

HR NEWSLETTER | MAY

RIDGELINE CANADA INC. | RESPONSE | ENVIRONMENT
| GREENFILL

MONTHLY READ: WORK-LIFE BALANCE TIPS FOR SUMMER

It's no secret that everyone loves summer, or the fact that it's always short lived. Therefore, work-life balance in the summer is something that we all want to achieve. Summer means longer days and longer days lead to more possibilities, events, and vacations. However, Summer is also one of the most difficult times to find that perfect work-life balance, especially when you work in an industry where summer is your busy season. Regardless of that, we all need to enjoy summer and take care of our personal well-being. Here are a few tips for balancing your office life and personal time this summer:

PLAN, PREPARE AND PRIORITIZE

With summer being as short as it is, our calendars tend to fill up quick, whether that's with last minute BBQ's, trips to the lake, camping and so much more. Before you know it, your schedule and time slips away from you. To avoid the 'summer shock' try your best to plan in advance as much as you can! Plot out any time off, prioritize time with your family and friends and make sure your employer is on the same page. Everyone needs a little spontaneity during the summer; but a little bit of planning goes a lot further. These are the months of the year that are most memorable and full of adventure.

DON'T TAKE ON TOO MANY COMMITMENTS AT ONCE

When the summer and vacation itch starts, it hits hard and we can tend to over commit to plans and before we know it, a weekend away turns into a fifteen stop journey. Remember that vacation and time off are suppose to be relaxing and allow you to re-charge. You don't have to conquer the world in one trip, enjoy it for what its for! Plan shorter or more manageable trips to really take in the time as vacation and remember, a vacation is whatever you make it - it can be a one day trip or a month long journey.

LET THE TECH WORK FOR YOU AND THEN DITCH IT

We all know that technology is so advanced nowadays and that no matter where we are, we have our life lines at the tip of our fingers. Yes, this can come to our advantage for emergencies or needing information within seconds but when it comes to going on vacation and truly recharging, we need to learn to turn off the electronics. Before going on vacation, apply a thorough vacation automatic reply in which they can contact someone in your department while you are away to ensure your personal time, is your personal time. There's nothing worse than being on your phone while memories are happening right in front of you. Create those boundaries for yourself as re-charging your battery is what will bring you back to office, ready to work and refreshed. Let the tech work for you before you go and, then DITCH IT! Log-off from the world!



RIDGELINE NEWS

| DIVISIONAL OPERATIONAL UPDATES |



Ridgeline Environment

What's Up Sask:

Phase 2 programs were underway following a well-deserved break during break up in Saskatchewan. Seeding is wrapped up for most farmers and now we get into remediation and reclamation season. In June we will see some remediations in the south and northwest regions of the province.

The technical groups have been submitting variance requests to the MER with great success which not only shows the great work the RE is doing with Phase 2 ESA's but is also helping our clients get closure on their sites.

We will be completing vegetation monitoring on LLB and SGS pipelines and ramping up for a busy DSA season.

A large-scale reclamation program will be starting up in southern SK.

As ASCP programs are wrapping up, we will be transitioning to our client's regular ARO programs come the fall.

We are all looking forward to a busy field season.

Sincerely,

Heather Arstad;
Project Manager with
Ridgeline Environment

Ridgeline Response

Reflecting back on our workload for the month of May, the Ridgeline Response team was called to action on 45 new spill response related projects and throughout the month responded to 42.1% of the releases posted to the Alberta Energy Regulator (AER) Compliance Dashboard. During this month we provided our services to three first time clients, one from each the transportation, utility, and oil and gas industries.

During the month we completed the restructuring of the Ridgeline Response technical team. The technical team which is now being lead by Frank Head (Sr. Hydrogeologist) and Dev Vyas (Project Chemist) is restructured to better facilitate technical project support and client deliverables. Through technical bulletins, process development, streamlining employee reporting structures, and project involvement, the technical group is enhancing the technical capacity throughout our entire workflow.

Since the restructuring we have noticed immediate improvements regarding technical project engagement and reporting timelines and we are extremely excited to see what new heights Dev and Frank will take us.

As we continue to grow it is crucial that we maintain and improve upon the high performance standards that we have set for ourselves.

Donny Bidniak, Vice President

Ridgeline GreenFill

The GreenFill team is extremely excited to announce that we have accepted our first job onto the City of Calgary Shepard Landfill Treatment Pad this month! We want to thank **Resolve Earthworks & Environmental** for being our first client at this facility and we are very appreciative of their ongoing communication with us on project updates.

Receiving this job has been a huge success for our team since they have been working very hard the last couple of months prepping, strategizing, and organizing with our new partners to ensure operations run smoothly and efficiently at the new site. Adding a new facility to the roster is always a learning opportunity for us, as each site is unique and has its own processes. However, our years of experience with our other partners and facilities has given us the knowledge base to hit the ground running, while ensuring our clients continue to get the customer service that GreenFill has consistently provided.

