

## THE RECOGNITION CONTINUES!



On March 9<sup>th</sup>, 2016, the MacEwan University School of Business presented Nicole with the **2016 Allard Chair in Business award** at a luncheon held in her honour.

### 2016 ALLARD CHAIR IN BUSINESS AWARD

Dr. Charles Allard, one of the greatest entrepreneurs in Alberta history, endowed this honorary teaching award in 1985. It not only recognizes a remarkable business leader who has made significant contribution to her or his community, it gives the students and faculty opportunities to engage one-on-one with an inspiring role model.

### Qualities of an Allard Chair

The individual selected for this award should possess:

1. Exemplary business acumen;
2. Remarkable leadership skills; and
3. Significant contributions to the community.



### REGIONAL ABORIGINAL RECOGNITION AWARDS

The Regional Aboriginal Recognition Awards recognizes individuals who have made positive contributions to the Regional Municipality of Wood Buffalo, including the communities of Fort McMurray, Fort Chipewyan, Anzac, Janvier, Fort McKay, Conklin and Gregoire Lake in Alberta.

The Regional Aboriginal Recognition Awards were initiated in the fall of 1988. A group of organizations identified the need to develop an awareness that would help build on the positive contributions that Aboriginal people (Métis, First Nation and Inuit) are making in everyday life.

The vision is to recognize Aboriginal people who have made accomplishments in specific areas by acknowledging their contributions to the community. The categories of recognition are as follows: Elder, Leadership, Culture, Outstanding Adult



Student, Entrepreneur, Trapper, Outstanding Athlete, Lifetime Achievement, Arts, Female Youth, Male Youth, Citizen of the Year (Female), Citizen of the Year (Male), and lastly, Volunteer of the Year.

David and Nicole are extremely proud to receive the **2015 Lifetime Achievement Award**. This award is in recognition for the significant contributions they have made to the community during their time as entrepreneurs over the past 18 years.

It was an honour to share the evening with the outstanding RARA award recipients. Congratulations to everyone.

# BOUCHIER IN THE COMMUNITY 1/3

## BOUCHIER TAKES HOME THE GOLD!

The **Fort Chipewyan 2016 Winter Carnival** was held on February 26–28<sup>th</sup>. The carnival was a huge success featuring jiggling, trap-setting, snowmobile racing and moose calling.

As part of the festivities, Bouchier participated in the hockey tournament along with eight other teams. The Bouchier Chicken Hawks played hard and fierce showing stellar team work by bringing home the gold.

A good time was had by players and spectators alike.



David Bouchier and Keegan Pruden



Left to right: Blaize Bouchier, Celina Whiteknife, David Bouchier, Dale Whiteknife. Dale receives a trophy for defense of the game



Top Row: JJ Grandjambe, Dayna Brown, Sandy Janvier, Keegan Pruden, Dale Whiteknife, Mike Flett, Austin Jani, Jordan Iron, Cody Peterson, Ryan Trottier, David Bouchier

Middle Row: Rambo Sylvester, Lenny Hanson, Calvin King, Ryan Corrigan, Kaleb Marten

Bottom Row: Blaize Bouchier, Josh Cardinal

## Bouchier participates in the Northeastern Alberta Aboriginal Annual Business Showcase

Aboriginal businesses in this region were given the opportunity to exhibit their potential to the community when the Northeastern Alberta Aboriginal Business Association (NAABA) hosted their annual Aboriginal Business Showcase on March 3, 2016.

The event included trade show booths in the afternoon, while the evening reception included networking with a silent auction featuring local artisans.

The showcase is a great example of how NAABA makes a tremendous effort to help its members succeed. Petrina Fudge, Maryanne Gillam and Tom Sorge were delighted to spend the day with fellow Aboriginal companies. "I enjoyed the NAABA trade show because it was nice to meet and greet with local and Aboriginal vendors that have the same interests as us at Bouchier when it comes to Aboriginal spend and relations," said Maryanne.

