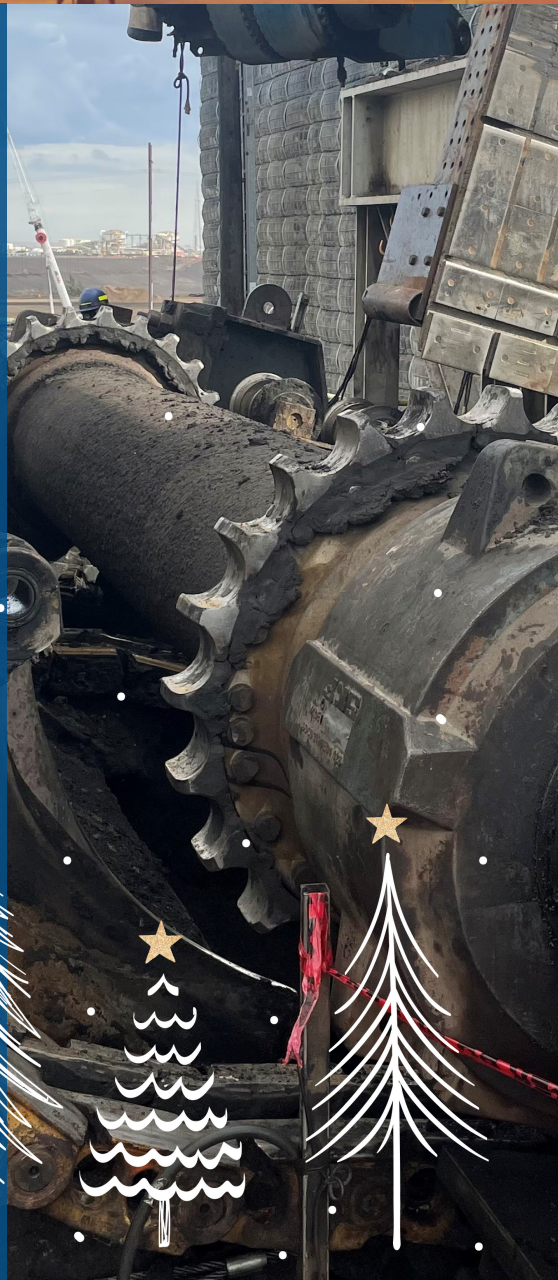


2022 - ISSUE 04

STAY CONNECTED

Official Newsletter of Connect Group Inc.

WISHING
EVERYONE A
VERY
**HAPPY
HOLIDAYS**



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A Year In Review

Jesse Johnson

HARLEIGNE VAN HATTEN, CRSP, PMP, SUD

As the end of year draws near, we would like to take this opportunity to thank all of you for an amazing year. As is typical for many at this time of year, I have been reflecting on the things I am most grateful for. Primarily among those is the talented group I am privileged enough to work alongside. Thank you for the work you have done for the organization this year. You have helped us provide best-in-class services to our clients. The success of Connect Group is based on relationships, both internal and external, and we really wouldn't be where we are without you. Over this past year we have added staff, contractors, and new clients. As a group that believes in servant leadership, we are grateful for the opportunity to work with, and for you. Our passion for helping our clients remains strong.

This year has been filled with a multitude of both challenges and victories. Every year is different but this one has been filled with more change than normal. The sector of the world we work in is evolving quickly, and recruitment strategies have been changing along with it. It has been reassuring to see how our colleagues have risen to overcome every roadblock, while always looking out for all our personnel and clients.

Looking ahead, we know there will be many challenges. But we are so excited for all that 2023 has in store for us – enthusiasm and anticipation are building around new opportunities. We are proud of the growth we have sustained in 2022, especially in current markets. Gaining a new major client, executing critical, multi-discipline scope for them, and exceeding all expectations, has been a testament to the perseverance and fortitude of this team. To finish 2022, we were relied upon for an emergency critical scope and major asset replacement, from one of the largest and formidable owner groups within the Energy sector in the RMWB and Canada. This doesn't happen by chance. This happens by creating strong teams.

Working together this past year has been a pleasure and we're proud to have you all with us. Best wishes and happiness to you and your families over the festive season. We look forward to a successful 2023 working together!

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PRODUCTION HIGHLIGHTS

Mike Quiring

An active back-to-back Q3/Q4 in the field & shop posed new opportunities for our team to maintain steady production levels, complete project fabrications and ensure all internal/external schedules were maintained.

