

ALMAQUIN NEWSLETTER



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Operators Helping Operators



Almaquin volunteered with Operators Without Borders (OWB) in Nepal to support water initiatives led through Partnership for Sustainable Development Nepal (PSDN).

Page 4

Inside this issue



Mike Hewitt Receives AWWOA Gerald Samuel Operator of the Year Award

Read about Mike's accomplishment

Page 3



Celebrating Asmahan Rabo's Alumni Award of Excellence

Asmahan Rabo receives the NAIT
Alumni Award of Excellence

Page 8



Project 14: Community WASH Ambassadors

Read how Almaquin is supporting
Need4Water's Project 14 to bring
lasting WASH impact to Eastern Africa.

Page 12



Almaquin Expands Operator Coverage into Quebec

The assignment extends Almaquin's
work with remote and industrial water
systems across Canada.

Page 6



Northern Operations at CFS Alert

Learn how Ross Pentney supported
water operations in the most northern
settlement on earth

Page 10



Almaquin's Collaborators and Associates

Recognizing leadership, skill, and
follow-through

Page 11

Ten Years of Almaquin

Almaquin's first decade did not start with a large office, a deep bench, or a polished growth plan. It started with field assessments at remote oil and gas sites in northern Alberta, technical writing, proposal work, and a laptop.

That beginning still shapes the company. Remote sites teach fast lessons. Access is limited, weather changes plans, staffing gaps hurt, and weak documentation turns into operational risk. Almaquin was built around those realities: understand the site, write clearly, price the work honestly, and put capable people where they are needed.

Ten years later, that same approach has carried Almaquin into municipal systems, mine sites, correctional facilities, First Nation communities,

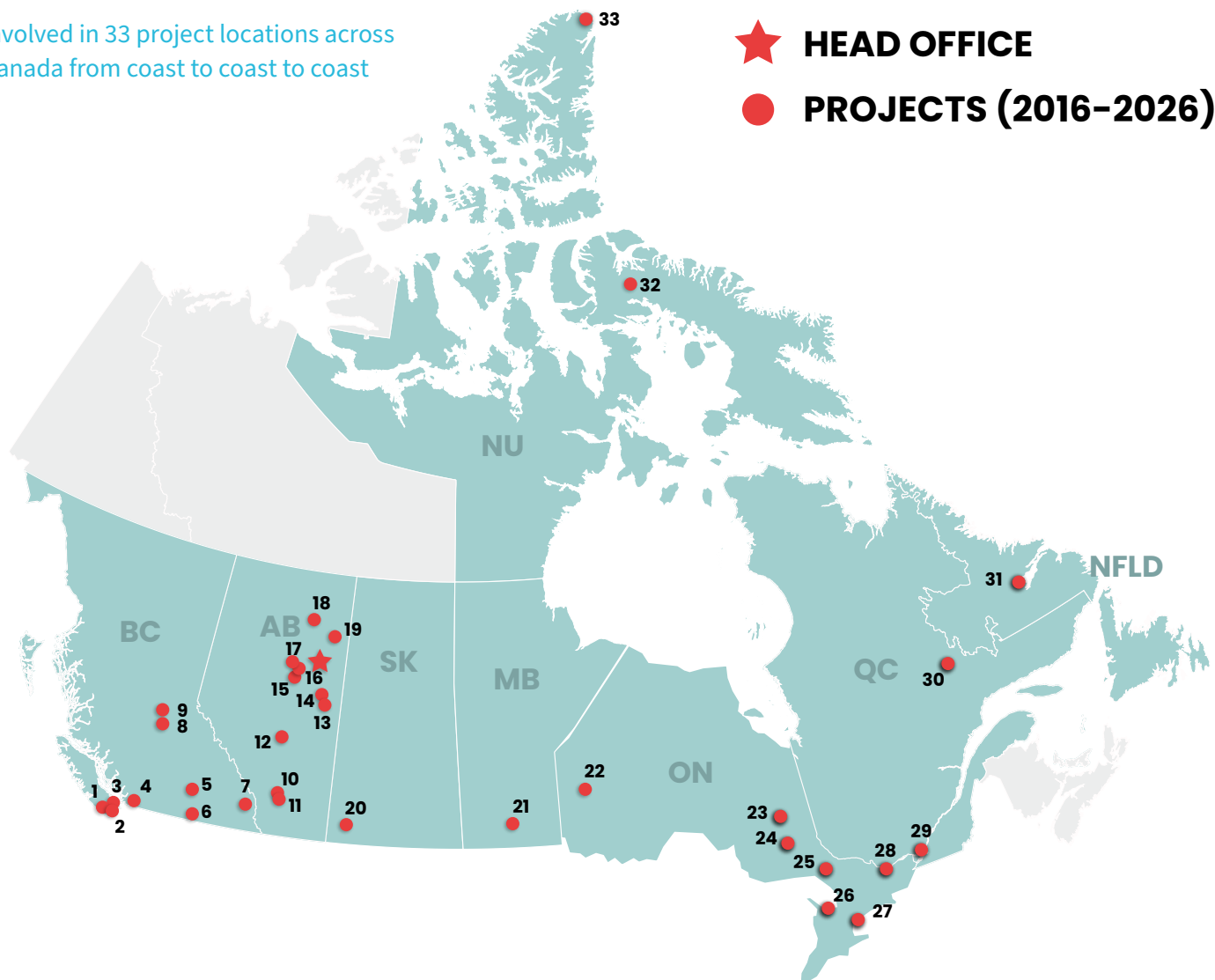
northern operations, and international WASH projects. The work has expanded, but the core has not changed.

