

HR NEWSLETTER | JULY

RIDGELINE CANADA INC.
RESPONSE | ENVIRONMENT | GREENFILL

MONTHLY READ: 7 PILLARS TO PERSONAL DEVELOPMENT

As a leader or aspiring leader, recognizing your own unique contributions to the workplace can contribute to your career and personal growth. In order to start that journey, you must take ownership of your 7 pillars - purpose, values, energy, brand, strengths, legacy and ownership. You are probably wondering, how do these pillars come into play? Well, each of them have their own impact on who we are and how we create our path to greatness. See 4 of the 7 pillars below and what they stand for:



PURPOSE

Personal brand and development starts with purpose. Purpose is a sense of who we are and why we are here. We structure our lives and careers around purpose and what direction it will take us. Motivating yourself for a purpose is important, but in order to get that clarity, you must reflect on a few questions. What gives you meaning in life? What are your talents? How hopeful and happy are you about your life? This kind of alignment brings enlightenment and happiness to who we are and the lives we live everyday.

VALUES

Values are important because they are what you believe in and what you hold yourself accountable to. What values are important to you? Taking time to identify these are crucial because it helps you respond to integrity at work and in your personal life. If you understand these and what you hold yourself to, this ultimately helps build your personal brand, who you are, and what you stand for. Your values also help you make informative decisions, even when situations conflict with your values. If anything, this proves to yourself that you are true to what you believe in.

BRAND CLARITY

Coming back to our personal brand - brand clarity and authenticity are important as it is how we wish to be perceived by others and what our intentions hold. Being authentic is consistently being your truest self, no matter where you are or who you are talking to. People that are authentic are deeply connected to their purpose and it shows in their thoughts, words and everyday actions. Knowing what you stand for and being proud of who you are is what gives yourself brand clarity.

ENERGY

Your energy is your mood and the positivity you project to others, just by your presence. It's important to understand what increases your energy and motivation and what helps you re-store and re-charge it. Self awareness is what allows us to feel the way we feel in certain situations and how we deal with those emotions. Knowing how to control your energy and emotions will help you anticipate the effect of how they could affect those around you. If you have a positive and thriving energy about yourself, your peers will feel that when with you.

RIDGELINE NEWS

| DIVISIONAL OPERATIONAL UPDATES |



Ridgeline Environment

With July coming to a close we are wrapping up another incredibly busy month in Frog Lake. For those who haven't heard much about our involvement, Ridgeline has had the privilege of being an integral part of a historical project on Frog Lake First Nation. The implementation of the Site Rehabilitation Program (SRP) in Alberta has helped the partnership to undertake one of the largest, most aggressive area based closure programs in a single area this size by comparison anywhere in Alberta's history. There are over 150 full multi well pads that needed to be taken from various stages of production and abandonment through to full surface reclamation status moving into vegetation management and towards reclamation certification inside of only two years.

There have been well over 100 Phase 1s, just over 100 Phase 2s, many remediations and many full surface reclamation projects that Ridgeline has been heavily involved with from start to finish. Throughout this project Ridgeline has been very fortunate to interact and work with the community of Frog Lake First Nation. Working along side local contractors and equipment operators for the reclamation and remediation to employing Nation members to aid in our Phase 2 and EM survey programs, Ridgeline has been able to play an active role in not just employment opportunities but introducing individuals to the Environmental industry in hopes of sparking an interest for potential future employment opportunities outside of this particular program.

Ridgeline has also had the opportunity to interact with the community outside of employment related topics with Ridgeline personnel attending sacred Pipe Ceremonies with Chief and Council, important Monuments unveiling Ceremonies, sponsoring youth hockey events and even contributions to local Chuck Wagon teams in their summer events. The program has been a very positive experience.

With the combination of the number of sites, number of different contractors and personalities, the incredible number of different activities happening on all of these sites, this program has come with an abundance of challenges and complex learning opportunities from which I feel like we have, not only handled very well, but have also grown.

