

ON NEWS

YOUR ONTARIO NORTHLAND EMPLOYEE NEWSLETTER



One of Ontario Northland's Original "Women In Rail"

Meet Wendy Middaugh, an inspiring woman with 45 years of experience at Ontario Northland. We had the pleasure of catching up with her in Englehart when employees gathered to watch the virtual "*Women in Rail*" conference in June.

A fitting conversation, after having heard from inspirational women working in the rail industry, Wendy shared her journey as a woman working for a railroad.

Her father, Mr. Harvey Middaugh, an esteemed Ontario Northland employee, worked the Ontario

Northland railway for 35 years, retiring in 1987 as Manager of Passenger Services and moved onto work for VIA and CN for another seven years after that. Born and raised in Englehart, where 45 years ago, much of the population worked for Ontario Northland, Wendy didn't initially think she'd work for the railway. Anyone who knows Wendy, would know that her second passion after trains is sports. Like many young northerners, Wendy left to attend the University of Waterloo with a dream of becoming a trainer for a sports team.



During her second year, while back in Enlehart for reading week, she couldn't see herself going back to Waterloo for University, she knew she was home and wanting to stay. Her dad was quick to tell her to get down to the Enlehart Station and see if there's a job. She laughed as she recounted how resumes weren't necessary then, you went down to the hiring manager and asked if there was an opening. The next day, Wendy started her first job at Ontario Northland as an operator at the Enlehart Station, selling tickets and taking care of train journals. The next 18 years, Wendy worked spare boards from North Bay to Moosonee, Timmins and everywhere in between until she was able to secure permanent jobs, starting in New Liskeard, Haileybury, Cobalt, Swastika and finally, coming back home to Enlehart.

Wendy has been in transportation for 45 years and was one of the first women to be hired full time in the transportation department. *"I remember when I was a young, my dad would take me on the Polar Bear Express, and the only women I would see working were in the dining cars or the hotel,"* remembers Wendy. *"By the*

time I became Dispatcher in the late 80s, it really was the beginning of women starting to be integrated into a very male dominated workforce." When asked what it was like at that time for women in rail, she recalls a time in the late 90s when a colleague asked to speak to the "man in charge" to which Wendy swiftly responded, "I am the man in charge." She laughed and said, *"people wouldn't believe this, but it took me years to find my voice and speak-up, and I haven't stopped since."*

Wendy encourages any and all women to consider an opportunity to work in the rail industry, but especially Ontario Northland, there is so much more than just trains, there are opportunities for everyone, from office work to welding, running trades, electrical and infrastructure work. When asked what's next for Wendy – she's still waiting for the Toronto Blue Jays to call and offer her the job of team trainer, but until then she'll be "Nana Trainer" to two active grandsons playing hockey and t-ball. As for the rest, she says she'll play it day by day but one thing is for sure, she will be the first passenger on the Northlander train when it rolls through Enlehart!



Wedding Bells at the Station Inn



Meeting the love of your life in a train station is a thing of romantic movies, and that that's exactly what happened for two Ontario Northland employees! Vanessa Ouellet was working at the Cochrane Station Inn when she met her now fiancé Michael Pelikan.

Vanessa, a Cochrane local, has been with Ontario Northland for nine years, joining the company as a Housekeeper and now serving as Front Desk - Lead Hand. While working as a math teacher at Northern College's Moosonee campus, Michael would often take the Polar Bear Express and stay at the Station Inn when he would travel to visit his family in Mississauga. When he met Vanessa at the hotel's front desk the two quickly hit it off and the rest is history!

Having been together for three and a half years now, the duo and their three cats call Vanessa's hometown of Cochrane their home. Michael loved Cochrane so much that he convinced his mother and three brothers to move to the area as well.

Michael has since joined the Ontario Northland team, working as a Customer Service and Sales Agent right where he met his fiancé! The two enjoy lunch breaks together and are busy planning for their upcoming wedding. A true Ontario Northland love story!



Lights, Camera, Action: Winter Driving in the Spotlight

Ontario Northland has partnered with the Infrastructure Health and Safety Association (IHSA) to produce a winter driving safety video. The video aims to provide valuable information and tips to drivers who navigate the winter roads in Northern Ontario.

Winter driving in the North can be a challenge due to extreme weather conditions, and such conditions can increase the risk of accidents on the road. Ontario Northland, an organization with over 100 years of experience in transportation, understands the importance of providing the drivers with the right information to stay safe on the roads in winter.

The IHSA partners with businesses, governments, and workers to provide health and safety training across Ontario. Their expertise in safety education makes them an ideal partner for producing a winter driving safety video that emphasizes the importance of safe driving practices for Northern Ontario's winter roads.

The winter driving safety video covers several topics that are essential for safe driving in the winter. Some of the key topics include pre-trip inspections, driving in snowy and icy conditions, and the dangers of black ice. The video also provides practical tips to help drivers stay safe, such as slowing down, increasing following distances, and using winter tires.

The video features Jerry Scappatura and Jason Boucher, two Ontario Northland professionals who are experienced in driver training.

Ontario Northland has always been committed to safety, both for its customers and employees. The winter driving safety video is just one example of how we are promoting safety on the roads. The video is expected to be available to the public in the Fall/Winter of 2023 and will be posted on the Dispatch App and IHSA associated media outlets.

Overall, our partnership with the IHSA to produce a winter driving safety video is a welcome development. By providing drivers with the right information and tips, the video will help reduce the risk of accidents on the roads during the winter months. With more initiatives like the Winter Driving Safety video, we can all look forward to safer roads in Northern Ontario.

A big thank you to our Driver Trainers, Jerry Scappatura and Jason Boucher for participating and sharing their expertise during the filming.

Stay tuned on the ON Dispatch App to see the video once it's released.

Safety. Full Stop. Values in Action: Motor Coach Driver Trainers provide winter safety video to educate drivers.



Colleagues Celebrate “Eid al-Fitr”

Eid al-Fitr, or the “festival of breaking the fast,” is a religious holiday that marks the end of the Muslim holy month of Ramadan.

