

RCI NEWSLETTER | FALL

RIDGELINE CANADA INC.
RESPONSE | ENVIRONMENT | GREENFILL

It's fair to say that we all experience days where getting out of bed to go to work is hard. We are humans, that's normal, so if you were feeling bad about having loss of motivation, you aren't alone. During the week, we all have our daily routines, including going to work. Not only that, but maybe you are busy taking your kids to sports after work, going to the gym or visiting friends/family. No matter what your routine looks like, it can get draining and we will experience our ups and downs in motivation.

Perhaps you are tired or haven't slept well. It could be you have work fatigue/burnout, you're stressed out or just have a lot on your plate in general and it's been hard to keep up with. All of this alone triggers low motivation levels.



When we feel this, we constantly give ourselves a hard time trying to get back into our routine and re-energize ourselves, but sometimes it's more difficult than we think. If you are feeling this way, there are a few things you can do.

The first thing should always do is reflect. Reflect on why you are feeling unmotivated - what is triggering this feeling? Pin pointing the reason is crucial when finding your way back to feeling like yourself again.



WHAT TO DO TO GET YOU THROUGH THE DAYS YOU DON'T FEEL MOTIVATED.



Secondly, are you feeling like this because you are sitting at a desk all day and not moving much? If that's the case, it can be helpful to get up and move. A run, a walk, any other form of exercise is good for you and your mental state. Consider these nice breaks too, clear your mind and make it a habit. The more you move your body, the more energy and motivation you'll have.

Perhaps you are also feeling unmotivated due to stress or burnout. If this is the case, it's important you take a step back and look at everything you need to get done and organize your day with the tasks that take highest priority and work through it that way. Or, if you need that long weekend or vacation time, take it. We all need time to re-charge our batteries in order to give that 100%.

Whatever it is that is triggering you to feel unmotivated, the most important thing is to take time to figure out what is it and why it's making you feel that way. We all have our ups and downs but if you are maybe facing more severe physical or mental issues that are making it difficult to work or find your motivation, it's important you recognize this of yourself. You know yourself best and what you need to get back on track. so ask yourself how do you re-charge your motivation?

RIDGELINE NEWS

| OPERATIONAL UPDATES |

Ridgeline Environment

Ridgeline Environment has closed out another busy and successful summer field season. It was an interesting summer for us with some very wet weeks to begin with followed by some long stretches of really hot weather. The Environment team got a lot done! We had some very successful reclamation programs and some large Phase II programs that rounded out the summer. With the SRP funding and rising commodity pricing we saw a general uptick in activity across the division. Environment welcomed many new team members and training and competencies were our top priority.

The season did have its share of difficulties. One example was the province wide native seed shortage and difficulty tracking down weed free/ergot free seeds. In Southern Alberta, Environment utilized a ride-on mower/bagger to harvest seeds within the surveyed boundaries of the wellsites and access roads we were reclaiming. This was followed by crimping the native straw harvest right onto the reclaimed areas. This provided cost savings and will mostly eliminate bringing in foreign seeds/cultivars altogether. These native prairie lands are a sensitive, unfragmented area within the Special Areas zone so managing in this manner has been very positive for the land itself and for moving the sites to closure in an efficient and sustainable way. We are also utilizing the Native Prairie Protocol as well - another big win for our clients and for the sensitive Native Prairie landscape.

Detailed Site Assessments (DSAs) rounded out the summer for us with almost 400 passing assessments completed. DSAs are the culmination of years of assessment work, remediation, reclamation and site management, including vegetation monitoring and management. Seeing these sites gain closure and the removal of this liability from our clients portfolios brings a great sense of pride to our team.

All of these successes could not have been possible without our amazing team of Project Managers, Field Environmental Consultants as well as our Technical and Reporting team. Thank you all and all the best as we enter the Fall field season!

