



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."



Table of Contents



A Message of Gratitude

01 Advancements at Valard

02 Project Updates

03 Stories from the Field

04 Indigenous Relations

05 Safety

06 Training & Development

07 Employee Hub

08 News Feed

After years of dedicated leadership, Carey Kostyk is retiring from Valard to focus on his family. As he steps into his next chapter, the entire Valard organization sends him off with deep gratitude and respect. Carey's leadership and the standard he held this organization to will not be forgotten. He will remain available to the leadership team to support the close-out of key commitments through the transition — a final act of dedication that speaks to the kind of leader he has always been.

Carey — thank you. We wish you and your family everything you deserve.

Welcoming **Zane Brink**

Effective immediately, **Zane Brink** steps into the role of Interim President of Valard Construction.

Zane brings more than 30 years of experience in the utility industry to this role — experience earned at every level of the business. His career began in 1989 as a groundman, lineman, and foreman with Brink Electric Construction (now a Quanta operating company), and has since taken him through field engineering, operations, and executive leadership. He holds a Bachelor of Science in Civil Engineering from the South Dakota School of Mines and Technology.



Zane was appointed President of Brink Constructors in 2008, leading the organization through its acquisition by Quanta Services in 2015. In 2021, he was named Regional President of the Quanta Central region, overseeing major utility projects across the United States. He is known for leading with sincerity, fairness, and deep respect for the people he works alongside — drawing the best from his teams by investing in them as individuals.

Zane will work closely with the leadership team — and with our Chief Operating Officer, Dave Robb, who continues in that role with active presence across our markets and operations — to ensure continuity across the business through this transition.



ADVANCEMENTS **AT VALARD**

Q&A
WITH
ROBERT BROWN

Director,
AI & Business Transformation



[Click to view.](#)

AI is transforming how every industry operates — and at Valard, we're getting ahead of it.

Backed by Quanta Services, Valard has officially adopted **Claude Enterprise** as our primary AI tool. This isn't about replacing your work; it's about giving you better tools to do it. As part of this rollout, employees are expected to stop uploading Valard/Quanta information into other AI platforms.

To help everyone get started, we've introduced **AIQ** — a learning platform developed by **Rob Brown, Director of AI & Business Transformation**. AIQ teaches you how to use AI safely, practically, and effectively in your day-to-day work, and completing tier one it is how you unlock access to Claude.

We also sat down with Rob to discuss how AIQ and Claude can support roles like foremen and estimators, streamline everyday tasks such as onboarding and document analysis, and help employees get the most value from using Claude. [Watch the interview here.](#)

Ready to get started? If you haven't already, head to getmyaiq.com, sign in with your Microsoft account (corporate network or VPN required), and learn at your own pace.

As AI continues to evolve, so will we. Join Rob at **AIQ Office Hours** every two weeks for live demos, Q&A, open conversation, and a chance to discuss how you're using AI (calendar invites will be shared with those who have logged in).

PROJECT **UPDATES**

AYPA Power **BESS**

Valard is proud to partner with Aypa Power Canada to deliver the Engineering, Procurement, and Construction (EPC) scope for the Elora and Hedley Battery Energy Storage System (BESS) projects in Ontario. Located in Centre Wellington and Haldimand County, these utility-scale energy storage facilities are designed to strengthen grid reliability, support the integration of renewable energy resources, and help meet Ontario's growing electricity demands.

Together, the projects will enhance system flexibility by balancing energy supply and demand, helping ensure the long-term reliability of Ontario's electricity network.



