

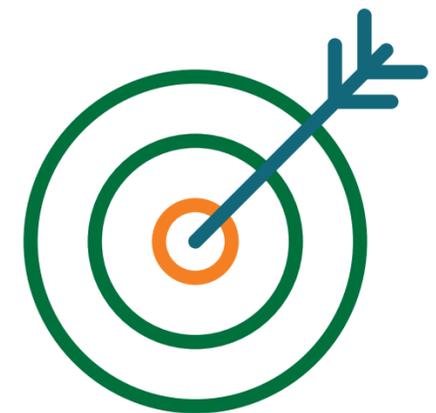
Frontline Flyby



stuartolson
a bird company



Q3 2025 Highlights





WHO IS STUART OLSON?

18+ Years of average client partnership duration

26+ Industrial sites maintained

50+ Years servicing industrial plants, production facilities, and power stations.

98% services we deliver are self-performed.



EXCITING BRAND UPDATE:

Stuart Olson Industrial Maintenance is now Stuart Olson 'a Bird company'

stuartolson
a **bird** company

This refreshed identity and logo marks an important step in aligning our brand with Bird and reinforces our shared values, capabilities, and commitment to excellence.



WHY THE CHANGE?



This rebrand helps clarify the relationship between **Bird** and **Stuart Olson** by presenting a unified identity. It reflects our ability to:

- Mobilize a **broader network of resources** across regions and sectors
- Deliver end-to-end, **self-perform** project scopes
- Showcase our **collective strength and expertise** under one cohesive brand



REPRESENT **stuartolson** IN SOME AWESOME SWAG!
a **bird** company

Scan the QR code to grab your gear today!



Do you have content ideas? We want to highlight the great work and people across our sites. Please share with us!

mromarketing@stuartolson.com

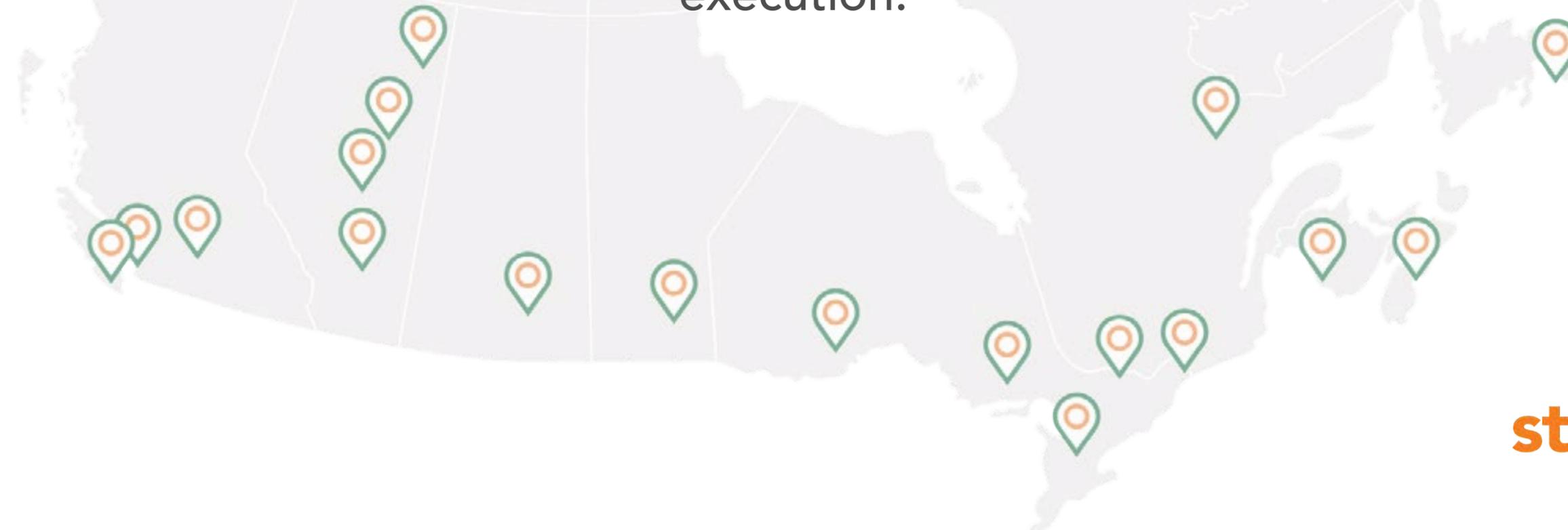


- Project wins
- Recognition of colleagues
- Service scopes
- Team celebrations (i.e., Safety Belt, Coins, etc.)
- Team photos

WHO IS BIRD?

As **one bird**, we are a leader in Canadian construction. With operations from coast to coast, we service all of Canada's major markets across the industrial, infrastructure, commercial, and institutional sectors.

Our people make our broad, innovative, and diverse range of services possible. With over 5,000 employees, Bird delivers exceptional operational performance and collaborative execution.





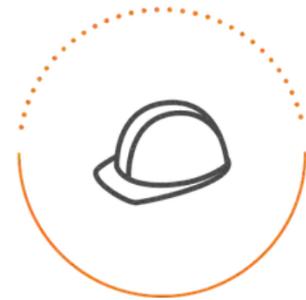
WHO IS BIRD?



Building Canada
for over 100 years



Over 5,000
Employees



Construction
Safety Leader



Committed to
Operational
Excellence

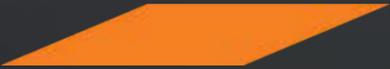


WHO IS BIRD?

— 2020

Bird Construction and **Stuart Olson** join forces to create a leading Canadian construction company offering a diversified suite of construction services, end-markets, and geographies.

bird
stuartolson



one TEAM

Culture

The background of the image is a dark, industrial refinery or chemical plant. It features a complex network of steel structures, including tall distillation columns, storage tanks, and a dense web of pipes and walkways. The scene is dimly lit, with some lights visible on the structures, creating a moody and industrial atmosphere.

Learning
at Bird



2024

Frontline Flyby

▲ **76,000**
course completions

▲ **78%**
year-over-year increase
in learning completions

▲ **48%**
increase in learning hours

➤ **Bird Site Management Program:**

Tailored for site leaders to provide effective leadership at the field level. Since launching in 2015, there have been over 150 completions.

➤ **Bird Leadership Academy:**

Launched in 2024 for senior leaders and in partnership with Ivey School of Business, this program supports development of essential leadership competencies and character traits necessary for driving organizational success.

➤ **Frontline Leadership:**

This program supports foremen and general foremen in building teams and achieving results, preparing site leaders with the demands of leading workers with unique needs, personalities, and working styles. 104 leaders participated in 2024.

➤ **Field Leader Foundations:**

This program equips and elevates Bird's field supervisors as future leaders. 136 field leaders completed this program in 2024.

➤ Taking Flight:

This mid-level management program started in 2018 and builds the leadership capacity of people managers. More than 275 employees have graduated from the program.





Shannon Moss

You've been recognized!

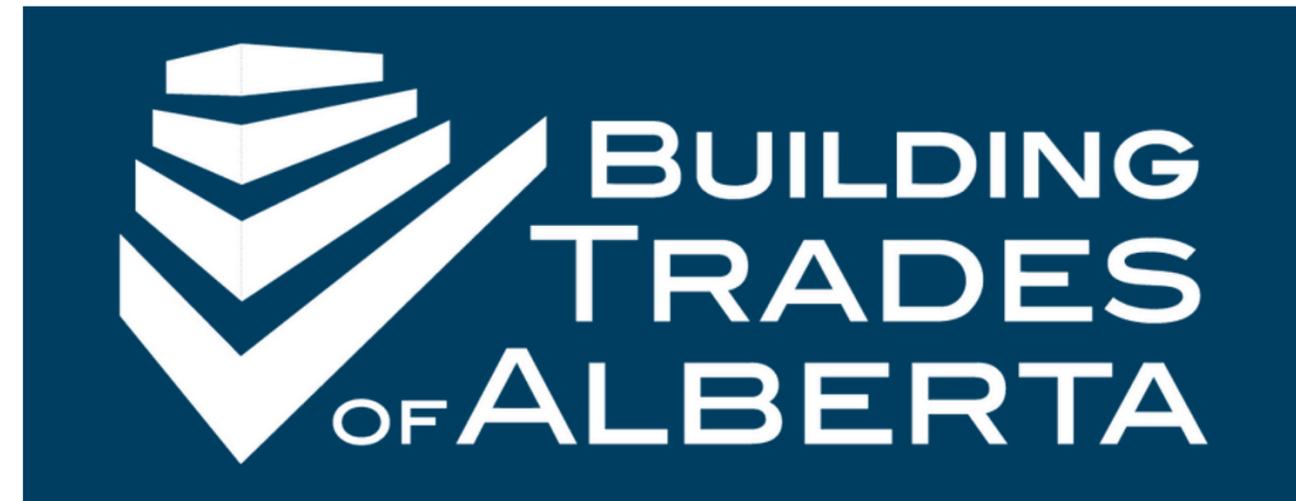
Recently, Shannon tackled a major challenge on short notice, showcasing her incredible commitment and resilience.

Despite receiving cost reports while off shift, she worked tirelessly to build templates from scratch, gather and organize data spanning the entire year (including pre- and post-BEAM transition details) and deliver everything ahead of schedule.

Thanks to her diligence, the reports and forecast updates were ready for review... with time to spare! Shannon's dedication, efficiency, and problem-solving skills ensured a seamless process despite the tight turnaround.

Her ability to step up under pressure and deliver top-quality work is a testament to her drive for excellence. Thank you, Shannon, for your commitment to success!





Jason McNamara Represents **stuartolson** at Industry Leadership Panel

In August, our Vice President of Industrial Maintenance, Jason McNamara, joined industry leaders at the Building Trades of Alberta Convention in Jasper.

He participated in a high-impact panel hosted by the Association of Maintenance Contractors of Canada (AMCC).

As AMCC Vice Chair, Jason contributed to a powerful conversation on shaping the future of Canada's maintenance sector, with a focus on:

- ◆ Workforce development
- ◆ Safety
- ◆ Industry-wide collaboration



Jason McNamara Represents **stuartolson** at Industry Leadership Panel

Jason's leadership continues to drive meaningful change and position Stuart Olson at the forefront of:

- ◆ National advocacy
- ◆ Innovation in maintenance

We're proud to see Jason helping lead the charge toward a stronger, safer, and more competitive industry.



Alferneec Villaluz

You've been recognized!

During a recent shutdown, Alfie went above and beyond to keep his crew safe and supported. He was always eager to help, quick to speak up about safety, and always looking for ways to protect those around him.

When Alfie noticed some workers struggling to see indoors with dark safety glasses, he took it upon himself to grab clear glasses for everyone, making sure his crew stayed safe and comfortable.

His initiative and genuine care remind us what true teamwork looks like. Well done, Alfie!





2025 Site Collateral Catalog

The following catalog is meant to provide insight in what collateral options are available for site use. Material can be customized, please contact MRO Marketing for questions or inquiries.



Banners

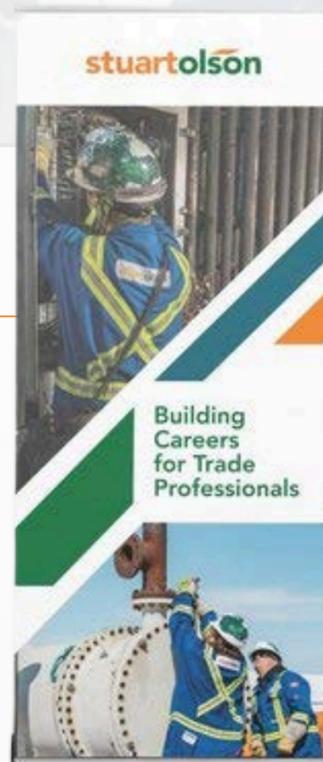


Crafted by trades,
powered by people.

stuartolson
a bird company

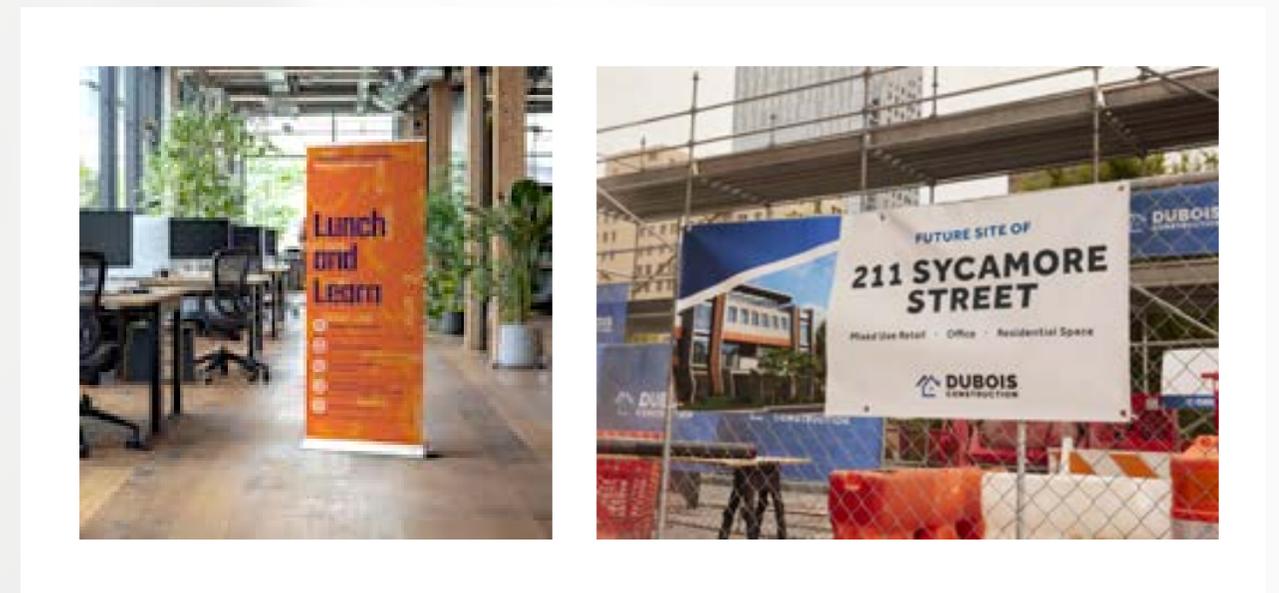
Customizable images

Additional/customizable text



Customizable images

Additional text



Content on this page is to generate ideas and provide inspiration. Don't hesitate to contact mromarketing@stuartolson.com for all Stuart Olson collateral design requests and orders.

