

We Remember



It is with the deepest sadness that Bouchier has had to say farewell to one of their own.

You know when one's friends and fellow team members refer to someone as "humble", "kind", "compassionate", and "comical" that you have a special person as part of your team.

Thomas, as described by his co-workers, was the type of person that Bouchier was proud to have as a part of the family. His strong skill set and willingness for change allowed him to work on various sites within Bouchier. Thomas held a special place in the hearts of everyone who worked with him during his seven years of dedication.

Outside of the Bouchier family, Thomas seemed to be full of abundance through his dedication to his family and his church. His words of wisdom and selflessness was a constant reminder of the type of man

Thomas was.

He is survived by his wife Jeanine Mooswa; daughters, Pauline (Guy), Justine (Steven), Casey and Kimberly (Justin); sons, Darcy (Linda) and Conrad (Brittany) and many grandchildren and great-grandchildren.

His years of dedication contributed to our success, Thomas will truly be missed! The entire team at Bouchier would like to extend our condolences to Thomas' family and thank them for being a part of the Bouchier family.

KUDOS CORNER



Bouchier and the Suncor Firebag Team would like to recognize **Jodie Graham** and **Rastko Korac** for their outstanding work at the Southeast Runoff Ponds at the Firebag Site. Unless you have had the experience of working this type of job, you cannot understand the amount of work involved during such frigid temperatures. In early January, Jodie and Rastko oversaw the process of pumping waste water in extremely cold and potentially hazardous conditions. Despite the challenging circumstances, the job was carried out in a professional and safe manner. They both followed procedures while keeping a positive attitude; which are key factors to having success on the jobsite. Way to go, Jodie and Rastko!



Congratulations to **Devin DeCoste** of Shell General Site Services (*seen here with General Foreman; Mark Galliot*). Devin is an embedded employee with the Power Distribution Department. He has taken Post-secondary electrician courses and has been trying to get into an Apprenticeship Program since his schooling. Bouchier took on the Shell General Site Services (GSS) contract in November 2015 and Devin has been there since the beginning as a Labourer. Devin was recently approved to start an Electrical Apprenticeship through Bouchier General Site Services. Shell Power Distribution has agreed to this Apprenticeship Program and training. Bouchier GSS will still pay for Devin as a Laborer, and Bouchier Facilities Maintenance (Shell FM) will sign off on his hours.



Good afternoon Dallas,

On this date there were white out conditions from Fort McKay to Fort McMurray. I have been up here since 2008 and traveled Highway 63 extensively and these conditions were arguably the worst I have driven through.

Fortunately for me, I had coincidentally followed **Lorraine Murray** from the Incubator park all of the way to town. To say her driving was exemplary would be an understatement. She lead the way into town for us all in the lineup of traffic and we arrived safely because of her vigilance and safe driving behavior.

I did not know until today what her name was and I thought it would only be proper and appropriate to bring this to your attention.

Sincerely,
Matt Cummings

BOUCHIER IN THE COMMUNITY

A MESSAGE FROM GIRLS INC.

Thank you to The Bouchier Group for the generous donation of a new Ford Edge 2017 vehicle, replacing the previously donated vehicle. This will ensure that we can safely reach all girls in the Region. Thank you for helping to Inspire ALL girls to be **Strong, Smart and Bold**. Bouchier is truly in our corner and we can't thank you all enough.

Thank you 




from
of Northern Alberta

(PIPELINE)

Suncor Mackay River

A message from Matt Cummings–Site Manager

From my perspective, I believe that the transition has gone exceptionally well.

When Bouchier took over the contract at the Suncor Mackay River site on February 1, 2017, there was a significant amount of work that Bouchier was required to undertake in a very short period of time:

- Nicole and Dave Bouchier, Senior Management, HR, Safety, Training and Operations conducted several site visits with the Incumbent staff prior to February 1st, 2017.
- The HR department worked diligently in transitioning the incumbent employees over to Bouchier. Additionally, the HR department undertook a recruitment drive to fill several vacancies due to a change in shift pattern and rotation. The vacancies were filled with a mix of new hires as well as internal transfers. Again prior to February 1st, 2017.
- Lisa Avery and Cynthia Moelbert worked with Suncor to mobilize all staff to Mackay River, prior to February 1st, 2017.
- The Maintenance Department responded quickly to Suncor's needs by providing the Mackay River site with pick-up trucks, prior to February 1st.
- The Training Team had a particularly daunting task to undertake, prior to February 1st and this process is currently still ongoing. There were several mandatory Suncor training modules to complete, in order to be in compliance with Suncor standard. This, coupled with the internal Bouchier training requirements (CBT's and Evaluations)
- February 1st on-site kick off meeting with all the incumbent employees with HR, Training, SMT representation, Safety and our Business Application Analyst to set up the internet hub for the Bouchier Orientation, Pension and Benefits roll out and initial training.
- All this activity had to take place, while at the same time, having to provide an excellent service level to our clients.

Clearly there has been a great deal of effort and collaboration, from all areas of Bouchier in order for this transition to have been so successful. The feedback from Suncor is that they are very pleased with Bouchier's performance and diligence in accomplishing these daunting tasks.

What has made this an almost seamless transition, is how all these people, from various departments within Bouchier, came together to make it happen, based upon The Bouchier Guiding Principles:

- Our team members are like family.
- We respect and value each other equally.
- We are leaders in Safety.
- We inspire others through our motivation and enthusiasm.
- Our foundation is built on integrity and support.