Elora

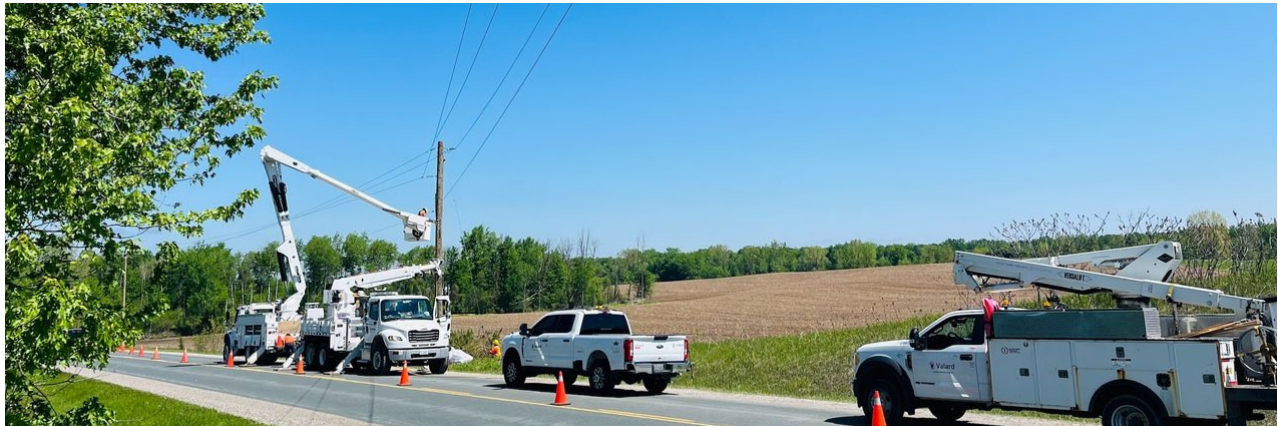
The Scope of Work Includes:

- Engineering, Procurement, and Construction of BESS and substation facilities
- Each project provides 211 MW / 844 MWh of energy storage capacity.
- Combined installed energy storage capacity of approximately 420 MW / 1,680 MWh across both projects.



Hedley

Hydro One **Building Broadband Faster Act (BBFA)**



Valard has been engaged as a Qualified Service Provider (QSP) on Hydro One's Building Broadband Faster Act (BBFA) — a provincial initiative to expand high-speed internet access across Ontario by preparing utility poles for aerial broadband fiber attachments by Internet Service Providers (ISPs).

We currently have distribution and civil crews working in Southern, Central and Northern Ontario, completing work varying from minor make-ready tasks to complete pole replacements. Despite challenging weather conditions, busy roadways and congested areas, our teams continue to demonstrate a strong commitment to safe and efficient project execution.

Within the first 50 days of the program, Valard crews completed approximately 220 pole replacements, and 848 minors make-ready tasks. With a strong start behind us, our teams remain focused on delivering quality work safely and efficiently as the program continues to ramp up across the province.

The Scope of Work Includes:

- Approximately 1,730 Pole Replacements
- Approximately 1,680 minor make-ready tasks

Hydro One **Clarington Substation**

Valard has been awarded an Engineering, Procurement and Construction (EPC) contract by Hydro One for the Clarington Transformer Station (TS) Upgrade in Oshawa, Ontario.

The project will enhance the long-term reliability and capacity of the electricity system in the Durham–Kawartha region by supporting new 230 kV transmission infrastructure connecting Clarington TS and Dobbin TS.

The Scope of Work Includes:

- Building a new 230 kV AIS circuit breaker diameter within the existing station.
- Delivering full engineering, procurement, construction, and site acceptance testing.
- Relocating an existing capacitor bank and installing new 230 kV line connections.



Existing plant being relocated



Wildfire Response



ERIC

Material Coordinator

PETER

Groundman

Click to view.

Eric Boutin and Peter Elliott share their firsthand account of responding to a residential fire near an elementary school while working on the Aspen Point Project for Enbridge in BC. Their interview highlights how training, preparedness, and safety knowledge at Valard help employees act quickly and confidently when it matters most.



Distribution Team

Hey Jerry, big thanks to a fast acting crew from Valard. Someone took out a guide pole down my street around 5pm. They had it cleaned up within an hour. Great work by the crew. Incident on Martin Grove just south of Saralou Court.

Shoutout to our Toronto Hydro Distribution team. James Mardegan, VP of Capital Construction & External Work Programs at Toronto Hydro, recently acknowledged a Valard crew for their swift response to an incident.

After a guide pole was struck around 5 PM, the crew quickly stepped in and had the area cleared within the hour. Moments like this highlight the level of service we strive for—and consistently deliver—through strong teamwork, urgency, and field expertise.

NEW!

Fleet Yard Opening

The recent opening of the Greater Toronto Area (GTA) fleet yard marks an important milestone in efficiency, organization, and accessibility, the facility enhances Valard's ability to maintain and deploy equipment effectively across the Greater Toronto Area. From sourcing the location to completing renovations, the shop was brought to life in just a few short months and reflects a strong investment in both people and infrastructure. This new space will play a key role in supporting current projects while positioning the team for future expansion.