Banners

The banner is divided into three horizontal panels on the left, each with a photo of workers and a corresponding icon and text:

- Top Panel:** Photo of workers in blue uniforms. Icon: a scroll with a pencil. Text: "one MISSION Execution".
- Middle Panel:** Photo of a worker in a blue uniform pointing upwards. Icon: three stylized human figures. Text: "one TEAM Culture".
- Bottom Panel:** Photo of an industrial tower. Icon: a target with an arrow. Text: "one GOAL Performance".

In the top left corner of the banner is a logo consisting of three diagonal bars in teal, orange, and green. In the bottom right corner is the "stuartolson" logo in orange and green. The central right portion of the banner features the large "stuartolson" logo in orange and green, with the tagline "Leadership & Accountability At Our Core" below it.

Content on this page is to generate ideas and provide inspiration. Don't hesitate to contact mromarketing@stuartolson.com for all Stuart Olson collateral design requests and orders.

Safety Signage



[Click Here](#) for Safety Signage

Content on this page is to generate ideas and provide inspiration. Don't hesitate to contact mromarketing@stuartolson.com for all Stuart Olson collateral design requests and orders.

Vehicle Wraps



Content on this page is to generate ideas and provide inspiration. Don't hesitate to contact mromarketing@stuartolson.com for all Stuart Olson collateral design requests and orders.

Small Print Material



Stickers



Business Cards



Tent Cards

Coming Soon
Air Fresheners



Content on this page is to generate ideas and provide inspiration. Don't hesitate to contact mromarketing@stuartolson.com for all Stuart Olson collateral design requests and orders.

Flags

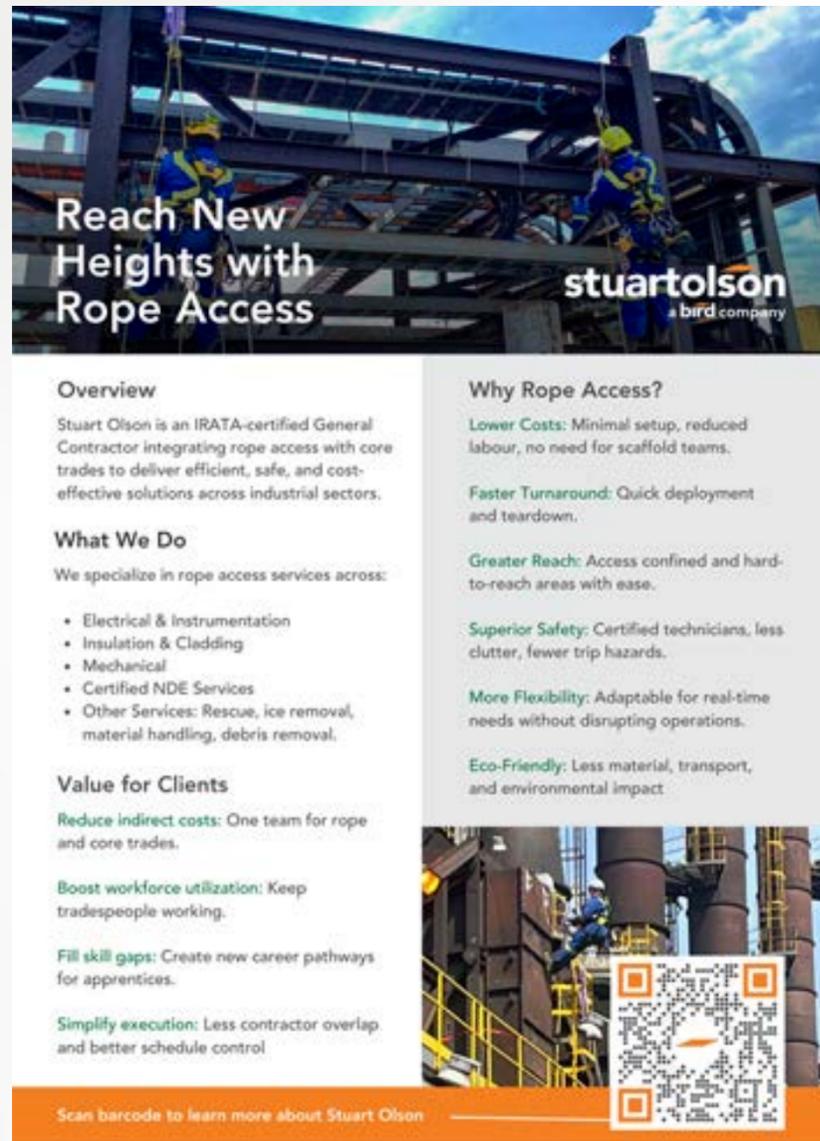


Customizable colours
(within brand guidelines)



Content on this page is to generate ideas and provide inspiration. Don't hesitate to contact mromarketing@stuartolson.com for all Stuart Olson collateral design requests and orders.

One Pagers/Trifolds



Reach New Heights with Rope Access

stuartolson
a bird company

Overview
Stuart Olson is an IRATA-certified General Contractor integrating rope access with core trades to deliver efficient, safe, and cost-effective solutions across industrial sectors.

What We Do
We specialize in rope access services across:

- Electrical & Instrumentation
- Insulation & Cladding
- Mechanical
- Certified NDE Services
- Other Services: Rescue, ice removal, material handling, debris removal.

Value for Clients

Reduce indirect costs: One team for rope and core trades.

Boost workforce utilization: Keep tradespeople working.

Fill skill gaps: Create new career pathways for apprentices.

Simplify execution: Less contractor overlap and better schedule control

Why Rope Access?

Lower Costs: Minimal setup, reduced labour, no need for scaffold teams.

Faster Turnaround: Quick deployment and teardown.

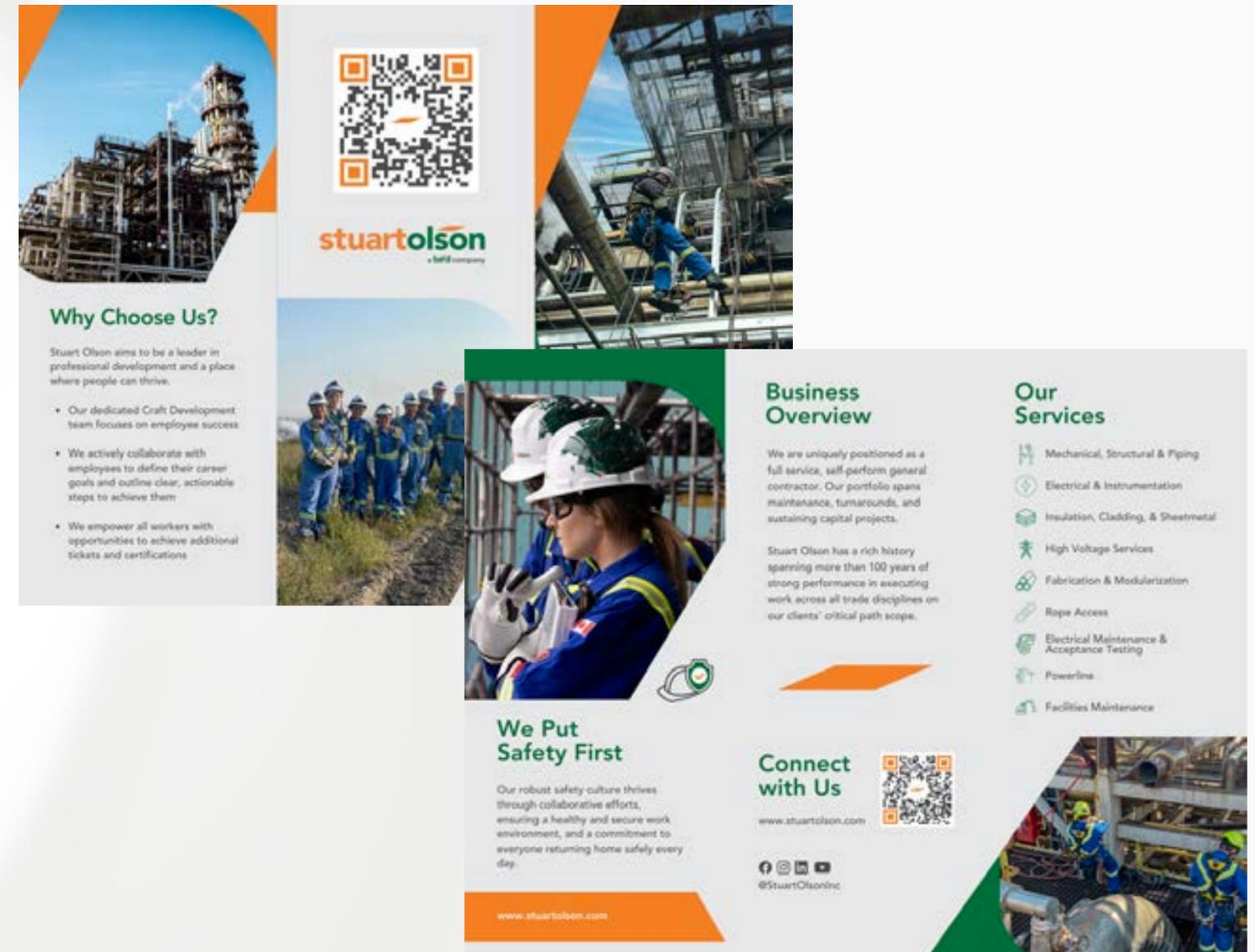
Greater Reach: Access confined and hard-to-reach areas with ease.

Superior Safety: Certified technicians, less clutter, fewer trip hazards.

More Flexibility: Adaptable for real-time needs without disrupting operations.

Eco-Friendly: Less material, transport, and environmental impact

Scan barcode to learn more about Stuart Olson



Why Choose Us?

Stuart Olson aims to be a leader in professional development and a place where people can thrive.

- Our dedicated Craft Development team focuses on employee success
- We actively collaborate with employees to define their career goals and outline clear, actionable steps to achieve them
- We empower all workers with opportunities to achieve additional tickets and certifications

Business Overview

We are uniquely positioned as a full service, self-perform general contractor. Our portfolio spans maintenance, turnarounds, and sustaining capital projects.

Stuart Olson has a rich history spanning more than 100 years of strong performance in executing work across all trade disciplines on our clients' critical path scope.

Our Services

- Mechanical, Structural & Piping
- Electrical & Instrumentation
- Insulation, Cladding, & Sheetmetal
- High Voltage Services
- Fabrication & Modularization
- Rope Access
- Electrical Maintenance & Acceptance Testing
- Powerline
- Facilities Maintenance

We Put Safety First

Our robust safety culture thrives through collaborative efforts, ensuring a healthy and secure work environment, and a commitment to everyone returning home safely every day.

Connect with Us

www.stuartolson.com

Facebook, Instagram, LinkedIn, YouTube icons

@StuartOlsonInc

Content on this page is to generate ideas and provide inspiration. Don't hesitate to contact mromarketing@stuartolson.com for all Stuart Olson collateral design requests and orders.

Posters



PURPOSE
We bring life to vision
Creating great things with you

VALUES

- WE PUT SAFETY FIRST**
A healthy and safe work environment is non-negotiable. We build a culture of operational and psychological safety through engagement, learning and leadership.
- WE LEAD WITH HONESTY**
We speak and act with integrity, clarity and care so people can trust our word and our work. Being honest means we can deliver the best outcomes and consistent results.
- WE ARE STRONGER TOGETHER**
Success is a team effort. Our inclusive workplace enables our combined expertise, humility and creativity to unlock our greater potential.
- WE ARE DRIVEN TO DO GREAT WORK**
We built our name on quality. We have a passion for excellence in our work and relationships that honours our businesses and our industry.
- WE CREATE OPPORTUNITY**
Rooted in a solid foundation, we adapt and grow to face the future. We are committed to elevating each other to chart the best path forward in an evolving world.