Sincerely,
Dennis Wagstaff; GM of Southern Alberta Operations

Ridgeline Response

Reflecting back on our workload during the months of August and September, Ridgeline Response was called to action on 74 new spill response related projects, 5 of which were for first time clients and throughout the month our team responded to 20% of the releases posted to the Alberta Energy Regulator (AER) Compliance Dashboard.

As always our Technical Group under the leadership of Senior Hydrogeologist, Frank Head and Project Chemist, Dev Vyas has been hard at work supporting our Tactical Response Group with data management, drafting of figures, laboratory interpretations, guideline development, and analytical justifications. Over the past few months I have noticed a synergy develop within our entire Response group and it is fantastic to bear witness to this collaboration. Our spill response projects are fast paced and take a very disciplined and methodical approach, it is amazing to observe our entire team working together to meet the project objectives, it is definitely an entire group effort that has differentiated us from our competition - great work team, it has been a very busy few months and you all have a lot to be proud of.

Donny Bidniak, Vice President

Senior Hydrogeologist, Frank Head



Project Chemist/Technical Advisor;
Dev Vyas

Ridgeline GreenFill

It always seems like an incredibly busier season as soon as summer turns to fall in the daily operations here at GreenFill! Our team has been busy with work trips, material treatment & transfers, updating current operational processes, and prepping for fall events in the past couple of months.

One thing to note is our updated Hydrovac pricing at our Lloydminster facility. The price for Hydrovac disposal has increased from \$112/tonne to \$120/tonne, effective as of October 1st, 2022. This was an important decision for our team, as the cost of operations have increased, and was a necessary adjustment to ensure we can continue providing excellent service to our customers. Any questions or comments on this increase can be directed to our Operations Manager, Jamie Nafziger, at jnafziger@ridgelinecanada.com

Our soils treatment season is also coming to a close this month. To date, across all the Greenfill facilities, our staff has successfully treated and transferred an estimated 12,000 tonnes of soil to our partner landfills for use as daily cover, freeing up much needed space on our treatment pads to continue to bring in impacted soil from our valued clients. At this time, we would like to take a moment and extend our sincere thanks to our field personnel for their dedication and hard work during this year's treatment season, without whom we would not be nearly as successful!

If you have any questions regarding any of GreenFill's facilities, locations, or have an upcoming project, please feel free to reach out to Jayme Sander, Account Manager & Marketing Coordinator at jsander@ridgelinecanada.com

The Ridgeline GreenFill Team

CATCHING UP WITH

TYLER HEATHCOTE: CEO/PRESIDENT

Dear Ridgeline,

2022 has been a milestone year for the company. After much deliberation with the shareholder group at Ridgeline, it was decided that we would sell the shares of Ridgeline to Ambipar. This dynamic company started in Brazil 27 years ago. Ambipar is a multinational company that works in over 16 countries and has over 350 bases. Ambipar currently has more than 15,000 employees providing environmental services worldwide.

The Ridgeline ELT recently travelled to Brazil to attend “Connect 2022”. This was a fantastic opportunity to learn about Ambipar’s mission and vision worldwide. At this Connect conference, the Ambipar business units from around the world were showcased, and we presented Ridgeline’s services in Canada.

It was great meeting with other leaders worldwide, and I quickly realized that Ambipar is like a family. The collaboration between people from different countries and sharing of ideas and opportunities made us feel that we are an essential part of the Ambipar family.

We were fortunate to be invited to Connect soon after joining Ambipar. It quickly gave me a clear picture of their Vision of Ambipar. Ambipar is focused on expanding its worldwide vision of “Being renowned as a global reference in integrated environmental solutions, focusing on the client.”

We recently held a Town Hall to answer the questions on our employees’ minds. I know that everyone at Ridgeline had many questions, and we will continue to provide answers to those questions as they are asked.