The team celebrated the opening of its new location at 45 Casmir Court, Unit 18, Concord, Ontario, on June 11, 2026. Employees gathered to recognize the dedication and hard work of everyone involved with a BBQ, raffle, and ribbon-cutting ceremony.



Photos from the **Field**



Ontario



Saskatchewan



Alberta

Submit your **Photos + Stories**



EMAIL US

We'd love to see what you're working on in the field. **Share your project photos and stories** for a chance to be featured in an upcoming newsletter or on our social media channels!

Our **Environmental team** is also looking for high-quality images that show wildlife, vegetation, and powerline infrastructure to support Environmental Protection Plans and other documentation.

Please email your photos and stories to
corpcomm@valard.com.

Employee **Spotlights**

Congratulations **Tom Elliott**



Click to view.

From Alamos Gold, Island Gold Mine, to Cenovus, Foster Creek, and the many projects and teams he has supported throughout his career, Tom's experience, leadership, and dedication have made a lasting impact over the last 20 years. We look forward to seeing him continue his journey with Valard and the positive impact he will continue to have on his team and our organization.



Gimi Consoli,
Fleet Manager, Greater Toronto Area

In just over a year at Valard, Gimi Consoli has made a strong and measurable impact in the Greater Toronto Area. As Fleet Manager, he has played a key role in strengthening day-to-day operations, ensuring teams have consistent access to the tools, equipment, and support they need to perform at their best. His hands-on approach, combined with a strong sense of ownership and accountability, has helped keep a busy and growing fleet running efficiently. Gimi's initiative and reliability have made him a valued leader and a trusted resource for the Toronto operations team.

— Nominated by Ryan Owen



Billy Ward,
Small Tools & Yard Support, Calgary

Billy has been a valued contributor to Valard's success since 2009, working in a variety of roles, from Distribution to Greenfield to Substations, and more recently, Small Tools. His experience across multiple teams has helped him build strong relationships and the ability to manage competing priorities in a fast-paced environment.

Throughout his time at Valard, Billy has embraced the lineman's commitment of being his brother's keeper—consistently ensuring crews have the right tools in their hands and, more importantly, that every tool is certified and safe to use. He wears Valard on his sleeve and goes the extra mile to support his fellow employees and the company as a key champion of the Small Tools and Tool Watch programs in Calgary. We are grateful that he calls Valard home and continues to do so every day.

— Nominated by Wayne Boettger



Chris Smith,
Journeyman, Lineman, Greater Toronto Area

Chris has been with Valard in Toronto for nearly six years, and I've had the pleasure of watching him grow and progress almost every working day throughout that journey. Chris has all the qualities that make him an incredible talent and asset in the field. He's efficient and dryly passionate. He's the person anyone in the yard can turn to for a specialty tool or material.

Chris puts countless hours of his own time, including his downtime, into outfitting his truck to be the lifeblood of whatever job site he rolls up to. His dedication and attention to detail set an excellent example for apprentices, and he has been a great—albeit tough—mentor to the younger members of the crew.

— Nominated by Dustin Hutton

Employee **Milestones**



Meenakshi Kaushal & Hitesh Kumar were married on February 21, 2026.



Wrenlee Mae Millard was born on May 3, 2026 to Mitch & Katelyn Millard.

Furry (& Feathered) Friends



Cooper



Jessy



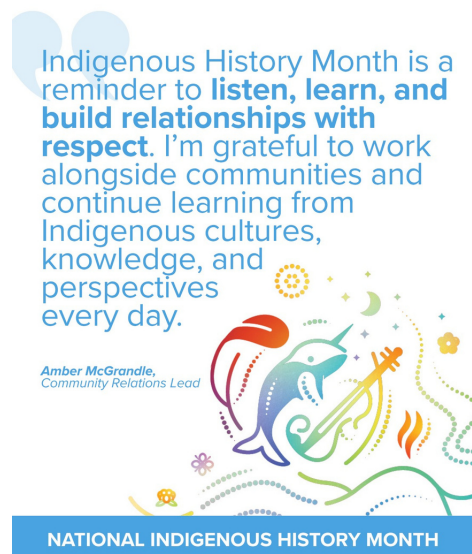
Ruby



National Indigenous People's Month

June is National Indigenous History Month, a time to listen, learn, and continue building relationships grounded in respect. At Valard, we believe meaningful partnership starts early and continues throughout everything we do.

