



New and Notable at Valard

Q1 2025

newsletter

A Message From **Leadership**

Dear Valard Team,

I am filled with immense pride and optimism for the future of Valard. Our Vision is clear: ***Building the electrified future connecting Canada as the most trusted and dynamic construction company.*** This Vision is not just a statement but a commitment to excellence in everything we do.

Our Mission is at the heart of our operations: ***Valard delivers innovative electrical infrastructure and telecom solutions, working together as the trusted partner of choice with Indigenous Communities, Clients, and Stakeholders. We prioritize safety and respect in our operations, empowering our employees to engage the communities we work in. We believe partnership is the foundation in creating exciting opportunities to provide energy solutions that power modern life.***

Valard's business is evolving, making it crucial to focus on the future while incorporating lessons from where we've been. By driving innovation and strengthening our position in the industry, we can continue to establish our role within the broader Quanta organization. As we look ahead, together we will continue to build a brighter, more connected future for communities across North America.

Thank you for your dedication and hard work.



Carey Kostyk,
President



Watch Carey Kostyk,
President, share a message
to all Valard employees.

<https://vimeo.com/1069255278/1b23803b92?ts=0>

Employee Spotlights

Antonio De Leo

Civil Groundwork Foreman,
GTA Operations



“Antonio is a dedicated long-term employee that started with Valard as a Level 1 Groundman 7 years ago and has worked his way up to foreman. Antonio’s focus has been with the Toronto Hydro program executing Civil Underground Radial Distribution work. He always strives to provide a high-level product to the client with exceptional customer service while keeping safety at his forefront. It’s been a pleasure to grow the civil team with Antonio by my side and I’m confident with more people like Antonio, Valard will have a very successful future.”

- Mike Heeringa
Construction Supervisor, GTA Operations

Cole Eldridge

Powerline Technician,
GTA Operations



“Watching Cole grow into the lineman he is today has been special. He's one of the most eager apprentices I've worked with, always punctual, and rarely takes time off. Cole is a humble, passionate lineman who prioritizes safety and seeks the best way to perform tasks. He's efficient in tasks like tension stringing, live line pole sets, transformer installations, and high voltage cable terminations. A true asset to Valard's team, Cole loves his job, gets along with everyone, and is excited to work every day. We don't call him the "Star Child" for nothing, and we're excited to see the journeyman lineman he'll become!”

- Zachary Piva

Distribution Foreman, GTA Operations

Tanner Cardiff

Senior Foreman,
South and Central Ontario Operations



“Tanner started as an apprentice with Valard in 2017. He has worked on the Southern and Central Ontario travelling crew doing distribution live line work and small various transmission projects. He was top of his class all through his apprenticeship. As Tanner progressed into a journeyman, and foreman, he has continued to always go over and above in his work and constantly sets the bar for organization and dedication. Tanner has brought many new ideas to the group which prove to make efficiencies and always puts safety as top priority. It has been a pleasure to grow the Valard team with such a dedicated, hardworking person.”

- Jamie Culliton

Supervisor, South and Central Ontario Operations



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SERVICES, INC.

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<https://pwrdiscounts.benefithub.com/Welcome>

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Project Highlight

Wataynikaneyap Transmission

16

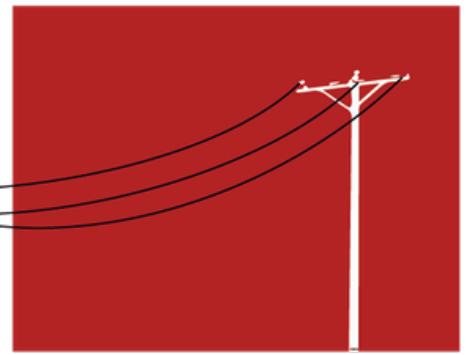
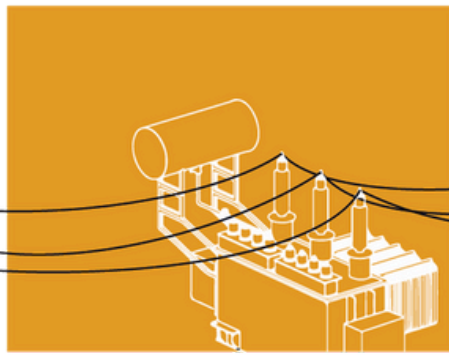
*Remote First Nations
communities
connected*

