us identify our goals and build a 5-year strategy that reflects our constantly growing Employee Resource Group. We are excited to share our strategy at our Annual General Meeting on November 26.



RESOURCES

MENTAL HEALTH SAFETY MOMENT

2020 has been tough for many of us and this time of year may be especially difficult. As we enter the second wave of the pandemic and cope with the isolating effects of winter, it is critical that we make self-care and our mental health a priority.

Managing our mental health will look different for everyone, so it's important we find the mental health strategies that work best for each of us. For some, this can mean trying our best to get enough sleep, exercising regularly, eating a well-balanced diet or introducing a mindfulness practice; for others, this may mean asking for help.

A reminder that the company has a number of mental health resources in place to assist you at any time. You can find this list of resources by visiting www.hydroone.com/team (hyperlink the website) from any device and entering your employee number.



STAY VIRTUALLY CONNECTED WITH OTHERS

Having friends and colleagues you can connect with is an important part of maintaining good mental health. There are many ways we can use technology to stay connected, such as phone calls, text messages, and video chats.

All members are welcome to reach out to any WTE Executive Committee member at any time to arrange a virtual coffee chat.

WE'RE ALL IN THIS TOGETHER.

WE WANT TO HEAR FROM YOU!

Have some feedback for us or an idea for a topic in our next newsletter?

Email WTE@HydroOne.com