We recognize that Indigenous knowledge, perspectives, and voices strengthen our work, and we are grateful to the communities we work alongside. We remain committed to learning, growing, and moving forward together.



Our team working on the Wasoqonatl Transmission Project shared small gifts with Indigenous communities in Nova Scotia and New Brunswick as a gesture of appreciation and respect for the rich histories, cultures, and contributions of Indigenous Peoples.



NEW! SharePoint Page Portal

We have launched a new Indigenous Relations SharePoint portal: [Indigenous Relations - Home](#).

This portal is designed to provide resources that help ensure we engage with our Indigenous partners in a consistent and transparent way.

It brings together resources in the following areas:

- Project Resources
- Cultural Awareness Community Engagement & Relations
- Environmental Stewardship & Community Investment
- Indigenous Procurement and Employment Training
- Partnership Models



We'll continue to add content to the SharePoint site as we build out our Indigenous Relations framework. We welcome your feedback on the content and where you need support.

We now have a dedicated team of Indigenous Relations Advisors supporting projects across Canada, with contact information available on the SharePoint site. If you require support, please do not hesitate to reach out to either Amber McGrandle, Community Relations Lead (amcgrandle@valard.com), or Darcy Quinn, VP Indigenous Relations and Commercial Strategy (dquinn@valard.com).

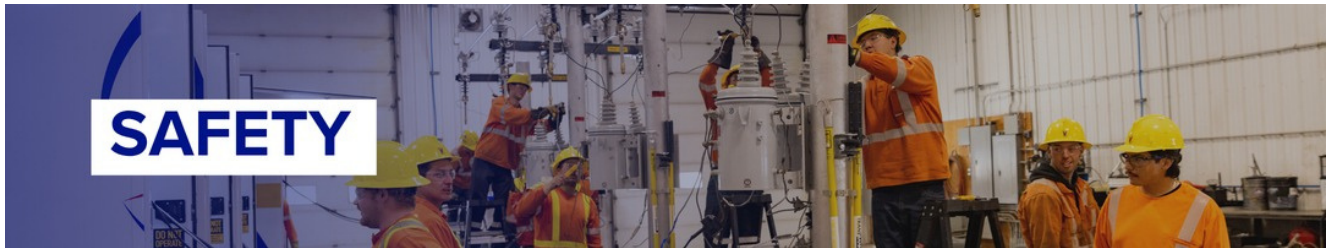
Our commitment to Indigenous Relations is a reflection of who we are as a company and how we intend to operate. Bookmark this portal. Use it. Educate yourself and apply these teachings in your work.

Indigenous Partners Appreciation Event



Valard continued its community engagement efforts by hosting an Indigenous Partners Appreciation Event in Toronto on April 30, following the First Nations Major Projects Coalition conference. The evening brought together Indigenous partners, leaders, and community representatives for meaningful conversation and connection.

Guests were welcomed with an opening smoke dance demonstration by the Six Nations Smoke Dancers, who energized the evening while sharing the cultural significance of the dance.



Safety Coin Commitment Program

The Safety Commitment Coin Program recognizes individuals who take meaningful action in direct alignment with our safety mission: eliminating life-threatening, life-altering, and life-ending events. It reinforces that safety is not just a priority, but a core value demonstrated every day on our job sites and in our communities.

This is not a routine recognition. The Safety Commitment Coin is awarded by Valard's senior executive leadership and is one of the highest forms of individual recognition in our organization. Recipients are people who consistently carry Valard's core principles with them — representing what we stand for at work and in the public — and each coin is granted only after a formal case is submitted, reviewed, and approved.



[CLICK FOR DETAILS](#)

Employee **Safety Recognition**

The Waasigan team continues to demonstrate exceptional commitment to safety through their actions both on and off the job.

Valard truck driver Eric Chase received the Safety-First Award after stopping to assist a driver who had lost control of their vehicle and ended up in a swamp off Highway 11. Eric ensured the individual was not seriously injured and helped them safely out of the vehicle. When a Valard medic arrived on scene, Eric continued to assist while first aid was provided, demonstrating quick thinking and a strong commitment to safety.