To learn more visit: [naaba.ca](http://naaba.ca)



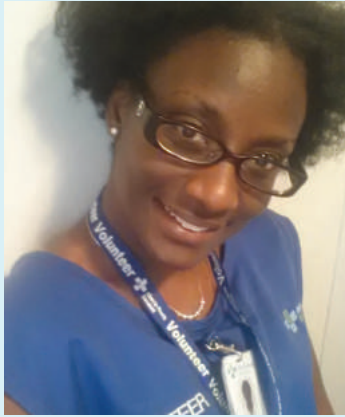


## Volunteers in the Community

Since the age of 12, **NARCISA GOUGEON** has been volunteering for various organizations in Panama. Her first volunteer experience was at a senior's complex. As a child becoming a youth, she was able to experience the importance of giving back with a simple smile. "I would do their hair, tell stories and just sit with them for company and listen to their stories most of the time," Narcisa said.

Narcisa also had the opportunity to volunteer at an Orphanage while living in Panama. "I was shocked to see the amount of children that were abandoned on a daily basis. This was quite hard as I was heart-broken spending most of my day helping the nuns to feed, dress and play sports with these kids. This experience made me value what was in store for me in life and to be grateful for what I had, at the age of 22," Narcisa said.

In 2012, Narcisa decided to leave her home country to relocate to a place she now calls home, Fort McMurray. In her travels to relocate she met a passenger on the plane who spoke to her about his volunteer experiences in Africa. "The gentlemen told me how it was important for me to keep in mind that life in Alberta, especially



in Fort McMurray was all about volunteering and to make sure I always give back to my community," Narcisa said.

In August 2014, Narcisa began to volunteer at the Northern Lights hospital providing companionship and care to the residents on the Continuing Care Unit. She also volunteered with the Wood Buffalo Food Bank during their annual food drive and at the warehouse stocking and sorting food.

Volunteering is very important to Narcisa's family. "When I was growing up my siblings and I were raised by the principle of giving back. It was a priority in our lives as a sign of thanksgiving for all our blessings. Making a difference in people's lives or at least contributing for their betterment has always been my drive and fills my heart with joy," Narcisa said. This past New Year's Eve, her sister joined her in volunteering on the maternity ward at a hospital. They spent their time with four single mothers who were alone during their stay at the hospital.

Narcisa is also a supporter of the Alberta Cancer Association and Heart and Stroke Foundation.

**LISA AVERY** joined Bouchier in November 2015 as the Site Administrator for the Regional Municipality of Wood Buffalo and East Athabasca Highway.

Having been a resident of Fort McMurray for 38 years, Lisa has a passion for giving back to the community she calls home. "Volunteering is what makes a community. Just knowing that you are able to help or change someone's life by giving just minutes of my own time is what makes me feel whole as a person," said Lisa.

Some of the organizations she has touched are the Boys & Girls Club (both as a parent and on the board of directors), Habitat for Humanity, Wood Buffalo Food Bank, Trappers Football (lead the concession for six years), Safe Grad, Memorial Ride for lives lost on highway 63 and the Metal Saints.

Thank you for all you do for the community, Lisa. Bouchier is fortunate to have you as a team member.



## Culture

One of our socioeconomic key areas of focus is retention of culture. We work to support ongoing cultural values with an emphasis on local heritage within the Regional Municipality of Wood Buffalo, with priority to the community of Fort McKay.

Over the past few months, Bouchier has been working with the Fort McKay Elementary School to increase awareness of the local culture. It was vital that we worked with the elders of the community to gain their knowledge and insight to keep the culture alive for our youth. Bouchier proposed the idea of placing a cultural display within the school to Elder Lina Gallup who was more than willing to assist with collection of the cultural items. She took a few months to carefully select each and every item that would complement the spiritual and cultural health of the Fort McKay community.

Ruth Ryan, school principal, was eager to get the project started. She says, "We are so fortunate to have such a wonderful cultural display at our school. It is great that we are able to showcase so many beautiful handmade items from Western Canada. The school would like to send a big thank you to Bouchier and Lina Gallup!"

On March 8<sup>th</sup>, Bouchier donated the cultural display to the school. Our goal with this donation is to share cultural heritage bonds where the community will come together with unique perspectives on life while transmitting knowledge from generation to generation.

