

# INSITE

GARY HEY FUNDRAISER

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FORT MCMURRAY  
SUPPORT

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AB APPRENTICESHIP  
PROGRAM

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CFB COLD LAKE



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## SAFETY MESSAGE

As the summer holidays are upon us, it brings with it some higher risk activities that we either take for granted or over look.

We talk about common sense but yet need our government to tell us when we can have a fire in our own back yard. There are those who understand the risk and comply and then there are those who understand the risk yet proceed anyway.

The question is "why"? Why would we take a risk where the potential outcome is so substantial, not putting much thought into thinking things through and adopting the belief that "it won't happen to me"? It seems we always hear a story of a tragic mishap from a weekend of camping, boating, ATVs etc. as a result of something that could have been easily prevented.

Enjoy your summer evenings, weekends, holidays and your time away from work with your family and friends, but take the time to consider the "what if's" and if the risk is worth the reward.

**By Rodney Read**  
*Safety Manager*

## EXECUTIVE CORNER

At the time of writing this note, the entire Municipality of Wood Buffalo was under a state of emergency due to the extreme wildfires that rapidly tormented the city of Fort McMurray. For those that are residents and property owners, including our Fort McMurray employees and everyone else that may have been involved, my thoughts are with you. I can't imagine how difficult it must have been to experience the fear of escaping the fire, losing your home or business, and getting separated from loved ones. The sad part of this event is that while people were traveling, risks were taken and as a result lives were lost in two traffic related fatalities. This reinforces our need to be safe on the roads PLEASE!

I want to thank everyone for your help and support during the wildfires in Wood Buffalo, especially those of you who work and live in Fort McMurray. These wildfires may have been one of the worst things that could have happened in these tough economic times, but we will rebuild and be stronger. Thank you to the folks in Fort McMurray and our people in Conklin, Cold Lake, Edmonton and Bonnyville for their quick actions, courage and dedication to help others while in a time of need.

On a positive note, we are continuing to secure work to keep our core people working. In this market we have all had to take cuts and reduce our expectations, but in the end we will succeed and come out stronger.

SITE believes that our core values are one of the most important things we do and must continue to do so to remain leaders and to be Best in Class. As a reminder, our Core Values are:

- S**afety/Environment
- I**ntegrity
- T**eamwork
- E**xecution

And remember, attitude is everything!

**By Lyle Reid**  
*President & COO*

Safety Statistics	2016 Annual Targets	Actuals Jan 1–Apr 30, 2016
LTI (Lost Time Incident)	0.00	0.00
TRIF (Total Recordable Injury Frequency)	1.00	0.00
KPI (Key Performance Indicators)	1.00	2.31

# GARY HEY FUNDRAISER

By Dallas Lauzon  
HR Manager

On May 13<sup>th</sup>, SITE held a fundraising event for long time employee Gary Hey. Gary Hey is currently battling cancer, and SITE wanted to ensure that they could help support him and his family during this difficult time. Gary was unable to attend, but we were blessed to have his wife and long-time SITE employee, Brenda Hey, join in with the festivities. The event was a success and with the help of SITE, Bear Slashing and all of the generous employees we were able to raise a total of \$19,000.00 for Gary and his family! A high five to Fred Desjarlais and Camille Reid who sacrificed their head and facial hair in support of the fundraiser. Thank you to those that provided food for the delicious lunch. Thank you to the Cold Lake fabrication shop for creating the beautiful metal ornaments that were raffled off as part of the fundraiser. And of course a special thanks to Bernadine and Dorothy for their help in creating such a wonderful event. The SITE team proved once again that they are more than just an organization, we are a family.



Gary Hey

Unfortunately on May 31, 2016, subsequent to the time this article was written, Gary Hey had peacefully passed away in Bonnyville, AB. SITE is very saddened by this news and sends their sincere condolences to Brenda and family. SITE loses a very loyal, caring, hardworking employee and friend who will be missed by everyone. May he rest in peace.

Fred Desjarlais



Camille Reid



Fred and Camille with Gary's wife, Brenda.



# SITE RECOGNIZED AS A TOP TIER CONTRACTOR



**By Terry Seward**  
*Project Manager*  
**& Karen Yurko**  
*Business Coordinator*

During the winter of 2015/2016, SITE completed the first year of a five year contract with Imperial Oil at the Kearl Lake site (located north of Fort McMurray). This was SITE's first opportunity to perform work for this client so it was very important that the project was completed successfully.

