

HR NEWSLETTER | FEBRUARY

RIDGELINE CANADA INC. | RESPONSE | ENVIRONMENT | GREENFILL

WHAT ARE THE 4 ESSENTIAL SKILLS OF LIFE?

There are many life skills an individual can have or learn along the way. However, according to the WHO, they have laid out 10 of the essential skills one must learn to have a better life. Out of the 10 identified, here are 4:

CREATIVE THINKING:



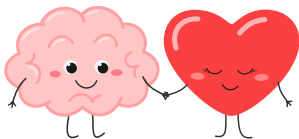
Creative thinking is a skill that everyone should have or desire to learn. It is a skill that allows you to think outside of the box and understand the logic between unique ideas. Learning how to be creative does take time but will help you identify, analyze and systemically solve problems. One big way to build this skill is to be courageous - take leaps of faith when sharing your ideas and be receptive to feedback or criticism, as this will help you build your confidence and 'thinking box'.

CRITICAL THINKING:



Critical thinking is a skill that can be challenging to possess but when you learn it, it gives you the ability to analyze information and experiences objectively. This skill not only contributes to our professional development, but personal growth as well. A few ways to develop or improve this skill is considering the consequences of your options in any difficult circumstance, breaking down the problem, accepting that your solution may not always be the right one and do your research. Being your own resource for building critical thinking skills is crucial, and it also helps to work with someone that has this skill and to adopt/learn from them.

EMPATHY:



Empathy is ability to understand and care about other people's needs, desires, and feelings and ensuring their feelings are validated. This skill plays a crucial role while we communicate with others, and without it, communication would be one-way traffic. Empathy also allows us to accept others who may be different from ourselves. Developing empathy comes simply by talking to others, studying body languages, practicing attentive listening and understanding that everyone is walking in their own shoes of life. This is an important skill to have as it is used almost every day and is the foundation of our relationships.

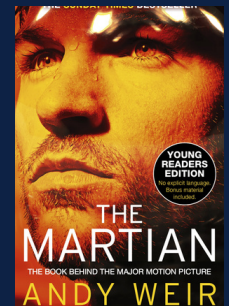
COMMUNICATION SKILLS:



Communication is a skill we use everyday, in our personal and our professional lives. It's one of the most important skills out of all of them because it helps us express ourselves, both verbally and non-verbally. Strengthening communication comes with time and experience but some direct ways to improve this skill is practicing active listening, public speaking (even when you it makes you uncomfortable), being mindful of your tone when writing and speaking, and much more. Communication skills are what allow us to grow in life - be confident in how you communicate. Don't be afraid to ask for help, take accountability when you make mistakes, think before you speak and always, listen before responding.

THE LITTLE THINGS IN *Life*

Alex Fullerton: "I highly recommend reading 'The Martian' (It was a book first before the recent movie with Matt Damon) and then the same Author wrote 'Hail Mary'. They are both really well written and funny and interesting science-fiction."



Madison Pidhorney: "There has been a lot of hype around the TV show Yellowstone and, the hype is up to par I must admit. If you are looking for a show that keeps you on the edge of your seat at all times, as well as enjoy a good (but edgy) western, you MUST watch it! I promise you won't regret it. Seasons 1 to 4 are on PrimeVideo - thank me later"



RIDGELINE NEWS

| DIVISIONAL OPERATIONAL UPDATES |

Ridgeline Environment

Ridgeline Environment has kicked off 2022 with another busy year ahead of us. Our environmental field consultants are hard at work in the field conducting Phase 2 Environmental Site Assessments and Soil Remediation programs throughout Saskatchewan, Alberta and Northeast BC. This last month has certainly offered some challenges with the extreme fluctuations in the weather and ground conditions! In our virtual offices, we are busy preparing applications for the final rounds of Alberta's SRP program, executing on our BC DSRP approved grants in addition to assisting our clients with site nominations for the Saskatchewan ASCP program. The combination of fast approaching administrative and field deadlines for the federal funded programs in conjunction with our clients internal budget commitments means an exciting year lies ahead.

Ridgeline Environment has welcomed several new team members throughout 2021 in field, project management, office support and reporting roles. Our management group and senior consultants have worked hard mentoring our new team members, we are very proud of the team we have built and continue to build at Ridgeline Environment and are filled with optimism for the busy year ahead!

