

# INSITE™

PRESIDENT'S MESSAGE

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K+S MECHANICAL PROJECT

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EMPLOYEE SPOTLIGHT

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JOB OPPORTUNITIES



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## INTRODUCTION

Welcome to our first edition of the newly revised inSITE newsletter! We are excited to bring you this publication and feel this is an excellent tool to provide you with frequent updates on the current status and events of the organization. Each month the newsletter will provide corporate updates, employee profiles, safety moments, a feature project, job postings, community involvement, acknowledgements, and other articles of interest. Additionally, if you have information or an article that you feel is important please feel free to send it in. This can include information such as employee acknowledgments, project milestones, or even a congratulations to an employee for graduating from an apprenticeship or educational program.

Good communication is an essential quality for all successful organizations and we feel that this newsletter can help add value for everyone in the company. SITE believes in good communication as much as it does its core values and will continue to focus on maintaining these beliefs to remain Best in Class.

Thank you and please enjoy!

**By Dallas Lauzon**  
*HR Manager*

## PRESIDENT'S MESSAGE

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

As the current outlook for traditional work in the oil field declines, SITE is moving towards less regulated and more competitive work environments. We can be competitive in these markets if we follow our processes with minimal management engagement and rely more on crews at the field level. With that said, we are currently bidding more work than ever as we open up new markets.

In these challenging market conditions our attitude and core values will separate us from our competition and prove we have a committed and united team that will provide value to our clients. The SITE culture encompasses our core values and if we manage our work adhering to these values we will continue to be Best in Class.

Many companies only say what they can do. **Let's all prove that SITE can do what we say!**

Thank you everyone for your help and stay SAFE!

### SITE Mission

To provide value added contributions to all stakeholders in order to deliver the safest, highest quality product and services possible. SITE will achieve this through commitment to our core values: Safety / Environment, Integrity, Teamwork and Execution, while continuously improving our business practices.

### SITE Values

Safety / Environment  
Integrity  
Teamwork  
Execution

### SITE Vision

To be the service provider of choice by providing best-in-class value to all our stakeholders.

## SAFETY MOMENT

We are always looking for ways to do our work in a safe and productive manner. Here is our Top Ten List of things we can do to ensure we have an incident free day.

1. Know your job. If you are not sure of exactly how to carry out an assigned operation, ask your supervisor before you begin.
2. Use tools properly. Select the right ones- the ones designed for the job. Be sure they are in good condition.
3. Practice good housekeeping. Keep your work area clean and orderly. Clean up spills promptly. Dispose of scrap properly.
4. Develop good lifting habits. Remember: lift with your legs, not your back, and get help for loads you can't easily handle alone.
5. Avoid falls by watching where you are going.
6. Dress safely for work. Remove jewelry when performing tasks where it creates a hazard. FR clothes if required. Long sleeve shirt are required for all tasks in all weather conditions.
7. Use required personal protective equipment. Wear safety glasses, hard hat, goggles, face shield, earplugs, gloves and respirators or whatever specialized equipment the job calls for to prevent injuries.
8. Be alert around machinery.
9. Report all accidents and near-miss incidents.
10. Avoid horseplay and practical joking.

# WHAT DOES HSELR REALLY MEAN?

By Ken Davies  
Corporate HSELR Manager

In my five years with SITE Energy Services as the Corporate HSELR Manager I have had to ask myself that question again and again. As we have grown and evolved over the years the details have changed but the core has not. HSELR is a unique definition of how we do business and how we protect our workers. It stands for Health Safety Environment and Labour Relations.

But what does that really mean? Well, to me:

Health stands for our absolute commitment to ensuring everyone involved with SITE remains healthy and free from injury or illness while in our employ.

Safety means that whatever we do and wherever we do it we will do it in the safest manner possible.

Environment not only means that we will be responsible caretakers of environmental issues but that our working environment is

respectful and provides opportunity to grow and advance.

Labour Relations is our commitment to ensuring the needs of our employees, whether it involves training, benefits, or support and assistance, are met in a professional and prompt manner. That real people work with, and support the members of our team.

