

INSIDE CIRCLES

JANUARY 2015



NAME THE NEWSLETTER CONTEST RESULTS

Thank you to everyone who participated in the naming of the newsletter. There were some strong entries which made the voting quite challenging. After long consideration and debate, the Senior Management Team selected the name **“INSIDE CIRCLES”**.

WHY **INSIDE CIRCLES**?

The name “Inside Circles” stood out the most because of the strategic relevance to the business as a whole.

- There is a slight Aboriginal connotation as all communicating happens in a circular setting; the round dance, etc.
- At Bouchier we have several circles of work—communications, pipeline, human resources, etc. The newsletter is our way of sharing what’s going on within our circles of work.

MEET THE MASTERMIND BEHIND THE NAMING

Congratulation to Lou Benoit, the winner of the naming contest.

LOU BENOIT

February 2015 will mark five years Lou has been with Bouchier. She started at the Kearn Oil Sands Site as a labourer and within six months was working in the office. Thanks to people like Michelle Leveque, Deb Taylor and Linda Olmstead, she soon learned the ropes and became a huge asset to the administrative requirements at the site. She gives credit to Harold Gates and JJ Grandjambe who were wonderful leaders and offered her lots of support over the years.



Lou’s gratitude for still being a part of the Bouchier team is evident in her work. She quotes “I will always have a great deal of respect for Nicole and Dave. They have been my ‘life savers’ in more ways than one.”

On a personal note, she has been a musician for most of her life. She quotes “Music is the laughter of the heart.” Over Christmas, Lou enjoyed a trip to Nashville with her brother Ray. It was her first time going and she had a great time!



Left to right: David Bouchier, John MacCuish, Neil Duboff, Emma Mercer, Nicole Bourque-Bouchier, Stephen Watson

In 2012, after Bouchier attracted significant minority investment from Carillion, a Bouchier Board of Directors was elected by the Shareholders to govern the Bouchier entities (Bouchier Management Services, Bouchier Contracting Ltd., and Bouchier Site Services) as per the Board Terms of Reference. The Board has the responsibility to oversee the conduct of the company. The Boards’ fundamental objectives are to ensure Bouchier meets its obligations on an ongoing basis and operates in a reliable and safe manner.

Three representatives from Carillion:

John MacCuish,
Executive Vice President,
Services

Stephen Watson,
Senior Vice President,
Strategic Growth

Emma Mercer,
Chief Financial Officer

Three representatives from Bouchier:

David Bouchier,
Founder and President

Nicole Bourque-Bouchier,
Chief Executive Officer

Neil Duboff,
Lawyer, Duboff Edwards
Haight & Schachter
Law Corporation

GIVING BACK TO THE COMMUNITY

Bouchier is committed to enabling team members to support their local community. We encourage you to participate in our volunteer program to help make a positive contribution to our local communities.

If you are volunteering in your local community, please let us know. If you would like to hear more about our volunteer program, please contact Petrina Fudge, Corporate Services Director.

Laurie Marion, HR Recruiter, Simmie Gill, HR Advisor and Dennis Murray took the time to share their volunteer stories.

DENNIS MURRAY

Site Manager, CNRL Common Services

Each year the Memorial Field of Crosses committee prepares and installs 3000 crosses at the site along Memorial Drive in Calgary. The goal is to have a cross for each soldier from Southern Alberta who has lost their life while engaged in conflict, from WW1 until present. A group of volunteers spends all year researching to get all the required information on each soldier. Each cross contains the name, rank, date of birth and date of death. It takes weeks in advance and the help of many volunteers to prepare the crosses to be put in the field, as they need to be inspected, cleaned and sometimes repaired. The project has been ongoing for the past six years. When it first started there were 600 crosses, with more being added each year. The entire project is funded by Mr. Murray McCann of Calgary. My wife and I have been involved in the project for five years.

If you require more information feel free to ask me or check out the website at fieldofcrosses.com



SIMMIE GILL, HR Advisor

On November 18, 2014, I had the opportunity to volunteer at the Fort McMurray Society for the Prevention of Cruelty to Animals (SPCA) as a Dishes & Laundry Assistant. In addition to its staff, the SPCA relies heavily on volunteers to assist with day to day care of shelter animals. Volunteering at the SPCA means you get to help care for homeless, injured and abused animals until they are adopted into loving homes. My day started at 9:00 am with a tour of the facility. I was shown the Cat Room, two Dog Kennels and Quarantine Area for animals new to the shelter. There is also a space dedicated to individuals who wish to spend time with an animal they are hoping to adopt. Once the tour was completed, I got started with my duties for the day. I was shown how to wash, rinse and disinfect food bowls. Each animal is given a clean food and water dish each day! I was also responsible for operating the two washing machines and an industrial sized dryer. Once the towels, blankets, beds and toys were dry, I would return the clean items to their proper areas. I was also asked to sweep and mop different areas of the shelter and organize kennels by size, all the way from extra small to extra large. By the time 3:30 pm rolled around, I had a new appreciation for my cushy desk job! Everyone at the shelter was very positive and helpful, I would definitely recommend using your volunteer days with Bouchier towards the Fort McMurray SPCA!



