



# MEARIE | Better Conference together.

Conference Program  
**June 24-26, 2025**

JW Marriott The Rosseau Muskoka  
[mearie.ca/mearie-conference](https://mearie.ca/mearie-conference)

# Supporting your health, happiness, and success



## For Your Benefit



### Attract Talent

A benefit program can help employers attract and retain top talent.



### Improve Health

Wellness benefits can help keep staff healthy and reduce absenteeism.



### Boost Morale

Employee engagement and productivity can increase with support.



### Keep Compliant

Ensure your program meets legal and corporate objectives.

## Proudly celebrating over 30 years of partnership

As the benefit advisor of over 30 years, Comprehensive Benefit Solutions thanks The MEARIE Group for our continuing partnership!

The MEARIE Group's Employee Benefit Program offers access to a wide range of competitively priced group insurance products, including Life, Critical Illness, Disability, and Health & Dental Insurance, along with an Employee & Family Assistance Program, Virtual Health, Retirement Health & Dental Insurance, and more.

Questions about The MEARIE Group's Employee Benefit Program?  
Please contact us!

David Ainslie: [dainslie@mearie.ca](mailto:dainslie@mearie.ca)  
Mike Trowell: [mtrowell@compben.com](mailto:mtrowell@compben.com)



## Welcome to The MEARIE Conference!

It is our great pleasure to welcome you to our annual gathering at the beautiful JW Marriott in Muskoka.

This year, we embrace our concept of being **Better Together** — a reflection of the strength, trust, and collaboration that have shaped The MEARIE Group since its founding 37 years ago. Our purpose remains steadfast: to deliver innovative, tailored risk management solutions for a specialized and essential industry. That mission is made possible not by individual effort alone, but by the power of partnership and shared commitment among our Members, stakeholders and staff.



Together, we have built something enduring — a foundation of mutual support and shared success that continues to protect and strengthen Ontario's electricity sector. Our progress is proof that we are, indeed, better together — and that by continuing to collaborate, we can meet the future with confidence and resolve.

The MEARIE Conference is a cornerstone of this collective journey. It is a chance to connect with peers, learn from each other, and share perspectives on the issues shaping our industry — from risk management and leadership to emerging technologies and workforce transformation. These conversations are not only insightful; they are essential to our continued growth and preparedness.

Thank you for being part of this tradition and for contributing to the vibrant community we've created. We look forward to what we will learn, share, and accomplish — always **Better Together**.

Sincerely,

A stylized, handwritten signature in black ink.

**C.C. (Charlie) Macaluso**

*CEO & Attorney*



## Pre-Conference Workshop

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Tuesday, June 24

1:30 - 5:00 PM

Registration for workshop participants opens at 12:00 PM in hotel lobby

### *Creating an Engaged Workforce*

*Rosseau Ballroom 1/2*



In today's rapidly evolving business landscape, leaders who prioritize psychological safety can create an environment where employees feel empowered to take risks, share ideas and collaborate fearlessly - which enhances performance, increases engagement and boosts retention. Also explored are the key drivers of employee engagement, management practices that spark and build engagement, and techniques that sustain productivity.



#### **Presented by: Renee Charles**

*Senior Staff Facilitator*

Renee Charles has focused on leadership development, customer experience management and strategies for personal effectiveness for more than 24 years. She is a seasoned learning professional who is passionate about helping individuals and organizations successfully achieve their performance goals. Renee has designed, developed and delivered impactful learning experiences for audiences at all levels of leadership - C-suite to front line team members - across the globe.

3:00 - 3:15 PM

*Networking Break | Location: Rosseau Ballroom Foyer*

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### *Lakeside Reception & Dinner - Wednesday, June 25*

Thank you to **Comprehensive Benefit Solutions Ltd.** for sponsoring this exciting evening of delicious food and music, overlooking Lake Rosseau! Enjoy the BBQ dinner and music of the Tobin Spring Band while we celebrate another year of being **Better Together** with The MEARIE Group.