Leadership also recognized Amanda Young, Paramedic, and Shane Byrde, Construction Manager, who recently received Quanta Safety Commitment Coins. Both stepped in to support multiple non-project-related incidents, including providing care to a driver involved in a serious accident on Highway 17. They remained on scene to assist EMS in stabilizing the patient and preparing them for transport, exemplifying professionalism, compassion, and care during critical moments.



Eric Chase & Michael Chaffey



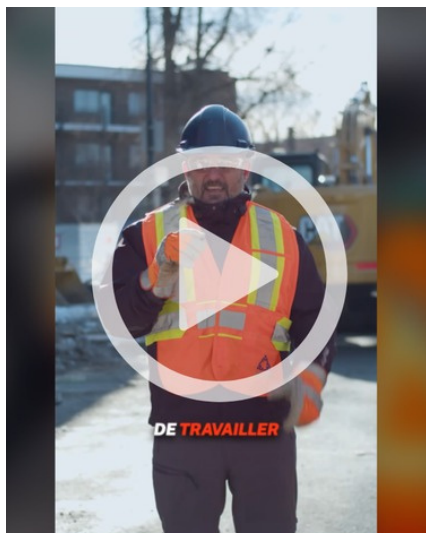
Amanda Young & Anthony Hart



Anthony Hart & Shane Byrde



Info-**Excavation**



Info-Excavation is a Quebec non-profit organization that manages the province's underground infrastructure locating system. Before any digging, drilling, or excavation begins, contractors are legally required to submit a locate request so utilities and municipalities can identify and mark underground infrastructure, including gas lines, electrical cables, and telecommunications networks.

For G-Tek projects, using Info-Excavation is essential to safely plan foundations and cable installations, reduce the risk of utility strikes, and help avoid costly incidents and legal liability.

Info-Excavation recently partnered with G- Tek and other industry experts to share insights and promote safe excavation practices through a social media campaign.

[Click to view.](#)

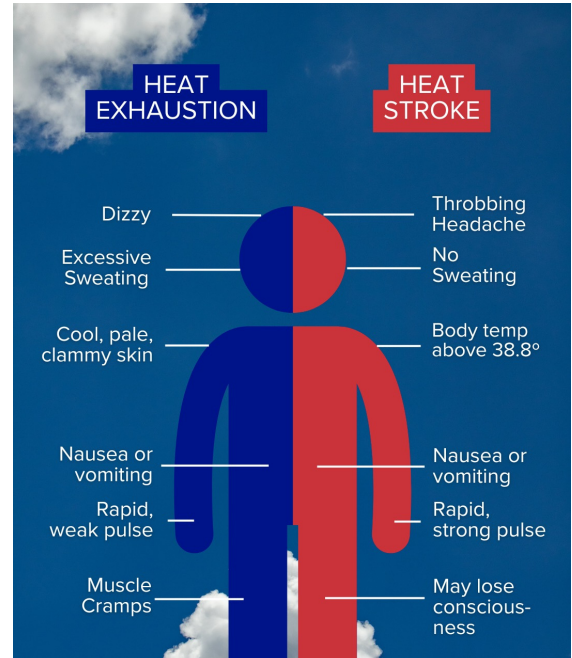
Heat Stress & Exhaustion

As temperatures rise across Canada, so do the risks on the job site. Working in extreme heat can lead to serious illness if not managed properly.

If you suspect someone is experiencing **heatstroke**, call 9-1-1 immediately and take action to cool them down. Heatstroke can quickly cause serious damage to vital organs if not treated right away.

If you suspect **heat exhaustion**, move the person to a cool, air-conditioned area, encourage them to drink water, and use a cool shower or compress to help lower their body temperature.

Whether it is heat stress, heat exhaustion, or heatstroke, prevention starts with awareness and looking out for one another. Let's keep each other safe out there.



Safety Equipment Protocols

For details on upcoming safety requirements and equipment changes, please review the safety equipment protocol PDFs linked below. These resources outline what is changing, when it takes effect, and what is expected on site so you can stay prepared and compliant.

TYPE 2 HARD HATS & CHIN STRAPS

SUBCONTRACTOR ORIENTATION



TRAINING & DEVELOPMENT

LineMaster Training



Innovation is changing how we work on energized lines. In Ontario, our crews are building their expertise with advanced tools like the LineMaster, an insulated robotic arm that enables safe, efficient work on energized conductors without interrupting power to customers.