Colleagues on the third floor at Oak Street, recognized that a few of their office mates were observing Ramadan and wanted to ensure they felt supported during the Ramadan

and decided to host a potluck to celebrate the day with them. Traditional and non-traditional dishes were shared as colleagues learned more about Ramadan.

Never Stop Caring Values in Action – The Org Change and Engagement and Project Management Office celebrate Eid al-Fitr for colleagues celebrating Ramadan.



Employees Lace Up Their Skates

Ontario Northland employees and their family and friends were invited to a free skate over March Break in North Bay, Englehart and Cochrane. Individuals of all ages and skill levels were invited to participate in the fun, family-friendly event. Take a look at the great photos captured at the events!

Fun fact: Business Process Analyst Arfaz Mohammed and his wife Aisha stopped by the North Bay Free Skate. This was the first time Arfaz has been on skates and only the second time Aisha had been! Thanks for coming out to try out a new skill!





Employee Profile: Vincent Konadu, GIS Specialist

Vincent Konadu joined the Rail Infrastructure team in March 2023 in the newly created role of GIS Specialist.

Originally from Ghana, West Africa, Vincent moved to our Englehart Office from the Niagara region after completing his Masters in Geography at Brock University.

Vincent heard about Ontario Northland through his former supervisor who attended post-secondary education in North Bay. His fascination with GIS applications in the transportation industry and further research on the company urged him to apply for this brand-new role.

As GIS Specialist Vincent is responsible for delivering on a new Geographic Information Systems (GIS) mandate to help modernize how we manage, view, and analyze data at Ontario Northland. He will be integral in developing a new, online interactive mapping interface at Ontario Northland which will allow managers to view assets and feature information - picture a web-based map specialized to Ontario Northland data and demands. Further to this, Vincent will assist with setting up digital field data collection and remote sensing/aerial drone research.

Vincent is working closely with the Information Technology Services Team and his supervisor Senior Manager of Earth and Environment Joe Viscek on the online mapping interface project. Although they are a small team, Vincent says “there are many great minds working together and I am very impressed with the progress we’re making”.

GIS requires many different technologies such as GPS devices, drones, Lidar and online software; however, Vincent says that he particularly enjoys using drones in his daily work. Operating these drones has allowed him to see things from a different perspective and get a better idea of how our facilities are distributed.

In his free time Vincent is busy getting to know his new community of Englehart and is planning on getting more involved by coaching youth soccer this summer. An avid reader, Vincent is also continuing his professional development through online courses and certificate programs.

Welcome to the Ontario Northland team Vincent!

Back in Time

A customer recently brought in this bus schedule from 1970 to show our Timmins Station staff. It’s amazing to see how far we have expanded our service area!

We also found this late 1950’s awesome envelope!



Annual Earth Day Company Cleanup

In honour of Earth Day, employees from all locations were encouraged to help keep our workplace and communities clean by picking up litter during their lunch break or at a time designated by their manager. Check out these shots of our employees doing their part to help our planet!



North Bay - Human Resources



North Bay - Stores



North Bay - Org Change and Engagement



Englehart Office



Englehart - Stores

Safety Star Award Winners

Congratulations to our recent Work Safe Recognition and Awards Program winners. The following individuals and groups were presented with Safety Star Awards for going above and beyond their normal job duties to improve health and safety in the workplace.



Individual - Dave Tucker, Work Cell Leader Wheel Shop (Mechanical - Motive Power)

Dave was presented with this award for always keeping safety top of mind and taking initiative to bring forward health and safety concerns. While working in the Wheel Shop, Dave is always looking out for others when it comes to safety. For example, when Dave uses the crane, he will call out the direction, even when there is no one around, just in case someone is coming through and he can't see them. In addition, Dave is always trying to improve the workflow which makes the shop a safer place for him and his fellow employees.



Individual - Stephane Perron, Engine Attendant (Mechanical - Motive Power)

Stephane received multiple nominations that recognized him as an individual who fosters a culture of safety within the Mechanical Division. While operating a forklift, switching locomotives, or training new operators Stephane always has safety on his mind, ensuring that whoever he is working

with is aware of their surroundings. In addition, he also identified a potential exposure and took the initiative to investigate the actual risk to ensure that the techniques he was training on were safe for those doing the work.



Individual - Shawn Harman, Signal Maintainer (Rail Infrastructure)

Shawn received this award for identifying a situation that posed a high risk and taking the initiative to stop, assess, and control the hazard. When a tanker truck was preparing to unload near where he and his team were working, he noticed the placard on the side of the truck and recognized it was carrying a highly flammable and explosive product. He took action by asking the company to produce documentation for what they were transporting and made certain that the truck did not start unloading until their welding job was complete. In addition, he turned the situation into a teachable moment for the young workers working with him that day.



Individual - Chloe Disney, Asset Analyst (Rail Mechanical)

Chloe was recognized for bringing forward an idea to create a health and safety calendar made up of Ontario Northland children's artwork. This idea was easy to implement, so much fun to create, and had a positive impact on health and safety awareness. By asking children what safety looked like to them and why they wanted their family member or friend to work safe it created a real and honest perspective of why working safe is important and drove home the fundamental vision of the Work Safe program.



Group - Eric Rochon, Angela Girard and Vanessa Ouellet (Station Inn)

When an employee reported finding a needle in the drawer at the Cochrane Station Inn, Eric, Angela and Vanessa didn't just find and discard the needle. They took the opportunity to create awareness by re-enforcing and communicate procedures and putting up posters to help keep the information up front. This quick response and level of detail to communicating the hazard will not only reduce the likelihood of a needle stick injury at the Cochrane Station Inn, but it will spread the message that the health and safety of our employees is top priority.

