



All employees can now access the English and French PDF newsletters via Valard's Employee Website by scanning the QR code or visiting: employees.valard.com.



Please note: If images do not automatically load, right-click the banner above and select "download pictures" or "view in web browser."

Answer & **WIN!**



You could win a Tim Horton's gift card just for reading through this newsletter.
Details further down - keep scrolling!

Message From **Leadership**



Table of Contents

- [01 Project Updates](#)
- [02 Stories from the Field](#)
- [03 Indigenous Relations](#)
- [04 Safety & Training](#)
- [05 News Feed](#)

David Torgerson, EVP, Transmission & President, GRD Line Construction shares a year-end message for all staff. [Click to View Video.](#)

Dear Valard Team,

This year has brought exciting changes, meaningful achievements, and its share of challenges. From navigating complex projects to embracing new opportunities, our team has shown resilience, creativity, and unwavering commitment. No project comes easy, but when a team comes together, anything is possible.

Through collaboration, dedication, and genuine support for one another, we've overcome obstacles, celebrated successes, and continued to strengthen our reputation as a safe and proficient team. As we reflect on the past year, we're reminded that our greatest accomplishments stem not only from individual effort, but from the collective passion and determination of everyone at Valard.

I'm extremely proud of the work our teams have accomplished across all projects and want to highlight the significant progress on Phase 1 of the Waasigan Transmission Line—including October's Tower Erection Milestone and, more recently, in December, our Wireworks team safely and successfully completing the first stringing pull.

As the holiday season approaches, I encourage you to take time to recharge—whether by spending time with loved ones or focusing on your physical and mental well-being. Thank you for showing up each day, taking on challenges, and delivering project excellence with safety top of mind. I look forward to entering the new year with the same energy, teamwork, and dedication that make Valard an exceptional place to work.

Happy Holidays,



David Torgerson,
EVP, Transmission & President, GRD Line Construction



Waasigan Tower Erection **Milestone**



Valard marked a major milestone on the Waasigan Transmission Line on October 6th: the erection of the first transmission tower.

This achievement is the result of months of planning, hard work, and collaboration across our crews and partners.

Once complete, the transmission line will provide reliable power to 13 Indigenous communities, supplying 350 megawatts of electricity to the region.



Hertel/New-York **Project Completion**

G-TEK's Hertel/New York project is complete. All civil engineering and surface repair work was finished 7 months ahead of schedule. More than 180,000 hours were worked without major incident, making this project one of the greatest successes in G-TEK's history.

Project Status:

- ✓ 7/7 holes completed
- ✓ 18 km of underground conduits installed
- ✓ 15/15 junction boxes in place
- ✓ 15/15 Junction Boxes Backfilled
- ✓ 17.5 km of surface repairs completed over 18 km

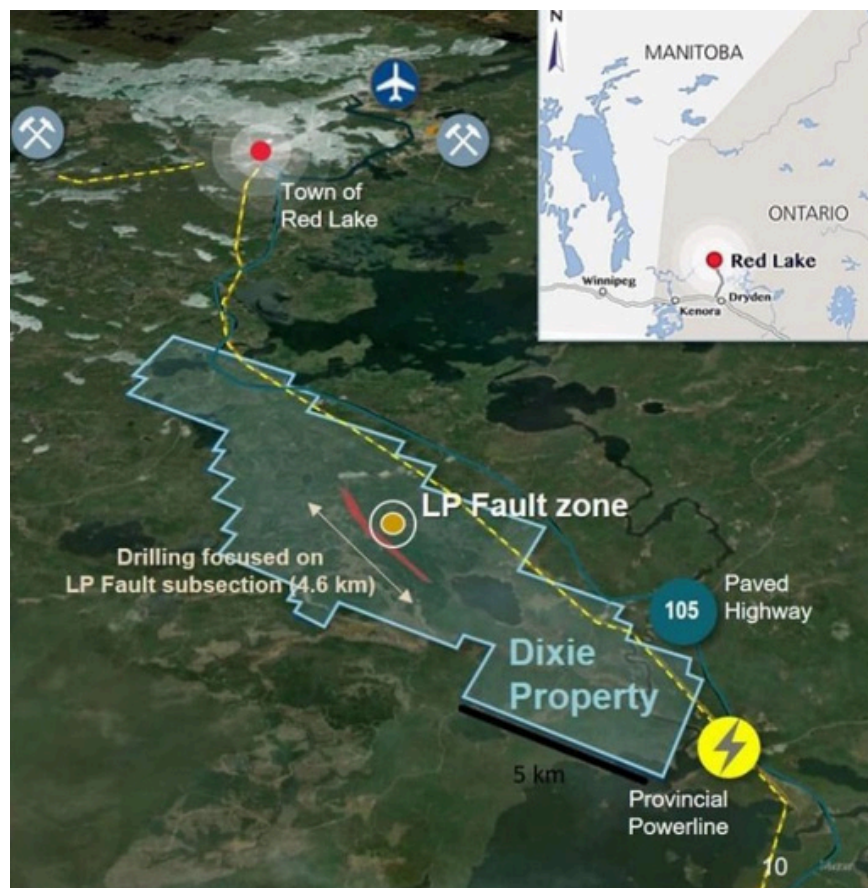
After the commissioning of the electricity grid, one in five light bulbs in New York City will be powered by the province of Quebec. We are proud to continue to lead the way in power grid innovation.

