



TNDC Employee Rewards & Recognition

Celebrating Excellence

Announcing the TNDC Reward & Recognition Program

2023 Annual Award Winners

Join us in congratulating Mark Luyben, Olive Lorimer and Charles Walker on their well-deserved recognition as the first ever TNDC Employee Reward and Recognition Program 2023 Annual Award Winners!

TNDC values all employees' contributions to our success. As part of our goal to be an Employer of Choice, we prioritize recognition of employees' exemplary performance to our company and our clients.

The Annual Awards celebrate the winning nomination in each category from the Quarterly Awards bestowed throughout the year.

The selection of these individuals by the Recognition and Rewards Committee for the 2023 Quarterly Awards highlights their outstanding contributions and commitment to the company's success. Being recognized by both colleagues and supervisors further underscores the value of their initiative and dedication, setting a positive example for others to follow.

Each Award Winner will receive **1,000 IdeaSource points** and an **Annual Award Certificate**. Read their nomination profiles for inspiration.

Exemplifying TNDC Values

(Safety, Integrity, Respect, Diversity, High Performance)



Mark Luyben

Haul Truck Driver – Red Chris Crow Crew

Nominated By: Tom Payne, Equipment Trainer

Positive Behaviour Witnessed/Outcome:

Mark is always patiently training and mentoring new drivers, teaching them how to operate equipment correctly and safely, running through pre-trip and driving procedures. The result is new trainee drivers are always trained properly. I can also talk with Mark to discuss their training, so when I go to sign the new drivers off on the equipment they're training on, it makes the process easier for me.

Going Above and Beyond

(To solve a problem or get the job done)



Olive Lorimer

HR Site Advisor – Red Chris Wolf Crew

Nominated by: Rochelle Delaronde, HR Generalist

Positive Behaviour Witnessed/Outcome:

Olive has been a rock star since starting her role here with TNDC. She has caught onto processes, quickly and proven that she encompasses TNDC's values in such a short period of time. Her attention to detail is superb. She is a great addition to the HR team.

Living and Role Modelling our Safety Values

(Safety First, Safety Always)



Charles Walker

Heavy Equipment Operator – Red Chris Crow Crew

Nominated by: Neville Kean, HSE Coordinator

Positive Behaviour Witnessed/Outcome:

Practicing Gear Down (NewSafe Values). Chuck did not hesitate to stop work and communicate with other operators when he observed an unsafe condition because of a piece of equipment from another onsite contractor entering TNDC's operator work front. Chuck then spoke to the other contractor. Together they came up with a safe plan so the two could work safely in the same work front.