

2023 - ISSUE 01

STAY CONNECTED

Official Newsletter of Connect Group Inc.



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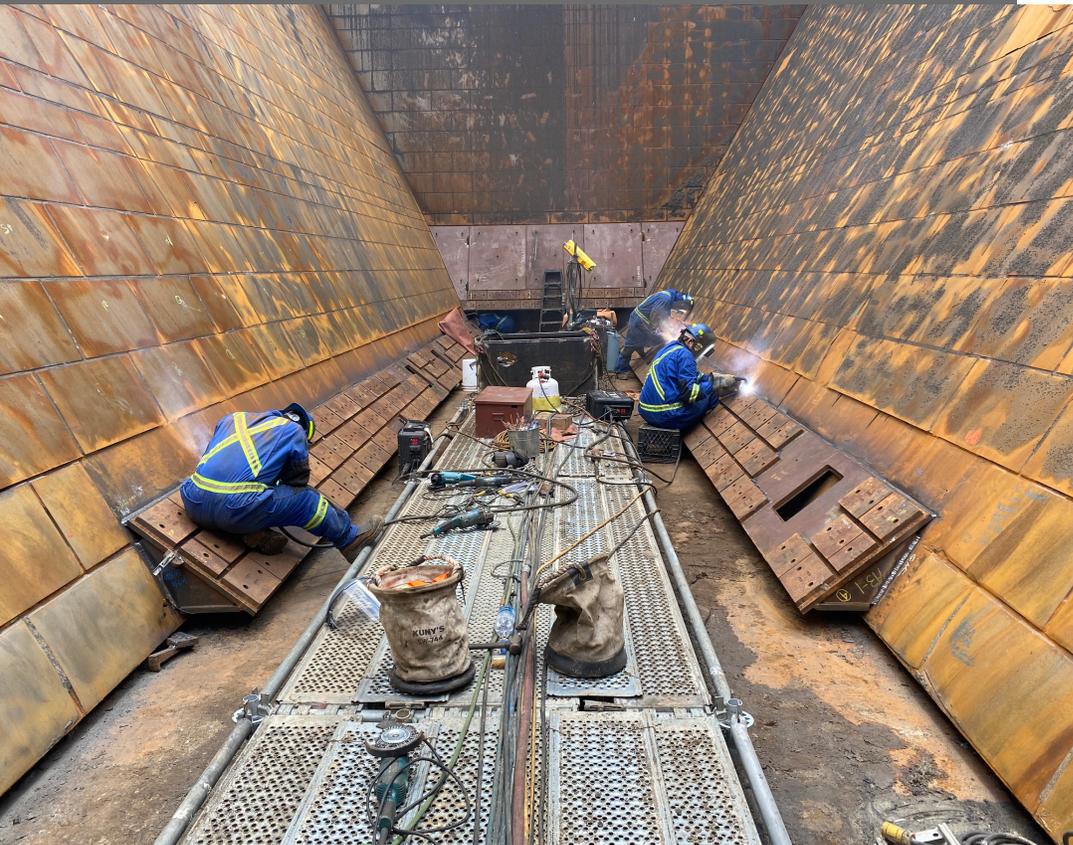
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HEALTH, SAFETY & ENVIRONMENT

RIGGING AND LIFTING OPERATIONS

MICHAEL MACCALLUM

Rigging is an essential part of CGI's day-to-day operations and Connect Group is committed to being an industry leader in performing rigging operations. Suncor has developed new rigging standards and CGI is committed to following and adhering to these standards. Highlights of the new Suncor rigging standards include:

Exclusion Zone Management (Section 2.1)

- Additional detail added to requirements to ensure the safety of personnel during crane operations by managing and restricting entry into designated exclusion zones.
- Updated guidance and field documents to properly manage the overlapping work zones of cranes working within proximity of each other.
- Defined the Lift Director role in relation to exclusion zone management including standard pre-lift briefing/verifications.
- The Drop Zone is the area in the vicinity of a suspended load where a person could potentially be struck if the load were to drop or invert. At a minimum, for a load height below 20 meters, the Drop Zone radius must be no less than 1/3 of the height, and when the load height exceeds 20 meters, the Drop Zone radius must be at least 1/4 of the height.
- Loss scenarios exist where workers in the Drop or Load Crush Exclusion Zones have no capacity to fail safely; therefore, entry into these zones must be avoided if possible. If zone entry is required, exposure is to be minimized and controlled.

