



arrowlife

SEPTEMBER 2023



Aerial view of River City LP with Kruger pulp mill in the background

Simpcw Resources Group and the Arrow Group of Companies Form a New Partnership in River City Fibre LP

This May, Arrow, and the Simpcw Resources Group (SRG), the economic-development arm of the Simpcw First Nation, announced an equal-equity partnership in Arrow’s whole log chipping facility, River City Fibre. This partnership will mean this facility will now operate under a newly formed limited partnership, River City Fibre LP.

This transformative agreement reflects a harmonious blend of cultural and economic wisdom, artfully articulated by Paul Donald, CEO at SRG, who expressed, “We strive to identify business opportunities that align with Simpcw cultural-heritage values while promoting economic growth. As a Nation, we place significant emphasis on actively participating in forest management and stewardship. With this investment in the whole-log chipping facility, we are excited to expand our activities across the forestry value chain and enhance the benefits that Simpcw receives from the responsible development of natural resources within Simpcw Territory.” A significant portion of the logs chipped at the River City Fibre facility are harvested on Simpcw’s traditional territory within the Secwepemc Nation. Simpcw Resources Group is a regular supplier of pulp logs to the plant from various owned licenses. The SRG forestry department based in Clearwater manages all phases of these operations and provides consulting services to other license holders. “Across Canada, we are seeing a push to increase local and Indigenous community participation in the forest-based economy,” says Tim Bell, the Arrow Group’s Executive

Vice President. “The Arrow Group has been building successful partnerships with Indigenous communities for more than 30 years. This equal-equity partnership with SRG reflects our corporate commitments to the promotion and practice of sustainable resource management and the creation of meaningful relationships with our Indigenous neighbours around economic reconciliation, training and employment, and capacity development.”

In addition to the two equity partners involved in this venture, the new partnership received backing from Kruger, a prominent Canadian manufacturer of pulp and paper products, who acquired the Kamloops Mill in June 2022. “Building sustainability in our fibre supply chain is a strategic and operational priority for our mill,” says Roman Gallo, Kruger’s Senior Vice President and Chief Operating Officer, Pulp and Paper. “We also have a long-standing commitment to responsible sourcing. Our contract with River City Fibre helps us achieve our operational and community-focused objectives and we are excited to be developing our relationships with the Arrow Group, SRG, and the Simpcw First Nation.”

Expanding upon the 2022 investment and installation of the cutting-edge Rivercity Conveyor, this strategic alliance with SRG and support from Kruger guarantees a thriving future for River City, which now boasts a robust fiber basket and streamlined automation.

Inside this issue

Milestones	2
2023 Driver Mentor Certification Training	3
Arrow Sponsors U19 Team BC Girls Box Lacrosse Team	4
Holiday Card Contest Reminder	4

Brenda MacDonald

35 years



Brenda MacDonald receiving her 35 year plaque from Riley Ireland

Brenda MacDonald, Senior Administrator in our Grande Prairie division, celebrated her 35 Years of Service in June. She began her career in 1988 where she was employed with Gold Star Transport, a subsidiary of Arrow Transportation. Brenda recalls the early days of Arrow Grande Prairie when everything was done by hand – there were no computers!! A highlight was their first word processor in 1988.

In the early days there was no pulp mill in Peace River or Athabasca, which demonstrates the exponential growth in the company and what Brenda has witnessed during her tenure.

Brenda notes “how fortunate she has been to work with such an exceptional group of individuals and it has been a privilege to be part of such an amazing team.”

Brenda enjoys spending time with her husband, Todd, gardening and all things “crafty”. Brenda is Arrow renowned for her knitting skills and recalls our very own Lisa Savage wanting to learn how to knit. She still remembers the bag of wool and needles hanging behind Lisa’s office door. Brenda has just one question for you Lisa, “Did you ever finish the scarf?”

“Brenda has been a great mentor and valuable resource to me and many others over her years at Arrow” notes Riley Ireland, Division Manager, Grande Prairie. “Her tireless work ethic, unwavering loyalty and commitment have been instrumental to our success in Grande Prairie. Thank you and congratulations on 35 years of service, this is a tremendous milestone.”