Group - Darren Roy, Austin Talbot, Mike Burge and Brock Robinson (Rail Infrastructure)

This crew of dedicated employees were working at the highway crossing in New Liskeard when they identified a piece of metal on the highway and recognized the risk associated with it. As a crew they took the initiative to stop, assess, and control the situation to ensure the safety of others. They protected the motorists in the area by



performing flagging and ensured the traffic was directed away from the debris. This quick action kept a safe flow of traffic by reducing two lanes of the Trans-Canada Highway to one until the police could flag the crossing and repairs could be completed. The actions of this crew are a true example of going above and beyond ones normal job duties to improve health and safety, not only in the workplace but in our communities as well.

If you know someone who has gone above and beyond for safety, nominate them for a Work Safe Award.

Meet Our Commissioners

Get to know your Ontario Northland Transportation Commissioners!

In this issue of the ON News, we are featuring Fred Gibbons.

As the former President of Northern College, Fred Gibbons has spent more than 25 years working in the community college education system. In 2021 he received the lifetime achievement award for his contributions to education from the Ministry of Colleges and Universities.

Serving on numerous local boards and committees, including past president of the Timmins Chamber of Commerce, Director on the Timmins & District Hospital Board, and Chair of the Timmins Economic Development Corporation, Fred has an acute knowledge of Northern Ontario. Known for his work in establishing lasting partnerships that benefit northern communities, Fred has chaired numerous provincial and national organizations such as Colleges Ontario and the Committee of Presidents.





Employee Roadshow Hits the Road Again

After a short break brought on by the pandemic, our Employee Roadshow officially returned this Spring. Representatives from Human Resources, Health and Safety, and Organizational Change and Engagement set out to visit employees in Cochrane, Englehart and North Bay in May to share information about the services available to employees at Ontario Northland.



This year's roadshow "headliner" was the launch of Ontario Northland's **new Employee Assistance Program (EAP)** Provider Homewood Health. The

roadshows lined up perfectly with Mental Health Week which was a fitting time to share information on the many health and wellness services available through our new EAP Provider Homewood Health. More details can be found on the following page.

Employees who visited the event learned more about the new EAP Program, benefits, Work Safe Recognition and Awards Program, important health and safety topics, upcoming wellness initiatives, and how to stay connected through the ON Dispatch App. Employees were taken back to their childhood with bags given when they entered which were then stuffed 'trick or treat style' with giveaway items and informational brochures. For some extra fun, employees were able to enter to win exciting prizes including themed baskets and prizes donated from our EAP and benefits providers (winners pictured here). Pop-in's were scheduled at other locations where employees were unable to attend.

Never Stop Caring Values in Action: The Human Resources Team promotes available resources for employees.

Introducing Homewood Health: Ontario Northland's New Employee Assistance Program Provider

We are very pleased to announce that as of May 1, 2023, employees and their dependent family members now have access to a full range of health and wellness services as part of our benefits package provided under the Employee Assistance Program (EAP) through our new provider Homewood Health.

From time to time, many of us encounter personal problems that affect our sense of wellbeing and our ability to function both at work and at home. If help is available early, often these situations can be resolved before they become serious. The EAP is a confidential program that offers short-term counselling and support related to a wide variety of issues including relationship concerns, depression and anxiety, stress management, grief and bereavement, work and family balance, parenting, substance use, and work-related problems. It can also provide support in areas of childcare and eldercare, career planning, financial, and legal consultation.

The EAP includes access to a range of professional and confidential services and resources including:

- Counselling
- Life Smart Coaching
- Online Resources (Homeweb.ca)

- Online self-paced Cognitive Behavioural Therapy (Sentio by Homewood Health)
- Personalized care plans and recommendations (Homewood Pathfinder)
- Crisis Management Services

Our new EAP service provider can be reached anytime day or night, 365 days of the year—whenever it is most convenient to you. To access EAP services individuals can call the 24-hour toll-free access number 1-800-663-1142. To access the online services, please sign up at <https://homeweb.ca/> and use the code **ONT192**. Once you have signed up online, employees are encouraged to download the mobile app Homewood e-AP through the App Store or Google Play.

The EAP is also available to your dependents, which includes spouses, partners, and children up to the age of 21 living at home and/or up to the age of 25 attending a full-time educational institution. All services are **offered at no cost** to you or your family members.

The availability of this important benefit is consistent with our value of Never Stop Caring and our commitment to the mental health and wellbeing of all employees. Stay tuned as more workplace wellness initiatives are released in the coming months.



Moose on the Loose!

John Gauthier, Tim Crouch, Kip Moore, and Carl Landriault were working as a culvert crew when they came across a distressed female moose trapped in discarded wire, just south of Lake Tomiko. With the moose in close proximity to the tracks, the crew recognized the need for urgent intervention.

While the proper protocol is to contact local law enforcement or wildlife rescue services, the remote location made it necessary for the crew to devise their own plan. After careful evaluation, Carl and John approached the moose and worked to free the animal from the wire while Tim and Kip stood on lookout for anyone or anything that may have been approaching. John says his experience as a volunteer firefighter helped him stay



calm in the high-pressure situation. *"After observing the moose for a bit, it was clear that she was calming down. I'm not sure how long she had been there, but I think she knew that she needed our help,"* said John Gauthier, Track Labourer.

Despite potential risks, the team was committed to rescuing the distressed animal. As the final bits of wire were removed, tension dissipated, and the team watched as the moose regained its bearings and vanished back into the wilderness. For the experienced outdoorsmen, seeing a moose never gets old, and the size of the animal continue to astound them.

Never Stop Caring Values in Action:
Culvert crew saves trapped moose.

Welcome New Employees

Since January 16th, 71 employees have joined us. Be sure to introduce yourself and personally welcome them to Ontario Northland!