**2025-2027
MRO Strategic Plan**

Strategic Ambition

goal → Certified Best Employer
Drive Growth Through Value Delivery
Sustainable, Scalable Growth

Strategic Pillars and Priorities

- one TEAM** **Culture**
Collaborative, Adaptable, Growth Focused
 - One Bird Collaboration
 - Highly Engaged Workforce
 - Talent Development
 - Learning Focused
- one MISSION** **Execution**
Drive Innovation and Leverage Organizational Capacity
 - One Bird Projects
 - Contractor of Choice
 - Full Service, Self-Perform General Contractor
 - Value Driven
- one GOAL** **Performance**
Solving Problems Critical to Clients' Operations
 - One Bird Capacity
 - Portfolio Diversification
 - Specialty Service Expansion
 - Technology and Data Driven



Where Greatness Grows

Let that Stuart Olson employee know that their contribution made a difference!

We pride ourselves on the quality of our work and the way we treat each other and our partners.



Recognize our values in action! Submit a name for acknowledgment by scanning the QR code for the MRO Recognition form.



Don't work for Stuart Olson? No problem! We love to hear about the great things our people do every day.

 Maintenance, Repair and Operations

Content on this page is to generate ideas and provide inspiration. Don't hesitate to contact mromarketing@stuartolson.com for all Stuart Olson collateral design requests and orders.

Calendars



**stuartolson
2025**

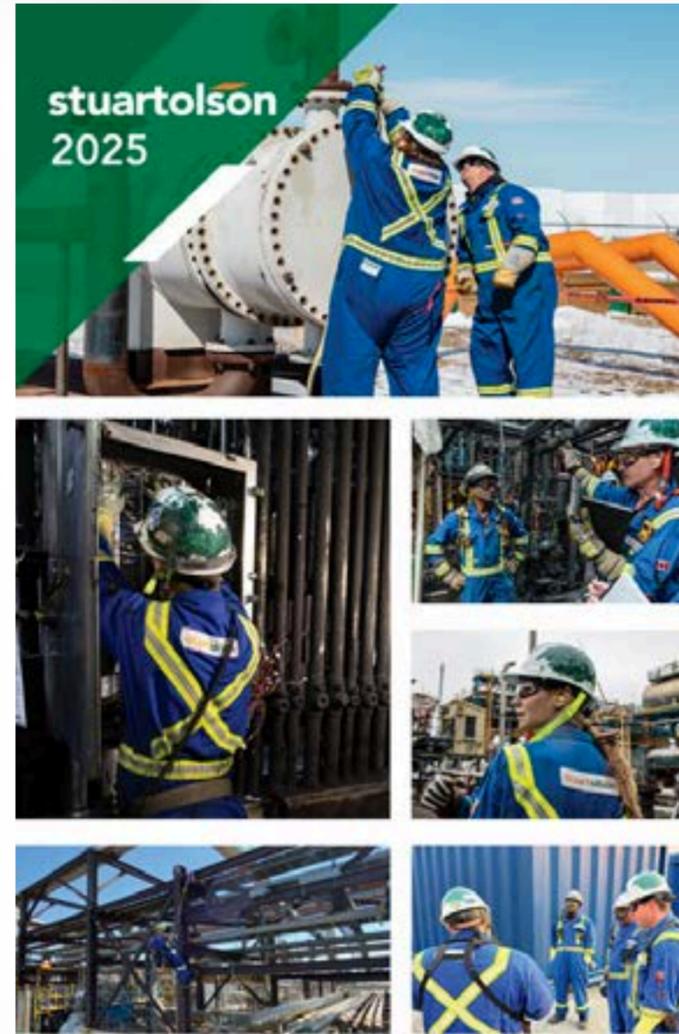
01 JANUARY 02 FEBRUARY 03 MARCH

04 APRIL 05 MAY 06 JUNE

07 JULY 08 AUGUST 09 SEPTEMBER

10 OCTOBER 11 NOVEMBER 12 DECEMBER

Scan the barcode to visit www.stuartolson.com



**stuartolson
2025**

01 JANUARY 02 FEBRUARY 03 MARCH

04 APRIL 05 MAY 06 JUNE

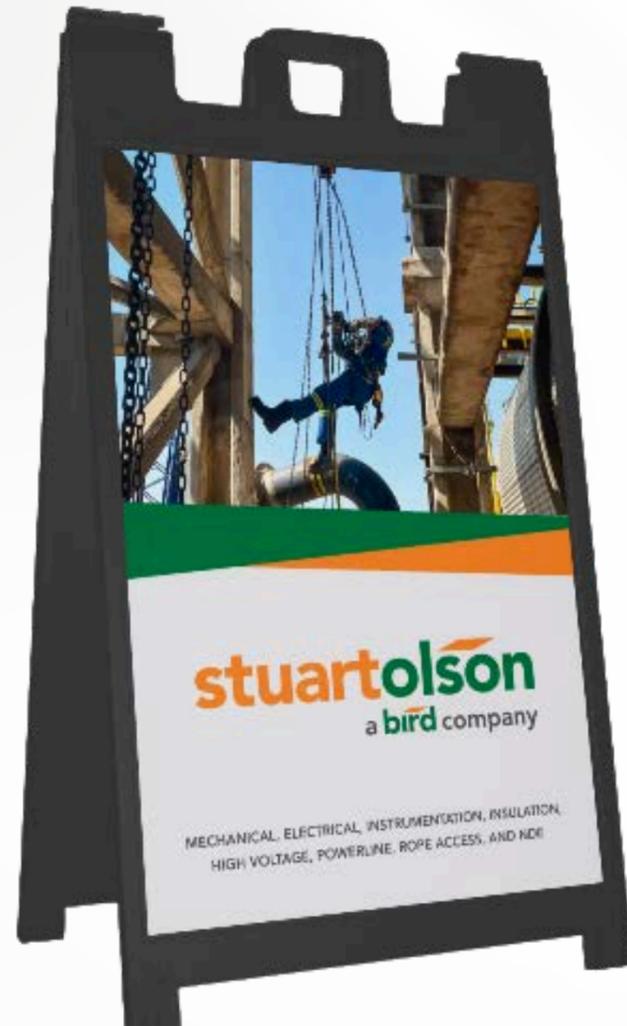
07 JULY 08 AUGUST 09 SEPTEMBER

10 OCTOBER 11 NOVEMBER 12 DECEMBER

Scan the barcode to visit www.stuartolson.com

Content on this page is to generate ideas and provide inspiration. Don't hesitate to contact mromarketing@stuartolson.com for all Stuart Olson collateral design requests and orders.

Sandwich Boards



Content on this page is to generate ideas and provide inspiration. Don't hesitate to contact mromarketing@stuartolson.com for all Stuart Olson collateral design requests and orders.

Bird Store Apparel

Through the Bird Store, you can order Stuart Olson (or Bird) branded apparel, including hats, hoodies, shirts, golf t-shirts, accessories, etc.



Visit store.bird.ca

Content on this page is to generate ideas and provide inspiration. Don't hesitate to contact mromarketing@stuartolson.com for all Stuart Olson collateral design requests and orders.



Nicolas Barber

You've been recognized!

Recently, Nic showed excellent initiative and leadership by tackling a tricky issue with a hydrogen sulfide (H₂S) analyzer.

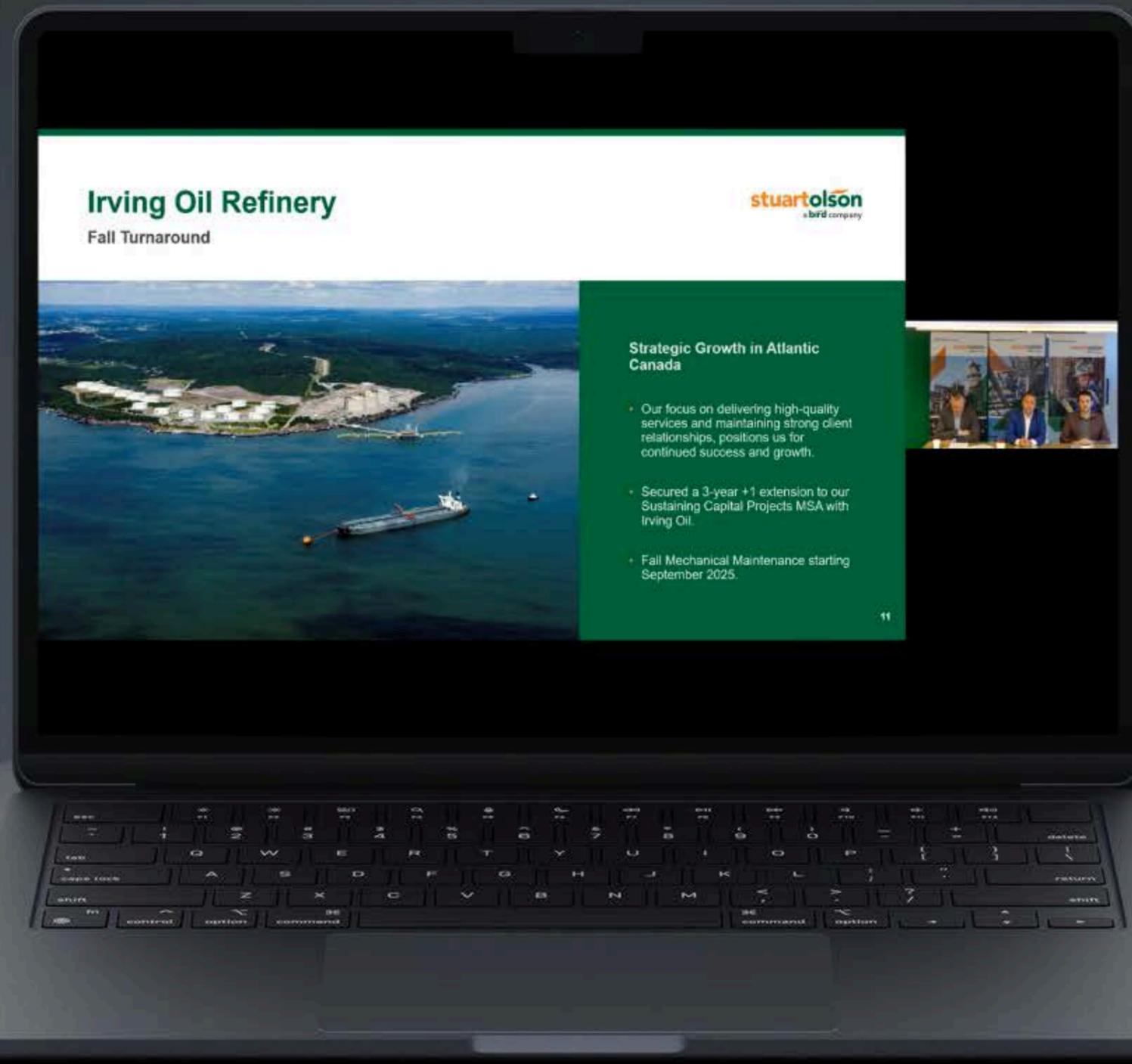
He took the initiative to dig deeper, coordinating with supervision, the client, and the analyzer specialist. Nic troubleshot the problem, replaced the faulty control board, and ensured the new system was properly configured, tested, and fully restored.

His dedication, teamwork, and commitment to doing the job right set a great example for everyone.

Great work, Nic!