I am proud of what our Ridgeline Team has accomplished out there and am grateful that we are a big part of the overall community. Sincerely,

Jon Ostermayer; Project Manager

Ridgeline Response

Reflecting back on our workload for the month of July, Ridgeline Response was called to action on 32 new spill response related projects, 5 of which were for first time clients and throughout the month our team responded to 25% of the releases posted to the Alberta Energy Regulator (AER) Compliance Dashboard.

Keeping up with our training and professional development initiatives is critical for our team to ensure that we can meet the expectations of the regulators as well as those of our clients. In the month of July we had a few of key members of our spill response team attend the Western Canadian Spill Responder 400 training. During this training session responders learn how to deploy containment and recovery equipment in open water using WCSS jet boats over the course of 2 days. The first half-day is spent in a classroom session, reviewing regulatory interaction expectations, oil effects and behaviours in medium to large lakes and rivers, access challenges and solutions and navigating various environmental conditions. Discussion around specialized equipment like the Bow Skimmer, Circus Skimmer and BoomVane is also included. The following 1.5 days give students the opportunity to become well-practiced in handling containment and recovery equipment and practicing techniques for large bodies and flowing water bodies. Throughout the course they worked from jet boats as crew members and discover the value of strong communication skills in an emergency response setting.

During this month we were also pleased to onboard Bill Martin, Hazmat Group Manager and we are very excited to draw from Bill's vast experience as he works on developing this service offering under the Ridgeline Response banner. The Hazmat Group will align well with Ridgeline Canada's existing Response, Environment and GreenFill divisions, and will provide an enhancement of services to existing key clients and open the doors to expand to new clients in the specialized field of hazardous materials assessment and abatement. This is new ground for Ridgeline Response as we continue to diversify our service offerings, if you are interested in learning more about this growth initiative please do not hesitate to reach out to Bill or myself directly.

Ridgeline GreenFill

You might be surprised to know that Ridgeline GreenFill is only 8 of the 124 people that work at Ridgeline - what we like to call our small but mighty team! This month we thought we would do a small version of "Meet the Team" with the GreenFill division, see below!

Will Everts - VP of GreenFill

- Will has been with GreenFill 10 years this month!
- A fun fact about Will is that he loves to travel and has visited 26 countries! Some of them are Kuwait, Laos, Thailand, and Columbia.

Rod Sander - General Manager of Business Development

- Rod recently had his 10-year anniversary with GreenFill in November of 2021!
- A lot of people know Rod just by his moustache! What you may not know is that he's had his moustache since he was 16 and has never shaved it off.

Jamie Nafziger - Operations Manager

- Jamie has been with GreenFill for 4 years and works out of our Lloydminster facility.
- You may know Jamie as a fun and outgoing guy, but you might be shocked to know as a kid he was incredibly shy, and avoided all kinds of social situations, public speaking and large gatherings!

Jayne Sander - Account Manager & Marketing Coordinator

- Jayme started with GreenFill in 2021 and enjoys working on Business Development and marketing for the division.
- A fun fact about Jayme is that ever since getting her dog last year, she loves spending time researching and reading about the life and health of dogs, how to support local brands, and how to give her pup the best life!

Rose Baranek - Facility Administrator

- Rose started with GreenFill in February of 2022 and has been rocking her job ever since!
- A fun fact about Rose is that although she is afraid of all sorts of bugs, snakes, reptiles, etc. she befriended her son's bearded dragon while staying home due to COVID!

Colin Page - Redcliff Facility Site Supervisor

- Colin has been with GreenFill for 3 years now and operates our Redcliff facility. He is very knowledgeable of the Redcliff area and is always a friendly face to our clients!

Cory Duque - Youngstown Facility Site Supervisor

- Cory has been with GreenFill for 3 years now and operates our Youngstown facility.
- Something you may not know about Cory, is that he lives in the middle of nowhere on original family land in Cereal, Alberta! Ranching with his wife and kids is what he enjoys the most and loves the wide-open spaces where he lives.

