

W A A S I G A N

T R A N S M I S S I O N L I N E P R O J E C T

E M P L O Y E E I N F O R M A T I O N G U I D E





This guide was developed to help people prepare to come to the **WAASIGAN TRANSMISSION LINE PROJECT** for the first time.

ABOUT WAASIGAN TRANSMISSION LINE PROJECT

Nine first nation communities in Northwestern Ontario are in partnership with Hydro One to build the Waasigan Transmission Line Project. Valard Construction was selected by the Partnership to provide electric infrastructure for the Project. Valard's' work consists of building approximately 375 kilometers of electrical transmission lines/services at a voltage of 230kV.

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SECTION ONE

WORKING ON THE PROJECT



WAASIGAN TRANSMISSION LINE PROJECT

WORKING ON THE PROJECT

On the Project you can learn new skills, advance your career and earn a good wage.

Some people thrive in this type of environment and adapt quickly, however it's certainly a lifestyle shift that will take some adjusting.

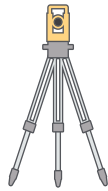
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DO YOU WANT A JOB THAT CAN BECOME A CAREER?

Working at Valard on this project allows you to learn skills that can further your career at Valard and in other industries like:



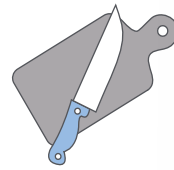
FORESTRY



SURVEY /
ENVIRONMENT



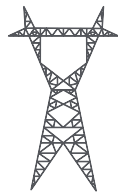
ELECTRICAL



FOOD
PREPARATION



MEDICAL
SERVICES



LABOURER



HEAVY
EQUIPMENT
OPERATION

Interested in an apprenticeship and getting a ticket?
Valard supports 11 different trades across Canada.

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My experience working with Valard has been great. I've met many people, with different backgrounds and experiences. They have all taught me something valuable about the trade. Working with good people has made the work environment an enjoyable place to be.

Tristan Salesse

*2nd Year Powerline Technician Apprentice
Red Rock Indian Band*



FOLLOWING SAFETY RULES

Safety is the biggest priority at the camp and the work site. There are hundreds of people working here, and the work can be fast-paced and dangerous.

Valard considers all workers as “safety-sensitive” workers. A safety-sensitive worker is a person whose job performance can affect the safety of others. Everyone wants to go home safely to their families, so it is important you follow all the rules.

ALCOHOL AND DRUGS

At Valard, alcohol, drugs (including Cannabis, CBD Oil, THC Vape), and drug paraphernalia (including vape cartridges) are strictly prohibited.

- You are not allowed to use, possess or sell alcohol, drugs or drug paraphernalia on Valard property.
- You may not have alcohol or drugs in your system at any time while on the work site, including camps and vehicles.
- Prescription medications might be allowed as long as they do not impair your ability to work safely. If you are taking medication, you should discuss the side effects with your doctor and let your Supervisor know. All prescription medication must be in the original labelled container with your name on it.

Alcohol and drug testing at Valard includes breathalyzers, saliva and urine samples. It is important to know that drugs stay in your system and can show up on a drug test for many days after use. You may still be impaired without feeling the effect or even knowing it. Everyone is different, and drugs may stay in your body longer than another person.

You cannot have alcohol, illegal drugs, cannabis, or drug paraphernalia on you or in your luggage. Your luggage/bags may be checked when you arrive to the camp. You and your personal belongings may be in range of a drug detection dog at some point, and your camp room could be searched.

You will be sent home if:

- You are under the influence of alcohol or drugs when you arrive for your arranged transportation to site or at the gate.
- You have alcohol, drugs, or drug paraphernalia on you or in your luggage.
- You are asked to take a drug test and the results indicate you are not fit for duty.
- You refuse to take an alcohol and drug test when requested.

More information about Valard’s Substance Abuse Policy will be discussed in your New Hire Orientation. If you have any questions or need more information about the policy reach out to your Supervisor.



