



# THE BUZZ

## at Acden



## Season's Greetings from Acden President and CEO



Dear Acden Team,

As we prepare to ring in another year, I want to thank all of you for your continuous dedication to working safely and taking care of yourself and your teammates. I'd like to take this opportunity to share a few of our collective successes over the past year.

We have worked hard on recruiting new team members and retaining our invaluable workforce. Our HR team's recognition by Canadian HR Reporter Magazine as an "Innovative HR team of 2023" stands as a testament to our commitment to fostering employment opportunities and breaking down barriers. As the community-owned business of the Athabasca Chipewyan First Nation (ACFN), Acden prioritizes the provision of employment and training opportunities for Indigenous peoples. With assistance from ACFN's HR team, we identified barriers and simplified our recruitment process, resulting in a 42% increase in employment offers to Indigenous applicants.

Additionally, Acden has recently certified as the 100th Alberta Living Wage Network employer. This is an essential element to supporting employee's economic and personal well-being, continued job satisfaction, and overall mental health. Acden recognizes that paying a living wage not only benefits our workforce but also helps to build a strong local economy.

Our HSEQ team's exceptional efforts were celebrated with two prestigious awards this year; the first being the Canadian Occupational Safety 5-Star Psychological Safety Award. I'm honoured to announce that HSEQ also just received a Trailblazer Award from the Alberta Construction Safety Association.

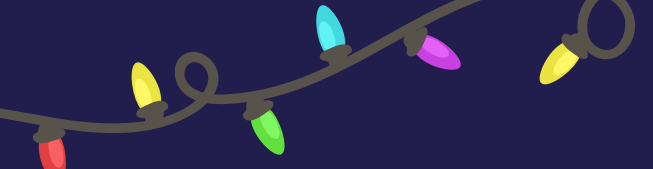
These accolades reaffirm our commitment to safety, excellence, and the well-being of every member of our Acden family.

2023 also saw the launch of our Journey Rewards Program which was designed to incentivize and recognize employees by formally celebrating personal and professional achievements, like anniversaries, and other significant milestones during their time with Acden.

Amidst these accomplishments, I'm thrilled to announce that 2024 will mark a monumental milestone for us—it's Acden's 30th anniversary. Three decades of growth, resilience, and evolution pave the way for an extraordinary year ahead. We are planning lots of exciting initiatives, and we can't wait to celebrate with you.

Alongside this milestone, we have embarked on an Economic Development Strategic Planning Project with ACFN, a transformative initiative that will define future opportunities for sustainable growth and success in an ever-changing global economy. Through collaborative engagement with ACFN and its entities, we will develop a fully aligned strategic plan to drive sustainable growth and prosperity for the benefit of current and future generations.

The timing for this project couldn't be better as ACFN welcomed a newly elected Chief and Council in October. Led by Chief Allan Adam, ACFN's Chief and Council play a pivotal role within our organization - they are not only leaders of the Nation but also fulfill the role of Acden's



Board of Directors. Their expertise and guidance are essential in maintaining our values and helping to steer our company, ensuring the benefits we generate are maximized for the Nation for many decades to come.

The beginning of 2024 will also mark a transition within our leadership team as Bobby Thibodeau will step into the role of Chief Financial Officer for Acden, effective January 1. Bryn Botham will be stepping down from his position as Vice President and Chief Financial Officer and will take on a new role as an advisor to Acden Group. Bryn has been an integral part of Acden's journey of the past 19 years and we extend our gratitude for his leadership, strategic vision, and immense efforts in shaping Acden into one of Canada's largest Indigenous business organizations.

Next year we will look both backward and forward, celebrating the past 30 years while strategically planning for the future. As we step into this monumental year, let's carry forward the themes of collaboration, trailblazing, and care for each other. The successes we've achieved together speak volumes about our collective strength, and I'm confident that the coming year will be marked by even greater accomplishments.

Wishing you and your families a Merry Christmas filled with joy, peace, and cherished moments. Here's to an exciting journey ahead and the continued success and prosperity of Acden and ACFN.

Warmest regards,

Garry Flett  
*President and Chief Executive Officer, Acden*



## Best wishes from leaders across our companies

### Happy Holidays from Acden Environment!

Without the teamwork and goodwill of everyone at Acden Environment, achieving our goals and objectives would not have been possible. It's been a pleasure meeting many of you since I started this role in August and I thank you so much for your resilience and dedication. In November we hosted our first Acden Environment town hall meeting and I look forward to hosting another session in 2024. Your feedback is very important so please reach out to me or your supervisor if you have any suggestions for topics you'd like to see covered in the next town hall. I hope that this Christmas season brings you all the joy and happiness for you and your family. Wishing you, and those you hold dear, a healthy and prosperous 2024!

Bob Mackay, *General Manager, Acden Environment*

To everyone at Acden,

It's been a great 15 years with this company and the team at Acden Fleet. Thank you all for your dedication and support over the years. I wish you all the best and continued success in the future.

Have a safe and happy holiday season and Happy New Year.

Wendell Cobb, *General Manager, Acden Fleet*

### Merry Christmas from Acden Tech Sonic!

I would like to take this opportunity to thank the entire Acden Tech Sonic team for all their efforts throughout the year as well as all other Acden family business groups and divisions for their continuous support and dedication to our team's success.

The success of our team is built on the efforts of all our talented employees and in this past year, we have enjoyed many achievements together. For instance, we have seen our fellow employees continue to grow within the business including some reaching milestone work anniversaries. We've experienced continuous operational improvements from processes to procedures, to equipment operating levels being kept at 100% efficiency, which contributed to our 0 TRIF safety score and positive morale.