Read more about the project at [L'actualité-affaires](#).



Kinross **Upcoming Project**

Valard's Substations and Renewables Team has been awarded the Kinross Project under an Engineering, Procurement, and Construction (EPC) model. This project will ensure streamlined delivery of high-voltage substations and a new distribution line to support the Great Bear Resources Advanced Exploration Program.



Scope Overview

- **Main Substation:** 60MVA, 230kV/34.5kV hub supplying power to the plant and camp.
- **Portal Substation:** A 34.5kV/13.8kV substation providing power for underground development.
- **Distribution Line:** Approximately 3.6 km of 34.5kV double-circuit line equipped with ADSS fiber for communications.

The project is scheduled for completion in June 2027. Valard looks forward to supporting this work and helping deliver reliable power to Red Lake, Ontario.



Team members from across Canada wish everyone a happy holiday season and New Year!

[Click to View Video.](#)

Bradley Wesley's Story

I am a member of Obishikokaang First Nation (Lac Seul) and I am excited to be involved in the Waasigan Transmission Line Project. I feel safe, respected and valued in this project's work environment.



To help center myself, I spend each morning and evening in the Cultural Room, which is a space created in the spirit of inclusion, healing and respect. It is in the Cultural Room that I am able to contemplate my purpose, as well as my professional and personal ambitions.

On the walls of this room are paintings of towers, which were painted by a young artist and former Valard employee named Sage Mamakeesic.

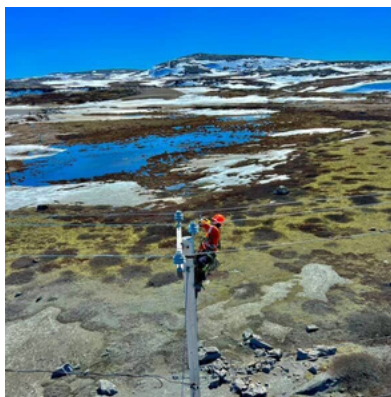
I know many still try to find themselves and how collectively we can truly call ourselves Canadian. Through the Truth & Reconciliation calls to action, we are working our way through this today. Sage brought this message of reconciliation through his beautiful art work.

GCHI-MIIGWECH GZHEMNIDOO
THANK YOU CREATOR

Photos from the **Field**



Ontario



Quebec



Alberta

Submit your **Photos + Stories**

We'd love to hear your stories from the field! **Submit your photos and stories below** for a chance to be featured in our next newsletter or on our social media. Let us know about your projects or team wins. Email your photos to corpcomm@valard.com.

[EMAIL US](#)

Employee **Spotlights**



Matthew Goulding,
Foreman, Substations

Matthew brings strong technical expertise, leadership, and a commitment to safety to every substation project he delivers across Western Canada.

Recently, he showed that same professionalism off the job when he came across a vehicle collision, quickly alerting authorities, offering assistance, and staying with those involved until help arrived. His actions reflect the same safety-first values we uphold at Valard. Thank you, Matthew, for your leadership, integrity, and the positive example you set for our teams.

