



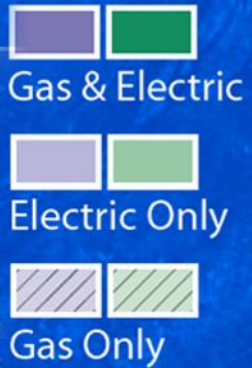
# Hiring in a Tight Labor Market

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# Introduction

## LEGEND: SERVICE TYPES



KINGSTON  
DIVISION

CATSKILL  
DIVISION

POUGHKEEPSIE  
DIVISION

FISHKILL  
DIVISION

NEWBURGH  
DIVISION

○ Locations of villages included in the Central Hudson service territory: Albany County (Ravena); Greene County (Coxsackie, Athens, Catskill, Hunter and Tannersville); Ulster County (Saugerties, Ellenville and New Paltz); Orange County (Montgomery, Maybrook, Cornwall and Highland Falls); Putnam County (Cold Spring and Nelsonville); Dutchess County (Fishkill, Wappingers Falls, Millbrook, Rhinebeck, Red Hook, Tivoli and Millerton).

● Locations of cities included in the Central Hudson service territory.

309,000

Electric customers

84,000

Natural gas customers

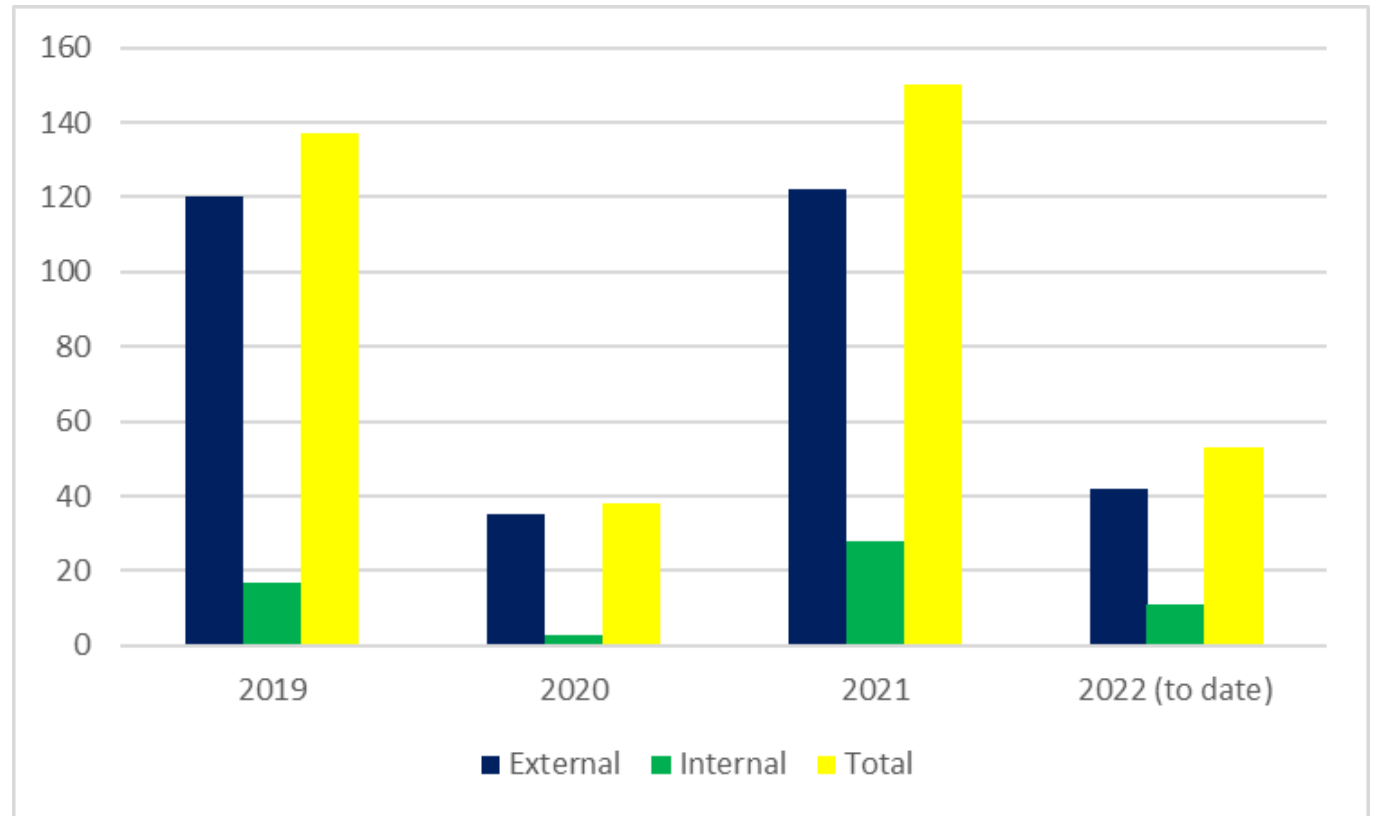
94,000

Miles of electric transmission & distribution lines

1,452

Miles of natural gas transmission & distribution lines

# Hiring Statistics



**1,085**  
EMPLOYEES



# Labor Market Trends & Current Challenges

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- Increased competition for talent
- Changing employee expectations
- Increased attrition
  - Aging workforce
  - Great Resignation
- Skills & knowledge needs (Central Hudson specific)
  - Technology transformation

# Central Hudson Hiring Process

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- Position descriptions/postings
- Phone screenings
- Internal and external candidates
- Create position levels for career opportunities
- Recent experience with hiring





# Recruiting Strategies

Adapt to  
challenges

Active vs.  
passive  
recruiting

Supplemental  
workforce

LinkedIn  
Recruiter &  
other tools

Intern  
program





# Workplace Flexibility

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- Company culture
- Employee engagement
- Top 5: Diversity, Equity & Inclusion (DEI), wages, benefits, work-life balance, workforce training & development
- Career opportunities
- PTO / Workforce flexibility
- Balancing essential service provider & storm duty roles
- Remote work options

**What are your  
companies' biggest  
hiring challenges?**

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**What are your most  
effective hiring  
strategies?**





# Questions

people. Power. Possibilities.  
**Central Hudson**  
A FORTIS COMPANY

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