- We remain focused and positive in adverse circumstances.
- We treat others the way we want to be treated.
- We lead by example.
- We are committed to our community, our team and ourselves.

Each one of these Guiding Principles was exhibited by Bouchier during this transition, and have since been adopted by the incumbent team members who joined Bouchier on February 1st, 2017. The feedback from the incumbent employees has been consistent and unanimous: They feel welcomed like a part of the family; they feel valued, supported and appreciated. They feel like they are at home.

It is very rewarding to have the opportunity to join the Bouchier organization, especially when it is clearly evident that the Corporate philosophy is put into practice on a daily basis.

The incumbent Roads and Grounds General Foreman at the Mackay River Site best captured how the transition has gone, specifically in relation to Bouchier:

"Factis non Verbis" which translates to *"Deeds not Words"*.

The deeds or the actions of the Bouchier team were and are a mirror image of the words contained within the Corporate Guiding Principles.

Kindest Regards, Matt

TEAM MEMBER PROFILE

Richard Hrabarchuk

Site Manager

Richard joined the Bouchier family in the early days of inception on a brush clearing job at the CNRL site. In those days, he worked closely with David Bouchier, President, operating equipment. Since then, Richard has transferred his skills and knowledge to various projects which has been an immense contribution to Bouchier's success.

In 2003, Richard started the CNRL Maintenance contract as an operator and quickly worked up to a supervisory position. As a supervisor, he was key in the management of the contract and building the unique relationship Bouchier currently has with this close neighbour.

The winter of 2006, lead Richard to the start up of the Petro-Canada drilling project at Fort Hills. He managed this project until the end of the season in 2007.

After a short break to spend time with his family, Richard returned to Bouchier during 2008 as the site supervisor for various short projects namely; Husky Sunrise and Fort McKay community projects.

From 2009 to present, Richard has been a huge asset at the Kearl Lake project. He was instrumental in the growth of the various Bouchier business sectors at this particular site. Starting with the site services contract for health services, moving to the site manager for



the roads and grounds contract into the recent Fuel and Lube project. "I would like to thank the many employees that I have worked with for their safety standards, hard work, and great work ethic to make Bouchier what it is today", he said.

Richard has been a tremendous leader and mentor during his time with Bouchier. It takes a brave and devoted team member to be successful during the vast changes that contribute to the growth of a small business. Richard stepped up and did

not disappoint with his integrity, safety focus, leadership and passion towards Bouchier's prosperity. "I have to say that it has been a real pleasure working for Nicole and David these many years and to see the hard work and dedication that both of them have put in to grow the company", he said.

Thank you for being such a valuable part of the Bouchier team. We hope you are a part of the family for years to come, Richard!

Service Awards

Everything we do is guided by a set of principles that define our character and culture. One of our very important principles is "OUR TEAM MEMBERS ARE LIKE FAMILY". This demonstrates the substantial importance we place on people within the business. Such great importance, that we have spent the months of January and February visiting our various projects to present service awards to team members with 2+ years of service.

Please see the list of valued team members on the following page.

Trevor Grandjambe: Thank you for 10 Years of Service.

We would be remiss if we didn't make a special mention of Trevor Grandjambe. Trevor is the first team member to receive a 10-year service award with Bouchier.

Trevor became a part of the team in October 2006 as rock truck driver to haul snow at CNRL. His talent was quickly noticed moving him into a site supervisor role within weeks on the job. In 2011, he accepted a position at the head office as the maintenance manager. Although Trevor loved his role within maintenance, his passion was to work on projects.

In 2013, he moved back to CNRL as senior site supervisor for the contracting division. The start-up of the general site services project at Shell required an experienced reliable senior site supervisor and Trevor was clearly the right fit for the job.

Trevor, we have watched you seamlessly grow with the business over the past 10 years. To say we are proud of your accomplishments would be an understatement. Keep up the good work! Cheers to many more years of service.



10
YEARS
SERVICE

2017 Service Awards

2 YEARS

Keith A. Janzen (Incubator Park)
Eulah Raike (Incubator Park)
Laurie Pilgrim (Incubator Park)
Lawrence Campbell (Fort Hills)
Daniel Augier (Firebag)
David Redecop (Yard)
Sebastien Paradis (Kearl)
Gordon Valverde (Head Office)
Kevin Moccasin (Firebag)
Jesse A. Calderone (Fort Hills)
Milica Chisov (Kearl)
Darren V. Umperville (Yard)
Trevor D. Felix (Kearl)
Michael J. France (Kearl)
Kelsey N. McColl (Kearl)
Benjamin T. Watson (CNRL CS)
Keith L. McKague (Kearl)
Leona R. Sanderson (Kearl)
Lorne L. Marion (RMWB)
Michael Kette (Kearl)
Richard J. Kuipers (Kearl)
Brian G. Hancock (CNRL CS)
John G. Roy (CNRL CS)
Robert A. McKendry (Kearl)
Derek J. Kuchta (CNRL CS)
Steven P. Borgia (RMWB)
Gregory L. Robinson (CNRL CS)
Cody D. Clarkson (CNRL CS)
Christopher G. Gibson (CNRL CS)
Robert T. Wilson (CNRL CS)
Ronald G. Chamberlin (CNRL CS)
Johannes W. Vogelaar (CNRL CS)
Angus L. Smith (CNRL CS)
Corey Bursey (CNRL CS)
Walter C. Coombes (Kearl)
Glenn J. Jones (CNRL CS)
Dirk J. De Boer (CNRL MP)
Melvin R. Varley (CNRL CS)
Harrison B. Rediron (CNRL CS)
Daniel M. Dumoulin (Kearl)
Joseph Ploughman (Kearl)
Derald N. Wood (Kearl)
Miguel L. Ferruelo (Kearl)
Philome Guerrier (CNRL MP)
Joshua M. Flaman (Kearl)
Richard E. Patterson (CNRL MP)
Brian C. Held (Fort Hills)
Clifford R. Stonestand (Kearl)
Darryl N. McKay (Kearl)
Joey M. Crookedneck (Kearl)
Nicolas Hamunjela (RMWB)
Ahmed O. Mohamed (Kearl)

