



**SURERUS
MURPHY**
A JOINT VENTURE COMPANY



ENERGY HORIZONS

Winter 2024

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Mick's Update

Dear Team,

We have a lot to celebrate as we close out winter for the 2023/2024 season. We successfully completed two of Canada's largest pipeline projects in the last decade, living our Assured Delivery core value. The completion of these, along with the successful mechanical completion of multiple NGTL projects, including Elko, Lundbreck, Saturn and Sunrise, supports our future opportunities and growth.

Entering 2024 you will note a change to our newsletter title now "Energy Horizons". This reflects our business desire to expand upon the great foundation that you have all built and look to the future and the infinite possibilities that are emerging in the Energy sector, in both traditional fossil fuels and renewable sources throughout North America.

Aligned with this vision, we welcome WHC Energy Services (WHC) from Broussard Louisiana to the Surerus Murphy family. WHC is an energy services company providing pipeline and facilities' construction, renewable energy installations and maintenance services, and is a key player in the USA market with operations in 41 states. As we look to the future, there is a significant opportunity for both businesses to leverage each other's skills and experience to deliver sustainable growth in both Canada and the USA.

I am excited by the opportunities that this union will deliver for both Surerus Murphy and WHC, with the combined knowledge and expertise of all of you delivering an unparalleled offering to the North American energy sector.

Looking at 2024, I see a year of building on our strength and resilience, sharing of our practices and procedures and collaborating as "One Team" to find the efficiencies that will ensure that we continue to be successful and build momentum as a larger, more robust, and more fulsome organization. We'll be focusing on the innovation, technology, governance, and integration that anchors our work and gives us the continued advantage.

We have launched our Objectives & Targets for Surerus Murphy (below) and are finalizing them for WHC (to be shared later) - these will drive our work and focus our "One Team" to work toward our future, our energy horizons.

I sincerely want to thank you all for your hard work, commitment to excellence and your loyal contributions to our business. I am proud of what we accomplished.

2024 will be a great year. Thank you.



Mick Fitzpatrick
President, Surerus Murphy
CEO & President, WHC

Surerus Murphy | 2024 Objectives and Targets

<p>Never Harm We are committed to protecting our people, the environment and the communities in which we work.</p> <p>WIN TOGETHER</p> <p>GOAL: Actively develop trusted relationships with our customers and the communities in which we work.</p> <p>OBJECTIVE 2024</p> <ul style="list-style-type: none"> Client satisfaction score >8.5 average Win a project with an Indigenous partner and demonstrate community benefit and impact Actively partner with clients on two new community giving or volunteering initiatives 	<p>Trust We work with mutual respect and transparency.</p> <p>OUR PEOPLE</p> <p>GOAL: Become an industry employer of choice, where employees feel secure and have continuous opportunities for growth.</p> <p>OBJECTIVE 2024</p> <ul style="list-style-type: none"> Achieve employee engagement survey rate >60% response Increase and measure visibility of employee recognition <ul style="list-style-type: none"> Value award nomination program Long-service awards recognition Grow our field leadership capacity, identify and build emerging leaders through training opportunities for 10 or more field members 	<p>Integrity We do the right thing even when no one is watching.</p> <p>BRILLIANT BASICS</p> <p>GOAL: Consistently deliver the basics to achieve operational excellence and drive continuous improvement.</p> <p>OBJECTIVE 2024</p> <ul style="list-style-type: none"> Projects delivered to agreed KPI's <ul style="list-style-type: none"> Be in compliance with agreed key contractual milestones Implement Strong to Finish program on all projects for 2024 Lessons Learned data base consulted and learnings incorporated prior to Fit to Start for each project Implement Vendor Scorecards across every project for 2024 Management System training delivered to all leads and above 	<p>Assured Delivery We will exceed our stakeholders' expectations on the delivery of our services.</p> <p>SUSTAINABLE GROWTH</p> <p>GOAL: Continue to foster a safe, healthy, and socially responsible culture that delivers stable growth.</p> <p>OBJECTIVE 2024</p> <ul style="list-style-type: none"> Deliver world-class safety performance with a TRIF <0.85 and MVIF <1.20 Reduce our carbon footprint by 5% Grow infrastructure and renewable energy sectors to be 17.5% of overall business revenue
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In 2024, we will continue to build strength and resilience in our operations that will support our North American business ambition.

Land Acknowledgement

In the spirit of reconciliation, we acknowledge the land we work on is home to Indigenous peoples who lived here long before we began our projects. They are the original keepers of the land. We thank them for sharing it with us.

We commit to responsible land stewardship and working respectfully with communities.

Surerus Murphy Acquires WHC Energy Services

Now offering pipeline, facilities and renewable energy infrastructure construction and integrity maintenance support across North America.

We have some exciting business news to share.

Through its parent companies, Surerus Murphy LLC (“Surerus Murphy”) has acquired WHC Energy Services (WHC) of Louisiana.

WHC has a long history of working successfully in the USA’s energy heartland with projects in over 40 states, spanning pipeline and facilities’ construction, integrity management and renewable energy construction. WHC is a well-known, reliable industry player in the USA.

Likewise, Surerus Murphy has delivered some of the most challenging pipeline infrastructure projects in recent Canadian history, working in remote and difficult terrain. Last year, Surerus Murphy launched its facilities’ construction division and the organization is growing its renewable construction business as hydrogen and carbon capture projects emerge on the Canadian landscape.

Both organizations have a track record of delivering safe, reliable products for clients with a focus on strong customer service and using innovation to drive efficiencies. The alignment of companies creates an organization with a wide breadth of skill sets, expertise and innovation that can be leveraged to all clients across North America.

While daily operations remain the same, the aligned organization provides our clients with access to a centre of excellence, where new ideas and innovation can be leveraged to address project work scopes in a safe, effective, and responsible way. It also opens new scopes of project work as the aligned organization is poised to tackle some of the most difficult energy infrastructure challenges in today’s environment where energy infrastructure is in the global spotlight.

We’re pleased to introduce WHC to our Canadian stakeholders and are excited to meet new clients and friends in the USA.





**"Our special sauce is our communication."
– Carey Smith, Director of Facilities' Construction**

WHC Facilities Sector - Strong Teams Building Strong Facilities

WHC's Facilities' sector began constructing compressor stations, pump and metering stations, storage facilities and other midstream facilities in 1985—the second construction service portfolio WHC offered its clients after pipeline construction. In the nearly four decades since its beginning, this service sector has grown its foothold, building facilities' infrastructure projects from coast-to-coast in over 30 States and gaining a reputation as a high-quality builder that can navigate complex projects, difficult terrain, and extreme weather to deliver on-time, on-budget and safely.

"Our special sauce," says Carey Smith, Director of Facilities' Construction, "is our communication." Delivering world-class customer service has become a reputational advantage for WHC. "We connect with clients early on and then stay engaged with them during the front-, middle- and back-end of construction. Collaborating and working together means that we can get ahead of a situation before it has chance to become an issue."

This attention to delivery has resulted in the completion of a recent gas treatment facility—the Williams Converse

Facility Expansion—in Mansfield, Louisiana that doubled the facilities capacity from 300 mmscfd to 600 mmscfd by adding two new amine treatment trains. Building this facility required 190 WHC workers and subcontractors at peak construction, who combined worked over 750,000 hours with no recordable, loss time or first aid incidents. It's an amazing safety feat that is made possible with strong reporting, documentation and consistent and ongoing communication between leadership and field leaders, field leaders and laborers and between the client and WHC.

In 2023, WHC tackled nine substantially sized facilities projects—many turbine, electric or traditional compressor stations. 2024 will bring the completion of one pump station—North of Houston and another project just outside of Mt. Beliveau Texas, which included installing three main line pumps, new cooler backs, and an electrical control building. Additionally, we will be kicking off in early January a new pump station project which will be located south of Dallas.

And as WHC's Facilities' sector has established itself nationally, the competition has also become stiff as the

construction and energy industries have faced public scrutiny to do more with less—building responsibly, safely and without waste. WHC has faced this challenge like all others—with a focus on driving for results. The answer has been integrating internal teams to find time and resource efficiencies where they are needed most, and using technologies that provide efficiencies that can be passed on to the client.

Many of WHC's dirt-moving machines are equipped with 3D mapping and intelligent machine controls that eliminate guesswork to drive productivity. Drones are providing real-time information that enable quick and accurate decision-making and automated welding bugs ensure welding seams have few imperfections and require less repair.

The result is that the WHC Facility sector's reputation in the industry is one that doesn't back down from a challenge because the expertise of the workforce, the high-tech tools at its disposal and the ongoing collaboration with the client mean we can take on a complex challenge and succeed. For example, not too long ago, the team delivered a new compressor station in West Virginia. This build was unique

in that we had to cut into the existing hillside and relocate this material to establish a flat working surface for the station. We then had to install 1,100 lf of uphill and 1,200 lf of downhill retention wall protection to secure the relocated soil prior to beginning concrete and pipe installation.

"Whatever construction challenge comes our way; we can build it. We don't back down," explains Carey. "I have all the confidence in the world in our people. We have the best team of engineers, procurement specialists, drone pilots, construction leaders that other disciplines working the front end. They are only matched by the best team of field leaders and their crews who work through heat, cold, mud and wind to get the job done."

