

Drainage Transition to EPCOR Update

June 15, 2017

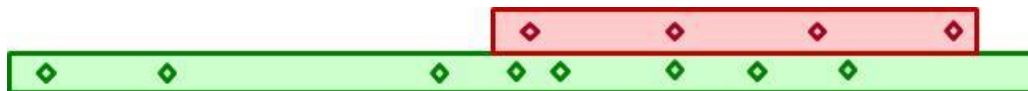


This newsletter is the primary source for updates on the progress of transition efforts. Look for it every Thursday.

A Milestone View of the Transition

The transition to EPCOR involves a large number of moving pieces. There are discussions with the unions on Transition Agreements, decisions around organizational structure, planning for systems and technology transfers, creation of legal agreements and many more items to get right for the transfer to be a success. To help you better understand the transition milestones, this newsletter will begin publishing a visual timeline showing milestones and key events as they are decided and scheduled.

The milestone page will be separated into three time periods: Before Sep 1, At Sep 1 and After Sep 1. This will help everyone understand the priorities of each change. Within each time period, a **red** bar will identify the actual changes that employees need to make by date. A **green** bar will identify the events and activities to help employees prepare for the change.



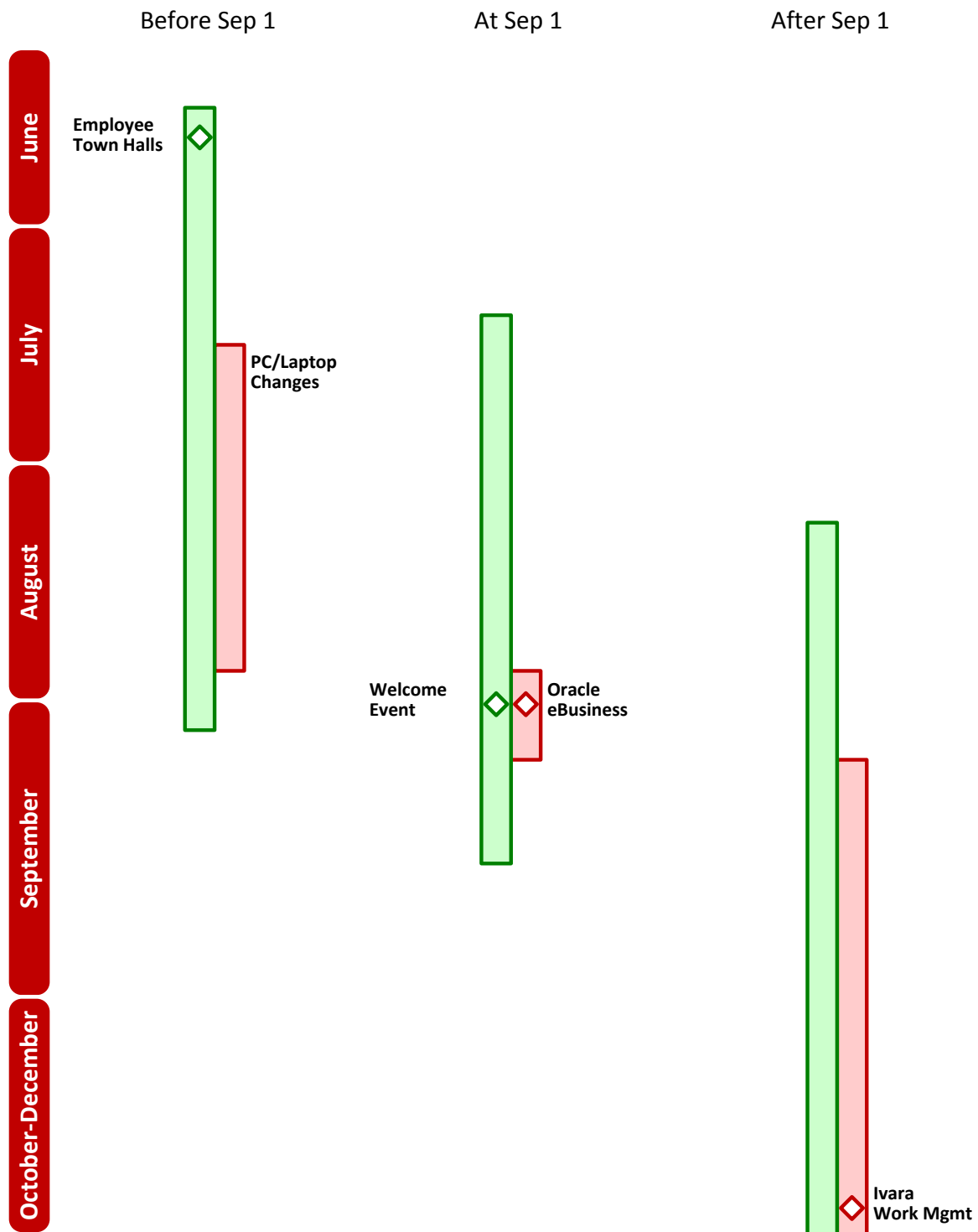
As you can imagine, there will be a large number of support activities, and not all of these activities will apply to each person. For example, if you don't use a computer, the training classes and post-implementation support schedule will not matter to you. So, this milestone view will only be a high-level overview events and changes. We are still committed to specific and detailed communication on each change with the affected employees.

As you look at the first version of this project milestone view on the next page, you will notice that there are only a few items currently on the schedule over the next few months. We've started with the system and technology items discussed in last week's newsletter.

Most of the rest of the plan is dependent on three key items. First is the employee data, which has been coming to EPCOR over the last few weeks, as the transfer letters have been distributed to employees. Second is the detailed org structure. The first three levels were released two weeks ago and we expect the final levels to be ready within the next two weeks. Third is an understanding of the facilities and assets used by Drainage, which has included site visits and detailed discussions about each location.

While there is a lot of other work being done by the transition team on many other business processes, these three are the immediate focus that will lead very quickly to scheduling upcoming milestones. Keep watching this newsletter for the expansion of the schedule, including learning opportunities that will support employees through the changes.

Current Transition Milestone View



Getting to Know EPCOR

To help people better understand EPCOR, a new feature called “Getting to Know EPCOR” will appear in most of the weekly newsletters between now and September 1. Topics will include elements of EPCOR’s culture, structure, operations, growth plans and so on. The place to start is with the company’s values, since they form the foundation of how EPCOR operates.

EPCOR values

- We put safety first in everything that we do.
- We act with integrity.
- We work as a team.
- We are trusted by our customers.
- We create shareholder value.
- We are environmental leaders.

These values are demonstrated across the organization, and you will start to see content in this newsletter that shows the values in action and what they mean from an employee perspective.

For example, when it comes to working as a team and creating a larger impact in the community, last year across EPCOR's Canadian operations, one in five employees volunteered, supporting 145 different charities through the company's Helping Hands program.

Watch for more information in coming weeks to help you get more acquainted with EPCOR.

More information and responses to your questions

You can find all information related to the EPCOR transfer at onecity.edmonton.ca/EPCOR.

If you have more questions about the project, review these [frequently asked questions](#). If you can't find the answer to your question, email drainage.transition@edmonton.ca.