Kyle L. Anderson (Kearl)
Kyle A. Vanlare (Kearl)
Victor D. Morin (Kearl)
David C. Marion (Kearl)
Harold F. Hiscock (Kearl)
Anthony S. Hiscock (Kearl)
Garfield L. Morin (Kearl)
Suzanne Flynn (Fort Hills)
Joseph R. McCarthy (Firebag)
Kenneth M. Jones (Firebag)
Jacob C. Bouthot (Fort Hills)
Daniel J. Culleton (Firebag)
David G. Soper (Fort Hills)
Luke J. Smith (Firebag)
Milic Korac (Firebag)
Rastko Korac (Firebag)
Steve R. Farmer (Firebag)
Fay H. Kerbes (Kearl)
Tom A. Clarke (Firebag)
Colin R. Ghostkeeper (Firebag)
Fabio C. Ferreira-Filho (Firebag)
Lee W. Aubertin (Firebag)
Peter A. Inkster (Firebag)
Joel R. Goodale (Fort Hills)
Tyler G. McKinnon (Firebag)
Wilfred K. Smith (Firebag)
Micheal J. Conroy (Firebag)
Tony Rajinder S. Gaingian (Firebag)
Donovan K. Calder (Fort Hills)
Thomas M. Katzman (Firebag)
Brandon J. Pelletier (Fort Hills)
Brenton G. Dodge (Fort Hills)
Jordan F. Lane (RMWB)
Danny M. Roussel (Fort Hills)
Tyler J. Zoopkow (Kearl)
Darrell P. Taylor (Fort Hills)
Delbert W. Roach (CNRL CS)
Tyler J. Acker (Fort Hills)
Darryl J. Latouf (Fort Hills)
Jake Latouf (Fort Hills)
Codie A. Pedersen (Kearl)
Steven R. Gabara (Kearl)
Timothy (Jimmy) J. Neuman (Kearl)
Abbaker Ahmed (Kearl)
Amy C. Harden (Firebag)
Domenico B. Littlechild (Kearl)
Samantha L. Smith (Fort Hills)
Andrew D. Siewert (Kearl)
Darren J. Sanderson (Fort Hills)
Vincent K. Herman (CNRL CS)
Vincent T. Sasakamoose (Kearl)
Spencer G. Greyeyes (Kearl)
Timothy L. McPherson (Kearl)
Ricky Lee L. Giroux (CNRL CS)
Derek J. Kennedy (Firebag)
Michael J. Shea (CNRL CS)
Shawn M. Gamble (Kearl)
Drew W. Carpenter (Kearl)
Terrence P. Okeymow (Kearl)
Andrew R. Kilburn (Firebag)
Anniken C. Richard (Yard)

Stephen E. Shott (Yard)
Richard E. Needham (CNRL FM)
Matthew Ihamaki (CNRL FM)
Ruth V. MacKinnon (CNRL FM)
Amanda Hersey (Shell Calgary)
Albert F. Bouvier (CNRL FM)
Jeffrey L. Scott (CNRL FM)
Michael A. Walton (CNRL FM)
James D. Lachman (CNRL FM)
Caley J. Boggan (CNRL FM)
Pawel Cudak (CNRL FM)
Rory Fairchild (CNRL FM)
Chris Meadus (CNRL FM)
Brodi MacInnis (CNRL FM)
Ian A. MacDonald (CNRL FM)
Danielle E. Norman (CNRL FM)
Lee J. Bartosh (CNRL FM)
Austin M. Penney (CNRL FM)
Douglas J. Raymond (CNRL FM)
Terrence Parsons (CNRL FM)
Michael A. Fisher (CNRL FM)
Cassidy E. Burns (CNRL FM)
Christian Richard (CNRL FM)
Fanus Tesfaselasie (CNRL FM)
Kelci Blair (CNRL CS)
Sean A. Holgate (CNRL FM)
Tyler L. Wessel (CNRL FM)
Michael A. Bourassa (CNRL FM)
Eric R. Gilley (CNRL FM)
Charles Thring (CNRL FM)
David A. Winship (CNRL FM)
Paul J. Lamontagne (CNRL FM)
Sabyasachi D. Chatterjee (CNRL FM)
Aaron D. Riehl (CNRL FM)
Todd Gaspari (CNRL FM)
Michael K. O'Brien (CNRL FM)
Dean A. Borys (CNRL FM)
Kiel J. Klapp (Shell Calgary)
Michael W. Gilbert-Johnson (CNRL FM)
David D. Collins (CNRL FM)
David M. MacDonald (CNRL FM)
Stephene (Steve) L. Stutz (CNRL FM)
Dustin B. Botelho (CNRL FM)
Kenneth J. Lozinski (CNRL FM)
Loretta R. Janvier (CNRL FM)
Tara Croft (CNRL FM)
Joseph P. Orel (CNRL FM)
Chad Lamont (CNRL FM)
Jimmy Laplante (CNRL FM)
Allan A. MacDonald (CNRL FM)
Grant L. Chappell (CNRL FM)
Cam E. Pard (CNRL FM)
Darren Sanderson (Fort Hills)
Deborah J. Flewelling (CNRL FM)
Kevin J. Cleary (Shell FM)
Kabiru Odion (CNRL FM)
Leif Cervo (CNRL FM)
Ronald D. Morin SR (CNRL FM)
Charles D. Ketcheson (CNRL FM)
Rodrigo A. Torres (Shell FM)
Russell J. Bissett (Shell FM)