Prior to mobilization, SITE's project team spent a full two weeks in the Cold Lake office planning the work for the 2016 Athabasca Field Program. This was very valuable as it ensured that the SITE team clearly understood the work, understood IOR's expectations, etc. Once the work was planned, the crew was transported to Kearl Lake via flights provided by Imperial Oil. After the crew was on site and had completed the required IOR training, they went to work building winter access roads and leases for the drilling rigs.

Under the direction of the Project Manager (Terry Seward), Superintendent (Jay Ulliac), General Foremen (Willy Deep and Glenn Doumont) and Safety Advisor (Ron MacLeod) the crew

demonstrated leadership in all areas. Safety was paramount, quality control was exceptional, execution was timely and cost objectives were all achieved.

As a result of our great performance, we received a letter from Imperial Oil congratulating the entire Kearl Lake SITE team on a job well done. In their words: **"SITE Energy has demonstrated to Imperial to be a "Top Tier" contractor and we look forward to working with your team again in the future."**

As a result of the entire project team working safely, cost efficiently and with superior execution we are optimistic that we can obtain more work/contracts with Imperial Oil.

While the letter was addressed to the field team, everyone who worked on this project (directly or indirectly) should be proud. You have all played a role in helping us be successful and hopefully this is the start of a great relationship with a very highly respected client.

## FEATURE PROJECT:

# CFB COLD LAKE UTILITY UPGRADES PHASE 5 & 6

CFB Cold Lake has been a large part of the Cold Lake and Lakeland region since construction started in 1952. With aging infrastructure dating back to 1952, the Department of National Defence has been working on updating the aging water, sewer, storm sewer, and communications lines. Initial design of the project started in 1996 with Phase 1 and 2 being constructed in 2008 by SITE (Formally Tri-City Contracting). Phases 5 & 6 will begin construction in June of 2016 with final completion of surface works in the fall of 2018.

The project consists of the installation of approximately twelve thousand seven hundred (12,700) lineal meters of pipe ranging from one and half (1.5) meters in depth to six and half (6.5) meters in depth

with pipe ranging sizes from one hundred millimetre (100mm / 4") to fifteen hundred millimetre (1500mm / 60"). The project will employ about forty (40) full time seasonal employees including direct and indirect staff.

We feel with our project management group and previous experience, this will be a successful project that will not only provide revenue in a down oil and gas market, but also provide future opportunities and expand our already diverse service lines.

**By Brad McCaffrey**  
*Estimating Manager*

# CURRENT & UPCOMING PROJECTS

Project	Discipline	Region/ Division	% Complete/ Start Date
Water management & dewatering	Water & Sewer	North	Ongoing
Water & sewer installation & replacement	Water & Sewer	North	Jun 2016
Earthworks	Civil	North	Jun 2016
Earthworks	Civil	North	25%
Pad cleanup	Environmental	North	Jun 2016
Piping fabrication	Fabrication	North	May 2016
Value station fabrication	Fabrication	North	May 2016
Pump station installation	Mechanical	North	Mar 2016
Pump station installation	Mechanical	North	Apr 2016
Pump station installation	Mechanical	North	Jun 2016
General mechanical	Mechanical	North	15%
General mechanical	Mechanical	North	15%
Pipeline & bore support	Pipeline	North	May 2016
Vault repair	Pipeline	North	Jul 2016
Pipeline construction	Pipeline	North	10%
Pipeline construction	Pipeline	North	25%
Integrity digs	Pipeline	North	10%
Integrity digs	Pipeline	North	5%
Structural steel installation	Flowline	North	Apr 2016
Flowline repair & construction	Flowline	North	15%
Flowline construction	Flowline	North	15%
Dam work	Mechanical	South	Ongoing
Contaminated soil removal	Environmental	South	Ongoing
Pump house & cooling tower construction	Mechanical	South	63%
Dismantle & remove old crane & erect new	Mechanical	South	40%
General mechanical	Mechanical	South	Ongoing
Construct work location with road, install booster pumps & assist with building install	Mechanical	South	10%
Sleeve line for new ring road construction	Pipeline	South	50%
11.2 miles of 8" steel pipeline install	Pipeline	South	5%
Picker work in AB, SK & BC	Support Services	Force	Ongoing
Design screw piles	Screw Piling	Force	40%
Supply, install, cut & cap piles	Screw Piling	Force	90%
Install, cut & cap piles	Screw Piling	Force	Jun 2016
Supply, drive, cut & cap piles	Piling	Force	Jun 2016
Supply & drive piles	Piling	Force	Jun 2016
Create fire guards	Fire prevention	Bear	20%
Create fire guards	Fire prevention	Bear	50%
Create fire guards	Fire prevention	Bear	95%
Create fire guards	Fire prevention	Bear	Ongoing
Create fire guards	Fire prevention	Bear	On hold





By Erin Thornton  
HR & Communications Coordinator

# FORT MCMURRAY SUPPORT

On May 4, SITE opened the doors of its Conklin office to a detachment of RCMP who were in need of a temporary center of operations where they could be in close proximity to the Fort McMurray wildfire. From then on the Conklin office had served as their Command Post, providing them with meals, fuel, clothing and other necessities as required.