Tim Mallet - Calgary Shepard Cell 7 Facility Site Supervisor

- Tim is the newest member to the Ridgeline team since June 2022 and operates our newest facility at the City of Calgary Shepard Landfill.
- A fun fact about Tim is that he learned how to operate machinery at the young age of 13 with his dad and worked in the heavy construction industry for 30 years before joining our team!

EMPLOYEE HOT SPOT

Featuring: Ken Sherley



Background/Introductory

Hey there! My name is Ken “Don’t Call Me Shirley” Sherley (<https://www.youtube.com/watch?v=KM2K7sV-K74> for anyone not familiar with this classic bit of comedy). I’ve been with Ridgeline Environment for almost 13 years based out of the Calgary office. Over the years I’ve worn a few different hats and have been involved in most any kind of project we work on including various site assessments as well as behind the scenes work for internal programs and processes, but currently I’m a Senior Project Scientist within the technical group and primarily conduct salinity assessments for contaminated sites within Alberta and Saskatchewan, in addition to having developed our internal Phase I ESA program and trackers.

Fun Facts

I’m a born and raised Calgarian (which is apparently a rarity) and graduated from the University of Calgary with two degrees in Biochemistry (B.Sc. in 2003 and M.Sc. in 2008 where I studied 3D X-ray crystallography and enzyme kinetics – basically what the enzymes and proteins look like and how they function); if you haven’t guessed by now, yes I’m also a huge science nerd. At home, my better half Emily and I have somehow managed to keep our 3 yr old son (Caden), 1 yr old daughter (Kasima), and 5 yr old dog (Logan) from turning the house into a total war zone so we take that as a win. I recently returned from a short stint on parental leave for our daughter (after also having taken 3 months of parental leave with our son a couple years ago) and I highly recommend it for any soon-to-be or future dads if you’re able to take the time; it’s a great way to spend quality bonding time together getting to know your little ones and watching them grow and develop.



Hobbies

I’m now a retired recreational athlete after reaching my goal of playing competitive volleyball into my 40’s, and my lower back is thanking me every day. As an avid sports fan I’ve enjoyed travelling across the country and to the US to see my favourite teams play which has given me quite a few amazing memories (playoff victory celebrations in Seattle and Toronto come to mind... sort of haha). I’ve travelled to southeast Asia, and next up on the list one day is Europe.

Growing up as a child of the 80’s and 90’s I’ll always have a fondness for anything related to Transformers, Ninja Turtles, Star Wars, comics, and video games. Oh, and I have a rather large collection of Lego (especially sets inspired by my 80’s and 90’s nostalgia), it’s pretty sweet.

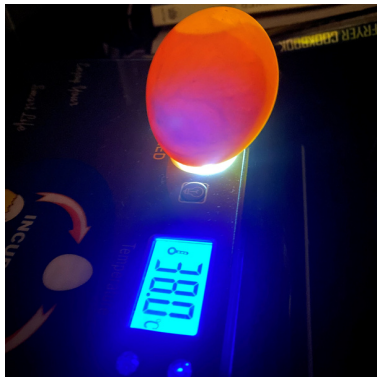
THE LITTLE & BIG THINGS IN *Life*

WHAT HAVE OUR EMPLOYEES BEEN UP TO?