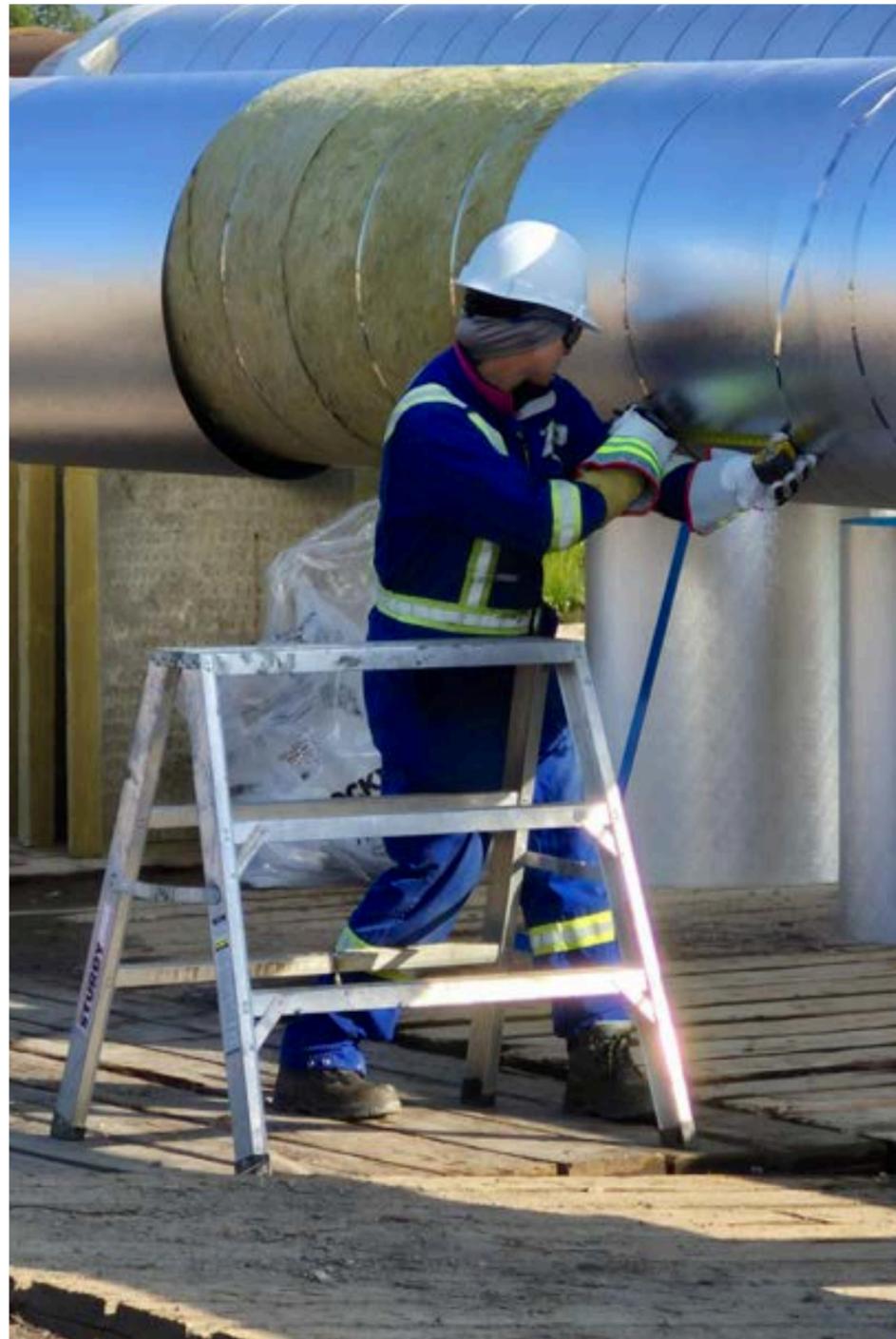


DID YOU
CATCH OUR
FIRST-EVER
VIRTUAL
BROADCAST?



If not, be sure to scan
the QR code below to
watch the recording!





Alona Volkova

You've been recognized!

Alona has quickly made a name for herself with her strong work ethic, drive to learn, and natural leadership. She consistently sets the pace for her crew, leading by example and showing what it means to take ownership on the job.

Her FLHAs are consistently well thought out, and her commitment to safety and quality work hasn't gone unnoticed. Alona's presence on site brings energy, focus, and a clear dedication to doing things the right way.

We're proud to have her on the team... Great work, Alona!



Gratitude from the Next Generation of Electricians

Stuart Olson Industrial Projects Inc. was proud to sponsor two **Apprentice Electrician Scholarships** through Keyano College, helping support the next generation of skilled tradespeople. On August 8, we received heartfelt thanks from this year's recipients, who shared how the scholarships are making a real impact.



one TEAM

Gratitude from the Next Generation of Electricians



Dear Stuart Olson,

I am writing to express my deepest gratitude for being selected as a recipient of the Apprentice Electrician Scholarship. I was truly honoured and humbled to receive this recognition.

My time with Stuart Olson at Suncor has provided me with valuable skills and knowledge that are essential for my career as an electrician, and I am grateful for the opportunities I've had to learn and grow. The funds from the scholarship will be used to continue my education, as well as to purchase books and other necessities.

Your belief in my potential means a great deal to me. Thank you again for your incredible generosity and for investing in the future of the skilled trades.

*Sincerely,
Daniel*

stuartolson
a bird company

one TEAM

Gratitude from the Next Generation of Electricians



Dear team members of Stuart Olson Industrial Projects Inc.

My name is Jared and I am writing to sincerely thank you for your sponsorship of the Apprentice Electrician Scholarship. I am truly honoured to be a recipient of this scholarship.

The amount from this award will be put towards purchasing my booklets and other class materials for my 3rd year of schooling. As I pursue my journeyman ticket in electrical, this scholarship will be helpful in attaining knowledge and saving money, for my future.

Thank you again once again for your support, generosity and your investment in my future in my trade.

*Regards,
Jared*

stuartolson
a bird company



Nancy Butt

You've been recognized!

Nancy Butt is recognized for her outstanding diligence and precision in managing Confined Space Entry (CSE) work fronts. As one of two Sulphur Recovery Unit (SRU) individuals overseeing this critical area, Nancy consistently ensures that safety protocols are followed to the letter, keeping her team safe and compliant.

Beyond her technical execution, Nancy takes initiative to clean and organize the work front in preparation for upcoming tasks, demonstrating foresight and pride in her work. Her commitment to doing things right sets a high standard for operational excellence.

Thank you, Nancy, for your unwavering dedication and leadership in high-risk environments!



one TEAM

Frontline Flyby

SUPPORTING

ENBRIDGE

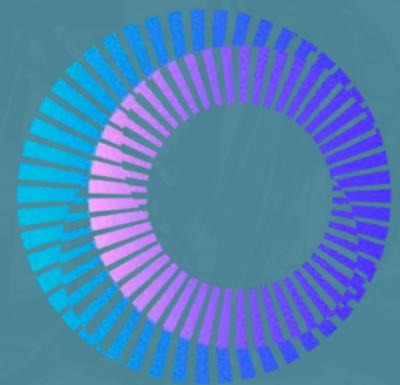
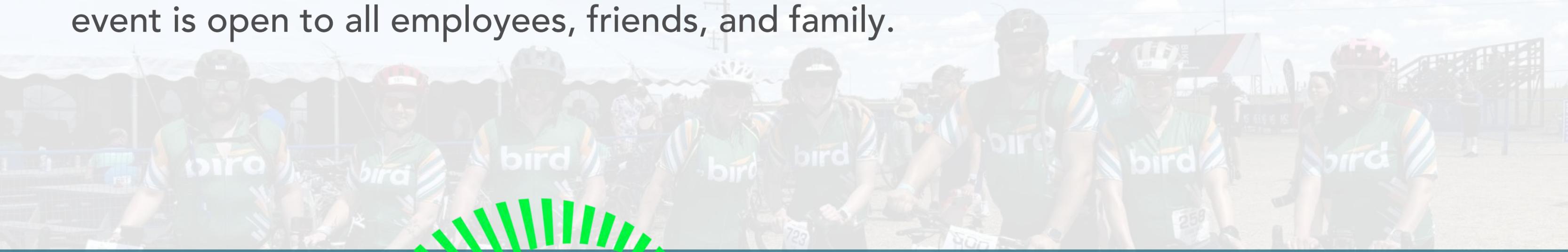
**TOUR
ALBERTA
FOR CANCER**

**ALBERTA
CANCER
FOUNDATION**

stuartolson
a bird company

Team Bird Rides for a Cause

Team Bird is proud to take part in the **2026 Tour Alberta for Cancer**, supporting those impacted by cancer and raising funds for the Alberta Cancer Foundation. This One Bird event is open to all employees, friends, and family.

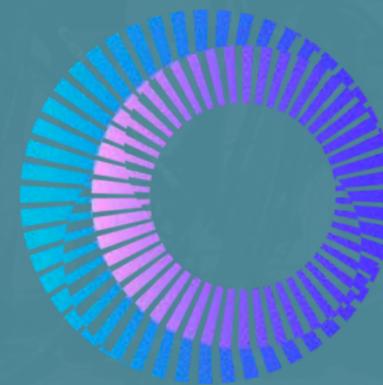


**ALBERTA
CANCER
FOUNDATION**

Team Bird Rides for a Cause

Highlights of the plan:

- ◆ Team rides in Calgary and Edmonton to connect and train together
- ◆ Joint fundraising events throughout the year
- ◆ A friendly challenge to our peers at Graham, Aecon, Ledcor, Quanta, and Worley



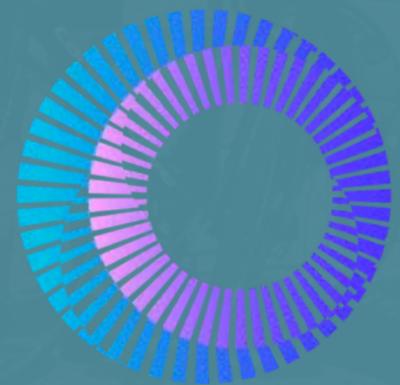
**ALBERTA
CANCER
FOUNDATION**

Team Bird Rides for a Cause

With District Leads **Kevin, Eileen, Whitney,** and **Eli** leading the charge, we're riding with purpose... and we want you with us!

Ask your supervisor how you can join or support Team Bird and help us make a difference!

Together, we're building a stronger community... one kilometer at a time.



**ALBERTA
CANCER
FOUNDATION**



Do you have content ideas? We want to highlight the great work and people across our sites. Please share with us!

mromarketing@stuartolson.com



- Project wins
- Recognition of colleagues
- Service scopes
- Team celebrations (i.e., Safety Belt, Coins, etc.)
- Team photos



Luis Yanez-Dukon You've been recognized!

Luis continues to impress with his dedication, attention to detail, and proactive approach to safety. During a recent field visit, Luis didn't hesitate to provide his FLHA and engaged in a thoughtful conversation to ensure it was accurate and complete.

His willingness to ask questions, seek clarification, and continuously improve reflects a powerful questioning attitude and a genuine drive to grow. Luis's actions are a great example of how curiosity and care contribute to a safer, stronger team.

Thank you, Luis, for your initiative and commitment to excellence!



Norfort Classic Golf Tournament 2025

As a proud title sponsor of the 6th Annual Norfort Classic Golf Tournament, Stuart Olson was thrilled to join our clients and Norfort friends once again for this fantastic Fort McMurray event. A special thank you to our representatives, who embodied true sportsmanship, teamwork, and collaboration on our behalf!





Roman Mykhaleyko

You've been recognized!

Roman continues to go above and beyond for his crew and everyone around him. Whether it's spotting, gathering materials, or maintaining housekeeping on the pipeline, Roman is always two steps ahead.

He leads with humility and hands-on support, never hesitating to help others. Roman's positive attitude and willingness to mentor new workers foster a strong sense of morale and teamwork. Roman's leadership is grounded in action, and his consistent presence makes him someone others are proud to work with.

Thank you, Roman, for your hard work, integrity, and uplifting spirit!





2025 NOVA Chemicals Maintenance, Construction, and Turnaround (MCAT) Golf Tournament



Jose Espinosa

You've been recognized!

Jose brings relentless energy, skill, and reliability to every shift. He consistently works at a high pace without compromising quality. He never shies away from tough tasks and is always ready to lend a hand, making him the kind of teammate every job site needs.

Jose's ability to stay cool under pressure and do the right thing without being asked speaks volumes about his character. Recently, he went above and beyond by teaching multiple new hires how to complete their tasks properly, all while staying on top of his own workload.

Thank you, Jose, you truly set the standard!





Sponsoring the 2025 Infinity Métis Golf Tournament

What an incredible day with the team supporting **our partner, Infinity Métis Corporation!**

A huge thank you to Rebecca Blackburn and Felicia Leavitt for welcoming golfers at our sponsored hole and keeping the energy high! Thank you also to Steve Jardine and our friends, Blaise, Robert, and Wil, for participating in such great event!



Corey Genno

You've been recognized!

Corey stepped up when it mattered most.

When a Rotork actuator needed reconnecting on a Saturday, Corey was the only electrician available, and he didn't hesitate to get the job done. His timely and incident-free work prevented the need to call in another unit electrician, showcasing his reliability and commitment.

Thank you, Corey, for your dedication and teamwork!



Building Strong Partnerships Through Student Success

We're proud to share kind words from Portage College (PC), recognizing our strong partnership in supporting local trades apprenticeships. Over the past year, several PC welding students have gained valuable onsite experience with our teams, completing practicums and **building real industry skills.**



Building Strong Partnerships Through Student Success

*"Your support and endorsement play an important role in helping us build strong relationships within the industry and inspire future learners. **We truly value our partnership with Stuart Olson** and your advocacy is a testament to the meaningful collaboration we strive to maintain."*





Cynthia Jamieson

You've been recognized!

Cynthia's proactive support and positive attitude make a real difference.

Cynthia consistently goes above and beyond to ensure teams have the tools and supplies they need to work safely and efficiently. If something isn't available in the tool crib, she takes the initiative to order it, keeping everyone informed with timely updates. Her pleasant and professional demeanor makes every interaction a positive one.

Thank you, Cynthia, for your dedication and care!



A Little Something to Brighten Your Day...

