



# Valard Newsletter

**Q2 2025**

## *A Message From* **Leadership**

Dear Valard Team,

I'm excited to share that I've recently stepped into the role of Chief Operating Officer at Valard. After more than a decade with Valard, I'm honored to take on this new challenge and continue supporting our teams in meaningful ways.

As we look ahead, my focus will be on driving greater efficiency, reducing costs, and creating more opportunities for growth across our workforce. Together with the executive team, we've identified four key pillars that will guide how we work and grow as one organization:

**Safety** - is our top priority. We never cut corners. Every team member should understand the risks on the job and feel empowered to make safe choices. Tools like STKY and the Energy Wheel aren't just checklists—they're essential to keeping us safe every day.

**Accountability** - means owning your work and supporting your team. When we build trust and strong relationships, we all succeed.

**Profitability** - is more than just numbers—it's about making smart, safe decisions that lead to successful outcomes and lasting partnerships. And remember - we can't be profitable without safety and accountability.

**Growth** - means creating opportunities for you, our clients, and our partners. Strong, safe execution will win us more work and allow us to expand our business.

These four pillars—Safety, Accountability, Profitability, and Growth—are the foundation of how we operate. Each one supports the others, creating a strong, balanced path forward for our people and our business.

I encourage you to share these pillars with your teams and keep them at the heart of everything we do. Together, we are stronger—and together, we will continue to build something great.



Dave Robb  
Chief Operating Officer



SAFETY



ACCOUNTABILITY



PROFITABILITY



GROWTH

Watch Dave's message  
to Valard employees.



<https://vimeo.com/1094213718/84c9f069ab?ts=0&share=copy>

# Valard VALUES



SHARE YOUR  
Feedback

As part of our corporate strategy, we will be rolling out **company values**—and we want your voice to be part of the process.

Please read through the draft values below and provide edits or additions that you believe should guide our behaviours at Valard.



RESPECT

Respect – At Valard, respect and professionalism are the foundation of how we work. We value our people, Indigenous communities, customers, the environment, and our equipment—treating each with the care and integrity that reflect the best of who we are.



COLLABORATION

Collaboration – We build our future together. By embracing diverse skills, experiences, and perspectives, we unite around a shared purpose and celebrate our collective success. The work is tough—but together, we are stronger.



PERSEVERANCE

Perseverance – In a constantly evolving industry, we rise to every challenge. At Valard, we turn obstacles into opportunities, learn from experience, and stay focused on building a better future.



## RESOURCEFULNESS

Resourcefulness – We are creative problem-solvers driven by an entrepreneurial spirit. With ingenuity and determination, we deliver innovative solutions that create lasting value for our clients and partners.



## INTEGRITY

Integrity – We do what's right—even when it's not easy. Guided by ethics and accountability, we act with consistency and uphold Valard's pillars of safety, accountability, profitability, and growth.



## INNOVATION

Innovation – We challenge the status quo. Freedom within a framework allows us to think boldly and design forward-thinking solutions that push boundaries. We are not afraid to lock into an idea and work to refine it, helping our clients achieve more than they imagined.

Your feedback is key to making sure our values reflect the people who live them every day.

Do you have any recommendations, edits, or additions? We want to know!

## Go To Survey

All submissions will be entered into a draw to win a  
**\$100 Tim Hortons Gift Card.**

<https://www.surveymonkey.com/r/WGGZXMM>



# Employee Spotlights



**Mitchell Gaspers**  
Powerline Foreman, West Operations



“In 2021 Mitch moved from Saskatchewan to Calgary and jumped on board with Valard. Mitch brings a hard work ethic, leadership qualities and a bright light to the crew, is always eager to jump in, help out and do whatever is needed. He excels in rubber glove work and has been key on projects from US storm work to projects in the Calgary area. He has recently moved up into a foreman’s role and I look forward to working with Mitch in the coming years.”

