



All employees can 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."



Valard Brand **Sizzle**



[Click to view video.](#)

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SAFETY & TECHNOLOGY

Where Mission **Meets Mindset**



[Click to view video.](#)

At Valard, we live Quanta's mission—but that doesn't happen overnight. It comes to life through a shared mindset—one that challenges how we think about safety and failure on the job. By working together, we're taking procedures off the page and building the capacity to fail safely into everything we do in the field.



How You Can **Avoid Cyber Attacks**

Message from James Stinson, SVP, Technology, Quanta Services, Inc.

An Iran-backed hacking group recently shut down Stryker, a \$25 billion medical technology company that supplies hospitals across the country.

industries right now — including infrastructure and energy. Quanta, operating companies, and our customers are exactly the kind of companies these groups look at. And these attacks don't just come through the IT department. They come through *people* — through fake emails, phone calls, and text messages designed to trick someone into clicking a link or sharing a password.

How can you avoid Cyber Attacks?

1. Don't trust unexpected messages asking you to log in or verify your account.
2. Don't approve login prompts you didn't start.
3. Be skeptical of urgent requests — even from leadership.
4. Verify before you act.
5. Report anything suspicious.
6. Call the **Quanta Security Hotline: 713-335-7777**

Valard Info-Excavation 2026

UNE ENTREPRISE DE  QUANTA SERVICES



We're proud to share that Valard Quebec has been recognized with the 2025 Info-Excavation Award for Damage Prevention in the Pole Setting category.

The Info-Excavation program highlights organizations across Quebec that play a vital role in protecting underground infrastructure—helping safeguard workers, the public, and essential services.

A sincere thank you to our team for their continued commitment to health, safety, and environmental responsibility in everything they do.

Pelican Energy TCI **Award**

Pelican Energy TCI has awarded Valard the Green Ribbon Safety Award in recognition of our exceptional Environmental Health and Safety (EHS) compliance during our recent project work in the Turks and Caicos Islands.

This award highlights our team's commitment to the highest safety and environmental standards on every job site.



2026 **Saskatchewan Safety Seminar**

Shilo Neveu, Valard EVP, Health & Safety, presented at the 2026 Saskatchewan Safety Seminar. His presentation, "The Art of Leading When No One's Watching," focused on practical leadership skills that help individuals create a



Drawing on 27 years of experience, Shilo emphasized that leadership is defined by how others experience you—not your title—and is built through self-awareness, continuous learning, and consistency. He highlighted key “Killa Bee-Behaviours,” including positive intent, communication, learning from mistakes, emotional awareness, team support, and accountability.

The Key Takeaway:

Strong leadership is shown through small, consistent actions—especially when no one is watching. By leading with intention and accountability, Valard leaders can build trust, strengthen culture, and support safe work practices.



Mental Health **First Aiders**

- Jonathan Brennan
- Anthony Hart
- Glenda Meshen-Davis
- Buford Dawson
- Rebecca Hiscock
- Tyler Mills
- David Flohr
- Naila Jina
- Shilo Neveu
- James Furneaux
- Jack Leddy
- Raina Salman
- Sherri Hanlon
- Grant LeDrew
- Sarvadeep Sinha
- Jordan Harker
- Nicole Levicki
- Gina Chaulk
- Ryan Tobiassen

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 the Mental Health First Aider logo on office doors, cubicle walls, and on hard hats. They identify the trained individuals within our organization.

PROJECT UPDATES

Aspen Point Project

Our transmission team is delivering three major powerline projects for Enbridge as part of the **Aspen Point Project** in British Columbia.

This project supports critical infrastructure required for the expansion of Northern B.C.'s pipeline system—helping meet growing demand for natural gas across British Columbia, the Pacific Northwest, Alberta, and global LNG markets.

The project scope includes:

CS-1B: Upgrades to an existing 138kV line, plus a new 600m tap line.

CS-16: Construction of a 10 km 230kV monopole line.

CS-N5: Construction of a 30 km 230kV monopole line and tap connection.