LAURIE MARION, HR Recruiter

On September 3, 2014, I had the opportunity to volunteer on behalf of Bouchier at the 14th Annual Infinity Golf Tournament & banquet held by McMurray Métis. This is an event that is held annually as a fundraiser for their Métis Education Bursary Program which assists Métis students in this community to pursue their educational goals. My day was spent assisting the Events Coordinator & staff in making the day's events a success. At 6:30 am, we met at the Miskanaw Golf Course at MacDonald Island Park to get the Registration and Banquet room ready for the arrival of the 110 golfers that participated in the event.

I am delighted to report that this year a total of \$137, 242 was raised with the support of their members, local businesses and oil sands partners. As a former employee of this organization three years prior to Bouchier, I have seen a lot of young lives changed through the education they are able to receive help in obtaining through this event. I have seen them become Doctors, Teachers, Lawyers, Tradesman, etc. More than half of these young people return to Fort McMurray to give back to their community.

"Education is for improving the lives of others and for leaving your community and world better than you found it" – Marian Wright Edelman.

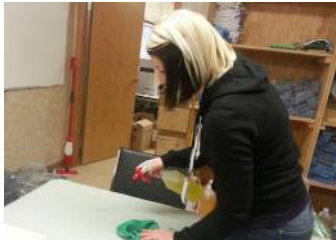




At the Husky Sunrise Site, Bouchier Site Services is responsible for the operation and management of the onsite medical clinic, ambulance services, paramedics, onsite nurses, on-call physician, firefighting services including fire chief, firefighters and firefighter EMT's and janitorial services.

In 2014 our medical services team treated 8,772 patients in the onsite clinic and our firefighting/emergency services teams responded to 246 emergency calls.

Our janitorial team has grown from a staff of five people to 13 people per shift over the last two years. On average each cleaner is cleaning nine trailers per day!



Janitors **Abdi Elmi** and **Holly Parrott** have been with us for almost two years.



Paramedics **Robert Murphy** and **Barclay Melanson** with our senior occupational health nurse **Stephen Cole** reviving our "patient" **Simon** during our man down training exercise.



Fire captain **Chad Demers** doing man down training exercises with our Fire team and auxiliary fire team.



Mach Maduk



Ada Stockley



Carole Sansfacon



Sayid Omar



Idriss Yabrak

#hrnews

HEALTH SPENDING ACCOUNT

groupSource: All 2014 claims must be received by groupSource by January 31, 2015. This includes your Extended Health Care (physiotherapy, chiropractor, etc), Medical (prescriptions), Dental and your Health Spending Account. groupSource will not reimburse you for any claims paid in 2014 that are received after January 31, 2015.

Address Updates: Please take a minute to check your pay stub. Is your address correct? If not, please fill out an Employee Information Update (see your Site Coordinator for the form) and forward it to Human Resources. Your 2014 T4 will be sent to the last address you provided to us.

2014 T4s

A memo will be sent out this week to each of the sites regarding T4 requirements for eligible First Nation employees. If this memo applies to you, please ensure that you forward all appropriate paperwork to Human Resources no later than January 31, 2015.

TEAM MEMBER PROFILE

Lorraine Murray

Parts Runner

Lorraine Murray has been part of the Bouchier team since 2009. Prior to joining Bouchier, Lorraine was in the jewellery industry for 10 years. Currently she is our Parts Runner,



supporting our sites at CNRL, Kearl, Fort Hills, CNRL FM, Firebag, and Cenovus, as well as the head office and yard at Incubator Park. Lorraine is efficient, takes a great deal of pride in everything she does and has the best interest of Bouchier in mind. Often making two round trips a day, Lorraine ensures all the sites get their required tools to get the job done. It is reassuring to know that she is representing Bouchier in the community, willing to go the extra mile for her team and with a smile on her face. Each year Lorraine organizes a Santa's Anonymous drive. She gets a big crate, decorates it with wrapping paper and puts it in the foyer to collect toys and other items from the Bouchier staff. Lorraine challenges our vendors to participate and gathers various items from all of them to donate. It is always a great success and speaks largely to our Bouchier culture.