The strength of WHC's facilities' service sector has gained it a reputation amongst workers in the industry as a known entity, and a "company to work for", states Carey. This strong reputation is only as strong as the last project built and the experience others have when engaging with WHC. "We are serious about delivering quality," says Carey. And that—in the end—is the secret combination that sets WHC's Facilities' sector apart.



Before



After



Large volume of smaller, repeat project work at local level provides positive returns

"Our projects are shorter term with smaller crews.... we get in and out quickly, then turn around and do it again."

- Dan Scott, Vice President of Integrity & Field Services

If there is one trait that amplifies the success of WHC's Integrity & Field Services (I&FS) sector, it is agility.

Established in 2020 to diversify WHC's service offerings, this sector allows WHC to capture, grow and generate profit on smaller, regionalized, and recurring project opportunities without diverting resources needed to maintain the company's focus on large-scale project work.

Led by VP of I&FS Dan Scott, this sector has fine-tuned estimating and procuring and constructing smaller-sized projects with efficiency and consistency. "Our projects are shorter term with smaller crews, averaging 40 days of work," comments Dan. "We get in and out quickly, then turn around and do it again."

I&FS averaged executing 20 projects concurrently throughout 2023. It takes careful organization, budgeting, and scheduling skills as well as strong people management and trusting partner relationships to pull this off.

Now in its third year of operating, this sector is capitalizing on repeat work from its client base. I&FS delivers a quality product every time through the strength of partner collaboration and teamwork within crews.

I&FS scope of work spans pipeline construction, integrity, and maintenance projects. It also includes steel, stainless, poly and composite facilities construction on compressor stations, metering stations and more. I&FS field staff are cross trained to work across WHC's service offerings. "We understand construction, and most importantly, we focus on constructing safely."



As I&FS projects are localized to a region, WHC's workforce is local to that region as well. "Synergies are naturally created when the client and the workforce are from the same neck of the woods, and both are equally invested in the success of the project. Because we work with repeat clients, we start to feel like we are part of the same team. When that happens, we know we have forged a meaningful partnership," says Dan.

A local workforce also understands the community's perspective and is in-tune with its geography. This is a "sixth-sense advantage" says Dan, as it allows our teams to be sensitive to community needs and have an innate—almost predictive—appreciation for cultural and environmental sensitivities as well as geologically.

From time-to-time, projects can have extended hours, like a recent project we finished that required 24-hour shifts

for seven days a week for three months. In cases like this, having local project leaders is an asset. Project managers work with local client leadership daily to ensure assured project delivery happens safely and on time and budget.

The upcoming years for I&FS look busy. There are several opportunities in our established region on top of new opportunities on our radar, including in the Bakken region of North Dakota and the Marcellus and Utica region of shale gas in Pennsylvania and Ohio that will require infrastructure construction. Critically, the US Department of Transportation's new "Mega Rule" that requires operators to implement comprehensive integrity management programs, the I&FS team is expecting a busy 2024.

Being nimble and agile means that this division can quickly deploy crews to the next opportunity and ensure ongoing construction and integrity services' success.

After decades in energy construction services, pipeline construction continues to be central to WHC's success

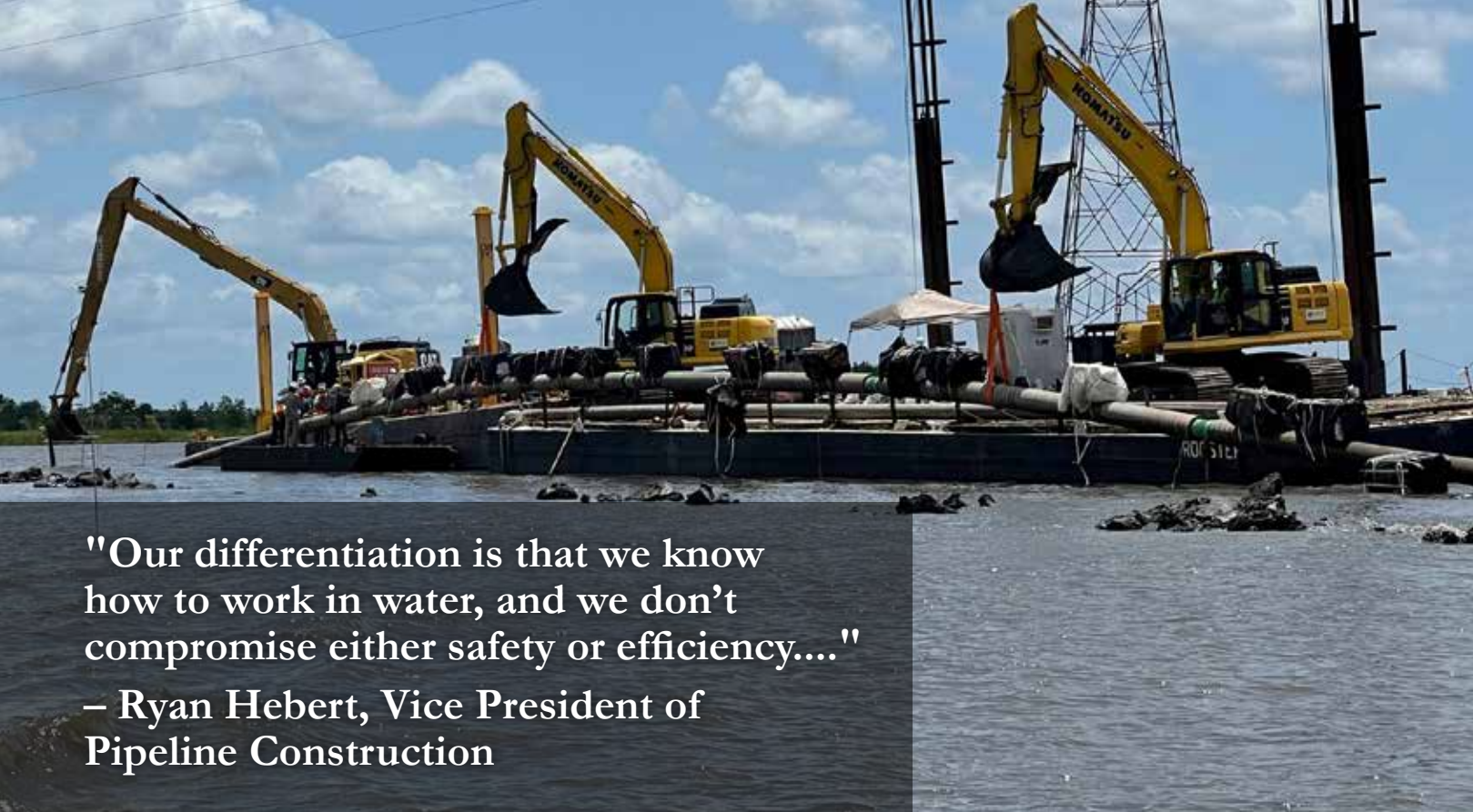
If energy construction is WHC's wheelhouse, pipeline construction is its central spoke. Since its founding in 1957, WHC has been building pipeline infrastructure across the United States. Today, the company is building energy infrastructure in 41 States and pipeline construction historically has made up the bulk of this work.

According to Ryan Hebert, Vice President of Pipeline Construction, certain key factors are vital to WHC's success: "We aren't afraid to think outside the box to find a creative solution to a technical, logistical, or geographical challenge. We look at all components of a project with an open mind, often finding an advantage where other organizations might use traditional, linear thinking and only see the challenge."

This innovative mindset enabled WHC to complete a complex project for Exxon Mobil successfully. The project involved constructing a 60-mile pipeline corridor linking various Exxon Mobil facilities between Beaumont and Houston, Texas. The project began with three parallel small-diameter pipelines that transitioned to two and concluded with a single 12-inch pipeline. The project faced two primary challenges: meeting Exxon Mobil's demand for high-performance welding (i.e., low hydrogen) and the need for extensive matting.

"We try to look at every challenge with fresh eyes to find a solution that others may overlook. In this case, we pushed the boundaries of current technologies by using automated FCAW welding bugs on pipes as small as 8-inch diameter when this form of welding is not usually used on a diameter of this small size. We gained efficiency—an efficiency typical of larger diameter welds—without the negative impact to productivity that manual low-hydrogen welding often has," comes Ryan.





"Our differentiation is that we know how to work in water, and we don't compromise either safety or efficiency...."

– Ryan Hebert, Vice President of Pipeline Construction



With creative scheduling and close collaboration with vendors and subcontractors, WHC's team halved the major cost challenge of purchasing large volumes of matting by managing the schedule so matting could be reused. Work was scheduled in a creative way so that when a section was complete in one area, the matting was relocated to a new area where work was beginning. This leap-frog schedule slashed costs and met a non-negotiable Exxon Mobil goal.

"Exxon Mobil was initially skeptical of our plan to reuse matting, but we provided a level of scheduling detail that they could back. In the end, almost every mat on the job was moved once, if not more. This resulted in an eight-figure cost savings to the client," explains Ryan, sharing the client's satisfaction.

WHC also focuses on building strong relationships.

