



FRACTION
Division of Green Energy Services



LV ENERGY SERVICES
A Division of Green Energy Services Inc.

WE DO IT SAFELY, OR NOT AT ALL.

January 2025

Message from President & CEO, Ken Wagner

Happy new year and welcome to 2025. As we start the year, we are extremely excited to add more members into the Green Energy Services family. Aureus was finalized at the beginning of the year and the integration is well underway. This will allow us to offer a deeper line of services to all of our current customers.

As we continue to grow the business, it is more important than ever that we supply a first-in-class service to all of our clients. In 2024 we all did an excellent job of keeping our clients happy. Thank you for that. Your hard work and dedication have simply made us the best water management in the oil and gas business.

In Q1 of 2025 the main focus will be the integration of Aureus assets. Customer satisfaction and safety must be paramount for each and every one of us within the company. We can all do our part in working towards achieving these two objectives.

Let's work for each other and the rest will take care of itself. I am super proud of each and every one of you for helping build a strong community around us. It is making a major difference and is helping raise close to 700 families on a daily basis.

My phone is always on if you ever need anything from me. Please don't be scared to reach out if there is something we can do better at. Stay safe and make sure you get home safely to your families.

Ken Wagner
President & Chief Executive Officer

Your hard work and dedication have simply made us the best water management in the oil and gas business.

From left: Damian Akhurst, Jodi Wagner, Ken Wagner, Jason Henderson & Michele Davis



CONTENTS

Message from CEO Pg 1
 Safety: Incident Reporting..... Pg 2
 Statistics & Results Pg 2
 GES Notification Matrix Pg 3
 Working Safely, Jamie Querin .. Pg 4
 Work Anniversaries Pg 6

JOINT OCCUPATIONAL HEALTH & SAFETY COMMITTEES

- Chris Kestell
- Dustyn Hordos
- Wil Penner
- Matthew Grierson
- Gary Burke
- Daniel Wood
- Toby Congert
- Dave Snodgrass
- Heather Cook
- Mychaela Kachowski
- Tyler Emsley
- Jamiel Valencia
- Doug Robinson
- Jim Mitchell
- Damian Akhurst
- Jamie Querin
- Michele Davis
- Frank Baruta
- Alex Westblom
- Kathy Klunder
- Brooke Beaulieu
- David Kirby
- Colby Halisky
- Cameron Wilson
- Clayton Kammer

CONNECT

780-567-5379
 2910 ,500 - 4 Avenue SW
 Calgary AB T2P 2V6

SAFETY TOPIC

Importance of Reporting All Incidents to Your Supervisor

Reporting all incidents, including near misses and minor events, to your supervisor is critical for maintaining a safe work environment.

Immediate reporting ensures:

1. **Timely Investigation:** Supervisors can promptly investigate and identify root causes to prevent recurrence.
2. **Hazard Mitigation:** Corrective actions and safety improvements are implemented effectively.
3. **Compliance:** Reporting aligns with regulatory requirements and company policies, avoiding potential legal or operational issues.
4. **Awareness and Learning:** Lessons learned are shared across the company, promoting a culture of safety.
5. **Structured Reporting:** The **GES Notification Matrix** ensures clear and consistent communication, guiding incident escalation to the appropriate levels of management and the HSE department.

(See next page for GES Notification Matrix)

STATISTICS & RESULTS – JANUARY 2024

	GREEN ENERGY SERVICES
TRIF	0.15
FIRST AID	0
MEDICAL AID	0
MODIFIED DUTIES	0
LOST TIME	0
NEAR MISS	0
LOC	0
KM'S DRIVEN	2,562,852
SAFETY FORMS PROCESSED	7,183

TRIF: Total Recordable Injury Frequency

LOC: Loss of Containment

HAZARD ID Remember to report all hazards.

Reporting hazards is essential for learning from mistakes, preventing recurrence, and improving safety performance.



GES NOTIFICATION MATRIX

By using the GES Notification Matrix as a reference for reporting, employees contribute to a safer, more informed, and compliant workplace.

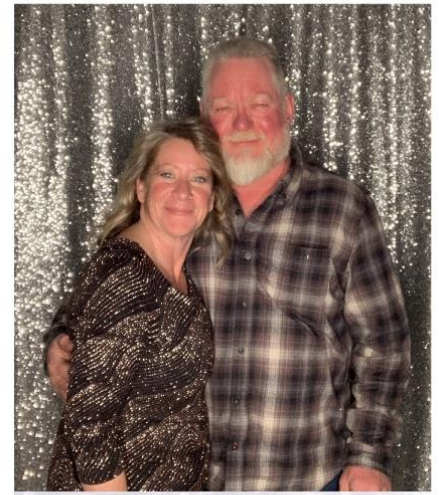
GES requires that all Hazards, No-Loss, and Loss-Type Incidents be reported immediately regardless of size or severity to the Supervisor, who in turn reports the incident to the Base or Division Manager and HSE Department.

