



Panel Discussion:

Boardroom Diversity Impacts Profitability; Is Diversity a factor in Energy Investments?

Wednesday, December 13, 2017

geoLOGIC Classroom, +15 Level, 2nd Floor, Aquitaine Tower
540 – 5th Avenue SW
12:00 Noon

Free Event – No registration required
Bring your lunch and questions

Women on boards and the 'comply or explain' rule

Companies listed on the TSX (but not the TSX Venture Exchange) are currently required under securities law to provide disclosure regarding the representation of women among their directors and executive officers.

– Caroline Moreau, February 27, 2017

<http://www.canadianlawyermag.com/author/sandra-shutt/women-on-boards-and-the-comply-or-explain-rule-3542/>

Companies With More Women in Management Positions Are More Profitable

A recent study shows that having at least 30% of women in leadership positions in companies results in greater profitability.

Analyzing 21,980 publicly traded companies in 91 countries, the Peterson Institute for International Economics and EY demonstrate that having a management group comprising of at least **30% women** will **add 6% to the company's net profit margin**.

“The evidence on women in the C-suite is robust: no matter how we torture the data we get the same result: women in the C-suite are associated with higher profitability.”

- Marcus Noland, director of studies at the Peterson Institute

Has this information influenced the number of women on boards and in leadership positions in the Energy Industry? If not; why not?

Panelists:

Erin Poeta, Manager at Hugessen Consulting,

Roger Serin, P. Eng. Managing Director and Senior Energy Advisor TD Securities Global Energy and Power Investment Banking Group, and

Janel Young, Associate – Corporate Group Stikeman Elliott LLP

Moderated by Wendy Shier, P. Geol., Strategy Advisor, WCP Strategy, Chair, Women's Leadership Network-Action Committee, Husky Energy.



Erin Poeta, Manager, Hugessen Consulting

Prior to joining Hugessen, Erin worked in the operations and business development department at a Canadian manufacturer of environmental protection technologies. Erin later worked as an implementation-based management consultant across a variety of industries, namely, healthcare, and financial services. Throughout her university and professional tenure, Erin also spent time working with organizations within the realm of social finance, impact investing and corporate sustainability. Erin graduated from the Richard Ivey School of Business in 2010 with an Honours Business Administration degree and a certificate of Global Leadership for her academic and professional experiences abroad. Prior to Ivey, Erin spent a semester abroad at Menéndez Pelayo International University studying Spanish and international business.



Roger A. Serin, P.Eng., Managing Director, Senior Energy Advisor, TD Securities

Managing Director and since August 2013, Senior Energy Advisor to TD Securities Global Energy and Power Investment Banking Group, located in Calgary. Prior to that, he was a Managing Director and the Head of Energy Research, also at TD Securities. Roger joined TD Newcrest (the predecessor to TD Securities) in January 2003 as an oil & gas analyst covering the mid-cap E&P sector. During his time at TD Securities he also provided research coverage for the oilfield services sector. Roger is a professional engineer who has over 25 years of oil & gas industry experience with various large and small oil & gas companies and over 15 years in sell side research and Investment Banking. He was consistently top ranked in Brendan Wood surveys as an analyst in a number of categories. In addition, he was a partner in the predecessor firm to GLJ Petroleum Consultants Ltd., one of Calgary's premier evaluation consulting firms. Roger graduated with a B.Sc. (Honors) in mechanical engineering from Queens University in 1975.



Janel Young, Associate – Corporate Group, Stikeman Elliott LLP

Janel Young is an associate in the Corporate Group of Stikeman Elliott LLP whose practice focuses on general corporate matters, mergers and acquisitions and corporate finance and securities. She acts for private and public companies and investment funds on a broad range of matters including public and private offerings of securities, initial public offerings, asset and share purchase and sale transactions, plan of arrangement transactions and corporate reorganizations. Janel also acts for public entities with respect to stock exchange listings, corporate governance, and securities regulatory compliance matters. Janel attended the University of British Columbia (J.D. 2012) and Queen's University (First Class Honours B. Comm. 2009).



Wendy Shier, P. Geol., Strategy Advisor, WCP Strategy, Chair, Women's Leadership Network-Action Committee, Husky Energy, Inc.

Throughout her more than twenty-year career, Wendy Shier has held various technical and leadership positions with small, mid-size and major oil and gas producers in Calgary. These include Geologist, Team Lead, Geoscience Manager, and Strategy Advisor. Wendy has developed a passion for mentoring, coaching and leadership. In addition to finding and developing hydrocarbon pools, leading teams through good and bad economic times, aligning and developing strategies and processes, Wendy has taken on additional roles that support career development, leadership development and diversity. In her role of Challenge Champion at BP, Wendy supported new graduate engineering, geoscience, and commercial employees by facilitating mentorship relations, coordinating job rotations, and advocating for training. Since joining Husky, Wendy has served on Husky's Diversity and Respectful Workplace Council, coordinated and actively participated in formal and informal mentoring programs, Co-chaired an internal Technical Forum and is currently the Chair of Husky's Women's Leadership Network. Wendy holds a BSc. Geology from the University of Calgary and a MSc. Geology from the University of Western Ontario.