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MEETING NEW PEOPLE

There are people from all over the country working on this project, including a lot of people from the local Indigenous communities that this project will benefit. You will have an opportunity to meet people of all ages, from all walks of life and backgrounds.

Everyone should be treated with respect and has the right to work and live without harassment, threats or violence. Valard has a Harassment/Bullying Policy that is strictly enforced. More information about Valard's Harassment/Bullying Policy will be discussed in your New Hire Orientation. If you have any questions or need more information about the policy, reach out to your Supervisor.



Being new to the industry, I wasn't sure what to expect, but the Valard crew helped me get past the learning curve. The people and atmosphere are very welcoming.

Brennan Wassaykeesic
2nd Year Powerline Technician Apprentice
Mishkeegogamang First Nation

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WORKING LONG SHIFTS AWAY FROM HOME

This project has remote camps. Once you are at site, you are there for up to 3 weeks. Some people plan how they will fill their spare time with activities and interests, even doing new things they have always wanted to do, like learn to play music, or get in shape. There are lots of things you can do to pass the time.

If you have young children or other people in your life who depend on you, you'll want to make arrangements for them while you're away. Some areas of the project don't have great cell service, but when you get back to camp at the end of your work day, you'll be able to access the Wi-Fi to contact home.

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DO YOU NEED TO BRING MONEY?

You will make good money while working and you won't spend very much as you will most likely be staying in a remote work camp. Food is free and it's good, healthy and there's lots of it. You have a small, clean and private room. Valard pays for your travel to and from the work site. You may want to bring some money for your travel if you're coming through a major airport and need a snack, but otherwise you don't need to bring money.

If you are scheduled to stay in a hotel instead of the camp, you will need to bring money to pay for your food. You will receive LOA (living out allowance) on your paycheque to pay for your meals.



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Being a Project Engineer, my team and I ensure towers can be built safely from the ground up, overcoming any terrain from muskeg to bedrock.

Whether we're assembling towers or ensuring the camp is comfortable and cozy, we are all part of one great team. Our common goal is powering communities safely so we can spend time with our families at the end of a rotation.

It is truly an honour to contribute to the world-class Wataynikaneyap Power Project.

John Jonassen
Project Engineer
Wabigoon Lake Ojibway Nation

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DEMANDS OF THE JOB

11-hour days are long. Whether you're driving a vehicle, cleaning rooms, or working construction, you need to be fit for duty.

Fit for duty not only means being ready to work with all your tools it also means being physically, mentally, emotionally and spiritually ready.

- **Physical** – Are you healthy? Not impaired by any substance? Well rested? Free from injuries? Do you have all your gear and equipment?
- **Mental** – Are you alert and aware? Sound mind? Good decision-making skills? Able to solve problems?
- **Emotional** – Are you able to focus on the task you were given? Good at communicating? Not distracted by personal issues?
- **Spiritual** – Have you taken time to connect with your beliefs? Need to dedicate some time for reflection and prayer?



WHY ARE YOU COMING TO THIS PROJECT?

Everyone has a different reason to be working on this project. Some are here because their friends are, some are here because they want to build a career, and some are here to be part of this historic and exciting project. It is important to think about why you are here. What does success look like to you?

WHAT IS YOUR REASON?

- Learn a new skill or trade
- Build a career
- Earn good money
- Support family
- Save for something important
- Independence
- Travel
- Work with friends
- Meet new people

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I couldn't ask for a better group of people to work with. If you're having a hard time understanding something, they are more than willing to help until you do. This opportunity to work for Valard has changed my life for the better. I love what I do.