Foreman Matthew Goulding demonstrates that safety extends beyond the jobsite. [Click to View Video.](#)

— Nominated by Justin Liban



Brett Parent,
Senior Foreman, Distribution & Transmission

Brett Parent is a Senior Foreman based out of Timmins, overseeing distribution and small transmission projects across Northern Ontario. Since starting with Valard in 2017 as a Power Line Technician, he has led travelling crews on major distribution work across Ontario and supported transmission projects in Eastern Canada.

Brett is highly valued for his mentorship, technical expertise, and dual Red Seal certifications as a Master Electrician and Power Line Technician. Known for delivering safe, efficient work, he also serves as our Ontario Storm Support lead in both Canada and the U.S. Brett is a key asset to our Ontario Operations, and I want to recognize his hard work, leadership, and continued dedication to our team.

— Nominated by Jamie Culliton



Amber McGrandle,
Indigenous Relations Advisor

Amber is a critical member of the Indigenous Relations team helping to ensure we're doing things the right way and consistently across Canada. We've grown our team this year and Amber has guided new members through our systems and processes, equipping them for success on their projects. In 2026, Amber is going to be playing a lead role in developing and rolling out our Indigenous Relations framework across Valard.

— Nominated by Darcy Quinn

Employee **Milestones**



Tanner & Tayler
Cardiff welcomed
Hannah Drew Cardiff
on June 4th.



Nicholas Lambert &
Chelsea Pawluk were
married on August
9th.

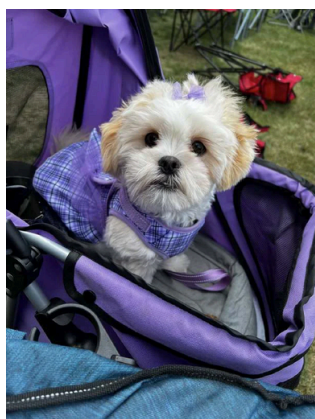


Scott & Shona
Annesley welcomed
Myles George
Annesley (left) and
Eleanor June Olive
Annesley (right) on
October 27th.



Arjun Sharma &
Kriti Adhikar were
married on
December 5th.

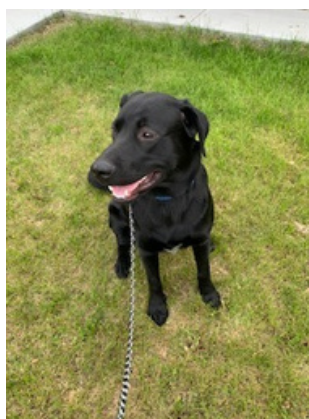
Furry **Friends**



Vicky



Chutney



George



Pepper



Employee Support & Mentorship Circle Creative Painting Activity

In October, the ESMC participated in a painting activity from The Creative Company, including approximately 20 employees from various departments. The sessions provided a fun and therapeutic way to connect, fostering creativity, relaxation, and camaraderie. Some of the paintings reflected the Seven Grandfather Teachings and are now proudly displayed in the dining room at the Sapawe camp, serving as a lasting reminder of the teamwork and connection built on the Waasigan Transmission Line.



In Community **Recap & Events**



Career fairs and open houses this year provided our team with meaningful opportunities to connect with Indigenous communities and welcome new talent to our workforce. [Click to View Video.](#)

Trunk or Treat Fest

Dryden, Ontario | October 25



Maggie Kavanaugh, one of Valard's Indigenous Relations Advisors, joined the Dryden community for the 6th Annual Trunk or Treat during Dryden Fall Fest. With a creative trunk display, plenty of treats, and support for the Dryden Food Bank, our team proudly earned the "Wickedly Creative" award.

Nation 2 Nation Forum

Terrace, British Columbia | October 21-23



Valard's Substation Construction Manager, Matt Felczak, attended the Nation2Nation Terrace Forum in British Columbia, hosted by Nation2Nation Events. The forum sparked meaningful conversations around building stronger partnerships with Indigenous communities, fostering economic independence, and exploring new markets for sustainable growth. Pictured left to right: Doug Dobrenski (Alteck), Ellis Ross (Politician), and Matt Felczak.

Ketegaunseebee **Garden River** **First Nation, Tribute Gala**

Sault Ste. Marie, Ontario | December 1



Valard was honoured to serve as a Dinner Sponsor at the Ketegaunseebee (Garden River First Nation) Tribute Gala, celebrating two outstanding community athletes—Ted Nolan, former NHL coach, and Darren Zack, world-champion fastball pitcher—on their induction into Canada's Sports Hall of Fame. Darcy Quinn, Senior Director of Indigenous Partnerships, Patrick Thunderchild, Indigenous Procurement Specialist, and Whitney Nootchtai, Indigenous Relations Liaison, represented Valard. Pictured left to right is Darren Zack, Darcy Quinn, Ted Nolan, and Patrick Thunderchild.