I now feel that by joining Ambipar, Ridgeline will be taken to another level. We will be able to provide more services to more clients around the world. To me, that is very exciting. We will be able to bring more value to our staff and our clients with these new capabilities. It has been a very short time since we joined Ambipar, and we have already had opportunities to participate in international projects. These options will become more frequent, and exciting opportunities will be available for our staff to gain exposure to projects worldwide.

As we focus on completing our 2022 season, I want to reiterate the focus on safety and teamwork. We are still at unprecedented levels of activity for the company, and I want to ensure that the work is being completed safely and at a high level of quality. Safety is our top priority. Next year will be filled with more growth and exciting opportunities; I am excited to see what Ridgeline/Ambipar will accomplish in the coming years.



**Sincerely,
Tyler Heathcote**

RIDGELINE NEWS

| CONTINUED |

TRIP TO BRAZIL | AMBIPAR TOUR

It was an amazing trip to Brazil to meet the new team leads from around the globe. The “Connect” conference gave us the opportunity to understand the Ambipar business and confirmed our decision that we have a great future with endless opportunity working with the Ambipar group. Donny Bidniak and I stayed for 4 additional days after the Connect event to tour some of Ambipar’s operations throughout Brazil. We first visited a Petrobras offshore terminal in Sao Sabastiao where Petrobras unloads a massive amount of crude oil each day. Ambipar is contracted to treat the emulsion water to a concentration that they can recycle the water and discharge back into the ocean. In Picture #1,2&3 (next page) you can see the scope of the operation. It is massive and quite impressive. The second facility we visited was 2771 KM north in Mossoro. At that facility Ambipar has a waste management facility similar to GreenFill facilities where they manage oilfield waste as shown in Picture 4,5 & 6. They receive hydrovac and drilling waste and recover the water and recycle the solids. They also receive drill cuttings and the reuse the drill cuttings as cement clinker in a neighboring cement plant. This is part of their mission of a circular economy and recycling waste streams. In Mossoro we also visited a few drilling rigs, service rigs and terminals which were all tied in with a network of above ground pipelines shown in picture 7. (Good spot to have a spill response crew)...

Finally we visited a Petrobras Oilfield landfill as show in picture 8&9. It was interesting to see the similarities to Canada in landfilling oilfield waste however there is some differences in waste stream acceptance and management. Overall it was great to see the different operations and also it was awesome to see how our waste management business units align so closely.

We look forward to continuing to work together with the Waste Management group in Brazil and share our knowledge and experience to advance our operations to support a circular economy and recycle and reduce waste in our industry.

Sincerely,

Will Everts; VP of GreenFill

AMBIPAR'S CORE VALUES

MISSION
Contributing to companies and society to become sustainable, preserving the world for future generations.

VISION
Being renowned as a global reference in integrated environmental solutions, focusing on the client.

VALUES
Believing and making it happen. Entrepreneurship, professionalism, innovation, and sustainability.

AMBIPAR'S 8 BUSINESS UNITS

- Emergency Response
- Marine Services
- Response Air
- Environmental Services
- Medical Response
- Training
- Industrial Services
- Outsourcing

RIDGELINE NEWS

| CONTINUED |

AMBIPAR TOUR | COLLAGE



EMPLOYEE HOT SEAT

Featuring: Matthew Meadows from Response

Background/Introductory

My name is Matthew Meadows and I have a fascination with paths and decisions. Anatole France, a French poet and story teller eloquently summarizes the paths I used to follow and the ones I now follow in my life and during my tenure at Ridgeline Response: "If the path is beautiful, ask where it leads to. But if the destination is beautiful, never mind about the path, keep walking..."

My relationship with Ridgeline Response began 3 years ago on October 2019 while hold up in my parents' basement as a dashing late thirties vagabond. I was fresh off the road after a more than 8 000 km walk from my hometown of Barrie, ON to the side of the Glenn Highway, some 120 km east of my Anchorage, Alaska objective. Ridgeline Response was (and still is) a good fit for me as I was looking to plunge into something different than the environmental impact assessment projects I primarily worked at; so, after I signed and sent my offer of employment off, I filled my car with some gear (a trusty mountaineering tent, sleeping bag, some questionable food items and a few dishes) then headed west to Calgary, AB to start a new path.