Brendan Shaganash

*2nd Year Powerline Technician Apprentice
Pic Mobert First Nation*





WAASIGAN TRANSMISSION LINE PROJECT

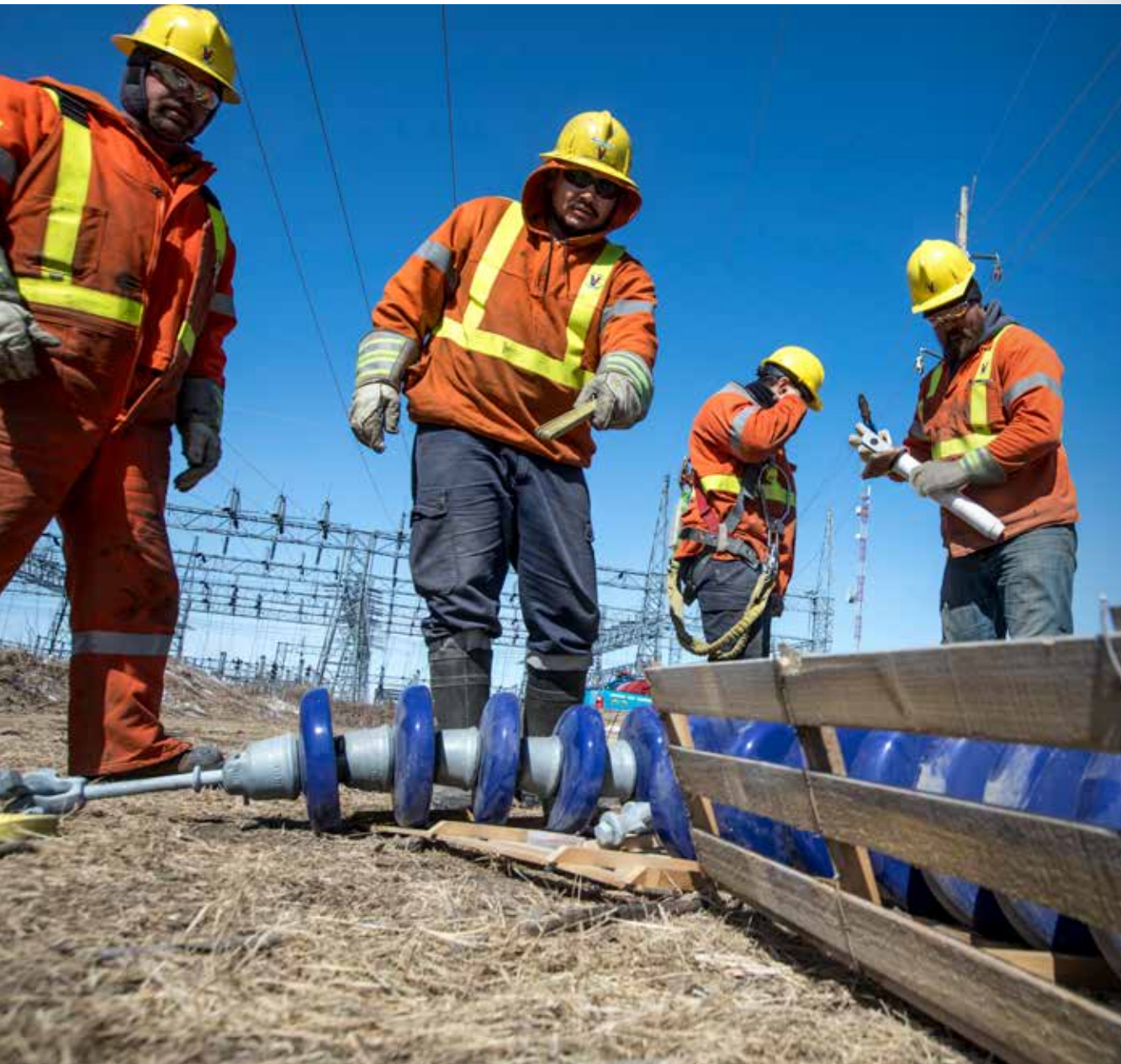
SECTION TWO

PREPARING AND PACKING



PREPARING AND PACKING

CONGRATULATIONS! You got the call and you're hired. Here's what you need to know before you head to site.