Many of these officers came to the area not knowing what they would be faced with or how long they would be there. When they arrived at the Conklin office they were met with SITE employees BBQing them supper, others packing lunches for officers on shift, and trailers that were full of hygiene items and clean clothes. Over the next few days, the Cold Lake team prepared sandwiches and supplies and delivered the trailer of goods to Conklin. Also, for the duration of their stay, the Conklin team kept the BBQ fired up so that a steady stream of food was kept at the ready for the 150–200 officers that came into the office each day. On May 19, the officers were given notice that their detachment was to be relocated in order to be closer to Fort McMurray; however, they would still receive further support from SITE over the coming days by way of fuel.

Subject: A Big Thanks

Leland,

I want to extend a huge thank you for all the assistance you provided during my stay in Conklin and the creation of the temporary Conklin RCMP Detachment Emergency Operation Centre. You went above and beyond all expectations.

Without the assistance from you, your staff and SITE Energy the Emergency response from the RCMP would not have been so successful. There will be tough times ahead, but having people like you and companies like SITE Energy stepping up will only help in the rebuilding of Fort McMurray.

Thanks again,

Cpl. Michael Miller

Wainwright RCMP



Leland with Sgt. Chris Delisle.

In addition to the support provided to the RCMP, a large trailer filled with supplies was put together by the Cold Lake team and transported to evacuees based in Lac La Biche. SITE's Bear Slashing division has also been involved with fire prevention efforts, creating fire guards to prevent the spread of wildfire and enable workers to return to their job sites.

While the situation has certainly been a devastating one for many, it has been truly inspiring to see so many people come together in support of the residents and town of Fort McMurray. A huge thank you to Leland McPhail and the Conklin team, the Cold Lake team, the RCMP and all other first responders, and everyone who has provided aid in some way or another to this cause and those effected.



Bob Niwa BBQing for the officers.



Making sandwiches in Cold Lake.



Supplies from Cold Lake.



Supplies for evacuees.

FORT MCMURRAY SUPPORT CONT.



# Leland's Office

(Hell no we aren't giving him a gun)

# APPRENTICESHIP PROGRAM



By Dallas Lauzon  
HR Manager

SITE acknowledges the value that the apprenticeship program can provide to an organization. It enhances the skill of our existing staff, provides greater overall productivity, improves health and safety performance, helps with succession planning, and can reduce employee turnover and cost. Additionally, having an employee go through the apprenticeship process can develop the individual into a “homegrown” journeyman. A “homegrown” journeyman is generally more productive and already immersed in company culture, making them a better fit with the organization and giving them potential for long term employment.

SITE currently employs over 130 apprentices and certified journeymen in skilled compulsory trades, such as Welders, Mechanics, Ironworkers, Carpenters and Steamfitter-Pipefitters. It is crucial that we are compliant with the Alberta trade regulations. In addition to government enforced penalties, not complying with these regulations can result in improper on-site training of apprentices which can have an indirect effect on retention, culture and productivity. Below are some tips on the program and helpful information that can help clarify some issues and help us become more compliant with trade regulations.

- **Technical Training** - It is the responsibility of the apprentice to ensure they receive technical training for the corresponding period within 12 months of their previous period completion. Not completing this training within the required time can result in a release of contract and cancellation of apprentice status.
- **Tuition Refund Program** - Merit Contractors Association will refund the tuition fees for member employees who successfully complete the apprenticeship training and return to work in Alberta for a Merit Alberta company. For more information please go to <https://www.meritalberta.com/programs-services/tuition-refund>
- **Qualification Certificate** - If you are an experienced tradesperson who does not hold a trade credential, you may apply to have your skills, knowledge, and experience assessed against the standards for certification in an Alberta designated trade. You can earn your certificate if you:

⇒ have the required time of hands-on work in the trade;

⇒ pass a theory exam; and

⇒ successfully complete a competency assessment.