*Nominated by Wayne Pickard,  
Construction and Maintenance  
Supervisor, West Operations*

**Jaden Bishop**  
Traffic Control Technician, Sherwood Park, AB



“Jaden has been a valued member of the Valard team for nearly four years. From her first day on the job, she has consistently demonstrated an exceptional commitment to safety. She has worked alongside multiple crews within Valard and with various clients, always maintaining a high standard of professionalism. Jaden is punctual, dependable, and unwavering in her dedication to ensuring the safety of herself, her team, and the public. Regardless of the traffic control challenges she encounters, Jaden approaches each situation with focus and diligence, making it her priority that everyone returns home safely at the end of the day.”

*Nominated by Adam Cyrynowski, Traffic Control  
Supervisor, Sherwood Park*

Team Shout-Out  
**Sherwood Park-based Telecom Team**



"We want to take a moment to recognize the outstanding efforts of our Sherwood Park-based Telecom team: (L to R) Peter McDermott, Maxwell Harder, Sean Viegas, Kyle Hartle, Liam Thompson, Eugene Chase-Pash, and Elsayed Osman (Missing).

This group has been working at full capacity in response to a significant rise in copper cable theft, vandalism, and accidental damage. Despite the demanding conditions, they've consistently stepped up —quickly making repairs and restoring services to keep disruptions to our client's customers at a minimum.

Their hard work, professionalism, and dedication have not gone unnoticed. Please join us in thanking them for their exceptional performance and commitment."

*Nominated by David Jacobsen, Project Manager*

Team Shout-Out  
**Ontario Storm Crews**



"The Ontario ice storm this past spring impacted approximately 500,000 residents, and our teams were proud to play a key role in restoring power to a significant number of those affected.

Our crews were on the ground responding for approximately two weeks with around 75 personnel and a range of equipment dedicated to the restoration efforts. Working 16-hour days, Valard focused its storm response in the Newmarket, Fenelon Falls, Orillia, and Bracebridge areas.

We're incredibly grateful for the hard work, resilience, and dedication our team showed during this challenging response. Thank you for going above and beyond when communities needed it most."

*Nominated by Jamie Culliton, Operations Manager, T&D Ontario*



**info  
excavation**

★★★★★  
**GOLD DISTINCTION  
Award Winners**



"We are honoured to announce that G-TEK has received the 2024 Info-Excavation Award for Damage Prevention – Civil Works Contractor – Gold Mention Winner.

This Info-Excavation program aims to recognize key players in Québec who have made a difference in underground infrastructure damage prevention, helping to ensure the safety of workers and the public, as well as the continuity of essential services.

Thank you to our employees, who continue to prioritize health, safety, and environmental protection in all our operations."

*- Guillaume Vachon,  
President, Valard Construction Québec & G-TEK*



**SHOTS FROM  
The Field**



*Bow River Valley, AB*



*Banff, AB*



Kananaskis, AB



Calgary, AB



Drayton Valley, AB



Toronto, ON



Toronto, ON



Battleford, SK

Share your  
photos & stories  
**from the field.**



We want to hear from you! Share stories and photos from the field for a chance to be featured on Valard's social media channels. Send your submissions to [corpcomm@valard.com](mailto:corpcomm@valard.com) and include the following details:

- Photo(s)
- Full Name
- Job Title
- Location of Photo (City, Province and Country)
- Description or Scope of Work

Don't have a valard.com email address? No problem! You're welcome to submit using your personal email.



# New Valard FACILITIES

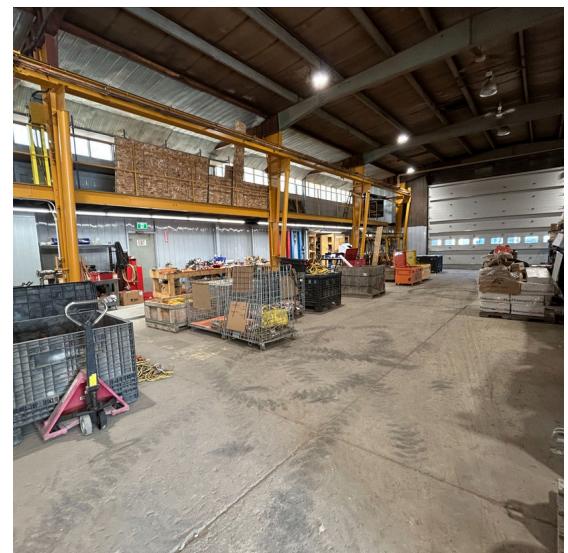


Our Calgary teams have officially settled into their new spaces: The Vintage on 9th Office and the 86th Avenue Operations Yard.