Bouchier would like to send a special thank you to our team member David Van Buskirk, Carpenter. Dave took a frail display case and rebuilt it into the beautiful case you see in the photo with Ruth Ryan and Elder Lina Gallup.



## TRAINING

*A message from Keith Janzen,  
Training Manager*

I would like to congratulate Jared Hamm, Fort Hills Site Manager, on the successful completion of the PMP (Project Management Professional) certification.

The Project Management Professional (PMP®) program is recognized and highly valued by the international community of professionals in project management. It was created with the goal of objectively evaluating and measuring an individual's professional knowledge. The prerequisites and eligibility requirements for the program are applied equally, without bias and are in accordance with applicable laws. The Project Management Institute (PMI) oversees the development, evaluation,

update, promotion and administration of this rigorous certification program. An extensive exam must be passed in order to obtain your certification.

The Project Management Professional (PMP®) certification is aimed at project managers with both work experience and formal training in project management. The PMP® certification is recognized internationally.

Jared: thank you for the dedication towards enhancing Bouchier's productivity in the field. We appreciate all you do!



## TEAM MEMBER PROFILE

# Cailin Redmond-Wadden

HSE Manager

Cailin joined the Bouchier family in December 2010 as the HSE Advisor on the Kearl Imperial site. He instantly fit into the culture and quickly revealed his passion and vigorous skill set for safety. After 4.5 years of working on the Kearl site, Cailin was transferred to the CNRL Horizon site as the HSE Manager. During his time in a leadership role, he has shown a mix of knowledge, values, skills and behaviours that have contributed to the stellar Bouchier safety record. "Throughout my career with Bouchier," says Cailin, "it has been great to work with such a professional team who is

always there to help out or answer questions when needed. I especially would like to acknowledge the mentorship I have received from Mike Flett during these past five years. Mike has always been there to assist me in any task I was challenged on and would guide me in the right direction. The guidance I have received from Harold Gates and Dirk de Boer is also to be noted."

A family oriented environment isn't new to Cailin. He grew up in a small town called Donkin, Cape Breton, Nova Scotia. "Coming from a family oriented community, it has



been a pleasure working with a company with the same values," he says. Cailin currently resides in Red Deer, Alberta with his fiancé, Aubra Cameron and his beautiful daughter Breton Alexandra Wadden.

Thank you for always working to achieve the highest level of safety, Cailin. You are a valued team member and we hope you remain a part of the family for many years to come.

# Safety

Nicole Bourque Bouchier and David Bouchier travelled to the United Kingdom in late March for the Carillion Leadership Conference.

Following the conference, the Star Awards were held which celebrated the success of people from across Carillion in four main categories; Health & Safety, Sustainability, Values and Special awards. The awards are an important part of sharing best practice and showcasing people who have done something exceptional that is beyond what is required of them in their day job.

With pride of achievement, it is a pleasure to announce that

Bouchier was the recipient of the **Health & Safety Best Practice Award**.

The criteria for the best practice award is the deployment or development of practices or equipment that has had a significant and demonstrable positive impact on Health & Safety performance either within the business or more widely across Carillion or the industry.

Bouchier was recognized for the high level of interaction towards our safety program on a daily basis, in particular the tool box talk. A huge amount of credit goes out to Mike Flett, his safety team and all the field team members for their commitment



to continuous improvement regarding our stand on safety. Congratulations everyone we are so proud of you all! Safety really is a group effort!

To learn more about the conference and the awards visit the link below. The link will lead you to a short Bouchier video of Nicole Bourque Bouchier, Cailin Redmond-Wadden and Mike Flett. Great job!