At the end of the day HSELR is really a commitment to everyone and by everyone to ensure that we have the best people, programs, tools and processes in industry, so we all go home to our loved ones safely every day. HSELR is the heart of what we do and why we do it. It will continually grow and evolve, just like SITE. That way we will always ensure that we are Healthy, Safe, that we work in a progressive Environment, and that Labour Relations never loses track of the individual and their unique needs. I hope that we can all take the time and answer that question; "What does HSELR mean to me?"

Safety Statistics	2016	Actuals
	Annual Targets	January 2016
LTI (Lost Time Incident)	0.00	0.00
TRIF (Total Recordable Injury Frequency)	1.00	0.00
KPI (Key Performance Indicators)	1.00	2.43



# K+S MECHANICAL PROJECT

By Deryk Kause  
Project Manager

SITE has been on the K+S Legacy project since September of 2015. The scope of work title "Pumphouse and Cooling Tower MPEI" was the last major scope of work to be awarded on the Legacy project potash mine and production facility, which is the first new greenfield potash mine built in Saskatchewan in nearly forty years.

Solution mining is the process of mining underground water-soluble minerals by dissolving the minerals with water. The mineral-rich solution (called brine) is then extracted from the ground and the minerals are recovered from it.

Our scope consists of three major areas:

**Area 1: 5340 Cooling Tower (60% complete)**  
-A fiberglass structure measuring 170' long x 84' wide and over 50' tall forming 8 separate cooling cell's each with a water drip system and 42' diameter fan at the top. The cooling tower has been a thought-provoking build with challenges around its complex

erection sequence and determining means of construction that align with our safety culture. This scope also includes a pump house building and an expansion of an existing electrical MCC room.

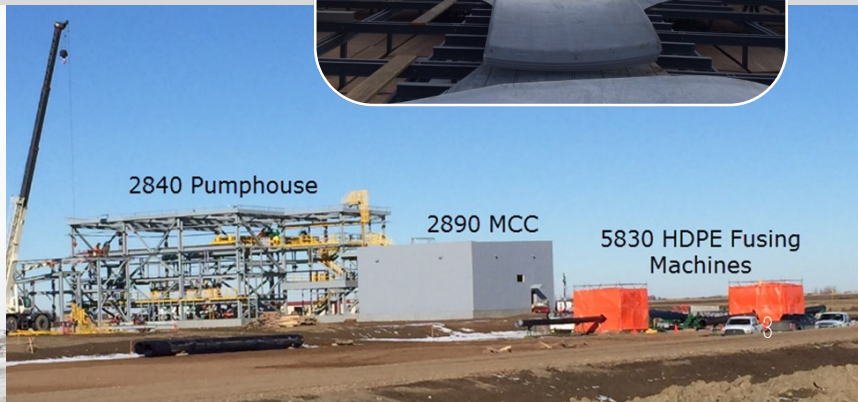
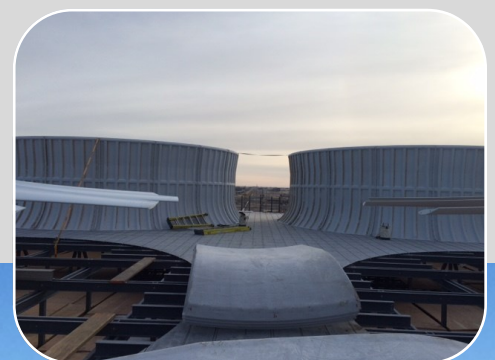
**Area 2: 2840 Brine Pumphouse (25% complete)** - This building houses all the mechanical components for moving liquids back and forth from the main facility (the Mill house) to and from the cooling ponds; large bore piping, horizontal and vertical pumps and an assortment of control equipment make for a very busy building. An adjacent building forms another electrical MCC to power the area.

**Area 3: 5830 HDPE Pipe Corridor (5% complete)** - contains 13 High-density polyethylene (HDPE) pipes ranging from 6" to 36" in diameter stretching almost 1 km in length for moving liquids back and forth from the main facility (the Mill house) to and from the cooling ponds. Half of the piping is fused and pulled into an existing pipe rack within

the facility, and the other half is fused and pulled down the civil corridor, and rests on the ground. In total there is over 1300 fusions to be completed.