Kenneth Airdrie Refurb. Pipefitter North Bay	Veronica Campbell Events Coordinator North Bay	Cameron Harwood Track Labourer Englehart	Hannah Mackie IDEA Specialist North Bay	Robert Tonkin Production Worker North Bay
James Appleford Maintainer Work Equipment Shop Englehart	Brian Carre Corporate Governance Specialist North Bay	Mark Hendrick Electrician North Bay	Jean-Guy Magnan Supervisor – Equipment Cochrane	Travis Tourville Pipefitter – Ramp Days North Bay
Ryan Atwood Bus Operator North Bay	Justin Carriere Refurb. Electrical Days North Bay	Jason Hines Production Worker North Bay	Debbie Martin Recruitment Advisor North Bay	Kirt Trahan Production Worker North Bay
Alex Baker-Smith Production Worker North Bay	James Charbonneau Asset Management Specialist North Bay	Taylor Hodges Refurb. Electrical Days North Bay	Jason Martin Production Worker North Bay	Alain Tremblay Project Manager Facilities North Bay
Marcus Barber Refurb. Electrical North Bay	Jake Chatelain Production Worker North Bay	Cooper Jones Financial Analyst North Bay	Joseph Massicotte Track Labourer Englehart	Jessica Wallace Production Worker North Bay
Nicholas Barnes Bus Operator North Bay	Sara Cirullo Recruitment Advisor North Bay	Joseph Kingsbury Production Worker North Bay	Maxwell Mattinson Production Worker North Bay	Ashley Windsor Financial Analyst North Bay
Jack Bethune Production Worker North Bay	Dylan Clarke Production Worker North Bay	Vincent Konadu GIS Specialist Englehart	Chantal Menard Financial Analyst North Bay	Joshua M Witt Financial Analyst North Bay
Patrick Blais Spare Warehouseman Cochrane	Jackson Downey Production Worker North Bay	Guy Lachance Refurb. Electrical Days North Bay	Joshua Molenkamp Bus Operator North Bay	Milne Wreggitt Signal Maintainer Apprentice Englehart
Breanne Boileau HR Business Partner North Bay	Kevin Dube MGR Signals & Communications Cochrane	Nikolas Lalonde Production Worker North Bay	Kurtis Munnings Production Worker North Bay	Larissa Yantha Project Manager North Bay
Jeremy Booth Storeperson North Bay	Andre Dutrisac Production Worker North Bay	Dominick Langlois-Gagnon Track Labourer Englehart	Andrew Oldfield Production Worker North Bay	Candie Yerlitz Production Worker North Bay
Viacheslav Borovyk Production Worker North Bay	Sawyer Duval Track Labourer Englehart	Justin Larose Production Worker North Bay	Raymond Ouellette Production Worker North Bay	Allan Zettler Carman Coach Projects North Bay
Richard Brown Production Worker North Bay	Kifah El-Mousa Bus Operator North Bay	Teo Linklater-Leduc Spare Warehouseman Moosonee	Philip Plamondon Production Worker North Bay	
Derek Buffett Production Worker North Bay	Michelle Etmanski Cleaner North Bay	Bruer Liss Project Manager Facilities North Bay	Jaymz Ropp Track Labourer Englehart	
Darren Burke Production Worker North Bay	Wade Eves Production Worker North Bay	James Macdonald Bus Operator North Bay	Jonathan Sandiford Project Manager Facilities North Bay	
Jarod Cadotte Spare Clerk North Bay	Francis Grasser Track Labourer Englehart	Kevin Macintosh Production Worker North Bay	Lloyd Sullivan Pipefitter – Ramp Days North Bay	

Best Wishes in Your Retirement

Pensioner	Last Position	Location
Dale Proctor	Fleet Coordinator	North Bay
Darin Axcell	Work Cell Leader	Cochrane
Bradley Harvey	Bus Operator	North Bay
Shawn Harman	Signal Maintainer	North Bay
Neil Smith	Track Maintenance Foreman	Temagami

The Show Must Go ON

Motor Coach Operator Chris Cavezza went above and beyond to help a band in need after their tour van collided head-on with a moose in Wawa, ON.



Canadian rock band The Standstills were enroute to a show supporting Theory of a Dead Man in Thunder Bay, Ontario when the accident happened. Thankfully

the three bandmates escaped the accident unharmed, however they were now stranded with nearly 500 km left in their journey (their van was a write-off). The band recounted the series of events on their Facebook page:

Last night around midnight in the pouring rain just south of Wawa, we hit a Moose. Our van was destroyed, but we all gratefully and unbelievably walked away unharmed. After an hour of help from the OPP and CAA we made it to Wawa, where we faced the inevitable... we were stuck and likely going to, for the first time in our band's history... miss a show. Then miraculously as insane as this sounds, at

1:30am an Ontario Northland bus pulls up across the street and the driver (Chris Cavezza) after hearing our story agrees to take us to Thunder Bay AND with ALL of our gear. We still can't believe it... What a rollercoaster of emotions in that hour and a half.

So we made it! We can't thank Chris enough for what he did or to everyone who answered the late-night calls and texts to try and help us out.

We say it and believe it but never lived it until now "Rock and Roll Ain't Dead Until You're Dead".

The close call was also featured in online newsletter Canada Today.

Our Motor Coach Operators provide essential services each and every day. Thank you to Chris and all our employees who routinely go out of their way to help others.

Go Beyond Values in Action: Motor Coach Operator helps stranded band.

Coaches On Patrol

On Wednesday March 29th, 2023, Ontario Northland's Motor Coach Services met with the Ontario Provincial Police's (OPP) North Bay detachment to review our Coach on Patrol (COP) program. This program has been in existence since 2011 and has been an invaluable resource to our motor coach operations in keeping the public and employees safe by reporting concerns in a manner that assists policing services. The Coach on Patrol program enables our Motor Coach Operators to directly communicate concerns to the OPP so that they may receive the quickest, safest and most appropriate response for the situation.

One of our promises to our customers as part of Ontario Northland's Customer Charter is to ensure their experience with us is as comfortable and safe as possible. The COP Program reinforces this commitment to safety for not only our passengers and our operators, but also the communities we service. Over the years, the OPP have been able to identify illegal behaviour and help stop bad driving behaviors such as erratic and dangerous driving, due to the diligence of our operators on the roadways.

Director of Motor Coach Operations Ken Grube says that the OPP are also very happy to hear that Ontario Northland

participates in Busing on the Lookout, a program designed to identify and report suspected Human Trafficking.