Hobbies

I have a few hobbies, but nothing serious. I play around in the gym, trail run (currently on hold), cycle, and walk around with a backpack and my wife Maikely in the alpine and grasslands. I am newly married as of August 14, 2022 to a beautiful and grounded woman. In the future, I can see cycle touring becoming my (our) new passion because I am tired of walking long distances and vacation time is always limited. In the future, we plan on tackling some long-distance objectives after a little more training. Several years ago, much of my life was focused solely on ice climbing and mountaineering, however, after almost 10 years of climbing I am slowly drifting away from it because I've had a good run and would like to leave it on a high note with no injuries/accidents. Reading is also something I enjoy whenever I can sit still. My favorite/currently read books of late are *The Company: The Rise and Fall of The Hudson's Bay Empire* by Stephen R. Brown, and the epic 1924 book *The Magic Mountain* by Thomas Mann. One memorable read for me was the novel *On the Road* by Jack Kerouac – a part fiction and factual lyrical diction of Jack's wanderings in America, and what some call the defining work of the post-war era Beat and Counterculture generations.

In closing, I leave you with these two passages:

"One day I will find the right words, and they will be simple." ... "Live, travel, adventure, bless, and don't be sorry." – Jack Kerouac.



I began my tenure in the Calgary office for a year before that terrible and widespread epidemiological event. Unbeknownst to me, this event would provide an opportunity, new role, and a beautiful path. After considerable playing around with QGIS, Python programming, watching many lectures and little mathematical wrangling, I came upon an idea that would further develop into something with the help of Donny. This is where my new (and current) path was found.

Under the guidance of Donny and Ray, the three of us have been implementing multi-criteria decision tools and developed a geospatial (geographic) modelling approach to assist clients in determining the vulnerability of their pipeline crossings for Environmental Protection Planning (enter the EPP pathway). Instead of characterizing the uncertainty of a pipeline's vulnerability using classical approaches that are best suited for problems with a binary or linear outcome, we have veered to the edge of probability measurement. Typically, we characterize uncertainty by the rolling of a dice or flip of a coin (probability), however, for the problems faced by emergency response and preparedness planning a different tool box is required. That toolbox consists of criteria, fuzzy set theory, Geographic Information System (GIS), multicriteria decision analysis, and an order weighted averaging algorithm to rank each pipeline crossing through the eyes of an emergency response expert (our decision-making space). It's been a challenging path with many highs and lows, but who ever said making a decision was easy!



On a mountain overlooking Kluane Lake while walking across the Yukon during my walk.



Maikely and I hiking around the Bruce Peninsula in Georgian Bay, Ontario last year

THE LITTLE & BIG THINGS IN *Life*

Engagement Celebration - Madison Pidhorney

Madison said YES to her partner Kyle on August 13th at their family cabin in Invermere, BC! He even managed to video the proposal, which ended with their 1-year-old water-loving dog, Blu, jumping into the lake and interrupting their magical moment!

Maddie was extremely excited to tell the news to her friends and family, so she was sad and confused when no one was answering her call that Saturday morning. Little did she know, her parents and closest friends showed up at the cabin not long after to surprise her! Kyle successfully pulled off the best day, filled with so much love with their friends and family. They will be getting married September 9, 2023!

Congratulations, Maddie & Kyle - we wish you two the happiest engagement!



Wedding Celebration - Laura Ferguson (now Hillaby)

Laura and Mason tied the knot on a beautiful acreage on September 3, 2022.

Due to the pandemic and living ~800 km from their families (Meadow Lake, SK for me and Lloydminster, AB for Mason), they didn't get to meet all of each other's family and friends until they moved back to Lloydminster last October, and even then, Mason hadn't met a lot of Laura aunts, uncles, and childhood friends until the wedding. It was truly amazing to have all their favourite people in the same room, celebrating their love and this new chapter as husband and wife.