<http://conference.carillionplc.com/homepage/star-awards/>





## MILESTONE ANNIVERSARIES IN DECEMBER, JANUARY AND FEBRUARY

### 5 YEARS

Ian Crowshoe (Kearl)  
 Sebastien Ducharme (FH)  
 Jay Foster (FB)  
 Denis Guimond (Kearl)  
 Fabian Laprise (CNRL)  
 Wally Lemaigre (Kearl)  
 Larry Montgrand (Kearl)  
 Cailin Redmond-Wadden (CNRL)  
 Falon Ridsdale (CNRL)  
 Dwayne Ahenakew (CNRL)  
 Rodney Amut (CNRL)  
 Dean Ireland (Yard)  
 Rodney Iron (CNRL)  
 Joey Ledoux (CNRL)  
 Christopher Diiorio (CNRL)

### 6 YEARS

Allister Billette (Kearl)  
 Guy Amyotte (Kearl)  
 Lester Janvier (Kearl)  
 Jordan Moise (FB)  
 Lance Moise (Kearl)  
 Louise Benoit (FH)  
 Randy Laliberte (CNRL)  
 Rodney Laprise (Kearl)

### 9 YEARS

Terry Brochu

## NEW & REHIRS

### DECEMBER WELCOME

Kyle Wagg (RMWB)  
 Tommy Bird (CNRL)  
 Shane Ericson (CNRL)  
 Raiden Bastien (CNRL)  
 Abbie Coventry (CNRL)  
 Darin Hansen (CNRL)  
 Martin Janvier (CNRL FM)  
 Colin Gagne (CNRL FM)  
 Randy Clarke (Fort Hills)  
 Brendon Bulldog (Fort Hills)  
 Papa Mbengue (Fort Hills)  
 Brendan Williamson (Fort Hills)  
 Kelli Wareham (Kearl)  
 Blair Smilar (Shell)  
 Keith Ryan (Shell)  
 Hedley (Keith) Rodgers (Shell)  
 Patrick Mulherin (Shell)  
 Matthew Pelletier (Shell)  
 Steven Rogers (Shell)  
 Svend Christensen (Shell)  
 William Russell (Shell)  
 Waylon Cook (Shell FM)  
 Kevin Giroux (Shell FM)  
 Derick Matsen (Shell FM)  
 Jake Frye (Yard)

### DECEMBER – WELCOME BACK

Jordan Constant (Shell FM)  
 Jake Franz (CNRL)  
 Steven Clarke (Fort Hills)

### JANUARY WELCOME

Tony Menniti (CNRL)  
 John Foran (CNRL)  
 Andrea Gill (CNRL FM)  
 Jonathan Zimmerman (Kearl)  
 Cecil Barter (Shell FM)  
 Christopher Loubert (Shell FM)  
 Jeffrey Tims (Shell FM)  
 Lauren Nottebrock (Shell FM)  
 Mark Addison (Shell FM)  
 Joshua Powell (Shell FM)  
 Llywelyn Evans (Shell)  
 Ernest Leyte (Shell)  
 Carl Salkey (Shell)  
 Robert Glanville (Shell)  
 Kirt Tiessen (Shell)

### JANUARY – WELCOME BACK

Duncan Thompson (CNRL)  
 Carmen Adams (CNRL)  
 Brian Colville (CNRL)  
 Janice Leigh (CNRL)  
 Daniel Decoine (Fort Hills)  
 Cody Pumphrey (Kearl)  
 Corey Janvier (Shell)

### FEBRUARY – WELCOME

Keith Burgess (BMS)  
 Maud Musiwarwo (BMS)  
 Lloyd Janes (BMS)  
 Parthiv Trivedi (BMS)  
 Elizabeth Guilbeau (BMS)  
 Victoria Brown (BMS)  
 Emily Sheppard (BMS)  
 Philip Caul (CNRL)  
 Morgan Lepine (CNRL)  
 Jordon Campbell (CNRL)  
 John Anderson (CNRL)  
 Kurt Kelley (CNRL)  
 Ross Smith (CNRL)  
 Tony Kuruville (Shell Calgary)  
 Stanley Morgan (Shell FM)  
 Frank Habenicht (Shell FM)  
 Nolan Shave (Shell FM)  
 Martin St. Aubin (Shell FM)  
 Justin Stannard (Shell FM)  
 Darren Augustine (Shell FM)  
 Wayne Decker (Shell FM)  
 Tom Webb (Shell FM)  
 Bruce Brown (Shell FM)  
 Blaine Edgar (Shell FM)  
 Richard MacDonald (Shell FM)  
 Tanya Lewis (Shell FM)  
 Michael Harvey (Shell FM)  
 Bryce Allin (Shell FM)  
 Michael Balfour (Shell FM)  
 Hillary Hawkins (Shell FM)  
 James Duffy (Shell FM)  
 David Schesnuk (Shell FM)  
 Jack Glackmeyer (Shell FM)  
 Vincent Couse (Shell FM)  
 Shelby Agar (Shell FM)  
 Jeremy Merrithew (Shell FM)

