

Foundational Award

Celebrating Nicole McInnis - 2025

Recipient of the Bear Award for
Courage

BOUCHIER

The Foundational Awards are presented annually to recognize employees who demonstrate respect, courage, humility, love, honesty, truth and wisdom in their daily work.



Nicole McInnis is a site coordinator for Suncor Projects, specifically Firebag and Base Plant, and on April 16 she marked 10 years with Bouchier. Over that time, she has become a steady and familiar presence on the team, someone who advocates for the company while caring deeply about the people around her.

Many know her as the unofficial “Bouchier greeter” because she makes a genuine effort to connect with every team member. Kind-hearted, warm and people-focused, Nicole is often the first to volunteer when something needs to be done.

For Nicole, each day can bring new challenges and difficult decisions as she navigates an uncertain future. On her days off, she undergoes chemotherapy, and the week can be incredibly difficult. Even so, she continues to bring courage and strength to those around her, showing others how to keep going in the face of life’s hardest moments.

When she comes to work, she brings unwavering dedication. She shows up with courage, determination and a quiet strength that leaves a lasting impression on everyone around her. Nicole’s kindness, warmth and determination are evident in everything she does. She consistently goes above and beyond to support her team and get the work done. This award carries deep meaning, and we are proud to recognize how strongly she reflects the spirit of courage.



“I’m nominating Nicole because she always demonstrates strength and composure in the face of challenges. She supports the team wherever she can and always shows true courage when dealing with problems.” - Anonymous

That same spirit carries into the way Nicole describes her team. For her, Bouchier’s values show up through respect for one another, accountability, humility, honesty and care.

Thank you Nicole McInnis for living by the teachings of the Bear.