Congratulations to Laura and Mason!



Engagement Celebration - Brandon Dayton

Brandon popped the question to his now fiancé, Megan Mayo on September 26th, 2022! They were down in Vegas for a nice getaway and little did she know she was getting engaged! Not to mention, it all happened at the beautiful grand canyon. What a trip to remember! Megan and Brandon are hoping to have their special day in the fall of 2023.

Congratulations to the happy couple! We couldn't be more excited for them and this next chapter!





HALLOWEEN TIPS

NO TRICKS, JUST TREATS: COSTUMES ON A BUDGET

Plan Your Boo-tiful Costumes

First things first- pick out your costume(s)! Refer to pictures and break down each component of the outfit (articles of clothing, accessories or props, makeup, contacts, wig, fake blood, etc...). Don't be afraid to switch between ideas if you realize one costume might be harder to do than the other.

Consult the Chamber of Horrors First (AKA: Your Closet)

You may have some (if not all) components of your future costume lying in your closet. Play around with making outfits that resembles it. This goes for past Halloween costumes too! See what kind of accessories you have lying around that will help. Splash on some fake blood or use a fabric marker to add any chilling effects or character details. If you don't want to alter your clothes, the next tip will be a good option for you.

Witch Way to the Thrift Store?

Honestly who doesn't love thrifting? You'd be surprised how many clothes can be fit together and altered to make a costume. You can also accessorize for cheap or even find props in the housewares. If you're going during spooky season when thrift stores release their Halloween material, even better! Sometimes these are costumes or accessories that are sold at most Halloween stores, but cheaper.

Prepare a Frightfully Delightful Craft Night

You're going to have to embrace your creative side for this one. Bring out the sewing machine and hot glue gun and bring that costume together! Alter it, sew pieces together, create any accessories or props you need (the dollar store is great for buying cheap crafting supplies). Unsure of how to even start? YouTube tutorials and advice from others that create their own costumes are great references to guide you through the process.

What Defines your Fang-tastic Fit?

Know that your costume doesn't have to be an exact replica of what you're trying to be. It's very common to improvise and do a simpler version of the costume. Figure out what defines your character- do they have a telltale scar? A certain prop they carry around all of the time? A prominent hairstyle? If you have this, it'll help people recognize what you dressed up as right away. Sometimes, that's all you need.

Remember: Halloween is a Real Treat!

Remember this is to have fun and it shouldn't stress you out. If making or finding costumes isn't something you can do, ask friends or family if they're willing to lend you a costume (or accessories) they have. You can even use costumes from previous years. The most important thing is to enjoy it. Witch-ing everyone and their families a Happy Halloween!

MEET OUR NEWEST RIDGELINERS!

FEATURING: TIA REIMER & PETER SUNG



TIA REIMER

ACCOUNTS RECEIVABLE SPECIALIST

Do you have any pets? What are their names?

Yes, I have two dogs. Enzo is a tri-colored border collie and Bear is an Australian Kelpie mixed with Bluehealer. I know right? What were we thinking getting not one but two high energy dogs! They definitely keep us busy in a good way.

What is something that made you smile recently?

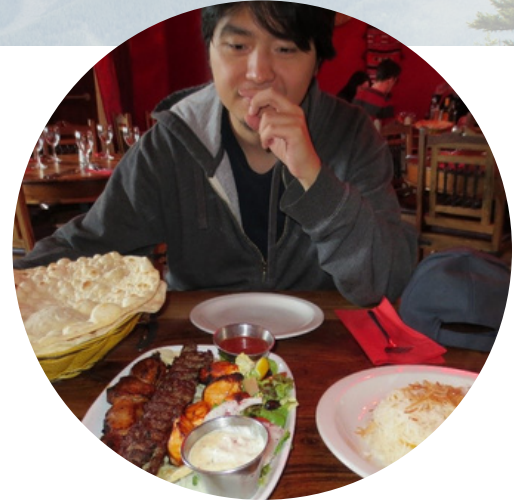
Every day my grandson, Jack, makes me smile. Whether I see him or not, just a thought of him makes me smile.