Through ongoing, hands-on training, our teams are prepared for storm restoration, emergency repairs, routine maintenance, and system upgrades, helping us deliver reliable service in all conditions.

On June 13, a Valard crew led by Rheal Guillet successfully completed its first deployment of the LineMaster robotic arm. The crew used the technology to support three spans of three-phase 27.6 kV conductor while completing two in-place pole replacements in a Toronto Transit Commission parking lot.

Technical Training Sessions

Technical training sessions were conducted at the 735 kV project in New Brunswick and in Headingley, covering Equipotential Bonding and Grounding (EB&G) and PME–RBD (Radial Boom Digger) operations.

Equipotential bonding and grounding are essential electrical safety practices that keep all conductive components at the same electrical potential, minimizing the risk of electric shock. Bonding ensures that metallic components are properly connected, while grounding provides a safe path for fault currents to dissipate into the earth.

The Radial Boom Digger (RBD) training focused on the safe operation, inspection, and maintenance of the equipment, with an emphasis on hazard awareness, proper operating procedures, and safe work practices to help prevent incidents on the job site.

The training sessions combined classroom instruction with practical, hands-on exercises and concluded with a knowledge assessment to reinforce key concepts and ensure participants retained the information.





Quanta Craft Leadership Sessions

Valard recently delivered Quanta Craft Leadership (QCL) Level I training sessions for four teams: Waasigan, Wasoqonotl, Fresh Way Yard, and Substations East.

The Quanta Craft Leadership (QCL) Program is designed to develop leaders, equip them for success, and help them reach their full potential. The program is specifically tailored for field leaders, including foremen, supervisors, construction managers, and other frontline leadership roles.

Built around three core principles—Lead Your People, Plan Your Work, and Run Your Business—the instructor-led course prepares participants to meet the challenges and responsibilities of leadership. By investing in the development of our people, Valard is strengthening the next generation of leaders and helping ensure Quanta remains the leading provider of energy solutions for years to come.



**LEARN ABOUT THE
PROGRAM**

Waasigan Training Sessions



On the Waasigan Transmission Line Project, crews participated in multiple training sessions to strengthen safety awareness and safe work practices throughout the project.

Valard leaders delivered Splice Pack (Fire Response) 105/106 training sessions at the Sapawe and Ignace camps, helping workers strengthen hazard recognition, operational compliance, and overall camp safety.

Canada Safety Council-certified instructor Derek Griffin delivered on-site Utility Terrain Vehicle (UTV) training to crews working across the right-of-way (ROW), helping ensure safe equipment operation throughout the project. The training combined classroom learning with practical exercises to build confidence in safe UTV operation in the field.

The Medic Team also led a hands-on splinting and slinging demonstration, giving field crews practical first-aid skills they can use on site when needed. The session demonstrated when and how to use these techniques and adapt them using materials commonly found on site.

Together, these fire response, UTV training, and first-aid initiatives reinforce Valard's commitment to maintaining a well-prepared, safety-first workforce on the project.

NEW! Learning Paths

Valard is launching Learning Paths for key craft roles to support employee development, career growth, and workforce capability. This initiative aligns with our People Strategy by providing clear development pathways and helping employees build the skills and competencies needed for success. The rollout begins with Substations and will expand to our Transmission and Distribution teams in the coming weeks.

Questions? Reach out to training@valard.com.

EMAIL US



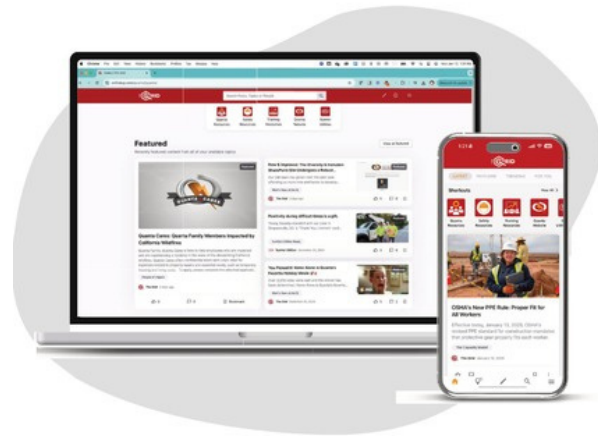
EMPLOYEE HUB

Join us on **THE GRID**

Valard Construction employees now have direct access to company info on-the-go through Quanta Services app: **THE GRID**. Available on both mobile and desktop, The Grid will become an important part of how we communicate company news, updates and employee information across the organization — connecting both our field and office teams.