Our operators are travelling highways - from the busy 401 to remote Northern highways - every day, making them the perfect eyes and ears to help keep these roadways safe. To ensure

operators have easy access to reporting situations, each motor coach is equipped with COPs insignia. These decals list the type of incidents that can be reported - from road blockages and motor vehicle accidents to natural disasters and suspicious or dangerous situations.

Ken extends his gratitude to everyone involved in making this initiative a success including "the OPP for their continued support and to our Motor Coach Operators who make our bus service and our northern highways safer each and every day".



Ken Grube and Senior Fleet Manager Gerry Decou meeting with OPP officers Tyler Croxall and Sarah Miller following the safety walkabout



Employee Leads Ontario Northland to Significant Energy Cost Savings



Ontario Northland is proud to announce significant energy cost savings thanks to the efforts of Operations and Capital Projects Analyst, Marty Bizier. Bizier's initiative resulted in the implementation of the Industrial Conservation Initiative (ICI) program in our Cochrane shops. This provincial program allows large electricity consumers to reduce their

bills by about one-third through a shift in their electricity consumption to off-peak hours.

After discovering the ICI program, Bizier applied for it, as well as replaced the meters at Ontario Northland's Cochrane shops, where he has spearheaded the continued participation in the program. Bizier's interest in environmental sustainability was a driving force in his dedication to the project.

Bizier's efforts led to an annual hydro cost reduction of \$87,705 in FY2022 and \$91,458 in FY2023 in Cochrane. In addition, the North Bay shops also saw cost savings because of participation in the program.

The ICI program was launched in Ontario to provide incentives for large electricity consumers to reduce their energy consumption during peak hours. The program's purpose is to help improve the reliability of the electricity infrastructure and reduce greenhouse gas emissions.

This initiative also helps demonstrate our organization's commitment to sustainability and environmental responsibility.

Ontario Northland plans to continue its participation in the ICI program and hopes to see other organizations explore the benefits of similar energy-saving initiatives.

Lead the Way Values in Action:

Employee takes initiative and spearheads a project that helps Ontario Northland save on hydro costs.



"Let's Chat" with Passenger Services



Did you know that Ontario Northland's Passenger Service's Division currently has 25 different Customer Service and Sales Agent (CSSAs) from across six different stations

and two remote call center agents? That's a lot of employees spread across the province!

When Michelle Redgrave joined the team as Supervisor of Customer Service in early January 2023, she noticed that having multiple work locations spread across our entire service area made communications tough at times.

She saw this as the perfect opportunity to take the online communication platform Microsoft Teams and put a fun spin to it!

With the support of Customer Experience Manager Herb St. George, Michelle launched the "Let's Chat" initiative. Michelle worked with Information Technology Services (ITS) to have our CSSA's computers activated with the Teams chat function and created a Teams site so everyone could collaborate and connect in a more informal way daily.

Herb St. George says, "Since Michelle has come aboard, she has been a key team member in improving the culture and communication within our division by providing the necessary added availability and support to staff".

Never Stop Caring Values in Action: Passenger Services team encourages open communication and connection.

Welcome to Homeweb

Helping you live a healthier life



Homeweb

Homeweb is an innovative online platform that offers members access to personalized health and wellness tools, resources, and support when they want it – anywhere, anytime.

What do I need to know about Homeweb?

Homeweb is part of your Employee and Family Assistance Program. You can access Homeweb on your phone, tablet, or desktop. Homeweb offers you the ability to create an individual profile, receive personalized content recommendations, and access lots of helpful resources.

How to register for Homeweb

Step One: Visit www.homeweb.ca and click 'Sign Up'.

Step Two: Type your company name and click 'Find it!' Select the correct company from the list provided. Enter information into the required fields, choose an email and password, and click 'Next Step'.

Step Three: Let us know how you are covered by Homewood, (e.g. through your organization or the organization of a family member), and let us know your relationship to the organization (e.g. employee, spouse, dependent, etc.). Submit the additional information required and click 'Sign Up' at the bottom of the page.

The screenshot shows the Homewood Pathfinder app interface on a smartphone. At the top, it says "Homewood Pathfinder Powered by Homeweb". Below that, a message reads: "Lukas, we recommend this resource". The recommended resource is titled "Respect in the Workplace" and includes a brief description: "This course helps participants learn when unwelcome or confrontational workplace situations 'cross the line' and qualify as instances of harassment, discrimination, bullying and/or violence. The course also helps participants understand the importance of complying with policies regarding respectful workplace conduct."

As a part of Homeweb, you can now access Homewood Pathfinder. You can register with invitation code

ONT192

Welcome to Homeweb!
Search, browse, and get expert support.

Homeweb.ca

 **Homewood Health**



Ontario Northland Employees ExpLORE the Mining Life

This Spring, CEO Chad Evans, Chair Al Spacek and Manager of Creative Services Brooks Tuckett had a rare opportunity to visit the world's deepest base metal mine alongside the Associate Minister of Transportation Stan Cho and Minister of Mines George Pirie. The visit to Glencore's Kidd Mine in Timmins was a unique opportunity for the group to witness mining operations firsthand. Mining is one of Northern Ontario's critical industries that utilizes Ontario Northland rail freight transportation.

The visit was hosted by the Kidd Mine Operations team and started with a presentation about the history of the mine, its significance, and the safety measures in place. Shortly after, the group geared up with reflective orange jump suits, hard hats, head lamps, hearing protection, and an emergency respirator. Once each member of the team suited up, they left the staging area and descended swiftly into the mine via the first elevator.

"The first shaft was really fast," recounted Brooks Tuckett, Manager of Creative Services at Ontario Northland.

"We were shown diagrams of the mine to better understand its size, but the reality of how deep we went became apparent when my ears popped," he said.

Kidd Mine is known as the world's deepest base metal mine below sea level with a depth of almost 10 000 feet (3000 m). The team of Ontario Northland and MTO

representatives reached a staggering depth of 2900 meters.