## The MEARIE Conference Program Schedule

Tuesday, June 24		
3:00 - 8:00 PM	Conference Opening / Concierge/Registration Desk Open   Hotel Lobby	
6:30 - 11:00 PM	<div>Conference Kick-off Evening   Lakeview Lawn Terrace / Living Room, Library</div> <div><div><div><div>Featuring multiple food stations</div><div>Mix, mingle and connect with other delegates, MEARIE Staff and Sponsors</div></div><div><div>Wine &amp; Cheese Tasting Sponsored by</div><div><div>MILTON HYDRO</div></div></div><div><div>Digital Photobooth Sponsored by</div><div><div>util-assist</div></div></div></div></div>	

Wednesday, June 25		
7:00 - 8:30 AM	Breakfast   Cottages Restaurant	Sponsored by <div>GoodmansLLP</div>
8:30 - 8:45 AM	<div>Conference Opening Remarks   Rosseau Ballroom 3/4/5</div> <div>Scott Mudie</div> <div>Chair, MEARIE, EVP and Chief Operations &amp; Energy Officer, Oakville Enterprises Corporation</div>	
8:45 - 09:45 AM	<div><div>Building Capacity</div><div>Rosseau Ballroom 3/4/5</div><div>Human behavior expert Melanie Sodka explores burnout, multi-tasking, and sustainable ambition. This session builds self-awareness and equips attendees with practical tools to support team productivity without burnout. Through compelling stories and real-world examples, Melanie inspires participants to rethink capacity, foster healthier work environments, and align performance with well-being for long-term success.</div><div><div></div><div><div>Presented by: Melanie Sodka</div><div>Capacity Creator</div><div>Melanie Sodka is a human behavior enthusiast dedicated to assisting individuals overwhelmed by overcommitment and distraction. As the founder of Capacity Creator Corp., she offers education and consulting services aimed at transforming high-achieving individuals from states of burnout to thriving in their current environments.</div></div></div><div><div>Sponsored by</div><div><div><div>RBC®</div></div><div><div>Global Asset Management</div><div>PH&amp;N Institutional</div></div></div></div></div>	

## The MEARIE Conference Program Schedule

Wednesday, June 25		
09:50 - 10:35 AM	<b>Moderators:</b> <div> <div> Scott Mudie  Chair, MEARIE, EVP and Chief Operations &amp; Energy Officer, Oakville Enterprises Corporation </div> <div> Matt Payne  Chair, MMI, President &amp; CEO, North Bay Hydro Distribution Ltd. </div> </div>	
	<i>Extreme Weather Risk</i> Kathryn Bakos Intact Centre on Climate Adaptation	<i>Agile Leadership for a Complex World</i> Doug Hart Durham College
	Rosseau Ballroom 3/4/5 - <b>Stream A</b>	Rosseau Ballroom 1/2 - <b>Stream B</b>
10:35 - 10:50 AM	<b>Networking Break - Rosseau Salon Foyer</b> <div>Sponsored by</div> 	
10:50 - 11:20 AM	<div> <div> <i>Leveraging the Ontario Cyber Security Framework to Strengthen Your Risk Practices</i>  Dan Gaudette  Synergy North Corporation </div> <div> GLP-1 Drugs, The Good, The Bad and the Ugly  Barb Martinez  Canada Life </div> </div>	
	Craig Makela Greater Sudbury Hydro Inc.	
	Rosseau Ballroom 3/4/5 - <b>Stream A</b>	Rosseau Ballroom 1/2 - <b>Stream B</b>
11:20 - 11:50 AM	<div> <div> <i>MEARIE Insurance Panel</i>  Dan Gormley  President, MMI </div> <div> <i>Why AI in HR Matters</i>  Paola Accettola  True North HR Consulting </div> </div>	
	Rob Moss VP, Claims, Legal & Corporate Affairs	
	Patricia Klayh VP, Insurance & Risk Management Services	
	Rosseau Ballroom 3/4/5 - <b>Stream A</b>	Rosseau Ballroom 1/2 - <b>Stream B</b>
11:50 - 12:00 PM	<b>Sessions end</b> - Delegates prepare to attend either Golf Tournament or Wellness Afternoon	



