



THE BUZZ

at Acden

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Message from Natalie Castro-Gentili

Hello Acden team,

As Acden continues to grow and evolve we are working to build a diverse and inclusive workforce. We recognize that by embracing different perspectives, backgrounds, and experiences we can drive innovation, improve decision-making, and create a stronger sense of belonging among our staff. Our ongoing commitment to diversity, equity, and inclusion (DEI) is a cornerstone of our organizational values and we are dedicated to embedding these principles into our workforce.

Today I want to take a moment to highlight some of the important work the Human Resources (HR) and Health, Safety, Environment and Quality (HSEQ) divisions have undertaken to help build a workplace culture that celebrates diversity, promotes inclusivity, and fosters psychological safety.

Last year we sent out a Safe Workplace Survey, we are happy to report our survey confirmed the vast majority of our staff are familiar with our corporate policies, a majority of respondents have not experienced or witnessed workplace harassment and/or bullying, and a large majority have not experienced or witnessed workplace violence. We know that some Acden staff have recently experienced harassment, bullying, and violence in our workplace. This is unacceptable and Acden is committed to continual improvement as we work towards creating and maintaining a safe workplace. If you witness harassment or bullying or are a victim of these unacceptable acts, we encourage you to contact your supervisor or a member of the HR team.

We received feedback from the workforce on what Acden could improve on; orientation is missing policy review and training, provide additional leadership training, and would like to see senior management and human resources more frequently. In response, HR added policy training during orientation, they have conducted and will continue to visit sites and shops. We hosted various workshops to provide tools and resources for dealing with negativity, recognizing the important of psychological safety, and exploring how emotional hygiene affects us. Team members participated in safety meetings that talked about stress, motivation, and our duty to create a workplace that is free of violence and harassment. Mental Health First Aid training has been offered, important health resources were shared, and Acden kindness cards were created to spread kindness and gratitude to our peers.

We also had the opportunity to celebrate and acknowledge several significant events that fall under the umbrella of our DEI initiatives:

- On International Women's Day, we recognized the contributions of women- identifying or gender diverse people within our organization.
- We recognized the National Day of Awareness of Missing and Murdered Indigenous Women, Girls, and Two-Spirit people (MMIWG2S). This day provided us with an opportunity to remember and honour the lives of Indigenous women and girls who have been lost to violence, and to raise awareness about the ongoing systemic issues that affect people in these communities.

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- Additionally, we acknowledged Moose Hide Campaign Day, a movement aimed at engaging men and boys to take action in ending violence against women and children. Staff across Acden worksites had the opportunity to receive moosehide pins and learn about the importance of this campaign.
- In June, we celebrated and acknowledged National Indigenous Peoples Day, where we educated staff about the culture, the history, and the contributions of Indigenous people across Alberta and Canada. As an Indigenous owned organization, it's important that we continually provide opportunities for staff to deepen their understanding of Indigenous traditions, history and perspectives. At the end of June, we hosted a vibrant Pride BBQ at Acden headquarters. This event was an opportunity for Acden to show our support for the 2SLGBTQ+ community and live our commitment to building a workplace where staff can express themselves without fear of discrimination matters.

These events are more than just moments on a calendar, they symbolize our ongoing commitment to creating an inclusive and diverse workplace where every employee feels valued, respected, supported, and safe to be their authentic selves. A big thank you to the marketing and communication teams, without their support and assistance none of the activities above would have been possible.

I am incredibly proud of the strides we have made and the engagement we have seen from our staff. Our journey towards inclusive culture is ongoing. I encourage everyone to continue championing these principles in your daily interactions, to engage in open dialogue, and to challenge any biases or barriers that may impede our progress. Thank you for being an essential part of the transformative journey. Diversity to me is innovation and that results in success, thank you for being a part of our team.