At Vintage on 9th, Phasor shares 46,670 sq. ft. of space with Valard. With one boardroom, five additional meeting spaces, and bookable hotel cubicles for visiting staff, this space is designed with flexibility and function in mind. The incredible team holding it all together: Caitlin Rye, Chantel Lee, Lyzza Andino, and Macy Lagaya (L to R) .

Not too far down the road, the 86th Avenue Ops Yard offers 28,181 sq. ft. across two buildings on approx. 4.5 acres. Home to 16 office staff and 85 crew members from Divisions 15, 51, and 53, this location supports stores and mechanic services—all under the care of Kim Doll and Lee Simmons.

A huge thank you to everyone who played a role in making these moves a smooth and successful one. We can't wait to see the great work and the lasting memories that will be made in both of these new facilities.



# CONGRATS TO OUR Quanta Ethics Champion



**Anthony Hart,**  
Safety Lead

“I nominated Anthony for the Quanta Ethics Champion Award because he consistently acts with integrity and leads through his core principles and values. He treats everyone—regardless of role—with respect and dignity, creating a culture where each team member feels valued. He sets the tone on-site and in the office by leading through example—modeling professionalism, fairness, and accountability.

One of Anthony's greatest strengths is his communication. He speaks with clarity, purpose, and respect—whether coaching a crew, navigating a tough conversation, or aligning with management. His ability to listen actively, offer thoughtful feedback, and speak with intention makes him a go-to for resolving conflict and building understanding. People trust Anthony because he listens first and responds with fairness and consistency.

Above all, Anthony is the definition of a team leader. By empowering others to grow, learn, and succeed, he strengthens the team—and makes everyone's job, including his own, more effective.”

Congratulations, Anthony! Your integrity, leadership, and commitment to doing what's right make the entire Valard team proud.

