

INSITE™

LIVING OUR VALUES

ARCIS CHICKADEE 3D

ENBRIDGE PROJECTS:
STONEFELL AND JANVIER

EFAP PROGRAM



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PROMOTIONS

As part of our initiative to increase communication within SITE through the evolution of our company newsletter, we will be implementing a Promotions section going forward in which we will recognize the career achievements and advancements of our employees. Stay tuned for next month's newsletter for details on promotions at the apprentice level and up.



LIVING OUR VALUES – SUCCEEDING AT BEING BEST IN CLASS

By Evelyn Riedlinger
Manager of Corporate Strategy

As our customers adapt to a low-commodity price environment and seek to reduce their costs of operations, we are forced to do the same. As a company, we are tasked with understanding how we can continue to provide Best-In-Class services to our customers at much lower rates without compromising on safety or quality.

In this type of market, it is more important than ever that we go back to our values and understand how they contribute to our success. It is a dangerous misconception that our mission and values are “fluffy” and are not directly tied to commercial success.

COST is a competitive advantage. PRICE is not. Service companies that reduce the cost of their services will be the ones that succeed and even thrive in this environment. In order to be a sustainable company, we must optimize our cost structure so that we can afford to reduce prices for our customers. Doing so without compromising on safety, quality, and execution is how we provide best-in-class value.

What do our values have to do with our costs? Quite a lot.

Safety & Environment: Our safety and environmental record are something that we take great pride in, and which contribute directly to our success. Being proactive and managing to our safety and environmental goals means efficiency, less overhead costs and opportuni-

ties for future work. It costs more to react and remediate incidents than it does to proactively manage and mitigate them.

Integrity: Integrity on our projects means doing the right thing for our employees, for SITE, for our customers, for all of the stakeholders. When we make a mistake we own it, learn from it and improve as a Company. We are proud of our people and the work that we do.

Teamwork: We win as a team and we fall down as a team. Within our respective teams it is important that we understand what is expected of each of us and whether or not we have the right competencies on the team. It is also important that on customer projects, everyone on the team understands the job requirements and engages management early when we are unclear about changes to work scopes and difficult client requests.

Execution: Bringing these elements together and executing according to our plan. We want to set ourselves apart from the competition **by doing what we say we're going to do.**

We have done a lot of great things over the past year despite this being a tough market. Thanks to everyone who works hard every day and brings the SITE values to work – you are key to this company's success!

SAFETY MOMENT: BE YOUR BROTHER'S KEEPER

The term “be your brother’s keeper” is a phrase I have heard numerous times over the years. What does this phrase mean? To me, this phrase means that all workers, whether a new worker or an experienced worker, need to look out for each other on the job site. Everyone needs to be accountable for their actions. Accountability is a component that will help the team members protect one another from making poor decisions, potentially leading to risky actions and to ultimately, incidents/accidents. Everyone on the work site should possess the comfortability and right to speak up and question what is happening and to stop other team members from conducting unsafe work practices. If this culture is created, accountability among the team members will help achieve our goal of zero incidents. Lead by example and “be your brother’s keeper”.

Safety Statistics	2016	Actuals
	Annual Targets	February 2016
LTI (Lost Time Incident)	0.00	0.10
TRIF (Total Recordable Injury Frequency)	1.00	1.06
KPI (Key Performance Indicators)	1.00	2.08

I started working in the oil and gas industry in the spring of 1994. In my first week on the job, I was tasked to deliver teeth to a job site for a track hoe. Upon arriving to the location, the Hoe Operator decided he wanted to change buckets. This particular hoe did not have a quick attach, so the big pin had to be removed to allow the buckets to be changed. The Hoe Operator passed me the sledge hammer. He was using a 3 ft pipe for a punch, slowly driving the pin out, removing the bucket. I was swinging the hammer for some time as the Hoe Operator held on to the pipe. Upon tiring, we switched positions, with him swinging the sledge hammer and me holding the pipe. I was down on one knee holding the pipe as the Hoe Operator was swinging the sledge hammer when a mishap occurred when the Hoe Operator, while swinging, missed the pipe and struck me in the left side of my face. The impact of the hammer broke my cheek and orbital bone around my left eye.