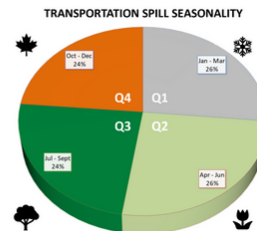
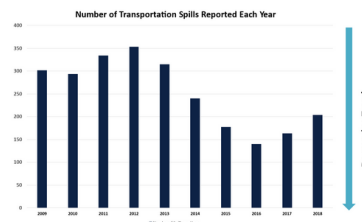
Sincerely,

Michelle Willms
Project Manager"

Ridgeline Response

Reflecting back on our workload for the month of February, the Ridgeline Response team was called to action on 20 new spill response related projects and responded to 21% of the releases posted to the Alberta Energy Regulator (AER) Compliance Dashboard throughout that time period.

Early this month Ridgeline Response was asked by one of our Insurance clients to participate in a Risk Summit by giving a presentation to a number of Insurance Adjustors and Fuel Haulers. The presentation was focused on what these organizations should expect from their Spill Response contractor before, during and after a spill occurs. It is always a welcome opportunity when we can collaborate with proactive organizations and provide our expertise pertaining to spill response and emergency preparedness. As part of the presentation we prepared and provided the following statistics that focus on transportation related spill trending in Alberta, I hope that you find these stats as interesting as I did.



The total number of spills reported to Alberta Energy and Parks (AEP) from 2009 to 2018 was 18,163, this equated to an average of 1,816 per year or 4.97 per day. Of these spills reported to AEP, 14% or 2,524 were specifically related to the transportation industry, this equated to an annual average of 252 or 0.69 transportation releases per day. As you can see in the graph above the frequency of transportation spills has shown a decreasing trend throughout this timeframe.

It was surprising for me to discover that despite the seasonal fluctuations that we experience in Alberta, the AEP spill data presented in the graph above illustrates that transportation spills are fairly evenly distributed throughout the year. Another interesting statistic that we discovered in our AEP data analysis was that of the 2,524 transportation spills that occurred between 2009 and 2018, a total of 307 of those spills (or 12%) impacted a sensitive environmental receptor (wetlands, surface water body, or groundwater).

It is critical to our clients that the Ridgeline Response team understands spill trending for all of the industries that we support, this data analysis allows us to be as prepared as we can be to support our clients when they need us the most.

Best regards,

Donny Bidniak, Vice President

Ridgeline GreenFill

Did you know all waste facilities, including the 7 Ridgeline GreenFill facilities, are required to send in annual reports based on their regulatory approval each year? Our GreenFill team manages the data throughout the year and compiles it into a report, along with our internal technical teams, which provides details on reviews such as ground water monitoring, surface water, air monitoring, etc. Ultimately, it is an overall snapshot of what goes on at each facility, and ensures the facility is following their conditions of approval for their specific location.

These reports are required to be submitted by March 31st each year, and sometimes they consist of over 1,000 pages! So, as you can imagine, it's a busy time of year for Waste Management companies!

Got any questions? Comments? Reach out to Jayme Sander, our Account Manager & Marketing Coordinator at 403.464.32.17 or jsander@ridgelinecanada.com

IMPORTANCE OF SPREADING *Kindness*

IN HONOR OF
National Kindness Day -
February 17th

In honor of National Day of Kindness (February 17th), it's important to take the opportunity to pause and reflect on what it means when we talk about kindness; not only on the 17th but everyday. Kindness is a simple word that carries lots of meaning. Yet, how often do we stop and consider what this looks like and means when we use the word?

When we practice kindness, whether that is to our loved ones, a stranger or ourselves, we can experience positive mental and physical changes through lowering stress levels, and increasing our production of feel good hormones such as dopamine, oxytocin and serotonin. The best thing about being kind is that it is priceless.

How do we show it? Kindness can be shared through the smallest acts. This can include something as simple as a smile, buying someone's coffee or meal in a drive thru, sharing a hug, telling someone to have a great day, or even holding the door for someone. When showing these acts of kindness, you could be changing someone's whole day. Sometimes when someone is feeling down, battling depression or cancer, having family troubles, or just having a bad day in general, the smallest things can make them smile. Being kind means offering kindness without conditions or expectations of reward.

I encourage everyone to take time to be kind not only to themselves during stressful times, but to others - whether that is a friend, stranger, family member or colleague. How will you spread kindness? What does being kind mean to you?