## The MEARIE Conference Program Schedule

Wednesday, June 25

12:45 - 5:30 PM



### Golf Tournament at the Rock

**12:00 - 12:15 PM** - Golfer's grab lunch from Rosseau Foyer and move to Golf Carts - in front of Hotel

**12:30 PM** - Departure to the The Rock

**12:45 PM** - Tee Off - **Shot gun start**

#### Hospitality Table – 10th Hole

The Golf foursomes will be posted near the the Registration Desk on Wednesday.

*For your convenience, please bring your golf clubs to the hotel registration and check them in with the concierge.*

On Thursday morning, the golf club staff will place your clubs on your designated cart, to be ready for the tournament.

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Lunch Sponsored by



12:30 - 1:30 PM

### Wellness Afternoon Lunch | Teca Restaurant

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2:00 - 3:00 PM



### On the Water Activity on the Lake

Enjoy an hour on Lake Rosseau using the kayaks, canoes or paddle boards. Hotel staff will be on-site at the waterfront to help registered participants with set up, and to get in and out of the water.

**Please arrive at 1:45 PM. A waiver form must be completed prior to this activity.**

This form will be emailed to registered participants prior to the conference, or you may fill it out at the hotel's Enrichment desk.

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2:00 - 3:00 PM



### Guided Bike Tour - Meet at the Enrichment Desk (Rosseau Rooms Foyer)

Join fellow delegates for a casual Guided Bike Tour, offering a fun and scenic way to explore the local area. This light activity is a great opportunity to get some fresh air, enjoy the surroundings, and connect with other attendees in an informal setting. Suitable for all skill levels, with bikes and helmets provided.

**Please arrive at 1:45 PM. A waiver form must be completed prior to this activity.**

This form will be emailed to registered participants prior to the conference, or you may fill it out at the hotel's Enrichment desk.



**BFL CANADA is pleased to  
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and their Members!**

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**Celebrating 38 years of your  
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**BFL CANADA Risk and Insurance Services Inc.**

**bflcanada.ca |    **



## The MEARIE Conference Program Schedule

Wednesday, June 25

6:15 - 8:00 PM

Lakeside Reception & BBQ Dinner - Rooftop Terrace

- An exciting evening of food, fun and live entertainment
- BBQ dinner overlooking Lake Rosseau
- Golf prizes and other draws
- Live music and dancing

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6:15 - 8:00 PM

Cocktail Reception & Lakeside BBQ Dinner

8:15 PM

Golf prizes and other awards, announcements

8:30 - 11:00 PM

Entertainment: *Tobin Spring Band*





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Energy & Infrastructure



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and **proud sponsor** of the 2025 MEARIE Conference!*

## Your Canadian roots are showing—so are ours.

Canadian businesses have shown incredible strength, resilience, and grit through changing markets and economic uncertainty. We're proud to support them through every challenge and opportunity, because their success is Canada's success.