When a fellow team member, Tim, faced a difficult time, **our crew at one of our client sites showed what real support looks like.** To honor Tim, Mark McInroy organized a cash prize fundraiser, with the winnings available to anyone who contributed. In an incredible act of generosity, the winner, Justin Seaboyer, chose to donate his entire share back to Tim and his family.

A Little Something to Brighten Your Day...

As Russell Clements shared, working side by side on a 4&3 shift rotation means we spend nearly 60% of our time together... and that time spent as a “team” naturally grows into a true “family.” This caring gesture shows just how strong that family bond is. **It’s moments like these that remind us how lucky we are to work with people who genuinely look out for one another.**



Kyle Restoule

You've been recognized!

Kyle exemplifies safety and leadership in action.

Kyle's consistent engagement with crews and his clear, practical communication builds trust and reinforces safe work practices. Whether leading safety meetings, reviewing paperwork, or conducting field checks, Kyle's attention to detail and professionalism set a high standard. His hands-on involvement and solution-focused approach make him a standout leader in the field.

Thank you, Kyle, for your outstanding commitment to safety and team success!



When Duty Calls: Jamie's Brave Intervention

We proudly recognize **Jamie Whitford**, Equipment Operator, for his exceptional professionalism and compassion during a critical emergency.

While passing through Lac La Biche, Jamie spotted a young man in distress. He quickly pulled over, shielded the individual from traffic, and provided first aid while waiting for paramedics. His calm, decisive actions may have **saved a life**.

Seth Norlander, District HSE Advisor and former EMT, confirmed Jamie's response was both appropriate and potentially life-saving.

Jamie's courage and care **reflect the very best of our safety culture**. Thank you, Jamie, for going above and beyond!



Jamie (left) & Seth (right)



Fundraiser Success at Client Facilities

We're excited to share the results of our recent fundraiser held across five of our client sites. Congratulations to SOI employee **Barry Hill**, who won the Summer BBQ Raffle Package!

Fundraiser Success at Client Facilities



Thanks to everyone's generosity, **we raised nearly \$2,500** each for two local Lac La Biche charities: the Humane Society and Lakeland Shelter. A huge thank you to all who participated... great job, team!





Tatiana Potocnik

You've been recognized!

Tatiana brings energy, pride, and purpose to everything she does at site. Whether she's organizing gear, clearing clutter, or proactively tackling safety hazards, Tatiana is always looking for ways to make a difference.

Her attention to detail, strong work ethic, and eagerness to learn set a powerful example. She shows up every day with a positive attitude and a clear commitment to her team's success.

Keep it up, Tatiana!



Creating an intentional culture of **recognition** and unity...



one TEAM

...because we are
stronger together.

Frontline Flyby





Devon Fitzpatrick

You've been recognized!

Devon's leadership and safety-first mindset shine through.

Devon responded immediately when a bear was spotted near the worksite, ensuring all employees were safely inside within seconds and coordinating with security. His vigilance continued throughout the day, from ensuring workers had a safe place to cool down to identifying and resolving equipment safety issues. Devon's hands-on leadership and commitment to doing things right reflect a strong safety culture and a deep care for his team.

Thank you, Devon, for leading with integrity and putting safety first!





Over **1,250** submissions to date

64 average submissions per month

12.5 average submissions from clients and trade partners per quarter

33.3% of submissions tied to our value: We are Stronger Together

100% site participation



Ryan MacInnis

You've been recognized!

Ryan's leadership sets the tone for success. During the July Turnaround at one of our client sites, Ryan demonstrated exceptional organization, care, and efficiency.

His coordination ensured that all personnel arrived safely, fully prepared, and ready to contribute. Ryan's ability to manage complex administrative tasks while keeping operations running smoothly was a standout. His crew consistently finished each shift focused and safety-minded, earning praise from both internal and client teams.

Ryan is a true asset to our team. Thank you for setting such a high standard!



We're proud to recognize **Shaune Copeland** as the **first-ever recipient** of the Safety Championship Belt at our client site!

Shaune's approach to safety is nothing short of inspiring. In July, he achieved 100% Behaviour-Based Safety Observation (BBO) compliance and logged 28 BBO entries, the highest on site. His leadership helped drive a 23% increase in BBOs from June to July, with his PolyOps crew contributing the highest percentage across the site.

Shaune's commitment to safety and mentorship has truly elevated the culture at our client site!



Safety Champion - August 2025

Shaune Copeland





Stephanie Cox

You've been recognized!

Stephanie's mentorship and adaptability continue to inspire!

Since day one, Stephanie has exemplified a team-first mindset, offering guidance and support while managing a demanding workload. This year, she transitioned into a new role, taking on increased responsibilities with grace and efficiency, ensuring that approximately 100 employees arrived on site fully compliant and on schedule in July. Her continued support across multiple sites and departments has made her an indispensable part of our team.

Thank you for everything you do!



Nick Gillingham was selected as our **Safety Belt Champion** for September 2025, and for good reason! While working on the flare knock out drum, Nick identified a serious rigging issue during a dry run that could have led to a top-heavy, unstable lift.

He stopped the job, brought the crew together, and raised his concerns. Thanks to his leadership, the team agreed to pause and develop a safer plan before continuing. Nick's decisive action and respect for safety potentially prevented a serious incident.

Congratulations, Nick! Your instinct and commitment to safety set a powerful example for us all.



Safety Champion - September 2025

Nick Gillingham





David Wilson

You've been recognized!

David's commitment to preparedness and team support made a lasting impact.

David played a key role in ensuring the success of the July Turnaround at our client site, coordinating personnel logistics with precision and care. His proactive communication and attention to detail helped create a seamless experience for everyone involved. David's ability to balance administrative responsibilities with operational leadership kept safety and performance front and center.

Thank you, David, for your outstanding contributions and unwavering support!





Steve Jardine Leads the Way in Local Workforce Development

We're proud to recognize **Steve Jardine**, Director of Operations for Northern Alberta, for his recent feature in a *Pathways* article and LinkedIn post. His work in Fort McMurray highlights how industry can drive long-term growth by investing in local talent and building strong community connections.

Steve Jardine Leads the Way in Local Workforce Development

From supporting apprenticeships to helping mature contractors relocate, Steve's leadership reflects our values and strengthens our partnership with Pathways. His efforts are helping shape a more sustainable and resilient future for the oil sands industry.

Join us in congratulating Steve for his continued dedication and impact across the region.

SCAN THE QR CODE BELOW
& READ STEVE'S ARTICLE:





(Jason's stellar team!)



Jason Boudreau You've been recognized!

Jason's proactive approach and steady leadership drove operational excellence.

During the July Turnaround at one of our client sites, Jason's efforts were marked by efficiency, dedication, and a strong safety focus. He ensured all team members were well-informed and supported, creating a smooth transition into site operations. Jason's leadership helped maintain a high level of performance and safety throughout the event, earning praise across departments.

We're proud to recognize Jason for his impactful leadership!





MRO RECOGNITION PROGRAM

Scan to nominate a colleague today!





Steph Hayward

You've been recognized!

Steph's leadership as HSE Lead is making a difference.

This year, Steph has embraced her role as HSE Lead with enthusiasm, consistently supporting not only her direct team but also site personnel, supervisors, and staff across locations. Her approachable nature and willingness to educate others make her a trusted resource and a strong leader. Stephanie's commitment to safety and collaboration is evident in everything she does.

Thank you, Stephanie, for the positive energy you bring to every interaction!





Our Partnership with Infinity Métis Corporation

Stuart Olson is proud to partner with Infinity Métis Corporation (IMC). Post-acquisition of Norcan Electric's assets in Q1 of 2024, we have transitioned the partnership with IMC to

Stuart Olson Infinity.





Our Partnership with Infinity Métis Corporation

Stuart Olson Infinity **enhances operational efficiency** by delivering:

- ◆ expert trade supervision,
- ◆ inclusive service packages,
- ◆ and innovative value-driven solutions.

Our teams excel in complex plant environments, with a strong focus on safety, quality, and community impact.

Join us in celebrating the moments that define Stuart Olson as an exceptional workplace.



Let someone know they did great work and made a difference. Managers, subs, and clients may submit a nomination.

The receiver must be below the level of a Department Manager.**



Ashley Threinin

You've been recognized!

Ashley (left) & Wei (right)

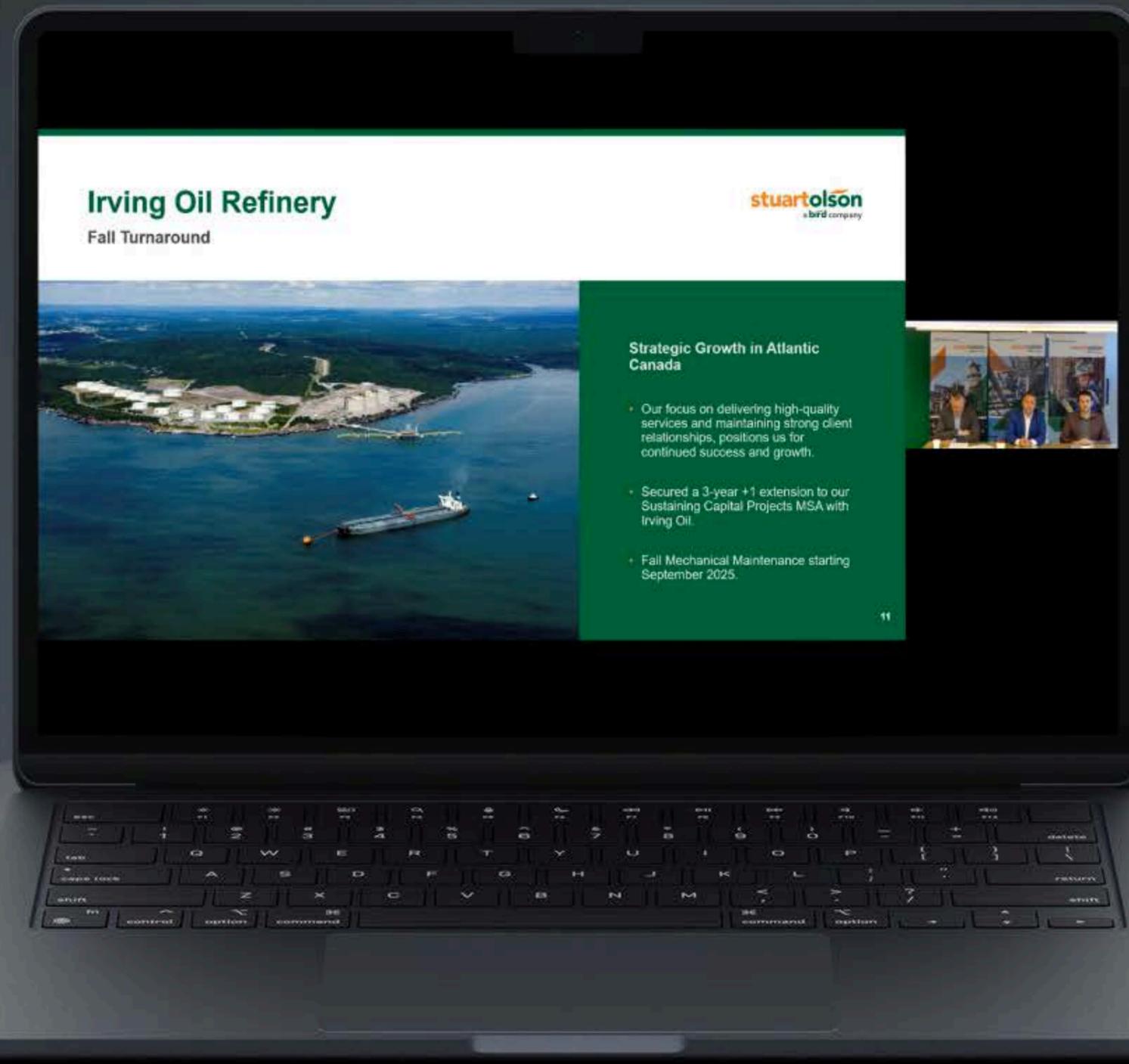


Ashley was called in urgently to support a high-priority equipment restart, and he delivered. He shifted gears immediately, collaborated with the control room and Wei Liu to diagnose the issue, and helped plan and execute the repair safely and efficiently.

His hands-on skill and clear communication ensured the job was done right, and fast. Ashley's efforts helped restore operations in just 50 minutes, minimizing downtime and keeping things running smoothly.

Thank you, Ashley! Your initiative, expertise, and team spirit were key to a successful outcome.