Steve Gayfer, General Manager Bulk Fibre Operations, had this to say. “Congratulations on 35 years of outstanding service! Your dedication and contributions have been instrumental in our success. Thank you for being an essential part of our team, and we look forward to many more great years ahead.”

Congratulations Brenda on 35 Years of Service, your commitment to excellence has left an indelible mark on the organization.

James Hiibner

20 years

The team out at BC Reload Logistics are looking forward to celebrating James’ 20 years of service with Arrow.

James has been an integral part of Arrow since Mike Pinchin and Shane Zulyniak decided to ‘revolutionize’ the hiring process and train from the

Milestones

The employees mentioned below reached their milestones between May 2023 and August 2023. Please join us in congratulating these people for their time with Arrow. Great people work here!

ALBERTA RELOAD LOGISTICS

- 2 years**
- Alvin Kumar
- John Bertoncini
- John Parkin-South
- Kim Larsen
- Patrick O’Hara

ASHCROFT

- 5 years**
- John Stokes

ATHABASCA

- 10 years**
- Carin Norstrom
- 5 years**
- Billy Buchner
- 2 years**
- Howard Freeman

BC RELOAD LOGISTICS

- 35 years**
- Mike LeBlanc
- 20 years**
- James Hiibner
- 10 years**
- Gary Labbe
- 5 years**
- Cory Little
- 2 years**
- Jason Craig

CHILLIWACK RELOAD

- 2 years**
- Jaimie Fry

CHILLIWACK MINING

- 10 years**
- Stuart Marshall
- 5 years**
- Rick Verhoeven
- 2 years**
- Gabriel Irimia
- Edward Wesner

DALLAS RELOAD

- 10 years**
- Bruce Grisham

DEGAMA SYSTEMS

- 5 years**
- Victoria Matthews

DRAYTON VALLEY

- 5 years**
- Eldon Tucker
- Randall Moscaluk
- Rick Vanderveen

EDMONTON

- 2 years**
- Joshua McCollough

FORT ST. JAMES

- 2 years**
- Walter Cox

GRANDE PRAIRIE

- 35 years**
- Brenda MacDonald
- 30 years**
- Avery Napesis
- 5 years**
- Al Simpson
- David Francis
- Don Laliberte
- Richard Morales
- 2 years**
- Chelsea Dickson
- Michael MacMillan

INTERIOR LOG TOWING

- 5 years**
- Kyle Neilly

KAMLOOPS CHIPS

- 15 years**
- Brian Vandrishe
- 10 years**
- Dennis Carr
- 5 years**
- Carl Empey
- Dani Lucas
- Kevin Shaw
- Philip Moore
- 2 years**
- Everett Ned
- Joseph Fitzgerald
- Ricky Schick

KAMLOOPS CORPORATE

- 15 years**
- Nathan Skyers

KAMLOOPS SHOP

- 10 years**
- Zhan Vallee
- 5 years**
- Craig Chicoine

LAS VEGAS RELOAD

- 10 years**
- Josue Zamora

MONTICELLO RELOAD

- 10 years**
- Michael Davis
- 2 years**
- Gregory Edwards

NUTRIGROW

- 5 years**
- Jeffrey McKay
- Michelle Harris
- 2 years**
- Jessy Brown
- Joseph Sankey
- Mario Milanese
- Richard Bregoliss

PEACE RIVER

- 10 years**
- Abraham Sawatzky
- 2 years**
- Abraham Bueckert
- Bernhard Hamm
- Dave Penner
- Heinrich Redekop
- Henry Klassen
- Jerome Cornwall

PORTABLE WOOD PROCESSING NORTH

- 2 years**
- Michael Menhenitt

PORT COQUITLAM RELOAD

- 5 years**
- Jacklyn Mosher
- Jaskson Lok
- 2 years**
- Jason Lok
- Jenald Diaz
- Landon Lovig

PRINCE GEORGE

- 5 years**
- Andreas Dahler
- Anthony Trenholm
- Bob Kilmury
- Candice Gregorich
- Chris Dunphy
- Darrell Soiland
- Denny Astorino
- Greg Pshyk
- Hanna Dobson
- John Dorner
- Kevin Bennett
- Shawn Vauclair
- Wayne Antrobus