A Quanta or Valard email address is **not** required to create an account or log in, making The Grid accessible to all employees. Because of this, it's especially important that this information reaches our field teams so everyone can stay informed and connected.

For more guidance on registration, [click here](#).



REGISTER NOW

Data Overages Notice

Mobile data usage alerts are now enabled for all employees with corporate mobile devices.

You will receive SMS and email notifications when your data use reaches key thresholds, helping you avoid overages and better manage usage—especially when working remotely or traveling.

Please ensure your contact information is up to date. If you have any questions or are planning to travel, [contact IT](#) so the appropriate arrangements can be made.

You have used 5GB of your mobile data. Please ensure your device is on Wi-Fi whenever possible.

Thank you,
Valard IT Team

EMAIL US

CALL US

Requesting Vacation



VACATION PDF

With summer vacation season in full swing, we would like to remind employees about the importance of taking time off to rest and recharge.

For Salaried Employees:

It's a great time to revisit our step-by-step PDF guide on how to request and track your vacation time. This resource, along with other helpful PDFs and tools, is available on the [Employee Microsite](#).

For Hourly Employees:

Please note that accrued vacation is paid out during our scheduled payout periods in July and December. If you require payment of accrued vacation at any other time, please submit a request by email to payrolltimesheets@valard.com with your name and employee number. Our payroll team will process your request promptly.

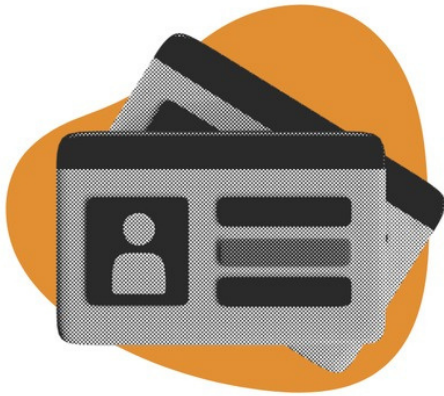
Job Postings & Employee Referrals

Employees are encouraged to explore our current opportunities and help us grow the Valard team. You can view all open positions through the [Valard Construction – Current Openings](#) page and use the attached referral process guide to learn how to recommend qualified candidates. Click the button below to review the referral process details and make sure you are following the correct steps when referring someone to join Valard. Referral information is also available on the [Employee Referrals](#) page.



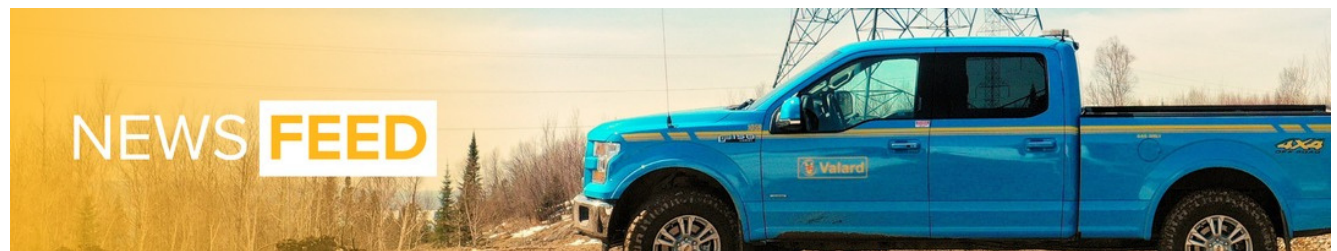
REFERRALS INFO

Personal Information Updates



If you need to update any personal information on file, please contact the HR team directly at **HR@valard.com** so your records remain accurate and current. This includes changes to your home address, phone number, emergency contacts, marital status, or banking details for payroll. Reaching out promptly helps ensure we have the correct information on file and can support you effectively.