STAYING AT CAMP - WHAT IS HERE

Valard provides a large variety of healthy food and drinks for free, available anytime.

Housekeeping cleans the bathroom, changes bedding and cleans flat surfaces.

In every room, there is:

- A bed with sheets, blanket and a pillow
- A reading light above the bed
- A TV with cable channels
- A closet with storage
- A window with blinds
- A mirror with a vanity space and electricity
- A small towel and face cloth
- Access to a toilet and a shower with shower curtain
- A garbage can
- Wi-Fi
- A smoke detector and alarm
- A public laundry room to clean your towels and clothes

YOU NEED TO BRING

- Steel toed work boots (CSA Omega approved)
- High Visibility Warm Winter Jacket (Class 2, Level 2, FR)
- Insulated Coveralls (Class 2, Level 2, FR)
- Rain gear - not provided by Valard and isn't readily available in camp.
- Outerwear Work Pants, with a hi-vis reflective stripe around the leg
- Personal grooming items - shampoo, soap, toothbrush and toothpaste, etc.
- An alarm clock.
- At least two pairs of footwear. Bring indoor shoes and outdoor footwear or work boots. Outdoor shoes or boots are not allowed in common areas.
- Prescriptions or over the counter medications (ie. Advil, Tylenol, etc). Bring enough that you may require for the length of your shift as there is nowhere to get these near camp. They must be in their original container with your name on it.



YOU MIGHT WANT TO BRING

- Your own pillow.
- Ear plugs (in case you are a light sleeper or your neighbour has their TV turned up loud).
- Hangers.
- Photos, books, cards, games or hobbies.
- Phone, tablet, laptop, chargers, and headphones.
- Personal water bottle or travel mug.
- A combination or key padlock.
- Laundry soap - to clean your clothes, towels, etc.
- Extra towels and face cloths.
- Runners and gym clothes - to go for a walk or run outside.
- Quick Dry shower shoes / flip flops.
- There are options for those with food allergies but if you have favourite alternatives, bring them (nut free, dairy free, etc).
- Backpack or lunch bag.

HOW TO PACK

1. Make sure all your bags are clean and alcohol and drug-free before you pack.
2. All prescriptions must be clearly labelled with your name, your doctor's name and the expiry date. Bring enough medication for at least 28 days, in case of weather or shift changes. Remember, prescriptions need to be in your name – not in a family member or friend's name.



If you are found in possession of a medication that is not in your name, is not valid, is expired, or not in a proper package, you will be in breach of Valard's policy and may go for an alcohol and drug test, or be sent home. If you test positive, you will speak with a doctor and will be required to show proof of your prescription and how often you use it. This process can take a long time. While you are waiting, you will not be paid.

SHIFT CYCLES AND WORKING HOURS

Your work schedule will follow one of the following rotations: 5 days on with 2 days off, 10 days on with 4 days off, 14 days on with 7 days off, 20 days on with 8 days off, or 21 days on with 7 days off. In some cases, shifts may extend to 28 days on followed by 10 days off. All schedules average approximately 10 working hours per day.

TIPS TO HANDLE LONG SHIFTS

1. Once you leave your home, it's easiest to accept that you have your shift to complete. If you spend all your time wishing you were home, the days will seem longer.
2. Bring things that help you pass the time like games, books or hobbies.
3. Get to know the people at camp and on the project.
4. Try new things. Being away from home is a chance to do some things you've always wanted to do (on-line learning, get in shape, plan a trip, etc).
5. Stay in touch with family and friends.

PREPARE YOUR FAMILY FOR SEVERAL WEEKS WITHOUT YOU

Following are some steps you can take with your family to help them be better prepared for your absence.