Recognizing the importance of relationship building isn't unique to WHC, but the approach is. According to Ryan, "We look out for our customers' interest just as much as our own. By building a level of trust where both of us can openly lay our cards on the table, we're able to strengthen relationships and find novel solutions to project challenges."

An example of this synergy recently helped WHC navigate the busiest year in its long, storied history. One of its largest clients, ONEOK, had a series of large-scale pipeline construction projects that spanned Kansas to Montana, and another that spanned Oklahoma to Texas. Typically, WHC would bid on and win two or three spreads. This time, WHC was awarded seven, four of which were entrusted to WHC without a formal bid process.

"We had a frank conversation, openly discussing challenges on certain spreads. While we exceeded our usual capacity for a single client, we understood we had a partner we could trust and we knew our ability to deliver against the technical challenges," comments Ryan.

Hand-in-hand with longevity in the sector comes competency.

WHC has unique expertise in marsh construction techniques. In the southern States, this is important as many facilities span large water masses and wetlands near the Gulf of Mexico. Installing marsh pipelines requires digging a ditch that quickly fills with water, and from a stationary location, floating a pipeline out across a watercourse. This method of construction can pose a sequencing challenge as well as an access challenge as equipment must all be brought to a location near water from which point all construction work emanates.

Additionally, watercourses come with a variety of environmental sensitivities. Navigating regulatory requirements while working safely and efficiently is a skill. "We can never compromise safety and if you compromise efficiency, then you lose your advantage," comments Ryan. "Our differentiation is that we know how to work in water, and we don't compromise either safety or efficiency and we can meet and exceed compliance standards."

Now part of the Surerus Murphy family, the integration of areas of expertise opens the wider North American market to pipeline construction.

Carbon capture and sequestration projects are a growth area that are actively being developed across North America with the Gulf Coast having geological caverns ideal for CO2 storage and opportunity for capture from emitters with operations along Mississippi River and wider coastal area.

LNG export activity is either planned or happening up and down the Gulf of Mexico. Many of these projects involve constructing large-diameter supply lines through marshy, wet conditions and are the perfect opportunity to blend Surerus Murphy's large-diameter construction knowledge with WHC's marsh installation experience.

"Being acquired by Surerus Murphy is exactly what we needed right now," comments Ryan. "Both organizations are technically mature and have a customer-focused approach to delivery. And both organizations began as family businesses. As a family business, you invest in people, in culture and in values and if you nail these components, you position yourself organizationally for the future."

After nearly seven decades as the USA's leading pipeline construction company, WHC knows the importance of planning for the future.



Following early success in solar energy construction, the Renewable Energy sector has plans to grow the solar market and explore new renewable energy opportunities

WHC's Renewable Energy sector launched in 2020 to capitalize on the emerging clean energy industry. In its early years, the sector worked on several smaller-scale solar projects for NextEra and others that fed electricity to a localized area. We won the NextEra work based on our proven track record of having delivered many quality pipeline and facilities' construction projects over the years.

A little over two years after this sector's beginning, it began to gain momentum and soon was winning utility-scale project work, meaning energy was being added to a power grid to fuel a larger surface area. These days, the Renewable Energy sector provides the engineering, procurement and construction for renewable solar projects that can add up to 350 megawatts to a grid. To put this in perspective, 1 MW can power one home for 1.2 months, two refrigerators for year or 3,600 miles driven by an electric car (Source: EcoWatch - ecowatch.com/solar/what-is-a-mega-watt/.) Another way to look at it, the Arava project will eventually produce 270MW that will power over 60,000 homes in the San Antonio, TX area.

Last year, the Renewable Energy sector worked on two NextEra projects that are soon completing – the Cereal City and Chesapeake projects. It is also working on the Sunray solar installation farm for Arava, which will complete in Q2, 2024.

"We are coming off a busy year," comments Randel Badeaux, WHC's Vice President of Renewable, EPC & Strategic Projects. "And right now, 2024 looks even busier."


We are on the cusp of more work, and we are developing strategies to grow this sector."

Both battery energy storage systems and high-voltage substation construction work are possible next steps for WHC, as is taking solar into the Canadian market.

In the United States, the federal Inflation Reduction Act brought another incentive to capitalize on clean energy by—in a nutshell—providing tax incentives to companies that invest in renewable energy infrastructure projects. As companies are taking advantage of the incentives, more projects are slated over the next few years. As this happens, technologies to develop these projects are becoming cheaper and more efficient, making large-scale renewable energy projects increasingly commercially competitive.

While the southern Gulf Coast is the epicenter of solar development in the USA, there are many areas of Canada where renewable energy is also seen as a viable energy source. "Obviously, you need a sunny location," says Randel. "And flat, but beyond that, the installation is rather easy once you understand the dynamics behind the construction. What's important is that these large-scale farms are close to high-voltage power lines that can feed the power to the grid. There are areas in Canada where this would be a feasible option."

Recently WHC has achieved substantial completion of Cereal City, a solar installation project in the town of Marshall, Michigan. This project faced tight deadlines



"It is exciting to be part of an emerging industry and we've been on the cutting edge of it in the USA"

– Randel Badeaux, Vice President of Renewable, EPC & Strategic Projects



and required significant client collaboration to meet the client's needs. WHC increased resources and was able to achieve final completion on time and on budget. It is this commitment to hard work and dedication to the client that gives WHC an advantage.

Over the next year, Surerus Murphy and WHC will be strategizing on the best way to offer solar farm construction services to clients in Canada, particularly in areas closer to the southern border and close to existing power generation facilities.



"It is exciting to be part of an emerging industry and we've been on the cutting edge of it in the USA. We've grown our expertise to where we have a reputation as contractor-of-choice building solar farms," says Randel. "Renewables will be part of our energy source in some form from here on out, and it is important to understand the technologies well. We are leading the curve, never catching up to it. That's our advantage in this sector—being leaders."



Progress on the Eagle Mountain - Woodfibre Gas Pipeline Project

Surerus Murphy crews working on the Eagle Mountain - Woodfibre Gas Pipeline Project (EGP) near Squamish, B.C. are preparing for construction on our gas pipeline scope. Officially awarded the project in late 2023, our crews have been working on clearing and access operations in preparation for construction to start over the summer.

The pipeline under our scope spans approximately 42 km of 24-inch pipe that runs from Coquitlam to Squamish, B.C., in two spreads (three km in Coquitlam and 39 km that travels from a starting point in the Coastal Mountains and terminates in Squamish). We are also relocating three km of 10-inch pipe east of Squamish to reduce impacts to landowners by combining new and existing infrastructure.

Crews are preparing for mainline installation on this milestone project with laydown site development, priority clearing, and access upgrades across the project footprint. Improvements to access roads, including the Stawamus-Indian Forest Service Road (FSR) and the Mamquam River FSR, are priority access routes that require upgrades to increase safety and accessibility for all road users.

On the Mamquam River FSR, crews incorporated 29 new pullouts within the first 3.2 km to increase safety for the transit of large loads and provide additional parking for the public engaged in hiking and climbing in the Stawamus Chief Provincial Park. These enhancements will facilitate the smooth flow of construction traffic while providing crucial parking access in key areas beyond the construction timeline. Clearing activities were recently completed in a priority access area, with tree-felling by hand off the Indian River Steep Slope, with logs removed via helicopters.

Weather plays a pivotal role in the area; crews must plan and adapt for significant wet seasons with high precipitation in low-lying areas and deep snowfall in higher-elevation areas. This creates many variables that require contingency planning to avoid downtime and keep the project on pace for the 2026 mechanical completion.

We are proud of the progress made thus far and remain dedicated to the safe and successful completion of the FortisBC Energy Inc. Eagle Mountain - Woodfibre Gas Pipeline Project.





Steep Slopes Dominated at Elko



Surerus Murphy successfully concluded the second season of the 32 km Elko pipeline project located near Fernie, B.C. The remote right-of-way nuzzled against demanding and steep mountainous terrain and included installing pipe along 17 steep slopes ranging from 42 degrees pre-grade to 35 degrees post-grade. Flathead Ridge was one of the steepest slopes, with nearly 1000 m of steep incline to the top of the mountain range.

Colin McKenna, Senior Project Manager for Surerus Murphy, underscored the complexity of the task, emphasizing the critical role of having the right equipment and expertise. "Out here, having the right mix of equipment and expertise is crucial. Fortunately, at the Elko project, we have industry-leading engineers, world-class contractors, and state-of-the-art winching equipment to ensure the safe and effective execution of installations in such challenging conditions."



The winching program used heavy-duty cables to hold the pipe still along a steep slope and ensure it was ready for safe and careful installation. For the Flathead Ridge installation, winching cables were 1.75-inches thick and a kilometre long. The durability of this cable was instrumental in installing approximately 1000 m of pipe on a slope with a maximum gradient of 35 degrees (70%). The installation was so complex that it required lowering and hoisting two pipelayers along this slope 26 times while carrying 24 m sections of 48-inch pipe and securing the equipment as the ground crews welded each section together.

This project also required the use of a 136-tonne (300,000lb) test bed to perform load monitoring equipment calibration verification to ensure the equipment was working as intended and accurately with the new cable. This load monitoring equipment was used to provide real-time load monitoring of the tension within the cable to the winch and pipelayer operators to ensure the working load limit of the cable was never exceeded.