Holiday **Safety Tips**

As we head into the holiday season, it's important to stay vigilant — both on the job and at home — especially as year-end pressures and celebrations can make it easy for attention to drift.

Whether you're attending company events or hosting gatherings of your own, remember that safety starts with awareness and responsible choices.

At Work Events

Maintain professional conduct, pace yourself with alcohol, and use designated drivers, taxis, or ride-sharing services — never drink and drive.

At Home

Keep candles, fireplaces, and space heaters attended, water your Christmas tree regularly, inspect holiday lights, avoid overloading outlets, and ensure walkways remain clutter-free. If you're traveling, secure your home and share your plans with a trusted neighbor.

On the Road

Winter driving conditions can be unpredictable. Give yourself extra travel time, keep an emergency kit in your vehicle, and always designate a sober driver if holiday festivities include alcohol.

As we approach year-end, incident rates often rise — not because work becomes more hazardous, but because focus can fade. Valard's annual **Safety Refocus** is a reminder to stay sharp by emphasizing competency, hazard awareness, speaking up, and ensuring the right controls are in place. As we close out the year, let's support one another, uphold high standards, and never overlook what doesn't feel right. What we tolerate, we promote — and what we promote ensures everyone goes home safely.



Safest Utilities and Electrical Employer Award

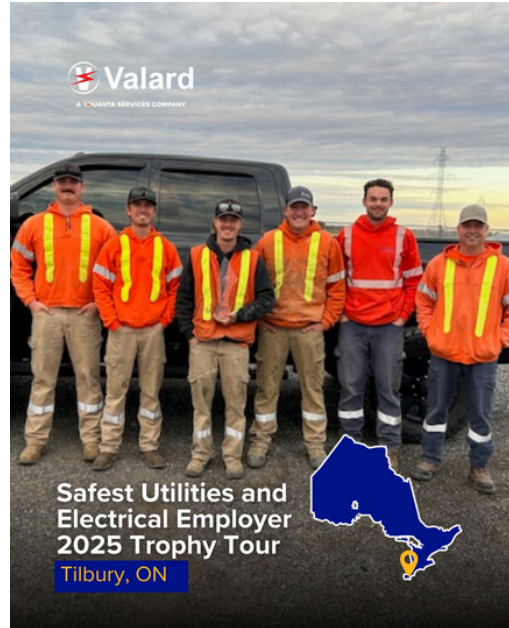
2025 Trophy Tour

Canadian Occupational Safety recognized Valard as the Safest Utilities and Electrical Employer for 2025 — and it's all thanks to you.

This achievement reflects the dedication, care, and commitment of our people across the entire organization. It represents every individual who looks out for their team, takes pride in their work, and demonstrates Valard's commitment to safety every day. Their professionalism and vigilance have built our safety culture and continue to drive it forward.

To celebrate this milestone, the award trophy has been making its way across our crews. Valard was also featured on the Canadian Occupational Safety website as part of the national announcement.

When referring to Valard's Trophy Tour, writer Shane Mercer noted, *"Safety is a team effort, and every worker's contribution matters. The award is not just a symbol—it's a celebration in motion."*



[CLICK HERE TO READ THE ARTICLE](#)

Learn more: [Breaking News: Canada's Safest Employers Awards 2025 unveiled](#) | [Canadian Occupational Safety](#)



Safety & Training **Statistics**

This year, our teams have worked hard to achieve key operational and workforce goals.

We've made significant progress in improving safe driving behaviours through the driver safety program. Out of 833 trucks, LYTX cameras have now been installed in 753 vehicles.

We're also committed to providing our leaders with the right training to ensure they can lead safely and continue growing in their roles at Valard. Through ongoing training and safety development, we've continued to equip our employees with the tools they need to prevent incidents, work safely, lead confidently, and return home safely each day, better prepared for the next.