### FEBRUARY – WELCOME BACK

Rob Cramer (CNRL FM)  
 Landon Cardinal (Shell FM)  
 Bryce Fabian (Shell FM)

## Why use your Health Spending VISA when you are covered under the Basic Health Plan?

Many team members are using the Health Spending Visa before utilizing the Basic Health Plan.

The Bouchier Health Plan covers a wide range of health benefits for you and your dependents such as but not limited to:

### Massage Therapist

\$500 each calendar year

### Chiropractor

\$500 each calendar year

### Acupuncturists

\$500 each calendar year

### Naturopaths

\$500 each calendar year

### Osteopaths

\$500 each calendar year

### Physiotherapists

\$500 each calendar year

### Psychologists/Social Workers

\$500 each calendar year

### Speech Therapists

\$500 each calendar year

### Podiatrist

\$500 each calendar year

Calendar year is defined as January 1st – December 31st

To find out more about the Bouchier benefit plan visit [greatwestlife.com](http://greatwestlife.com) or use your reference handbook that was sent out to each eligible team member.

# safety

## EMPLOYEE OF THE MONTH AWARDS

### DECEMBER 2015



**WILLESLEY LALOR – CNRL**

Will is always willing to learn and improve day in and day out, showing pride in his safety culture and is always there when you need him. He demonstrates great knowledge of his job and always displays respect for his co-workers. Will always comes to work with a positive attitude and is always seen wearing all proper PPE. *Thank you, Will, for your hard work and dedication.*



**PAUL EVANS – RMWB**

Paul Evans transferred from CNRL to the RMWB project in October. He has brought a lot of positive attitude to the Team. His quick learning and site experience is quickly rubbing off on the other team members. Paul completes very thorough equipment inspections and when he is unsure of a task, he asks the right questions to get clarity. *Keep up the great work, Paul!*



**KEITH RUNNING RABBIT – KEARL**

We are pleased to announce the employee of the month for December at the Kearl Lake site is Keith Running Rabbit. Keith always intervenes with his fellow workers when something doesn't feel right. He participates during toolbox talks, and is a good team player with a great sense of humour. *Congratulations, Keith, and keep up the good work!*



**NORMAN SMITH – FORT HILLS**

Norm is always willing to give a helping hand to his fellow coworkers whenever needed. He has a great attitude and a safe work ethic which is appreciated at Fort Hills. *Congratulations, Norm! Thanks for all your hard work in 2015 and we wish you all the best in 2016.*



**LUKE SMITH – FIREBAG**

Congratulations to Luke for receiving employee of the month at Firebag. Luke consistently takes great pride in his work ethic and always performs his tasks safely. His skills and knowledge of site are a huge asset to the team, which makes him a great mentor. *Keep up the safe work, Luke!*



**RYAN TROTTIER –  
CNRL COMMON SERVICE**

Ryan comes to work daily with a positive attitude, giving encouragement to his co-workers. He is organized, his paper work is always up to date, he's knowledgeable and communicates clearly with his team, making him a pleasure to work with. *Thank you, Ryan, for your hard work and dedication.*



# safety – EMPLOYEE OF THE MONTH AWARDS

## JANUARY 2016



**DUSTIN SIDHU – KEARL**

Dustin was selected for his overall commitment to safety. He demonstrates this on a daily basis with excellent paperwork, and a safety-conscious attitude. As a team player, Dustin is helpful with good advice and is a mentor in the field, someone who is often willing to lend a hand. Dustin takes the time to recognize and mitigate hazards whenever its needed, and regularly shares safety concerns. *Thanks for your hard work, Dustin!*