TO HELP YOU GET THROUGH YOUR DAY, HERE ARE A FEW VIDEOS THAT WILL MAKE YOU SMILE AND REMIND YOU OF THE SIMPLE THINGS IN LIFE. CLICK ON THE HEARTS BELOW TO WATCH:



WELCOME TO THE *Team*

MARLEE MINUK & JENIFER KELLY

Do you have any vacation plans this year or next?

My daughter, Kenzi, and I have our annual Disneyland vacation planned for the end of November (fingers crossed) and we will be celebrating her 10th birthday down there this year. Disneyland has become a mother-daughter trip that we both love – the rides (she loves Pirates of the Caribbean and I can't get enough of the new Star Wars), the food, the magic!

What is your biggest and most irrational fear?

Definitely most irrational fear is squirrels, I am TERRIFIED of them. When I was about 3, I thought it was a good idea to try and pet a baby squirrel out for a walk with its mom...needless to say I learned very quickly it was NOT a good idea.

After a number of ER visits, rabies shots and tears, I realized that squirrels are not my friend and I have been terrified ever since.

What is the first concert you ever went to?

I am going to age myself here, but my first concert was Pink Floyd, Canada Day, 1994. It was an outdoor stadium concert in Winnipeg and it was amazing.

Favorite Holiday and Why?

One of my all-time favorite holidays has to be Halloween. I love the spooky decorations, the pumpkin carving and seeing all the kids in their Halloween costumes. Kenzi and I start planning her costume in July to make sure that we are ready by the time October rolls around.

If you could meet any celebrity or historical figure, who would it be and why?

One historical figure with whom I would love to have a drink would be Bugsy Siegel. He was an American mobster and was instrumental in the development of Las Vegas. That whole era and scene has always been so fascinating...who wouldn't be intrigued by a real life Tony Soprano or Don Vito Corleone?



MARLEE MINUK

PROJECT MANAGER FOR ACCOUNTING PROCESSES



JENIFER KELLY

SENIOR PROJECT ENGINEER

How many countries have you visited outside of Canada?

In my lifetime thus far, I have traveled to 3 countries.

What is your idea of the perfect Saturday?

Waking up early in the morning, packing up for a hike and then back home for the afternoon of movies and lounging on the couch.

What is your biggest and most irrational fear?

Like many, spiders are my worst fear.

What is the first concert you ever went to?

I was 15 and my first concert was the legendary Aerosmith in Ottawa.

As a child, what did you want to be growing up?

As a person who loves animals, I always wanted to be a Veterinarian growing up.

EMPLOYEE NEWS

EMPLOYEE SPOTLIGHTS OF THE MONTH ★

This month we have spotlights for Frank Head (Senior Hydrogeologist), and Jayme Sander (Account Manager and Marketing Coordinator). Thank you both for what you've done thus far and what you continue to do, keep up the great work!

Jayme Sander (Account Manager & Marketing Coordinator) recognized by Will Everts & Jamie Nafziger: "We would like to thank Jayme Sander for the amazing support she has brought the RG team. She has done a tremendous job grasping the business units process, service offerings and has developed improvements along the way. She has also added great depth and assistance to the RCI team through marketing efforts and through sitting on committees. We also want to thank her for her recent and continuing work on training. We look forward to what else Jayme will continue to bring to the team."

Franklin Head (Senior Hydrogeologist) recognized by Darren Monych, Brett Franks and Donny Bidniak: "Frank has been an integral part of our technical team, even though he has only been with Ridgeline Response a short time. His hydrogeological expertise coupled with his vast knowledge of geophysical/EM surveys has been a boon to Ridgeline Response's technical capacity. He has taken on our highly complex multi year remediation projects and moved them forward, both to client and regulator satisfaction. We are extremely lucky to have Frank on our team and look forward to building out Ridgeline Response's technical capacity in 2022."

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!

ENVIRONMENT:

- Brooke McBride - February 5th (17 years)
- Ruth Martens - February 21st (1 year)
- Jon Boeckman - February 22nd (1 year)
- Jon Ostermayer - February 22nd (12 years)
- Ken Sherley - February 24th (12 years)



Great Work!

WE ARE HIRING!

JOB OPPORTUNITIES AT RIDGELINE

Under 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

|| CREATING VALUE NATURALLY ||

As well, under 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



Emergency Responder/Environmental Consultant - Based out of Calgary, Edmonton, Medicine Hat, or Grande Prairie



Senior Biologist - Based out of Calgary or Edmonton

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/>

JOIN OUR TEAM & APPLY TODAY!