Our Nisku facility took these opportunities in stride and successfully executed the required fabrications to maintain shipping dates on all fronts, great job guys!

The Q4 period also saw the end of a long duration project in our shop, completing over 162,000 lbs of WT's kept our guys very busy, there is potential for another 187,000 + lbs of WT's and 118,000 lbs of raw beams to be processed so hang on tight for another full out year guys.

New designs developed and detailed by our engineering team and fabricated into reality have been an exciting venture for all of us. These innovation ideas showcase the capabilities of our engineering group and CGI as a whole while also providing diversity, complexity and challenges for all of us. This all equates to new learning experiences and team growth which will make us stronger in the future and also allow us to explore our innovation to new levels.

The field services team have also developed many innovative ideas to aid in project execution, these ideas coming into fruition benefit us collectively, strategically aid in construction execution plans and translate into cost savings for our Clients, excellent job guys!

CWB and 3rd party audits throughout the year and the Q4 have all been completed successfully, identifying no issues in our current welding program. As we continue to grow and venture down new and exciting scopes of work so will our field and fabrication welding capabilities. The development of ASME Tungsten and Chromium Carbide WPS's, additional AR400/450 CWB witnessed/approved data sheets and the new addition of Gas Metal Arc Welding WPS/WPDS have already expanded our welding program this year.

Rapid growth requires the tooling/inventory to execute, two additional 53' tool cribs will be custom retrofit for our CGI field services team at the end of Q4 and into the new year. Coupled with a new inventory management program these custom fab trailers will aid in project readiness and support our field services team to ensure they have what they need to execute flawlessly in 2023.



EXECUTION HIGHLIGHT

CNRL CRUSHER 5

Reno Benoit



While executing the A/F rebuild on the surge at CNRL, we got approached to see if we could execute crusher 5 A/F rebuild with short notice. Between the date the project needed to be executed and the window given to us to execute the rebuild, it seemed like an impossible task to achieve. With our team always being up for a challenge we decided to take it on and execute the rebuild. With the crusher OEM being Takraf, it presented another challenge of its own as we have never worked on this brand of equipment. Historically we would get months in advance to plan for a project like this, here we only had a week to prepare for it and we had simultaneous projects ongoing to add to the challenge. The execution window was very tight at 14 days to execute the whole rebuild. We usually remove the wing walls for the pan removal but, in this case, too much work was required for the removal so the decision was made to remove all the pans from the tail end which restricting us to only being able to remove 1 pan at a time. Our management had to come up with alternate solutions quickly in order to be successful and to meet the schedule.

Different styles and faster hoists were ordered, jigs fabricated to remove more than one pan at a time and high lines were installed for carrying rollers replacements. The addition of a new Project Manager just before the project commenced proved to be beneficial.

Everything came together flawlessly, and we were able to complete this project ahead of schedule most importantly without any incidents. This is now the third project we've executed with this client and all of them came ahead of schedule. This just solidifies an already strong relationship with CNRL and shows them how we perform under tight schedules and how we can adapt to any situation presented to us. From the management to the craft everyone on this project was exceptional and it wouldn't have been achievable without everyone's effort.