Originally from Nova Scotia, Lorraine has lived in Fort McMurray for the last 10 years. She has two sons, one daughter and a granddaughter, Anika. While not at work, Lorraine enjoys spending her time reading, going for walks and she always has a great time socializing with her friends. Her love of music has inspired Lorraine to learn how to play the guitar.

Lorraine says, "I hope to be part of Bouchier for many years to come and am happy to say I love my job." We are fortunate to have you, Lorraine.

safety

EMPLOYEE OF THE MONTH AWARDS FOR 2014

JANUARY



Lance Frigon
Kearl
Operator



Lawrence Bekkatella
Incubator Park
Labourer



Sue Binkley
Husky
Janitor

FEBRUARY



Lindsey Pelkey
Kearl
Operator



Lawrence Campbell
Incubator Park
Lowbed Operator



Abdi Elmi
Husky
Janitor

MARCH



Jimmy Fitzpatrick
CNRL CS
Lead Hand



Cory Gardipy
Fort Hills
Labourer



Molly Henderson
Husky
Janitor



Dean Ireland
Incubator Park
Mechanic



Peter Janvier
Kearl
Operator

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EMPLOYEE OF THE MONTH AWARDS FOR 2014

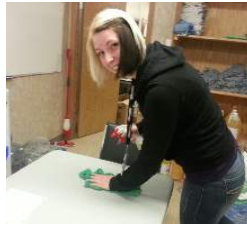
APRIL



Larry Laliberte
CNRL
Labourer



Mike Bryant
Fort Hills
Operator



Holly Parrott
Husky
Janitor



Gordon Rediron
Incubator Park
Welder



Hartley Jordon
Kearl
Operator

MAY



Yves Borgia
RMWB
Operator



Yvonne Goosney
CNRL CS
Janitor



Lawrence Gardipy Jr.
Fort Hills
Operator



Yousuf Omar
Husky
Janitor



Jared Bohlken
Incubator Park
Mechanic

JUNE



Bill Rendall
Kearl
Operator



Everett Frampton
RMWB
Operator



Tad Perry
CNRL FM
Lead Hand



Clifford Iron
CNRL CS
Operator



Russ Shandro
CNRL CS
Operator



Terry Cullen
Fort Hills
Operator



Idriss Yabrak
Husky
Janitor



Leo McDaniel
Incubator Park
Mechanic



Steve Isenor
Kearl
Mechanic



Lorne Marion
RMWB
Operator/Labourer

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EMPLOYEE OF THE MONTH AWARDS FOR 2014

JULY



Carolyn Hewitt
Husky
Janitor



Rejean Girard
CNRL CS
Operator



Landon Cardinal-Lavallee
Incubator Park, Labourer



Dawson Ballantyne
Kearl
Operator



Richard Desjarlais
RMWB
Operator

AUGUST



Shawn Sharpe
Incubator Park
Mechanic



Jeff Weinkauf
Kearl
Operator



Dean Potter
RMWB
Operator



Marvin Janvier
CNRL FM
Electrician



Darcy Letendre
CNRL
Lead Hand

SEPTEMBER



Jesse Calderone
Fort Hills
Labourer



Matt Semeniuk
CNRL FM
Electrician



Lorraine Murray
Incubator Park
Parts Runner



Fabian Sylvester
CNRL
Trainer/Operator



Jay Foster
Kearl
Supervisor

OCTOBER



William Tibbs
RMWB
Operator



Jim Lachman
CNRL FM
Carpenter



Cressa Hildebrandt
CNRL
Administration



David Soper
Fire Bag
Labourer



Darryl Latouf
Fort Hills
Labourer

safety

EMPLOYEE OF THE MONTH AWARDS FOR 2014

NOVEMBER



Dale Turner
Kearl
Operator



Serge Beaulieu
RMWB
Operator



Darren Ferguson
CNRL MP
Operator



Spencer Aubichon
Fort Hills
Operator

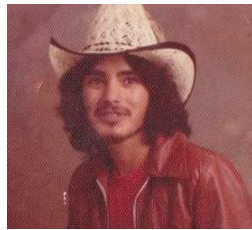


Tom Clarke
Fire Bag
Operator

DECEMBER



Willesley Lalor
CNRL FM
Labourer



Dwayne Ahenakew
CNRL
Lead Hand



Kevin Esquash
RMWB
Operator



Guy Amyotte
Kearl
Operator



Brian Peeteetuce
Fort Hills
Operator



Joje McCarthy
Fire Bag
Labourer



Steve Borgia
RMWB
Operator



Christian Iwaniuk
CNRL FM
Electrician



Mathew MacKinnon
CNRL MP
Operator