Role and Responsibilities – Lift Director (Page 42)

- Ensure Lift Crew members acknowledge their understanding of the items discussed during the Pre-Lift Briefing by signing the applicable Lift Plan Checklists.
- Stop the lift and regroup the Lift Crew and any lift-related personnel if any aspect of the Lift Plan including verbalized plan items discussed in the Pre-Lift Briefing is not being followed.
- Confirm appropriate measures (i.e., barricades) have been implemented to prevent personnel from entering the Counterweight Crush Zone.
- Must designate the perimeter of the Bystander Exclusion Zone and determine the necessary measures to restrict access.
- Complete the highlighted fields in the Verification section of the Mobile Crane Lift Plan checklist or the Mobile Crane Personnel Platform Checklist when they are being used.
- Ensure all Lift Crew members and lift-related personnel participate in a Pre-Lift Briefing
- Confirm appropriate measures (i.e., barricades) have been implemented to prevent personnel from entering the Counterweight Crush Zone.



Lift Planning and Classifications (Section 4-4.8)

- Changed from 3 tier Lift Classification system to a 2-tiered system with a controls matrix to apply specific controls for the lifting scenario.
- Updates to the documentation, process flow as well as roles and responsibilities around lift planning and approvals.
- Defined usage and calculations for contingency weights which are additional weight allowances added to the weight of a lift to account for unexpected factors or human error.

Rigging and Sling Protection (Section 5-5.4)

- Loads greater than 2t must have a documented rigging plan using the Rigging Plan Checklist
- Updated Rigger roles and responsibilities, including their inputs into the Pre-Lift briefing.

10 YEARS IN RMWB

CGI future with Jesse Johnson

RAELEIGNE VAN PATTEN, CRSP, PYT-500

Setting goals and having a destination is important for any team or organization. Time and expertise are both scarce commodities in today's competitive industry and it is critical to direct them with focus and intention.

At Connect Group, we are proud of our culture, and we communicate it often to ensure all efforts are directed towards it as our compass. It has been this culture and the people that contribute to it that have been our greatest asset in the first 10 years of operation (yes, we are officially a decade old...) Looking 10 years into the future, we envision Connect Group continuing to become the exclusive service provider and challenger of industry status quo in the markets we target, admired for its level of service, collection of top talent, and continued excellence in execution.

How do we continue to do so, you ask? The key, to me, is about doing the best possible work every single time in every single task. It's about fighting the temptation to say or feel, "good enough", and focus on excellence worth talking about. It's about teamwork and willingness to do any task to help. It's about accountability and ownership. In an industry dominated by sprawling large multi-nationals, mediocre execution, and non-personalized service delivery, we strive to keep human beings, human relationships, and the overall experience of our clients at the forefront. Success is overcoming fears, living outside comfort zones, helping other humans, developing relationships, leaving things better than we found them.

As world events, technology, and business decisions look like never before, it is our privilege to be a part of a team of this magnitude and capabilities, to share visions for the future and contribute to their ultimate success. We are happy to look back over last decade and excited for the next.

2023 HSE PATH FORWARD

Bringing innovation to safety. At CGI we are dedicated to providing a safe work environment for all of our employees. Continuous improvement is a key component of our safety program. This year we have begun several safety initiatives within our safety program including:

- CGI's reconnect and refocus safety seminars for our leadership team, these help our supervision team continue to develop the skills necessary to execute safety-successful projects.
- Standardized safety filing system allowing easy access to information.
- Activity matrix for in-depth statistic gathering and accountability.
- Updated hazard assessment systems, with integration in the job planning phase of our projects.
- CGI's path forward for our safety program includes the development of a supervisor training program specific to CGI's safety program and a strategy of integrating our safety systems in all our work processes.

EXECUTION HIGHLIGHT

Reno Benoit

We are delighted to bring to you our latest company newsletter, highlighting the significant strides we have made in expanding our operations over the past year. It has been an incredible journey for us, marked by various milestones and accomplishments that have propelled our company to new heights.