CS-16, Chetwynd B.C



Wasoqonatl Transmission Line



Valard was awarded the Wasoqonatl Transmission Line project, by Wasoqonatl Transmission Inc. (WTI) and Nova Scotia Power. “Wasoqonatl” means “Keep Light On” in Mi’kmaq. This major interprovincial infrastructure initiative will strengthen the regional power grid and support electricity reliability between Nova Scotia and New Brunswick.

The project involves upgrading three substations and building transmission lines with equity participation from Nova Scotia’s 13 Mi’kmaq First Nations via [WMA](#) and New Brunswick’s 9 Mi’gmaq First Nations via [MUIN](#). Construction is scheduled to begin in May 2026 and be completed in 2028.

Transmission work includes:

- Construction of approximately 160 km of new 345kV transmission line between Nova Scotia and New Brunswick.
- Upgrades to access roads, installation of foundations and anchors, tower assembly and erection, and conductor and OPGW stringing.

Substation work includes:

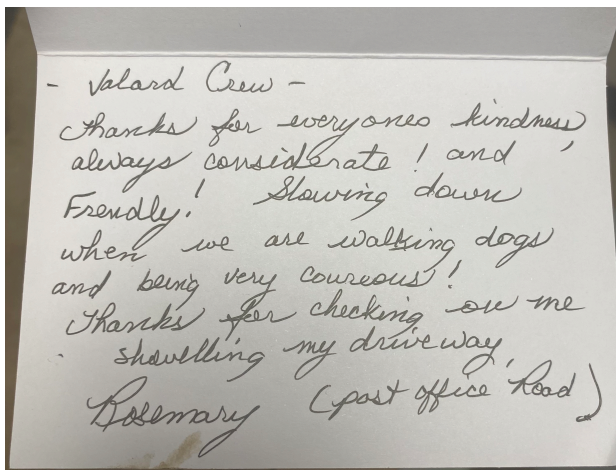
- Upgrading three 345kV substations (Onslow, Memramcook, and Salisbury Substations) to accept the new transmission line.
- Installation of foundations, steel structures, electrical apparatuses, and cables.
- Supplying and installing two 345kV control buildings.
- Installing relay panels and control cables.

STORIES FROM **THE FIELD**

Sault Ste. Marie Thank You Card

As our team wrapped up work in Sault Ste. Marie, we received an unexpected and meaningful reminder of why the way we work matters.

Even though our yard is located out in the country, we still have neighbours nearby who share the same roads and surroundings. Throughout the project, our crew made a point of being respectful in the area, slowing down when people were walking their dogs and taking care to move safely and thoughtfully along the road.



When we were finishing up, a neighbour stopped by with a thank you card, expressing their appreciation for the kindness and consideration shown by our team. They specifically mentioned how much it meant to see vehicles slow down and how respectful everyone had been during our time there.

Moments like this don't show up on a project schedule, and they aren't measured in timelines or deliverables. But they matter. They reflect the character of our team and the culture we continue to build; one grounded in professionalism, safety, and respect for the communities where we operate.



Office Celebration



Pictured: Diego Bejarano, Abdal Beski, Matt White, and Meenakshi Meenakshi

In February, the Vaughan, Ontario office gathered to celebrate everyone's individual successes over cake. The team took the opportunity to recognize milestones from the past year, including promotions, engagements, marriages, professional development certifications, pregnancies, and moves. They went around the room, acknowledging each accomplishment and celebrating together with applause.

Thank you to Daniela Cristanti and Jose Orbezo for coordinating the gathering and encouraging the team to step away from their desks for a moment of gratitude and connection.

Camp Power Restoration

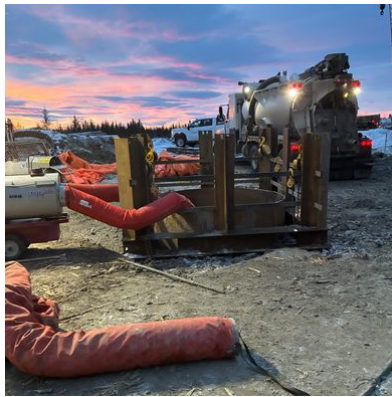
On January 26, Waasigan project leadership recognized Tommy Sinclair, Keith Schmidt, and Derek Griffin for their outstanding efforts in restoring camp power after the

Along with our Construction Manager, Shane Byrde, they went above and beyond, working after hours to ensure power was safely restored. Their efforts helped maintain a safe environment for more than 200 individuals during extreme -40°C weather, demonstrating exceptional commitment, teamwork, and professionalism.