**DID YOU
CATCH OUR
FIRST-EVER
VIRTUAL
BROADCAST?**



**If not, be sure to scan
the QR code below to
watch the recording!**





Field Hourly Service Awards Program (Q3)



Barry Duke
Randall Saunders



Marshall Lowes
Oskar Chan



Jesse Lychuk

Field Hourly Service Awards Program (Q3)



Anthony Johansson
Barry Hill
Benjamin Newman
Chad Brassard
Christopher Law
Craig Kinney
Denis Bertrand

Esmael Abdi
Gary Crosby
Jason Verhoek
Jeff Bekolay
Jesse Duchene
Joel Davis
John Egan

Karl Nebalasca
Keith McMurray
Michael Silvey-Ingram
Mitchell Lamontagne
Reginald Hatfield
Robert D. Levatte
Ronald Marshalok

Field Hourly Service Awards Program (Q3)



Adrian Saunders
Ahmed Seid
Alfredo Alvarez
Andre Lambe
Andrew Craig
Andrew Lonsdale
Ashwani Chauhan

Boston Wanner
Brian Skanes
Bryan Dobinson
Christien Short
Craig Dalley
Crepin Mapout
Curtis Bradley

Darrell Ferguson
Derek Auvigne
Douglas Hall
Evan Hinger
Gordon Gaddess
Grant Cooper
Heather Maine

Jarod Wallington
Jason Booth
Jason Corbett
Jean Sebastien Duff
Justin Dillon
Kenneth Verkerk
Kouadio N'Tamon



Field Hourly Service Awards Program (Q3)



Leszek Kaczmarczyk
Mark MacNeil
Makhosi Dube
Matthew Rudd
Michael Fariscal-Gardner
Michael Garrett
Nathan Quintal

Nicolas Barber
Nicole Gravelle
Paul McBride
Quijin Yu
Russell Fleming
Randal Flying-Buffalo
Robert Reardon

Ruel Beltran
Sean Vierling
Shaun Leahy
Sheri Vallee
Tessa Alexander
Todd King
Todd Mulrooney

Wei Liu
Ying He

Field Hourly Service Awards Program

YEARS OF SERVICE

HOW IT WORKS:

1. Our People & Culture team will generate a report each month to identify employees reaching service milestones.
2. Employees will be contacted to choose their preferred gift card from over 100 retailers.



Wei Liu

You've been recognized!

Wei (right) & Ashley (left)



Wei stepped up on short notice to help restart a critical piece of equipment that had unexpectedly shut down. He quickly paused his current task and jumped into action, working with the control room and Ashley Threinin to identify the issue, sourcing replacement parts, and heading to the field to carry out the repair.

Wei's quick response, calm approach, and technical expertise prevented production loss and protected equipment from potential freeze-up during cold conditions, bringing the system back online in under an hour.

Thank you, Wei! Your reliability and teamwork made a real impact when it mattered most.



MRO RECOGNITION PROGRAM

Scan to nominate a colleague today!

Do you have content ideas? We want to highlight the great work and people across our sites. Please share with us!

mromarketing@stuartolson.com



- Project wins
- Recognition of colleagues
- Service scopes
- Team celebrations (i.e., Safety Belt, Coins, etc.)
- Team photos



Rob Feary

You've been recognized!

Rob exemplifies the quiet discipline that keeps every worksite safe and efficient. His attention to detail in cleanup and hazard prevention is more than routine... it's a reflection of true craftsmanship. Rob understands that safety is built not just through construction, but through vigilance: every cable tucked away, every spill cleaned, every hazard removed is a proactive step toward a safer environment.

His consistent efforts to maintain order and prevent risk protect both productivity and the dignity of the work we do. Rob's work ethic reminds us that safety is not just a protocol... it's a mindset.

Thank you, Rob, for your unwavering commitment to excellence.





LET'S STAY CONNECTED!

Follow us on social to keep up with recruitment updates and career opportunities.



@StuartOlsonInc





Dean Thomas

You've been recognized!

Dean has quickly become a valued leader since joining MEG as a Foreman in March. His strong leadership, dedication, and organizational skills have made a noticeable impact on the team. Dean consistently steps up to support others, keeps projects on track, and fosters a collaborative work environment.

His positive attitude and reliability make him a great teammate and a trusted leader.

Thank you, Dean, for your continued contributions and for setting a strong example for others.





MRO RECOGNITION PROGRAM WHERE GREATNESS GROWS

Scan to nominate a colleague today!



Karri Karpyshyn

You've been recognized!

Karri went above and beyond to make our recent golf tournament a standout success. From organizing hole sponsorships to creating meaningful engagement throughout the event, her energy and enthusiasm were contagious.

She made sure every visitor to our tent felt welcomed and connected, even introducing colleagues to participants they hadn't met before. Karri's commitment to showcasing our client and Stuart Olson in the best light left a lasting impression on everyone involved.

Thank you, Karri! Your initiative, positivity, and team spirit made this event truly special!





Follow us for the latest job openings...
don't miss your next opportunity!



@StuartOlsonInc



Ryan Mannerfeldt

You've been recognized!

While verifying serial numbers on a flow transmitter, Ryan immediately noticed a pinched wire showing exposed copper. He didn't hesitate... he stopped the task, contacted the operator and supervisor, and helped coordinate a safe temporary fix with Commissioning and Start-Up (CSU).

Ryan ensured the transmitter was safely bypassed before taping the wire, preventing a potential arc that could have shut down the pad. His quick thinking and commitment to safety helped avoid a serious issue.

Thank you, Ryan! Your vigilance and professionalism are deeply appreciated!



Telling the truth,
can lead to reconciliation.

Orange Shirt Day



CONGRATULATIONS
NAYLA CARDINAL!

2025 ORANGE SHIRT DAY HARD HAT STICKER DESIGN CONTEST

WINNER WINNER WINNER

2025 ORANGE SHIRT DAY HARD HAT STICKER DESIGN CONTEST

NAYLA'S ARTIST STATEMENT

"While truth may not always lead to forgiveness, it can open a door to possible genuine forgiveness and/or reconciliation, explanation, and understanding. It can also clear up any miscommunication between others! My artwork depicts symbolism with flowers, bird species and colours. The daffodils can represent truth and considering the perfect choices with the natural colours, I had to add them. Eagles can symbolize a lot of powerful meanings such as great strength, leadership, and vision."





Chad Braun

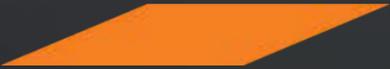
You've been recognized!

Chad's sharp eye and safety-first mindset were key during a routine inspection. Upon discovering a pinched wire inside a flow transmitter, Chad took immediate action, contacting the operator and supervisor to assess the situation.

He helped coordinate a safe temporary fix and ensured the transmitter was bypassed before proceeding. Chad's proactive approach helped prevent a potential shutdown and demonstrated his strong commitment to safe work practices.

Thank you, Chad! Your attention to detail and teamwork make a real difference!





one MISSION

Execution

We are proud to be a part of Operation Eastern Screech Owl at **Irving Oil's Saint John refinery.**

JASON MCNAMARA

OPERATIONS, VICE PRESIDENT

I think the whole Irving relationship and



James Riley

Construction Manager

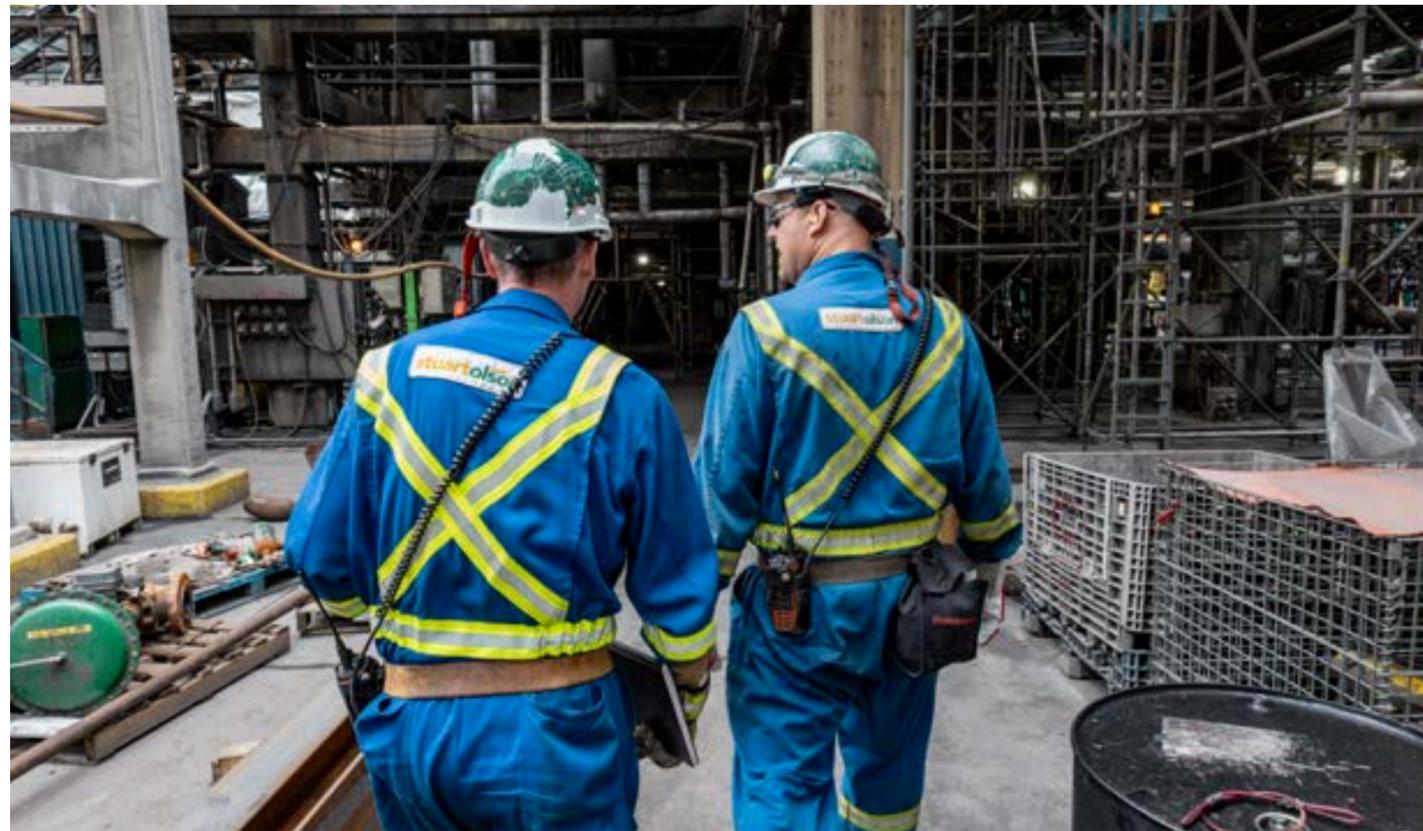
“Getting closer to home has always been a goal of mine, and this opportunity is a significant step towards that.

I'm thrilled to be part of this project.”

“The project kicks off in September. Irving Oil has been very welcoming and we are excited to hit the ground running.”



“The pool of General Foremen and Boilermakers from the East Coast is a major source of our workforce. My phone has been buzzing with calls from the New Brunswick area, with people eager for employment opportunities.”



Kyle Sherwood

Mechanical Planner

"I think the biggest thing is just having an open mind and be willing to take any feedback from anyone, regardless of position, especially in a new province and with a new client. Nobody knows everything, so it's good to have those relationships on site here and take the feedback, take the tips and tricks and run with it."

Jason McNamara

Vice President of Industrial Operations

“To be selected as a contractor to work with one of the most reputable oil companies is something to be proud of. I believe it’s strong recognition of our team, our culture, our value creation, and the sophistication and approach that align with the work they do.”

stuartolson



Our Values in Action: We Put Safety First

How We Pivoted Under Pressure



- **High-Risk Task:** Leak on a 12" steam condensate elbow at client site.
- **Initial Assessment:** On July 7, conditions worsened after removing a temporary wrap.
- **Safety Decision:** Led by John Philips and Jesse Tobias, the crew refused unsafe work, fully supported by leadership.
- **Collaborative Pivot:** Partnered with TEAMS Industrial and client to develop a rig-assist solution.
- **Creative Problem-Solving:** Used American swivel lugs, crane coordination, and scaffold modifications to enable safe execution.

Our Values in Action: We Put Safety First

The Execution and Outcome

- **Trial & Installation:** July 18–19, enclosure installed safely with two cranes and coordinated teamwork.
- **Outcome:** Leak contained, plant remained operational, full shutdown avoided.
- **Impact:** Protected crew safety, saved time and costs, upheld core values.

Shout-Outs: Greg Smith, Derek Gerrard, Ryan Vermette,
Chris Paszcza, & Adam Bardenhaggen

“You all stood firm and demonstrated the core value of We Put Safety First.” – Jason McNamara

“A perfect example of safety, problem-solving, and teamwork.” – Mark McInroy

stuartolson

Maintenance Division

ACCIDENT FREE

1

YEAR

(365 Days)

as of June 11th 2025

Celebrating One Year Accident-Free at Client Site

Our team at one of our client sites has reached a remarkable achievement... **one full year without a recordable incident!** Behind this milestone is a crew that brings discipline, teamwork, and sharp attention to detail to every task, from complex rigging to the steady flow of over 148 trailers.