One of the most noteworthy achievements has been our newfound ability to execute multiple feeders simultaneously. In the past, we were limited to executing just one at a time. However, thanks to our continuous efforts in enhancing our capabilities, we have successfully streamlined our processes and are now able to handle multiple apron feeders concurrently. We are proud to have taken on more challenges and witnessed the successful completion of 2 CNRL apron feeder overhauls and 1 apron feeder overhaul at Syncrude Aurora simultaneously prior to the current Fort Hills project scopes.

Another remarkable milestone was being invited by Suncor Fort Hills to execute three major apron feeder overhauls since commissioning. This opportunity not only showcased our expertise and reputation in the industry but also served as a validating moment for our team's hard work and professionalism. It was a proud moment for our company to be entrusted with such responsibility, and we are grateful for the recognition and trust bestowed upon us.

Additionally, we are immensely proud to share that we have been able to retain 90% of our workforce going from project to project. This achievement speaks volumes about the strength and resilience of our team and the positive work environment we have fostered. Our commitment to nurturing talent, providing growth opportunities, and maintaining open lines of communication has played a significant role in keeping our valued employees engaged and motivated. We firmly believe that our success is derived from the collective efforts of our talented team, and their unwavering dedication continues to drive our achievements.

Looking ahead, we remain steadfast in our commitment to innovation, excellence, and providing unparalleled customer experiences. As we move forward, we remain determined to enhance our capabilities, expand our operations, and provide our clients with unparalleled services. We are deeply grateful for the trust and support of our clients, which have been instrumental in our success thus far.

With a strong foundation in place and a highly skilled team, we are confident that we will continue to exceed expectations, surpass industry standards, and reach greater heights in the years to come. We eagerly look forward to the exciting opportunities that lie ahead and to sharing more success stories with you in the future.

COMING SOON!

Onboarding Profiles

Exciting NEW changes are on the horizon for our onboarding. Stay tuned for a user friendly updates happening this fall.

If you have any questions about your current onboarding tasks please contact Onboarding at 780-809-2881 or onboarding@connectgi.com

AN UPDATE IN QUALITY

Mike Tol

A New Face, A Not so New Name, A New Quality



Hello, everyone. I am thrilled to introduce myself as the new face of the quality department. Well, my name might not be entirely new, since many of you have already known a Mike or few: Mike Tol is my name. But for those who don't know me, let me tell you a little bit about myself and my journey that brought me here.

I have been in this field for over 26 years now, and most of that time I have been involved in quality roles. I started out as a humble shipping and receiving clerk in a small fabrication shop, where I quickly realized that welding and fitting were not my cup of tea. I had a keen eye for detail and a passion for ensuring that everything was done right. That's how I discovered my, err, calling—I always felt the oil and gas industry chose me, I didn't choose it, but nevertheless here I am: Quality Assurance/Quality Control.

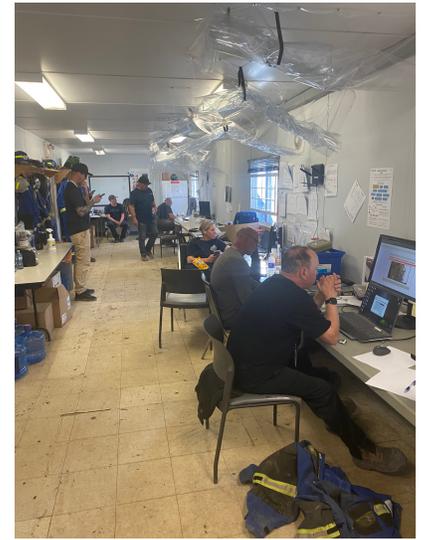
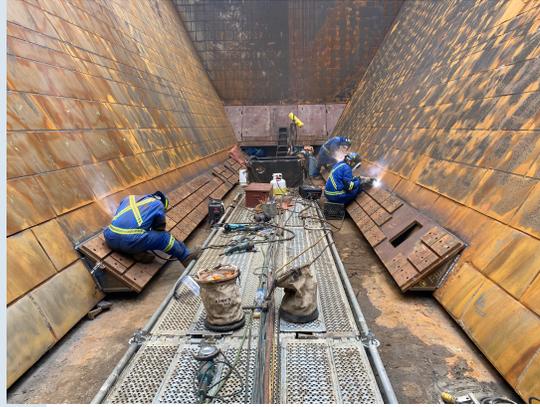


