

# HR NEWSLETTER | APRIL

RIDGELINE CANADA INC. | RESPONSE | ENVIRONMENT | GREENFILL



## MONTHLY READ: BEING MINDFUL IN THE WORKPLACE

Mindfulness is a lot easier said than done, but how do you become more mindful in the context of a busy work day? We always have emails, meetings, phone calls or presentations to attend to. And of course, your own work! There are many principles of mindfulness to apply to our everyday lives that can help us feel more present and organized, here are some for example:

### 1. ACCEPT WHAT YOU CAN'T CONTROL

Acceptance lies within the heart of mindfulness. As mentioned above, to accept being present is accepting any moment for what it is. There are many things in this world that we cannot control and knowing the difference between the things we can and can't, is key. Example of this is perhaps you made a mistake at work and you are constantly beating yourself up over it. Is that going to help solve the problem? No. Therefore, take the moment of the mistake and learn from it. These are called moments of impact - we never know what extent of impact they may bring but there is always something to take from it. Controllable or not.

When you accept yourself and the mistakes you make in life or at work, the more we cut down on draining self-criticism and the more mindful we become.

### 3. BEING PRESENT

Mindfulness is about being aware and awake rather than operating unconsciously. The difference is when you are aware and awake at work, you understand what you are doing while you are doing it, as well as managing your mental and emotional state. Operating unconsciously is something that is easier to do as we have done it for so long but is the biggest factor that can hold us back from the greater things in life. Being present is what sets us up for success and has an overall positive impact on how we live, act and shapes us as a person.

### 2. PRACTICING MINDFUL EXERCISES

Becoming more mindful comes with practice and with practice, makes perfect. Mindful exercises train your brain to be more mindful and when your thoughts start to go off track, you can train yourself to bring you back to the starting point. The more the brain drops into a mindful state, it optimizes functionality. In the workplace, practicing mindfulness can be difficult but these exercises can be as short as you wish and still effective. One that you can start for practice is when you get to the office/your desk, take 10 minutes to boost your brain with mindfulness: Close your eyes, relax, and sit upright. Place your full focus on your breath. Simply maintain an ongoing flow of attention on the experience of your breathing. This is also a great opportunity to practice self-gratitude to put yourself in a positive and productive mindset. Try it!

### 4. ONE TASK AT A TIME

.Single tasking is doing one thing at a time, where multi-tasking is where we try to juggle multiple tasks at a time. As much as we think we can multi-task, we really can't. When we are multi-tasking, our brains are constantly jumping from one thing to the next and chances are, there is data being lost in the process. Therefore, practicing one-task at a time is great way to be more mindful and productive. If this worries you about time, keep a time journal and keep track of how long it takes you to complete a task in a block of time. Once you work these, you will have a better idea of how to get through your day more productively and efficiently.

# RIDGELINE NEWS

| DIVISIONAL OPERATIONAL UPDATES |



## Ridgeline Environment

With warmer weather in the south part of the province, we are seeing farmers starting to get equipment out and get into the field, service trucks prepping irrigation equipment, and the beautiful native prairie coming back to life. Michelle Willms and Marci Broten are currently executing wildlife sweeps in the Atlee Buffalo area, with Kat Townsend and Bryce Stovel, and they are getting the opportunity to see burrowing owls and active raptor nests while surrounded by the emerging elegant native prairie grasses.

Michelle has an ongoing an extensive technical supplemental Phase 2 ESA program in the south region giving Ridgeline the opportunity to flex its muscles on both the SST guidelines and the Native Prairie Protocol. Reclamation programs are starting to roll with sizable site lists to get through this year, and with the green grass comes weeds and invasive species, so down in the South Marci, Michelle and I will be starting our vegetation management programs in the next few weeks.

We continue to prepare for our projects located in the north regions and look forward to working with our field environmental consultants throughout our western Canada offices to meet our clients diverse geographic needs!

Happy Spring, everyone!

Sincerely,

Serena Hohlbein; Project Manager

## Ridgeline Response

Reflecting back on our workload for the month of April, the Ridgeline Response team was called to action on 30 new spill response related projects and throughout the month responded to 27.3% of the releases posted to the Alberta Energy Regulator (AER) Compliance Dashboard. During this month we provided our services to four first time clients, one of which being from the logging industry, this is a new industry sector for Ridgeline Response.