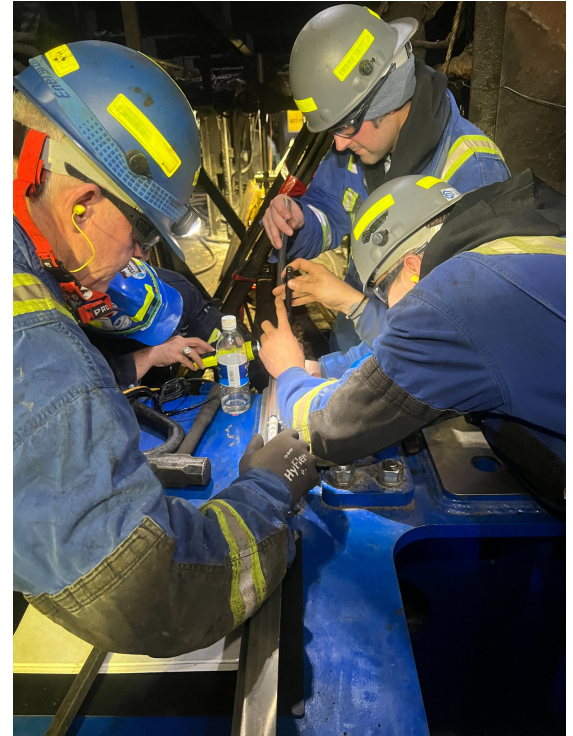
TECHNICAL SERVICES

MIKE PYRA

What an incredible year it has been to watch the company grow and develop with many exciting and challenging projects. One of the highlights for the Technical Services Group, was acquiring the Trimble X7 3D laser scanner. This elite tool allows for data collection up to 80m away and provides a full colorized 3D model with 2mm accuracy on dimensions. So far, this this equipment has been utilized on many new design projects and has opened the door for new technical work scopes that would not have been achievable previously. The Syncrude Plant 5 TOR Monorails were recently installed this fall. The use of the 3D scanner allowed detailed measurements to be taken without requiring extensive scaffold builds.

Unfortunately, the accuracy of the Trimble X7 does not have the high level of precision required for the Suncor 82T-18 Breaker Replacement, Feed End Trunnion Base Replacement. The project specifications for the alignment of this component required 0.5mm accuracy. A subcontractor to Connect Group was brought on site with laser tracking equipment capable of achieving 0.03mm precision. Regrettably, the vibration from neighboring equipment in the building did not allow the equipment calibrations to be complete and we were left without an advanced survey technique to complete the alignment scope. The CGI field team adapted well to the difficult challenge ahead and worked quickly to setup for 'old school' manual techniques that could be trusted to take measurements from the reference discharge base, about 60 ft away.

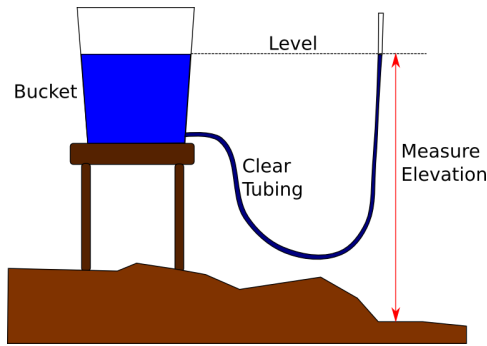
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TECHNICAL SERVICES

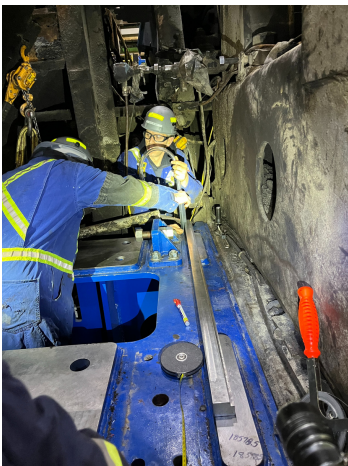
MIKE PYRA

1) The horizontal measurements required access holes to be cut in the pump box. Calibrated steel tape measures with tension handles were utilized for parallel and diagonal measurements. Multiple setups were required and good communication with all parties was key.



2) The elevation of the new base was verified using an ancient construction technique known as a water level. The water level is really on the opposite side of the spectrum from laser tracking in terms of technological advancement with the main components consisting of a 5 gal bucket and about 100 ft of 5/8" clear plastic tubing. The hose is secured to a hole in the side of the bucket and filled with water. The principles of gravity are at play here as the level of water in the bucket will stay at the same elevation of the water level in the hose. The hose was moved around to each corner of the bases and measured to a straight edge. It was always tough to watch when someone spilled a little bit of water from the hose and the process needed to be restarted.

At the end of the day, the hand measurements saved the day for allowing the project to move forward. It was a valuable lesson on how we cannot always depend on modern technology and the importance of having a backup plan in place.



HEALTH, SAFETY & ENVIRONMENT

Navigating Hard Conversations

Spending time with family and friends is often one of the highlights of the holiday season. However, these gatherings may involve tension for some families. Talk of topics ripe for disagreement with loved ones can be common. Such conversations can be stressful and can even create discord in families. Here are some steps to help with those difficult conversations.

Listen up

Don't spend the time when the other person is talking thinking about what you want to say next. Really listen to what they're saying and do not talk over them.

Be clear

A big part of tackling difficult conversations is communicating clearly and directly. Try planning beforehand what you want to say, so that your nerves or emotions don't get the better of you. Use 'I' statements. Describe exactly what you want from the discussion – do you want them to apologise to you, or to acknowledge your point of view, or to behave differently in the future? This will help them see things from your point of view and give them a clear way forward.