1. **BANKING** - If your family relies on you for banking, it will be important that they have access to everyday and emergency funds.
2. **MEDICATIONS AND PRESCRIPTIONS** - If you are caring for a family member who has regular prescriptions or other health care needs, you can contact your health care professional to assist with creating a plan for when you are away at work.
3. **PLANNING TOGETHER** - It is important to talk with your family about what to do if problems come up when you are not there.

LEAVING WORK FOR EMERGENCIES

If you have a personal emergency, a death in the family or a family illness that requires you to return home, you can leave work, but you need to tell someone. Contact your Supervisor before you leave and let them know how much time you need away.

If you do not let your Supervisor know, or you do not return, your position will be filled.





WAASIGAN TRANSMISSION LINE PROJECT

SECTION THREE

CAMP LIFE



ARRIVING AT CAMP

TRAVELING

You will receive an email with your travel information. If you're flying, you will receive your flight schedules, location of the airport and check in time. You need to have government issued photo ID for your flight. Make sure you check in at the airport at least one hour before your flight leaves.

You need to be fit for duty for your flight, which includes any government required vaccinations. Alcohol and drugs (unless valid prescription medications) are not permitted on any flight or other mode of transportation paid for by Valard.

Unless you have been given permission, you are not able to bring your personal vehicle to camp.

CHECKING IN

When you arrive, you will check in with camp staff. You will get your room information and receive a copy of the camp rules.

If you are checking in after hours, you need to let your Supervisor know so that someone can meet you and help you with check in. The camp's front desk area will have a late check in procedures and contact numbers posted.

SECURITY

Security helps make sure the rules are followed and people are safe. Security monitors all camp entry points and camp surroundings.

All security incidents will be investigated and may be reported to local law enforcement if necessary.

GET COMFORTABLE WITH YOUR SURROUNDINGS

Everyone has their own private dorm room. When you check in, you will be assigned a dorm trailer and room number. For example, Room A-27 is in dorm A, room 27.

You will have a key to your room, and the door will lock.

Each time you check in for your shift, you will get a different room. There is storage available if there are things you want to leave there during your time off. Your gear will be in a locked storage room. You can have a lock on your bag if you choose.

HOUSEKEEPING

You are responsible to keep your room clean and in good condition. Housekeeping services are provided every 2-3 days and they include:

- Replace towels and face cloths
- Clean the bathroom, the sink, and the shower
- Vacuum the floors
- Change the sheets and pillowcases
- Dust flat surfaces
- Empty garbage
- Replace toilet paper and tissues.

On your housekeeping day, the bed, the floor, the bathroom and the sink need to be clear of clothing, towels, garbage, etc. so housekeeping staff can complete their work.



RESPECTING THE CAMP

Everyone shares the public spaces in camp, so there are rules to keep the space in good condition and well organized. For example:

- Bags are not allowed in the dining room. There is storage space next to the entrance to leave gear.
- Outdoor footwear is not worn in common areas. There is a boot room near the front door for outdoor footwear and gear.
- Camp kitchens have a dress code: no hats or PPE in dining areas, no shorts, no dirty work boots, but you must be wearing some kind of footwear, such as socks.
- Smoking is not allowed in camp, except in designated areas.
- Clean up after yourself when using shared spaces. Don't leave garbage/debris on tables, throw it in the garbage.
- Littering is prohibited. Garbage around camp will attract bears or other wildlife.
- Respect quiet times. Be mindful of your neighbour's sleep times.
- Occasionally camp staff will post signs or give directions, please respect these.

RESPECT IN THE DORMS

After a long day, most workers are relaxing or sleeping when they are in their dorm rooms. With shifts working around the clock, there are people sleeping during the day and the night. Guests are not allowed in dorm rooms. There are quiet times that must be followed at site. Loud music and loud TVs are not welcome.

SAFETY

Safety, as it relates to camp life, is about everyone's personal safety and security as they move around camp, and about being fit for work while you're here.

