



100 Simcoe Street South, Oshawa, Ontario L1H 7M7 | Tel. (905) 723-4623 | Fax (905) 743-5222 | contactus@oshawapower.ca

September 15, 2025

Mayor and Members of Council
The Corporation of the City of Oshawa
50 Centre Street South Oshawa, ON
L1H 3Z7

Dear Mayor Carter and Members of Council:

Re: Succession Planning for the Board of Directors Oshawa Power and Utilities Corporation

The Board of Directors for Oshawa Power and Utilities Corporation has completed a comprehensive search for new Directors to serve on the Board. This search was undertaken to facilitate a need to replace the following Board Members and the skills and expertise that they bring to the Board:

Denise Carpenter, Board Chair – Term ending December 2025
Donna Kingelin, Chair HR/Governance Committee – Term ending December 2025
Grant Buchanan – Term ending December 2025
Terry Caputo – Term ending December 2025

The search was conducted to recruit new Board members who possess the skills and experience that the Board needs while understanding the increasing complexity of the industry. The Board was looking to replace the skills it was losing while continuing to grow experience and expertise to ensure effective oversight of the organization.

Over the years, as a Board we have built a diverse group of well qualified men and women; it is a team made up of people with distinguished backgrounds in diverse and complementary areas. For this recruitment, the focus was on replacing Human Resource, Governance and industry knowledge while bringing diversity of thought to enable the business to grow and succeed.



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The search was advertised on the Institute of Corporate Directors' website, Get Women on Boards website, and LinkedIn. In total, one hundred and seventy applications were received, with fifteen chosen for interviews with the selection committee, and from those four have been chosen by the Board for recommendation to the Shareholder.

In the interest of succession planning to balance the necessary skills and ensure that the Board is not losing critical experience all at one time, the Board is proposing that Tova White and Charles Mongeon be approved for 3-year terms, while Paul Kwasnik and Mika Unterman be approved for 2-year terms.

Tova White, MSc, C. Dir

Appointment in November 2025 for a 3- year Term is recommended to fill the spot of HR/Governance Committee Chair, vacated by Donna Kingelin.

Tova has extensive Human Resources and Governance experience and risk management experience at the Executive level as well as Board experience.

Charles Mongeon

Appointment in November 2025 for a 3 - year Term is recommended. Charles brings a wealth of experience in the field of IT, Cyber Security and Business Modernization that will be an asset as the organization undergoes transformation and modernization. Charles also brings Board, risk management and finance experience as well.

Paul Kwasnik, MBA, BA

Appointment in November 2025 for a 2 - year Term is recommended by the Board. Paul has extensive industry at the executive level as well as Risk Management and Board experience. Paul will be replacing some of the industry knowledge lost when Grant Buchanan and Denise Carpenter transition off of the Board.

Mika Unterman

Appointment in November 2025 for a 2 - year Term is recommended. Mika brings an ESG approach with extensive knowledge in the areas of sustainability, ESG and risk management with prior Board experience. Mika's diversity of thought will be an asset to the Board.



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This report is respectfully submitted on behalf of the Board of Directors and recommends to City Council:

- 1) That Tova White be appointed as a Director of Oshawa PUC Networks Inc. commencing on November 1, 2025 for a term of three (3) years.
- 2) That Charles Mongeon be appointed as a Director of Oshawa PUC Networks Inc. commencing on November 1, 2025 for a term of three (3) years.
- 3) That Paul Kwasnik be appointed as a Director of Oshawa PUC Networks Inc. commencing on November 1, 2025 for a term of two (2) years.
- 4) That Mika Unterman be appointed as a Director of Oshawa PUC Networks Inc. commencing on November 1, 2025 for a term of two (2) years.

Yours truly,

A handwritten signature in black ink, appearing to read "Denise Carpenter". The signature is fluid and stylized, with a large initial "D" and "C".

Denise Carpenter, ICD.D, GCB.D
Chair of the Board

cc: Tracy Adams, City of Oshawa, City CAO, Mary Medeiros, City Clerk