The Elko pipeline project is a testament to the successful collaboration between Surerus Murphy Joint Venture and Northern Metallic's Wire Rope division, ensuring the smooth and safe execution of winching operations in challenging mountainous terrain.

With season two of the three-season project now complete, crews will return in the summer for cleanup, maintaining their commitment to delivering high-quality results in a demanding environment.



Ecological Protection and Innovation at the Elko Project

Integrating GIS and drone technologies to identify, map and protect Species-at-Risk elevated our efforts to protect the endangered Whitebark Pine trees that grow near the Elko project.

The Whitebark Pine is an important species in the high-elevation and sub-alpine ecosystems as it plays a critical role in stabilizing snow and nourishes a myriad of wildlife species. Near our Elko project, the species can be found scattered throughout the steep slopes and rugged mountainous region.

Identifying and monitoring the protection of the Whitebark Pine typically requires significant leg work. Markings are prone to be impacted by natural elements such as wind, rain and snow. With the precise locations, workers always have access to their locations, and environmental coordinators can quickly and efficiently ensure the trees are marked and protected as the construction work progresses to their area.



Surerus Murphy Engineering Technology Manager Jeff Zack underscores the significance: "This technology not only enhances operational efficiency but signifies a shift in our approach to environmental responsibility." By intricately mapping the 32 km pipeline's right-of-way, the GIS survey maps empowered our teams to make informed decisions, strategically maneuvering equipment to minimize impact, minimizing the right-of-way where possible and ensuring all staff are aware of the significance and locations of the trees in Whitebark Pine specific orientations.

Beyond regulatory compliance, this initiative resonates deeply with our core value—Never Harm. The GIS maps, shared during team orientations, instilled a deeper understanding of the environmental impact, fostering a culture of awareness and responsibility among our workforce.

The Elko project is a three-season project, and we are off-site, having finished our second season. When we gear up for final cleanup in the summer of 2024, these GIS maps will again guide our efforts, ensuring a meticulous landscape restoration. The Elko project marks a milestone in technological innovation and epitomizes a harmonious balance between progress and environmental preservation.





Trans Mountain Expansion Project: Final Weld Completion

Surerus Murphy reached its final weld on the Trans Mountain Expansion Project (TMEP), 1,235 days since completing the first weld. The final weld signifies that the end is in sight for our work on this Canadian legacy project.

Crews at Spread 5A have installed approximately 185 km of 36-inch pipe from Black Pines, through Kamloops and Merritt to Britton Creek, culminating in a 5.6 km section through the Jacko Lake area. On January 20, 2024, the final weld was completed here, pushing our total completed welds to 9,005 on the project, with a repair rate of 3.18%. Spread 5A showcased the dedication and workmanship of our welding crews, earning three TMEP Quarterly Awards for quality during our time on the project.

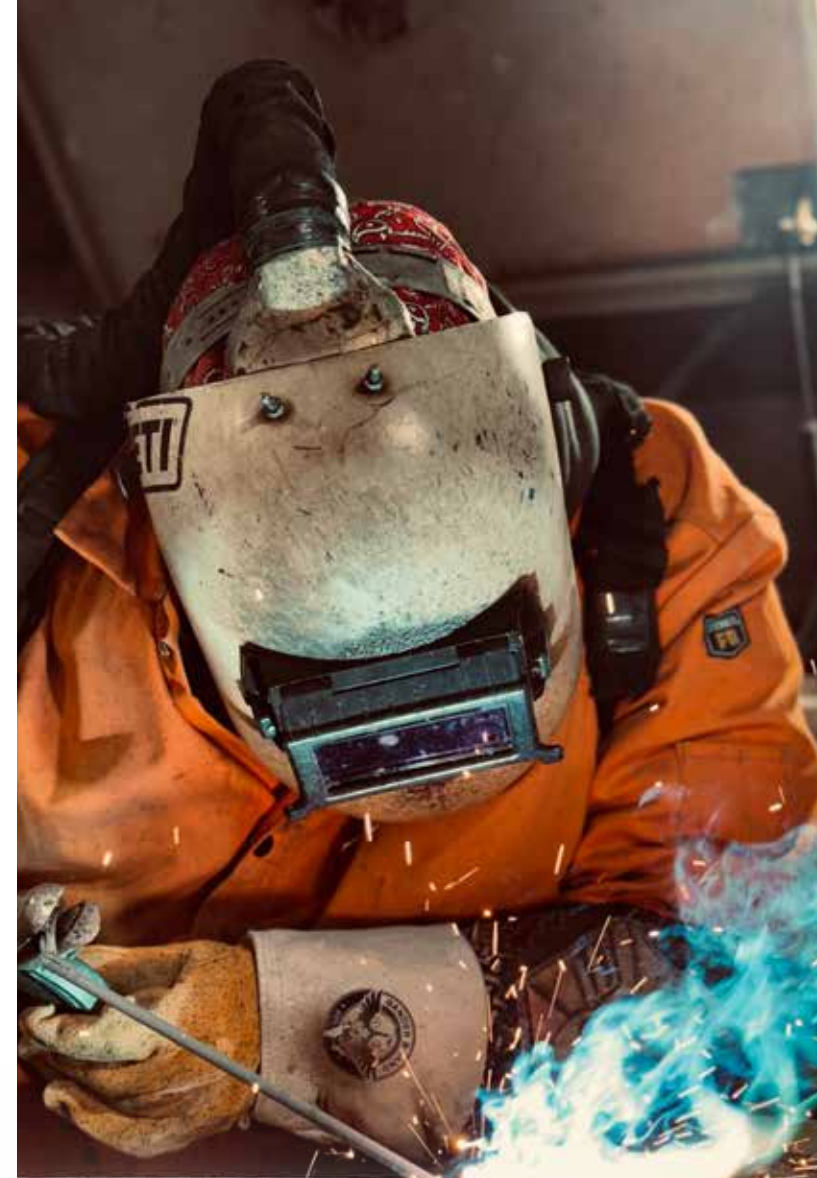
Andrew Beers, Quality Manager, emphasizes the collaborative effort that made this achievement possible: "It's a testament to the devotion and dedication of every team member involved—including Welders, Helpers, Technicians, Superintendents, Foremen, and Quality Control—recognizing their pivotal roles in ensuring top-of-the-class welding program delivering on quality and efficiency."

Spread 5A encountered challenges throughout the project, including wildfires, flooding, wildlife, and challenging terrain. Shifts in environmental and regulator requirements at key areas kept crews on their toes as they adapted to changes

and created innovative solutions to install pipes safely and effectively. Most notably, the terrain in some areas created significant challenges due to access and grade, requiring teams to retrofit numerous pieces of equipment to suit the needs of welding crews while ensuring safe access and navigation of steep slopes. Conventional mainline installation hurdles broke down sections, resulting in 2,431 tie-in welds, constituting 27% of total welds.

Mike Scanlon, Senior Project Manager, admired the incredible journey, remarking, "The welding teams, in particular, stood out, showcasing an exceptional commitment to quality, efficiency, and safety. Their adaptability, resilience and dedication throughout the 9,005 welds have been commendable."

Approaching the conclusion of Spread 5A, we reflect with a sense of accomplishment. Our journey on the Trans Mountain Expansion Project has exemplified our commitment to integrating quality, health & safety, and environmental management. Proudly showcasing Surerus Murphy's expertise, we close this chapter knowing our efforts have contributed to the overall success of this remarkable project.



Saturn project achieves remarkable success with zero integrity digs.

The Saturn project, a 22.9 km 42-inch pipeline near Dawson Creek, B.C., completed its pipe testing program in late 2023 with zero anomalies requiring digs, signalling a flawless construction process.

The achievement follows the success of its sister project, the Sunrise project on TC Energy's Groundbirch Mainline Loop, which Surerus Murphy also constructed with no post in line inspection digs required.

Project Manager Kyle Scott expressed his elation: "Achieving zero anomalies requiring dig ups on the Saturn project is a testament to the dedication and expertise of our teams. It's not just about constructing pipelines; it's about setting a standard for excellence and leading the industry to ensure the safety and reliability of our infrastructure."



"Achieving no digs is rare in most cases"
- Kyle Scott,
Project Manager

Kyle went on to emphasize the significance of this accomplishment on back-to-back projects, saying, "Achieving no digs is rare in most cases, but to do it in sequence underscores the value of our planning, the effectiveness of our installation and backfill processes, and the expertise of our teams to deliver exceptional results."

Testing is a crucial step to ensure the integrity of pipelines. Hydrostatic testing, the method employed in the Saturn project, pressurizes the pipeline with water to a pressure higher than its operating pressure to complete a strength test and confirm there are no leaks. This rigorous testing regime ensures the pipeline meets regulatory and pipeline standards.

As we celebrate this success, we look forward to the final cleanup of the Saturn project in the summer of 2024, confident in the enduring strength and reliability of the pipelines we install.

Simonette HDD team perseveres following multiple knockdowns

The Simonette HDD project, a 1,190 m Horizontal Directional Drilling (HDD) venture under the Simonette River, situated south of Grand Prairie, AB, faced formidable challenges. The project, spanning a total distance of 1.64 km, includes a 48-inch 1,191 m HDD and roughly 440 m of pipe combined to tie in on the entry and exit points.