Ridgeline Response is pleased to announce that we have commissioned a new Initial Spill Response Unit (ISRU) which is due to be delivered to our Edmonton office over the next couple of weeks. Our ISRU is a 16 foot tandem axle trailer fully stocked with everything that we may need within the first 24 hrs or a release. Our custom built ISRU trailer comes with equipment and materials required for containment and recovery, pumping and water diversion, wildlife management, field office, hand tools, safety and specialized PPE.

Equipment maintenance and preparation is crucial for our team to service our clients and we are very excited to see our newest addition in action very soon.

Donny Bidniak, Vice President

## Ridgeline GreenFill

As mentioned in our previous update, April & May are extremely busy times for us regarding industry conferences! We have two complete, and one left to go.

The Solid Waste Association of North America (SWANA) conference was held at the Banff Springs this year at the beginning of April and was an amazing event. Some of the highlights include:

- Keynote Speaker, Spencer Beach, speaking on the extreme importance of workplace safety and how his tragedy has allowed him to make a difference to others. If you are interested to read up on Spencer and his work, check out [spencerspeaks.ca](http://spencerspeaks.ca)
- Many technical sessions covering a range of topics regarding solid waste in North America
- The final evening networking event, which included a performance from the Okotoks Landfill Manager's band, who is one of our partners! His band is called Scurvy Dogs, and they have a few performances lined up for this summer as well!
- A field trip on the final day to the Pine Creek Water Treatment Plant ACWA (a partnership between The City of Calgary and the University of Calgary) as well as the Calgary Composting Facility, Solar Park & Shepard Waste Management Facility.

Overall, it was a successful event, and we are grateful for the opportunity to attend and exhibit this year! Thank you to SWANA for organizing.

Questions about GreenFill? Reach out to Jayme Sander at:

[jsander@ridgelinecanada.com](mailto:jsander@ridgelinecanada.com)

# THE LITTLE THINGS IN *Life*



## Submission from Stephanie Totten

Please join me in congratulating Stephanie Totten on getting recently engaged. Stephanie and her fiancé Jeff had been dating for 6 years so this was no surprise. However, Stephanie shared that he put a heart-warming speech together, which was a bit more surprising as he is the quite type. He got down on one knee in Kananaskis and they are both very excited to start this next chapter together! Congratulations you two!



## Submission from Jake Baranek

Jake is starting off spring as he preps his flowers and veggies for a successful season of gardening!



## Submission from Marci Broten

Prior to the pandemic, we used to travel a ton. I've been blessed to have visited many countries and continents, and to me there is no better way to experience life than through food! Since having kids and then the pandemic, we had to pivot our travel plans and focused instead on bringing new experiences to our home, so we focused on "ethnic cooking nights."

We take turns picking a country, sometimes at random, and do some research into traditional dishes from the chosen country. We'll each pick a dish and attempt to create it using the most authentic ingredients and methods we can find. Often we'll try and pair it with a beer or liquor popular from that country as well. It's a great way to learn about other cultures, other dishes, and improve your cooking skills.

We've had some massive dinner failures, this is true, but all in all we usually end up with delicious, creative food and drinks to enjoy.

If you like spicy (we eat a lot of spicy), here is a stew with Ethiopian roots that we fell in love with and continue to make often -->

### Doro Wat (Ethiopian Spiced Chicken):

- 3 lbs chicken thighs cut into pieces or drumsticks if preferred
  - 2 tbs fresh lemon juice
  - 4 tbs butter (or nitter kibbeh, or ghee)
  - Cooking oil
  - 3 cups finely diced yellow onion
  - 2-3 cloves garlic (or to taste) - minced
  - 1 inch piece of ginger - minced
  - ¼ cup Ethiopian berbere spice (or make your own if you can't find it) - or to taste, less if you want less spicy
  - ½ cup Tej (Ethiopian honey wine, or ½ cup white wine mixed with 1 tsp honey to make it)
  - 1 - 1.5 cups chicken stock, depending on your preferred consistency
  - 4 hard boiled eggs, peeled & pierced a few times with a fork
  - Salt/pepper to taste
1. Place chicken in a bowl and pour lemon juice over, let sit for half hour at least
  2. Heat some cooking oil in pan, saute onions over low year for 45 mins
  3. Add garlic, ginger, 2 tbs butter and saute covered for another 20 mins, stir occasionally
  4. Add the berbere spice and 2 tbs butter, saute covered for 30 mins
  5. Add chicken broth, salt, wine and bring to a boil, reduce heat to low and cover for 45 mins
  6. Adjust seasoning, add more berbere to increase spice level. Add hard boiled eggs and cover for 15 mins
  7. Half the eggs, arrange on plates with the stew, serve with rice, bread or injera (Ethiopian flat bread)