ALCOHOL & DRUGS

Valard camps are dry, which means no alcohol or drugs are allowed in camp. This also means that no drug paraphernalia that has been used to prep, use or hold drugs, like pipes or vape cartridges, are allowed. Your rooms and bags may be searched at any point while you are working or staying in camp. Dogs trained to detect drug odor are used at Valard, so you can expect to see them at some point during your stay.

DESIGNATED SMOKING AREAS

Smoking cigarettes or electronic cigarettes (vaping) is not allowed indoors. There are designated smoking areas outdoors.

Anyone who tampers with a smoke detector may be evicted from camp for up to one year.



NO GUESTS

Personal guests, family members and children are not allowed in Valard camps.

RESPECT EACH OTHER

Harassment and bullying is not tolerated at Valard. Everyone is valued and must be treated with respect and dignity. No one should be discriminated against, harassed, sexually harassed or physically harmed in any way by another person.

Discrimination means: unfairly treating a person or a group of people differently from other people, whether favourably or unfavourably, on the basis of a characteristic protected under the Human Rights Act, such as race, gender, age, religion or disability.

Harassment means: abusive or unwelcome conduct or comments made on the basis of a protected characteristic.

Sexual harassment means: any conduct, comment, gesture, or contact involving the making of unwanted sexual advances or obscene remarks.

At Valard, every worker shares the responsibility to eliminate harassment and bullying in the workplace. If you witness harassment or bullying, or you are subjected to it, you must immediately report it to your Supervisor, Safety, or Human Resources.

INDIGENOUS CULTURAL AWARENESS

Valard is committed to respecting the land, Indigenous Peoples heritage, cultural sites, and the environment. We recognize Indigenous Peoples strong attachment to their ancestral territories, their dependence on the natural resources in these areas, and the importance of the natural environment in their spiritual and cultural traditions and values.

Everyone working on the Project will receive Cultural Awareness training.





SECTION FOUR

SAFETY FIRST



WAASIGAN TRANSMISSION LINE PROJECT

FIT FOR DUTY

Along with being physically, mentally, emotionally, and spiritually fit, workers must all be able to perform their assigned duties without any limitations due to the use of alcohol and drugs.

Here are the rules you need to know:

- If you arrive to camp and are suspected to be under the influence of drugs or alcohol you will be required to do an alcohol and drug test, even if you are not required to start work until the next day.
- You must not have any illegal drugs, cannabis (including CBT Oil, THC Vapes, etc), alcohol or drug paraphernalia (including vape cartridges, pipes, etc).
- All prescription medications must be labeled appropriately by a pharmacy. The label should include your name, the date, the name of the drug and your doctor's name. Supervisors must be made aware of any prescription medications that could impair your ability to work safely.
- If you are found in possession of drugs, cannabis, CBT oil, THC vapes, invalid prescription drugs, or alcohol you will be removed from site and may lose your job.
- If you are involved in an incident or your behaviour indicates you've recently used alcohol or drugs, you may be asked to take an alcohol and drug test. Testing includes breathalyzers, saliva and urine samples, so it is best to stop all drug use (except your own prescription drugs).



SAFETY FIRST

Major projects are not like residential construction. The work is fast paced and dangerous, with many people in a condensed environment.

In camp and out at the job site, you are responsible for your own safety and everyone else's. It's not just about you, it's about everyone. Remember that the camp is also a work site for camp support workers in catering, housekeeping, security and other support services. Safety is important everywhere.

WORK SITE SAFETY

You will learn the rules that matter to your work when you start the job. No matter what the rules for your job are, the biggest problem in safety and the biggest risk to people, is taking shortcuts around the safety rules.

Working safely takes time and thought.

It is usually faster and easier to get the job done by ignoring safety rules. But the rules are there for a reason and every employee is required to follow them, no matter how much seniority or experience they have.

SAFETY ABSOLUTES

WORKING AT HEIGHTS - Protect yourself from a fall when working at height, using 100% tie off.

LINE OF FIRE - Utilize exclusion/drop zones for unnecessary workers and equipment.