This incident happened 22 years ago when safety was not stressed upon or as accountable and important as it is today. I believe this type of incident could happen to anyone if not properly trained. Training starts at the recruitment/interview process, ensuring the recruit has the right attitude in regards to safety in the work place. Next, the mentorship program must continue to provide the proper training so the new recruits understand how to manage the risks and hazards within the work place. This will continue to ensure the workers are competent in the completion of their assigned tasks. Lastly, workers must understand that if things don't seem safe, they have the right to refuse without consequence unsafe work.

As managers and leaders of this company, we need to drive our safety culture from the top down and we need to lead by example. We must instill and display every effort to our workforce that safety is crucial to our business. Providing our clients our exceptional standard of safety is a goal that must be achieved by all SITE employees. Our top priority is to ensure that our workers return home safely at the day's end.

By Todd Turner
*Safety Manager,
Southern Region*



CURRENT AND UPCOMING PROJECTS

Project	Discipline	Region/ Division	% Complete/ Start Date
Landfill	Earthworks	North	Ongoing
Above-ground steam, emulsion, casing gas and fuel gas lines	Mechanical & Flowline	North	80%
Above-ground pipeline	Flowline	North	90%
Below-ground pipeline	Pipeline	North	90%
Piping fabrication	Mechanical	North	90%
Piping fabrication	Mechanical	North	50%
Structural steel installation	Mechanical	North	Mar 2016
Pump station installation	Mechanical	North	Mar 2016
Pump station installation	Mechanical	North	Apr 2016
Vault Repair	Water & Sewer	North	May 2016
Dam work	Mechanical	South	Ongoing
Contaminated soil removal	Environmental	South	Ongoing
Mechanical well pad builds	Mechanical	South	Ongoing
Pump house and cooling tower construction	Mechanical	South	40%
Sleeve line for new ring road construction	Pipeline	South	23%
Re-growth mulching	Land Clearing	Bear	10%
Power line re-growth clearing	Land Clearing	Bear	30%
Picker work in AB, SK & BC	Support Services	Force	Ongoing
Pin to plate	Piling	Force	70%
Pin to plate	Piling	Force	70%
Design build, supply & drive piles	Piling	Force	90%
Supply & drive with cut & cap	Piling	Force	80%
Install screw piles	Screw Piling	Force	Apr 2016
Design build, supply & drive piles	Piling	Force	Apr 2016
Design build, supply, drive, cut & cap piles	Piling	Force	Apr 2016



JOB OPPORTUNITIES

For detailed information on available opportunities and to apply, please visit our website at www.siteenergy.com. If your project is ending, please check with your Operations Manager to see if other positions are available.

FEATURE PROJECT: ARCIS CHICKADEE 3D

In January, SITE/BEAR was approached by a seismic client requesting that we help deliver a range of services for their upcoming project. One of the project requirements was that the successful bidder was able to act as General Contractor for all front-end seismic services. Although we had recently sold our drills, we successfully put together a subcontractor team of drillers and surveyors to complement our already developed seismic cutting group. By late January we had successfully negotiated acceptable terms with our client, our subs, and we hit the field!

Our Involvement

Mulching

Before you can plant a geophone or drill a shot hole, you need to cut or mulch a line through the forest that will allow access for the surveyors and drills. This phase is done in conjunction with survey and GIS personnel. The result is an access map. A typical Access Map, displays topographical features, program hazards, access points and program points drill and geophone locations.

Survey and Mapping

Once the lines are cut, surveyors locate and mark the drill and geophone locations, this can be seen on the map attached. The map shows what data was collected where and, just as importantly, why. Field conditions generally require modification of the initial theoretical design of a seismic program and, once the program is completed, the map helps the geophysicist determine what modifications were made, why they were made, and how they will potentially affect interpretation of the collected

data. In addition, the detailed mapping of surface features can be utilized to pick sites for exploratory wells.

Drilling

That last phase of our involvement but just the beginning for the recording contractor is drilling. After the surveyors mark the drill locations a shot hole is drilled in which an explosive charge is placed; ready for detonation. This is done using environmentally friendly land-based seismic drills have low ground pressure, which is ideal for soft ground or muddy conditions.

Conclusion

After successfully completing our scope of work we handed over all the information pertaining to the front end operations to the recording company. The project was a success both operationally and financially a success. We mulched and slashed 1091.4 km of seismic line at widths ranging from 1.75-2.75m wide. Over 21,000 stations were established and surveyed on both source and receiver lines. This was the first integrated services project that SITE has executed. The hopes are that there will be many more.