As the team initially engaged in the summer of 2023, they faced significant rains, causing flooding that wreaked havoc on the entry drill pad and necessitated a complete rebuild. Subsequently, setbacks continued as a 54-inch reamer twisted off. The 54-inch reamer demanded an intricate retrieval due to the reamer's distance from the entry rig (910 m) and a significant 60 m elevation change from entry to exit. Specialized teams stepped in for fishing activities and successfully retrieved the 54-inch reamer, allowing the 54-inch ream pass to be completed. During the 60-inch ream pass, yet another complication persisted: the 60-inch reamer twisted off, and after three weeks of attempts to fish the reamer out, it was decided to abandon, which led to a partial redrill.

As the crew rolled with Mother Nature's obstacles, they maximized downtime, efficiently completing welding and coating tasks and installing 240 m pipe near the entry point. Demonstrating their commitment to delivering the project on the new timelines, a portion of the team stayed on-site during the holiday break to support the new casing installation with civil work and welding and mobilizing and demobilizing the rig—as a result, it was completed on time. Despite challenges, the crew's unwavering commitment, perseverance and collaborative spirit continue to drive the project forward as they rise to the challenges to complete it in 2024.





Surerus Murphy says Goodbye and Thank You to Chetwynd

Surerus Murphy planted the seeds of a lasting legacy in the challenging terrain of northeastern British Columbia as we successfully completed our scope of work on Sections 1 and 2 of the Coastal GasLink Project in 2023. With over six million hours worked and spanning nearly five years, we installed 143 km of 48-inch pipe, encompassing over 8,550 welds, navigating 168 wetlands and watercourse crossings, and conquering 90 significant steep slopes.

Amidst the formidable challenges posed by the terrain, weather, and Covid-19, this project demonstrated resilience and collaboration. We showed resilience as we battled Mother Nature and complex terrain, and collaboration as we worked with each other to successfully deliver on a complex scope while fostering relationships with partners, stakeholders, and the local community.

Community connections became integral to the Coastal GasLink legacy in this remote corner of British Columbia. We cultivated bonds with 232 local and Indigenous subcontractors and vendors, going beyond building pipelines to creating lasting friendships with deep community connections. Beyond the project's right-of-way, our team contributed approximately \$130,000 to 50 local organizations, reinforcing the ties that bind.

Project Director Alan Atkinson reflected, "This project is more than just a pipeline; it's a Canadian legacy. We are proud to have played a role in its construction and even prouder to have become a part of the communities that supported us throughout."



**"This project is more than just a pipeline; it's a Canadian legacy."
— Alan Atkinson, Project Director**



As a final gesture of gratitude, Surerus Murphy and Coastal GasLink jointly hosted a Thank You Event. Attended by approximately 300 community members, including local leaders, Indigenous representatives, and stakeholders, the event served as a heartfelt expression of appreciation.

In addition to serving the community breakfast, Alan and Surerus Murphy Joint Venture Chairperson Sean Surerus took the stage to convey their gratitude for the unwavering support from the local and Indigenous communities. Our role in the project could not have been completed without the essential backing of these communities.

Thank you to everyone who helped us complete the scope of the Coastal GasLink project.

Wuujo aasanaláá? Thank You



The Green Hand Program

Surerus Murphy leads by example, pairing new workers with experienced mentors on our projects through our Green Hand Program. This is a leadership-driven initiative promoting safety and familiarity for newcomers, pairing junior pipeline construction workers with an experienced worker. The program focuses on workers with less than six months of field-based pipeline construction experience, who wear a green hat so that others on the site know they may need additional guidance and not have their full bearings yet. In 2023, 142 participants were enrolled across all our project sites.

The Green Hand Program is not merely a training regimen; it's a philosophy deeply ingrained in our values—Never Harm, Trust, Integrity, and Assured Delivery. It prioritizes safety and acknowledges that initial work may progress slower for those gaining experience, with the assurance that efficiency will follow. The program ensures those new to working on the right-of-way always have a leader to pose questions and acquire guidance until they are ready to trade out their green hat.

The Green Hand Program has proven instrumental in creating a safe work environment, developing a competent workforce, and showcasing our commitment to continuous learning. With 442 people enrolled since the program's inception, we build a safer, more skilled future for Surerus Murphy.

Surerus Murphy Green Hand Program (Enrollments)			
Project	2022	2023	Total
Karr	20	11	31
Elk River	45	1	46
Coastal GasLink	114	29	143
Trans Mountain	53	34	87
Bear Canyon	21	4	25
Sunrise	0	32	32
Saturn	0	12	12
Elko	41	16	57
Facilities Group	6	3	9



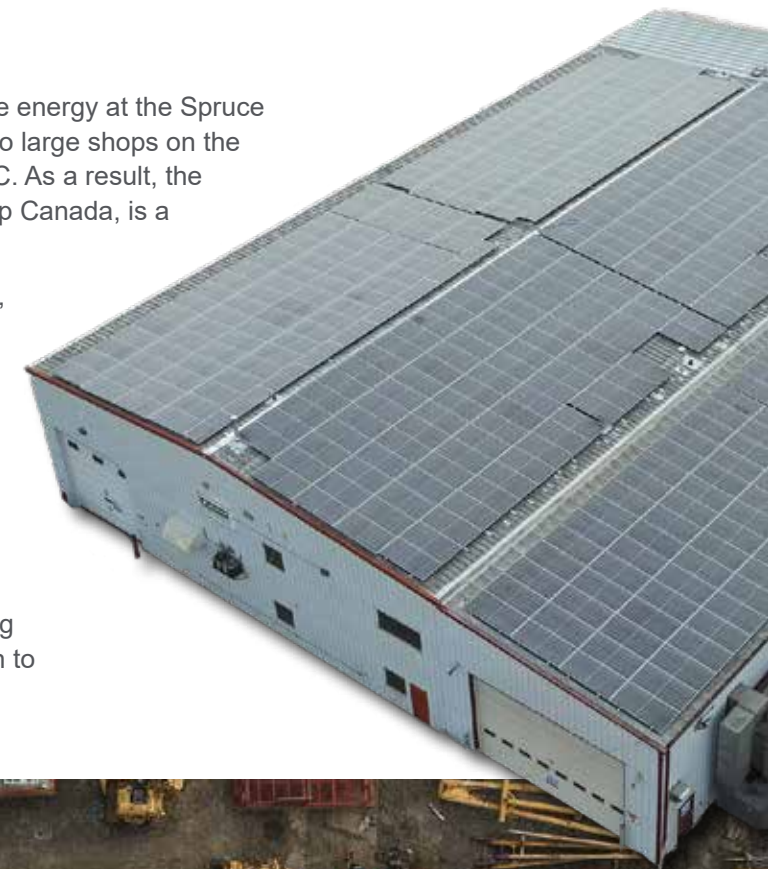
"It's a philosophy deeply engrained in our values"

Spruce Grove Yard becomes a Micro-Generator

Surerus Murphy's investment in solar power is creating renewable energy at the Spruce Grove Yard location. With abundant unused roof space across two large shops on the property, we've installed 1,252 solar panels generating 513kW DC. As a result, the Spruce Grove yard, owned by our parent company, Murphy Group Canada, is a prosumer—actively consuming energy we produce.

Derek McLean, Sustainable Energy Manager for Surerus Murphy, emphasizes our dedication to reducing emissions: " We're always seeking solutions to lessen our emissions and environmental footprint. Oftentimes, this requires creative solutions that leverage our immediate surroundings to reduce our impact. By putting our unused roof space to work, we not only enhance the productivity of our buildings but also decrease our reliance on the grid, leading to a significant reduction in our scope 2 emissions".

At Surerus Murphy, our journey toward sustainability is an ongoing evolution, marked by practical solutions and a proactive approach to minimizing our environmental impact.



Food Bank Support

Investing in food security programs in the communities in which we have operations is one way that Surerus Murphy's community support benefits those in need locally. Investment comes in the form of financial donations and volunteer hours as well as other contributions that are required on an as-needed basis,

Leading up to the holidays, our Calgary office team volunteered with the Veterans Association, actively assisting with organizational tasks and odd jobs at their food bank to help prepare the bank for the holiday season.

At the Lundbreck project, our crews organized a golf tournament, successfully raising \$4,600 for the

Crowsnest Pass Food Bank. Meanwhile, at the Trans Mountain Expansion Project, our team demonstrated their commitment by donating \$2,500 each to the Merritt and Kamloops B.C. Food Banks.

Positively impacting local communities to address critical needs is integral to our ongoing commitment to being a great neighbour, even when we find ourselves far from home. Food is essential and support for these organizations is never enough. Surerus Murphy remains steadfast in our dedication to community service, recognizing the importance of making a positive difference wherever we operate.



Surerus Murphy Supports STARS

STARS plays a vital role in providing lifesaving medical response and transportation to hospitals, especially in remote areas and Indigenous communities across Western Canada, and often in locations where Surerus Murphy has project work.

STARS provides critical access to medical services, particularly in remote areas. By supporting STARS, we aim to positively impact the health and safety of individuals in these communities even after we leave the area.

