

# HR NEWSLETTER | JUNE

RIDGELINE CANADA INC. | RESPONSE | ENVIRONMENT  
| GREENFILL

## MONTHLY READ: MANAGING YOUR INNER CRITIC

Stating the obvious, we all know that we are our own worst critics, in any circumstance - work, our personal lives, our looks, etc. In some cases, this isn't always a bad thing but when it is constant, it can be hard to manage. If you are someone that criticizes yourself more than you need to, just know that you aren't alone.

The trick to dealing with your inner critic is to develop a balanced relationship with it. Meaning, not to completely ignore the emotions but also not allowing yourself to be bullied by it. Taking that inner critic and finding the happy-medium is what will allow you to flourish for future successes and even failure. For instance, try these:

### EXAMINE YOUR INNER CRITIC:

Ask yourself: "Where do you come from?" - this will feel awkward asking yourself an internal question but it will help you better understand where this inner critic is coming from. Your inner critic could come from your inner child or past events, causing a trigger to be harder on yourself than you need to be. As humans we are influenced by many things in life that make us doubt ourselves including, social media, our jobs, our peers, relationships with spouses and our own attitudes of what winning and losing looks like. Make asking yourself the question "Where do you come from?" a habit and it will help you see where these inner critics come from and why.

Once you establish this, you will be able to control what you need to hear and what you can ignore. In many cases, you can sometimes feel like there is an angel and a devil of each of your shoulders dictating what you are and aren't good enough for. Let's overcome that!

### REALIZING YOUR INNER CRITIC CAN HELP YOU

## How will you find balance?

While we tend to think that having an inner critic is all bad, it's not. Your inner critic has evolved to help you set certain standards or expectations for yourself to meet the goals you want in life. For that, it can be a beautiful thing.

If you are open to it (while not taking everything personally), you can learn from it - exactly like a coach. In some instances, your inner critic can remind you of how good or knowledgeable you are at something, but also ways you can be better - for yourself, no one else. Ask the critic: "How can you help me achieve success moving forward? How can we work together?". Again, it sounds weird but is very effective.

### DONT GIVE IT TOO MUCH POWER

It goes without saying that if you give anything too much power, it will take advantage of you. Same goes for your inner critic. Yes, it can be good most times, but other times, it can be damaging. Find and maintain the right distance - keep it close enough to be useful but not close enough that it sets you backwards. Ask yourself, is it hurting me or helping me? If what it is telling you is tolling on your confidence, its time to step back and reevaluate that initial found balance.



# RIDGELINE NEWS

| DIVISIONAL OPERATIONAL UPDATES |



## Ridgeline Environment

June has been a busy month for Ridgeline as the summer season starts to kickoff, although the weather has not been as cooperative with plenty of rain and some underwater sites. Current highlighted programs for Ridgeline Environment have included large Phase 2 programs in northeast BC and near Lloydminster, with planning happening for an area-based closure program near Taber for later this summer.

Summer also of course means the kickoff of our annual Detailed Site Assessment field season, which has begun in earnest in several areas of the province. Other unique highlighted work this month included a soil monitoring program at a battery site northwest of Edmonton that involved careful planning and ground disturbance preparation for safe collection of soil samples.

Ridgeline again welcomed new faces the past month and we look forward to getting to know and work with them, and we thank everyone who's worked so hard the past few months.

Kind Regards,  
Kayle Clark; Project Manager

## Ridgeline Response

Reflecting back on our workload for the month of June, the Ridgeline Response team was called to action on 35 new spill response related projects and throughout the month responded to 26.7% of the releases posted to the Alberta Energy Regulator (AER) Compliance Dashboard.

In addition to providing our spill response and emergency management services to our excellent spill clients, throughout the month of June the Ridgeline Response team had many highlights including the onboarding of Connor McGregor (Emergency Responder/Environmental Consultant) to our Edmonton office, receiving and dispatching our new Initial Spill Response Unit (ISRU), and continuing to support Western Canadian Spill Services (WCSS) with contract industry trainers Sherree Dallyn, Biological Services Team Lead and Jake Baranek, Emergency Response Supervisor.