Natalie Castro-Gentili
*General Manager of Administrative Services
 Human Resources & HSEQ*

Human Resources Update

**From the desk of Carla Clark,
 Senior Human Resources Advisor**

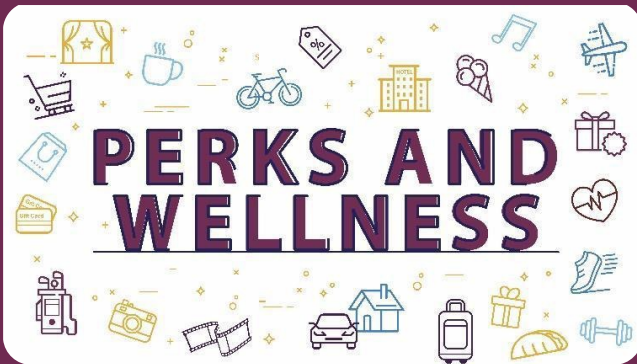
Career Fairs and Employment

We were out and about for several career fairs over the past few months. In the spring, we attended a career fair in Lac La Biche, hosted a pop-up career fair booth at Keyano College, attended the Jobs Canada fair at MacDonald Island Park, and joined Willow Lake Métis Nation in Anzac at their spring Education and Career Fair. It's great to build upon new and existing community relationships and introduce Acden to career seekers. We look forward to the upcoming fall fairs and career events.



Irene Castor (L) and Jecelyn Paculan at the Keyano College Career Fair, March 2023.

Perks and Wellness



We are excited to announce a new way of accessing Acden's ever-expanding list of perks and wellness discounts! Now you can find all of the discounts that staff can access at acden.com/perks, organized by category. Make sure to check this page often as new perks and discounts are being added all the time.

If there's a business or service you'd like to see added to the list of perks, please email wellness@acden.com – we'd love to hear from you!

Did you know that Acden staff have access to 25% off Adult or Family memberships at MacDonald Island Park? For more information, visit acden.com/wellness-perks.



Resolving Conflict

Because of our differences, conflicts are inevitable. Sometimes, conflict can get out of hand and cause anxiety, making it unpleasant to come to work. What's important to remember is that only action creates change.

- Acden HR wants to remind staff of our dispute resolution policy which you can find on HRWeb. It's important to take the time to address concerns and not let issues fester. Unresolved problems always grow into something more painful or unpleasant.
- Not sure how to start resolving your issue? Connect with your HR Advisor - we will listen to your concerns and help you figure out how you would like to handle them.
- Acden HR has a Conflict Resolution workshop open to all staff. Check with your supervisor to find out the next training date, and to get registered.

Spotlight: Nancy Ladouceur

Have you met Nancy Ladouceur? Nancy has been with Acden for over 14 years! She is the HR team member behind the scenes making sure our HRWeb HRIS system is up to date for all employee information. Nancy is also a key player in the administration of our new Journey Rewards Program. She has been working tirelessly to get gift orders filled and gift bags put together to help recognize employee milestones. If you ask people in HR who has the strongest work ethic, they would probably all say Nancy! Throughout The Buzz, you will see reference to finding documents and resources on your HRWeb portal. If you haven't logged in before, or you need a password reset, you can contact Nancy at nancy.ladouceur@acden.com. Take some time out of your day to get to know Nancy! Stop by her office on the second floor, send her an email, or give her a call, and feel free to ask her about her camping, fishing, quilting and beading hobbies.



Nancy Ladouceur in her office at Acden HQ.

Acden's HR team will also be busy this fall attending career fairs and hosting some exciting events.

We are excited to be hosting the Acden Demo & Discovery Day where we will be highlighting the wide variety of career opportunities within Acden and with our partners.

We are also proud to be sponsoring ACFN and DLRM's career fair which will be taking place this fall.

HSEQ Update

From the desk of Gaylene Reynolds, HSEQ Manager

Things are moving and shaking at HSEQ!

There have been some changes at HSEQ since the last Buzz. We've had the pleasure of welcoming in two new team members:

Kate Lush has joined the team as our Disability Management Specialist, and Crystal Hulme has joined us as an HSEQ Advisor. We are thrilled to have them both on board and look forward to all the diverse experience they bring to the team!



Kate Lush and her family.

Kate Lush

Kate Lush is originally from Ontario, where she completed her undergraduate degree in Environmental Governance from the University of Guelph. She moved to Fort McMurray in 2013, where she began her career in the environmental field. However, in 2015, she transitioned into health and safety, completing her Occupational Health and Safety

Certificate with the University of Alberta. She has spent her time in HSE gaining both field and corporate experience within another large company here in the region.

In the past few years, she has spent the majority of her time working in HSE specialist roles & managing WCB claims, improving her skills in risk management and promoting safety compliance. She has a strong passion for helping others and she is excited to build on her professional experience with Acden.

In her free time, she enjoys spending time with her husband and two daughters. As a family they enjoy traveling, adventuring in the outdoors, attending local events, and creating memories with friends.