**In Canada. For Canada.**



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Assurance | Tax | Advisory



## The MEARIE Conference Program Schedule

Thursday, June 26		
7:00 - 8:45 AM	<i>Breakfast</i>   Cottages/Muskoka Chop House	Sponsored by  Doane Grant Thornton
8:45 - 9:30 AM	<b>Moderators:</b> Sally Blackwell <i>MEARIE Director, EVP &amp; CFO, Burlington Hydro, Inc.</i> Andrew Covello <i>MMI Director</i>	
	<i>Third-Party Cyber Risk: Best Practices and Tools with SecurityScorecard</i> Perry Robinson <i>SecurityScorecard</i>	<i>Legal Workplace Trends to Watch</i> Anne Gallop <i>Norton Rose Fulbright Canada</i>
	Rosseau Ballroom 3/4/5 - <i>Stream A</i>	Rosseau Ballroom 1/2 - <i>Stream B</i>
9:30 - 9:35 AM	Room Change-over	
9:35 - 10:20 AM	<i>Financial Plenary: Economic double-header - Canadian Productivity Problems + Tariffs in Focus</i> Slava Sherbatov <i>PH&amp;N</i> Shane Warcop <i>PH&amp;N</i> <b>Moderator:</b> Jerry Van Ooteghem <i>MMI Director</i>	
	Rosseau Ballroom 3/4/5 - <i>Plenary 1</i>	
10:20 - 10:40 AM	<i>Networking Break</i> - Rosseau Ballroom Foyer	Sponsored by  Dion Strategic
10:40 - 11:25 AM	<i>AI for LDC Operations</i> Adam Casciato <i>InnPower</i> Danny Persaud <i>InnPower</i> <b>Moderator:</b> Jerry Van Ooteghem <i>MMI Director</i>	
	Rosseau Ballroom 3/4/5 - <i>Plenary 2</i>	



## The MEARIE Conference Program Schedule

Thursday, June 26

11:25 - 12:20 AM

### *Executive Panel - Better Together*

Daniel Arbour  
*Oshawa Power*

Rene Gallant  
*Synergy North Corporation*

Troy Hare  
*Milton Hydro Distribution Inc.*

**Moderator:**  
Sarah Hughes  
*GrandBridge Energy Inc.*



*Rosseau Ballroom 3/4/5 - Plenary 3*

12:20 - 12:30 PM

### *Closing Remarks & Draws*

12:30 PM

Boxed Lunch & Departure

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Exciting prize draws are awarded at certain points during program sessions.

*Be there to win!*

Thanks to our generous prize sponsors!





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## Speaker Abstracts & Sessions *in order of appearance*

### Wednesday, June 25

Wednesday, June 25 — 9:50 AM – 10:35 AM | Session #1A: Stream A

#### ***Extreme Weather Risk | Kathryn Bakos, Intact Centre on Climate Adaptation***

This session will focus on the financial implications of climate change and extreme weather and recommendations for limiting physical climate risks. Kathryn's work at the Intact Centre on Climate Adaptation has yielded excellent research on these timely topics, particularly in regard to considerations for insurance.



As Managing Director, Finance and Resilience, Kathryn's work is driving novel insights at the intersection of climate change and finance. Kathryn's work includes pioneering research to quantify the impact of flooding on Canada's residential real estate sector and mortgage markets and developing innovative frameworks to mitigate risk and embed climate preparedness into decision-making for investors.

**INTACT CENTRE**  
ON CLIMATE ADAPTATION

Wednesday, June 25 — 9:50 AM – 10:35 AM | Session #1A: Stream B

#### ***Agile Leadership for a Complex World | Doug Hart, Durham College***

In complex, fast-changing industries, leaders must challenge assumptions and embrace new thinking. Doug shares insights from the nuclear and automotive sectors, highlighting decision-making frameworks and knowledge strategies for "Leaders of Change." This session equips participants with the knowledge to navigate today's actions with future opportunities, and lead effectively in high-stakes, evolving environments.



Doug Hart is a strategist at Durham College Corporate Training with over two decades of experience developing leaders. He specializes in strategic thinking and decision-making in complex, high-stakes environments, particularly in the energy sector. Doug has delivered leadership training for Ontario Power Generation, EDF Energy, and U.S. policymakers exploring SMR technology. He also designs programs for major automotive brands. Known for his dynamic style, Doug challenges assumptions and equips leaders with the knowledge to help navigate change with clarity, agility, and purpose.