- **Program Periods** - Each period (specific to trade) has specific requirements that must be met before an apprentice can move on to the next period. These include technical training, minimum on-the-job hours and minimum length required. The biggest misconception is the minimum length required, which is usually 12 months. This means that an individual cannot move on to the next period unless 12 months have surpassed, unless a written recommendation is sent in by the company.
- **Supervision** - Apprentices in the trade must work under the supervision of a certified journeyman. Please ensure that each apprentice has a certified journeyman designated to mentor them.
- **Work ratio** - Each trade has a journeyman to apprentice ratio. For example, a HET (Heavy Equipment Technician) is allowed no more than 2 apprentices under his/her supervision.
- **Record Book (Blue Book)** - This book is the responsibility of the apprentice to keep in their possession and maintain. Work experience must be signed by the direct journeyman supervisor. Employer information and hours must be signed by a company representative. This can include myself and Lindsay Reid.
- **Wages** - Apprentice wages are a set wage according to their current period. These wages are a specific percentage based off a set journeyman wage. For example, wages for a 4 year HET program is 60%, 70%, 80% and 90% respectively.
  - ⇒ Please note that MERIT Contractors Association has a tuition refund program for apprentices.
- **Interprovincial Red Seal** - Tradespeople who hold a valid certificate with a Red Seal can work anywhere in Canada without further training or examination. All Journeymen must have a red seal to legally work in Canada outside of the province where the Journeyman certificate was obtained.



If you have any questions pertaining to the apprenticeship program, please don't hesitate to contact me.



# EMPLOYEE SPOTLIGHT

## Caitlin Rolfe

**Position:** Support Services Assistant

**Location:** Sherwood Park, AB

**Years with SITE:** 1 year

**What motivates you to succeed?** I motivate myself to succeed. I have an interest in learning and always want to master the job/task well enough to train someone else and then set another goal.

**What is your favourite book?** Anything by Sidney Sheldon.

**What is your favourite movie?** Almost any Marvel movie.

**If you could eat only one thing for the rest of your life, what would it be?** Pizza... any type as long as there aren't any olives.

**If you could have dinner with any one person, living or dead, who would they be and why?** My Grandpa because he was a joy to be around and I feel that he left us too soon.

**What was your first job?** Hostess at Angus Glen Golf Club (just North of Toronto).

**What did you want to be when you were a child?** An elementary school teacher.

**If you could travel anywhere in the world, where would you go?** Switzerland. I have been twice already but there is so much more to see and do.



## Trevor Hittel

**Position:** Operations Manager Acadia Valley

**Location:** Acadia Valley, SK

**Years with SITE:** 19 years (I.W. Kuhn and SITE)

**Who's your personal hero?** Well a couple of weeks ago I was thinking of a different person. However, after the events of Ft. McMurray, I would have to say that the first responders are the true heroes. It's too bad that it takes something like this to be recognized.

**What motivates you to succeed?** Challenge, I love taking on new tasks which I have never been part of. If we don't challenge ourselves how do we ever develop skills?

**What's your greatest achievement and how has it shaped you?** My greatest achievement would be my family. They have taught me that everyone needs a work/life balance. By coaching them through minor sports they have taught me a lot of lessons which I use at work with my fellow workers.



**What are your hobbies?** My hobbies would include, hockey, golf, snowmobiling, camping and fishing.

**If you could have dinner with any one person, living or dead, who would they be and why?** Although there are many famous people I would love to have dinner with, I would love to have dinner with my father. I never had the opportunity to say goodbye prior to his death.

**What's your favourite holiday and why?** My favorite holiday is spending time at the lake with my family. Nothing better than being on a lake with just the family and out of cell coverage. Wake boarding and fishing and relaxing, as well as the great times around the fire at night. Just being together with no distractions. Perfect...

**What was your first job?** My very first job was working for a farmer. I spent an entire summer picking white rock from his fields. He was worried that people could see them from an airplane.

**If you could travel anywhere in the world, where would you go?** I would love to travel to Germany to see where my roots originated from. Not to mention to try their beer.

# WELCOME TO SITE

## Taylor Reid,

### Estimator

Working from the Corporate Head Office in Sherwood Park, Taylor will be responsible for reviewing tender packages and preparing project costs and tender documents. Taylor had previously worked for SITE as an Estimator in the Summer of 2015 and recently obtained his Bachelor of Engineering Degree from the University of Alberta.



The images on the front and back show examples of reclamation and depict straw crimping for wind erosion and moisture retention.



## JOB OPPORTUNITIES

**Estimating Coordinator**—Sherwood Park or Calgary, AB

**Civil Inspector**—Field, Southern SK

**Journeyman Carpenter**—Field, Northern AB

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

## 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](mailto:ethornton@siteenergy.com)

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