She is looking forward to this new chapter with Acden.

Crystal Hulme

Please Welcome Crystal Hulme our new HSEQ Advisor. Crystal has 12 years of experience cultivating strong safety culture across diverse industries and workplaces. Born and raised in Cape Breton, Nova Scotia, Crystal has been a resident of Fort McMurray for two decades. She has garnered extensive experience working with a large equipment dealer, establishing herself as a dependable HSE advisor. Crystal is passionate about understanding worker behaviours and supporting leaders in fostering a positive and safe work environment.



Crystal Hulme.

Q3 has seen the kickoff of the Environment portion of the HSEQ campaign, and we are off to a great start. Keep your eyes on the monthly calendars for contests that encourage environmentally safe practices in all areas of your work and home life. As usual there are some great prizes to be won and everything you do will help the planet we all share! Please visit The Buzz website to view Q3 campaign materials!



Winners of the first annual reduce, re-use, recycle bean bag toss challenge at Taiganova. The winning team received environmentally friendly products designed to reduce our carbon footprint.



The first annual paper airplane challenge at Taiganova on May 26th. Participants donned their PPE to build and fly paper airplanes safely during the Safety quarter of the HSEQ campaign.

Hand Games Tournament

Acden is proud to be the sponsor of the Hand Games Tournament at the Athabasca Tribal Council's Cultural Festival from September 14-17, 2023, at Snye Point Park. Hand games are a traditional part of Indigenous cultural events, and the tournaments at previous ATC Cultural Festivals have been a major attraction. We hope you'll join us during the festival to experience the energy and friendly comradery at this year's tournament!

In addition to sponsoring the tournament, Acden leaders will be volunteering their time at the festival. Acden's executive team and leaders from all wholly owned and partner companies will volunteer their time to support the Youth and Elder Programming on Thursday, September 14.

"We have watched the Hand Games Tournament grow each year at the ATC Cultural Festival, and Acden is proud to partner with ATC to support this traditional game," said Garry Flett, Chief Executive Officer of Acden. "As a community-owned Indigenous company, we are grateful to the team at ATC for creating a space for our communities and the region to become immersed in Indigenous culture. In addition to supporting as a sponsor, Acden's senior leadership team will be volunteering to help with the Elders Programming. We can't wait to give back to the community as sponsors and volunteers while learning and experiencing our region's rich Indigenous culture."

Volunteer opportunities are available for the Cultural Festival - visit woodbuffalovolunteers.ca.

For more information about the festival, visit atcculturalfestival.ca



Acden Community Update

There have been exciting things happening internally at Acden and within the community in the past few months! To celebrate Pride Month, Acden held a BBQ at Acden HQ, inviting all staff, ACFN, and DLRM staff! We thank the Wood Buffalo Food Bank for preparing our delicious burgers and Kg Banjoko for inspiring us with her powerful speech. Pride cookies made by *Evermore Kookie* were also sent out to all staff on site!



Briana Whelan (Acden Holdings, L) and Natalie Castro-Gentili (Acden Holdings) with their dogs Freddy and Mia at the Acden Pride BBQ.



Colleen Stewart (L) with Dan and Michelle from the Wood Buffalo Food Bank at the Acden Pride BBQ.



Colleen Stewart (L) and Jenny Ahle (Acden Environment) with the boxes of Ginger's Bannock before delivering to staff.

For National Indigenous Peoples Day, glazed bannock from Ginger's Bannock House was distributed to all staff on site and at Acden HQ.

We also had a Dene hand games lesson with Elder Rene Bruno, ACFN's most senior elder. Staff enjoyed learning more about the culture and the competitive spirit of this traditional activity. Indigenous Awareness Training was provided to staff by Holly Fortier. Participants learned about Indigenous history in Canada and how to advance Truth and Reconciliation in their own lives.



An ACFN youth, Hazel Mercredi (Acden Holdings), and Elder Rene Bruno at the hand games demonstration event.



Acden staff participating in hand games with Elder Bruno.



Peggy Laviolette (Acden Environment) speaking to Acden staff about the importance of Red Dress Day in our community.



MMIWG pins beaded by Krissie Anderson (Acden Holdings).