# Indigenous History Month

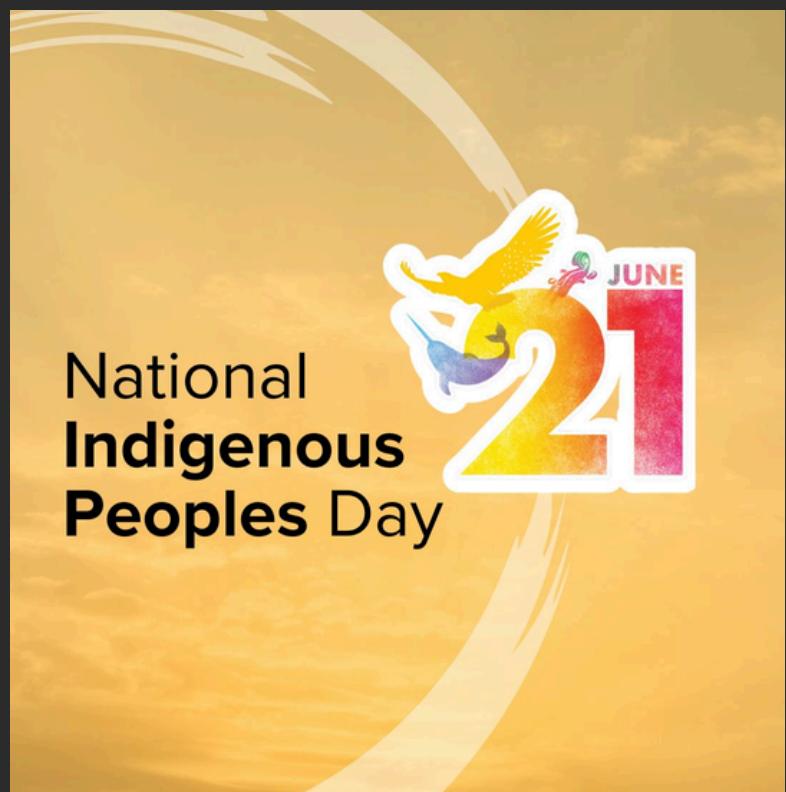


Our relationships with Indigenous communities are a cornerstone of how we work. We're proud to partner with Indigenous Peoples and organizations across the country. These partnerships are built on trust, mutual respect, and a shared commitment to meaningful progress.

June marks Indigenous History Month, and June 21st is Indigenous Peoples Day, a time of great significance for recognizing and celebrating the diverse cultures, histories, and contributions of First Nations, Inuit, and Métis Peoples across Canada.

It is also a time to reflect on the challenges Indigenous communities face and the resilience they demonstrate today.

We recognize the importance of meaningful partnerships and the value of listening to Indigenous Peoples and communities. We continue to approach Indigenous relationships with respect, consideration, and open communication. These values are foundational to how we work, ensuring our presence supports collaboration, mutual understanding, and long-term partnership.



**LEARN MORE**

[https://downiwenjack.ca/  
events/ihm-2025/](https://downiwenjack.ca/events/ihm-2025/)

# INDIGENOUS COMMUNITY Sponsorships

## Downie Wenjack Legacy Schools Program

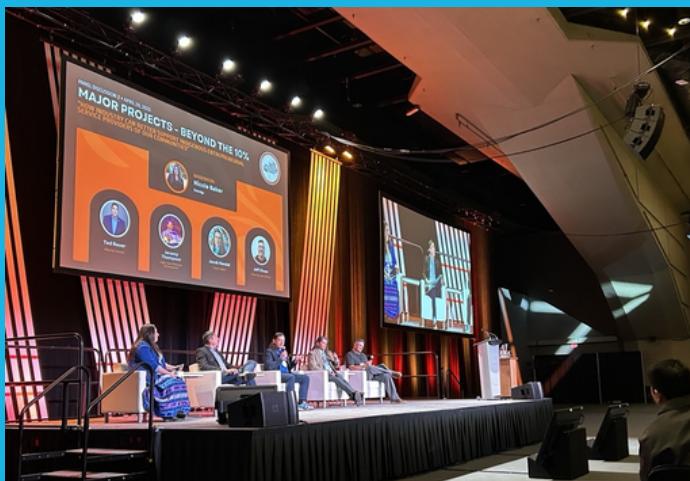
Every year, Valard is honoured to support the Downie Wenjack Legacy Schools Program, a free program for schools and education throughout Canada. Through initiatives like the Walk for Wenjack held at Sheppard Public School in Kitchener, ON, and the Faceless Dolls Project at École William McDonald Middle School in Yellowknife, NWT, students across Canada are engaging in meaningful action to move reconciliation forward.



## Indigenous Trailblazers Summit

Edmonton, Alberta | April 27-29

From April 27 - 29, the Indigenous Trailblazers Summit took place in Edmonton, Alberta. Roger Either, Director of Operations, D&T West, and Dinara Sasges, Director, Substation Commercial Operations attended and had great things to say.



# Alberta Native Provincials

Edmonton, Alberta | April 3-6

In April, Valard proudly sponsored the Alberta Native Provincials. Pictured here is the Wood Buffalo Warriors U13B team who took home Bronze in the Wolf Division!



