

KENNETH HAWRELKO

Calgary, AB

SENIOR ENGINEERING EXECUTIVE

Bridge Regulatory and Business Requirements to Drive Results

Innovative business-focused operations leader experienced building relationships and managing multidisciplinary teams in the utility and engineering, procurement, and construction industries. Create excellence in customer experience and foster corporate reputation by continually seeking to understand customer challenges and deliver sustainable solutions.

- **Operations Planning and Leadership**
- **Resource Planning and Development**
- **Team Leadership and Mentoring**
- **Budget Planning and Management**
- **Stakeholder Relationship Management**
- **Change Management**

EXPERIENCE

METSCO ENERGY SOLUTIONS, A DIVISION OF BBA, Calgary, AB

2021 – PRESENT

Vice President, Business Initiatives

Working as an independent consultant providing management and technical support to the electric utility industry in Canada and the US.

PANGLOBAL TRAINING SYSTEMS, Calgary, AB

2021 – June 2025

Board Chair, PanGlobal Training Systems Corp.

2022 – June 2025

As Chair of the Board of Directors, lead the Board in providing governance, oversight and advice to the CEO. This corporation was jointly owned by NAIT, SAIT and BCIT and provided curriculum and educational services in Canada and the USA.

Director, PanGlobal Training Systems Corp.

2021 – 2022

As a board director, provide governance, oversight and advice to the CEO and other board members regarding the operations of the corporation.

ENMAX CORPORATION, Calgary, AB

2000 - 2020

Vice President, Special Initiatives

2019 - 2020

Planned and executed special projects impacting the organization as a whole, leveraging extensive engineering, planning, and operations experience.

- Led operational aspects of the review, purchase, and integration of a \$1.29B international utility purchase as part of a multi-discipline acquisition and post-acquisition support team, ensuring operational (financial and functional) integration of the new affiliate.
- Achieved favorable decisions respecting multiple contentious regulated utility projects by leading, chairing, and / or participating in regulatory proceedings before the Alberta Utility Commission, Alberta Surface Rights Board, and Maine Public Utilities Commission.
- Developed a plan and began execution of a corporate-wide business continuity initiative which was temporarily shelved due to COVID-19.

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Vice President - ENMAX Power Services Corporation (EPSC)

2018 - 2019

Led the management team to provide contracted engineering and construction services, including engineering, procurement, field construction, project management, and maintenance services in the utility infrastructure, land development servicing, photovoltaics, light rail transit, and distributed energy industries. Oversaw 180 engineering and construction employees.

- Supported the team through human and organizational transitions driven by an economic downturn.
- Diffused and reset a legacy credibility and relationship issue with development industry, avoiding loss of business.
- Bolstered back office operations and delivery business, while mentoring Director of Solar, growing business to become the largest domestic photovoltaic supplier in Alberta.
- Secured a 3-year, \$13M substation upgrade contract by assembling a joint venture (JV) team for a highly competitive tender.

Vice President, Regulated Projects and Engineering

2016 - 2018

Headed a team of engineering, project management, and land rights professionals designing and executing utility projects with annual total capital budgets exceeding \$100M. Provided leadership and direction to the internal vehicle fleet and warehouse management teams.

- Shortened cycle times up to 50% and reduced costs \$2-5K per job for smaller customer-related projects by implementing "Faster, Better, Cheaper" initiative.
- Completed average 250 capital programs and projects annually, delivering projects on time and under budget.
- Redeveloped contracting practices, improving quality and delivery speed, and enhancing customer service.

Vice President, Field Services

2011 - 2016

Directed 200+ employees delivering construction, maintenance, and outage restoration services for Calgary's power grid. Team included field safety, craft labour, customer intake, key account management, resource scheduling, apprenticeship, trades training, quality management, contractor management, and standards engineering.

- Reduced Total Recordable Injury Frequency Rate (TRIFR) to an industry-leading 0.6 (incidents per 200K person-hours) by redesigning training programs, clarifying expectations, reinforcing accountabilities, and implementing rigorous and consistent practices.
- Attained accreditation from the Province of Alberta for the Powerline Technician Apprenticeship Training program, enabling ENMAX to self-train and certify powerline technicians, significantly reducing apprenticeship and other training costs.

Director, Distribution

2003 - 2011

Led multiple teams within the Distribution group responsible for delivering customer and field-related services for the operation of Calgary's power distribution grid. Services provided included emergency response, system control, craft labour, contractor management, as well as maintenance and operational engineering.

- Offset critical craft labour shortage through innovative recruiting in Manitoba and the Philippines.
- Implemented sustainable craft and leadership resource planning and development, mitigating future resource shortages due to pending retirements and forecast skill set shortages.
- Gained regulatory approval to implement Performance Based Regulation (PBR) in Alberta, driving cost savings to customers and several years of regulatory efficiency improvement.
- Chaired the national Regulatory Innovation Task Group on behalf of the Canadian Electricity Association, building support for PBR among Canadian regulators and particularly the Alberta regulator.
- Re-designed and modernized construction and engineering standards, ensuring clear and consistent facility construction, as well as supporting improved safety and cost-efficient contracting practices.

Prior roles with **ENMAX: Manager - Joint Utility Infrastructure and Civil Works, Senior Engineer - Customer Design**

TRANSALTA UTILITIES CORPORATION, Calgary, AB

1986-2000

Various roles including Senior Project Leader, Manager- Metering and Billing, IT Exploitation Manager, Technical Lead - India Project, Senior Division Engineer, Division Engineer

EDUCATION & PROFESSIONAL DEVELOPMENT

Master of Engineering (MEng), Civil Engineering, Calgary, University of Calgary, Calgary, AB
Specialization in Project Management

Bachelor of Science (BSc), Electrical Engineering, University of Alberta, Edmonton, AB
Specialization in the Computer Stream of Electrical Engineering

Professional Engineer (P.Eng), APEGA

Business and Human Resource Management Certificate / Business and Supervision Certificate,
Edmonton Public School Board, Edmonton, AB

Boards and Tribunals Certificate, Adjudication for Administrative Agencies, York University,
Osgoode Hall Law School, Toronto, ON, 2020

Advanced Certificate in Adjudication for Administrative Agencies, Boards and Tribunals - APEGA, York University,
Osgoode Hall Law School, Toronto, ON, 2022

Governance Essentials Program, Institute of Corporate Directors (ICD), Rotman School of Management,
Toronto ON, February 2024

PROFESSIONAL AFFILIATIONS AND RECOGNITION

Council Member – Association of Professional Engineers and Geoscientists of Alberta - elected 2023

Chair of Appeals Board, Association of Professional Engineers and Geoscientists of Alberta (APEGA), 2019 – 2023

Public Member, Council of Dental Surgeons of Alberta, 2024 - present

Board Chair – Pan Global Training Systems, 2022 - 2025

Board Chair, Alberta One Call, 2017 – 2019

Fellow of Engineers Canada; Honorary Fellow of the Geoscientists of Canada

CURRENT VOLUNTEER ROLES

Association of Professional Engineers and Geoscientists of Alberta (20+ years)

Calgary Zoo (5 years)

Al Azhar Shriners (8 years)

ENMAX Alumni Group Executive (4 years)