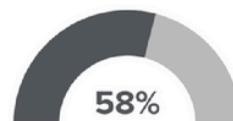
TRAINED IN TCM 101



TRAINED IN TCM 102



TRAINED IN STKY
CONTROLS FOR CREWS



QUANTA CREW
LEADERSHIP LEVEL - I
TRAINING

Professional Technical Trainer Course



Congratulations to our team members who successfully completed the Professional Technical Trainer (PTT) 101 course. This 3.5-day program strengthens the skills and confidence needed to lead, teach, and inspire across our construction projects.

We're proud to recognize Sarvadeep Sinha, Marc-Andrew Hovington (G-TEK), Anthony Hart, Alex Bouthillier (Construction Valard Québec), Tanner Cardiff, Codey Osborne, and Matthew Stubinski.

Trainees took back strategies to inspire learners through the 4-step delivery method in the classroom and field.



Launched in 2023, the Quanta Elite Program recognizes and develops Quanta's most exceptional foremen who demonstrate outstanding leadership in the field. These elite foremen receive advanced training, mentor crew members, and share best practices while serving as a direct link between field operations and the executive team through monthly meetings.

Check out
stories from the
**QUANTA ELITE
FOREMAN**
Class I



[Click here](#) to watch Jamie's story.



[Click here](#) to watch Raphael's story.



[Click here](#) to watch Wayne's story.

CURRENT
QUANTA ELITE
CLASS

JOSHUA PRICE General Foreman, Stringing	TANNER CARDIFF Construction Supervisor, T&D Ontario	MATT CHAPPELL Construction Manager, Transmission	TONY COELHO Foreman, Civil Construction	AJ SCHLOTZHAUER Construction Manager, Substations
--	--	---	--	--

The Quanta Elite group convenes monthly to review what's working well in the field and identify any challenges, sharing their insights directly with the executive team. If you'd like your perspective included, **reach out to any of the Quanta Elite Foreman**. They are also available for leadership inspiration, guidance, and mentorship, and are here to support your growth. Don't hesitate to connect and take that next step forward!

Quanta Elite Foreman Contact Information:

1. Jamie Culliton - 647-268-7487- JCulliton@valard.com
2. Wayne Pickard - 403-818-3523 - WPickard@valard.com
3. Raphael Foster - 437-349-0566 - RFoster@valard.com
4. Tanner Cardiff - 807-708-1705 - TCardiff@valard.com
5. Matt Chappell - 403-710-7099 - MChappell@valard.com
6. Tony Coelho - 514-258-2071 - TCoelho@gtek.ca
7. Joshua Price - 709-689-1194 - Joshua.Price@grdlineconstruction.com
8. AJ Schlotzhauer - 647-828-2196 - ASchlotzhauer@valard.com

STKY Report **Winners**

We extend our heartfelt thanks and congratulations to all our STKY Success, Good Catch, and Near Miss Reporting winners over the past few months. Each of them played an important role in keeping our worksites safe — and earned a \$500 Tim Hortons gift card in recognition.

Click the months below to read what they reported.

AUGUST

SEPTEMBER

OCTOBER

NEWS FEED



PATMORE DONATION FUND

Jeff Patmore, a long-time member of our team, was among those involved in the Pennsylvania helicopter accident on September 11, 2025 and tragically passed away. His skill and dedication were deeply admired by everyone he worked with and his legacy will live on in the hearts of all who had the privilege of working with him.

Established by his family, a fund has been created to support Jeff Patmore's daughter, **Cedar Patmore**, in her future endeavors. If you would like to contribute, donations can be e-transferred to: cedarpatmore11@gmail.com.



A huge **thank you** to everyone who contributed to Edmonton's Santa's Anonymous fundraiser! Thanks to your generosity, we were able to purchase **\$2,985.65** in toys for children. Your kindness will help brighten the holidays for kids across Edmonton.

We appreciate Patricia Shyba and Amber McGrandle for organizing this initiative on behalf of the office.

Employee Website

employees.valard.com

We're excited to formally launch the **Valard Employee Website** — a centralized hub designed to support, connect, and empower all employees across our organization.

