

Ministry of Energy

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**MEMORANDUM**

MEMORANDUM TO: All Staff

FROM: Serge Imbrogno, Deputy Minister
Ministry of Energy

SUBJECT: Michael Reid, Assistant Deputy Minister, Strategic, Network and
Agency Policy Division

DATE: July 20, 2017

It is with deeply mixed feelings that I announce the departure, after over five years with the Ministry of Energy, of Michael Reid, Assistant Deputy Minister of the Strategic Network and Agency Policy Division.

In speaking with many over the years who have had the pleasure to work with him, Michael has been consistently described as a highly effective leader and a deeply valued friend. It is his focus on producing high calibre work and delivering effective policy that has made him such a dynamic member of the Ministry's Senior Management Team. It has been an especially busy five years at the Ministry and it would take far too long to list out his exceptional accomplishments. The short version of it looks something like this: he set the bar high for all of us with the LTEP 2013 and higher still with the LTEP 2017, developed new planning legislation Bill 135, worked on the merger of the Ontario Power Authority and Independent Electricity System Operator, brought forward key aspects of the Fair Hydro Plan including a First Nation Delivery Credit, set the stage for the Hydro One share offering including a First Nation component, and encouraged innovation in the sector through the Smart Grid Fund.

Yet his leadership has been reflected in more than the Ministry's policy accomplishments to which he has contributed. He has transformed SNAP into a critical part of the Ministry of Energy team by adding and bolstering analytic capabilities, progressive Indigenous policy expertise, transmission and distribution technical and regulatory skills, all while building the team up from its existing core strengths in regulatory and strategic policy. He gives direction when needed and implicitly trusts in his team to deliver, confident in their abilities. He is a consummate leader, an incredible problem solver and has continuously demonstrated the ability to connect dots across a wide spectrum of issues all while deftly navigating the way to proposed solutions. I have no doubt that this capacity has been bolstered by the workplace that he has created, built on openness and mutual staff-support and encouragement where ideas can be shared and creativity is always encouraged. Beyond the policies and programs he has helped to create I believe it is his focus on people—both the public he serves and the staff he leads—that will be his enduring legacy here.

Effective July 31st, 2017 Michael will join the Ministry of Citizenship and Immigration where his invaluable skillset will continue to benefit the people of Ontario. Please join me in wishing him all the very best in his new role.

Sincerely,

A handwritten signature in black ink, appearing to read "Serge Imbrogno", with a stylized, flowing script.

Serge Imbrogno
Deputy Minister, Ministry of Energy

c: The Honourable Glenn Thibeault, Minister, Ministry of Energy
Andrew Teliszewsky, Chief of Staff, Ministry of Energy