## Fort William First Nation Community Clean Up

Fort William First Nation, ON | May 17



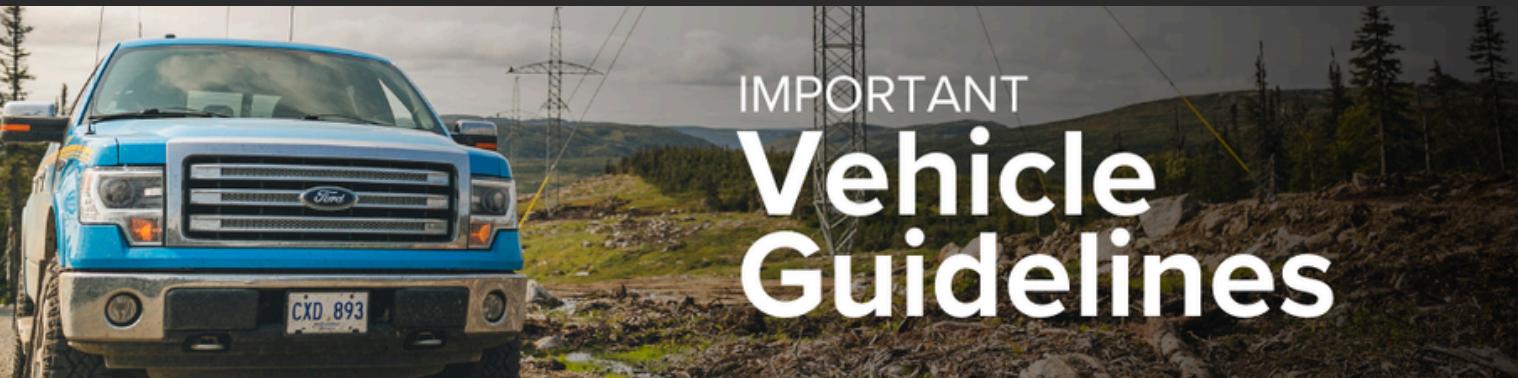
Valard supported the Fort William First Nation Community Clean-Up. Giving back to the communities where we live and work is important to us, and this event was a meaningful opportunity to support a cleaner, healthier environment.

## Meet Darcy Quinn: Valard's New Senior Director, Indigenous Partnerships

As of May 2025, we've welcomed Darcy Quinn to Valard as our Senior Director, Indigenous Partnerships.

With over 20 years of experience as an Indigenous Partnership and Infrastructure Development Executive, Darcy will lead and strengthen our engagement with Indigenous communities, support governance frameworks, and align efforts across our organization.

Please join us in giving Darcy a warm welcome to the team!