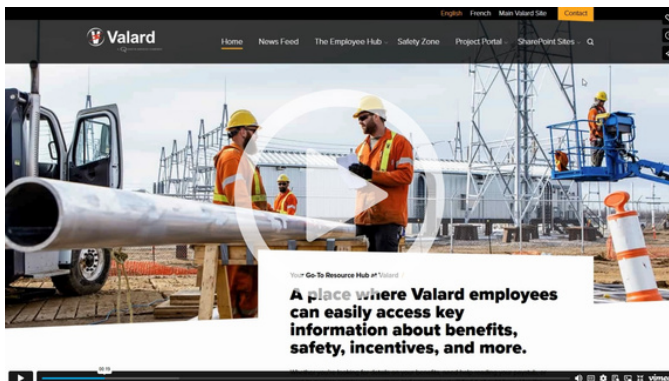
Valard Employee Website — employees.valard.com

VISIT THE EMPLOYEE WEBSITE

What you'll find on the Employee Website:

- Home Page – Quick overview of Valard's mission, vision, and values
- News Feed – Company updates, messages from leadership, announcements, and newsletters
- Employee Hub – Information on Human Resources, Benefits, Expenses, and IT Support
- Safety Zone – Safety culture, reporting tools, and the Safety Points Program
- Project Portal – Project-specific resources
- SharePoint Sites – Quick links to commonly used department tools

The website will continue to grow, and we welcome your feedback as we enhance its content.



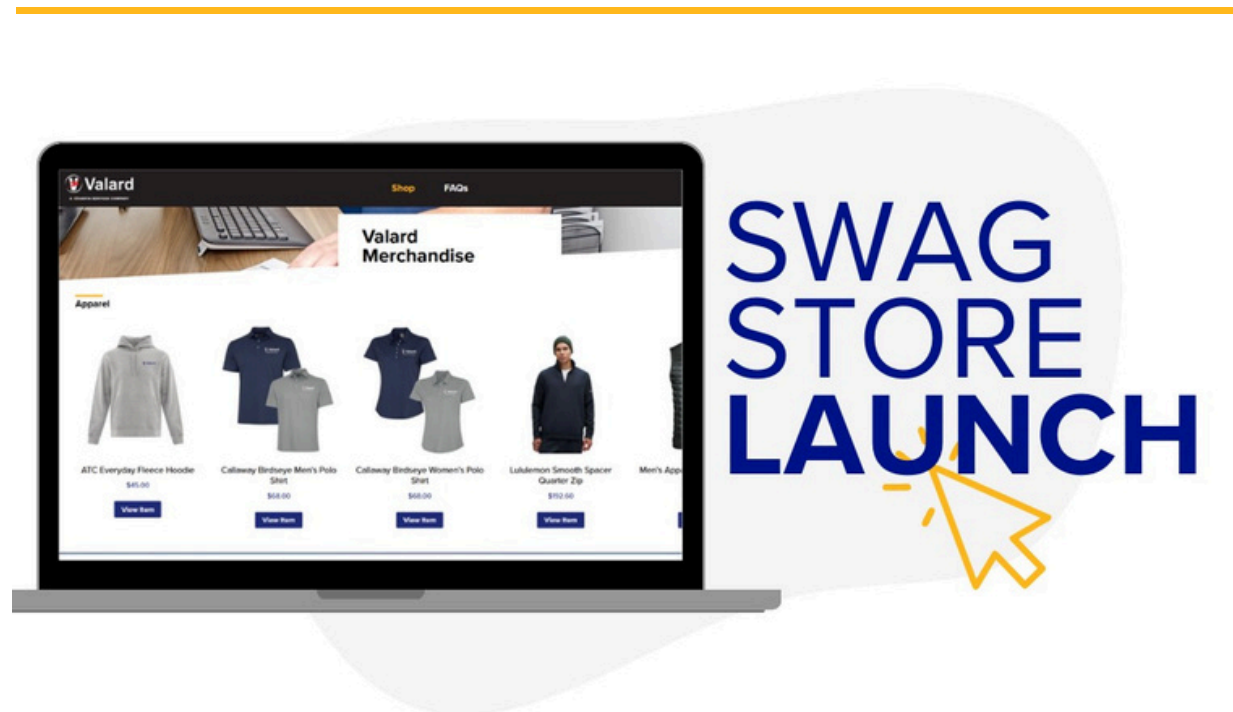
*Learn how to navigate the
Employee Website.
Click to View Video.*

**Employee Lanyards
and Info Cards**



In connection to the Employee Website, we are rolling out **quick-reference cards attached to lanyards** that include our Quanta Mission, Human Performance Principles, and a QR code linking directly to the Employee Website. **If your team hasn't received lanyards yet, please contact the Communications Team to arrange delivery.**

We encourage everyone to share this news with field teams, bookmark the website, and have your lanyards handy. We're excited for these materials to be your go-to resources, helping everyone stay connected, informed, and engaged across the entire Valard team.