Look at the issue from their perspective

It can be easy to get caught up in how you feel, before you jump to any conclusions, though, try to put yourself in the other person's shoes and to see the situation from their perspective. People do and say things for many different reasons. It's not always about you.

If things aren't going to plan, take a break

Sometimes you can do everything you can to have a constructive chat, but if the other person isn't willing to do the same, it can feel like it's going nowhere. Here are a few options if the other person is too upset, angry or emotional to respond.

- If you feel safe doing so, encourage them to express their emotions.
- Walk away and try again when they've had time to simmer down.
- You could ask someone who isn't closely involved to join you both, to help reduce the tension and encourage both sides to try and reach a workable outcome.

Agree to disagree

Not all conversations like this are going to have a happy ending. There will be some people, situations or behaviours that you just can't talk through – and that's okay.

Agreeing to disagree doesn't mean you agree with their perspective. You're just protecting yourself by choosing which battles to fight.

TIPS FOR THE HOLIDAY SEASON

1. GET ENOUGH SLEEP
2. DO NOT TAKE ON TOO MUCH
3. EVERYTHING IN MODERATION
4. STAY ACTIVE
5. PERFORM AN ACT OF KINDNESS

EMPLOYEE HIGHLIGHT

AMANDA FEAREY MILLWRIGHT APPRENTICE

Reflecting on our accomplishments as we near the end of the 4th quarter, it would be impossible not to recognize our collective growth throughout 2022.

The future of our industry relies heavily on filling the gaps between the baby boomer and Millennials. We are very proud to play a role in the development of future leaders by providing a safe environment in which to learn and advance skillsets. The need for trade specific Millwrights , Ironworkers, Pipefitters and Welders has not been this apparent in many years. Additionally, we are seeing a greater number of women within the trades than ever before, still this is not enough. A recent article “emPOWERing Women in Alberta’s Trades” wrote : *Women account for less than 5% of the trades workforce at a time when North America faces a talent shortage in the Trades Industry.* Enticing women to the trades not only brings a new element of expertise , but it also assists employers in covering the acute skills shortage in the industry.

It is with great pride we recognize Millwright apprentice **Amanda Fearey** as our Employee Highlight.

Amanda has an undeniable energy for learning new skills while advancing within her craft. Amanda has been recognized by many, as she makes her presence known through hard work and determination. She was first introduced to Millwrighting while working as a technician for the Lake Louis ski resort, servicing and maintaining snowmaking equipment. Realizing she would soon plateau, Amanda decided she would need to expand her skills to become a more versatile Millwright. Amanda joined our team as a permit millwright through Connects job search program. After completing two major projects with Connect group, Amanda signed with Local 1460 Millwrights Union.

When not working, she can be found snowboarding during the winter months and enjoying her passion for the outdoors. Amanda is also an accomplished Jazz guitar player and hopes to record her own music in the future. She will be going back to school for her 3rd year in January, best of luck! We look forward to 2023 as an exciting year for continued growth together and thank you, Amanda for your positive attitude, reliability, and active participation in the growth of Connect and everything we accomplish as a team.



OUR COMMUNITY

Athabasca Tribal Council
Update:

Karla Buffalo and Elena Gould of the Athabasca tribal council, recently received the queen's platinum jubilee pins.

The Queen's Platinum Jubilee Pin was created as a commemorative award to honour Her Majesty Queen Elizabeth II's 70th anniversary of her reign and her spirit of community service.

CONNECT PROGRESSIVE ABORIGINAL RELATIONS

(PAR) UPDATE: PAR COMMITTED

Submission for Stage 2 - March 2023

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.

Arctic Winter Games

The Arctic Winter Games (AWG) are a high-profile Circumpolar sport competition for northern and arctic athletes. The first Games were held in Yellowknife in 1970, with 500 participants from Yukon, NWT and Alaska. Participants now come from Alaska, Northern Alberta, Yukon, Nunavut, Nunavik, Northwest Territories, Greenland, Finland and Norway.

From January 29-February 4, Wood Buffalo will welcome approximately 2,100 participants, coaches, mission staff and officials from eight contingents for the 2023 Arctic Winter Games.

AWG Mission:
Honouring the heart and spirit of the Games, Wood Buffalo will enrich lives by promoting personal excellence, cultural diversity and creating a legacy for athletes, participants, volunteers and the Wood Buffalo region.

More information & Tickets can be found here:
[www.https://awg2023.org/](https://awg2023.org/)





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