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**ECKLER**



## Speaker Abstracts & Sessions *in order of appearance*

Wednesday, June 25 – 10:50 AM – 11:20 AM | Session #1B: Stream A

***Leveraging the Ontario Cyber Security Framework to Strengthen Your Risk Practices | Dan Gaudette, Synergy North Corporation and Craig Makela, Manager, Greater Sudbury Hydro Inc.***

Join us for an engaging session on the Cyber Security Advisory Committee (CSAC) and its vital role in strengthening cybersecurity in the LDC sector. Learn about the CSAC, the Ontario Cyber Security Framework, and emerging cyber threats—equipping you with the insights needed to enhance cybersecurity practices across your organization.



Dan Gaudette is the Information Systems Manager at Synergy North, with over 25 years of IT experience spanning education, telecommunications, and energy. He has led initiatives in distance education, remote community infrastructure, and wireless network development. Dan chairs Ontario's Cyber Security Advisory Committee and serves on the Utilities Standards Forum (USF) IT Advisory Committee. Outside of work, he enjoys hockey, woodworking, home renovations, and spending time with his teenage children.



Craig Makela, CISSP, is Manager of IT at GSU with over 25 years of experience and a strong focus on cybersecurity. He serves on the USF IT Advisory Council and the Ontario Energy Board's Cyber Security Advisory Committee, where he was Chair (2022–2024) and now Co-Vice Chair. Known for his technical expertise and leadership in critical infrastructure security, Craig is also a dedicated family man, outdoors enthusiast, and advocate for mental health awareness in his community.



Wednesday, June 25 – 10:50 AM – 11:20 AM | Session #1B: Stream B

***GLP-1 Drugs, The Good, The Bad and the Ugly | Barb Martinez, Canada Life***

GLP-1 drugs like Ozempic and Wegovy offer health benefits but are rapidly increasing prescription drug plan costs. This session explores their financial impact and strategies to manage rising spend. This presentation will take a deep dive into the impact of GLP-1 drugs on drug plans and discuss strategies to manage prescription drug plan spending.



Barbara Martinez is the National Practice Leader of Drug Solutions at Canada Life, with over 35 years of combined experience in the insurance and pharmaceutical industries. She specializes in designing and managing drug benefit plans, analyzing utilization trends, and advising on industry developments. Barbara has held roles in consulting, sales, marketing, and government affairs. A frequent speaker and commentator, she is recognized for her insights on employer drug programs and the evolving landscape of drug benefits in Canada.



## Speaker Abstracts & Sessions *in order of appearance*

### Wednesday, June 25

Wednesday, June 25 – 11:20 AM – 11:50 AM | Session #1C: Stream A

#### **MEARIE Insurance Panel | MEARIE Insurance Staff**

MEARIE staff will present key insights into Property & Casualty insurance coverage, including timely claims reporting, notable coverages, emerging risks, and the role of the Reciprocal. This session is ideal for anyone seeking a clearer understanding of MEARIE's insurance offerings and best practices for "managing risk together."

**MEARIE Insurance Panel** | Dan Gormley, President, MMI; Rob Moss, VP, Claims, Legal & Corporate Affairs; Patricia Klayh, VP, Insurance & Risk Management Services



Wednesday, June 25 – 11:20 AM – 11:50 AM | Session #1C: Stream B

#### **Why AI in HR Matters | Paola Accettola, True North HR Consulting**

AI brings efficiency but raises ethical and legal challenges. Learn how AI is affected by bias and fairness and its impact on compliance, employee privacy and surveillance.



Paola Accettola is a seasoned HR professional with over 25 years of experience, dedicated to delivering HR success. With razor-sharp critical and analytical skills, Paola excels in crafting innovative HR solutions that drive organizational excellence. Known for her ability to foster positive work relationships, Paola is committed to shaping progressive workplaces through fair and equitable HR policies and practices.