**JEFF SCOTT – CNRL, FM**

Jeff has been going above and beyond since he returned from school. He is always willing to execute the task assigned and gives attention to detail. Jeff strives for safety excellence and is an exceptional mentor to his coworkers. *Congratulations, Jeff!*



**WIL SMITH – FIREBAG**

Wil (AKA Fresh Prints) performed exceedingly well throughout the month of January. He is always there to help when a co-worker needs a helping hand. He isn't afraid to ask questions if he is unsure of something and is also a positive mentor to all new employees. He identifies hazards and mitigates them right away when he can. He works well with minimal supervision and gets the job done safely! *Congratulations, Will!*



**WENDY MCBRIDE – CNRL COMMON SERVICE**

Wendy is always diligent with her paperwork and has great input in toolbox discussions. Wendy's commitment to safety and professionalism shows in the way she performs her tasks, and always wearing all proper personal protective equipment. She is a great leader while in the field, and leads by example. *Thank you, Wendy, for your hard work and dedication.*



**ADAM PITTMAN – RMWB**

Adam Pittman joined the RMWB team the first week of September. He has many years experience driving and operating equipment, so learning the RMWB rural routes and the expectations associated with road maintenance has come naturally. *Thank you for your hard work over the short time with Bouchier and keep that thirst for knowledge.*



**ROSS SMITH – FORT HILLS**

Ross Smith is a laborer on night shift that has joined the Fort Hills team recently. He has shown a great work ethic and he also works great as a team player. He welcomes any tasks that are given to him with a smile and never hesitates to ask any questions. Ross has been a great addition to the Fort Hills team and we appreciate the hard work and dedication that he puts forth. *Thanks and congratulations, Ross!*



# safety – EMPLOYEE OF THE MONTH AWARDS

## FEBRUARY 2016



**FANNY TESFASLASIE – CNRL FM**

Fanny has exhibited the qualities that others have come to admire and emulate. Her Safety performance is exceptional and her ability to adapt is astounding. Fanny is a fine example of an employee who has strengthened Bouchier's reputation throughout site. Colleagues comments: Always wears PPE and a happy person; watches out for fellow workers; she never complains; hard worker and she is perfect.



**DAPHNE ISBISTER – FIREBAG**

Congratulations to Daphne for receiving employee of the month. Her hard work and dedication has not gone unnoticed, making her a great part of the team. Her paperwork is always top notch, identifying hazards and eliminating or having controls in place. *Keep up the safe work, Daphne!*



**BILLY-JO SYLVESTRE – KEARL**

Billy-Jo has been with Bouchier at Kearl for over 4 years incident free. She takes pride in her paperwork in ensuring that all hazards are identified and mitigated before completing the task. She has committed herself to the safety culture at Kearl and continues to show her veteran leadership in the field. Billy-Jo's positive attitude, hard work, and personal commitment to safety do not go unnoticed. *Thanks, Billy-Jo!*



**BRENDAN WILLIAMSON – FORT HILLS**

Brendan is a laborer at Fort Hills on our night shift crew. He has an upbeat attitude and a great work ethic which makes him a great part of our team. He never hesitates to ask any questions which helps himself and co-workers get a job done safely. Brendan works great as a team player and is always willing to give a helping hand when someone is in need. *Great Job, Brendan, and thanks for all your hard work and contributions this past month!*



**ROBERT MISTICKOKAT – RMWB**

Robert Mistickokat is one of the RMWB projects valued seasonal employees. Robert works especially well alone, reporting in on regular intervals or when his tasks/hazards change. He keeps a positive attitude and leads by example when it comes to safety. *Keep up the great work in the Conklin areas and throughout the whole project, Robert!*



**RICKY GIROUX –  
CNRL, COMMON SERVICE**

Ricky always has a positive attitude when coming to work, and always motivates the crew and gives feedback in the morning meetings. Ricky goes above and beyond for the task set out for the company. His hard work and determination sets the example for other employees to follow. Ricky's positive attitude enlightens the crew making him a pleasure to work with. *Thank you again, Ricky, for your hard work and dedication to the company.*