

HR NEWSLETTER | JANUARY

RIDGELINE CANADA INC. | RESPONSE | ENVIRONMENT | GREENFILL



THE LITTLE THINGS IN Life

MONTHLY READ: KEEPING YOUR NEW YEAR RESOLUTIONS

Did you know that only approx. 12% of people who make New Year Resolutions feel that they are successful at keeping them? The New Year is an exciting time, its a fresh start for everything - whether that's saving money, eating healthy, working out, building or repairing relationships, and so much more. Of course, resolutions are much easier to make than they are to keep and usually by the end of March, many of us have abandoned our goals leading us to our old patterns or habits. However, there are always ways to avoid this from happening.... here's how:

Laura Ferguson: "My now called fiancé Mason and I got engaged on November 2, 2021 and will be wed on Sept. 3, 2022!"



Verena Arnason: "Matt and I welcomed our first ever fur baby to our home. Meet Chloe!"



Congratulations to you both on these significant and special milestones!

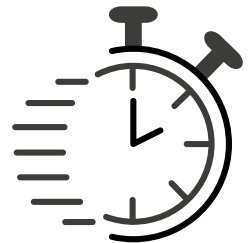
1. CHOOSE A SPECIFIC GOAL

When making goals for ourselves, the most common one we see with adults is 'losing weight', 'be more productive' or 'get in shape'. These are all very generic goals. The secret to sticking to resolutions is knowing what the end result is. For example, maybe when wanting to lose weight, you set a specific goal of 10lbs by the end of March. As for being productive, perhaps that involves making more to-do lists or tracking projects more closely at work. The more specific you are with your goal, the closer you will be achieving it. The specifics are written reminders to keep going!



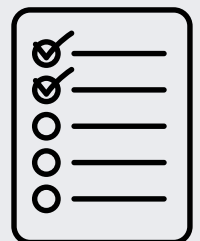
2. LIMIT YOUR RESOLUTIONS

Sometimes with fresh starts, we tend to over commit ourselves to resolutions. We are in a new clean mindset and ready to take on the world. However, when we do this we set ourselves up for failure. The goal is to focus on one thing at a time. Start with 3 resolutions at the beginning of the year and depending on when you want to reach those goals, you can start to add more as the year goes on or when you achieve your current ones. Don't try to accommodate 10 resolutions right off the bat because you will find it difficult to sustain. Focusing yourself on one specific goal makes keeping a resolution much more realistic and will be very rewarding in the end. It will also remind you that keeping resolutions is possible when they are made realistically.



3. MAKE A PLAN

Don't wait until the last minute to choose your goals, write down your top 5 resolutions and to start, create a plan for the first 3. If you start working toward a goal without any type of plan in place, you may quickly find yourself giving up when faced with any sort of obstacle, setback, or resistance. When planning for each resolution, ask yourself, what is going to help me get there? If its losing weight, maybe you dedicate your Sunday's of meal prepping for the week ahead. If its being more productive at work, start creating a habit of spending X amount of time on each task to help motivate you. New Year Resolutions don't come easy but if you prepare and know exactly what results you are looking for, you can achieve any resolution. How will you start off your fresh-start in 2022?



RIDGELINE NEWS

DIVISIONAL OPERATIONAL UPDATES | HELLO 2022!

Ridgeline Environment

As we head into 2022 it gives us time to reflect on what a year 2021 has been and it has been an exceptional one!

The federal funding has emphasized the importance of initiating and closing the reclamation cycle for oil and gas well-sites and facilities. As a result, Ridgeline has seen an increase in client demand for Phase 1 ESA, Detailed Site Assessment and Reclamation Certificate Applications (including synonymous assessments and applications for the provinces of Saskatchewan and British Columbia). Over the past two decades Ridgeline has refined their assessment team and have become a leader in these upstream Oil and Gas services.

The pure volume of the Phase 1 Environmental Assessment for Alberta and Saskatchewan and Certification of Application Part 1 for British Columbia that Ridgeline has managed this past year has given us the opportunity to create many new efficiencies when managing these portfolios..

As for our Detailed Site Assessments, our in-house training and subject matter experts have equipped our Environmental Consultants with the skills to proficiently assess all end land uses, including cultivated/pasture, native grasslands, and forested/peatland end land uses. This year we completed a combination of Site inspections for Reclamation Planning and Detailed Site Assessments with over half of the sites proceeding to Reclamation Certificate Applications (AB), Acknowledgement of Reclamation (SK) or Certificate of Reclamation Part 2s (BC).

2021 was an exceptional year has of growth and adaptation, and I am very proud of the team that we have developed and cannot wait to continue to provide this excellent service to our clients in 2022.