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HR CONSULTING

### Thursday, June 26

Thursday, June 26 – 8:45 AM – 9:30 AM | Session #2A: Stream A

#### **Third-Party Cyber Risk: Best Practices and Tools with SecurityScorecard | Perry Robinson, SecurityScorecard**

As third-party reliance grows, managing cyber risk is vital. Join SecurityScorecard to learn how data and automation strengthen third-party risk programs. Discover how to assess vendors, apply segmentation, and streamline workflows with real-time tools. Gain practical insights to reduce exposure, boost compliance, and build trust across your vendor ecosystem.



Perry has enjoyed his entire career in a variety of roles related to risk management. Perry began his career at Deloitte & Touche, and over the subsequent 30+ years, he has held roles ranging from practitioner/consultant, to architect and senior leadership at companies such as IBM/OpenPages, Raytheon/Oakley Networks, Oracle, DocuSign/Seal, ProcessUnity, and of course SecurityScorecard.

 **SecurityScorecard**

## Speaker Abstracts & Sessions *in order of appearance*

Thursday, June 26 – 8:45 AM – 9:30 AM | Session #2A: Stream B

### *Legal Workplace Trends to Watch | Anne Gallop, Partner*

There are a variety of issues shaping the workplace landscape today. This session will feature an overview of a number of recent legislative changes impacting HR policy and practices, occupational safety, and other LDC workplace/operational topics.



Anne Gallop is a leading employment and labour lawyer with expertise in executive compensation, privacy, and workplace human rights. She advises on M&A, reorganizations, and compliance across sectors including energy and financial services. Anne is recognized by Chambers Canada and Best Lawyers. She holds degrees from Acadia and the University of New Brunswick, and is called to the bars of Ontario and Nova Scotia. Anne serves clients nationally from her base in Ontario.



## Executive Panel Speakers & Abstracts

Thursday, June 26 – 9:35 AM – 10:20 AM | Plenary 1

### *Financial Plenary: Economic double-header - Canadian Productivity Problems + Tariffs in Focus*

In this presentation, Shane Warcop and Slava Sherbatov, portfolio managers with PH&N Institutional, will address two quite different but equally pressing economic topics: Canadian productivity (famously poor in recent years) and the prospects for U.S. tariffs (still highly uncertain and wide ranging).



**Slava Sherbatov** | Institutional Portfolio Manager  
PH&N Institutional

Slava is an institutional portfolio manager at PH&N Institutional, specializing in alternatives, equities, and multi-asset solutions. He supports institutional clients by structuring and implementing investment strategies and contributes to the RBC Alternative Investments Committee, focusing on the RBC Multi-Strategy Alpha Fund. Since joining RBC in 2012, Slava has held various roles, following earlier experience in distribution and management at a global asset manager. He began his investment career in 2006 and brings deep expertise across diverse investment mandates.



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**Shane Warcop** | Vice President & Institutional Portfolio Manager  
PH&N Institutional

Shane specializes in fixed income mandates. He joined PH&N in 2016 after spending the previous three years as a Director Fixed Income Product Sales & Trading at HSBC Securities. In his role, Shane was responsible for marketing Canadian fixed income products and managing client relationships with pension funds, life insurance companies, central banks, hedge funds and asset managers across Canada, Europe, and the U.S. Shane began his career in the investment industry in 1997 and has worked in institutional fixed income sales for firms in Canada and London, U.K. since 2001.



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## Executive Panel Speakers & Abstracts

Thursday, June 26 — 10:40 AM — 11:25 AM | Plenary 2

### *AI for LDC Operations*

The use of AI agents to develop grid assets is now a reality, marking a new era in asset management. InnPower, in collaboration with Senpilot, is leading this innovation. This session explores early successes, essential risk management strategies, and the vast potential of this transformative technology.