SAFE MECHANICAL LIFTING - Lifting equipment and accessories must be inspected and in good working condition prior to use.

ENERGY ISOLATION - Verify isolations and grounding of hazardous energy before any work begins and document on a Grounding Plan.

DRIVING - Follow company driving rules, and obey rules of the road.

EXCAVATION - Identify all underground hazards before beginning ground disturbance.

FIT FOR DUTY - Follow the Substance Abuse Policy by being "Fit For Duty".

BYPASSING SAFETY CONTROLS - Do not remove or bypass safety devices.

WORK AUTHORIZATION - Only perform work that you have been authorized to do by Valard.

WHAT TO DO IF YOU SEE A SAFETY INFRACTION

Intervene, but do it correctly.

More information about this will be provided during your New Hire Orientation and safety meetings on site.

Never ignore a hazard (unsafe act or condition).

Always fix it if possible. If not, call your Supervisor for assistance.

Never ignore someone performing an unsafe act.

Bring it to the person's attention if you feel comfortable doing that. Report it immediately to your Supervisor or safety advisors.

Ask for help.

Asking for help or for more information is a strength, not a weakness. Be open to giving and accepting a safety intervention.

DON'T LEARN SAFETY BY ACCIDENT!



KEY CONTACTS AND RESOURCES

For assistance and inquiries related to this project, please refer to the contact information for key departments and personnel listed below. Each department is available to support you in specific areas to ensure a safe, respectful, and efficient work environment.

Human Resources (HR)

WaasiganHR@valard.com

Indigenous Relations

IndigenousRelations@valard.com

Safety Department

WTL-Safety@valard.com

Quanta Ethics Helpline

www.QuantaEthicsHelpline.com or +1 (866) 7QUANTA

Valard Camp

Sapawe.Manager@dexterra.com

Corporate Communications

corpcomm@valard.com

For any additional support or if you're unsure which department to contact, please reach out to WaasiganHR@valard.com, and the team will direct you accordingly.

WELCOME TO WAASIGAN TRANSMISSION LINE PROJECT!