Stay healthy and stay happy Everyone!

Sincerely,

Jaclyn Maurice; Project Manager

Ridgeline Response

Reflecting back on our workload for the months of November, December, and January the Ridgeline Response team was called to action on 74 new spill response related projects and responded to 23% of the releases posted to the Alberta Energy Regulator (AER) Compliance Dashboard throughout that time period.

Evaluating these project engagements from a marketing perspective we have observed that throughout this timeframe our team has provided our services to 27 different clients from 5 separate business sectors including Oil & Gas, Transportation, Insurance, Electrical Utility, and Non-Government Organisations. In total this diverse workload allowed our team to contribute to 195 different projects with our single largest client contributing to 20% of the total project count.

As our teams operational capacity continues to increase it is imperative to measure and track the applicable key performance indicators that reflect our business development efforts, these results provide our management and marketing teams with the data required to have a targeted focus. Moving into 2022 diversification of clients, business sectors, and geographic coverage are the key to sustainable growth, and so far I really like what I see.

Our team was recently notified that we have been deemed the successful proponent to provide emergency spill response services directly to the Alberta Energy Regulator (AER). This award is a direct result of the high quality of service that our team has become known for providing to all of our clients on a consistent basis. It is a great privilege for our team to have been selected amongst all of our competitors to provide the AER with our spill response services and we look forward to working directly for the regulator in the coming months.

Keep up the great work both in the field and in the boardrooms (physical and virtual).

Donny Bidniak, Vice President

Ridgeline GreenFill

As we have hesitantly welcomed 2022 through a long and cold January here in Calgary, we are warming up to the new year with the addition of a new Ridgeline GreenFill facility! Effective immediately, Cell 7 at The City of Calgary Shepard Landfill is the newest facility and treatment pad joining the GreenFill roster.

This treatment pad can accept commercial and industrial, utility and gas station hydrocarbon impacted soils, and is conveniently located in the SE of Calgary off Stoney Trail and 114th Ave SE.

The GreenFill team is excited to have this new facility and be able to assist new clients in the Calgary area with their soil disposal needs! Please be sure to reach out to our Account Manager & Marketing Coordinator, Jayme Sander, with any questions regarding this new facility or any other matter at 403.464.3217 or jsander@ridgelinecanada.com



BOOSTING THE IMMUNE SYSTEM

TO PROMOTE A HEALTHY & HAPPY 2022

With Winter comes cold and flu season, and of course, the inevitable driver of this pandemic (who shall not be named). Therefore, it's important we start off the year by boosting our immune systems to help protect our bodies from such illnesses. Keeping our bodies moving is one important aspect to keeping ourselves healthy, but what we put into our bodies is the most crucial. Here are a few foods to incorporate into your everyday meals to keep you healthy and happy:

CITRUS



Almost all citrus fruits are high in vitamin C. With variety to choose from (lemons, limes, grapefruit, oranges, etc.) you can put this vitamin into almost any meal or fuse into your water. The daily recommended amount for women is 0.75 mg and 0.90mg for men. Get those vitamins in!

GARLIC



Garlic is known almost in every cuisine in the world. It adds zing to your meal and is a must for your health! Garlic is also known to be an anti-oxidant and its properties come from a heavy concentration of sulfur such as allicin. If you are looking for a good detox, garlic is here to help you!

YOGURT



Look for yogurts that phrase "live and active cultures", like Greek yogurt. These kinds of cultures stimulate your immune system to better help fight diseases. Not to mention, yogurt also holds a great source of vitamin D and probiotics for good gut health.

BROCCOLI



Broccoli is the super vegetable, charged with vitamins and minerals, including A, E and C. It's one of the best vegetables to put on your plate and acts as an antioxidant. If you want to make sure the nutrition/vitamins stay in, its recommended to steam your broccoli vs. oven cook. Greens are the human bodies best friend!

ALMONDS



When it comes to preventing and fighting off colds, vitamin E tends to take a backseat to vitamin C. However, this powerful antioxidant is key to a healthy immune system. It's a fat-soluble vitamin, which means it requires the presence of fat to be absorbed properly. Nuts, such as almonds, are packed with the vitamin and also have healthy fats

GREEN TEA



Both green and black teas are packed with flavonoids, a type of antioxidant. Where green tea really excels is in its levels of epigallocatechin gallate (EGCG), another powerful antioxidant. Green tea is also a good source of the amino acid L-theanine. L-theanine may aid in the production of germ-fighting compounds in your T cells.