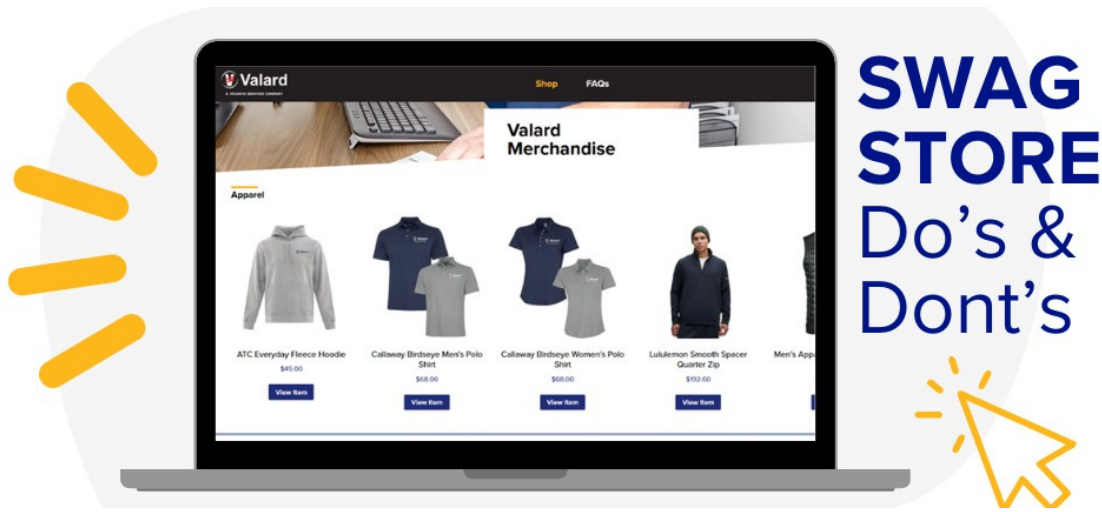
[EMAIL US](#)



Communications Guideline

The Wasoqonatl Communications Guideline outlines how we share clear, consistent information about the project with communities, partners, and internal teams. It helps ensure our messages are respectful, accurate, and aligned. **Click here** to review the guideline and stay familiar with the expectations for project-related communications.

[REVIEW THE
GUIDELINES](#)



Do:

- Review and follow the Internal Order Guidelines before placing an order to ensure compliance with company processes.
- Consult your manager or approver before submitting an order.
- Charge all swag purchases to the appropriate department Business Unit or job number.
- Use the swag store for employee recognition, client gifts, internal incentives, and branded apparel for employees representing Valard at events.
- Use the "Send Us a Message" feature to suggest new items or inquire about custom swag. Your feedback helps us offer merchandise that teams are proud to wear and share.
- Think of the swag store like an online shopping site. It's Valard's centralized, approved source for branded merchandise that supports professional representation in the communities where we work.

Don't:

- Use Safety Points, PNC cards, or personal credit cards to purchase swag, as these payment methods are not accepted.
- Place orders without confirming the correct Business Unit or job number.
- Skip the Internal Order Guidelines, as doing so may delay approvals or create processing issues.
- Assume all items are kept in stock; some products may require additional production or shipping time.
- Wait until the last minute to place orders for events or employee recognition, as processing and shipping times may vary.
- Hesitate to reach out with questions—contact the team if you need help selecting items or finding the right swag solution.

REVIEW THE FAQs

ORDER GUIDELINES

Answer & **WIN!**



Thanks for reading all the way through! As a little reward, we've put together a short quiz based on our **Company Values** (found on our [Employee Microsite](#)). Take a moment to test your knowledge for a chance to win a **Carhartt Valard Branded Sweatshirt!**

ENTER TO WIN

Upcoming Events



July 15

CanRea Golf Tournament Alberta
Blue Devil Golf Course
Calgary, AB



July 16

OEN Charity Golf Tournament
Deer Creek Golf Course
Ajax, ON



July 17

Alberta Employee Golf Tournament
Fox Hollow Golf Course
Calgary, AB



July 28

FNPA Golf Tournament
The Links of GlenEagles
Cochrane, AB



August 14

Manitoba Employee Golf Tournament
Teulon Golf & Country Club
Teulon, MB



August 20

REP Security Golf Tournament
Fort William Golf & Country Club
Thunder Bay, ON

Leave Your Feedback

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



STAY CONNECTED.

Follow Us on Social Media.