2 years

- Curtis Schier
- Darcy Fjellner

PRINCE GEORGE SHOP

- 2 years**
- Calvin Healy-Harder
- David Dennie

QUESNEL

- 20 years**
- Steve Williams
- 2 years**
- Marvin Fox
- Robert Dolinski
- 5 years**
- Jeremy Nichols

RIVER CITY FIBRE

- 15 years**
- Shawn Meredith
- 10 years**
- Nick Piva
- 5 years**
- Tammy Keiff

SASKATOON RELOAD

- 2 years**
- Stewart Wagar

SCOTFORD

- 10 years**
- Chris Sawchuk
- 2 years**
- Christopher Montolo
- Vincent Santos

SHERWOOD PARK

- 5 years**
- Vincent De Guzman

STEWART

- 2 years**
- Todd Simpson

TACOMA RELOAD

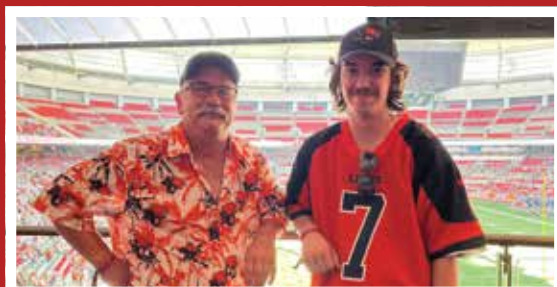
- 5 years**
- Stewart Mitton

VANCOUVER CORPORATE SERVICES

- 15 years**
- Jackie Charles
- 10 years**
- Neely Prince
- 2 years**
- Christina Suh

A special mention to Jackie Charles, Nathan Skyers, Brian Vandrishe and Shawn Meredith on their 15 Years of Service!

ground up. Little did they know that this decision would lead to a success story, with James becoming the poster child for this endeavor. We chatted with James to hear about his journey with Arrow.



James Hiibner with son Shawn

James, a licensed mechanic before joining Arrow, began as a driver at Kamloops Chips, laying a foundation for a career that would eventually take him to BC Reload Logistics. Arrow has evolved significantly over the years and James has witnessed it all. “Mills disappeared and the landscape shifted,” James reflects. In the early days he hauled chips into the US, but he found his true calling at BC Reload. “Reload worked out perfectly for me; I wanted more time at home for my kids,” he explains. *Continued on page 3.*

2023 Driver Mentor Certification Training

In March 2023 Yoland Clement, Alfred Lunn, Bill Healey, Wayne Willsie, Lou Dubois, Candice Gregorich, Darren Remanda, Shawn Vauclair, Ross Thompson, Scott Worden, Ed Thomson and Curtis Booth all gathered in Kamloops for Arrow's annual Driver Mentor Certification training. Congratulations to all of our new graduates. Our Driver Mentors play an essential

role in ensuring new employees are provided a comprehensive orientation, are trained to Arrow standards and work closely with management on new driver progress and readiness. A big thank you to all of our Mentors who play a role as ambassador, mentor, trainer and gatekeeper. Thanks for making Arrow a great place to work!



Yoland Clement, Alfred Lunn, Bill Healey, Wayne Willsie, Lou Dubois, Candice Gregorich, Darren Remanda, Shawn Vauclair, Ross Thompson, Scott Worden, Ed Thomson, Curtis Booth. Along with Patrick Peters and Andy Roberts of Mountain Transport Institute.

Say Goodbye to Aches and Pains!

Back in the February edition of Arrowlife there was an article discussing future resources to help reduce soft tissue injuries (sprains, strains, aches, and pain). We are excited to announce that we have released the first phase of these resources. The QR codes below cover such topics as warm-ups for equipment operators and drivers, how to set up the driving position in our trucks, safely handling tire chains etc.

These have been developed for us by our partners at Total Physiotherapy using Arrow

employees and equipment. By following these warm-up techniques, or guidance on how to safely carry out certain tasks, you will help keep your bodies in optimal condition for years to come.

Shortly we will be releasing resources for other employees including, but not limited to administrators, mechanics, transload operators, marine mechanics and more! Posters with QR codes specific to each location will be displayed in your divisions/offices as well.