Acden Base Operators has been working with Suncor and Calgary-based Indigenous artist Keegan Starlight to paint a large mural on an aerodrome at Suncor Firebag Airport. The mural was unveiled in August at an event alongside Mr. Starlight and representatives from WestJet, Suncor, and Acden Base Operators. The mural can be seen in a photo below. In the spring, Colleen Stewart and Tyler Cole from our Business Development team went to Fort Chipewyan alongside Keegan and representatives from Suncor to help organize a community art class at the Fort Chipewyan Community School.



Colleen and Tyler (Acden Business Development) with artist Keegan Starlight, showing off their artwork from Keegan's painting class in Fort Chipewyan.



The mural painted by artist Keegan Starlight on an operations building at the Suncor Firebag Airport, which is operated by Acden Base Operators.

Alongside our partners Acden Myshak, Acden was a sponsor of the NAABA Golf Tournament on June 8. Golfers participated in a chipping contest for a chance to win a custom fire pit made by Acden Lemax.



Acden staff and representatives from Acden Myshak at the NAABA golf tournament on June 8.

Members of the Acden team were proud to represent the organization in Fort Chipewyan from August 22-24 by attending ACFN's Treaty Days and Dene Days celebrations. These events are a celebration of the Dene people, their unique culture, and their beautiful traditional territory along the shores of Lake Athabasca. The team helped out with activities for kids, learned about traditional foods, participated in hand games, and much more. Thank you to ACFN for inviting Acden staff to be a part of these events again this year, they are a very special part of our summer community events calendar and all those who attended enjoyed themselves enormously.



Caitlyn Gould (L), Tyler Hart, and Bobby Thibodeau (R) from Acden Holdings making bannock on a stick at Dene Days.



Colleen Stewart (Acden Business Development, L), Gaylene Reynolds (Acden HSEQ), and Amber Razak (Acden HR) at Dene Days.



Colleen Stewart (L), Vanessa Cardinal (Acden Business Development), and Hazel Mercredi (Acden Holdings) at Dene Days.



Carson Cardinal (Acden Business Development, L), Tyler Cole, Gaylene Reynolds, Amber Razak, Vanessa Cardinal, and Colleen Stewart in Fort Chipewyan at Dene Days.

Fort Chipewyan Evacuation

On May 30, an evacuation order was issued to all residents of Fort Chipewyan as a dangerous wildfire was approaching the community. With almost 900 evacuees coming to Fort McMurray on boats and planes, ACFN called upon Acden to help out any way we could – and our amazing staff answered the call in a big way. Whether volunteering at the Centerfire Place evacuation hub, assisting evacuees with their errands around town, caring for pets that were evacuated and separated from their owners, or helping co-ordinate the return home for community members, the Acden team was very busy for the three weeks that Fort Chipewyan folks became our neighbours.

Acden would like to sincerely thank all of the staff who helped out during this difficult time – we are extremely proud of how our team came together to assist during the evacuation.



Renelle Marcel (Acden Environment) at the Centerfire Place evacuation centre.



Joy Bungay (Acden HSEQ, L) and Irene Castor (Acden Holdings) organizing donated pet crates at the evacuation centre.



Gaylene Reynolds (L) and Erin Butler from Acden's HSEQ team and two four-legged evacuees at Centerfire Place.

Acden Fleet Show & Shine

In a remarkable display of community spirit and automotive enthusiasm, the 3rd Annual Acden Fleet Show & Shine roared to life on August 14, and left a trail of success and goodwill. The event showcased an impressive lineup of 118 cars, ranging from meticulously restored classics to cutting-edge supercars. Thanks to the support of the community and generous sponsors, the event not only thrilled car enthusiasts but also managed to raise over \$33,000 for the Centre of Hope.



"I'm grateful to the event committee and in particular, Wendell Cobb, Colleen Stewart, and Radha Maradiya who went above and beyond to ensure this event was not only a successful fundraiser but also a fun, energetic and family-oriented day for the community to enjoy. I also want to say thank you to the community members and organizations who came out and supported the event and of course the sponsors for helping to maximize the funds raised," says Garry Flett, President and CEO of Acden.

The Acden Fleet Show & Shine, now in its third year, has become a hallmark event in the community's calendar, eagerly anticipated by car lovers and philanthropists alike. This year's event had many activities for the whole family like the food alley, dunk tank, and the kids zone and cultural zone, run by the Wood Buffalo Regional Library and Athabasca Tribal Council. The event transcends the traditional boundaries of a classic car show by infusing it with a heartfelt commitment to giving back to the community.