Sivan Omed (CNRL FM)
Louis Lapierre (CNRL FM)
Aaron J. Irias (Shell FM)
Jeffrey R. Gardner (CNRL FM)
Raymond J. Jenks (CNRL FM)
Angel N. Ahenakew (CNRL FM)
Lawrence Boucher (Shell GSS)
Jacqueline R. Bayles (CNRL FM)
Mark Galliot (Shell GSS)
Ryan Hern (Shell FM)
Jeffrey Haz (Shell FM)
Wacy S. Big Snake (CNRL FM)
Peter Baia (Shell FM)
Alexander J. Kalyniuk (Shell FM)
Darryl N. McKay (Shell FM)
Ian (Joe) Scott (Fort Hills)
Calvin Davis (Fort Hills)
Christine Flett (Main Office)
Mark Foran (CNRL CS)
Robert Pendry (CNRL CS)
Melissa Walker (Main Office)

3 YEARS

Tracy L. General (CNRL CS)
Bradley K. Bailey (Incubator Park)
Laurie L. Marion (Incubator Park)
Allen Remon (Incubator Park)
Harvey Black (EAH)
David Boyer (Fort Hills)
Richard W. Desjarlais
(Suncor-Base Mine)
Aaron B. Greyeyes (Shell GSS)
Peter Janvier (Kearl)
Roy Janvier (Kearl)
Christopher Kinch (Fort Hills)
Cassie Rosteski (CNRL MP)
Brent MacDonald (Yard)
Gregory S. Montgrand (Kearl)
Sean King (Kearl)
Darryn L. Ferguson (CNRL MP)
Winston J. Bachur (Kearl)
Alden G. Piche (Kearl)
Owen M. Ermineskin (Fort Hills)
Richard W. Burton (Kearl)
Michael C. Shellon (Kearl)
Sherman T. Yellow Fly (Kearl)
Joseph Calf (Kearl)
Kerry L. Wilander (Kearl)
Rejean G. Girard (CNRL CS)
Brandon J. McIntyre (Fort Hills)
William Chartier (Kearl)
Jordan D. Calliou (Fort Hills)
Trevor L. Warrior (CNRL CS)
Nicholas D. Poitras (Kearl)
Joseph A. Bouvier (CNRL CS)
Lance P. Frigon (Kearl)
Cole R. Pruden (Kearl)
Shane Biddles (Fort Hills)
Kenneth Dergoussoff (Kearl)
Thomas C. Kennedy (Kearl)
Ryan B. Willis (Kearl)
Jean-Guy Ouellette (Kearl)

2017 Service Awards (cont.)

Donald Allain (Kearl)
 Monika Voros (Kearl)
 Tad Bigsnake (Fort Hills)
 Jeffery Hustler (Kearl)
 Laura S. Sewap (Kearl)
 Leigh Hoyt (Kearl)
 Dustin Sidhu (Kearl)
 Tenille A. Whitefish (Kearl)
 Corry Doyle (Kearl FL)
 Rob J. Mugford (Kearl)
 Jennifer Bork (CNRL CS)
 Steven W. Isenor (Kearl)
 David H. Burke (Kearl)
 Dallis M. Senger (Kearl)
 Drew J. McBratney (Kearl)
 Yonas Y. Gezahagne (Kearl)
 Christopher L. Erb (RMWB)
 Jr. Francis S. Iron (CNRL CS)
 Brock E. Paykeekoot (Kearl)
 Leslie J. Heron (Kearl)
 Elfadii M. Rahma (Kearl)
 Sheldon J. Buchta (Kearl)
 Wilber Castaneda (Fort Hills)
 Trevor S. Killen (Fort Hills)
 John D. Quaadvlieg (Fort Hills)
 Norman W. Smith (Fort Hills)
 Richard W. Hoard (Kearl)
 Hector G. Fontaine (Kearl)
 Wendy R. McBride (CNRL CS)
 Travis M. Podger (CNRL CS)
 Quincy K. Charles (CNRL CS)
 Derrick A. Mitton (Kearl)
 Fitsum A. Belay (Kearl)
 Ashford J. McMaster (Kearl)
 Corey K. Saunders (Kearl)
 Jessica M. Ashby (CNRL MP)
 Gregory Villeneuve (CNRL CS)
 Stewart P. Herman (Fort Hills)
 Joe D. Sklerek (Kearl)
 Yvonne Goosney (CNRL CS)
 Ken J. Laprise (CNRL CS)
 Vincent A. MacDonald (CNRL CS)
 Craig O. Hill (CNRL CS)
 Bradley Boorman (CNRL PLA)
 Jamie G. Matei (Shell FM)
 Bilal Akhtar (Syncrude)
 Steven Heron (Yard)
 Cory Little (CNRL CS)
 Corey J. Lemaigre (CNRL CS)
 John A. Bronson (Kearl)
 Martin Desrosiers (CNRL FM)
 Sudeep R. Pandey (CNRL FM)
 Pamela Stapleton (CNRL FM)
 Lisa Nottebrock (Shell Calgary)
 Laurie A. Lewis (Fort Hills)
 Basem A. Aziz (CNRL FM)
 Sebastien Dupuis (CNRL FM)

