

Values	Bonnyville	Engineering	Sherwood Park	Meaningful Rewards
Corporate Services	Training	Quality	CEO's Math	To achieve the extraordinary
Calgary	Industrial	FREE	Integrity	Technology
Lethbridge	Safety	Geomatics	Mission	Finance & Capital Resources
Commitment	Corporate Relations	Passionately exceeding expectations	Empowerment	Relationships

Vision	Sustainability	Safety	Quality	Technology
Commitment	Corporate Relations	Relationships	Mission	Corporate Services
Passionately exceeding expectations	CEO's Math	FREE	Industrial	Bonnyville
Meaningful Rewards	Values	Work/life balance	Empowerment	Calgary
Sherwood Park	Engagement	Integrity	Engineering	Geomatics

Passionately exceeding expectations	Corporate Services	Safety	Relationships	Engagement
CEO's Math	Work/life balance	Engineering	Vision	Utilities
Empowerment	Technology	FREE	Lethbridge	Sherwood Park
Bonnyville	Corporate Relations	Mission	Integrity	Grande Prairie
Values	Calgary	To achieve the extraordinary	Commitment	Training