Surerus Murphy recently contributed a donation to STARS—our funding of this organization and its rescue operation aligns with our commitment to safety and our support of local communities.



Surerus Murphy Donates Seacan to Crowsnest Museum



In collaboration with TC Energy, Surerus Murphy donated a seacan to the Crowsnest Museum in downtown Coleman, Alberta to be used as storage space for nearly 100,000 artifacts and 60,000 images as the close to hundred-year-old museum underwent renovations.

As Surerus Murphy was actively involved in constructing the Lundbreck pipeline nearby, the donation of the seacan presented a unique opportunity to support the local community. The contribution aimed at ensuring the secure storage of the museum's valuable collection during the renovation process, thereby preserving the area's rich history for future generations' benefit.

Surerus Murphy is proud to play a role in safeguarding and promoting the cultural heritage of the Crowsnest region.

Surerus Murphy Backs Local Business Excellence in Kamloops and Fernie

We support local businesses wherever we go because we feel like a local business wherever we go. At the Kamloops Business Excellence Awards, the Surerus Murphy team at Spread 5A sponsored the "Not for Profit of the Year Award" for the second year and presented the honour to a local theatre company (pictured below). Throughout our time at the Trans Mountain Expansion Project, the team continues to uphold its commitment to the local community.

At our Elko project, located in southeast B.C. Surerus Murphy sponsored the 2023 Fernie Business Excellence Awards. The support, in collaboration with TC Energy, emphasizes our commitment to the town's growth and prosperity. The prestigious "Fernie Business of the Year" award was awarded to a local snowboarding shop. Our presence at these events is a tangible example of Surerus Murphy's dedication to the communities in which we work, actively supporting not-for-profits and local businesses.



Being a Good Neighbour with the Nawican Friendship Centre

At Surerus Murphy, community support is more than just a philanthropic endeavour; it's about being a helpful neighbour and a good guest in town. Our relationship with the Nawican Friendship Centre strengthened in 2023, with the two organizations sharing values.

The Nawican Friendship Centre fosters friendship, understanding, and community development in the South Peace River District. It is recognized within the community for playing a pivotal role in planning and delivering services to support people in Dawson Creek.

For two consecutive years, we took charge of putting up and taking down the Centre's holiday lights, a small yet impactful gesture—something a neighbour might do—to contribute to the festive spirit at the Centre. The Saturn project golf tournament raised \$21,800, a portion of which was donated to the Centre. Finally, in a creative act of support, the project donated 15 pairs of gently used work boots valued at \$2500 to aid individuals entering the workforce, promoting safety with steel-toe boots.

Allie Auger, Indigenous & Local Engagement Advisor describes our relationship with the Centre: "It's more than just a community giving initiative; it's more of a helpful neighbour. We pitch in and support the centre when we can and when it's needed. It's easy to find help from the crews to support the Centre—whenever initiatives are announced, we end up with plenty of volunteers to pitch in." As a result, a strong, positive, and lasting connection has developed while working on the Sunrise and Saturn projects.



Surerus Murphy Sponsors the Sunrise Healing Lodge Gala

Surerus Murphy was the title sponsor for the Sunrise Healing Lodge's annual fundraising gala—Recovery is About the Diamonds in the Rough.

This event raised over \$12,000 to support the Lodge's operation. The organization seamlessly blends Indigenous culture with the 12-step recovery program to support those overcoming addictions.

Key members of the Surerus Murphy team were in attendance, including Scott Reeves, the Board Chair of Sunrise Healing Lodge and Estimating and Proposals Manager for Surerus Murphy Joint Venture, as well as Mick Fitzpatrick, President of Surerus Murphy Joint Venture, and other leaders.

"In my dual capacity, being present at the event was truly an honour," expressed Scott Reeves. "The Lodge performs amazing work, profoundly impacting people's lives during their most challenging moments, and I extend my gratitude to Surerus Murphy for their steadfast support of the Lodge."

This ongoing partnership and involvement with the Lodge reflect our genuine dedication to positively impacting the community and supporting meaningful initiatives.

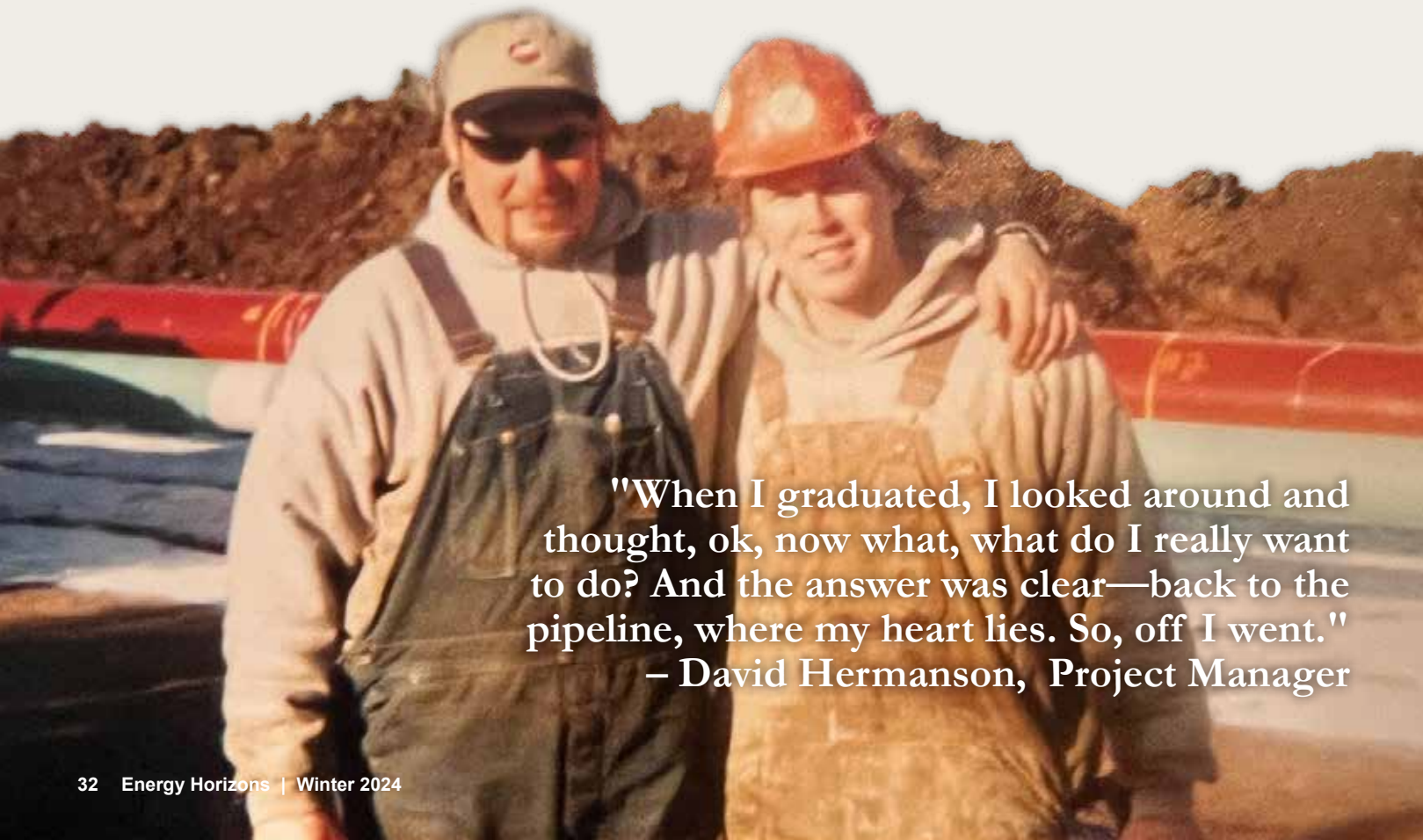


David Hermanson: Born to Pipeline

David Hermanson eats, sleeps and breathes the pipeline industry. As a project manager at Surerus Murphy, David's influence is more than professional; he is a leader whose actions have positively impacted the organization and those with whom he works.

He plays a pivotal leadership role in the organization, where he demonstrates his love for the intricacies of pipeline construction. His deep industry knowledge—over a quarter century of experience—and his sincere, caring personality make him a bedrock at Surerus Murphy.

Born into a family deeply rooted in the industry, David's journey in the pipeline sector began unofficially on the day he was born and more officially in the mid-1990s when he first stepped onto the right-of-way. Inheriting an unwavering love for pipelining from his father, big Dave, David would shuffle off to work on the pipeline every chance he could throughout his formative years and throughout his time at university, labouring on many jobs across Alberta and B.C.



**"When I graduated, I looked around and thought, ok, now what, what do I really want to do? And the answer was clear—back to the pipeline, where my heart lies. So, off I went."
— David Hermanson, Project Manager**

David reminisced about graduating from the University of Calgary in 2001, facing a choice between a corporate job and returning to pipelining: "When I graduated, I looked around and thought, ok, now what, what do I really want to do? And the answer was clear—back to the pipeline, where my heart lies. So, off I went."