Lynn Getz (Fort Hills)
 Douglas Sinclair (EAH)
 Shawn Loughran (CNRL FM)

4 YEARS

Tammy Cornect (Incubator Park)
 Narcisa M. Wharton De Gougeon (Incubator Park)
 Maryanne Gillam (Incubator Park)
 Russell Piche (Kearl)
 Jon Fiddler (CNRL CS)
 Ericson Santiago (Suncor Base Mine)
 Hughie Head (Kearl)
 Ronald G. Sinclair (CNRL CS)
 Sean Mehak-McKinnon (CNRL MP)
 Jerry Voght (Fort Hills)
 John R. Parsons (Kearl)
 Billy-Jo Sylvestre (Kearl)
 Joseph Kulcsar (CNRL MP)
 Zulficar Asadi (CNRL CS)
 Julienn Ahenakew (CNRL CS)
 Cressa Hildebrandt (CNRL CS)
 Dale Laprise (Kearl)
 Ronald S. Stewart (Fort Hills)
 Jason T. Provost (CNRL CS)
 Rusty Robertson (Kearl)
 Richard G. Doyle (CNRL CS)
 Keith Running Rabbit (Kearl)
 Nigel L. Poitras (Firebag)
 Patrick J. Cote (Kearl)
 Peter Grandjambe (Total)
 James Cousins (Kearl)
 Kristopher J. Mynott (Kearl)
 Edward Clarke (CNRL MP)
 Russell Gardipy (Fort Hills)
 Jeremy Robinson (Kearl)
 Dennis D. Turner (Kearl)
 Tory D. Munro (Kearl)
 Lorena C. Piche (Kearl)
 Lawrence J. Bekkattla (CNRL CS)
 Darryl Corrigan (CNRL CS)
 Brett Ericson (CNRL CS)
 Wesley C. Iron (CNRL CS)
 Seth Ouellette (CNRL CS)
 Eric Fitzpatrick (CNRL CS)
 Jared Bohlken (Yard)
 Joseph Munns (Fort Hills)
 Gregory J. Aylward (CNRL MP)
 Floyd J. Sinclair (CNRL CS)
 Dale T. Michel (CNRL CS)
 Boyd Clarke (CNRL CS)
 Marvin Lemaigre (CNRL CS)
 Wilmer Storey (CNRL CS)
 Matthew Byhette-Matzner (CNRL CS)
 Thomas G. Thomas (CNRL MP)
 Max Hildebrandt (CNRL FM)
 Kevin Ryan (CNRL FM)
 Michael Cornale (CNRL FM)
 Samaya Katzman (Shell FM)
 Jorden W. Iron (CNRL FM)
 Cody S. Steele (CNRL FM)
 Clifford Iron (Fort Hills)

5 YEARS

Dwayne Ahenakew (CNRL CS)
 Rodney Amut (CNRL CS)
 Craig Barton (Firebag)
 Trevor Bastien (Shell GSS)
 Brendon T. Daigneault (CNRL CS)
 Christopher Diorio (CNRL MP)
 Lawson M Gordon (CNRL CS)
 Dion T. Hyman (CNRL CS)
 Dean B. Ireland (Yard)
 Rodney Iron (CNRL CS)
 Mason Kooles (Kearl FL)
 Danny Ledoux (CNRL CS)
 Joey Ledoux (CNRL CS)
 Darcy Letendre (CNRL MP)
 Shane McEwen (Fort Hills)
 Sean Mercer (Yard)
 Terrence Mitchell (CNRL MP)
 Alfred Moberly (CNRL CS)
 Cynthia Moelbert (Firebag)
 Rick Montgrand (Kearl)
 Roy Montgrand (Kearl)
 Joshua Plante (CNRL PLA)
 Conrad Sasakamoose (Kearl)
 Geoffrey Scott (Kearl)
 Shawn Sharpe (Yard)
 David Van Buskirk (Yard)
 Chrystal Fifield (Incubator Park)
 Fabian Sylvestre

6 YEARS

Barb Sparkes (Incubator Park)
 Mike Flett (Incubator Park)
 Tom Sorge (Incubator Park)
 Guy Amyotte (Kearl)
 Louise Benoit (Fort Hills)
 Daniel Brant (Kearl)
 Jason Cornell-Benoit (Kearl)
 Ian Crowshoe (Kearl)
 Aaron M. Dirk (Kearl)
 Sebastien Ducharme (Fort Hills)
 Kirby Fontaine (Kearl)
 Jay Dennis Foster (Firebag)
 Harold Gates (Kearl)
 Jeremy Grigg (Fort Hills)
 Denis Guimond (Kearl)
 Lester Janvier (Kearl)
 Fabian Laprise (Firebag)
 Wally Lemaigre (Kearl)
 Allan Martial (Fort Hills)
 Jordan Moise (Firebag)
 Larry Montgrand (Kearl)
 Steven Morin (Kearl)
 Brian Peeteetue (Fort Hills)
 Cailin Redmond-Wadden (Incubator Park)
 Ronnie W. Smith (Kearl)
 Cindy Sweeting (Fort Hills)
 Ryan Stan Corrigan (CNRL CS)
 Michael Gilewich (CNRL MP)
 Falon Ridsdale (CNRL CS)

