

THE STUDON SCOOP

Get the Scoop on the People, Pride & Service at STUDON



SPRING 2011 NEWSLETTER

Learn How to Learn

by Don Sutherland, Chief Executive Officer

It is interesting how much I have learned, both professionally and personally, since the inception of Studon. I have heard the comment from our team, "When does the learning curve end"? Well, it doesn't. I mentioned, in one of the earlier newsletters, that change is happening at an unprecedented rate and so is our learning curve. Between what I didn't know about running a business and the rate our industry is changing, my learning curve has been and will continue to be a steep one. We realize that the rate of change does not only apply to our business or industry but globally. A good example of global change is the recent earthquake in Japan and its devastating effects. We have to be prepared for change and how we can do it is to "Learn How To Learn".

What I have learned is the grade upon which we learn can be lessened with experience and continued education. I was privileged, 13 years ago, to meet Peter Gregg from Successlab who has made a significant difference in my continual education. His support over the years didn't stop with me but extends to many at Studon, from 1 day courses to SSA and IMIT. Studon not only educates our people through Successlab but other institutions as well, such as the Red Deer College, UofA, UofC and Dale Carnegie, to name a few.

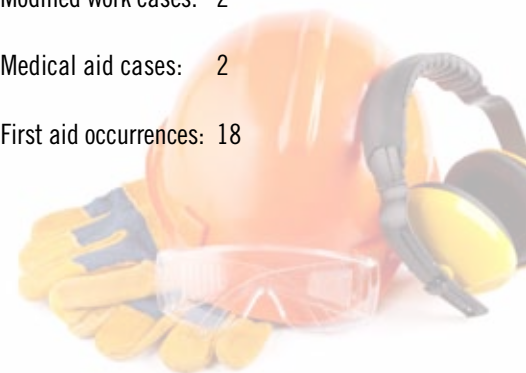
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Safety Statistics

Fourth Quarter 2010

- Total work hours: 557,236
- Lost time incidents: 0
- Modified work cases: 2
- Medical aid cases: 2
- First aid occurrences: 18





Learn How to Learn

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In this universe, class is always in session and even a walk can hold valuable lessons for those with the eyes to see. My regular walk around our family acreage leads down rural roads and around our property past various ponds. The area is bird heaven and has more than its share of red-breasted Robins. The Robins are reluctant to leave the path I am walking on. When I approach them, they have the curious habit of hopping just a little farther away, maintaining a short buffer between us. Once the buffer gets down to about five feet they'll hesitantly take to the air, then land maybe 50 feet ahead. Then they repeat the move all over again. Why don't they plot the direction I'm heading, determine in advance my course and fly off in another direction? Robins, as it turns out are not so different than people, especially in the area of careers.

For the past 15 years it's become obvious that the old method of learning a trade or profession and spending 30-40 years at the same

firm and then retiring happily ever after, is no longer a likely possibility. In fact students today are told they will likely change careers at least seven times in their lifetimes. Back in the 50's and 60's companies had far less competition and consumers were far less discerning. Specialized skills and training were harder to duplicate because there were fewer places where a worker could get them and only so many companies were willing to pay for them. So once you were hired, the company had no interest in replacing you and you had no interest in changing companies. Today, in the midst of the information age, skills and training are available via the Internet right in the living room of anyone who owns a computer. Thanks to the abilities of computers you no longer need expensive equipment and an engineering, marketing, accounting and personnel department to start a company. For the cost of a new computer, some software and a few hours to learn it; anyone with average intelligence can open a business and compete directly with the industry leaders. As a result companies find it possible to slash their numbers of less-skilled employees and the ones with specialized adaptable knowledge become more valuable than ever before. Employees with these valuable skills realize they are in demand and like professional athletes, can jump from firm to firm based on the latest highest bid. Employee loyalty and company loyalty no longer exist, as we knew them. Yet many workers, like the Robins, refuse to leave the path they have followed for years. They see layoffs and downsizing approaching. They detect the trend. But rather than getting off the path they work at momentarily avoiding it by hopping just ahead of the approaching changes. Never really improving their position but working like mad to maintain it.

Life isn't stagnant. We are living life in a fluid ever-changing tapestry. There is no career security beyond our own ability to create value for others. There are no external companies willing to support us for life, nor should there be. Our security arrives from our own internal ability to determine and fill the needs



Don Sutherland

of others. In short, those who have “learned how to learn” will have the ability to constantly re-tool themselves so they are always in demand. In effect those who realize that no matter who signs their paycheck, they are actually working for “Themselves Incorporated” will be the ones who gain the most “security.” By expending the same energy now wasted on worry and like the Robins, hopping forever just out of reach of approaching danger, we could be flying to the greater security of constant, new learning. Making this decision allows us to call the shots and failing to make this decision, is only “Robin” from us. I encourage you to continue to “Learn How to Learn”.