Hidden deep within a massive sulfide deposit, the orebody is comprised of copper, zinc, and some precious metals such as gold and silver. Besides a couple elevators – commonly referred to as 'cages' by miners - most of the underground mine is accessed via a spiral ramp that is over 9 kilometers long. Since becoming operational in the 1960s, the mine has produced over 160 million tonnes of ore. The mining method used is a conventional cut-and-fill, which involves drilling and blasting the ore and then removing it using trucks and loaders. The ore is then processed onsite and shipped to customers worldwide.

As the group traveled down the spiral ramp, they could not help but be amazed by the sheer size of the operation. The air was thick with the sounds of heavy machinery, and the cavernous tunnels seemed to go on forever.

When asked about the dimensions of the tunnels, Brooks explained that *"I thought I was going to feel more claustrophobic than I was. It was a surprisingly spacious environment. It all made sense the moment we saw the size of the trucks that transported ore and rock through the mine."*

The visit was a great opportunity for the joint team of Ontario Northland and MTO representatives to experience more of what Northern Ontario has to offer.



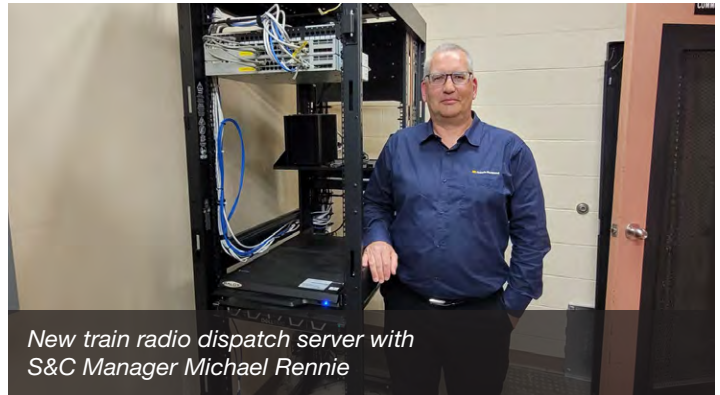
Legacy train radio hardware #1 with S&C Technician Craig Jennings at Englehart



Main RTC console at Englehart with Manager Rail Traffic Control Wendy Middaugh



New test & alternate dispatch console at Cochrane with S&C Technician Kurtis Westbrook



New train radio dispatch server with S&C Manager Michael Rennie

Ongoing Train Radio Upgrades Improving Reliability and Operational Flexibility

The train radio dispatch system, used by hundreds of employees every day, has recently undergone major upgrades to improve reliability and operational flexibility, thanks to the Signal and Communications department.

The old system had high power consumption and risk associated with equipment failure - the equipment hardware was housed in a single location - the Englehart Rail Traffic Control Office - if there was ever an evacuation or catastrophe at the office, there would be no way to communicate.

Michael Rennie, Manager of Signals & Communications at the time (now Sr. Manager of Training and Regulatory Affairs) reviewed several options and selected Intertalk Critical Information Systems as the vendor for the replacement dispatch system. The new system was installed in phases, allowing for customized programming and testing while the legacy system was still in use. The new system includes updated console hardware and improved features such as touch screens and enhanced voice recording.

The new system will also help to maintain operations during critical events like natural disasters. It is designed with a server in Englehart and another in an off-site location, connected by fiber optic cables, to allow for quick recovery if the main server fails. The simplified architecture and increased use of software voice control makes it more efficient.

A new feature called “Directed Tower-to-Tower Patching” will be released later this year, allowing mobile users to communicate with any other tower in the system without needing RTC intervention. The Signals and Communications department is also working on improving radio coverage in key areas by establishing new wayside radio repeater sites. These ongoing technology investments are intended to ensure the safety and reliability of rail operations.

Focus on the Path Ahead Values in Action: Signal and Communications Department for finding ways to improve connectivity and enhance the users experience with modern technology.

Career Day Scores Big

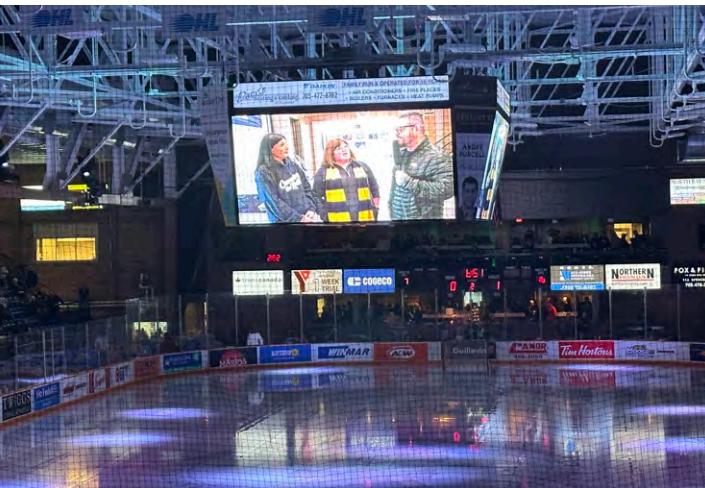
Ontario Northland was proud to sponsor one of the North Bay Battalion's quarter-final games against the Mississauga Steelheads this past April as part of the 'Company You Keep' recruitment campaign. A packed rink filled with 3,500 excited fans heard us loud and clear - Ontario Northland is hiring!

A variety of job positions were promoted at the event; we even had a motor coach and hi-rail vehicle parked right outside the arena giving game goers a sneak peek at what a career with us could look like. Spike the mascot was on hand to dole out fist bumps and photo ops - giving Sarge a run for his money!

Section nine was a sea of navy and gold in Memorial Gardens as many employees came to the game to cheer on the troops and promote Ontario Northland as a great place to work. As a three-generation family of current and past Ontario Northland employees, the Gravelle family was given the honour of dropping the puck to start off the game. Jean, Ray, and Ashton perfectly exemplified that Ontario Northland is truly a Company You Keep.

Kudos to our Human Resources and Marketing Teams for such a successful event! Over 1,000 of our giveaway items were handed out to community members who stopped by our booth to talk about job opportunities.