Sheldon Simon (CNRL CS)
 Stephen Weaver (CNRL CS)

7 YEARS

Petrina Fudge (Incubator Park)
 Allister Billette (Kearl)
 Richard Hrabarchuk (Kearl)
 Randy J. Laliberte (CNRL CS)
 Keith Martin (Kearl)
 Lance Moise (Kearl)
 Lorraine Murray (Yard)
 Chance Crowshoe (CNRL CS)
 Rodney Laprise (CNRL MP)
 Fabian Sylvestre (CNRL CS)

8 YEARS

Nathan R. Brochu (Firebag)
 Kevin Rediron (CNRL CS)

9 YEARS

Bruce A. McIntyre (CNRL MP)

10 YEARS

Trevor Grandjambe (Shell GSS)

10+ YEARS

David Bouchier (Main Office)
 Nicole Bouchier (Main Office)

NEW & REHIRES

NOVEMBER 2016 WELCOME

Blair Smilar (Shell GSS)
Calvin Davis (Labourer)
Calvin Fiddler (CNRL)
Denise Conroy (Firebag)
Laura Janine Cook (BMS)
Lewis Harrah (Firebag)
Steven Sheridan (Firebag)
Vincent Freeman (Firebag)

NOVEMBER 2016 WELCOME BACK

Barrie Munroe (CNRL)
Brian Lafond (CNRL)
Budd Burns (Firebag)
Caelan Janvier (Firebag)
Caitlin Verhagen (Firebag)
Carson Ramler (Firebag)
Clifford English (CNRL FM)
David Madore (CNRL FM)
Derek Corrigan (CNRL)
Desmond Lemaigre (CNRL FM)
Devan Ahenakew (CNRL)
Dion LaViolette (CNRL)
Erwin Kandingua (CNRL FM)
Frankie Morin SR (CNRL)
Hilary Gamble (CNRL FM)
Ian Barnay (CNRL FM)
Jeffery Weinkauff (Kearl)
Joseph Rizzo (Shell GSS)
Kyle r Severin (CNRL FM)
Lawrence Couillonneur (CNRL FM)
Lee Cameron (CNRL FM)
Lindsay Pelkey (Kearl)
Loren Dean (CNRL FM)
Marlon Morant (Shell GSS)
Matthew Leblanc (CNRL FM)
Michael Bird (Shell FM)

Mitchell Doiron (Firebag)
Neil Phillips (Shell GSS)
Nicholas George (Shell GSS)
Noel Myo (CNRL FM)
Olusegun Olatunde (Firebag)
Robert (Bobby) Krukowski (CNRL FM)
Ryan Clarke (Kearl FL)
Sergio Vultur (Shell GSS)
Thomis Jonasson (CNRL FM)
Tyler Assoun (Shell GSS)
Vernon Scott (CNRL FM)

DECEMBER 2016 WELCOME

Carson Henning (CNRL FM)
Chas Marcel (SHELL GSS)
Clint D Lafond (CENOVUS)
Dakota Larocque (CENOVUS)
David Dreger (CNRL FM)
David Godwin (Kearl)
Jessie Payne (SHELL GSS)
Joseph Rizzo (CNRL FM)
Kelvin Daly (SHELL FM)
Leighton Hainault (CENOVUS)
Marvin Sagaria (CNRL FM)
Shawn Siebert (CNRL FM)
Terry Toulejour (CENOVUS)
Timothy Davis (SHELL FM)

DECEMBER 2016 WELCOME BACK

Calvin Lemaigre (CENOVUS)
Ivan Lemaigre (CENOVUS)
Justin Beatty (CENOVUS)
Kandis Orr-Bouchier (SHELL GSS)
Kurt Jolibois (CENOVUS)
Lloyd Mandeville (CENOVUS)
Lyndsey Millikin (CENOVUS)
Michael Obrien (CNRL FM)

Richard White (CNRL FM)
Ricky Janvier (CENOVUS)
Vincent Bear (CENOVUS)
Wayne Madden (CENOVUS)

JANUARY 2017 WELCOME

Brandon Perry (Shell GSS)
Brandon Murrin (Shell GSS)
Brandon Roswell (Shell GSS)
Brandon Voyageur (McKay River)
Carl Carmichael (SHELL GSS)
Danny MacDonald (Shell GSS)
David Hendley (Shell GSS)
Ellie Bent (Suncor Base Mine)
Emmanuel Agunbiade (Shell GSS)
Ethan Human (Shell GSS)
Gary Pichert (CNRL FM)
Glen Hegland (CENOVUS)
Ibe Ezuma (Shell GSS)
Jason Power (Suncor Base Mine)
Jean Viens (CENOVUS)
Joanne Brake (BMS)
Josue Celestin (Shell GSS)
Kelvin Cabrara (Shell GSS)
Kenton Ledoux (CNRL FM)
Melvin Chand (BMS)
Neil Duffet (SHELL GSS)
Obukohwo Efeduma (Shell GSS)
Roger Miller (Shell GSS)
Stephen Bordignon (Shell GSS)
Stewart Porterfield- Drake (Shell FM)
Timothy Eyide (Shell GSS)
Tristen Bradbury (Shell FM)

JANUARY 2017 WELCOME BACK

James Bekkattla (CENOVUS)

safety

EMPLOYEE OF THE MONTH AWARDS

NOVEMBER 2016



FRANCIS IRON – CNRL CS

Francis is a real go-to guy and can be counted on to complete tasks set before him while remaining safe. He is very vocal in toolbox discussions, making him a great role model for both new and older workers.