Celebrating One Year Accident-Free at Client Site

Here are key team members whose long-standing dedication and commitment to safe, high-quality work have been essential to reaching this milestone.

stuartolson

Maintenance Division

ACCIDENT FREE

1

YEAR

(365 Days)

as of June 11th 2025

Mike Nightingale

Lee Bezanson

Thomas Tomasovic

Nicolas Coble

Steeve Paradis

Mark Davies

Olivia Levesque

Harry Jesso

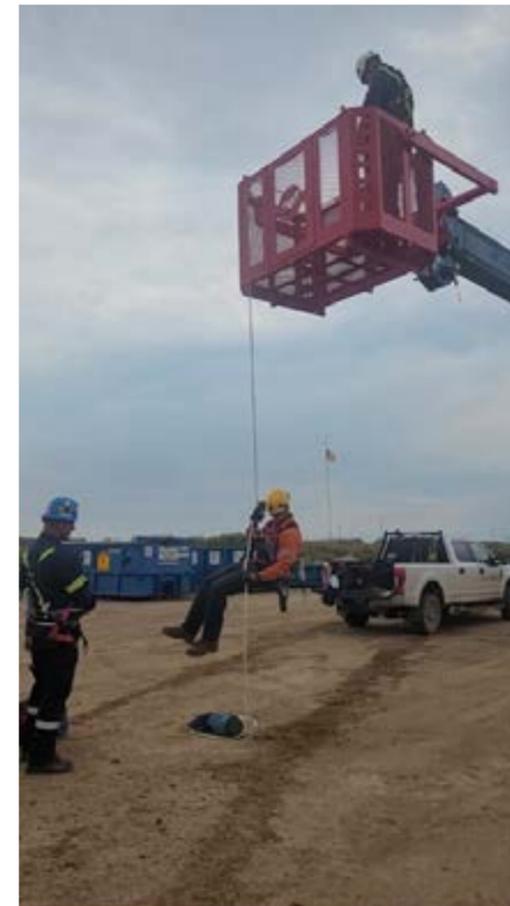
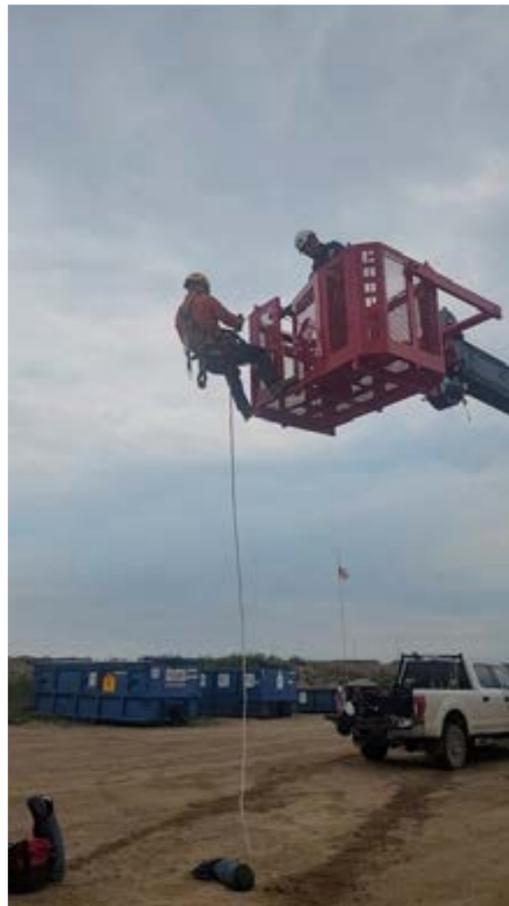
Rachelle Wall

Rob Cave

Neil Shepherdson

Powerline Crews Refresh High Angle & Pole Top Rescue Skills

Our Powerline crews recently completed their recertification in High Angle and Pole Top Rescue Training, delivered by MiSafety over a comprehensive 16-hour, two-day course. Held at the Fort Hills Site.





Powerline Crews Refresh High Angle & Pole Top Rescue Skills

Participants refreshed their skills in key rescue techniques tailored to our work scopes, including:

◆ **Bucket-to-Bucket Rescue:**
transferring a worker from failed equipment using another aerial device

◆ **Bucket Self-Rescue:** using a self-rescue kit to safely descend from a compromised bucket

◆ **Pole Top Rescue:** climbing a utility pole to assist and lower an injured worker to the ground

This essential training ensures our teams remain prepared and certified to respond effectively in high-risk scenarios.

Full Service, Self Perform General Contractor

Our portfolio spans maintenance, turnarounds, and sustaining capital services. We have a long history in serving the oil and gas, petrochemical, power, utilities, hydroelectric, nuclear, civil, and mining sectors.



We Are Stuart Olson

We bring life to vision. Creating great things with you.



Steve Jardine Leads the Way in Local Workforce Development

We're proud to recognize **Steve Jardine**, Director of Operations for Northern Alberta, for his recent feature in a *Pathways* article and LinkedIn post. His work in Fort McMurray highlights how industry can drive long-term growth by investing in local talent and building strong community connections.

Steve Jardine Leads the Way in Local Workforce Development

From supporting apprenticeships to helping mature contractors relocate, Steve's leadership reflects our values and strengthens our partnership with Pathways. His efforts are helping shape a more sustainable and resilient future for the oil sands industry.

Join us in congratulating Steve for his continued dedication and impact across the region.

SCAN THE QR CODE BELOW
& READ STEVE'S ARTICLE:





Full Service, Self Perform Deliverables

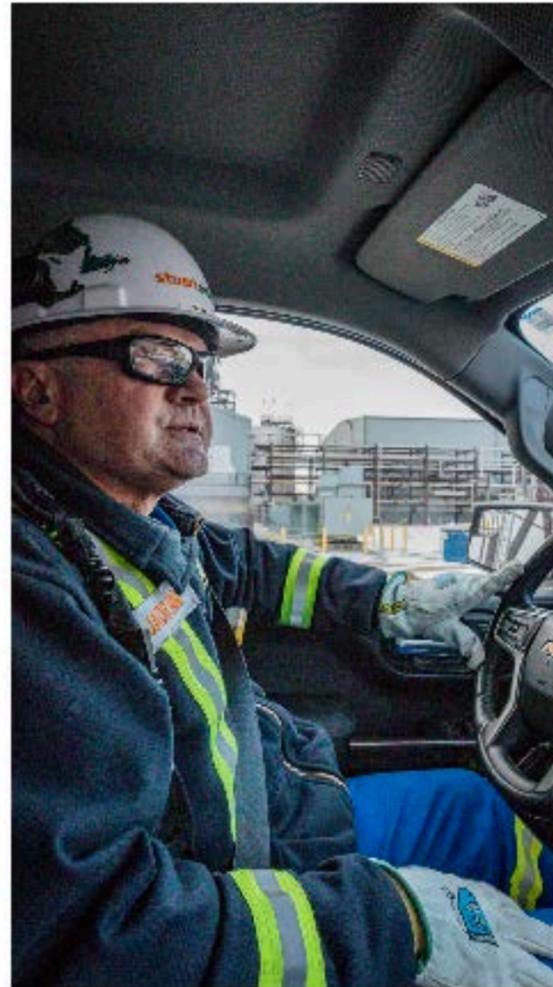
- Single or bundled discipline solutions through our core services.
- Multi-year service agreements to drive long term asset value.
- Culture of continuous improvement to deliver the best total cost of ownership, focusing on asset reliability, talent retention, value creation, quality, and safety.



The Core

- **Preventative Maintenance:** Keeping your operations running smoothly
- **Turnarounds:** Efficiently minimizing downtime
- **Construction-Focused Upgrades:** Aligning with your evolving needs





What We Do

- Mechanical, Structural & Piping
- Electrical & Instrumentation
- Insulation, Cladding & Sheetmetal
- High Voltage Services
- Fabrication & Modularization
- Electrical Maintenance & Acceptance Testing
- Powerline
- Facilities Maintenance

Specialty Services

- Bundle Pulling
- Rope Access
- NDE



Our Partnership with Infinity Métis Corporation

Stuart Olson is proud to partner with Infinity Métis Corporation (IMC). Post-acquisition of Norcan Electric's assets in Q1 of 2024, we have transitioned the partnership with IMC to

Stuart Olson Infinity.



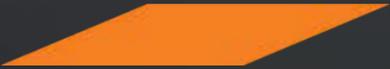


Our Partnership with Infinity Métis Corporation

Stuart Olson Infinity **enhances operational efficiency** by delivering:

- ◆ expert trade supervision,
- ◆ inclusive service packages,
- ◆ and innovative value-driven solutions.

Our teams excel in complex plant environments, with a strong focus on safety, quality, and community impact.

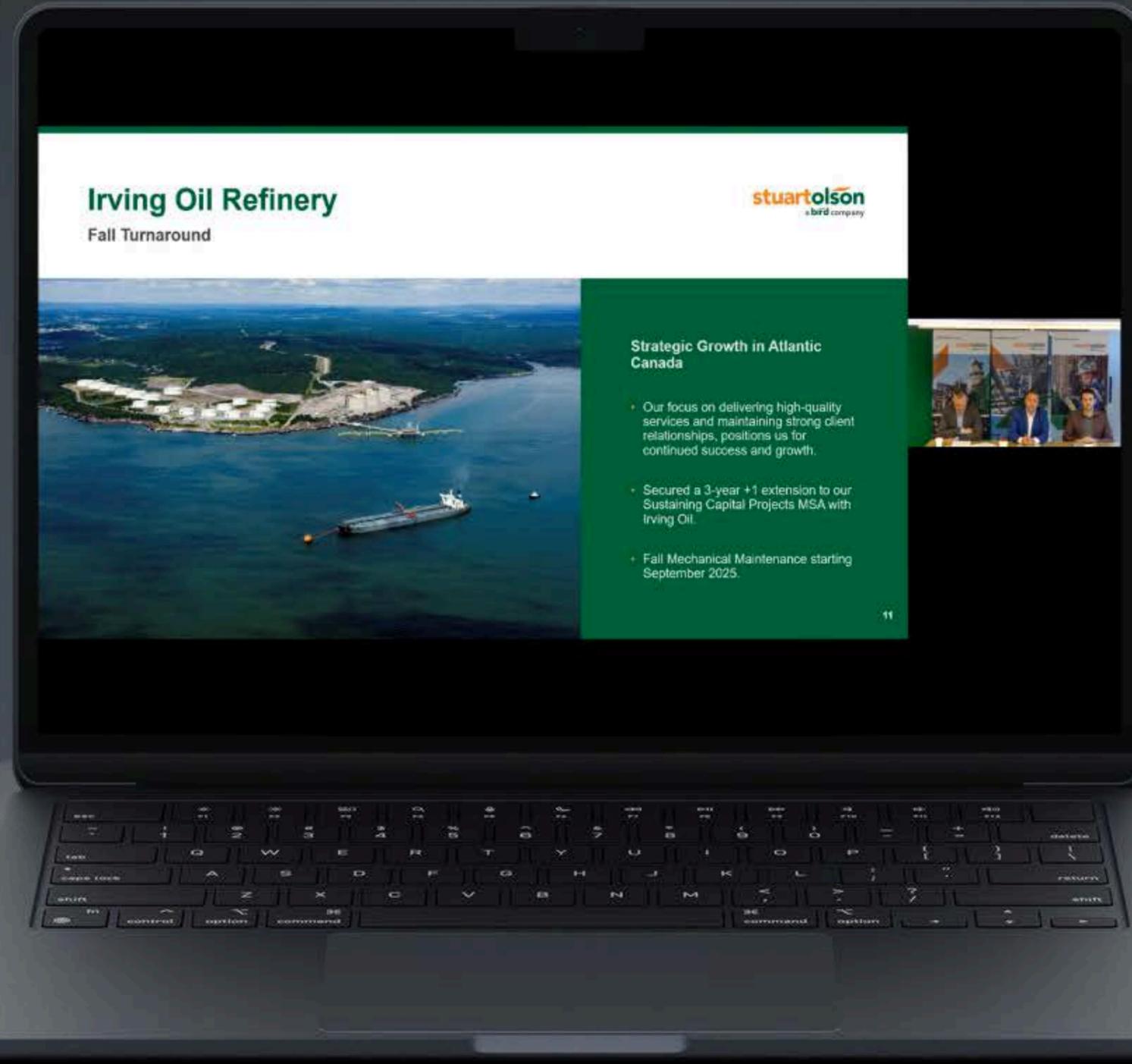


one GOAL

Performance



DID YOU
CATCH OUR
FIRST-EVER
VIRTUAL
BROADCAST?



If not, be sure to scan
the QR code below to
watch the recording!



Stuart Olson Industrial Maintenance Geographical Growth Strategy

Industrial Maintenance is actively pursuing geographical expansion to strengthen our presence across Canada while deepening relationships with tier-one clients. This strategic growth is twofold: expanding into new regions and enhancing service offerings at existing sites.