Pictured (left to right): Tommy Sinclair, Keith Schmidt, Michael Chaffey, Derek Griffin

Photos from the **Field**



British Columbia



Quebec



Ontario

Submit your **Photos + Stories**

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**



Ritchard Dudgeon, **Journeyman Truck & Transport Mechanic**

Ritchard joined Valard in 2022 and has recently been working on the Enbridge Aspen Point project. Throughout his time on the project, he has consistently proven himself to be a highly dependable coworker, demonstrating strong dedication to keeping our crews and equipment operating through a challenging winter season in Northern B.C.

He has established himself as a reliable support on the project—someone who never lets the challenges of the day wear down his positive attitude. His strong work ethic, resilience, and ongoing commitment to supporting the team make him a standout contributor and a valued member of the crew.

— *Nominated by Alex Bellefeuille*

Edmund Wu, **Supervisor, IT Service Delivery**

Edmund has been a valued member of the Valard Group of Companies since 2018 and plays an essential role within the Valard IT Operations Team. Throughout his tenure, he has consistently demonstrated strong



frequently exceeds expectations by prioritizing business needs and ensuring all service deliverables are prepared according to schedule.

— *Nominated by Cyrus Li*



Mike Fleury, Site Supervisor, Substations

Congratulating Mike on 10 years of loyal service with Valard. Mike began his career in our camps division before transitioning to Substations and has worked under me for the last few years. Mike is a very dedicated to Valard, and bleeds blue as we like to say. He is a kind, caring person and a hard-working Supervisor. It is a pleasure to have him here with us.

— *Nominated by Nick Miller*

[CLICK HERE TO VIEW](#)

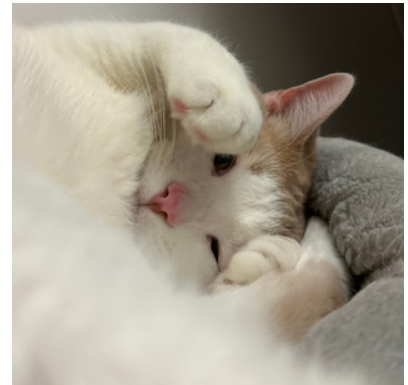
Furry Friends



Elvis



Murphy



Marcel



Employee Support & Mentorship Circle Dreamcatcher Activity

The Employee Support & Mentorship Circle (ESMC) is an open and supportive space for all employees working on the Waasigan Transmission Line project, with a special emphasis on Valard's Indigenous employees. Participants gather weekly in the dining hall during dinner for casual conversation and community-building. Each week features a different creative activity designed to introduce and celebrate Indigenous cultural practices and arts.



create dreamcatchers — a meaningful way to connect through creativity and reflection. Using DIY kits from [Bougie Birch](#), the activity highlighted the rich tradition of dreamcatchers in Indigenous culture, where they are seen as symbols of protection that capture negative energy while letting positive dreams and intentions flow through.