Thank you, Fletch, for your hard work and dedication to the company!



SAM COLLINS – CNRL FM

Sam is committed to promoting safety and looks at ways to improve the program, procedures and work performance. He has a positive attitude, is a great mentor and is always willing to lend a helping hand. Sam has a wealth of knowledge and takes pride in his work. *Thanks, Sam, for your contribution to the Bouchier family!*



KEN JONES – FIREBAG

Ken provides excellent paperwork and is always happy to share his knowledge with his peers. He truly enjoys participating in toolbox talks and can always be counted on to give great feedback. Ken is a good mentor and coworker. *Congratulations, Ken!!!*



TYRELL ATWOOD – FORT HILLS

Tyrell performs at an experienced level and has the knowledge to safely execute his tasks. Tyrell speaks with honesty and his discussion points in meetings are welcome because of it. He has been incident-free since coming to site last year and is a contributor for our 225 days incident free.



GRANT BUGDEN – KEARL F&L

Grant has been one the top performers on operating the Articulated Combo truck since the beginning of the project in September. He has helped tremendously when asked to coach and train our new workers. Grant always volunteers to help his co-workers and has an amazing sense of humor that always brings happiness to his teammates. *Thank you, Grant, for your contributions to Bouchier!*



DALLIS SENER – KEARL

Dallis has been at Kearl for three years incident free. He is a young and motivated operator and has become a very important part of the Kearl team. Dallis is a great co-worker and has shown his commitment to our safety culture by leading by example and consistently participating in the HID/BBO programs. *Thanks, Dallis, for all your great safe work!*

safety – EMPLOYEE OF THE MONTH AWARDS

NOVEMBER 2016



JORDAN CONSTANT – SHELL FM

Jordan has exemplified a great work ethic and a positive attitude in every job he does. Jordan takes ownership over every task handed to him and completes every job in a safe and responsible manner. He is a dependable, hardworking and trustworthy member of our team who always seeks new challenges and strives to improve. *Congratulations, Jordan, on a job well done!*



PETER FREAQUE – SHELL GSS

Peter works within JPM Extractions and JPM Ore Prep. We recognize his hard work and positive attitude that has supported Bouchier on this contract since start up in 2015. *Congratulations, Peter!*



DAVE VAN BUSKIRK – YARD

Dave is a long-time employee who supports our Operations at Incubator Park as well as additional needs at our worksites. David stepped up when we recognized a need for potable water and sewer services at Incubator on a weekly basis. With his immaculate paperwork and diligent water sampling we are able to maintain our standards and compliance with the RMWB. *Thank you for your attention to detail and continual support, Dave!*

DECEMBER 2016



STEVE SALTHOUSE – SHELL FM CALGARY

On behalf of BSS we would like to announce Steve as our Shell FM employee of the quarter. We recognize Steve's consistent quality with Hazard IDs and correcting all issues raised in a timely fashion. His work ethic has been noticed as above and beyond his scope of work on a day-to-day basis. *In Calgary, we are very pleased to have Steve on the team!*



ERIC GILLEY – CNRL FM

Eric is committed to promoting safety and kept everyone focused throughout the holidays. He keeps his commitments and works with fellow employees to help them keep theirs. Eric can be counted upon for his wealth of knowledge, good work ethic and steady performance. *Thanks Eric, for your contribution to the Bouchier family!*



MILIC KORAC – FIREBAG

Milic takes his position very seriously, he's a great team player and worker, and actively participates in toolbox talks. It's clear that he cares for his own safety, and that of his coworkers. *Congratulations, Milic!*

safety – EMPLOYEE OF THE MONTH AWARDS

DECEMBER 2016



DONOVAN CALDER – FORT HILLS

Donovan is considered a top notch operator and a safe worker amongst his co workers. He isn't afraid to call for assistance or question things to obtain the best advice. Donovan is an easy going, fun team player and a strong leader for the group. *Keep up the good work, Donovan!*



AARON DIRK – KEARL

Aaron has been at Kearl for 5+ years incident free. He is a true leader and motivated operator and has become a very important part of the Kearl team. Aaron is a great mentor with new/old employees and has shown his commitment to our safety culture by leading by example and consistently participating in the HID/BBO programs. *Thanks, Aaron, for all your great safe work over the years!*



LAWRENCE LALIBERTE – KEARL F&L

Lawrence has played a major role in the success of the safety record and efficiency of the Lube Islands. At Bouchier F&L, we pride ourselves on working safe and deliver a great service to the client. Lawrence demonstrated each of these attributes during December. Lawrence has a wealth of knowledge and passion about his work! *Thank you, Lawrence, for your contributions to Bouchier F&L!*



MARCEL SHEPHARD – RMWB

Marcel is a solid reliable employee who covers the rural areas of Conklin and Janvier. What ever task Marcel is engaged in, he displays safety eminence. His many years of experience is an advantage for Bouchier Contracting. Marcel's daily disciplines in following Bouchier's 'Working Alone Policy' and 'Journey Management' is second to none on our project. Marcel demonstrates leadership qualities, and a great sense of humor. *Thank you, Marcel!*