22

Substations

1.6k

*Kilometres of
transmission &
distribution*



WATAYNIKANNEYAP

After more than five years of hard work, the Wataynikaneyap Transmission Project is complete. As Canada's largest electricity infrastructure build, this project saw Valard construct over 1,600 kilometers of transmission and distribution lines—ranging from 25 kV to 230 kV—and 22 substations, connecting 16 remote First Nations communities to Ontario's clean electricity grid. By eliminating their reliance on costly diesel generation, this project is bringing reliable, sustainable power to thousands of people, improving their everyday life.

We're incredibly happy to have played a role in making this happen and honored to celebrate alongside the communities during multiple events. To top it off, the Wataynikaneyap Transmission Project has been recognized as a Clean50 Top Project award winner for the second year in a row!

Close-Out Meetings

In August, Valard met with the Wataynikaneyap community leadership to close out the project. Valard provided each Nation with a digitally created painting to commemorate the partnerships between the Nations and Valard. The artwork was created by First Nation employee from Lac Seul First Nation, Sage Mamakeesick.



Pikangikum Lake First Nation
Leadership



Kitchenuhmaykoosib Inninuwig
Leadership

Energization Celebration

In September, we participated in the Deer Lake First Nation Energization Celebration.



Sol Mamakwa (MPP), Leadership, Elder Saggius, Margaret Kenequanash (president of Wataynikaneyap Power), and Elder Elizabeth Rae



Stories From The Field

The Wataynikaneyap Transmission Project didn't just bring power to First Nation communities—it sparked transformation. In Kasabonika, a former Valard camp became the Golden Eagle Outpost, a thriving, community-driven business. Offering meals, groceries, and accommodations, it stands as a beacon of growth and self-sufficiency.



Watch the video to see the difference
it's making in the community.

<https://vimeo.com/1070057069/d57af0bdd5?ts=0>



eRESERVE 7, 8, 9



LARAMIDE FOOTHILLS



MALPACK



NAKINA



CANADA'S LEADING *BESS* CONSTRUCTOR

*600 MW underway
across Canada*

Valard is excited about the future of BESS (Battery Energy Storage Systems). As one of Canada's leading BESS EPC Contractors, with 500 MW of projects underway in Ontario and 100 MW in Alberta, we are enhancing grid stability, supporting energy resilience, and leading the charge toward a stronger, more reliable future.

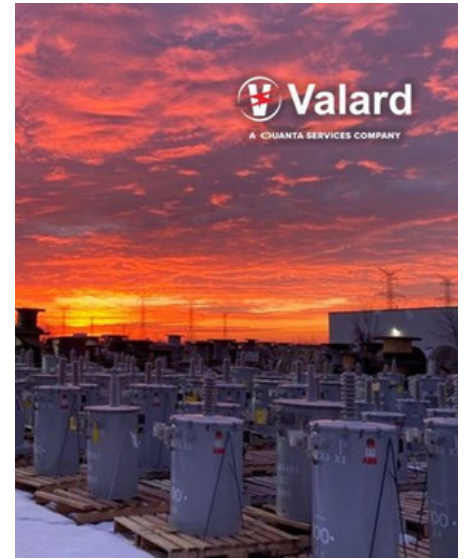
Views From the Field 📷



SunZia, New Mexico



Drayton Valley, Alberta



Vaughan, Ontario



YEARS
OF SERVICE

We want to take a moment to recognize and celebrate the dedication and hard work of employees who have reached **milestone anniversaries of 5, 10, 15, and 25 years within the past year**. Your commitment and contributions are the foundation of our success, and we truly appreciate everything you do.