By Joe Piliiec
Manager Geomatics



What is Seismic?

Reflection seismic methods are used to create images of the geologic changes. Seismic surveys gather and record patterns of induced sound wave reflections from underground layers of rock to help determine the geological formation of a particular land area. Geophysicists use seismic surveys to map underground rock formations and create detailed models of the underlying geologic structure. These surveys are an important first step in the lifecycle of a well. These images can help complete a picture of the subsurface that should enhance the ability of the explorationist to successfully select well locations. 3D seismic has become a common exploration and production tool.

How is it done?

In a seismic survey, lines of sensitive receivers called geophones or "jugs" are laid out by the crew along a grid that has been cut (receiver lines). Also explosive charges are buried "shot points" on an orthogonal lines. The energy that is produced when the charge is set off is reflected back as seismic waves from several rock layers and is recorded by the geophones. The amount of time for arrival of information indicates depth. This process is repeated several times; the result is a seismic section.



UPCOMING PROJECTS

Enbridge Stonefell Terminal

The facility is a Diluent Pumping Station on the Norlite Line to Fort McMurray. The rough grading and piling was completed by Enbridge prior to mobilization of SITE. The scope of work includes foundations, piping, equipment installation, electrical and instrumentation work. SITE will be directly hiring Labours, Operators, Ironworkers, Pipefitters and Welders to complete the project. Carpenters, Electricians, Instrument Fitters, Insulators and Millwrights



will be supplied by our sub-contractors. The project will start in the field on March 29, 2016 and is scheduled for completion October 31, 2016.

By Gary Ashworth
Construction Manager

Enbridge Janvier Pump Station

The Janvier pump station is part of Enbridge's Wood Buffalo Extension Project. This project is a general contract with a scope of work that includes mechanical, electrical and instrumentation. The civil scope has already been completed and is not part of this project other than final clean-up upon demobilization from site. SITE will be directly hiring Labours, Operators, Ironworkers, Pipefitters and Welders to complete the project, with additional skilled labour provided by various sub-contractors. The work has already started in the fabrication shops, with field mobilization on April 12,



2016 and an expected work force of about 70 men at peak. Completion of this project is scheduled for the end of October 2016.



By Neil Hopaluk
Senior Construction Manager

HR CORNER:

HOW TO DEAL WITH CONFLICT

Have you ever lost sleep due to a nagging issue at work that hasn't been resolved? Is there a situation constantly on your mind that you are afraid to handle? Do you have an employee that requires discipline as a result of poor behavior or performance? Is there a co-worker you may not see eye to eye with on a specific work task that may be causing hostility between the two of you? If you answered yes to any of these questions then you need to DEAL WITH IT.

Do no wait! Do not avoid! Not dealing with an issue in a timely fashion can cause your mind to create unnecessary assumptions, which in turn can add additional turmoil to the situation. Avoiding the situation will make matters worse. Deal with all problems imme-



diately and you will find that you can eliminate a great deal of unnecessary stress for yourself and the others involved.

Keep in mind that some serious situations may require the advice of Human Resources. Please refer to our Disciplinary, Harassment and Discrimination policies/procedures provided on the QMS for further information. And of course, never hesitate to contact me if you have any questions regarding a situation that might need assistance.

Enjoy Spring!

By Dallas Lauzon
HR Manager

ASKING FOR HELP

Sometimes we need help and we aren't sure where to turn. Who should I talk to? Where do I go to get help? How does counselling work? You are not alone. There are answers and people who can help.

There are times that we all would benefit from assistance with life's challenges and difficulties. Sometimes it just seems that, no matter what you try on your own, it just isn't enough. Consider getting help from a trained professional if any one or more of the following circumstances apply to you:

- You are finding it difficult to carry out everyday activities: for example, you are unable to concentrate on assignments at work, and your job performance is suffering as a result.
- You are concerned about the impact that your feelings have on your physical health.
- Your problems don't seem to get better despite your efforts.
- You feel an overwhelming and/or prolonged sense of sadness and helplessness.
- Your actions are harmful to yourself or to others (e.g. you drink too much alcohol and become overly aggressive).



- You worry excessively, expect the worst, or are constantly on edge.

Choosing a counsellor is a highly personal matter. Consider the following when you make your choice:

- Is the counsellor licensed by the province or territory in which he or she practices?
- Has this counsellor helped clients in the past with problems that are similar to your own?
- Do you have a preference for age, gender, ethnicity, religious identification, cultural tradition, etc.?
- Do you feel comfortable talking openly about personal issues with this counsellor?