David's choice positively shaped his future, as he's worked on some of Canada's most influential pipeline projects, building a reputation as a team player with experience and skills to contribute to many facets of project work. "Working on detailed bids, cost estimating, and project execution for a legacy project with Surerus Murphy on the Coastal GasLink has been a true personal and professional gift."

To David, every aspect of a pipeline project is intriguing, but the people, community, and pipeline family he has built along the way are what he is most proud of.

Luis Alfonsi, Commercial Coordinator who worked with Dave at the Coastal GasLink Project, shared an example: "As I transitioned into project-based work, I had a lot of questions and some uncertainties about the process; David has been a one-of-a-kind mentor who encouraged the transition from the Surerus Murphy head office to a major project. Looking back, David has been a truly positive influence on my career, and, in a more general view, he is someone who has a very positive impact on everyone he comes across."

Beyond his professional roles, David is recognized as a mental health advocate. He actively endorses mental health support groups and openly promotes conversations about mental health in an industry that was previously unacknowledged or spoken of.

"When I first started pipelining, and in many respects even today, no one spoke of when they were really struggling and not ok. Unfortunately, as an Industry, by losing people we have had to learn the hard way over the years that not addressing our mental well-being had to change. With greater emphasis by companies, and in some ways on social media, the guys on site are becoming more open, comfortable, and approachable to discussions about mental health, and the industry is responding. The more we talk about it, the better off the industry will be, the stronger we will be. I love what I see out of our leadership group at Surerus Murphy, who continues to promote this conversation and have gone as far to dedicating a wellness role as part of the business to ensure we are walking the talk."



In his personal life, David values time with his family—his wife sweet Marie and their three children, Summit, Trekker, and Journey. Despite the challenges of extended work periods away from home, David seems to always find a way to inject humour into home and work life. Recently, he sent his kids embarrassing candy cane cards at school or has them 'reluctantly' participate in his yearly family Christmas video.

"The work can take me far away for extended periods, which is part of why we value our time together. Marie and the kids have such a great sense of humour, so it's all fun, and when we are together, they are without a doubt my reason to be."

As a dedicated family man, pipeline enthusiast, leader, mental health advocate, and jokester, David Hermanson wears many hats. In the pipeline industry, David stands tall, epitomizing a lifelong commitment to bettering an industry he inherited and loves and continue to gift back to an industry that he says has given so much to him.



Kyle Scott, a Leader On and Off the Right-of-Way

Kyle Scott, a seasoned project manager with Surerus Murphy, excels in managing pipeline construction and conquers the challenging world of mud bogging. Kyle seamlessly transitions between the roles, demonstrating expertise that sets him apart in both arenas.

Kyle stands out as a respected leader in our organization's pipeline division. His calm demeanour under pressure, genuine concern for his team's well-being, and extensive experience across projects like Coastal GasLink, Sunrise, Saturn, and Simonette HDD showcase his exceptional leadership.

Away from the right-of-way, a boosted Corvette engine 15 years ago sparked Kyle's journey into mud bogging, an off-road motorsport in which a modified vehicle races a set distance on a set track or route in mud, sand, or dirt. Kyle was introduced to mud bogging when he rebuilt an older Corvette and, alongside his father, and began racing. Today, Kyle races professionally at these events 4-5 times yearly.

Drawing parallels between mud bogging and project management, Kyle reflects, "Being a good mud bogger and a good Project Manager share common traits. You need focus, meticulous planning, resilience, and you need to create a plan and stick to it, but also have the wherewithal to pivot when circumstances change."

"I consider myself fortunate to be part of a challenging industry that I love, enabling me to compete in a sport I am passionate about."

– Kyle Scott, Project Manager



For Kyle, mud bogging is a family affair with his wife, sister, and brother as challengers in the sport. His brother Dustin is his biggest rival, bringing the Scott family closer together. Kyle emphasizes the camaraderie within the racing community, echoing the familial bonds he values in mud bogging and pipelining: "On the right-of-way and at the bogging event, you build a community amongst your colleagues or competitors. Even though my family is already directly involved, it feels like I have an extended family in both arenas."

At Mudfest 2023 in Cold Lake, Alberta, Kyle showcased his skills in the Pro Mod Division despite challenging weather conditions. Racing under the banner of Surerus Murphy Joint Venture, he secured 3rd place and the title of Most Competitive Driver in his class, embodying excellence both on and off the right-of-way.

Kyle's dedication extends beyond the tracks. He sees mud bogging as a passion project, emphasizing the importance of community involvement. "You have to love it for what it is and see the value in the community to make it worth it," he shares, highlighting the intrinsic rewards far exceed any potential prizes at the competitions.

In Kyle Scott, we find a true testament to the skill, perseverance, and unwavering commitment—a leader who navigates pipelines and mud pits with equal finesse, enriching our organization and community.



Core Values at the Heart of Surerus Murphy

At Surerus Murphy, our actions, both on and off the right-of-way, are guided by our core values: Never Harm, Trust, Integrity, and Assured Delivery. These principles underscore our dedication to collaboratively creating world-class infrastructure. Recognizing colleagues who embody these core values is as crucial as living by them and we proudly present our Core Values Award Winners, spotlighting the outstanding individuals who bring these values to life. In 2023, 181 nominations were submitted, a testament to actively living our values across our diverse teams.

A heartfelt thank you to our entire staff as we acknowledge those remarkable individuals who personify the essence of Surerus Murphy—showcasing unwavering work ethic, a steadfast commitment to safety, exemplary leadership skills, genuine care for others, and that extra touch of going above and beyond.

A selection of 2023 winners

Alex Jaber	Dakota Martinez	Jo Dakin	Matteo Demarni	Shallan Hauber
Ali Warsame	Dalene Delorme	Jocelyn Lariviere	Melissa Dimond	Shannon Lee
Allan Yuson	Daniel Marcelo	Jocelyn San Juan Tolentino	Michelle Harries	Sherry Hoogers
Allie Auger	Danielle Dulmadge	Jody Paynton	Mick Fitzpatrick	Sheila Paterson
Andrew Beers	Danielle Johnson	Joe Cherfan	Mikail Beckford	Sina Parks
Andrew Miller	Daryl Boutilier	Joel Buller	Mike Holub	Stefan Licudine
Angus Brims	David Dunbar	Joel Screpnek	Mike Lemishka	Steve Coumont
Anwyn Johnson	David Hermanson	Joel Ziehr	Mike Scanlon	Svetla Minkova
Ashleigh Lafontaine	Dean Almas	Justin Carter	Mike Wong	Tara Honstein
Barret Dube	Derek Breckon	Justin Nerling	Mindy Brisebois	Taylor Lebleu
Bethina Brown	Doug Yarycky	Kathryn McKinnon	Mitch Starke	Tera Chanasyk
Bill Turgeon	Erin Finlayson	Kathy Vo	Myles Finch	Terry Chow
Brad Olive	Gary Arsenault	Keegan Goba	Nathan Glessing	Thomas Campbell
Brendan Wall	Gary Scott	Kelly Kautz	Olivia Ribecco	Tiffany Toussaint
Brooke Warawa	Grace Reyes	Kenneth Dunn	Paul Hoogendoorn	Tina Urban
Byron Hryciuk	Grant Stephanson	Kim Ferby	Paul Kelly	Tom Monti
Carmen Mach	Irene Belthazar	Kris Shearer	Philip Onyeagolu	Trent Malkoske
Cassidy Wethal	Isaac Wong	Kushal Bhansali	Rajveer Singh	Tyson Justice
Chris Davidson	Jake Breeze	Kyle Scott	Ramsey Rambo Cavanagh	Vanda Favaro
Chris Penrod	James Hibbert	Leeann Wirl	Raza Khawaja	Vicente Stefani
Christian Obstfeld	James Pomerleau	Lia Torrecarion	Richard Woodley	Wade Cuthbertson
Christine Shearer	Jaron Burr	Liam Sallows	Roxanne Dinwoodie	Wyatt Gertz
Cody Cummings	Jason Hoard	Linzi Parry	Ryan Hartley	Wyatt Reeves
Colin McKenna	JD Tremblay	Lisa Dow	Ryan Jagodnic	Yee May
Colin Schell	Jennifer Paquette	Logan Fisher	Scott Reeves	Zack Winfield
Connor Kutzner	Jeremy Wiebe	Luis Alfonsi	Seth Goodswimmer Ferguson	
Connor McKenzie	Jesse Ma	Lyndelle Gonzalez	Shae Rowland	
Corey McBain	Jessica Pearson	Mark Gauvin	Shahruk Spira	
Cory Mackenzie	Jimmy Cresham	Marshall Noble	Shalane Roach	



Paul Kelly

Paul Kelly's 2023 core value nomination was a testament to his unwavering commitment to Trust and Assured Delivery. As a Project Director (now promoted to Vice President of Operations, Pipeline) on multiple Surerus Murphy projects, Paul is dedicated to mentoring others, contributing to individual growth, and strengthening our entire organization. According to Paul's teammates, he empowers colleagues and fosters an environment of continuous improvement and excellence. Paul's consistently exceeds client expectations and solidifies relationships with key industry players, opening up new opportunities for partnerships and projects. This underlines our core value of Assured Delivery. Paul's embodiment of our core values, particularly Trust and Assured Delivery, are worthy of recognition and celebration.