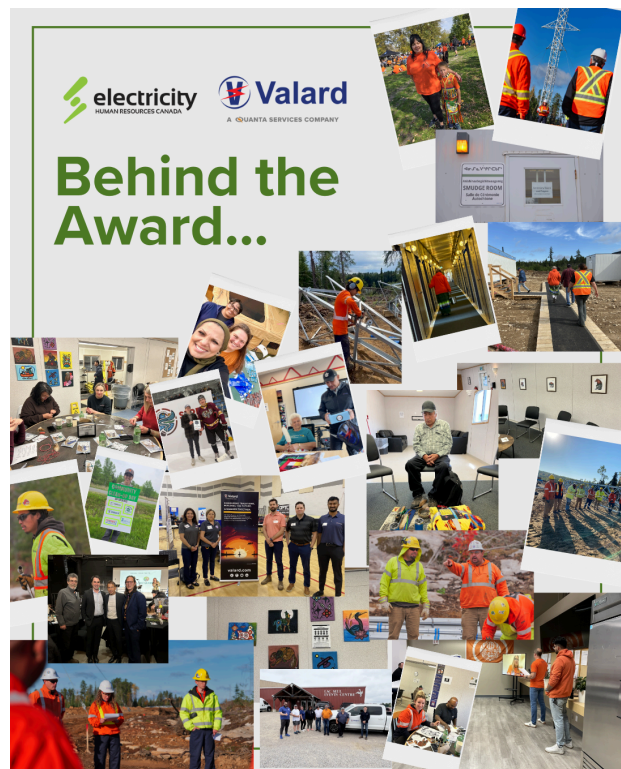
Beyond the artistry, the experience encouraged learning and cultural appreciation, inspiring everyone to begin the year with a renewed sense of creativity, respect, and positive intention.

Electricity Human Resources Canada Excellence in HR Innovation Award

Valard was recently recognized with the Excellence in HR Innovation Award from Electricity Human Resources Canada (EHRC) for our Indigenous Engagement Workforce Initiatives.

This award recognizes the implementation of initiatives on the Waasigan Transmission Line Project, such as:

- Creating space for spiritual and cultural traditions at camp through smudge rooms, multicultural spaces, and multilingual camp signage
- Supporting cultural awareness through training, camp blessings, and Employee Support and Mentorship Circles (ESMC)
- Hosting companywide observances for Truth and Reconciliation Day, including cultural meals at camp on significant Indigenous dates
- Encouraging Indigenous participation on the project through community visits, career fairs, and participation in community events



Being recognized for our innovative HR practices reaffirms the important work we are doing to create a safer and more inclusive environment for Indigenous employees at Valard. We remain committed

Calendar of Indigenous Holidays

January 4th | National Ribbon Skirt Day

February 14th | Have a Heart Day

February 21st | International Mother Language Day

March 31st | National Indigenous Languages Day

May 5th | National Day of Awareness for Missing and Murdered Indigenous Women, Girls and 2SLGBTQQA+ Peoples (MMIWG2S)

May 16th | Moose Hide Campaign Day

Month of June | Indigenous Peoples Month

June 21st | National Indigenous Peoples Day

August 9th | World Indigenous Day

September 19th | Powley Day

September 30th | National Day for Truth and Reconciliation

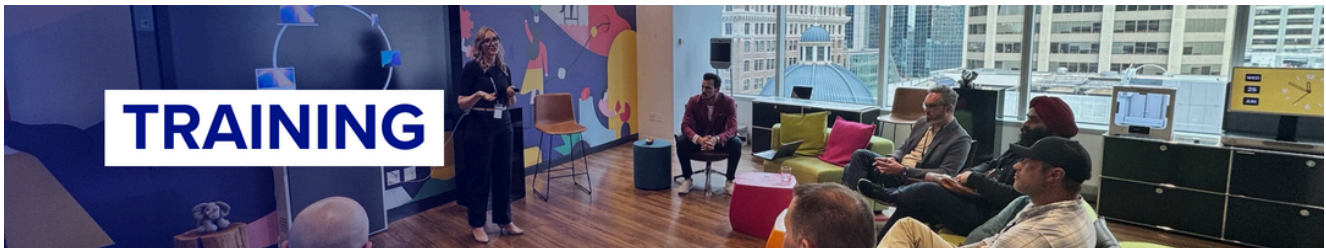
October 4th | National Day of Action for MMIWG2S

Month of November | National Indigenous Disabilities Awareness Month

First Week of November | Treaties Recognition Week (Ontario)

November 7th | Inuit Day

November 8th | Indigenous Veterans Day



NEW Indigenous Relations Awareness Training



[Click to view video.](#)

We are committed to fostering an inclusive and respectful workplace that values the diverse cultures and histories of Indigenous Peoples. To support this commitment, we have revamped the Valard Indigenous Relations Awareness Training for all employees.