SITE is scheduled to peak manpower in March around 160 direct workers, and turnover scheduled for June 31, 2016. In January SITE moved to a continuous shift for all staff and craft helping keep our manpower peak down.

SITE has been recognized as a safety leader by our client; in January scoring the highest ever safety audit on the Legacy project (pretty impressive on a project that has been going on for 3 years with over 2000 workers on site).



# IMPROVE YOUR LIFE BY IMPROVING WHAT YOU EAT

Healthy eating is one of the most important things you can do to improve your general health.

If you've been promising yourself that you will start to eat healthier and get your family to eat healthier, but have been putting it off not knowing where to start, here are some tips:

## 1. Think variety.

You need more than 40 different nutrients for good health, and no single food supplies them all. Unless you have any food allergies or sensitivities, your daily food selection should include: bread and other whole-grain products; fruits; vegetables; dairy products; and meat, poultry, fish, and other protein foods.

## 2. Look for the word 'whole'.

When buying grain products look for whole grain as the first ingredient on the food package. Whole grains include whole wheat, whole oats, oatmeal, whole grain corn, wild rice, brown rice, buckwheat, whole rye, bulgur, cracked wheat, whole-grain barley, and millet.

## 3. Add in some veggies.

Try adding extra vegetables to foods such as meatloaf, lasagna, omelettes, stir-fry dishes, and casseroles. Frozen vegetables such as spinach, peas, and carrots are easy to add. You can also add dark leafy greens, like kale or swiss chard, to give sandwiches an extra kick.

## 4. Break salt and sugar addictions.

Substitute salt with flavour additives such as herbs, spices, lemon, lime, and vinegar. Substitute white sugar with natural sweeteners such as maple syrup, honey, or fruit juice.

## 5. Look for healthier versions.

If you like to eat luncheon meat sandwiches, try a reduced-fat version. If you like the convenience of frozen dinners, look for ones with lower sodium. If you love fast food meals, try a salad as your side dish instead of fries.

## 6. Make better fat choices.

When buying meat, poultry, milk, or milk products, choose versions that are lean, low-fat, or fat-free. Choose lean meats like chicken without the skin and lean beef or pork with the fat trimmed off. Use olive, sunflower, or canola oils instead of lard or butter. Bake, grill, and broil food instead of frying. Try eating more meatless entrees.

## 7. Fill up with fibre.

Most Canadians do not get enough fibre. Fibre is important in helping maintain regularity and control blood cholesterol and blood sugar levels. Eat a variety of fibre-rich foods everyday including: whole grains; fruits; vegetables; and legumes such as beans, peas, and lentils. As you increase your fibre choices, drink lots of fluids.



## ACKNOWLEDGEMENTS

### Harold Steele

Congratulations to Harold Steele for completing his **20th consecutive season** with SITE! Harold started and has been working with Bear Slashing as a Chainsaw Operator. Thank you Harold for your hard work and dedication to SITE. Your work ethic is truly second to none and we hope to have you with us for many more seasons.

# WELCOME TO SITE!

## Brent Irvine, SCMP

### Procurement Manager

Working from the Corporate Head Office in Sherwood Park, Brent will be responsible for the tactical procurement of commodities, supplies, equipment, and services. Brent is an experienced supply chain manager, with 16 years of education and practice in procurement including tendering, commodity management, contract execution and administration, team leadership and cost monitoring. Additionally, he has a Bachelor of Supply Chain Management and International Business diploma from Grant MacEwan College.



## Nadeem Kalim,

### Mechanical Estimating Lead

Working from Corporate Head Office in Sherwood Park, Nadeem will be responsible for overseeing and supervising mechanical estimates. He is very well-versed in Mechanical Estimating, and has 36+ years of combined experience in fabrication, field design and consulting engineering. Additionally, he has a Diploma in Mechanical Engineering and a Diploma of Collegial Studies in Science.