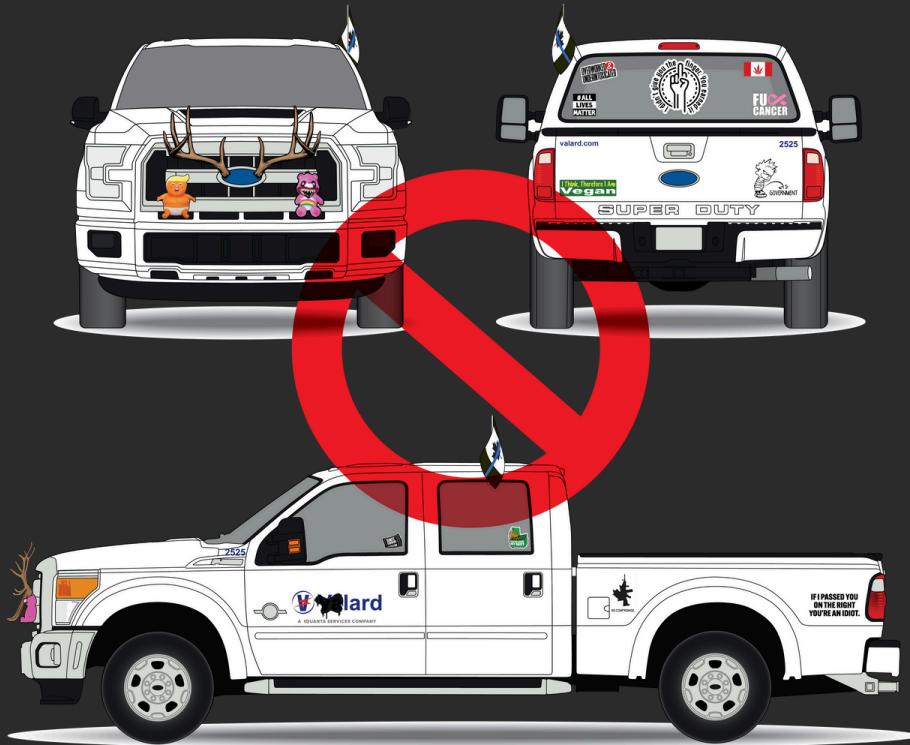


Every leader, manager, and employee play a role in upholding our reputation and brand image. The way we present ourselves, including the appearance of our vehicles, reflects directly on our company.

It's important to remember that humor and personal expression are subjective—what one person finds amusing, others may find offensive. Any employee that adds offensive, inappropriate, or insensitive stickers or items to their truck, will be asked to remove them by a supervisor.

Please ensure all Valard vehicles remain clean, presentable, and that the Valard logo is always visible and unobstructed.

The following are examples of items that are not permitted on Valard trucks:



To support this, Valard recently rolled out a new Vehicle Graphics Standards Guide. This guide outlines expectations around vehicle appearance, branding consistency, and approved markings.



[SEE THE GUIDE](#)



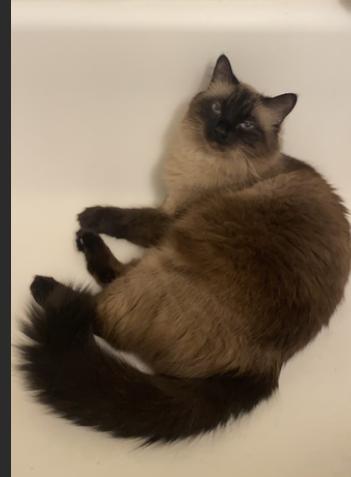
We know that pets can be just as important to you as the humans in your life. Check out some pet features sent in from the team.



Motley



Cooper



Dexter



Samuel L. White



Bella



Odin & Greyson

## Employee MILESTONES



Valard employees have been celebrating exciting new chapters—welcoming little ones and saying, “I do.” Don’t forget to send your congratulations and best wishes their way!



Tied the knot in Las Vegas, Nevada  
Garret and Candida Cole  
September 6, 2024



Dave Diebel and his wife welcomed  
Sophia Jennifer Diebel  
March 19, 2025



Garret and Candida Cole welcomed  
Boston Roy Cole  
February 25, 2025



William Godden and his wife welcomed  
Willow Marie Godden  
May 7, 2025



[VISIT THE SITE](#)

## WAASIGAN PROJECT **Microsite**



Building infrastructure is only part of the job—supporting the people who make it happen is just as important. For employees working on the Waasigan Transmission Line Project, we've introduced a microsite that offers resources, updates, employee information, reporting and more.

This site also introduces our Employee Support & Mentorship Circle, a welcoming space designed to foster personal and professional growth, with a special focus on Indigenous team members.



# Project Highlight Substations & Renewables



The Substations team has been hard at work installing a 40 MVar shunt reactor for the Waasigan project.

Once complete, the project will deliver an additional 350 megawatts of electricity, providing communities ample power supply to keep homes warm and business lights on.



**See a short video update here.**  
[https://vimeo.com/1095619577/6120bbb76e?  
ts=1460&share=copy](https://vimeo.com/1095619577/6120bbb76e?ts=1460&share=copy)



## Health & Safety CALL OUT

Enter into a monthly draw to  
**WIN A \$500 VISA CARD** —  
with a winner in each region!

### **STKY Success, Good Catch, and Near Miss Reporting Initiative.**

**SUBMIT REPORTS HERE:**

**SCAN ME**



\*Your foreman, supervisor, or safety advisor can also submit on your behalf



The Capacity Model™ was developed with input from workers and industry experts as a bold, practical shift in how we view safety. It challenges us to face reality honestly, so that success is never left to chance and failure is never fatal.