Incident Type	Severity	Who to Notify	Notification Timeline	Initial Incident Report	Incident Investigation
Property/Equipment Damage	Low/Medium	Supervisor Project Manager Division Manager HSE Manager	Within 24 hrs	Within 48 hrs	Within 72 hrs
Minor First Aid	Low/Medium	Supervisor Project Manager Division Manager HSE Manager	Immediately	Within 24 hrs	Within 72 hrs
Minor Spill: - fresh water release < 100L - Produced water, fuel, oil < 50L released into a containment system	Low/Medium	Supervisor Project Manager Division Manager HSE Manager	Immediately	Within 24 hrs	Within 72 hrs
Reportable Spill: - fresh water release > 100L - Produced water, fuel, oil > 50L released into a containment system - Any produced water, fuel, oil released on the ground outside a containment system	High	Supervisor Project Manager Division Manager HSE Manager COO CEO	Immediately	Within 24 hrs	Within 72 hrs
Medical Aid Injury	High	Supervisor Project Manager Division Manager HSE Manager COO CEO	Immediately	Within 24 hrs	Within 72 hrs
Fire/Explosion	High	Supervisor Project Manager Division Manager HSE Manager COO CEO	Immediately	Within 24 hrs	Within 72 hrs
MVI	High	Supervisor Project Manager Division Manager HSE Manager COO CEO	Immediately	Within 24 hrs	Within 72 hrs

EMPLOYEE CONTRIBUTION

JAMIE QUERIN, HSE COORDINATOR

For those of you that don't know me yet, I'm Jamie Querin, I'm part of the HSE team as the team's HSE Coordinator, I have been with Green Energy for almost 3 years and safety is very personal to me.



Fraction Energy Services
DEC 6TH 2024

Jamie Querin & her boyfriend Jim

WHY is safety personal to me?

I have been on the receiving end of the phone call that rocks your world to the very core – telling you that your loved one has been in a serious accident.

When I was 15 years old, I received a call while at work that my younger brother Brian had been involved in a serious accident, and I needed to get to the hospital to meet my parents. Sadly after 7 days of being in a coma, my 12-year-old brother succumbed to his injuries after falling into a fertilizer bin.

That accident changed my life path. I wanted to find a way to thank all the people involved in trying to save his life. That's when safety and wanting to help others became my goal.



Jamie Querin's younger brother, Brian.

As a teenager, I spent many years volunteering at the hospital. As an adult, I spent 10 years as a volunteer medical responder, Captain on my local Fire Department & STARS Air Ambulance. In my working career, safety has been a pivotal role that I am passionate about.

I have been nicknamed "Mama Bear" by our Containment team, and I take that title given to me by the team seriously.

It tells me that they know that I genuinely care about their safety and am looking out for them as I do with every single one of you you are all part of the Green Energy family. I want you all to come home safely each night and I take my responsibility in my HSE role personally.

(continued next page)

WHY WE

WORK SAFELY

Jamie Querin's story:

I am the mother of two beautiful daughters, Mackenzie (19) and Kennedy (13). Mackenzie is an automotive mechanic apprentice, and Kennedy is attending Grade 8.

I also think about my parents Jim and Shirley and how hard it was for them to go through the loss of my brother, Brian. My boyfriend, Jim, is one of our Mechanics here at Fraction and I know he worries about me when I'm out in the field working like I worry about him working in the yard and shop. I have family and friends counting on me to drive safely, work safely and to get home safely.

Knowing how quickly one second in time can change your entire existence is a very profound and powerful thing; so live each moment to the fullest, focus on what is important because we are not promised tomorrow.

As we kick off 2025, I ask each of you to think every day – what is your WHY to working safely.....? We all have at least one, please remember yours daily.



MEET JAMIE QUERIN – HSE COORDINATOR

HOMEBASE: Grande Prairie, AB

JOINED GREEN ENERGY SERVICES: 2023

FAVOURITE PASTIME: Spending time at the cabin



Remember... the most important thing is going home safe to our families, friends and loved ones.

WORK ANNIVERSARIES

Work anniversaries are not just another day! They are a clear indication of your loyalty and commitment to Fraction Energy and LV Energy. We thank you for choosing to stay.

EMPLOYEE	# OF YEARS	EMPLOYEE	# OF YEARS
Edward Davis	15	Amy Sunshine	2
Cory Schriver	12	Brandon Clements	2
Gretchen Nelson	12	Daniel Wood	2
Robert Marchewka	12	Gavin Hallett	2
Dylan Oakes	9	James Russell	2
Chris Airth	8	Kevin Waldock	2
Nathan Maclaurin	8	Marc Thiel	2
Rylan Zakreski	8	Mathieu Bisson	2
Clayton Kammer	7	Michael Blais	2
Glenn Berry	7	Mike Benson	2
Cody Villard	6	Mychaela Kachowski	2
Rick Akre	5	Pat Ruttle	2
Tim Reimann	5	Seth Francis	2
Christopher Bepperling	4	Tristan Crebo	2
Damian Akhurst	4	Tristen Robinson	2
Douglas Robinson	4	Bruce Cockburn	1
Joseph Sheffield	4	Darren Reader	1
Spencer Akhurst	4	Don Hope	1
Tim Slaney	4	Matthew Mott	1
David Green	3	Peter Hofer	1
Denny Siddall	3	Quinn Schriver	1
Doug Birt	3	Shane Herbert	1
Eddieson Collado	3	Wesley Fraser	1
Reid Peterson	3	Zane Boyechko	1
Zacrye Perrier	3	Zavier Hurson	1

