

Walter S. Oakes

March 2008 to present

Safety Consultant, Workplace Safety Solutions, Inc

- **Deliver training program:** Those include arc flash training (8 hr course), 15 kV gloving (insulate and isolate methodology), pole-top, bucket, tree and self rescue, grounding, lock-out/tag-out, wire running operations (regulations, safe work practices, and organizing pulls), fall protection, Qualified Tree Trimming Safety (8 hour course), blood-borne pathogens and hazardous communications.
- **Complete safety audits/observations** (crew, equipment and facility observations) for a number of New England electric and gas utilities. For each safety observation, I complete a narrative report which includes a discussion of work procedures, equipment, tools, personal protective equipment and conclusions.

GREEN MOUNTAIN POWER CORPORATION – Colchester, VT

September 2002 to March 2008 (Retired after 43 years of dedicated service to GMP)

Vice President of Field Operations

- Drove development and growth of key expansion of GMP business into an operating construction business unit spanning New England. This includes the development of marketing, sales, financial plans and bidding on projects. Built organization into solid business which today is very successful. Won major contracts and grew business and revenue while also being very profitable. Customers use our bids as standard measure for work.
- Management functions of planning, organizing, staffing, directing, coordinating and controlling activities of the construction business unit in accordance with established policies, plans, budgets, and objectives.
- **Project managed the construction of 13 miles of 345kV line for Vermont Electric Power Company.** This line consistent of H-frame wood structures poles with parallel 954 conductors and one OPGW cable (optical ground static wire) and one steel wire. This line was constructed using contractor crews to set poles, frame and set poles. There was no lost-time accidents and line was build on schedule and to Owner's specifications

August 1998 to September 2002

Vice President of Field Operations

- Responsible for managing statewide operations of transmission and distribution line business including field operations, crisis management, interstate cooperative support and overseeing of rehabilitative activities of transmission, distribution line and substations.
- Develop and implement programs to increase safety performance, operating efficiencies, and customer satisfaction and to ensure financial goals were met. Increased crew productivity by 20% following downsizing and implementation of company-wide performance standards.
- Developed Single Source Vegetation Management Program – Established Customer Service, Quantity and Quality of Trimming and Outage Reduction Standards. Reduced tree related outages by 15% in each year, increased customer satisfaction levels related to outages by 10%, while maintaining same budget cost for 4 years consecutive.
- Perform management functions of planning, organizing, staffing, directing, coordinating, and controlling the activities of the operations including labor relations, engineering and control center functions.

1993 to August 1998

Assistant Vice President of Customer Operations, Central and Southern Divisions.

- Manage and direct customer services, transmission and distribution, substation, power production, vehicle maintenance, metering, and labor relations functions for central and southern divisions.

- Responsible for field operational teams, crisis response,
- Developed and implemented construction labor units for all routine line construction work. . This gave us a measurement tool to measure crew productivity and to better plan and manage our capital project work for the year.

1988 to 1993

Assistant Vice President of Corporate Services

- Manage and direct the Company's human resources, safety, loss prevention, training, purchasing, stores, building services and labor relations functions.
- Developed many in-house safety training programs including Daily Safety Briefings, Proper techniques for grounding, installing cover-up, vehicle inspection, lock-out, tag-out procedures, etc. Reduce our loss time frequency by 25% for two consecutive years.

1987 to 1988

Director of Customer Services

- Manage and direct the Company's customer service function, including meter reading, call answering, meter service and labor relations functions.
- Brought in to improved operating efficiencies and increase customer satisfaction. Was able into increase productivity through job classification changes, reduce staff by 10%, while increasing overall levels of customer satisfaction.

1977 to 1978

Manager of Purchasing and Manage of Administrative Services

- Managed the Corporate purchasing, safety and lose prevention programs.

1973 to 1977

Manager of Safety

- Managed the Corporate Safety and Loss Prevention function.
- Completely re-wrote the Accident Prevention Manual to include O.S.H.A requirements and update safe work procedures.
- Developed and implemented training programs for grounding, safe aerial lift operations, rigging and crane operations.
- Developed and implemented testing procedures to ensure our journeyman line-workers were competent before being elevated to 1st Class status.
- Developed and implemented the "Insulate and Isolate 15 KV Gloving" techniques at Green Mountain Power.
- Developed and implemented audit procedures to complete crew observation reports and to hold each individual accountable for their actions.

1972 to 1973

Work Foreman – Line Department

- Responsible for the construction and maintenance of approximately 120 miles of distribution lines and 20 miles of transmission in a remote district of GMP.

1965 to 1972

Apprentice and Journeyman Line-worker

- I began my career at Green Mountain Power as an apprentice line-worker. After completing the four year State of Vermont apprentice program, I successfully passed the 1st Class A. Line-worker written and practical application tests.

CURRENT AFFLILATIONS:

- Vermont Adult Learners – Board of Directors
- Green Mountain United Way - Board of Director

- Berlin Congregational Church –Moderator
- Chairman of the Board for Energy Council of the Northeast 2001 and 2002.

EDUCATION:

- Keene State 510 Occupational Safety and Health Standards for the Construction Industry
- Keene State 500 Trainer Course in Occupational Safety and Health Standards for the Construction Industry
- Keene 472 Utilities plus Construction Program
- Trinity College of Vermont – Bachelor of Science – Business Administration – Burlington, VT
- Champlain College – Associate in Science–Business Administration-summa cum laude graduate, Burlington, VT -