SCOTT WIGHT – SHELL GSS

Scott is the general site services go-to man for Carpentry! His positive attitude, hard work, and sense of humor is well recognized. He is a great asset for Bouchier. *On behalf of Bouchier Site Services we would like to congratulate you on all your hard work!*



BLAINE EDGAR – SHELL FM

Blaine consistently steps up, regardless of the challenge presented in both his work and safety. He has also stepped in to help with adjustments to the nightshift schedules with the changes in manpower over the last couple of months. He is a strong troubleshooter who maintains a grounded approach to his work. He provides the correct information as needed to progress jobs and follow ups, and has been a valuable resource in planning.

safety – EMPLOYEE OF THE MONTH AWARDS

DECEMBER 2016



STEVEN MCKAY – YARD

Steven has worked with our Suncor Baseplant Contract and took an opportunity as a Fuel and Lube Technician at Kearn in October, 2016. In support of our Mechanics and Operations Team, Steven spent 4+ days completing a thorough cleaning of the Shop and Storage areas to ensure the space was safe for anyone entering. This includes waste management, inventory and organization of parts. *Thank you for your efforts in providing a safe work environment, Steven!*



KIEL KLAPP – SHELL CALGARY FM

Kiel has been recognized for his communication skills with his team. He has a helpful positive attitude and goes above and beyond his daily responsibilities. *On behalf of Bouchier, we would like to congratulate you!*

JANUARY 2017



CASS BURNS – CNRL FM

Cass is committed to promoting safety and is very dependable. He demonstrates great knowledge of his job and always displays respect for his co-workers. *Thanks, Cass, for your contribution to the Bouchier family!*



LAWRENCE BEKKATTLA – CNRL CS

Lawrence has been a loyal, hard-working employee for Bouchier for many years. He is always pleasant to work with and does his very best to do his duties safely. Lawrence was recently transferred back to Common Services and does every task assigned with a good attitude. *Thanks for your continuous hard work. It is greatly appreciated!*



JOSEPH MCCARTHY – FIREBAG

Joseph McCarthy or “Grizz” is an asset to the company in both safety and production. He is self motivated and has a terrific attitude, showing willingness to do labor work without hesitation. He is thorough with both his paperwork and equipment walk-arounds. Joe contributes to the morning toolboxes and helps mentor new employees. *Congratulations, Joseph!*



RAYMOND WHITEFISH – FORT HILLS

Raymond has been a great addition since joining us as a labourer in October. He has a great work ethic and very strong paper work. He works well with all his co-workers and he is a great guy to be around. *Thanks for your hard work and dedication to safety, Raymond. Congratulations and keep up the good work!!*

safety – EMPLOYEE OF THE MONTH AWARDS

JANUARY 2017



PAT COTE – KEARL

Pat has been a part of the Kearl project for 4+ years incident free. He is a great leader and mentor in the field and is well respected by his team members for all his hard work. Pat takes pride in his work and will always lead the pre-job discussions and ensure all hazards are identified and mitigated before beginning the task. *We are very happy to have Pat as a leader of the Kearl team. Thank You!!*



KIM BEAULAC – KEARL FUEL & LUBE

Kim has been working safely and very hard since the beginning of the Fuel and Lube project. Kim has been outstanding and received high remarks from the Imperial shop maintenance General Foreman on his safety culture and applying all the Safe Work Practices while servicing the mobile equipment in the shop. *Thank you, Kim, for your commitment to safety and your excellent work ethic!*



KYLE WAGG – RMWB

Kyle has been an operator on the RMWB project since February 2016. He has been a standout with consistent and high quality paperwork. He takes the time, and doesn't take short cuts. Kyle is a quiet guy, makes no waves with anyone and is fun to be around. He gives feedback and communicates well in tool box talks. Kyle has shown a keen interest within the company and has taken on the auxiliary safety role. He suits up and shows up. *We are glad to have you on the team, Kyle!*



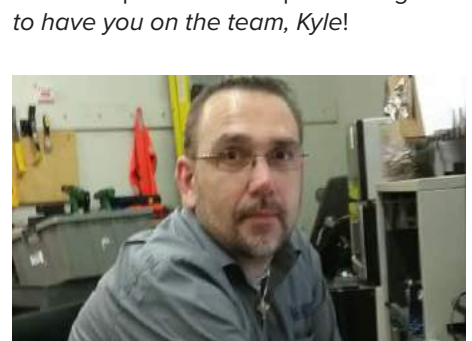
AARON IRIAS – SHELL FM

Aaron has received more than a few complimentary emails from staff and clients in the village over the past few weeks. He also manages to consistently complete all work given to him and ensures a notification is left in every room stating that he had been there. He's taken the initiative to request training courses and has taken it upon himself to outsource some of the training to further enhance his ability to perform his tasks. *Thank you, Aaron, for all your hard work and dedication.*



REMIGIO PASTORIN – SHELL GSS

Remi is a pleasure to work with. Each crew member enjoys working with him. He always has a smile on his face and a positive attitude! Remi has a perfect safety record and exceptional attention to detail on the job. *Congratulations, Remi!*



ROB MACDONALD – SHELL FM CALGARY

We would like to congratulate Rob for being a fantastic team player by helping his co-workers on top of completing his daily work tasks. Rob is known for always having a smile on his face. *Welcome to the team, Rob!*