In Memoriam

We would like to extend our condolences to the families and friends of our pensioners who have passed away.

Employee	Last Position Held	Department	Years Worked
Claude Lavoie	Track Maintainer	Engineering	1965-1996
Annette Carnovale	Telephone Operator	Telecommunications	1995-2003
Rodney Black	Conductor	Transportation	1972-2004
George Cole	Outside Plant Assistant	Telecommunications	1957-1994
Lawrence Wesley	Track Maint. Foreman	Engineering	1971-1996
Donald Porter	Supt. Technical Services	Engineering	1965-1994
Mervin Dokis	Carman	Mechanical	1965-1996
Stuart Kidd	Mgr. Corporate Realty	Executive Office	1990-2002
Jack Rice	Freight Marketing Representative	Transportation	1968-2004
Muriel Edwards	Principal Clerk	Archives	1957-1994
Kevin Patrick Greer	Carman	Mechanical	1964-1996

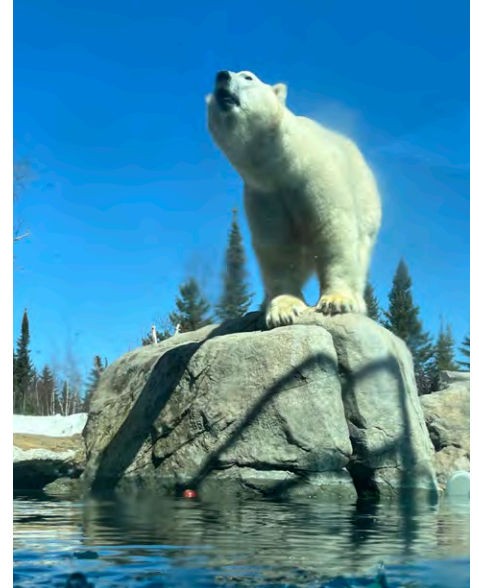
Submitted Photos



Shannon MacCarthy's dog Bailey showing off her Ontario Northland pride!



Debbie Martin and Shannon MacCarthy from HR snapped some great action shots of the polar bears on their trip to Cochrane



Wendy Middaugh took on the role of Ontario Northland's mascot Spike at the Englehart Winter Carnival's community hockey game this March



Artist and Ontario Northland retiree Peter Hamel shared some of his recent work with us



2121 in Noranda captured by David Levasseur



The Station Inn – an Integral Part of Northern Ontario

The Station Inn, a local, 23-room hotel known for its charming atmosphere and friendly service, has become a beloved hub for residents and visitors alike. Located in the heart of town, the Station Inn has been providing exceptional service and hospitality to the community for years.

The Station Inn has a rich history deeply intertwined with the town's heritage. Originally built in 1909-10 as the Canadian National Railways (CNR)/Ontario Northland Railway (ONR) Union Station, the building has served as a vital hub for railways transportation for over a century. In the early 90's, the building transitioned to include a hotel and restaurant. Since then, the cozy interior has been adorned with historic artifacts, memorabilia, and locally sourced artwork, providing a backdrop for storytelling and reminiscing. In more recent times, the rooms have undergone renovations and feature a variety of amenities like wireless, high-speed internet, personal workstations, and natural stone bathroom counter tops.

The Inn also boasts a delicious restaurant adjacent to the lobby called the Railway Café, with a menu featuring traditional Canadian favorites and much more. Patrons rave about the delicious dishes, including sandwiches, poutine, and sides of bannock.

At the heart of the historic building, we find our Station Inn employees who are passionate about their work and their

community. Amongst the hardworking employees, you can find housekeepers, front desk workers, night clerks and passenger service management. Their commitment to the town's social and economic growth is evident in every facet of their daily business.

"We accommodate train and bus passengers the most, and they average a one-night stay," explained Angela Ellis-Girard, Hotel Supervisor.

"We see a greater mix of individuals and families during the winters, which are typically busier than summers. Part of that has to do with the snowmobiling and winter adventure packages that we offer."

"The whole area surrounding the hotel is just filled with outdoor activities, like hiking, swimming, kayaking, and snowmobiling or four wheeling. We always urge our guests to take advantage of these." Angela remarked.

"Many guests also appreciate the close proximity to the Polar Bear Habitat and Heritage Museum."

The Station Inn is an icon in Cochrane, Ontario, and has been an integral part of the North for decades. Offering top-tier service, modern amenities, and a cozy atmosphere, it has become a focal point of the community. If you're taking a trip to Cochrane, be sure to stop at the Station Inn for a slice of Ontario Northland hospitality.



High School Students Explore Careers at Ontario Northland

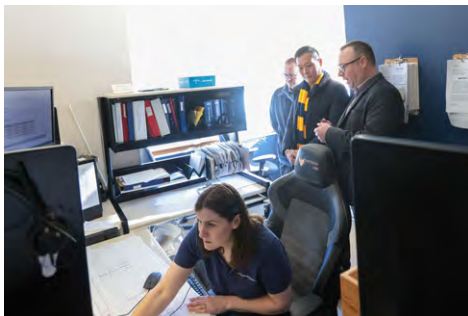
As we continue to grow in all areas of our operations, Ontario Northland has seen increased recruitment efforts including attending job fairs and running extensive marketing campaigns. Another way we're expanding our recruitment efforts is by educating the future workforce at local high schools on careers in transportation.

This past March, Ontario Northland was invited to make a presentation to students at Englehart High School about the many types of careers available throughout the company. Employees from different areas of our Rail Division and Human Resources attended the event including Steve Loranger, Rick MacPherson, Chad Martin, Gerry Mikovitch, Debbie Martin and Stephanie Souter.

The hour-long presentation had a great turnout, with approximately 50 students in attendance. Our Marketing and Communications team put together a great video that was played for the students and employees spoke about

their divisions and the types of opportunities available at Ontario Northland. After the presentation students were invited outside to check out a loader and a high rail vehicle.