WELCOME TO THE TEAM

JESS HOGUE & MARILYN PALACSHAK

Jess is one of our newest members to the Accounting team. Jess grew up in Alberta and has lived in Calgary for 24 years. She also has worked in accounting for over 6 years and administration for almost 20 years. Jess has 3 amazing boys who keep her busy and on her toes. In her personal time, she enjoys gardening and has over 15 species of plants to tend to daily.

Marilyn is one of Ridgeline Environment's newest Intermediate Environmental Consultants. She grew up and still lives at her family farm in Southwest Saskatchewan. Marilyn has worked in the oil and gas industry for 11 years doing administrative work on projects from up in the Northwest Territories to Northern Alberta. In her personal time, she enjoys gardening, spending time with her dog Bear and traveling to new places.

What is the best trip you ever took and why? What was your favourite thing about the trip?

I went to the Dominican Republic and swam with the dolphins!

What is your biggest and most irrational fear?

Fear of heights. You can get me up but coming down poses an issue and maybe a few tears, therefore, I choose to stay close to the ground as possible.

What is something on your bucket list that you want to do in your lifetime?

Despite my fear of heights, I would love to skydive one day. The inevitable of being pushed out a plane is something I would mentally have to challenge myself with but I think it could be a very cool experience.

What is your biggest pet peeve?

Being late and lack of communication.

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

Marine Biologist.

What is one important skill that you think every person should have?

A few skills every person should have would be knowing how to boost a vehicle, change a tire and cook!



JESS HOGUE

ACCOUNTS RECEIVABLE ADMINISTRATOR



MARILYN PALASCHAK

INTERMEDIATE ENVIRONMENTAL CONSULTANT

What is the best trip you ever took and why? What was your favourite thing about the trip?

The best trip I have ever had was going to Antarctica because it is one of the most beautiful remote places. My favorite part was camping by the penguins on Christmas Eve.

Do you have any pets? What are their names?

I have a cockapoo and his name is Bear.

How many countries have you visited outside of Canada?

I have visited 7 countries and 4 continents.

Favorite TV or Movie Series?

I enjoy watching true crime shows mostly 48 hours or Dateline.

What is something on your bucket list that you want to do in your lifetime?

Eventually, I would like to make it to both the North and South Poles.

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



Project Manager - Based out of Calgary, Edmonton or Grande Prairie



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!



EMPLOYEE/TEAM SPOTLIGHTS

This month we have spotlights for Jill McCue-Laing (Project Manager) and Dev Vyas (Project Chemist/Technical Advisor) . Both of them are new to Ridgeline and within a short period of time, they have become very valued and hard-working employee's. Thank you both for what you've done thus far and what you continue to do, keep up the great work!

Jill McCue-Laing (Senior Project Manager) - Recognized by Geoff Moffat and Michelle Pashniak: "Jill joined Ridgeline, in the fall of 2021, as a Project Manager. As Jill has settled into the groove here at Ridgeline, she has been an enormous support for many ongoing projects. Jill brings a wealth of knowledge when it comes to both reclamation and remediation and was instrumental during year end to ensure we met reporting deadlines. Jill, thank you for jumping into the swing of things here at Ridgeline with ease - we are so glad to have you on our team."

Dev Vyas (Project Chemist/Technical Advisor) - Recognized by Donny Bidniak, Darren Monych, and Brett Franks: "Dev is a relatively new addition to the Ridgeline Response team, but has already made a major impact on the entire group. With Dev's laboratory background he brings a level of analytical understanding to the team that we didn't know we were missing. On top of Dev's chemistry prowess, his eagerness to self-educate and share any newfound knowledge is appreciated by all. Any task that Dev is entrusted with is approached with precision and an open mind. Not only is Dev excellent at completing tasks on his own, he has an ability to thrive in a team setting. Dev, thank you for your excellent attitude and devotion to bring your best to work every day."

SAVE THE DATE

Upcoming Stats

FAMILY DAY:

FEBRUARY 21ST , 2022
(RECOGNIZED BY RIDGELINE CANADA)

WHAT IS FAMILY DAY ABOUT?

Family day is a day created to reflect the values of family and home, both that are important to the many pioneers who founded Alberta. It also gives workers the opportunity to spend more time with their families. How will you be spending Family Day this year?

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!

CORPORATE:

- Elise Hauck - January 18th (5 years)
- Tyler Heathcote - January 27th (22 years)
- Madison Pidhorney - January 6th (2 years)

ENVIRONMENT:

- Nicole Kennedy - January 2nd (8 years)
- Brad Shybunka - January 27th (22 years)

RESPONSE:

- Anthony Espinoza - January 7th (3 years)
- Ray Collier - January 6th (2 years)

Congratulations!