# GETTING TO KNOW OUR NEWEST RIDGELINERS



## REBECCA DOERING

SENIOR ENVIRONMENTAL CONSULTANT

**Do you have any pets?** I have a dog named Rosa, who is a rescue dog that is a mixed breed. She is 11 years old.

**Biggest Pet Peeve:** Work Pet peeve is when people try to over sell themselves (just be honest). Home pet peeve dirty clothes on the floor instead of in the hamper

**First Concert:** The famous and country legend, Shania Twain.

**As a child, what did you want to be when you grew up?** As a kid, I wanted to be a vet.

**Favorite Holiday:** Christmas. It's a magical time with all the decorations and lights, there is nothing better.

## DEVIN BRADY

EMERGENCY RESPONDER/ENVIRONMENTAL CONSULTANT

**What is something that made you smile recently?** Going out for breakfast with my brother, uncle and fiancé on Sunday and the laughs that incurred.

**Next Vacation Planned:** I have an archery elk hunting trip planned with a close friend of mine that we do each year down in southern Alberta. My fiancé and I also want to make a quick trip to the Okanagan at some point this summer if it works out with our schedules.

**Ideal Saturday:** It would likely be to sleep in, go to the gym and then come home and smoke meat and drink beer.

**As a child, what did you want to be when you grew up?** As a kid I'm pretty sure I just wanted to be a mountain man and hunt, fish, chop firewood and run a trapline. I always tried to run away over the years starting when I was

**If you could choose to be an age forever, what age would it be and why?** I don't want to be a teenager again so I think I would probably choose between 27-29. Old enough to know one or two things but young enough that you still bounce back from injuries quickly.



# SPRING WELLNESS:

## Spring Self-Care BINGO

How many can you check off that you have done in the last two weeks?

Read 20 minutes of your favorite book	Spent time outdoors	Completed a 30-60 min workout	Practiced positive self-talk	Got 8 hours of sleep
Walked 5,000 steps in one day	Meditated for 5-10 minutes	Ate a home cooked meal	Went to bed early	Talked to someone you love
Went out for dinner	Watched your favorite TV show/movie	FREE!	Walked 10,000 steps in one day	Treated yourself to something you LOVE
Went to a fitness class (yoga, spin, gym, etc.)	Took a 10-15 minute break	Drank one litre of water	Had social interaction with family or friends	Did something new
Relaxed	Took a break from social media/news	Reached a personal goal - small or big	Enjoyed a nice cup of coffee or tea	Spend 5 mins organizing your space or to-do lists

# EMPLOYEE NEWS

## EMPLOYEE SPOTLIGHTS OF THE MONTH

Lloyd Lybbert (Environmental Consultant) recognized by Michelle Willms: "I'd like to spotlight Lloyd Lybbert this month! Lloyd joined Ridgeline last September and has made a mark on our team here! Lloyd has learned many new tasks from Phase 1 ESAs, EM surveying (and the troubleshooting that comes with that), light reclamation work, and Initial and Supplement Phase 2 ESAs. Lloyd is quick to learn, hard working and efficient in the field, he brings new ideas to the table, and offers great input with assessment and reclamation work. Lloyd we are very lucky to have you on our team! Thank you for your hard work, and dedication to Ridgeline and our clients!"

