RE: Communication re appointment

From:	Terry Young <terry.young@ieso.ca>
To:	"Teliszewsky, Andrew (ENERGY)" <andrew.teliszewsky@ontario.ca>
Cc:	tim o'neill <timoneill2@gmail.com>, "Margaret Kelch (margaretkelch@sympatico.ca)" <margaretkelch@sympatico.ca>
Date:	Wed, 19 Apr 2017 14:33:38 -0400
Attachments:	appointmentinternal(2)12587.docx (14.57 kB); ceoappt NR formatted April 20_DRAFT FINAL.docx (39.12 kB)

Here are the materials ... the news release and the internal announcement (which would come from Tim). I have one question and answer that I want to run by you which would address any questions we get around compensation. That will follow shortly.

Terry

-----Original Message-----
From: Terry Young
Sent: April 19, 2017 10:46 AM
To: 'Teliszewsky, Andrew (ENERGY)'
Cc: tim o'neill; Margaret Kelch (margaretkelch@sympatico.ca)
Subject: RE: Communication re appointment

I will send something back around 2:00 p.m. ... both internal and external announcements. We are aiming to release internally tomorrow at 10:00 a.m. with the news release sent out at 1:00 p.m.

Terry

-----Original Message-----
From: Teliszewsky, Andrew (ENERGY) [mailto:Andrew.Teliszewsky@ontario.ca]
Sent: April 19, 2017 10:40 AM
To: Terry Young
Cc: tim o'neill; Margaret Kelch (margaretkelch@sympatico.ca)
Subject: Re: Communication re appointment

Good Morning:

Just wanted to circle back and see if we had a new draft this week, perhaps?

Wondering if CEO-Designate has signed off on text and if we have confirmed a news release posting date / time, by chance, please?

Many thanks, in advance.

Andrew

Andrew Teliszewsky

Chief of Staff | Office of Hon. Glenn Thibeault Ministry of Energy andrew.teliszewsky@ontario.ca
416-327-3550 (o)
416-436-6370 (m)

> On Apr 4, 2017, at 10:27 AM, Terry Young <terry.young@ieso.ca> wrote:
>
> Andrew: The attached tries to address your request. I am not familiar with the 44 FTE number and can't find any reference to it and to my knowledge we don't speak to the net zero costing from the collective agreements. But if you have something you can send me I can try to track the numbers

down here. In the meantime, I am referencing $5.3 million and 35 FTEs in sustained savings. Let me know what you think. Thanks. Terry
>
> -----Original Message-----
> From: Teliszewsky, Andrew (ENERGY)
> [mailto:Andrew.Teliszewsky@ontario.ca]
> Sent: April 04, 2017 6:15 AM
> To: tim o'neill
> Cc: Terry Young; Margaret Kelch (margaretkelch@sympatico.ca)
> Subject: Re: Communication re appointment
>
> *** EXTERNAL email. Please be cautious and evaluate before you click
> on links, open attachments, or provide credentials. ***
>
>
> Good Morning:
>
> I'm finding it a bit difficult to have this conversation in the abstract. Perhaps if we wrote a single sentence for inclusion that included the numbers Government has asked for and then could huddle again, please?
>
> I appreciate the concerns raised, but we are going to need to use these numbers on day-of announcement regardless, so preference would be for inclusion in news release. Again, might be different story / views might change here if we could see the text in print and ascertain really how jarring that reference might in fact be?
>
> More importantly, wondering if we are any further on an effective date for CEO-designate, by chance?
>
> Lunch was agreeable and largely hit the note that we had discussed on the weekend, I thought.
>
> Happy to chat later today, as this develops.
>
> Andrew Teliszewsky
> 416-327-3550
>
>
> From: tim o'neill
> Sent: Monday, April 3, 2017 10:27 PM
> To: Teliszewsky, Andrew (ENERGY)
> Cc: Terry Young; Margaret Kelch (margaretkelch@sympatico.ca)
> Subject: Re: Communication re appointment
>
>
> Andrew,
> May I suggest that including specific cost and FTE numbers in this particular release may have a perverse effect on the hoped-for outcome (i.e., to offset the focus on CEO salary that may occur)? The primary focus of the release is on the new CEO and Directors. The references to market renewal and the Business Plan are, I thought, meant to be tied to the personnel announcements to indicate the opportunities and challenges facing the IESO. The general reference to past costs is to emphasize the ongoing commitment to cost containment.
> The entire release consists of qualitative statements. I am concerned that a quantitative sentence or two, such as you are suggesting, will stick out like a sore thumb and will beg the question "why this jarring reference to news that is two years old?" Instead of mitigating a focus on the key financial news that is not in the release -- CEO compensation -- it could, perversely, encourage such a focus.
> If I have misunderstood the rationale for including the cost and FTE numbers you have suggested, I apologize. There may be strong reasons for their inclusion that I have not discerned.
>
> Tim
>
> On Mon, Apr 3, 2017 at 4:08 PM, Teliszewsky, Andrew (ENERGY)
<Andrew.Teliszewsky@ontario.ca<mailto:Andrew.Teliszewsky@ontario.ca>> wrote:
> Good Afternoon:
>
> Would really like to add concrete numbers into the news release about the merger savings. The

deck I got about your most recent business plan included the following information :
>
> “merger synergy savings of $5.3 million and net zero costing from its existing collective agreements”
> “44 FTE savings since merger”
>
> Can we please work these hard numbers into the next turn? Could probably be added into that last paragraph and also work to cut down that final paragraph somewhat.
>
> Thanks for the turns on this, know we are getting very close and trust me, we went through dozens of drafts on the fair hydro plan communications materials, so this is really only version 4 or 5, is a breeze. (To the extent that context matters here…).
>
> Andrew
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>
>
> From: Terry Young
> [mailto:terry.young@ieso.ca<mailto:terry.young@ieso.ca>]
> Sent: April-03-17 11:28 AM
> To: Teliszewsky, Andrew (ENERGY)
> Cc: Margaret Kelch
> (margaretkelch@sympatico.ca<mailto:margaretkelch@sympatico.ca>); tim
> o'neill
> Subject: Communication re appointment
>
> Latest draft for review and comment. It includes Tim’s changes, more about the new CEO’s experience and a reference in the market renewal paragraph to future cost reductions. It is in the IESO format for news releases. The IESO, like other agencies such as OPG, has not gone to the OPS style for news releases.
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> Terry
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> --
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