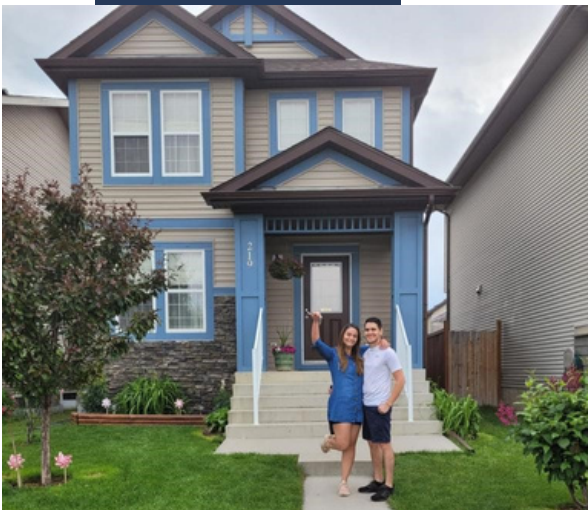
Meet Mr. Franklin Quackers, Frank for short! - Marlee Minuk

"My daughter and I had the awesome experience of "growing" him from an egg and let me tell you, it was one of the coolest experiences ever. We got involved with an organization called Nanny McCluckins last year when we hatched baby chicks. This year we got duck eggs! The organization is really cool. They set you up with everything you need including the eggs, incubator, warming tray and enclosure. At different stages through the egg process you candle the eggs to watch the progress and then about 28 days in (fingers crossed) your egg(s) hatch. Frank hatched around day 30. You then keep the duck for 2 weeks until he is returned to the organization who then return him to the farm.



Frank was our Ridgeline mascot for the couple of weeks, often coming into the office and following the Accounting staff around when he wasn't sleeping on my desk. I think because he was the only egg that hatched, he was extra attached, always wanting to be snuggled up to someone. All in all, the experience was amazing!"

First Time Home Buyers - Oscar Rendon



My wife and I recently bought our first house, buying this house was our biggest goal for 2022 and it is one of the happiest moments of our lives!. It was our first experience getting into the real estate market and we thought everything would be exciting and fun as we were super excited to buy our future home.. but! it was a rollercoaster ride as the real estate market was (is) crazy!. When we got our mortgage pre-approved, we spent tons of time looking for houses, making appointments, viewing houses, making offers, and waiting anxiously for our offers to be accepted, but as the market was super crazy, we did not have any luck. I believe we viewed over 30 houses and made more than 8 offers and just when we had lost faith and were about to give up, our last offer was accepted!!

We took possession of the house on Jun 30th and could not wait to move in, in fact, we moved in on the same day even though our rental lease was not over yet. Since we moved in, we have been doing some changes, decorating, planting flowers, working in the backyard, and having lots of BBQs with our family. We feel so happy living in our house and our dog loves the backyard.

Summer Fun

Health & Wellness Tips

We are well into summer, but as we know, Canadian weather can be unpredictable, so it's natural to be outside enjoying the good weather while we still can. While we're enjoying the hot weather, it's important that we are taking those small precautions to be safe but still have fun. Some of you may be out at the lake, camping, at musical festivals, or traveling to places around the globe. Whatever you may have planned, your health still needs to be priority. Ask yourself, how much water have I had? Do I need more sunscreen/bug spray? Have I eaten today? Do I have my life jacket? In summer, we also tend to forget about time and we can miss out on important meals or get too much sun. Yes, the sun is great for us as it gives us our vitamin D, however, too much of it can drain us. Now with that being said, a good nap on the couch after a boat day never hurt anybody. Let's continue to be mindful of what we are doing and what our bodies need to make the best of what's remaining of summer - be smart, be safe, but most importantly, HAVE FUN!

BE SMART AND HAVE FUN | HERE'S HOW:



STAY HYDRATED

If you're going to be outside more often than not, make sure you're always drinking water throughout the day! The recommended basic standard is at least 8 glasses a day, but this varies for each person.



WEAR SUNSCREEN

Make sure you're applying sunscreen diligently throughout the day, whether you burn easily in the sun or not. It's recommended to reapply sunscreen at least once every two hours on your exposed body parts.



USE BUG SPRAY

Spray bug spray every couple of hours to repel critters. Learn what to do if you've been bit by certain bugs. For example, flick mosquitos and pry ticks off with tweezers. Seek medical attention for anything serious.



PUT ON SAFETY GEAR

Make sure you're wearing the proper protective gear to prevent injuries during activities. These can include wearing life jackets while in water, or wearing helmets and knee guards while cycling or rollerblading.