## Vince Pinsky, Support Services Manager North Region

Working from Cold Lake, Vince will be responsible for business and support services management for the Northern Region. Vince is very well experienced in all aspects of management and has overseen all operations in both the field and office environment.



## Dean Hartman, NE Operations Manager

Working from Grande Prairie, Dean will be responsible for operations and business development initiatives for the NE region. Dean has 25+ years' experience in facility and pipeline construction with leadership and safety expertise. Additionally, he is a certified Journeyman Welder.



## David Ference, MBA, PMP, CET Project Manager Consultant

Working from Cold Lake, David will be responsible for the management of the Janvier project. David brings 20+ years' experience leading and directing industrial, commercial, institutional, and residential projects in EPC, EPCM and CM environments.



# SNOW ANGELS

As a team building event and to give a little back to the community, the finance team in the North region spent a few hours one Thursday evening being "Snow Angels". Snow Angels is organized through Cold Lake Family and Community Support Services (FCSS). It encourages residents to be good neighbours by shoveling the walks and driveways for seniors, people with disabilities, mothers with young children whose

spouses are away (e.g. deployed) or anyone else in need of the service. In total, the team was able to tackle approximately 25 homes and finished the evening off with some chili and hot chocolate. Leanne Draper, Volunteer Services Program Facilitator for FCSS sincerely thanked SITE multiple times for the time we spent out in the community.

By Monte Palsat  
North Region Controller

Photo L-R: Melissa Bibeau, Vicki Nault, Stephanie MacKay, Brenda Hokiro, Zana Loden, Monte Palsat, Leona Kolbinson, Nicci Fillion, Debbie Johnson, Dominique Ross, Kyle Bibeau.



# EMPLOYEE SPOTLIGHT

## Traci Sharp

**Position:** Service Writer/Equipment Parts Coordinator/Asset Management

**Location:** Cold Lake, AB

**Years with SITE:** 5 years and 2 months

**Who's your personal hero?** My mother. She has shown me what strength is even when you are at your weakest moments.

**What motivates you to succeed?** My children and grandchildren.



**What's your greatest achievement and how has it shaped you?** My greatest achievement would have to be raising my children as a single parent. It has shaped me to becoming a very strong and independent woman that can achieve anything I put my mind to.

**If you could only eat one thing for the rest of your life, what would it be?** Definitely blue rare steak.

**Do you have a nickname? If so, what is it and where does it come from?** Sharpie. It was actually

started by Trent Threadkell because there are two Traci's that work in the Cold Lake office.

**If you could have dinner with any one person, living or dead, who would it be and why?** My Dad because it has been almost 12 years since he passed away and I would love to be able to give him one last hug and just talk about everything that has happened in the last 12 years.

**What would you sing at Karaoke night?** Up! By Shania Twain or Strawberry Wine By Deanna Carter

**Do you have a collection? If so, what do you collect?** Clothes! Lots and lots of clothes (but I think it's more of an obsession).

## Jeff Plourde

**Position:** Geomatics Operations Manager

**Location:** Calgary, AB

**Years with SITE:** 2 years and 6 months

**Who's your personal hero?** Derek Hatfield - Canadian sailor who circumnavigated the Globe single handed and unassisted.

**What motivates you to succeed?** With success, one seems to gain attention. This attention can be used to help shape our communities and kids in a positive manner.

**What's your greatest achievement and how has it shaped you?** Learning to become a father for our 3 kids. It helped me focus on what really matters in life and everything else that doesn't.

**What's your favourite book?** Atlas Shrugged by Ayn Rand.



**What's your favourite movie?** Days of Thunder.

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

**Do you have a nickname? If so, what is it and where does it come from?** "Birdman" - Back in the day, when I played hockey, I would altercation from time to time and my teammates swore my swinging punches resembled a baby bird trying to fly!

**What are your hobbies?** Flying, sailing, skiing, fishing and hunting.



## JOB OPPORTUNITIES

**Light Fleet Manager – Cold Lake, AB**

For detailed information on this opportunity 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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