Don Sutherland,
Chief Executive Officer



Progress Updates

News from Christina Lake

I am proud to announce that our team at Christina Lake has turned over 55 packages since we arrived on site roughly 16 months ago. Plenty of these turnovers were completed with “little to no” deficiencies leading me to believe we are the contractor of choice in our field. The reason for this is because we have developed and maintained an impressive management team including project management, safety officers, QAQC, and field administrators.

Our front liners including foremen, leads, and workers are paramount to our continuing success at Christina Lake. They are a large part of what makes Studon so great, and we will continue to “take care of business” and maintain the high quality product our client deserves. We can be proud when we look at our work and reflect on what we’ve accomplished, and be confident and assured that there will be work in our future. Thank you to all who have given to this project. It is appreciated!

Derek Chabot,
Project Foreman





Some live action photos of the guys who are makin' it happen out there!



Progress Updates

News from MEG Energy

I would like to share a little update of the work that we have been doing in the past couple of months for MEG Energy Christina Lake. Since November we have successfully completed 9 ESP conversions on schedule with no incident or lost time accidents, the boys have been working hand-in-hand with all other tradesmen from pipe fitters, right to the rig crew. We have also pulled miles of cable in trenches for the preparation of phase 2B construction. We reached a MEG Energy Milestone when we powered up their 25kV-5kV, 3.75MVA transformer for the 2B Construction feeds. The guys work, pre-job tail gate meetings, communication, safety and documentation to get to that point has been of the highest quality and professionalism. Since powering up the 3.75MVA transformer we have also powered up 5 of the 8 main PDC's.

Another MEG Energy Milestone that we recently achieved was powering up three 25kV/ 600V, 2.5MVA and 1.5MVA transformers at the new 1000 man camp. We have also pulled miles of cable at the new camp to get to this point. The boys have wrapped up a generator building and power car building. Trailers are being set at a fast pace to this new double decker camp, with all the congestion, heavy machinery and lifting going on around site we are proud to say that we have had zero incidents or lost time accidents at the camp as well.

Amongst the never ending temp power and small jobs around site we have also been able to complete a lighting upgrade in phase 2 of the existing plant. The whole crew has been working hard and working as a team to build a strong relationship with the client. They have expressed their gratitude in the quality of work the crew has been doing in the field and have even acknowledged one of our

more experienced employees by presenting him with a MEG Energy bag for the guidance and mentorship that he has been passing on to the crew.

A special thanks go's out to Ralph Meyer for all the hard work, guidance and knowledge that he has been passing on to the crew out here at MEG Energy. From JM to 1st year Ralph has taken the time to not only get the work done, but to teach how, and to help understand why we are doing the work that we do. Thanks to all the crew at Studon MEG Energy for all their hard work and dedication.

Brad Ran, Project Superintendent

I would like to add a thank you and express our appreciation to Brad and Brandon for the work they have done on site in the last 6 months. These two young fellows have stepped up and taken control when it was needed and have done an amazing job on site with all of the obstacles that were in front of them. There isn't anything that can slow them down. We are very lucky to have two great teams: Cenovus & MEG.

Ron Atkinson, Project Manager



News and Updates

Projects Won in the Past Quarter

- Suncor Firebag Camp
- Pembina Pipelines Musreau Deep Cut
- Devon Jackfish Wellpad Modules
- Continuing projects for Cenovus and MEG Energy

Warm Welcome

Studon would like to wish a warm welcome to all new employees from the office to the field. We are always proud and excited to see growth including new employees at Nova Chemicals, Dow Chemicals, Atco power and Suncor to name a few. Welcome to Team Studon, we look forward to working with you all in the future!

Mike Holitski,
District Service Manager

Thank you!

We are in the finishing stages of numerous water treatment facilities and are looking forward to starting a variety of new projects in the up coming months, thank you again everyone for all of the hard work that goes into successful completion!

Ken DeBeaudrap,
Construction Manager

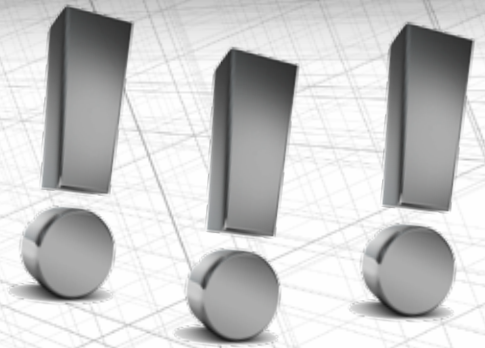
As most of us are aware we are starting to crawl out of the economic downturn that has hung over North America for the past few years.

Projects which have been shelved are now finding their way back on the books. Currently in Alberta alone there is in excess of \$120 Billion in capital spending at various stages of development. In our primary sector of Oil & Gas there are 91 projects filed with the government valued at \$110 Billion. What this means to us is the opportunity to continue to grow in the years to come.