You can find a photo below of the Shepard Treatment Pad taken on an extremely nice day in Calgary!

Questions about GreenFill or our new Shepard Treatment Pad? Reach out to Jayme Sander at jsander@ridgelinecanada.com



RIDGELINE NEWS

| CONTINUED... |



New Office Location for Lloydminster

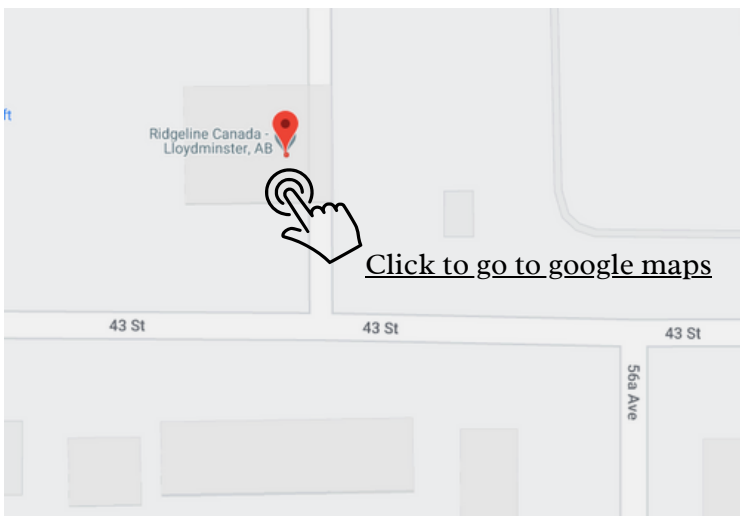
We have recently had some changes to our office location in Lloydminster.

Change is always good and with that, we have moved our office location to the following address. If you are shipping anything to this location, its important that you have the updated information as below:

LLOYDMINSTER -

5626 43 Street #A
Lloydminster, AB
T9V 3M6

See sneak peek pictures below:



WATCH & LEARN | Do you know what Land Acknowledgement means?

By: Madison Pidhorney

With our Indigenous Engagement Program near and dear to Ridgeline's heart, there continues to be endless opportunities to learn and understand the Indigenous cultures and history. Our relationships with Indigenous communities and partners is crucial and important to us, therefore, to understand them and their history allows us to better foster those relationships for the long term.

I was recently shared a inspirational and very well conducted video called 'Land Acknowledgements'. It is a short but informational video of what Land Acknowledgement means to the Indigenous, and how they were brought up that defined their love and appreciation for the land we and live and breath, everyday.

The video is inspiring because if you really listen, you can understand and appreciate yourself for the land we live and hope to care for. As an environmental services company and working with these Indigenous communities, it truly solidifies why we have the relationships we do and why we hold them so close to our heart.

See video below:
Land Acknowledgement (Full) - Bing video



THE LITTLE & BIG THINGS IN *Life*



WHAT'S NEW
WITH OUR
EMPLOYEES?

Congratulations, Kayle Clark!

Please join me in congratulating Kayle Clark (Project Manager) on completing his Masters and officially is a P. Eng in Saskatchewan.

Although we call this the 'little things in life', sometimes these include the big milestones in life and accomplishments. With a Master's program, comes countless hours of essay's and studying and with Kayle doing that on top of work is something to be proud of. Congratulations to you, Kayle! Give yourself the credit you deserve and celebrate your big win!

Here is to you and progressing within your career!

Congratulations, Ken Smart!

Please join me in congratulating Ken on welcoming his daughter to the world! Ella Beckett Smart was born weighing in at 7lbs 9oz. Everyone is doing well and healthy!

Congratulations to you and your family, Ken! We hope parenthood is full of laughter, memories and adventures.

See picture to the right of Miss Ella:



MEET OUR NEWEST RIDGELINERS!

FEATURING: AMANDA TATE & CLARE KENNEDY!



CLARE KENNEDY

BILLINGS ADMINISTRATOR

What is your favourite holiday? Christmas! I have a big family, and we try our best to all be home for the holiday. We bake tons of sweets and play lots of board games – the newest one we are obsessed with is Dominion!

As a child, what did you want to be when you grew up? I desperately wanted to be a cowgirl when I was little! I read every horse book I could find and dressed up every Halloween in braids, plaid and cowboy boots.

What is the weird food you have ever eaten? Pink peppercorn and heather honey ice cream in Scotland! It was not my cup of tea, but an interesting combo!

What is your biggest and most irrational fear? Bears! I've had countless nightmares about bear encounters but have managed to avoid any unfortunate meetings with them so far. For those who have a more rational view of the species, do not watch the movie Backcountry!

What is your favorite TV Show? The Office and Yellowstone – too hard to choose! Jim and Pam are just so lovable, and Kevin Costner + horses + those Montana skies – where you can go wrong?