Almaquin still works where systems are stretched and where practical judgement matters more than buzzwords. Certified operator coverage, mentoring, commissioning support, assessments, and proposal strategy all come from the same place: field experience translated into useful action.

Ten years in business marks more than survival. It marks proof that steady work, trusted relationships, and hard-earned operational credibility still matter.

Involved in 33 project locations across Canada from coast to coast to coast

★ **HEAD OFFICE**
● **PROJECTS (2016–2026)**



- | | | | | |
|------------------------|-------------------------|------------------------------|---------------------|---------------------------|
| 1. Lake Cowichan, 2025 | 8. Wells, 2026 | 15. Brintnell Camps, 2018 | 22. Red Lake, 2026 | 29. Montreal, 2023 |
| 2. William Head, 2025 | 9. Caribou Gold, 2025 | 16. Pelican Lake Lodge, 2019 | 23. Timmins, 2026 | 30. Fire Lake, 2026 |
| 3. Mill Bay, 2024 | 10. Calgary, 2025 | 17. Woodenhouse Camp, 2019 | 24. Côté Gold, 2025 | 31. Goose Bay, 2020 |
| 4. Vancouver, 2023 | 11. High River, 2024 | 18. Horizon Lodge, 2017 | 25. North Bay, 2016 | 32. Mary River Mine, 2025 |
| 5. Kelowna, 2025 | 12. Edmonton, 2025 | 19. Sunrise Camp, 2019 | 26. Meaford, 2024 | 33. CFS Alert, 2026 |
| 6. Oliver, 2026 | 13. Primrose Camp, 2019 | 20. Gull Lake, 2023 | 27. Toronto, 2022 | |
| 7. Elkford, 2021 | 14. Kirby Lodges, 2019 | 21. South Port, 2023 | 28. Ottawa, 2023 | |



Mike Hewitt Receives AWWOA Gerald Samuel Operator of the Year Award

Almaquin Enterprises congratulates Mike Hewitt on receiving the Alberta Water & Wastewater Operators Association (AWWOA) Gerald Samuel Operator of the Year Award.

This award recognizes years in the field and the kind of work that rarely gets headlines: showing up where systems are stretched in communities that often operate far from immediate support.

Through Almaquin, Mike has helped supply certified water and wastewater operators to small, remote, and hard-to-staff systems across Canada, including municipal, industrial, correctional, First Nations, and northern operations.

