



## DOWN TO EARTH DIGEST

The quarterly newsletter for EDI Environmental Dynamics Inc.

### Working Better Together

*by Dennis Thideman*

Teamwork is at its best when 'We Have Your Back'. Collaboration means more than working side by side—it's about sharing knowledge, offering help and stepping in when someone needs support. As we work through a busy fall season, remember we don't need to carry the load alone. When we lean on each other and work as a team, we deliver better results and strengthen the trust that makes EDI a great place to work. Having each other's back ensures we succeed together, even when challenges come our way.



We want your feedback and ideas for future newsletters.

**Your Voice Matters!**



## EDI's Commitment to Reconciliation

The success of Indigenous Peoples in Canada is a foundational component of EDI's ethic. Our [Commitment to Reconciliation](#) defines how we value and respect Indigenous Peoples, their culture and their connection to the land. Together, we are working with Indigenous communities to collaborate, learn and apply our experience, passion and skills where we live and work.

Listening, learning and sharing are at the heart of EDI's ethic. Open dialogue with Indigenous communities is key to meaningful collaboration and understanding interests, concerns and opportunities. EDI commits to:

- acting with respect and appreciation in everything we do;
- listening to the interests, concerns and aspirations of Indigenous communities;
- open, honest, meaningful and transparent engagement; and,
- pursuing mutually beneficial, inclusive and viable business opportunities.

EDI has been working with Indigenous communities for almost three decades to create mutually beneficial opportunities, through joint commitments to education, mentorship, training and economic investment. In the Yukon, for example, EDI has a history of collaborative working relationships with every Nation in the territory. In northern BC, EDI has worked with multiple Indigenous Nations and has joined with two Nations in limited partnerships: LTN Environmental Consulting LP (LTNE) with the Lheidli T'enneh Nation and Sasuchan Environmental LP (SELP) with the Takla Nation. For specific examples of the type of work associated with these relationships and partnerships, see <https://edynamics.com/news/beyond-the-commitment-how-edi-supports-reconciliation/>

## Celebrating 10 Years and a New Office in Saskatoon

With steady and purposeful growth, the Saskatoon office has expanded since 2015 to include 12 team members, warranting a move to a larger office in September 2025. To learn more, see:

<https://edynamics.com/news/edi-celebrating-10-years-and-a-move-in-saskatoon/>



*Cameron Jackson, Saskatoon Office Lead, and the EDI Moose touring Africa in October 2025*

## New to EDI

We would like to welcome two new senior members to our EDI team!



**Mike Soloducha** joins EDI's Water Resources Team as a Senior Hydrologist based on Vancouver Island. Mike has over 15 years of consulting experience, predominantly in the mining industry in Canada and internationally. Mike has worked on a diverse range of projects including exploration and baseline characterization, assessment and permitting, compliance monitoring, and reclamation and closure. Outside of work, Mike enjoys island life, mountain biking, surfing and camping with his wife, kids and two dogs in their VW Westfalia.

**Stephen Glendinning** joins EDI in Calgary as the Senior Wildlife Lead. Stephen has a passion for ornithology. After academic, volunteer, NGO and contract biology roles, he joined Golder Associates Ltd. (2001–2015) and then founded Shrike Environmental Consulting Ltd. (2016–2025). Stephen has spent much of his career focused on serving renewable energy clients. He also has experience in the oil and gas, mining, power generation and transmission sectors. Stephen spends time outdoors with his family, volunteers with the Junior Forest Wardens and is on the Board with the Alberta Sailing Association.



## Fun Fact



Northern pike (*Esox lucius*) have “localized defecation”, which is a fancy way to say they poop in a specific spot away from their primary hunting area. Some of their prey, such as fathead minnows, have skin cells filled with chemical alarm substances, which are detected by minnows in pike feces. Keeping excrement in one location limits the influence the alarm chemicals have on pike hunting areas. Who would have guessed fish use the bathroom too?!

## EDI's Ryan Parent and the World of Canadian Curling



*Team Parent  
(left to right):  
Ryan Parent as Skip,  
Jared Jenkins as Third,  
Ben Savage as Second,  
Ethan Drysdale as Lead,  
and coach  
Sandra Jenkins*

Ryan Parent is a Programmer Analyst on EDI's stellar IT Team, who happens to do a bit of curling on the side. EDI is a proud sponsor of Team Parent, who recently competed at the World curling tournament in Calgary! For Ryan, curling isn't just a bit of recreation—it's about community, dedication and a dream to win. To read more about Ryan's curling journey, see <https://edynamics.com/news/edis-ryan-parent-and-the-world-of-canadian-curling/>



### Health and Safety Note

*by Morgan Fournier*

At EDI, the health and safety of our team is paramount. We are **focused on what matters**—proactively providing a secure environment so every team member can perform their best work with minimal risk. Our commitment is backed by being **experts you can trust**—we invest in training, standards and equipment to protect our most valuable asset: you. We strive to be **people you can talk to**.

**Need Health and Safety support?** Reach out to Morgan Fournier, Dennis Thideman, your local JOHSC representative, supervisor, project manager or regional director. We are all here to help!