It is always such a pleasure to work with such an innovative team - "it is the long history of humankind (and animal kind too) that those who learned to collaborate and improvise most effectively have prevailed" - Charles Darwin.

Donny Bidniak, Vice President

## Ridgeline GreenFill

Weather is extremely unpredictable; we all know that very well around here. However, it's one of the most important factors when considering our industry and day-to-day operations. From frozen ground to road bans to extreme rain, these conditions affect how we proceed each day on the job.

When it comes to soil disposal in the spring/summer, rain has the power to pause jobs currently on the go. The easy answer as to why this is, is that large, heavy trucks + wet ground = trucks getting stuck, and waiting to haul is the easiest and most efficient way to mitigate that risk. Sometimes landfills also decide to shut down due to extreme weather conditions, in which case we are unable to operate until they reopen. It is unfortunate that this happens, especially for our clients working on a timeline or disposing of spill material, however it is important to understand the safety precautions taken and why pausing is the best option during these times.

Over the last month all of Greenfill's sites across Alberta and Saskatchewan have been affected due to an abundance of rainfall. Though preparation and planning does help sites mitigate the effects of moisture, the sheer volume and regularity of this months precipitation has made scheduling and hauling difficult to plan. The Greenfill team remains committed to our clients and landfill partners, working diligently with all stakeholders to ensure project completion regardless of what Mother Nature may throw our way.

Need to get your soils and or hydrovac waste to an approved disposal facility? Give Rod Sander (403-510-3754) & Jayme Sander (587-999-3450) a call to discuss your project disposal needs.

# RIDGELINE NEWS

| CONTINUED... |



## Office Location Highlight: Kindersley

With all of us being spread out across business operations, its always nice to be reminded where our office locations are and what they may look like. This month, we are highlighting our Kindersley office.

Our Kindersley office location is:

1023 1s Street West  
Kindersley, SK  
S0L 1S0

See pictures below:



## National Indigenous History Month

June is known for National Indigenous History Month and on June 21 specifically, we commemorate the Heritage, diverse cultures, strength and the outstanding achievements of First Nations, Inuit and Metis.

As Canadians, National Indigenous History Month is a special time for us to reflect upon the history, cultures, and sacrifices all Indigenous Peoples have made for our country. Over the years, we have been unaware and uneducated of their distinct histories, and these important dates/months give us the opportunity to learn and appreciate everything they have contributed to who we are as citizens of Canada.

Ridgeline Canada is proud to foster relationships with employees, partners, and clients that are part of each of these groups. Today and everyday, we will continue to reflect upon Indigenous Peoples for their strength, bravery, and distinct histories.

## Ridgeline Environment: Training Day!

Ridgeline Environment held an abbreviated Training Day on the morning of June 20. Topics covered included Core Values, Phase 1 Site Visits, Phase 2 Fieldwork (scopes, documentation, sample preservation and quality control, background soil quality, borehole logging, field screening and APECs/PCOCs), GPS Field Use and Remediation Fieldwork. Presenters included Brenda McKerracher, Nicole Ducharme, Monika Pietrowicz, Kim Van der Linden, Jenifer Kelly, Kayle Clarke and Taylor Flemke.

It was a lot of information packed into 4 hours, but it was a great opportunity to iron out some fieldwork issues and get together virtually!

Here is a picture of the crew in the Lloydminster office (names, left to right):

Heather Arstad, Courtney Reid, Lori Hall, Ruth Martens, Ken Smart Brandon Dayton, Cam Hanson-Preece, and Tyson Doering,





# EMPLOYEE HOT SPOT

Featuring: Brenda McKerracher



## Background/Introductory

Hi! My name is Brenda McKerracher (pronounced Mc-AIR-uh-ker) and I'm the Area Manager in Grande Prairie. I've been with Ridgeline Environment for 10 years, most of those in the field conducting Phase 2 ESAs, reclamation, remediation and groundwater sampling. For the last couple of years I have mainly been office-based, working on technical reports and supporting Project Managers on various programs. I have just recently been moved into the Training Coordinator role, and will be implementing our Competency Program, developing training initiatives and identifying mentorship opportunities between experienced staff and junior employees. I'm super excited about my new position and the potential a formal training program will have for Ridgeline!