His operator development work has reached beyond regular plant coverage. Mike has supported inmate certification through Correctional Service Canada, mentored operators in Canada's North, delivered water distribution training and completed water system assessments in Africa, Asia, and the Caribbean through Operators Without Borders, and contributed technical support to water, sanitation, and hygiene (WASH) projects in East Africa.

This award recognizes a career built around a simple idea: experienced operators should leave systems stronger than they found them.



Operators Helping Operators: Almaquin, OWB, and PSDN in Nepal

In late May 2026, Mike Hewitt of Almaquin volunteered with Operators Without Borders (OWB) in Nepal to support water initiatives led through Partnership for Sustainable Development Nepal (PSDN). Valerie Jenkinson, founder of OWB; Rhonda Harris, President of Operational Technical Services; and Mike were welcomed by Dr. Datta Rawal, Chairperson of PSDN.



Elevated water tower and reservoirs at Lamahi Water urban office site location.

For two weeks, the team worked across Dang and Arghakhanchi districts with water utilities, local governments, volunteer board members, operators, and community leaders.

Nepal's Water Utility Executive Boards serve as volunteer-led executive bodies for four-year terms. Their members provide time, judgement, and leadership to systems people rely on every day. Almaquin respects that service and commends those who offer it.

The team reviewed applicable legislation and prepared a report to support local utility leadership. It connects statutory duties, operational controls, governance



OWB just landed! Mike and Valerie arriving in Nepal.

requirements, and service risks to conditions operators and boards manage daily.

Field work began with a kick-off meeting at Lumbini Green Hotel, where representatives from Lamahi, Phalkapur, Gadhawa, and Pragatinagar set priorities and shared local context. Lamahi Water Utility staff guided the team through infrastructure serving 6,200 households, or about 35,000 people. Site visits covered wells, treatment, chlorination, hydrants, schematics, and operating procedures.

That field time mattered. Operators know where lines break, pressure drops, users complain, chlorine residuals fade, and records need support. While, visiting teams bring structure, questions, comparative experience, and technical tools, they cannot replace local knowledge.

Work continued through Phalkapur, Pragatinagar, Gadhawa, and Sandhikharka. Each utility shared its reality, from small systems managing growth to source-to-tap networks serving thousands. Discussions covered operator training, laboratory equipment, cost communication, and a possible wastewater lagoon pilot.

The team returned to Kathmandu and visited the Mahankalchour Water Treatment Plant to better understand its treatment process, laboratory practices, and role in supporting the capital's water supply. The plant, built in the early 1990s, is one of three similarly sized facilities supplying potable water to capital city. Mahankalchour WTP produces between 30 and 28 MLD and has 12 ML of onsite storage. A newer WTP produces 170 MLD. The remaining demand is satisfied via smaller facilities and private boreholes. During dry season conditions, groundwater augments surface water drawn from the Bagmati River. Treatment follows a conventional process: coagulation, flocculation, sedimentation, and filtration through ten filters. Polyaluminum chloride, calcium hypochlorite, and lime support treatment, disinfection, and process control.

After the plant visit, OWB met with Rajendra Shrestha, Executive Director of the Environment and Public Health Organization (ENPHO). Established in 1990, ENPHO works across safe drinking water, sanitation, hygiene, wastewater and sludge management, air quality, research, training, advocacy, laboratory services, and WASH technology promotion. The discussion focused on practical collaboration, including operator training and support for smaller water systems. One promising idea was bundling neighbouring small-community systems to strengthen operations, improve funding access, and build shared capacity where individual systems may struggle alone.

For Almaquin, Nepal reinforced why collaboration with OWB works: operators beside operators, respect for local boards, communities treated as partners, and controls that remain after visitors leave.



Mike looking inside a reservoir at Deurali WTP. Reservoir inspections connect source, storage, treatment, and operator routines.



Sector leadership added context on challenges facing Nepal's water utilities. OWB with Khem Raj Oli, Chairman of the Water Supply Federation of Nepal.



OWB meets with ENPHO in Kathmandu to discuss operator training, small-system support, and shared capacity for neighbouring community water systems.



Almaquin Expands Operator Coverage into Quebec

Almaquin Enterprises is expanding operator support into Quebec, providing certified coverage to a mining operation in the Côte-Nord region.