MEET OUR NEWEST RIDGELINERS!

FEATURING: CHRISTINE VILLANUEVA &
JON MURPHY



CHRISTINE VILLANUEVA

HR ADMINISTRATOR

As a child, what did you want to be when you grew up? When I was a child, I had no idea what I wanted to be when I grew up. Now that I'm grown up... I still have no clue. I think that's why I'm open to trying roles that interest me- how do you know you want to do something if you haven't tried doing it?

What are you passionate about? Music- I love playing piano and singing. My nerdy interests are a close second.

What's the top destination on your must-visit list? The Philippines so I can see family. Can you believe I haven't been back yet?

What are you most excited for when working at Ridgeline? To work in the area I went to school for. And to get to know everyone. I know company culture is big here and I'm excited to be a part of it.



JON MURPHY

INTERMEDIATE ENVIRONMENTAL CONSULTANT

What is your favorite food?
Pizza, all the way.

If you could meet any celebrity or historical figure, who would it be and why?
Michael Scott, because he seems to have it all figured out.

What is your idea of the perfect Saturday?
Going fly fishing with my girlfriend and my kids.

What is your biggest fear?
The Tax Man, what else?

WELCOME ABOARD!

Introduce yourself and email Christine Villanueva at cvillanueva@ridgelinecanada.com
and Jon at JAMurphy@ridgelinecanada.com

EMPLOYEE

EMPLOYEE SPOTLIGHTS OF THE MONTH ★

Clare Kennedy (Accounts Payable Specialist) recognized by Alex Reginato - "Clare joined us in May 2022 and within a short period of time she has become an integral part of the accounting team. Clare has shown to be a quick study and goes the extra mile to understand the 'whys' of what we do at Ridgeline and our processes. Not only that but regardless of the heavy volumes of work or challenges we face, she never lets go of her positive attitude and brings a good sense of humor when needed. With Clare continuing to show her dedication and growth within AP, she has recently been promoted to an Accounts Payable Specialist and we look forward to seeing her further succeed with Ridgeline. Clare, thank you for everything that you do and for being the team player that you are. We appreciate you!"

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!

- Andrew Pittman - August 4th (2 years)
- Courtney Reid - August 4th (2 years)
- Adam Reeb - August 5th (14 years)
- Ken Smart - August 8th (5 years)
- Marci Broten - August 15th (11 years)
- Alex Reginato - August 20th (4 years)
- Kim Van de Linden - August 31st (6 years)

NEWS

SAVE THE DATE

Statutory Holidays

Labor Day - September 5th, 2022
(Recognized by Ridgeline)




Labor Day is Federal Holiday that is a day of celebration and recognition of the American labor movement. This is also considered the last long weekend of the Summer, so whatever you do, enjoy it!



WE ARE HIRING!

At Ridgeline, we invest in our personnel, foster a positive team dynamic, and offer ongoing support for professional development that will create opportunities for your own personal growth and the growth within the company. We also offer competitive salary, vacation time, flex days, group life health and dental benefits, health spending account, RRSP Matching Program and an Employee Assistance Program.

Our Accounting Team is continuing to expand, and we have many exciting job opportunities to fill including the following:


-  Administrator - based in Calgary
-  Intermediate Accounting Administrator - based in Calgary
-  Junior Document Controller - based in Calgary

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

-  Intermediate Environmental Consultants - Based out of Lloydminster, Swift Current or Kindersley
-  Intermediate/Senior Environmental Consultants - Based out of Edmonton, Calgary, Lloydminster, Red Deer, Grande Prairie or Fort St. John
-  Intermediate/Senior Environmental Consultants - Based out of Fort St. John
-  Project Manager - Based out of Fort St. John

CREATING VALUE NATURALLY

Ridgeline Response - we have many exciting job opportunities to fill including the following:

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

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 their probationary period.

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