This training will help you:

- Understand the historical and contemporary experiences of Indigenous communities.
- Learn about treaties, land acknowledgments, and cultural protocols.
- Explore ways to build respectful relationships and contribute to reconciliation efforts.

Next Steps: Training is available online (self-paced) and can be assigned to you by emailing training@valard.com.

Thank you for your commitment to learning and creating a workplace where everyone feels respected and valued.

The Golden **Wrench Award**

Congratulations to Apprentice Tyson Marshall on completing his second year of Heavy Equipment Technician training and receiving the Golden Wrench Award. Nominated by his peers, Tyson earned this distinction by demonstrating outstanding



This achievement highlights his dedication to his craft and commitment to excellence—qualities we're proud to see represented at Valard.

EMPLOYEE HUB

Resources **Reminder**

[STATUTORY HOLIDAY PDF](#)[BURSARY PROGRAM PDF](#)[MILESTONE BONUS PDF](#)

See more workplace information and resources to support your employment at [Employee Resources - Valard Employees Microsite](#)

WHAT IS FORCED LABOUR?

Nearly **28 million people globally remain in forced labour**, many in construction and manufacturing sectors.

Forced Labour is work performed under threat or penalty without choosing it freely.

Forced labour affects every country and industry, including construction, energy, and the skilled trades. At Valard, we are committed to ensuring our operations and supply chain remain free from any connection to forced labour as part of our broader commitment to ethical business practices.

In Canada, federal legislation requires certain companies to publish annual reports outlining how they prevent and reduce forced labour risks within their operations and supply chains—supporting a broader goal of **transparency and prevention**. Valard produces this report each year alongside other Quanta companies.

Employee awareness and engagement play an important role in ensuring compliance and doing what's right. Together, we support safe work practices, accountability, and long-term sustainability—taking pride in the role we play in addressing this global issue and upholding Valard's pillars of success.

Career Presentations



The *Careers at Valard* video and presentation are available for all employees to use at events, career fairs, and community engagements to help promote Valard. These resources are designed to support consistent and engaging conversations about who we are, the work we do, and the opportunities available.

[View the Careers at Valard video here.](#)

Careers? Access the official slide deck [here](#).



PRESENTATIONS



Visual Assets

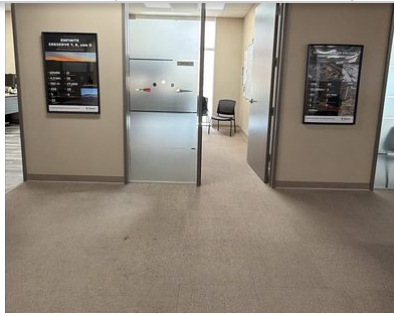


Looking to bring some brand spirit into your office, yard, or trailer? Take a scroll through the new Communications and Marketing SharePoint section, [Visual Assets!](#)

Explore a variety of corporate and project posters, along with details on how to request banners or tablecloths for your client meeting or employee event.

We've also added **company-branded Microsoft Teams backgrounds**—perfect for representing the Valard brand during your meetings.

SHAREPOINT



Calgary, AB



Hanover, ON



Sherwood Park, AB

Build a Dream **Program**

From February 9 to March 27, Valard welcomed three female participants from the Build a Dream program—Rory McDonald, Natasha Irwin and Gabby Hurtado—for a seven-week pre-apprenticeship placement in partnership with CUSW.

Build a Dream is a Canadian nonprofit that supports young women and gender-diverse individuals in pursuing careers in the skilled trades and related fields. Valard is proud to support this program by providing opportunities designed to offer hands-on experience and open doors within the trades.

It's exciting to have these women join us and we wish them continued success in their journeys as they contribute to build a stronger, more diverse skilled trades industry.