You will get the most from your counselling if you:

- Communicate openly with your counsellor about the reasons you want help.
- Clearly define your goals at the start of therapy, in consultation with your counsellor.
- Put effort towards maintaining a good working relationship with your counsellor. For example, keep your appointments, give forethought to what you want to discuss before each session, and do your between-session assignments.
- Think about exceptions to the problem (e.g. What is different when I feel better?).

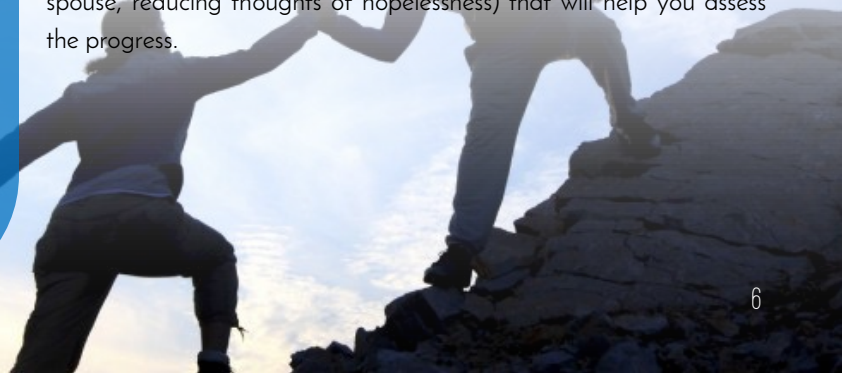
A good indication of your counselling progress is whether you feel you are moving towards your counselling goals. If you have something to evaluate your progress against (e.g. reducing the frequency and severity of panic attacks, improving communication with your spouse, reducing thoughts of hopelessness) that will help you assess the progress.

EMPLOYEE AND FAMILY ASSISTANCE PROGRAM (EFAP)

If you receive benefits through either SITE's Merit or Manulife group benefits plan, you have access to an EFAP as a part of your benefit package. The EFAP is available to employees and eligible dependents to manage work, health and life issues with complete confidentiality. EFAP services include professional counselling, work/life support services and specialized programs to assist with your everyday issues, complex concerns, and everything in between. EFAP provides expert advice, consultation, information and resources.

The EFAP is available to you and your eligible dependents 24 hours, 7 days a week, 365 days a year.

- For those on **Merit** benefits, please contact 1-800-387-4765
- For those on **Manulife** benefits, please contact 1-866-644-0326



EMPLOYEE SPOTLIGHT

Robyn Pregitzer

Position: Administration Professional

Location: Blackfalds, AB

Years with SITE: With Force since April 2013.

Who's your personal hero? My dad.

What is your favourite book? The Fionavar Tapestry by Guy Gavriel Kay.

If you could only eat one thing for the rest of your life, what would it be? Homemade perogies.



If you could have dinner with any person, living or dead, who would they be and why? My dad's mom. I didn't get to know her well before she passed away and I have heard some amazing stories about her. I would love to sit down with her and hear about her life.

Do you have a collection? If so, what do you collect? Buttons.

If you could play one instrument you aren't able to now, what would it be and why? The banjo. I have always loved the sound of a banjo.

What was your first job? A summer job scooping ice cream at a little ice cream shop in my home town.

What did you want to be when you were a child? A teacher.

Albert Paradis

Position: SEL Operations Manager

Location: Carnduff, SK

Years with SITE: With GCCL since 2000

What motivates you to succeed? My wife and family as they have always supported me regardless of work schedule or hours.

What's your greatest achievement and how has it shaped you? Transitioning from GCCL to SITE as it made me get out of my "comfort zone" and allowed me to take on new opportunities.

What is your favourite book? Playing with Fire by Theo Fleury.

What is your favourite movie? It's a tie between The Green Mile and Shawshank Redemption.

If you could only eat one thing for the rest of your life, what would it be? Hamburger.

What's your favourite holiday and why? Cuba. The history and friendliness of the local people is why we have been back multiple times.

What was your first job? Apprentice mechanic for a farm equipment dealership.

What did you want to be when you were a child? Equipment Operator of any monster machines.



CONTACT US

If you have an idea for an article for a future newsletter, please contact either:

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Erin Thornton at ethornton@siteenergy.com