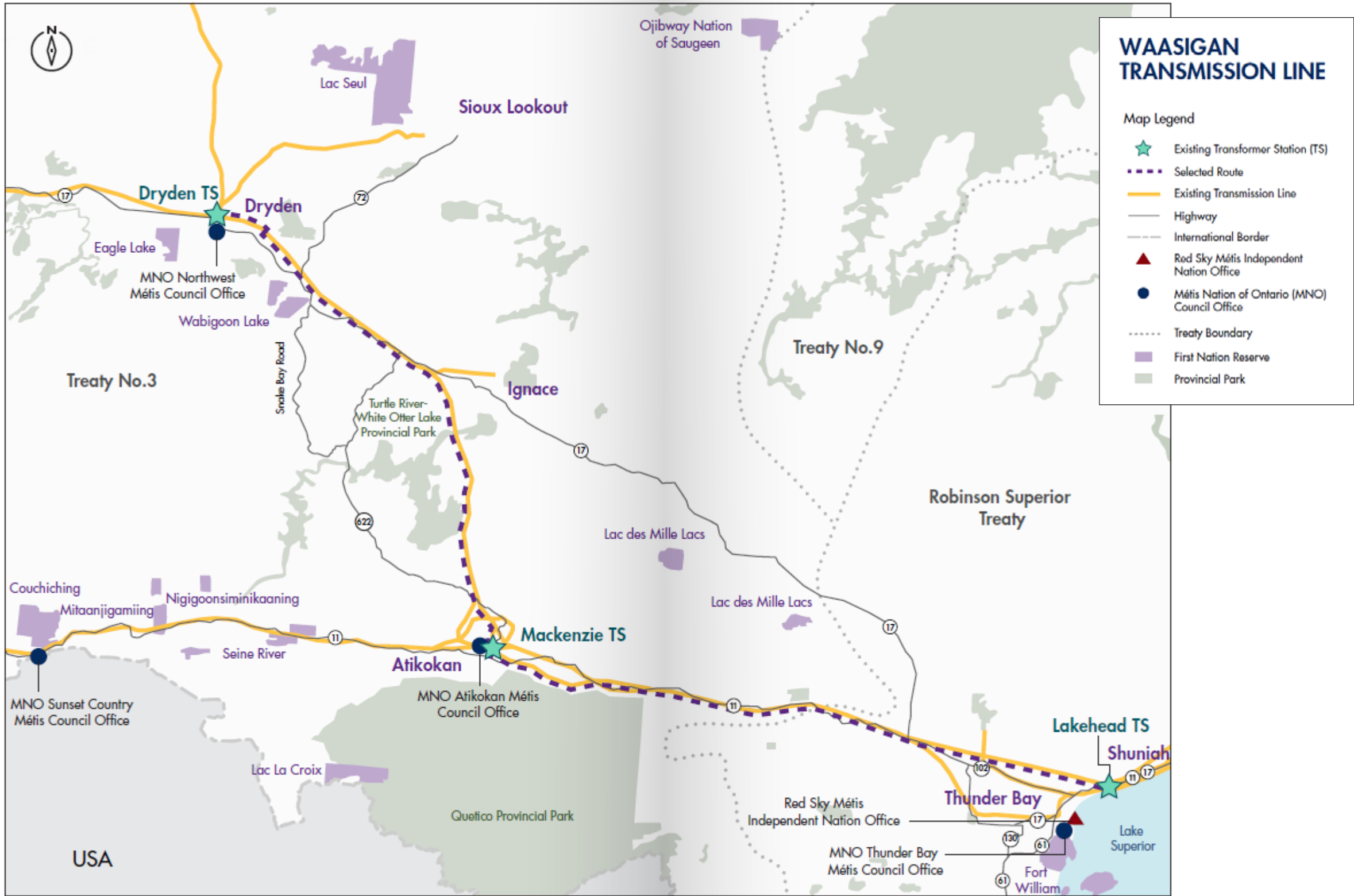
So that's it, your employee information guide to Waasigan Transmission Line Project.

Keep this handy as you prepare and come to Valard for the first few shifts.

There are lots of people here who want to see you succeed and get what you want from the experience.

Thanks!





FULL TESTIMONIALS

I started with Valard in November 2019. Thus far my experience has been very enlightening and enjoyable. Being new to the industry, I wasn't sure what to expect, but the crew helped me get past the learning curve.

The people as well as the atmosphere are very welcoming and very helpful with any issues, whether it be at the job or outside work.

This job opportunity has opened many doors for me. I'm really hoping to start a linemen apprenticeship, but there are many options available working for a company like Valard.

Brennan Wassaykeesic, Mishkeegogamang First Nation

My experience working with Valard so far has been great. I have been able to do all parts of line work from wood pole transmission, to distribution, to tower work. I've worked with people from all over Canada.

While working with Valard I've been able to meet many people, with different backgrounds and different experiences. They have all taught me something valuable about the trade. Working with good people has made the work environment an enjoyable place to be.

This job opportunity means a lot to me. It has given me a stable life, somewhere I can rely on to put me to work. I am more financially stable than I have ever been. I am able to do whatever I want with my days off now because of that as well.

Tristan Salesse, Red Rock Indian Band

My experience working with Valard has been great. I've learned a lot about the powerline trade and got to travel to places I've never been, which is also a great experience.

I couldn't ask for a better group of people to work with. If you're having a hard time understanding something, they are more than willing to help until you do. Or if you're having personal problems, the company is the best company I've worked for in helping you deal with these problems and very understanding.

This opportunity to work for Valard has changed my life for the better. I love what I do and couldn't see myself working for any other company in powerline trade.

Brendan Shaganash, Pic Mobert First Nation



CONNECTING PEOPLE. POWERING COMMUNITIES.