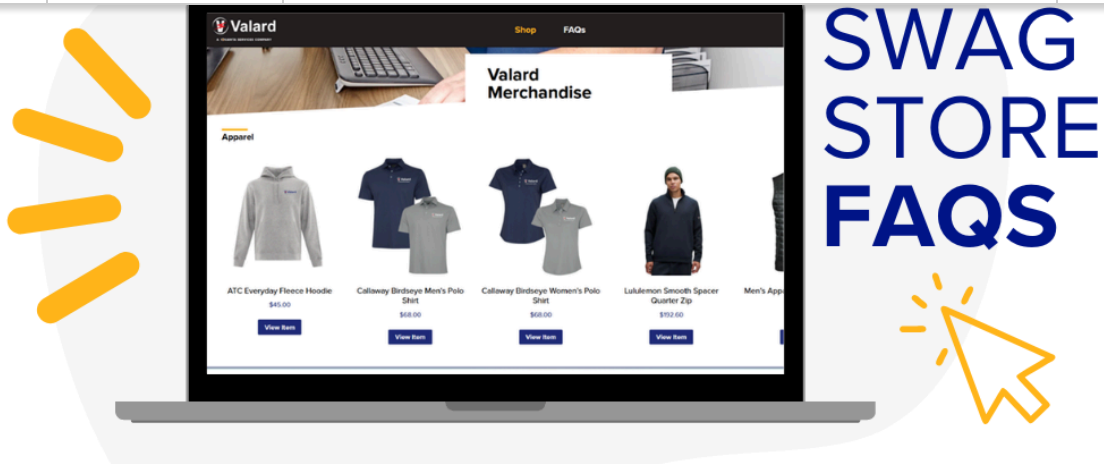
*Rory McDonald,
V3 BESS Site*



*Natasha Irwin,
Hydro One BBFA Project*



*Gabby Hurtado,
V3 BESS Site*



Before placing an order on the Valard SWAG store, please review the FAQs page for guidance. Key points to keep in mind include:

- Safety Points and personal credit cards cannot be used; all purchases will be charged to Department Business Units (BUs).
- Employees interested in branded merchandise should consult with their manager. Their manager can place an order on their behalf if they approve the request.
- Orders will only be delivered to designated company locations. Employees are responsible for arranging pickup, as items cannot be shipped to home addresses or client offices.

[REVIEW THE FAQs](#)[ORDERING PROCEDURE INFO](#)

Answer & **WIN!**



Thanks for reading all the way through! As a little reward, we've put together a short quiz based on our **communications materials and brand guidelines**. Take a moment to test your knowledge for a chance to win a **Carhartt Valard Branded Sweatshirt!**

[ENTER TO WIN](#)

Upcoming **Events**



April 8

BC Hydro Infrastructure Exhibition
Pinnacle Hotel Harbourfront, Vancouver, BC



April 13-15

Infrastructure Safety Symposium
Hamilton Hotel, Washington, DC



April 16

Energy Storage Alberta - CanRea Summit & Canrea Connects
Calgary Marriott, Calgary, AB



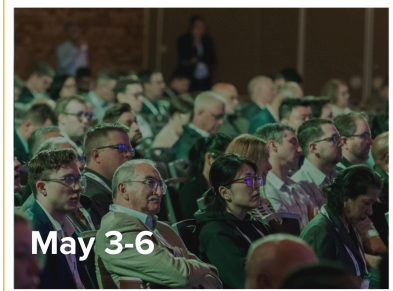
April 27-29

Canadian Utilities Fleet Conference
Hyatt Regency, Calgary, AB



April 29 - May 1

The Next Seven Generations Our Shared Future (FNMP)
Sheraton Centre, Toronto, ON



May 3-6

CIM Connect Convention & Expo
Vancouver Convention Centre,
Vancouver, BC

Leave Your **Feedback**

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



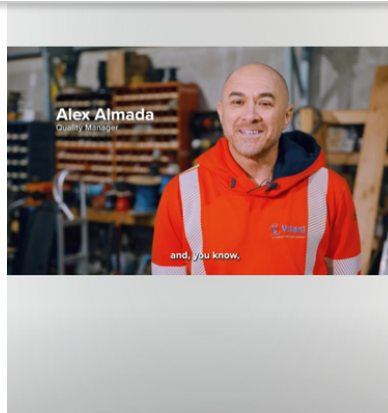
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