Between our Suncor, Imperial, and Sherwood Park teams we've managed to successfully clean over 1.8 million pounds of scaffolding and over 160 heat exchangers all put through our ultrasonic and water blasting processes. Our wins are also client wins. The more often clients bring items to our teams for cleaning, the more our communities and the environment benefits. We preserve and save water throughout the ultrasonic cleaning process and

our wastewater treatment plant treats and recycles water back into the system.

I'm also very proud to share that our team was successful in obtaining a second significant grant this year that will help to expand on our future business goals, opportunities, and employee development. Thank you all for the dedication and commitment you have so generously displayed.

This past year has been filled with both challenges and victories. How reassuring it's been to know that as one team we can count on each other, regardless of what we face. Please allow me to extend my personal and genuine appreciation to each one of you for your valuable contributions to our team. Working with you this past year has been a pleasure, and I'm so very humbled to have you all with us as we continue to push our way to higher achievements.

Best wishes and happiness to you and your families as we all look forward to a successful 2024!

Tim Rasko, *General Manager, Acden Tech Sonic*



## Season's Greetings!

What a great 2023 we've had! The HSEQ team has seen the addition of new team members this year who are all dedicated to the safety and well-being of their fellow teammates.

We would like to send a big thank you to all the people who participated in the 2023 HSEQ campaign contests, quizzes, challenges, and celebrations. As part of the HSEQ campaign, we offered several online lunch and learn workshops covering topics from 'how to save money on your taxes' to 'how to develop your emotional intelligence'. We look forward to even more great workshops in 2024 as we continue our journey to safety excellence. All these initiatives are designed with you in mind so we'd love to hear your feedback about what you'd like to learn more about, what you find most valuable, and any suggestions you'd like us to consider for 2024.

Your dedication to safety helped us win two prestigious awards this year; the 5-Star Psychological Safety Award from Canadian Occupational Safety and most recently, a Trailblazer Award from the Alberta Construction Safety Association. We are so proud of these awards as they represent the commitment that our safety team and each of you have made to working safely and taking care of each other, so everyone goes home safe to their loved ones at the end of each day.

The team is also grateful to have had the opportunity to volunteer in many capacities this year: we assisted with the Fort Chipewyan wildfire evacuation efforts, the Taiganova park cleanup day, four Adopt-a-Trail clean-ups, as well as helped with many Acden activities such as the Acden Fleet Show and Shine and the Childrens' Christmas party. All these efforts help demonstrate how Acden's commitment to our employees, our community, and the physical and psychological safety of our employees and their families is always put into action, not just talked about in a boardroom. Your participation and generosity have also allowed us to donate \$1,362 to the Wood Buffalo Foodbank this year through our Candy Gram fundraisers! We look forward to tallying the donations from the United Way Ugly Sweater fundraiser soon as well.

Look for more campaign fun in 2024 from the HSEQ team – and please, stay safe this holiday season.

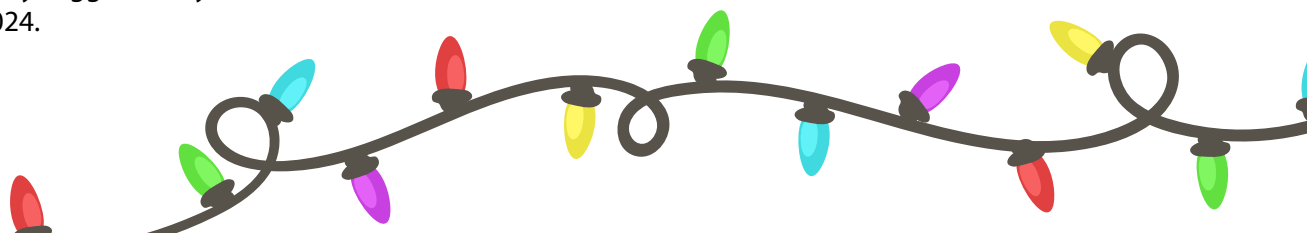
Gaylene Reynolds, *HSEQ Manager*

## Merry Christmas from Acden's Board of Directors



On behalf of Acden's Board of Directors (ACFN Chief and Council), we want to wish you all a Merry Christmas and Happy New Year. To everyone at Acden, from our families to yours, have a safe and happy holiday.

Allan Adam, *Chairperson of the Board, Acden Chief, Athabasca Chipewyan First Nation*







## Community Support

Here are some community initiatives, events, and projects that Acden was proud to support in 2023:

- A&W MS Fundraiser Car Show
- Acden Fleet Show and Shine in support of the Centre of Hope
- ACFN Dene Days
- ACFN Elders New Year's Party
- ACFN Treaty Day
- Arctic Winter Games
- Athabasca Tribal Council - Cultural Festival
- Big Brothers Big Sisters - Bowl for Kids' Sake
- Canadian Mental Health Association Golf Tournament
- Careers Next Gen
- Communities In Bloom International Symposium
- Donated wristlets to Fort McMurray Oil Barons
- Fort Chipewyan Youth Empowerment Conference







- Fuse Social & Leadership Wood Buffalo - Leadership Summit
- Girls Inc. Women of Inspiration
- Inside Education
- Keyano College Foundation Gala
- Northeastern Alberta Aboriginal Business Association Golf Tournament
- Northern Lights Health Foundation Hospital Bed Races
- Northern Lights Health Foundation Spring Fling
- Regional Aboriginal Recognition Awards
- RMWB - Adopt a Trail – participated in four community clean-ups
- RMWB - Community Spring Clean Up
- RMWB - Santa Clause Parade
- RMWB - WinterPlay
- Salvation Army Drop In
- Tribal Chiefs Employment & Training Services Golf Tournament
- Wood Buffalo Food Bank Empty Bowls Festival
- YMM Magazine Top 50 Under 50

@acden\_group @acden @acden