## Fun Facts

I was born and raised in Northwestern Ontario. When I finished high school, I moved to the Toronto area and ended up working in finance for several years. Once I realized that wasn't something I wanted to continue, I attended the University of Guelph and got my Bachelor of Science in Environmental Science, with emphases on geography and ecology. I moved to Alberta and ended up working several accounting jobs until I found an environmental consulting position. Eventually, Ridgeline hired me and I haven't looked back!

I was in Toronto in 1992 and 1993 when the Blue Jays won the World Series back-to-back – I got to celebrate with 10's of 1000's of my fellow Canadians on Yonge Street and it was amazing!

Not so fun fact – I suffer from anxiety. Usually my meds keep it at bay, but I do have times when I'm just paralysed with it and can't get anything accomplished (which, for me, is the only way to snap out of it, so it's a vicious circle). I mention this because I dislike the stigma attached to mental illness and I think people need to be more open about it to remove that stigma and make talking about it normalized. So, if anyone ever needs to talk, I am here!



## Hobbies

I enjoy reading science fiction (Isaac Asimov's Foundation series is my favourite!), camping, fishing and hiking.

I'm also a big Toronto Blue Jays fan – in fact, I'm taking my Dad to Seattle next month to see the Jays play the Mariners! I don't watch TV except for Blue Jays games, and I record The Blacklist and have a marathon once a year to catch up.

I've just discovered (in the last 3 years) that I love travelling. I've travelled to about ½ of the States, the Bahamas, Greece (in a sailing boat) and just this past April, I went to Costa Rica. I want to go sailing again, so next time will likely be Croatia and Montenegro.

# THE LITTLE & BIG THINGS IN *Life*

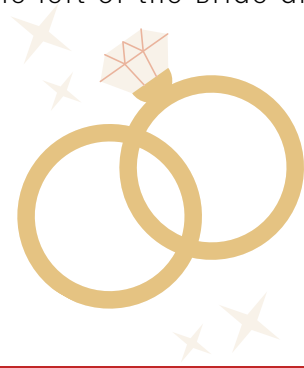


WHAT'S NEW  
WITH OUR  
EMPLOYEES?

## Congratulations, Jayme Sander (now Jayme Finley)!

Please join me in congratulating Jayme, as she recently tied the knot with her now husband, Jason. They have been together for almost 7 years and have waited the last 2 years for their special day to come. It was a beautiful day, full of magic in Sicamous, British Columbia with a small intimate wedding of 22 people. Lots of laughs, tears, and love were shared on June 25, 2022. Congratulations to the happy new couple, Ridgeline wishes you a lifetime of love and happiness.

See photo to the left of the Bride and Groom.



## Music Recommendation from Dennis Wagstaff

For the Hip fans out there be sure to check out the newly released live album, 'The Tragically Hip - Live at the Roxy, May 3, 1991'.

This energetic live show was done prior to The Hips release of Fully Completely and Gord is going 'full Gord' throughout while sprinkling in some new lyrics from the upcoming album. I especially like the version of 'Highway Girl' complete with Gord's darkly comedic ad-lib rambling. Check it out!



# MEET OUR NEWEST RIDGELINERS!

FEATURING: MADELINE SMOLIAK &  
OSCAR RENDON



## MADELINE SMOLIAK

ACCOUNTING ADMINISTRATOR

Do you have any pets? What are their names? Yes, I have two dogs Milo and Kora, and currently my brother's dog Thor.

As a child, what did you want to be when you grew up? A professional figure skater, I skated competitively and got offered try outs for team Canada, then I chickened out... Biggest regret.

What is your least favourite house chore?  
LAUNDRY!!!!!!!!!!!!!! Is by far my least favourite especially in a house with 3 kids, it's never ending.

What is your favourite holiday? I want to say Halloween, we always have so much fun decorating and doing crafts. It's so fun to pick out the costumes with the kids and see why they want to be certain things watching their imagination, and of course seeing them get spooked as well as the obvious mom & dad candy (tax).

What are you most excited for when working at Ridgeline? The opportunity for growth, I've learned so much so far already and I'm excited to see what else I can be taught!