Tracy Shulko, Fund Development and Communications Coordinator at the Centre of Hope reflected, "Success is best when it's shared! The Centre of Hope is grateful for Acden's generosity, support, and partnership to raise funds and awareness for individuals experiencing homelessness within our community. The support from the Acden team and the community has been outstanding."

The event wouldn't have been possible without the volunteers who showed up in the heat and worked tirelessly to ensure the event ran smoothly. Over 30 individuals (many of whom were Acden staff members!) selflessly offered their time and expertise, contributing to everything from event logistics to driver registration coordination. Their efforts were instrumental in creating an atmosphere of camaraderie and hospitality that permeated the entire event, making every attendee feel welcomed and valued.

The success of the 3rd Annual Acden Fleet Show & Shine speaks volumes about the power of community engagement and collective effort. Beyond the spectacle of gleaming vehicles, the event showcased the potential for individuals and organizations to come together for a greater purpose. The substantial funds raised will undoubtedly bolster the Centre of Hope's initiatives, enabling them to provide essential services through their Drop In Program.

Thanks to everyone for your support, see you next year!



Cars and attendees on a beautiful day at the Show & Shine.



Volunteers from Acden Fleet and Devon Dyno staff operating the dyno at the Show & Shine.



Kate Lush (Acden HSEQ, L), Vanessa Cardinal (Acden Business Development), and Carla Clark (Acden HR) at the registration table.



Tyler Cole (L), Claire Rogers, and Colleen Stewart from Acden Business Development, with Norm Sheaves and Wendell Cobb from Acden Fleet.



The RMWB fire department brought a fire truck and a firehall dog to the Show & Shine.

Acden's HR team recognized as "Innovative HR Team of 2023"



Acden's Human Resources team has been recognized by Canadian HR Reporter magazine as an "Innovative HR Team of 2023", one of 28 HR teams from across Canada to be acknowledged with this designation.

I am proud to announce that Acden's outstanding HR team has been acknowledged as an industry leader for innovation in their field, alongside 27 other Canadian companies from sectors including aviation, financial services, municipal government, and software development. Acden was one of four Alberta-based companies to be named, and the only Indigenous business on the list.

Our team has been recognized for their efforts to strategically implement new initiatives which have positively impacted Acden's recruitment process. A heightened emphasis on synchronicity and making data-driven decisions has led to them sharpening their focus on our core objective - increasing Indigenous employment opportunities within Acden's family of companies. With the Athabasca Chipewyan First Nation (ACFN) as Acden's sole owners, a target of our recruitment strategy has been to identify and reduce the barriers sometimes experienced by Indigenous applicants. We are very proud of this work, and we will continue on this path to make Acden more appealing and welcoming to Indigenous job seekers.

"I'm very proud of the efforts that Acden's HR team has put forth to increase employment opportunities for ACFN members, and to break down barriers to the recruitment process," says Garry Flett, Acden's President and Chief Executive Officer. "This approach has led to a 42% increase in employment offers to Indigenous applicants."

Our team has also been demonstrating innovative practices through their development of partnerships with community groups and networking with employment organizations in the region. These partnerships with organizations and programs including CAREERS and Young Women in Trades & Technologies have increased the awareness of Acden and our partner companies as preferred employers in Fort McMurray Wood Buffalo. The team's efforts in this area have expanded our community's knowledge of the opportunities that exist within Acden's companies and our partners. We have particularly focused on highlighting Acden's diverse career paths, including Class 1 operators, landfill equipment operators, crane operators, culinary arts professionals, machinists, mechanics, ultrasonic vessel technicians, machinists, and welders.

Our recruitment team has successfully implemented what we call a 'relationship-first' approach to recruitment at career fairs, and especially when working with prospective Indigenous applicants. For our team, "we can't wait to get to know you" is more than just a recruitment tagline – it's a commitment to seeking to learn more about the people we meet at events or those who reach out to us looking to join the Acden team. We feel that getting to know these folks is the best way to avoid costly short-term turnover and continue to build a strong corporate culture here at Acden.

Congratulations again to Acden's HR team for the recognition of their hard work! I am proud to call all of you my teammates within our organization.

Natalie Castro-Gentili,
General Manager of Administrative Services



Did you know?

Next year, Acden will be celebrating its 30th anniversary of operations! We are excited to spend the year reflecting on our humble beginnings, sharing stories and introducing you to some of the folks who have played a large part in Acden's growth.