Stretches for Drivers Driver Body Mechanics & Seat Tarping Trailers Handling Tire Chains Arrow Truck Driver and Equipment Operator Warm Up

Continued from page 2. James' time with Arrow has also taken him to some remarkable places, including Inuvik and Blackfoot, Idaho, for one of his favorite parts of the job – Phos-chek (liquid fire retardant concentrate).

James also became an Arrow Driver Mentor in 2020. James' loves this part of the job as "he had to learn once upon a time and has a lot to offer" his co-drivers. Division Manager, Rob Davies, agrees. "James is a big part of what we do out at the reload. His mentorship to our new people has been fantastic and he makes people feel welcome."

For James, the heart of Arrow lies not just in its operations but in the friendships he's formed. "The best thing about Arrow is the people," he says earnestly. James and friends Jason Askeland and Tibor Guenther, also from BC Reload Logistics have formed an inseparable bond, with their children growing up together like family.

Senior Reload Manager, BC Reload and Trucking, Shane Zulinyiak said about James, "I started out dispatching chip trucks just before James started with Arrow in 2003 and got to know him really well in the first years he was trucking with us. James was a

Safety Person of the Year



Congratulations to Maryna Rolland, HSE Coordinator, on winning the Alberta Motor Transport Association's Safety Person of the Year Award. We are so proud of you!

BC Trucking Association's Honorary Lifetime Membership

Please join us in congratulating Rick Viventi, Arrow's former Senior Safety Advisor, on receiving the BC Trucking Association's Honorary Lifetime Membership in recognition of a career of service to the BC Trucking industry.



From left to right: David Earl, President & CEO of the BC Trucking Association; Rick Viventi, Sr. Safety Advisor Arrow Transportation; Doug Sutherland, President Sutco Transportation and Chairperson of the BC Trucking Association Board of Directors

Did you know?

Starting Monday August 21st, the City of Kamloops will begin collecting items such as food scraps, food-soiled paper, and small amounts of yard waste at the curb. The community wide rollout of the curbside residential organics collections is closely linked to Arrow. The collected organics will be reloaded and trucked by Arrow to an Arrow compost facility and beneficially reused within the interior of BC. Arrow is proud to leverage its' expertise in trucking and residuals management to work with the City of Kamloops on this exciting new initiative which benefits the community and the environment!

young, vibrant driver who was eager to learn about Arrow. Originally, he was based out of the OK Falls area before moving to Kamloops. A few years later James moved over to the Reload Kamloops Division and has been both a Lease Operator and Company Driver in his tenure with us. James has always been a very big supporter of Arrow and has really enjoyed the extra-curricular activities, like the fishing derby. We all want to thank James for his hard work and dedication over the past 20 years and wish him the best going forward." *Continued on page 4.*

Continued from page 3. Outside of work James enjoys fishing, camping, boating and indulges in a mild remote-control addiction. He has a passion for football, with the BC Lions holding a special place in his heart. Aside from his work at Arrow, James' family includes his fiancé Julie, whom he calls "the most amazing person I've ever met." James is also a proud father of two – Ashley, 26, and Shawn, 21, both living in Kamloops.

As we conclude our conversation with James, it's clear that James is proud to represent Arrow, "I've had a lot of fun, and I can honestly say that Arrow has treated me incredibly well over the years."

Mike LeBlanc 35 years

Mike's employment at Arrow began in 1988 with a well-placed phone call to Glen Quail, Division Manager, asking if they were hiring drivers to haul logs and as they say, the rest is history. He

has spent his entire 35 years with Arrow working at our BC Reload Logistics division in Kamloops.

Rob Davies, Division Manager BC Reload and Trucking says "Mike has been an integral part of Reload. You can set your watch by when Mike comes into the reload each day, and you can be guaranteed he will have a smile on his face."

During the early days of Reload, Mike recalls there only being five drivers when the division first opened and at that time there were only three mills to haul from - Merritt, OK Falls and Princeton. Boy how things have changed!

Mike has tons of fond memories from his time with Arrow, including working with Dave Elliott and Trigger – that was the name of Dave's forklift! He also recalls the Christmas parties at the Columbo Hall always being entertaining, especially with Glen.