Over the next decade, I climbed the ladder of quality, becoming the lead at Jacobs' Fabrication shop and later at Shell Scotford plant, where I oversaw maintenance services and managed the turnaround division. I have inspected everything from civil, electrical, structural, piping, cladding, and insulation work, to name a few. I have seen it all, the good, the bad, and the ugly. And believe me, there was plenty of ugly. Not just in terms of the work quality, but also in terms of the people quality. I have met some characters along the way, and not in a good sense. Some were rude, arrogant, pompous, and even downright abusive. I have endured insults, threats, and humiliations from some of these so-called leaders. I have gone home many nights feeling frustrated and hopeless, wondering if there was a place where I could belong.

That's when I found Connect group Inc. Here, I encountered something very different and refreshing. Something that was almost unheard of in the industry as I knew it. It was not the crushers or surge apron feeders that impressed me, although they were certainly new and exciting to me. It was something else entirely. It was the unique quality of people. Here at Connect group, quality is not just a set of activities or standards that ensure that our products and services are safe and reliable. It is also a set of values and attitudes that define who we are as a team. It is about respect, integrity, collaboration, innovation, and excellence. It is about caring for each other and our customers. It is about making a difference in our part of the world.

That's why I am proud to be part of this amazing group of people. That's why I am eager to share my knowledge and experience with you all. That's why I am excited to learn from you and grow with you. That's why I am happy to say: Hello, this is Mike Tol, your new Quality Manager. Thank you for your attention and your warm welcome. I look forward to a bright future with you all.

"QUALITY IS NOT JUST A SET OF ACTIVITIES OR STANDARDS THAT ENSURE THAT OUR PRODUCTS AND SERVICES ARE SAFE AND RELIABLE. IT IS ALSO A SET OF VALUES AND ATTITUDES THAT DEFINE WHO WE ARE AS A TEAM."



EMPLOYEE HIGHLIGHTS

2023 HAS BEEN A YEAR OF GROWTH

We are so pleased to announce the addition of so many new members to Connect Group, including our newest member, Procurement Agent, Rob Clum.

We want to recognize the employees that see the overall excellence in every aspect of CGI's business values.

Along with the new members, we had the highest retainage percentage to date for CGI for our unionized workforce and couldn't be happier to be your choice to work with.

It has been amazing to watch us grow as a team and be unified in active participation in the growth of Connect and everything we accomplish as a team. We truly want to thank each and every member of the team.

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connectgi.com
[Linkedin.com/company/3165511](https://www.linkedin.com/company/3165511)

Watch for our next edition in 2023

Questions for us? 780.701.3881 or info@connectgi.com



OUR COMMUNITY

CONNECT PROGRESSIVE ABORIGINAL RELATIONS (PAR) UPDATE:

PAR COMMITTED

Submission for Stage 3 - August 2024
PAR Committed companies are in the beginning stages of tracking and managing their Aboriginal relations strategies. Committed companies have submitted a report for one year's worth of company activities and intend to undergo external verification of their performance in the future. The Committed logo represents a company's commitment to continual improvement in Aboriginal relations and to working across cultures.

40 days of Giving Back – Lydia Courteoreille

In February Lydia Courteoreille, Councillor of Mikisew Cree First Nation, advocated for the Center of Hope by starting a 40 day campaign of coordinating and giving back basic necessities to the community.

She posted on her Linked In daily with updates on needed support and her generous giving heart was evident in each update. We want to thank Lydia for her kind and humble work to make our communities better. As she wrote on her updates, "Get out. Give back. Be Kind."



Athabasca Tribal Council Cultural Festival Sept 14 -17, 2023

The mission of the Athabasca Tribal Council Cultural Festival is to deliver a festival that showcases, celebrates and fosters the development of Northern Alberta's diverse and distinctive Indigenous, arts and culture.

ATHABASCA
TRIBAL COUNCIL

CULTURAL
FESTIVAL 2023

presented by
CENTERFIRE
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SAVE THE
DATE!
SEPTEMBER
14-17,
2023

CELEBRATING INDIGENOUS CULTURE
FORT MCMURRAY WOOD BUFFALO



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