What's your favourite holiday and why?

Hands down, Christmas! I love all the decorations. Baking, lots of baking. But most of all I love that it's a very special time of year to spend time with friends and family.

What's your biggest pet peeve?

Squished bread! It makes me so mad when the cashier mis-handles my bread.



PETER SUNG

ENVIRONMENTAL CONSULTANT/REPORTER

Do you have any pets? What are their names?

Yes - a big cat named Luna.

How many countries have you visited outside of Canada?

About 25, depends on if one considers some of them "countries" or not.

What is something that made you smile recently?

A hot bowl of soup.

Do you have any vacation plans coming up this year or next?

Maybe next year, I am not sure yet.

What are you passionate about?

Cooking. I really like trying a variety of ingredients and techniques. They don't always work out though.

WELCOME ABOARD!

Introduce yourself and email Tia at treimer@ridgelinecanada.com and Peter at psung@ridgelinecanada.com.

EMPLOYEE NEWS



SAVE THE DATE

October Anniversaries

- Nicole Ducharme - 2 years
- Inayat Dhaliwal - 1 year
- Ioana Moore - 1 year
- Shaelyn Moyer - 7 years
- Jaclyn Maurice - 12 years
- Jill McCue-Laing - 1 year
- Jennifer Kelly - 1 year)

Let's Celebrate



EMPLOYEE SPOTLIGHTS

Laura Hillaby (Intermediate Environmental Consultant) recognized by Frank Head and Dev Vyas: "Laura has been an integral team member through the creation of the technical team. It's been a pleasure to work with her and see how far she's come in such a short time. Laura has an intense attention to detail and is always striving for improvement. She's now writing reports for some of RR's most complex sites. She's also been willing and able to help with many different facets of the technical team including data tabling, drafting, and being on-call. And if that's not enough, she recently got married. Congrats Laura and looking forward to growing this tech team with you!"



THANKSGIVING DAY

Thanksgiving Day is a statutory holiday that is recognized by Ridgeline Canada. Enjoy the long weekend with your friends and loved ones!



HALLOWEEN

It's spooky season and with that, many of you are probably prepping for Halloween. A Halloween challenge will be sent out to all staff within the next few days that will get us all in the spooky spirit!

JOIN OUR TEAM

WE ARE HIRING!

RIDGELINE CANADA: ACCOUNTING TEAM



Billings Administrator - based in Calgary

RIDGELINE ENVIRONMENT OPPORTUNITIES



Intermediate Environmental Consultant - Based out of Lloydminster, Swift Current or Kindersley



Intermediate/Senior Environmental Consultant - Based out of Edmonton, Calgary, Lloydminster, Red Deer, Grande Prairie or Fort St. John



Intermediate/Senior Environmental Consultant - Based out of Fort St. John



Project Manager - Based out of Fort St. John

RIDGELINE RESPONSE OPPORTUNITIES



Emergency Responder/Senior Environmental Consultant - Based out of Calgary, Edmonton, Lloydminster or Grande Prairie



Hazardous Building Material Operations Manager - Based out of Edmonton



Intermediate Project Technologist - Based out of Edmonton

WHY JOIN US?

- Strong Team Dynamic
- Health & Dental Benefits
- Health Spending Account
- RRSP Matching Program
- Tuition/Professional Development Reimbursement
- Flex Days
- Employee Assistance Program
- Remote Work

REFERRAL?

Do you know someone that could be a great addition to our team? Send them to HR! After the referral successfully passes 90 days of employment, you will be awarded \$1,000 .



CREATING VALUE NATURALLY