We recognize that work in and around Fort McMurray will be a cornerstone for us for years to come yet we are always looking to extend Studon's geographic reach and expand into other sectors and industries. With this in mind we have taken on projects for Mosaic at their Esterhazy Potash facility in Saskatchewan and are in the midst of completing those work packages. We are also starting work for Black Diamond in Fort Nelson, BC. Both of these ventures are seeds which we have planted and hope to grow into long term, mutually beneficial relationships.

Bryan Lunge,
Sales & Marketing Manager

Exciting Announcements!



Going Green

Recycling helps protect our resources while improving the environment. For every ton of paper recycled, 3 cubic yards of landfill space is saved. Instead of slowly decomposing in the landfill, paper is put to use in the form of new products.

The Red Deer office has taken a strong initiative to recycle all paper & cardboard products. Our new local provider shreds recycling material and non required confidential documents on site. This shredded material is then compacted into bales. These bales are then sent to pulp mills for further recycling. In January and February our office has recycled 1260 lbs of material.



Did You Know

Each ton of paper recycled saves about 17 trees. If these 17 trees were chopped down and used to create new paper, it would use about 380 gallons of oil, 4,000 kilowatts of energy, and 7,000 gallons of water in the process.

The 17 trees saved by recycling one ton of paper would absorb up to 250 pounds of carbon dioxide from the air each year.

Recycling makes good sense – economically and environmentally.

Baby News

CONGRATULATIONS to Nick Pyper from the Christina Lake site who became a proud father February 8th at 12:05 p.m. to a baby girl named Skyla Nellie 6lb 12oz.



Corporate News

Featured Policies

Look for Featured Policies in up-and-coming newsletters. Studon will have a policy that maybe you are already familiar with or maybe not. However, if there are any questions please feel free to ask. You may have been provided with an employee hand book during orientation, but if not or if you would like a new one just let us know and we will be sure that you get one. If you would like more information on any of the policies please contact Human Resources.

A Note from Estimating

Estimating would like to thank McCormick Systems for the wonderful in-house training that was provided. We would also like to thank Chris and the whole IT department for the assistance over the two days of the course.

We are in the midst of renovations. The big changes are almost done and they are looking good. We will be welcoming Bryan Lunge into our little office area as his temporary home. (He is welcome to join the estimating crew if he would like.)

The Office Staff - Red Deer



Studon Extras

Hockey at Cenovus Christina Lake - The Studon Team



Back row from left to right: Jesse Lapierre, Bryan Zibrik, Derek Chabot, Ben Neilly, Dave Matthews, Scott Wheaton

Front row from left to right: Jason Bouchard, Micheal Kluthe

Leanne Colby, Corporate Human Relations Manager



Studon's very own Sunshine Girl pictured at a recent Job Fair doing what she does best, being an amazing and friendly ambassador for Studon.

Edmonton Sun, March 26

Ken's Korner

Philosophy of Charles Schulz, the creator of 'Peanuts' comic strip

You don't have to actually answer the questions. Just ponder them.

1. Name the five wealthiest people in the world.
2. Name the last five Heisman trophy winners.
3. Name the last five winners of the Miss America pageant.
4. Name ten people who have won the Nobel or Pulitzer Prize.
5. Name the last half dozen Academy Award winners for best actor and actress.
6. Name the last decade's worth of Stanley Cup winners.

How did you do?

The point is, we rarely remember the headliners of yesterday. These are no second-rate achievers - they are the best in their fields. But the applause dies, awards tarnish, and achievements are forgotten. Accolades and certificates are buried with their owners.

Here's another quiz. See how you do on this one.

1. List a few teachers or coaches who aided your journey through life.
2. Name three friends who have helped you through a difficult time.
3. Name five people who have taught you something worthwhile.
4. Think of a few people who have made you feel appreciated and special.
5. Think of five people you enjoy spending time with.

Easier? The lesson...

The people who make a difference in your life are not the ones with the most credentials ... the most money ... or the most awards. They simply are the ones who care the most.



Announcements



SPRING 2011 NEWSLETTER

SHARE YOUR NEWS! With the team, via The STUDON Scoop.

**Deadline for submissions for the
Summer issue: May 30, 2011**

Get the Scoop on Studon!

We want to share your special events and news...
send in some fun, special photos, ideas and content.

Ideas for future issues of the Studon Scoop:

- weddings and photos, engagement announcements
- new family members and their photos, or baby showers
- special trips, or events
- community and charitable involvement
- conferences or team get-togethers (parties, fun celebrations, sports, etc.)

Social Committee Calendar of Events

Golf Tournament

June 18, 2011 - 7th Annual Tournament
18 holes of golf, power cart, steak dinner and prizes

BBQ's

June 24, July 22, August 12 and September 9, 2011

Paintball

July 16, 2011 - 2nd Annual
Field fee, gear rental, 500 paintballs, BBQ and prizes

Submission Details

Send your suggestions or content for the next newsletter to Robin Andersen. Contact: by telephone, 403-342-1666, or via email, randersen@studon.com.