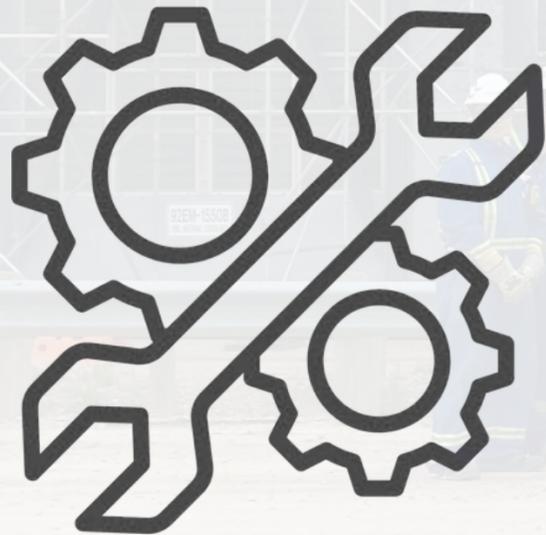
Growth Beyond Geography

While new regions are key, **expanding our scope at existing sites** is just as critical. By introducing our full suite of services, we can double our impact and better serve our clients.

We're encouraging everyone to help share the full story of what Stuart Olson Industrial Maintenance (SOIM) can offer. The more our clients understand the breadth of our capabilities, the more opportunities we can create together.



Turning Time into Savings: Client Turnaround



20% faster mechanical completion



\$12.5 million in production value



Minimized operational downtime



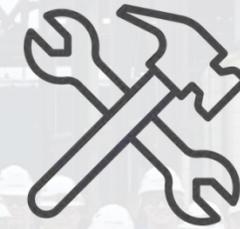
Seamless multi-service integration

Turning Time into Savings: Client Turnaround



Through strategic planning and seamless execution, our team completed critical mechanical work **20% ahead of schedule**, cutting 5 days from the turnaround window. This early completion minimized downtime and **generated \$12.5 million** in production value, along with **\$700,000 in direct cost savings**.

Turning Time into Savings: Client Turnaround



Key success factors included:

- ◆ Rigorous pre-staging of tools and materials
- ◆ Strong collaboration across teams and contractors
- ◆ Experienced leadership and resource sharing

This multi-service effort highlights the impact of aligned goals and efficient execution.

We Are Now CSA W178.1 Certified

Here's Why It Matters:

As of **August 25th**, our company is certified to CSA W178.1, the **national standard** for welding inspection organizations.

This certification allows us to perform non-destructive examinations (NDE) on steel structures designed to CSA S16, a requirement for compliance and quality assurance.

We Are Now CSA W178.1 Certified

By achieving CSA W178.1 certification, we've strengthened our ability to deliver compliant, high-quality inspection services internally and externally. It's a big step forward in our commitment to excellence.

CSA Standards - What They're For

- **CSA S16 – Design of Steel Structures** (common design standard on our sites): Governs how steel structures are engineered for safety and performance.
- **CSA W178.1 – Certification of Welding Inspection Organizations:** Ensures organizations performing welding inspections meet national standards for quality and competence.

Canadian Construction Safety Council (CCSC)

Bird is a founding member of the Canadian Construction Safety Council (CCSC), which represents over 145,000 workers and promotes industry-wide safety improvements.

As part of its initiatives, the CCSC is introducing Type II safety helmets, developed with Milwaukee Tool and Serico, offering enhanced protection over traditional hard hats. Bird continues to support advancements in construction safety nationwide.



Rope Access Services

Financial Gains & Margin Increase

- Enabling faster access to work areas, reducing the overall project duration
- Ideal for confined or hard-to-reach spaces
- Flexibility often leads to increased productivity, higher work completion rates, and better cost control.





LET'S STAY CONNECTED!

Follow us on social to keep up with recruitment updates and career opportunities.



@StuartOlsonInc





Rope Access Services

- Electrical light fixture replacement, EHT troubleshooting, splicing, installations
- Insulation & Cladding, repairs & replacement, and new installations
- Mechanical, pipefitting, welding services
- Operations assistance (hanging chain falls, blanking and blinding, pipe spool removal/installs)



Rope Access Services

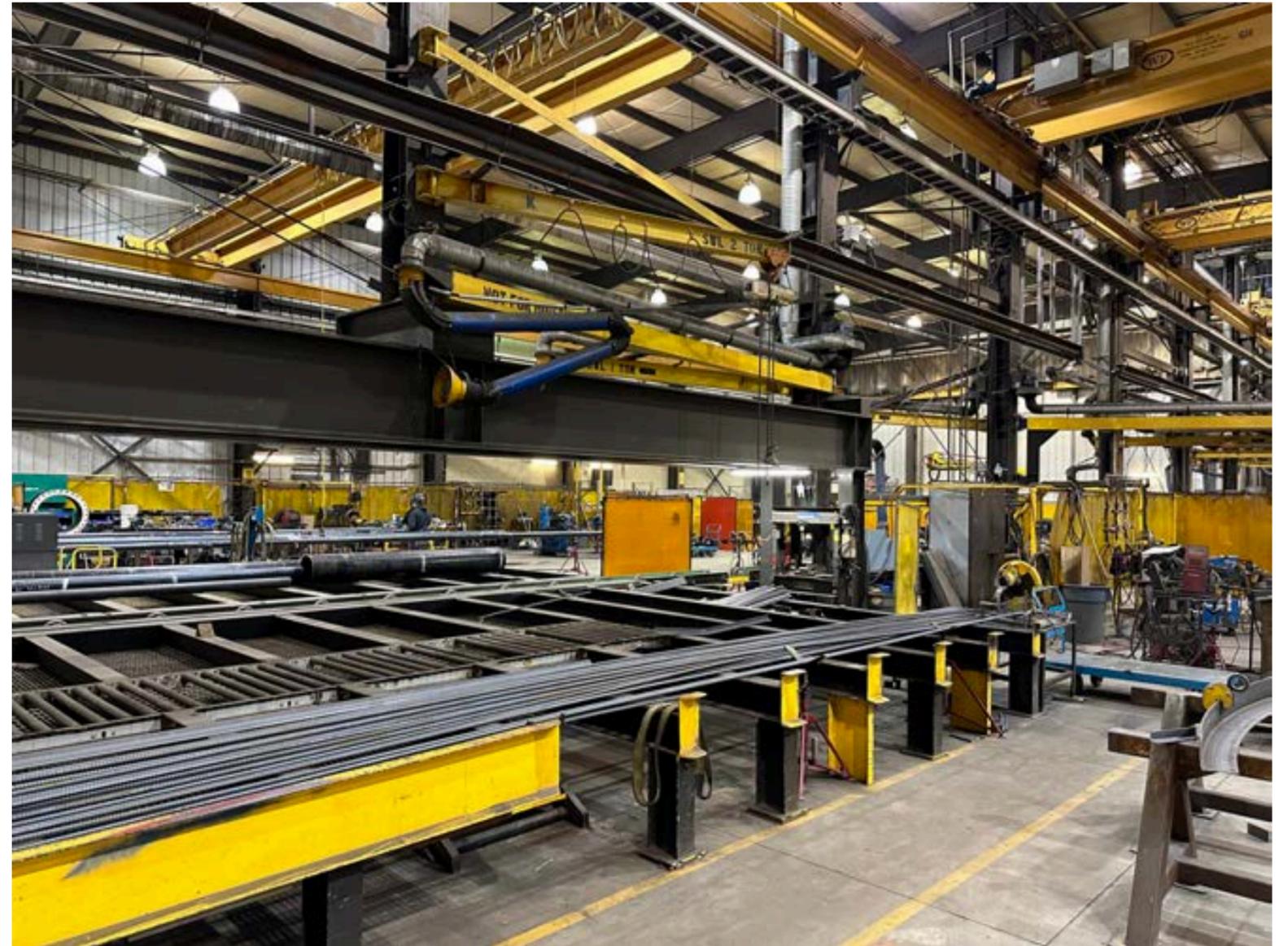
- Coil Replacements in furnaces/reformers
- HVAC
- Ice removal
- Winterization
- Confined space rescue
- Lowering unwanted debris or material removal at heights



BFL Fabricators

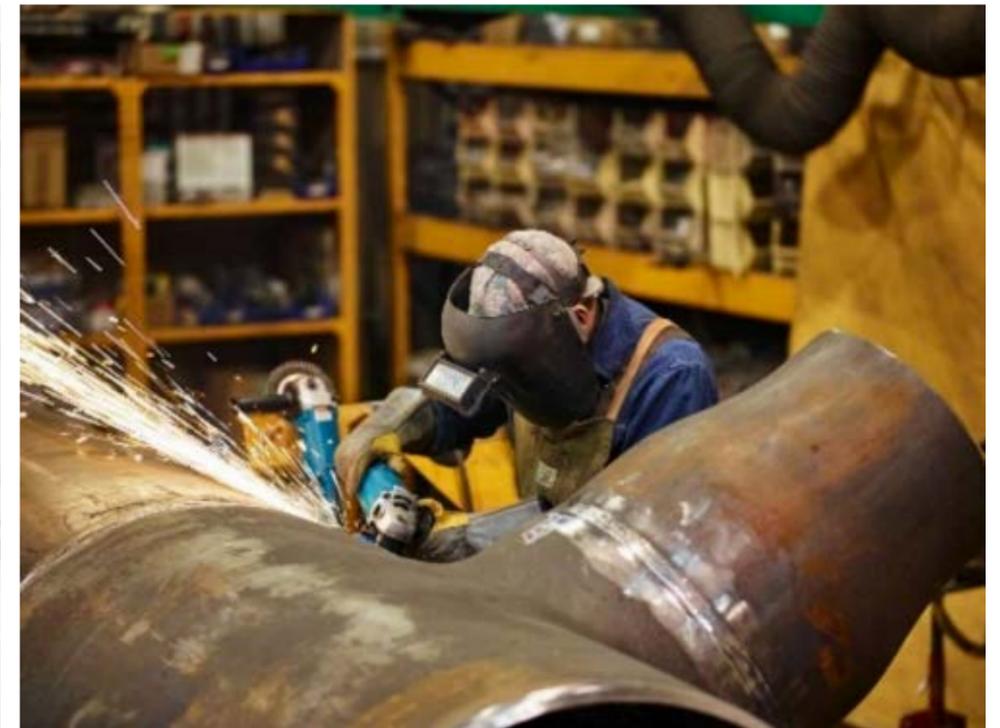
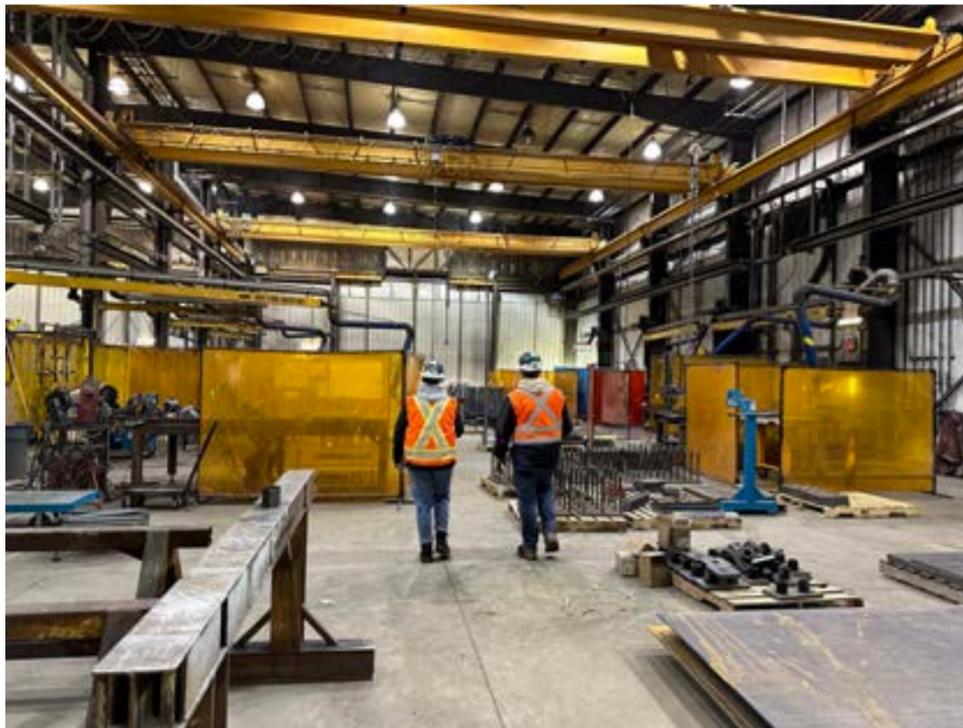
Nisku, Alberta

Bird's fabrication facility has over 10 acres of module assembly and material staging space. BFL provides value to our clients through early contractor involvement services and complete self-perform capabilities, which reduces risk and provides certainty throughout execution.



BFL Fabricators

The shop is approximately **25,000 SQFt** on 10 graveled and fenced acres of assembly yard. The facility is well equipped with 20T of gantry cranes and 14 individual weld stations. We are directly positioned alongside the high load corridor, which allows us the ability to execute fabrications and assemblies with ease of transport.





Our **one** **bird** Value

We provide complete solutions, addressing client needs with expertise and efficiency. Partnering with Bird for fabrication, construction, and civil services, we offer a seamless one-stop-shop from start to finish.