Outside of work Mike enjoys spending his spare

time fishing, boating and camping with his lovely wife Kathy, his son Darrin, his daughter Corinna and his four grandchildren. Mike admits they used to jump around to lots of different camping spots until they settled on a slice of heaven on the north side of Shuswap Lake. With a ton of hard work and help from his family they completed all the power and water lines themselves and can now just toss the boat in the water and head out on the lake to take the grandkids wake surfing. When not on the water, he is gearing up and sending the grandchildren out dirt biking in the bush – what an adventurous bunch!

Randy Zulinick, Vice President/General Manager Arrow Reload says "Mike has been the cornerstone of building our reload with his commitment to Arrow. He has been our senior operator, helping lead the way to success for our branch for many years. We thank him for all of his dedication and hard work."

We appreciate all you do for the Arrow team, Mike!



Rob Tesolin, BC Reload Logistics driver and Clara Hughes

Open Heart, Open Mind - Clara Hughes

Arrow Transportation and TK'emlúps te Secwépemc were proud co-sponsors of the Blazing Trails Leadership Series at Sandman Centre on May 30, 2023 which highlighted the magnificent Clara Hughes. She spoke about her life; from becoming a six-time Olympic medalist to "slowing down to the pace of a human being".

"Open Heart, Open Mind" is the personal story of one of Canada's most decorated Olympians journey and struggle with depression. With humour and practical advice, Clara helps audiences learn to listen so that they can heal and reconnect with who they really are, let go of the fear of failing and truly learn to feel.

Arrow Transportation had the opportunity to meet Clara following her speaking engagement. Clara's focus on reducing the stigma surrounding mental health is crucial in promoting a healthier work environment and overall well-being. By sharing her experiences and insights, Clara helped raise awareness about mental health issues among Arrow Transportation's employees. This increased awareness can lead to more understanding, empathy, and support for individuals facing mental health challenges. Thank you Clara!



2023 Scholarship Recipients

Please join us in extending our congratulations to the recipients who have been awarded Arrow's 2023 Scholarships. Well done!



Avery Graham-Wiseman

Daughter of Joannah Graham, Office Manager and Executive Assistant, Kamloops Corporate Operations, Kamloops, BC.



Josee Lemieux-Miller

Daughter of James Miller, Company Driver, Chips Division, Athabasca, AB.



Lena Guenther

Daughter of Peter Guenther, Lease Op, Owner, Chips Division, Peace River, AB.



Greg Kilba, Jacob Adams, Caleb Kilba, Kevin Gayfer, Zander Kilba



Benton Kilba, Greg Kilba, Caleb Kilba, Gerri Lust, friend of Carolyn, Bonnie Fleming, friend of Carolyn, Carolyn Lefferson

Ride Don't Hide 2023

Every year, millions of people worldwide struggle with their mental health. At Arrow, we have partnered with the Canadian Mental Health Association (CMHA) to try and bring awareness to mental health through the annual Ride Don't Hide event. This event promotes the benefits of physical activity in helping people deal with stress, anxiety, and challenging times. Whether it be walking your dog in the morning, riding your bike, playing a sport, or going on a run, any type of physical activity is good for your mental health and well-being.

We are very proud to announce that we raised over \$18,000 in June in support of the CMHA. Arrow employees took part in a variety of physical activities with the goal of promoting mental well-being. Further, our employees shared their activities in order to keep the conversation around mental health going and to help reduce stigma around mental health conversations. We are thrilled with the response from our Arrow family, the dollars raised, and the impact we were able to have on the CMHA.

If you were unable to get involved this year, we will be participating in the same event next June. For more info on how to get involved, please reach out to community@arrow.ca or contact our Arrow Gold Program Manager Jacob Adams directly at jadams@arrow.ca.



Tyler Dixon, Division Manager PWP North, had this to say about taking care of his mental health, "I use fishing and being on the water as a stress release and to improve my mental health. This Saturday out on Stuart Lake we had an incredible sunset, it was a great moment shared with my son while trolling for lake trout."