Allie Auger

Allie Auger is a pillar of positive energy at the project and in the community. She nurtures a positive culture at project sites and her tireless efforts, often behind the scenes, go above and beyond, and contribute significantly to Surerus Murphy's unity, well-being, and public reputation. As an Indigenous & Local Engagement Advisor for multiple projects, Allie is active in the community and attentive to those who need support. Her dedication to her work resulted in donations and contributions to local communities and strong relationships in the North Peace Region. Allie goes the extra mile to organize various activities, including sports tournaments and social events for crews at project sites and contributes to team morale. Allie's unwavering commitment to building a positive team culture is a beacon of positivity within our organization.



Vicente Stefani

Vicente Stefani is an exemplary mentor. As a Project Controls Coordinator based in Calgary, Vicente's kind guidance exemplifies our organizational commitment to growth, learning, and integrity. Vicente generously shares his expertise, from answering questions to providing valuable resources. He involves his colleagues in his work and goes the extra mile to nurture their skills, ensuring they learn and thrive. Vicente's approach reflects our "trust" and "integrity" core values. He invests his time and knowledge to help his peers grow, showcasing his character and genuine dedication to the team's betterment.



Ashleigh Lafontaine

Ashleigh Lafontaine consistently embodied Surerus Murphy's Core Values and has made significant contributions to the Payroll team over the past year. She developed initiatives to increase efficiencies, such as on and offboarding checklists and the timesheet tracker. When tackling new tasks, she takes meticulous notes and documents procedures to execute the task independently and minimize the need for additional guidance. Ashleigh's discretion and due diligence in ensuring accurate, on-time payments while strictly adhering to internal policies and labor standards are notable and appreciated.

Building a Culture of Wellness at Surerus Murphy

Mental health is not simply being happy; it's also about developing resilience to navigate good and challenging days.

In the fast-paced, tough, and rewarding pipeline and infrastructure construction industry, prioritizing employee wellness is not just a good practice—it's a necessity.

At Surerus Murphy, wellness isn't an afterthought—it's ingrained in our values, and we are always looking for ways to improve and reach out to staff with wellness opportunities. The commitment to building a culture of support for employee well-being aligns with the company-wide dedication to fostering a healthy work environment.



"Wellness is not an isolated effort. It's something that we can always find ways to improve and serve our employees."

-Morgan Simmonds



At Surerus Murphy, we implement programming under four pillars: mental resilience, physical well-being, social engagement, and financial fitness. These pillars form a foundation for the Wellness Program to support individuals and the collective group.

Morgan Simmonds, Advisor, Wellness Programs, emphasizes the importance of a multidisciplinary approach to wellness, stating, "Wellness is not an isolated effort. It's something that we can always find ways to improve and serve our employees. We are a diverse company with projects and offices across Alberta and B.C. It's about creating an organization-wide approach that addresses the mental, physical, social, and financial aspects of employees' well-being. No matter the location or size of the project, it's a priority that we continue to work towards."

Morgan plays a pivotal role in constructing, implementing, and promoting a robust culture of wellness for Surerus Murphy's workforce. Recognizing that mental health is a critical component of overall well-being, Surerus Murphy has implemented programs designed to provide necessary support. From on-site counselling to mandatory training in respectful workplace behaviour and suicide prevention, Surerus Murphy is creating a holistic framework for employee well-being.

In addition, as a health coach and registered holistic nutritionist, Morgan serves as a crucial resource for employees seeking wellness support. Whether an employee is on a contract, or permanent, union or non-union, tailored programs and resources are available.

Surerus Murphy continues to prioritize the health and well-being of its most valuable asset—its people. And finding ways to improve based on real feedback from our teams is vital. For any ideas, feedback, or questions pertaining to your wellness at Surerus Murphy, please feel free to reach out. She can be reached at wellness@surerus-murphy.com or by phone at 403.478.8170. Your input is highly valued, and we appreciate your engagement.

Pipelining is a rewarding industry, in a challenging environment. Surerus Murphy's commitment to employee wellness is not just a goal but a deliberate effort to position these environments so that staff can grow, learn, and thrive. It's about ensuring that employees go home safely and leave work feeling fulfilled and accomplished.

Surerus Murphy is honoured to receive the Greatest Impact Award from the United Way B.C.



"United Way's 'Greatest Impact Award' is given to an organization that fundraises the most dollars for the United Way at a special event. Over the last couple of years, I have been working closely with Surerus Murphy Joint Venture, as they raised over \$500,000 for our community through their corporate and employee fundraising. SMJV has also sponsored two Campaign Associates in 2021 and 2023 to help support me through my fall campaign season. This isn't something that they brag about or use to get clicks on social media. It's a part of their culture – to leave the places they visit better than they found them. This just goes to show that when you have a big enough heart, you don't even need to be a member of that community to make such a big difference in so many people's lives."

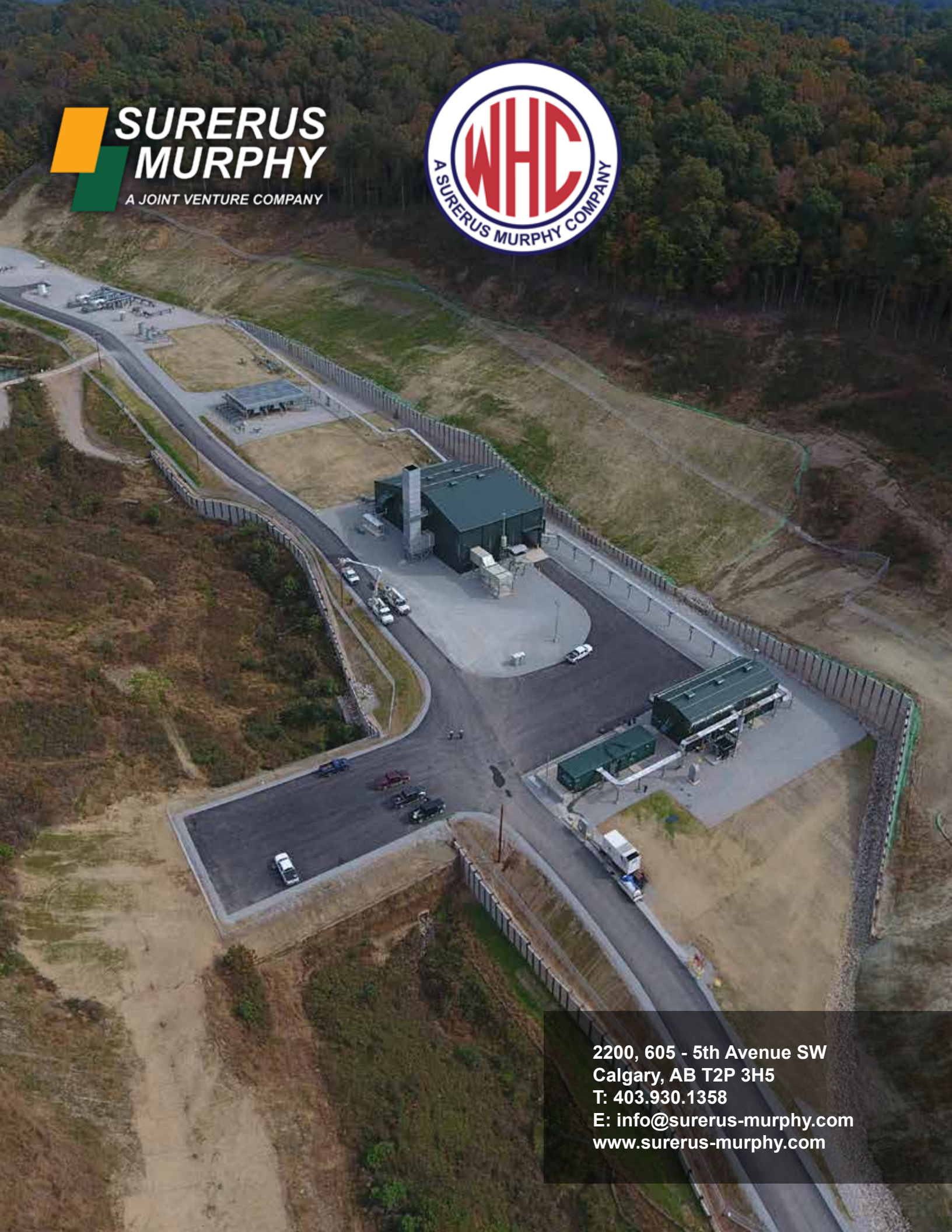
Chelsea Ingram, Campaign Manager for United Way British Columbia, Thompson Nicola Cariboo Region

"I am honoured to accept the prestigious United Way of B.C. 'Greatest Impact Award' on behalf of our dedicated team. This accolade recognizes the exceptional fundraising and volunteering efforts of the Trans Mountain Expansion Project workers at Spread 5A. This recognition underscores our company's unwavering commitment to being a good neighbour wherever our projects lead. We believe in making a positive impact on the communities we operate in, and this award reflects the dedication and compassion of our team members. We are proud to support the United Way and will continue to actively contribute to the well-being and prosperity of the communities we are privileged to be a part of."

Sean Surerus, Chairperson, Surerus Murphy Joint Venture



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