Marci Broten (Project Coordinator) recognized by Michelle Willms: "I'd like to spotlight Marci Broten! Marci and I have been working together at Ridgeline for 10+ years, and we met in school prior to Ridgeline! From Marci's first day here I think we all knew she would be an invaluable member to the team! I've worked alongside Marci on several reclamation and Phase 1 ESA programs, we share a love for native grasses, and our annual native grassland DSA parties, I think we've even recruited a few new members to our "grass club"! I now have the honor of working alongside and mentoring Marci in a project coordinator role - which she has been excelling at! Marci it has been a pleasure to work with you all these years, and now project manage with you! Your hard work, desire to learn and grow in your career, and your commitment to Ridgeline is so appreciated!"

Alex Reginato (Accounts Payable - Team Lead) recognized by Marlee Minuk and Larissa Goldhart: "Alex has been with Ridgeline for almost 4 years and since she started, she has continued to grow into the knowledgeable and driven individual she is today. Alex is someone who brings a great sense of humor to the team and welcomes all team members with open arms; answering any questions they might have. Not to mention, with the change within the accounting department, she has done an excellent job of wearing multiple hats to ensure the team has what it needs to be successful. Throughout the last year of growth, Alex continues to be someone we can lean on and learn from. She is a great trainer and thinking partner and we are lucky to have her on our team. Alex, thank you for bringing joy and light to our team and for your continued hard work. We are better for it!"

Geoff Moffat (Project Manager) recognized by Brad Funk: "Geoff returned to Ridgeline in 2021 and since then, he has continued to put in much effort and show his dedication to his work and team. Geoff has shown tremendous leadership and his willingness to help has made the whole process, for all who work with him, easier. Not to mention, his commitment and dedication to his clients does not go unnoticed. Regardless of the the volume and stress the work may bring at times, Geoff remains professional, eager, positive, and is always willing to give a helping hand. Thank you for all your hard work, Geoff."

Brooke McBride (General Manager), Michelle Pashniak (Project Manager) and Ken Sherley (Senior Project Scientist) recognized by Dennis Wagstaff: "I'd like to spotlight Brooke, Michelle P and Ken S for their support in getting some final rush applications into the Site Rehabilitation Program for our clients. They were able, in short order, to finalize and successfully submit numerous applications to the program. Their support through this process was exceptional. Thanks Brooke, Michelle, and Ken!"



## SAVE THE DATE

### *Upcoming Statutory Holidays*

May 23, 2022 - Victoria Day (also know as the May long weekend!)

Victoria Day is a federal Canadian public holiday and was made initially in honor of Queen Victoria's birthday. It also represents the beginning of summer where many Canadians go on weekend trips - whether that's to a lake, camping or having a BBQ.



## RIDGELINE ANNIVERSARIES

Please join me in congratulating the following employee's for their anniversaries with Ridgeline this year. Be sure to reach out to them as well!

Thank you all for being an essential part of Ridgeline's success! Congratulations on all your achievements and keep up the great work!

- Brenda McKerracher - April 2nd (10 years)
- Toni Mancini - April 17th (10 years)
- Wayne Loree - April 19th (1 year)
- Donny Bidniak - April 19th (18 years)

# WE ARE HIRING!

JOB OPPORTUNITIES AT RIDGELINE | JOIN OUR TEAM TODAY!

Ridgeline Environment, we have many exciting job opportunities to fill including the following:



Intermediate Environmental Consultant - Based out of Lloydminster, Swift Current or Kindersley



Intermediate/Senior Environmental Consultant - Based out of Edmonton, Calgary, Lloydminster, Red Deer, Grande Prairie or Fort St. John



Intermediate/Senior Environmental Consultant - Based out of Fort St. John



Project Manager - Based out of Fort St. John



Senior Biologist - Based out of Calgary or Edmonton

## || CREATING VALUE NATURALLY ||

Ridgeline Response, we have the following job opportunities available for vacancy:



Emergency Responder/Senior Environmental Consultant - Based out of Calgary, Edmonton, Lloydminster or Grande Prairie

As well, under Ridgeline GreenFill, we have the following job opportunities available for vacancy:



Intermediate Environmental Consultant/Site Supervisor - Based out of Calgary

Employees are also encouraged to refer the names of friends or acquaintances who they feel could contribute to Ridgeline. In appropriate circumstances, a referral bonus may be offered by Ridgeline once the referred employee has successfully completed the probationary period.

Corporate site: <https://ridgelinecanada.com/careers/>

