



**Leading Indigenous female CEO named to the Order of Canada
Nicole Bourque-Bouchier recognized for advancing women and Indigenous leadership**

(Fort McMurray, AB – Dec. 18, 2024) – Nicole Bourque-Bouchier joins the list of high impact Canadians to be named to the Order of Canada. Bourque-Bouchier is a proud member of the Mikisew Cree First Nation and is being recognized for her advancement of women in business and her work leading Indigenous economic development in Alberta.

Bouchier, founded in 1998 in Fort McKay, Alberta, has rapidly expanded to be a major player in the Canadian energy resource sector, providing services from road maintenance, facility management to large-scale civil contracting solutions in Alberta.

The Order of Canada is one of our country's highest honours, recognizing those who have made extraordinary and sustained contributions to the country. Since its creation in 1967—Canada's centennial year—more than 7,600 people from all sectors of society have been invested into the Order. The contributions of these trailblazers are varied, yet they have all enriched the lives of others and made a difference to this country.

Bourque-Bouchier is being acknowledged for her unwavering commitment to her vision of inclusion and creating prosperity with meaningful impact for generations to come.

“The Order of Canada is a significant recognition to receive—one I never would have imagined,” says Bourque-Bouchier. “When I began my career, I was often the only person who looked like me in a boardroom. It’s one reason why I have focused much of my career to empowering and uplifting others, to show what is possible when you bring diverse voices to the table.”

Today, Bouchier employs 1,200 people, with 40% self-identified as Indigenous peoples representing 80 Indigenous communities in Canada. 14% of team members are women in the trades or leadership roles, and 40% of the leadership is Indigenous.

As a company, Bouchier has embraced its Indigenous roots, and alongside its core values, is guided by the Seven Sacred Teachings: wisdom, respect, truth, courage, honesty, humility, and love. This cultural foundation has made the company unique—one that celebrates Indigenous knowledge as core to corporate values.

“I hope this recognition inspires others to see the untapped potential of women, Indigenous peoples, youth and members of Northern communities—I believe we can drive true economic reconciliation and help others rise, the key is working together,” she says.

Bourque-Bouchier and her husband, David Bouchier, have also made it a priority to put the communities they live and work in at the forefront of their vision. Since 2012, their personal and corporate investment contributions have totalled more than \$11 million, focused on youth, recreation, culture, community, and female empowerment.

Bourque-Bouchier is the recipient of several high-profile leadership awards, including the Queen Elizabeth II Jubilee Medal (2023), RBC Canadian Women of Excellence CEO of the Year (2022), Canadian Council for Aboriginal Business's Indigenous Women in Leadership (2019), and the most recent ExxonMobil 2024 Diverse Supplier Award.

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For media inquiries:

Amanda MacIntosh

780-215-1394

amanda.macintosh@bouchier.ca

About Bouchier

Since 1998, Bouchier is the largest Indigenous-owned local contractor in the Athabasca Oil Sands Region, specializing in Facility Services, Civil Contracting and Logistics. Bouchier employs 1,200 people and prides itself on building its diverse workforce, with 40% of employees self-identifying as Indigenous. Bouchier is committed to lasting economic and social impact, from hiring Indigenous and local suppliers, to supporting culture and community, female empowerment, and youth and recreation. Bouchier has been recognized numerous times for its Leadership, Quality and Safety Excellence. For more information, visit: www.bouchier.ca.

Head Office
1 Main Street Incubator Park
Fort McKay, Alberta T0P 1C0
T: 780.790.1682

Mailing Address
PO Box 6607
Fort McMurray, AB
T9H 5N4

People & Culture
hr@bouchier.ca