**Danny Persaud** | *President & CEO*  
InnPower Corporation



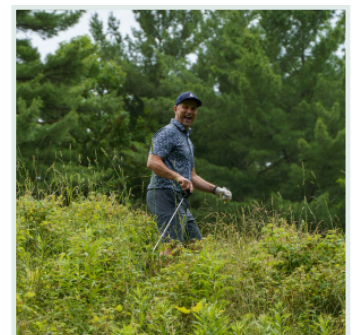
Danny Persaud is the President & CEO of InnPower Corp., InnServices Utilities Inc., and InnTerprises Inc. Together, these organizations deliver electricity, water, wastewater, telecom, and energy services to more than 23,000 customers across Innisfil and South Barrie. Danny holds a Bachelor of Engineering, a Master of Business Administration and is also a licensed Professional Engineer and a member of the Institute of Corporate Directors.



**Adam Casciato** | *Manager, Infrastructure Services*  
InnPower Corporation



As Manager of Infrastructure Services at InnPower, Adam oversees Distribution Engineering, Distribution Operations, and Asset Management, bringing adaptive and innovative leadership to the utility industry. Recognized for his ability to identify deficiencies and opportunities, he develops innovative, cost-effective solutions that drive productivity, streamline processes, and enhance organizational effectiveness. With extensive experience in operational management, budgeting, and interdepartmental collaboration, and an MBA specializing in innovation, Adam is committed to fostering growth and delivering impactful results.



## Executive Panel Speakers & Abstracts

Thursday, June 26 – 11:25 AM – 12:20 PM | Plenary 3

### Executive Panel - Better Together



**Daniel Arbour** | *President and CEO*  
Oshawa Power



Daniel Arbour is President & CEO of Oshawa Power, with over 18 years of leadership experience in the energy and oil sectors, including roles at Shell and Shell TapUp. He holds a B.Comm. in International Business and an MBA from Queen's University. Daniel leads with a focus on innovation, inclusivity, and strategic growth. He also serves on the boards of the Greater Oshawa Chamber of Commerce and the EDA, and actively supports community initiatives and youth programs.



**Rene Gallant** | *President and CEO*  
Synergy North Corporation



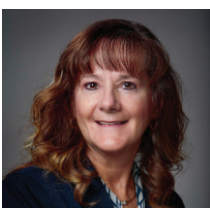
Rene Gallant is President and CEO of Synergy North, serving Thunder Bay and Kenora. He previously held senior roles at Emera Inc. subsidiaries, including Nova Scotia Power, Tampa Electric, and New Mexico Gas Company. A lawyer by training, Rene has been active in industry and community leadership, including the Canadian Cancer Society and the Canadian Partnership Against Cancer. He holds degrees from Mount Allison University and Dalhousie Law School, and lives in Thunder Bay with his wife Patti.



**Troy Hare** | *President and CEO*  
Milton Hydro Distribution Inc.



With over 30 years of experience in energy and telecommunications, Troy Hare is President and CEO of Milton Hydro. He previously served as CEO of Hamilton Utilities Corporation, VP of Enterprise Sales at Rogers Communications, and President/COO of Blink Communications. He also ran his own consulting firm. A licensed professional engineer (P.Eng), Troy holds a Bachelor of Engineering from Toronto Metropolitan University, a Master of Science from the University of Colorado, and executive certificates from MIT and Queen's University in Strategy and Innovation.



**Sarah Hughes** | *President and CEO*  
GrandBridge Energy



Sarah Hughes is President and CEO of GrandBridge Energy Inc., with over 30 years of leadership experience in energy, broadcasting, telecom, and finance. A CPA and Chartered Director, she excels in strategic planning, M&A, and financial management. Known for her people-first leadership, Sarah fosters inclusive, high-performing cultures. She serves on the boards of the Electricity Distributors Association, GridSmartCity Co-operative, and Cambridge Chamber of Commerce. Sarah holds a Master of Accounting and Honours BA from the University of Waterloo.

**Moderator**



## Thank You 2025 Sponsors!