25 YEARS OF SERVICE

Extending a special congratulations to **David Flohr, Corporate Safety Manager**, for reaching 25 years of service with us.



“I started my career with Valard on July 19, 1999, as a project technologist supporting their underground turn-key division on a 6 month contract, 25 years later I’m proud to say I’m still here and supporting Valard as a Corporate Safety Manager, based out of Edmonton, AB. Daily, I support all divisions of Valard with project oversight of safety supervision, safety advisors, site safety documentation, regulatory compliance, client compliance, and adherence to Valard’s Safety Management System framework. Valard has allowed me to challenge myself with the diverse opportunities that I have been exposed to and benefited from over the past 25 years working in several different roles from Project Management, Third Year PSE, QAQC and for the last 13 years as Safety. Over the years I have worked with many fantastic people and been part of several strategic initiatives, the ability to evolve and take hold of the positive changes like The Capacity Model will allow us to continue to be leaders of our industry.”

15 YEARS OF SERVICE

- Thomas McKay
- Justin Stettner
- Shamus Myers
- Denis Ouellette
- Levi Griffin
- Kenneth Given
- Jeff Lloyd
- Scott Ruhl
- Amber Neiffer
- John Hackett Sr
- Jonathan Clarke
- James Wilson
- Matthew Stubinski
- Joshua Baker

10 YEARS OF SERVICE

- Cameron Leduc
- Rebecca Hiscock
- Colum O'Sullivan
- Jade Kravic
- Christopher Hall
- Dietrich Hauser
- Mitchell Brown
- Mark Chatman
- Donald Bouzane
- Brett Smit
- Ronald Hickey
- Larry Lethbridge
- Wade Erasmus
- Sean Carlyle
- Gage McKay
- Jason Tully
- Pat Quinn
- Thomas Lynchuk
- Paul Clement
- Ted Murray
- Robert Hong
- Morris Croghan
- Gina Chaulk
- Tyler Mills
- Michael Lake
- Scott Tully
- Curtis Elcock
- William Carson
- Michel Fleury
- Jeremy Stevenson
- Steve Sousa
- John Mitchell Jr
- Carl Hunt
- Anthony Hart
- Dustin Hutton
- Mike Heeringa
- Nathan Locke

5 YEARS OF SERVICE

- Gary Andino
- Danilo Camarao
- Joshua Wapple
- Reid Williamson
- William Ward
- Lillian Quirke
- Joseph Butts
- Jack Okanee
- Kris Holliday
- Austin Zettel
- Liam Lampkin
- Zachary Piva
- Dylan Morris
- Mitchell Millard
- Brian Park
- Mitchell Lewis
- William Coates
- Pierce McCarthy

- Dalton Woodhouse
- Liam Geard
- Tristan Woodhouse
- Edward Carter
- Blaine Bennett
- Jeremy Peterson
- Jesse Hildebrandt
- Lyndsay Hauber
- Vinay Chadha
- Sandip Johal
- Brett Arseneault
- Rick Forsyth
- Connor Boag
- Alex Grenier
- Mark Ainslie
- Paolo Palmieri
- Sunil Bhardwaj
- Joel Murray

- Nathan Kearley
- Derwin Upshall
- Winston Bolt
- Carey Kostyk
- Amanda Drapaka
- Toni Sloan
- Christopher Gray
- Jake Andersen
- Steve Collier
- Lynette Larson
- Kevin Tillett
- Simeon Martin
- Jason Stagg
- Sebastien Blai
- Michael Touchette
- Daniel Shahata
- Ivon Forero Celada
- Brett Turner



A QUANTA SERVICES COMPANY

EMPLOYEE MILESTONE BONUS PROGRAM



At Valard, we celebrate significant milestones in our employees' lives. To support this, we offer a \$250 CAD bonus for the following occasions:

1. Legal Union: When an employee legally unites with their significant other.
2. Welcoming a Child: When an employee becomes a parent.

CONDITIONS

- This bonus is applicable only to Valard Construction employees in Canada.
- Employee has been employed with Valard for at least two years.
- Employees have a one-year window to apply for this bonus.