AMANDA TATE

BILLINGS ADMINISTRATOR

Do you have any pets? What are their names? We have two dogs, O.J. who is a 10-year old pug cross and Cooper who is a 4-year old chocolate lab.

How many Countries have you visited outside of Canada? I have visited 9 countries outside of Canada. Italy has been my favorite thus far; it is beautiful with so much history and the food was amazing.

What is your favourite holiday? Halloween – I love decorating for this holiday, I faithfully put my decorations up October 1st. I also enjoy all the activities, scary movies, pumpkin carving, and seeing all the costumes.

What is your idea of the perfect Saturday? I would be happy to spend every Saturday on the golf course or doing any activity and spending time with friends/family.

Any vacations planned for the next year? Nothing set in stone; however, we have decided Hawaii will be our next stop, hopefully within the next year.

WELCOME ABOARD!



SUMMER

Must Haves



6 necessities for a safe, tasteful and fun summer!



With heat, we all want something cold to sip on! There's nothing like a good drink (virgin or not) and sitting on a patio. Indulge in your favorite drink whether that be a cocktail, beer, lemonade, slurpee, a cold pop or water. Or, if you have kiddos, a lemonade stand is a fun activity to enjoy a refreshing beverage and spend time together!



BBQ season is here! For those that love a good burger, steak or smokie - its that time! Take advantage of season to make the most delicious meals, eat nutritious foods, break out the BBQ and eat in the outdoors! What is your favorite thing to BBQ?



Don't lie! Everyone loves a good floaty in the summer to enjoy a beverage of choice and get their tan on. As Canadians, we don't get as much heat and sun as we would like to year round, so when summer arrives, we take full advantage! If you are someone that likes to stay close to the water in the summer seasons, don't hold back on getting that floaty! and remember, age is just a number!



The sun is out and as much as we all want a tan, we have to be sure we are protecting our skin. Wherever you go this summer, don't forget the sunscreen. Sunscreen is what protects our skin from getting sun damage or other illnesses down the road. Its also important to remember that you are more likely to burn when in water due to the reflection. Stay protected!



Suns out, hats out! When out in the sun/heat for prolonged periods without proper protection, you are more likely to get heat stroke. A hat protects your head of which takes in the most sun, along with the back of your neck. Find a hat that you like that will keep you cool and safe! Hats are more essential that you think!



No matter where you are, at any time - water should always be with you. Summer days can get busy and we can tend to forget about hydration. Start making a habit to drink water every hour, or at least 8 cups a day - this will avoid possibility of heat stroke/dehydration, especially on those hot days.

EMPLOYEE NEWS

● SAVE THE DATE ●

FATHER'S DAY – SUNDAY, JUNE 19TH

Be sure to give your dad/step-dad or father figure all your love on Fathers day!



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!

- Stephanite Totten – May 3 (1 year)
- Dev Vyas – May 3 (1 year)
- Spencer Howe – May 3 (1 year)
- Cameron Preece-Hanson – May 16 (4 years)
- Lindsay Moe – May 16 (9 years)
- Nicole Bansley – May 18 (6 years)
- Darren Monych – May 22 (15 years)
- Lukas Fikr – May 25 (7 years)
- Heather Arstad – May 31 (1 year)

EMPLOYEE SPOTLIGHTS OF THE MONTH ★

Rose Baranek (Facility Administrator) recognized by the GreenFill Team: "This month Greenfill is pleased to recognize the newest member of our team Rose Baranek. Rose has been with us now 4 months as the Facility Administrator based out of our Lloydminster SK office. Over this time Rose has done an outstanding job supporting our staff and clients day to day needs while continually learning and acclimating to the specific tasks and intricacies related to her position. We knew when we were bringing Rose aboard that the Greenfill team was adding a consistent and dedicated member to our team, but over the brief time she has been here we have been amazed by her positive attitude that shines through regardless of the workload tasked. Rose is quite possibly the most sincere and engaging person to have held this position, when dealing with anybody be it on the phone, accepting deliveries to site, or working collaboratively with the team to solve issues that may arise. We at Greenfill are grateful to have Rose as such a valued member of our team, excited to watch her continue to grow into her role, expand her knowledge and skills throughout her tenure. From all of us Rose, thank you for doing a great job and being such an amazing person!"

Matthew Janele (Corporate Administrator) recognized by Madison Pidhorney: "I would like to spotlight Matt, which is honestly way past overdue. Matt has been with Ridgeline just past a year now and since then, he has continued to be a valuable and versatile member of our team. One of Matt's greatest skills is his excel skills and to put it lightly, he is basically a wizard. I have had the pleasure of working with Matt and having his assistance in developing HR initiatives/projects in which he went over and beyond my expectations. Based on other conversation with members within Ridgeline, he has been consistent in his deliveries when helping them as well. Matt, thank you for everything you do! You are extremely talented, and intelligent."



GREAT WORK TEAM!

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/>