Also in March, the Cochrane Shops welcomed a Grade 10 class from École Catholique Nouveau Regard - Pavillon Jeunesse Nord as part of their Career Exploration curriculum. Brian Malherbe, Superintendent of Equipment Maintenance, and his team toured the students through the Shops and provided insight on our operations, apprenticeship programs, COOP placement opportunities, future career opportunities along with the skillset and education requirements for careers with Ontario Northland. Special shout out to Marty Bizier for coordinating the event, the Marketing and Communication Department for providing brochures and stickers for the students to take home with them and the Legal Department for getting the proper documentation in place.



Associate Minister Visit

This March Ontario Northland was proud to welcome Associate Minister of Transportation Stan Cho to our Northern locations to learn more about our operations. Responsible for overseeing the return of the Northlander, the Associate Minister visited the Cochrane maintenance facility as well as the future site of the Timmins-Porcupine Station. The Associate Minister also made a stop at the Cochrane Station to greet passengers and employees of the Polar Bear Express and visited our Englehart office to take a look at our new railcars.

This visit provided a great opportunity for the Associate Minister to get a first-hand look at the future Northlander service area and learn more about Ontario Northland's role in the economic development of the region.

Thank you to all employees for showing the Associate Minister some Northern hospitality and showcasing all the fantastic work you do each day to provide essential transportation services to the North.



Northlander Manufacturers Get a Taste of the North

Ontario Northland was happy to host the manufacturer of the new Northlander trainsets, Siemens Mobility, for an in-person meeting this May.

Siemens has extensive experience in manufacturing inter-community train equipment in North America. Members of our Northlander Project Team were excited to sit down with the Siemens team to further discuss exciting customization items like luggage storage, decals, paint and other design items for the Northlander trainset.

As part of the visit, the group from Siemens had the opportunity to tour some of our facilities including the

Cochrane Maintenance Facility and the future Timmins Station with Director of Rail Mechanical Lonnie Little. They also toured our North Bay facilities with Vice President of Transportation Drew Duquette, Director of Car Shop Operations Mark Roelcke and Lonnie Little. The team was impressed with the facilities and praised Ontario Northland for the wide range of services we provide internally and to external customers.

Ontario Northland looks forward to further meetings with Siemens as we continue to leverage their industry knowledge to ensure our locomotives and passenger cars meet the needs of passengers in Northern Ontario.

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Enterprise Asset Management (EAM) – Phase 2 Begins

After a successful Enterprise Asset Management software launch in December with users from Motor Coach, Finance, Corporate Facilities, Art and Land and supporting stores and inventory – the focus is now shifting to implement the system with users from the Non-Revenue Fleet and Rail Maintenance Equipment divisions, along with their associated Stores and Inventory.

Ontario Northland now has over \$1 billion in assets – we need to make sure we use them in the best way possible. By managing our assets, we’re making better business decisions when it comes to retiring or acquiring assets,

ensuring compliance, making timely repairs and overall increasing our productivity and safety.

The EAM Project team kicked things off with Motor Coach and Rail Maintenance Equipment in May with some team building exercises to get to know each other as they begin their journey to implement the Enterprise Asset Management program.

For now, the EAM Project team is busy working with the operational groups to understand their current business processes and determining how the system will work to support their operational needs.



Embracing New Technology

Evolving and adapting for continued essential transportation services.

Over the last several months, Signals & Communications and Maintenance of Way have implemented track and signal inspection and testing software. The SITE & TIMPS applications from TekTracking, allow both departments regulatory oversight & compliance through scheduled inspections, alerts and reminders.

Signals & Communications

Moving from paper to electronic inspection forms has been a top priority for the Signals & Communications Department. *“Like other railways, we need greater levels of integration for the increased demands of real-time information and reporting,”* says Michael Rennie, Manager of Signals & Communication.

By implementing the SITE application, the team now has access to up-to-date information, through the on-line web server. The mobile application is available to the inspectors through a tablet, allowing them to plan based on inspection cycles. This results in improved rail safety, capacity and reliability of the signals & communication’s assets.

Maintenance of Way

Approximately 120 tablets were issued to Track Inspectors, Foremen and employees

to modernize and improve track inspections and work orders.

“The TIMPS application provides us with full track inspection functionality which was not available in the previous software. We’re now able to consolidate all inspection results within one software solution (including Geometry and Ultrasonic) which will help us enhance safety, communication, resource allocation, and ultimately, cost savings” said Jeremy Girard, Superintendent.



Focus on the Path Ahead Values in Action: Rail Infrastructure departments implement new technology to increase safety, compliance and communication.



Stores Project Comes Full Circle

Luc St. Pierre was first introduced to Ontario Northland in 2019, when he was contracted to design and construct furniture using reclaimed wood from the old Stores building. Although the building was being demolished to create room for a new, safer building, Ontario Northland wanted to incorporate the history of the original structure into the new Stores facility. Luc was tasked with using his creativity and skill to create desks, tables, and an archway (pictured here) with century year-old wood. Luc was excited by the challenge and says that the wood salvaged from the previous post and beam structure was “some of the nicest wood I’ve ever worked with in my life.”

To hear more from Luc about this exciting project, check out our Front Row with the CEO segment titled “History of the Stores Building” on the Dispatch App.

“That was one of my favourite jobs. It was the first time I got to see inside Ontario Northland, and I really liked what I saw” continued Luc.

Luc was so impressed with Ontario Northland he decided to join the team as a Production Worker in the Car Shop in December 2022, bringing with him years of experience as a professional woodworker and craftsman. Luc currently operates out of Station 6, where he works on car panels, trim, and a variety of other detail-oriented tasks.

“I’m proud of the high standards I hold myself to,” says Luc. “Safety and quality have always been key. It is more important to have a project done correctly the first time around than cutting corners to get it done faster.”

Outside of work, Luc continues to create custom furniture pieces as well as spend lots of quality time with his family.

“At-home time is important to me with my family. We love camping and all sorts of outdoor activities, so having an 8-4 shift with weekends off really allows us to take advantage of the outdoors.”





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Ontario Northland

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