26th Annual South Central Trucking and Industry's Golf Tournament

In June, Arrow participated in the 26th annual South Central Trucking and Industry's (SCT&I) Charity Golf Tournament.

This year, SCT&I set the ambitious goal to raise \$150,000 to improve access to cardiac care in the region. With the support Arrow and many others, they reached that goal! In addition this year, CPKC generously matched all proceeds raised through the 26th annual SCT&I Charity Golf Tournament up to \$100,000 in support of cardiac care in our region – bringing the grand total raised over \$220,000—the most raised in the 26 years of SCT&I, congratulations!

These funds will be used to purchase a brand new cardiac ultrasound machine that will greatly enhance the efficiency and effectiveness in diagnosing patients and greatly improve access for cardiac care in our region.



Left to right: Rob Davies, LPGA Canadian Golfer Lorie Kane, Kelly Hawkins, Lindsey Rose

Top Dog in the Office



Chilliwack's office dog Koda sporting her new Arrow hoodie!



Arrow Sponsors U19 Team BC Girls Box Lacrosse Team

The 2023 North American Indigenous Games (NAIG) took place from July 15th–23rd this year in Halifax. Arrow sponsored the U19 Team BC Girls Box Lacrosse Team which won Gold at the 2023 North American Indigenous Games.

Head Coach Savanna Smith had this to say: “These athletes could not have had the experience they had without you! We went undefeated in the tournament and played a well matched game to come out on top with the gold medal!

The players came each game with grit, determination, resilience and most importantly heart. They have overcome many obstacles in their NAIG journey, and supported each other along the way.

We raise our hands to you in gratitude, and thank you for all you have done for our youth.”

From the *North American Indigenous Games website*, naig2023.com/about/: “The North American Indigenous Games help Indigenous athletes realize the collective potential of our bodies, minds, spirit and of our people – our hopes and dreams – the spirit strong, brave and true. The Games will bring together 756 Indigenous Nations to celebrate, share and reconnect through sport and culture in Kijipuktuk (Halifax), Dartmouth and Millbrook First Nation.”

Roster of Territories/Nations 2023

These are the territories/nations that the 2023 Roster are joining from. Some areas have multiple players including the Lower Mainland, Williams Lake, and Kamloops, many communities in which Arrow operates!

Salish (Lower Mainland)	N'laka'pamux (Lytton)
Snuneymuxw (Nanaimo)	St'at'imc (Lillooet)
Secwepemc (Kamloops)	Tahltan (Burns Lake)
Popkum (Chillwack)	Snaw-Naw-As (Nanose Bay – Island)
Sannich (Island)	T'exelcemc (Williams Lake First Nation)

Holiday Card Contest

For kids and grandkids 4 to 12 years of age

This contest is open to the kids and grandkids of all Arrow staff, including lease operators and their drivers. Winning artwork will be used for this year's holiday cards.

Winners will be emailed and announced in Arrowlife.

By submitting artwork, parents or legal guardians of the participant consent to the publishing of photos (winners only), names, age, and Division by Arrow.

Submissions:

We will only be accepting digital submissions. Please scan or take a photo of the artwork and email it to: submissions@arrow.ca

In your email, please include the participant's name, age, phone number, the name of the Arrow employee they are related to, and relationship to the employee (daughter, son, etc.). Please do not write this on the artwork.

If you have any questions please email: submissions@arrow.ca

- Winner in 4-6 year old category receives a \$100 Chapters gift card
- Winner in 7-9 year old category receives a \$100 Chapters gift card
- Winner in 10-12 year old category receives a \$100 Chapters gift card
- Runner-up in each category receives a \$50 Chapters gift card
- Top 10 in each category receives a \$10 Chapters gift card (excluding winner and runner-up)

Deadline:

Tuesday, November 1, 2023

Tips and instructions:

- Be as creative as you can
- Only hand drawn, colourful illustrations of winter or holiday themes will be accepted
- Avoid using company logos other than Arrow
- Keep artwork to letter size paper (8.5"x11")

We want to hear from you

Please submit your ideas and articles for the newsletter to: Amelia Hillyard, Marketing and Communications Specialist admin.marketing@arrow.ca

If you would like this newsletter to be mailed to your home, please make sure your Division or office location has your most up to date address.