Swag has always been an important part of Valard's culture, and we're pleased to introduce a new and improved process for ordering Valard-branded merchandise — the **Valard Online Swag Store**.

This platform provides a streamlined and convenient way to browse and order a wide range of items, including apparel, outdoor equipment, drinkware, and tradeshow materials. The site will continue to evolve to improve user experience, and feedback is welcomed.

Before placing an order:

- Review the **FAQs** section for important guidance.
- Safety Points and personal credit cards **cannot** be used; all purchases will be charged to Department Business Units (BUs).
- Leadership may place orders for their team, and **Managers must approve** any orders submitted by their employees.
- Deliveries will only be made to designated company locations. Employees are responsible for arranging pickup, as items cannot be shipped to home addresses.
- For Custom Orders, use the "Send Us a Message" button at the bottom of the page. All custom requests will be reviewed by the vendor and our internal approval team.
- **Reference the Valard Swag Ordering Procedure Information.**

We look forward to seeing your team proudly represent Valard — professionally and in style.

[ORDERING PROCEDURE INFO](#)

[VISIT THE SWAG STORE](#)

Program Change

U.S. Bank Card

We have recently changed Pcard program providers. All PNC cardholders should have received a new U.S. Bank card. Effective November 28th, all PNC Bank Cards issued under Valard Construction LP and GRD Line Construction LP have been cancelled.

If you have not already done so, please activate your U.S. Bank card as soon as you receive it. Activations can be completed [here](#) using the Organization short name: QCOCAD, the last four digits of your company phone number, and your Employee Number for verification:

- Valard: 780-436-9876
- GRD: 780-436-9876
- QSI: 604-857-6600

To support cardholders and delegates, please review the Cardholder and Delegate Recorded Training: [Valard - Documents - US Banks PC Cards - Training - All Documents.](#)

Annual General Meeting (AGM)

Recap

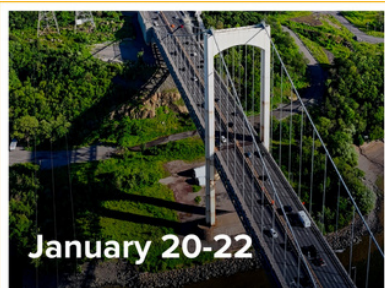
This year's Valard Annual General Meeting (AGM) in Calgary captured what it truly means to lead with trust. Our theme, "Trust: Better Together," guided meaningful discussions around safety, health, leadership, indigenous partnerships, communication, and company growth.

From engaging presentations, team-building activities, and an inspiring keynote from Gary Merasty, CEO of Peter Ballantyne Group of Companies, our team left more connected, aligned, and ready to support one another — strengthening the bridge between day-to-day operations from the office to the field.



[Click to View Video.](#)

Upcoming **Events**



January 20-22

ACRGTO Conference
Centre des congrès de Québec, QC



January 20-22

EDIST Conference
Westin Harbour Castle, Toronto, ON



January 26-29

AME Round Up
Vancouver Convention Centre, Vancouver, BC



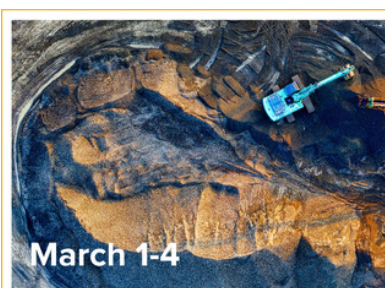
January 27-28

Prosperity Northwest
Valhalla Hotel & Conference Centre,
Thunder Bay, ON



February 16

Quanta President's Meeting
Red Rock Casino, Las Vegas, NV



March 1-4

PDAC Convention
Metro Convention Centre, Toronto, ON

Answer & **WIN!**



Thanks for sticking with us to the very end. As a little reward, we've put together a quick challenge for you. Answer a few questions about this newsletter for **a chance to win a \$100 Tim Hortons gift card.**

ENTER TO WIN

Leave Your **Feedback**

Have ideas for our next issue? **Reply to this email** and let us know what you'd like to see.