### UPDATED **Mental Health First Aiders**

We are proud to go beyond physical safety and prioritize the mental health of our employers. The individuals below are certified Mental Health First Aiders and trained in providing a listening ear and resources to those struggling with mental health.

Keep an eye out for the logo above on office doors, cubicle walls, and hard hats. Below is an updated list of our certified Mental Health First Aiders.

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

Refresh your knowledge of  
**The Capacity Model™**

<https://vimeo.com/showcase/6195481/video/351714105>





We remain committed to building a strong, diverse skilled trades workforce. In Q2, we reported 141 apprentices across the powerline, electrician, heavy equipment, mobile crane, and parts technician trades. We're proud to share that 14% of those hires identified as Indigenous.

This work reflects our long-term investment in people and communities. By supporting apprenticeship programs, we're helping to bridge the skilled trades gap and create inclusive, meaningful career pathways for the next generation.

Earlier this year, Valard was recognized in an Employer Spotlight by the Canadian Apprenticeship Forum, highlighting our continued efforts to support workforce development and inclusion.

## READ OUR FEATURE

[https://caf-fca.org/employer\\_spotlight/valard-construction-lp/](https://caf-fca.org/employer_spotlight/valard-construction-lp/)



## Training UPDATES



Valard recognizes the importance of worker awareness and education of work site risks related to the inappropriate use of alcohol and drugs. For this reason, Valard conducts a training session called Alcohol & Drug Awareness for Supervisors. This training provides supervisors with guidance on addressing A&D issues that may arise at their work site or within their team. Under Valard's policy, it is mandatory for all supervisors to participate in this session. If you are a supervisor interested in attending, please contact [training@valard.com](mailto:training@valard.com).

A live line training was held in Saskatchewan in March by Mark Lucas, Technical Trainer. This course provides classroom and field instruction on work methods and techniques associated with rubber gloving. Trainees were required to demonstrate competency by performing various projects with what they could encounter in the field with special emphasis placed on the principles of insulate, isolate, second points of contact, and safe work methods.



A TransBanker® training course was held for SK operations team in the month of April. The TransBanker® course is a 2-day course which is designed to refresh or enhance the knowledge of utility workers who are involved with transformer installation and operation for providing the most common service voltages to meet customer's needs. The primary focus of the course is directed at the connections and banking of transformers; however, additional emphasis is placed on hazard awareness and trouble scenarios. The training combines classroom lecture and exercises with hands-on training using the "MOBILE LAB TRANSBANKER".

**Learn more on TransBanker® Training** 



<https://vimeo.com/1094431508/f21a73dd3b?ts=0&share=copy>

A group of Valard field leaders recently completed two days of training on the Quanta Crew Leadership — Level I and The Capacity Model focusing on the 7 Human Performance Principles and STKY & the energy wheel. The session was exclusively attended by the front-line supervisors (foreman and above) from the T&D West team. Quanta Crew Leadership is a course that provides today's crew leader with important tools centered around three leadership principles: Lead your people, plan your work and run your business.





# UPCOMING Events



**9 July**

Stampede Client Breakfast  
Calgary, AB



**16 July**

CanREA Golf Tournament  
Calgary, AB



**19 - 20 July**

Tour Alberta for Cancer  
Strathmore, AB



**7 August**

Employee Golf Tournament  
Acheson, AB



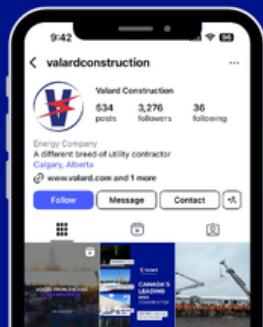
**5 September**

Spruce Meadows Masters  
Calgary, AB

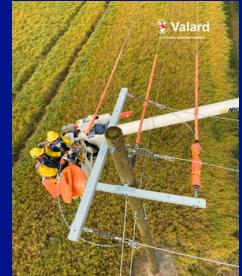


**29 September**

Ontario Energy Conference  
Toronto, ON



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