To apply for the bonus, email the Human Resources department at hr@valard.com.

- Include a photo as proof of the union or the new baby.
- Wedding date and spouse's name.
- Baby's date of birth, name, weight, and length.
- Include your home address.
- If you want the milestone celebrated in our Employee Newsletter, provide written consent and details.

The bonus will be in the form of an e-gift card and will be emailed within 30 days of receiving the application. For any questions, please contact the Human Resources department at hr@valard.com.

Is there a limit to how many milestone bonuses I can apply for?

There is **no limit** to the number of times an employee can receive this milestone bonus. As long as an employee meets the eligibility criteria for each significant life event (legal union or welcoming a child), they can apply and receive the bonus multiple times throughout their career at Valard.

Life Milestones

Since November 2023, Valard employees have joyfully welcomed new additions to their families. We are excited to see these little ones grow.



*Scott Annesley welcomed
Aubrey Owen Annesley
Born December 13, 2024*



*Lacey Clowe welcomed
Anna Nicole Connolly
Born October 21, 2024*



*Brett Turner welcomed
Addison Turner
Born January 20, 2025*

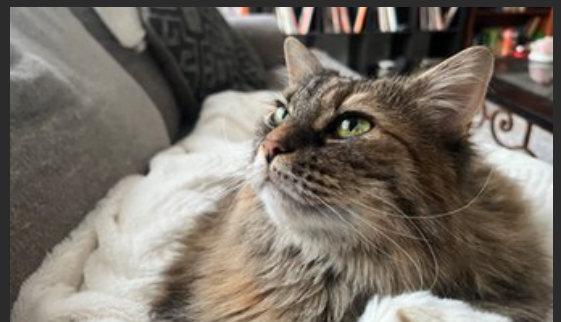
FURRY FEATURES 🐕

We know that pets can be just as important to you as the humans in your life. Check out some pet features sent in from the team.

Lilabell



Little Miss Sass

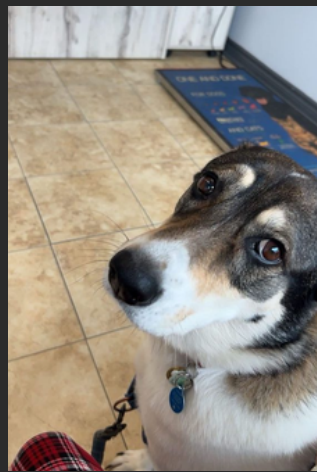




Teddy



Capitano



Freya



Howard & Jackson



Chedz



Belly Beans



Holmes & Watson

LYTX LEARNING 🚗

Lytx DriveCam uses advanced machine vision and AI to support and maintain safe driving. It offers both road-facing and in-cab driver-facing video and audio recordings to identify actions like speeding and distracted driving. Drivers receive real-time audible alerts and continuous video recording to enhance safety for themselves and others.

External data shows that Lytx has contributed to significant safety improvements, including:

- **20% reduction** in fatalities
- **35% decrease** in collisions
- **36% drop** in injuries for medium and heavy-duty vehicles

Protecting our team with LYTX.

- ✓ Improved fleet safety
- ✓ Driver accountability
- ✓ Driver coaching

Valard
A CIGNA SERVICES COMPANY

lytx
DRIVECAM EVENT RECORDER

Out of **716 Units**, Valard has installed Lytx on **70%** of our fleet. The goal is to install on **100%** by mid 2025.



Watch this video to learn how Lytx can enhance safety for you and your loved ones.

<https://vimeo.com/877239207/b532de6772?share=copy>



BURSARY PROGRAM

At Valard, we recognize the importance of pursuing a higher education. Our Bursary Program is designed to provide financial assistance to the children of Valard employees, helping them achieve their academic goals and unlock their full potential.

BURSARY DETAILS

The Valard Bursary provides funds of up to a maximum of \$1,000 per year per eligible student. Funds cannot be applied retroactively (for previous semesters or years).