## OSCAR RENDON

PAYROLL SPECIALIST

Do you have any pets? What are their names? I have a 4-year-old Border Collie, his name is Yoshi. He is a very active dog so we enjoy long walks, playing with the ball and he also loves swimming.

Do you have any vacations planned this year or next? We are going to Vernon, BC on Labour Day long weekend this year and planning a trip outside of Canada for next year but the destination has not been chosen yet.

What is your favourite holiday? Christmas – it is a day to be together as a family and that is what I like the most of this day. Also, it is my mom's birthday so we all try to be together to celebrate and eat lots of food!

What is the first concert you ever went to? I am from Cali – Colombia and my city is called “the capital of Salsa” so we have a big celebration that occurs at the end of each year and there are concerts every day for 5 consecutive days. The first concert I went to was to the biggest one during this celebration and it was 12 hours long.

If you could meet any historical figure, who would it be? I would like to meet Radamel Falcao, he is a Colombian soccer player who many of us believe has been the greatest Colombian player of all time.

**WELCOME ABOARD!**



# EMPLOYEE NEWS

## • SAVE THE DATE •

### *Upcoming Stats*

July 1st – Canada Day  
(recognized statutory holiday)

August 1st – Heritage Day  
(recognized statutory holiday)

## 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!

- Reece Aimoe – June 1 (2 years)
- Geoff Moffat – June 7 (1 year since return)
- Taylor Flemke – June 8 (6 years)
- Kat Townsend – June 18 (4 years)
- Cory Duque – June 19 (3 years)
- Dylan Sakatch – June 21 (1 year)
- Seth Dolman – June 25 (4 years)
- Megan MacDougall – June 28 (1 year)
- Elisha Hope – June 28 (1 year)

## EMPLOYEE SPOTLIGHTS OF THE MONTH ★

Jeremy Testa (Emergency Responder/Senior Environmental Consultant" recognized by Darren Monych and Donny Bidniak: "Jeremy has been an integral team member, while leading field operations on recent releases into waterbodies/wetlands. The sites were complex, logistically challenging and had a high regulatory focus. Jeremy coordinated the fieldwork, supervised the activities and completed the projects in a safe, efficient, practical manner, all while meeting the end goals for regulatory site closure. Jeremy is able to adapt to changing schedules and makes himself available to help out as needed for successful project completion. Jeremy has been integral in training and mentoring new field staff and imparting his knowledge from his many years of experience."

Michelle Willms (Project Manager) recognized by Marci Broten: "I'd like to spotlight Michelle Willms, which is actually way (and I mean wayyyyy) overdue. I've been working with Michelle for the past 11 years; she has been my project manager, my mentor and my friend and I don't know where I'd be today without her consistent and dependable guidance. I have worn many hats within Ridgeline, but no matter the position I find myself in, Michelle is my go-to person to talk things over and find a solution, whether the problem is big, little, or all in my head. It's not often you find someone who shares the same, somewhat obsessive passion for native grassland DSAs, and I'll always be grateful for her shared enthusiasm when I identify a new plant I haven't seen before.. my friends and family don't quite understand (ha-ha). Michelle, you are such a positive presence in this company and I can't thank you enough for your support over the last decade-plus."

Darren Monych (Emergency Response Manager) recognized by Donny Bidniak: "I would like to take this opportunity to recognize Darren Monych, Emergency Response/Senior Manager for his unwavering contributions to the Ridgeline Response operations. In this capacity Darren wears many different hats and continuously conducts himself in a professional and courteous manner while supporting and often leading the development and growth of our employees as well as our operational systems. This employee recognition is not for a singular task or a job well done lately, this recognition is to celebrate a longstanding career of jobs well done... Darren is a truth seeker and an integral leader who is willing to make and stand by the sometimes uncomfortable decisions for the betterment of our team. Darren, over the past 15 years it has been my extreme privilege to collaborate with and learn from you. Thank you for your guidance and dedication, you truly are a beacon and you are vital to the continued success of Ridgeline Response."

# WE ARE HIRING!

## | JOB OPPORTUNITIES AT RIDGELINE |

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. If you are a strategic thinker, eager to learn, a team player, and has the same passion for the environment as us, we hope to hear from you!

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

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/>



# JOIN OUR TEAM!