ELIGIBILITY CRITERIA

To be eligible for the Valard Bursary, applicants must meet the following criteria:

- Be a parent (not grandparent) or legal guardian who has been employed with Valard for at least two years.
- Have a child enrolled as a full-time student at a recognized/accredited post-secondary institution (college, university, etc.). Please note that this program is not intended for trade-related courses of study.
- Provide proof of enrolment.

APPLICATION PROCESS

Applications for the Valard Bursary can be accessed [here](#) or through the QR code. Once completed, please submit the application to hr@valard.com for review and consideration.

For more information about the Valard Bursary Program or assistance with the application process, please contact the Human Resources department at hr@valard.com.



Remembering

SEAN HARRISON

April 20, 1987 - January 29, 2025



HARRISON FAMILY
FUNDRAISER

With heavy hearts, we honour Sean Harrison. Known to us as a dedicated powerline technician, friend, and team member, Sean was also a loving husband and father who made every moment with his family count. His unwavering devotion to both his work and family will be infinitely recognized throughout our organization and by his loved ones.

Sean's commitment to learning and growth was evident in his professional journey. In memory of his legacy, Valard has made a donation to support his children, Gatlin and Meilah's education.

If you would like to contribute, a GoFundMe page has been set up to support Sean's family. Please consider donating by scanning the QR code or visiting the page [here](#).



HEALTH & SAFETY CALL OUT

To support our employees, Mental Health First Aiders have been trained within our workforce. This group of people can be contacted to assist in facilitating discussions and providing supports to persons struggling with their Mental Health.

Look out for this logo on office doors, cubicle walls, and on hard hats. They identify the trained individuals within our organization.



Mental Health First Aiders

- Tyler Mills
- Anthony Hart
- Naila Jina
- Kathy Williams
- Jack Leddy
- Sandip Johal
- Ron Campbell
- Nicole Levicki
- Jordan Harker
- James Furneaux
- Delphine Edery
- David Flohr
- Sherry Nash
- Shilo Neveu
- Grant LeDrew
- Jonathan Brennan
- Glenda Meshen-Davis
- Sherri Hanlon
- Buford Dawson
- Sarvadeep Sinha
- Rebecca Hiscock
- Raina Salmon
- Ashley Chalifoux



TRAINING UPDATES

WAASIGAN Trainings

To complete this project, Valard launched three different training modules, including Transmission Line Site Specific Orientation, Transformer Stations Upgrade Project Orientation, and Cultural Awareness Training (CAT).



Labour Relations Awareness FOR SUPERVISORS

Valard developed a Labor Relations Awareness training module for Supervisors in Q4 2024. This course provides our front-line supervisors the confidence to manage our unionized workforce in compliance with the applicable collective agreement. Our goal for 2025 is to educate all supervisors on this training module. If you're a field supervisor who hasn't attended this training, please email training@valard.com.

Live Line Training Facility AT HANOVER YARD

Valard made a live line training facility at the Hanover Yard in Ontario. This training facility was designed to conduct the Live Line/Rubber Glove certification course. This course provides classroom and field instruction on work methods and techniques associated with rubber gloving. This training yard will also be used for other powerline technical courses.



*Tristan Kasper, Powerline
Technician Apprentice*



Saskatchewan Apprentices 1A TRUCK DRIVER'S LICENSES

At the end of 2024, two grant applications were approved for Tristan Kasper and Breck Kajner to complete the Truck Driver's 1A license course in Saskatchewan. Congrats to these two apprentices for their completion of the course.



*Breck Kajner, Powerline
Technician Apprentice*












*Live Line Training Facility,
Hanover, Ontario*



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<https://quantaservices.sharepoint.com/sites/VCL-CorpComm>

Upcoming EVENTS

SUN	MON	TUE	WED
1	2	3	4
8	9	10	11
15	16	17	18

April
27-29

VRGM:
Annual FNMPC
Conference

May
4-7

CIM Connect:
Convention and
Expo

May
14-15

Forward Summit:
West

May
21

CanREA Connects:
Atlantic Canada



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