The assignment extends Almaquin’s work with remote and industrial water systems across Canada. Côte-Nord brings familiar pressure: distance, weather, logistics, shift coverage, and the daily demand of keeping water and wastewater operations stable in a live industrial setting.

The work includes domestic wastewater and industrial mine water treatment, with operators supporting daily rounds, sampling, laboratory testing, chemical adjustment, process monitoring, and regulatory compliance. Operators also help optimize treatment performance, manage reagent use, complete technical inspections, support preventive and corrective maintenance, and respond to operational issues when they arise.

That kind of site needs more than a certificate. It needs operators who can step in, read the system, make sound decisions, and keep small problems from dragging the whole operation sideways.

This expansion into Quebec follows the same pattern that drives Almaquin’s work elsewhere: qualified people, difficult sites, and practical field judgement where delays create real strain.



TURN YOUR CERTIFICATION INTO NEW OPPORTUNITIES. JOIN THE ALMAQUIN NETWORK.

Certified Operators Should be Paid for What They Bring

Almaquin Enterprises is building its roster of water and wastewater operators for municipal, industrial, mining, First Nation, and remote site assignments across Canada.

We are looking for operators who can step into a plant, read the process, keep records clean, support compliance, and make sound decisions when conditions change. Assignments may include relief coverage, commissioning support, mentoring junior operators, sampling, process monitoring, reporting, troubleshooting, and on-call response.

Almaquin compensates operators for every level of certification held in every discipline: Water Treatment, Water Distribution, Wastewater

Treatment, and Wastewater Collection. More credentials mean more capability on site, and our compensation model reflects that.

Remote, northern, industrial, and small-system experience carries real value. Reliability Status or eligibility for security clearance is an asset.

Every ticket counts. Every discipline counts. Good operators should not be treated like interchangeable labour.

To join Almaquin's operator network, send your résumé and certification summary to: info@almaquin.com

Almaquin Supporting Water Operations in the Kenora District

Since the beginning of May, Almaquin Enterprises has been supplying senior certified water treatment operators to municipalities in the Kenora District of Ontario.

Junior operators need time beside people who have already worked through plant upsets, equipment problems, sampling issues, chemical adjustments, alarms, and the pressure of keeping safe water moving every day.

That kind of mentoring happens on shift. It happens during rounds, at the bench, in front of the control screen, and in the middle of small decisions that can become larger problems if nobody catches them early.

Almaquin's work in northwestern Ontario also includes commissioning support for a water treatment plant in a First Nation community. That work takes the same kind of judgement: start with the process, find what is not responding, and help bring the plant into stable operation.

Almaquin's operators help fill coverage gaps while supporting local staff as they build confidence and judgement. That support gives municipalities steady coverage today and stronger operators for the work ahead.





Celebrating Asmahan Rabo's Alumni Award of Excellence

Almaquin Enterprises congratulates Asmahan Rabo on receiving the NAIT Alumni Award of Excellence for her contributions to sustainable water access in underserved communities across East Africa.

As founder of Needs4Water, Asmahan has dedicated her career to improving water, sanitation, and hygiene (WASH), with a clear focus on schools, rural communities, education, and public health. A three-time NAIT graduate, Water & Wastewater Technician '12, Bachelor of Technology '10, and Chemical Technology '05, she has completed 13 water projects across Africa, helping advance safe water access and reduce waterborne illness in communities that face real infrastructure gaps.

Her work starts with listening. Fluent in English, Somali, and Swahili, Asmahan works directly with local residents, students, teachers, health officials, and water professionals to understand what people need before designing a response. That ability to connect across language, culture, and technical detail gives her projects strength beyond installation.

Project 11 in Oromia, Ethiopia set the pattern. A school of 939 students faced unsafe water, poor sanitation, and cleaning gaps that affected girls and students with disabilities hardest. Asmahan's team assessed conditions, wrote practical recommendations, and helped trigger direct improvements, including new cleaning stations, full-time cleaning support, and a training centre for ongoing hygiene education.



Project 12 took that proof and scaled it across 25 schools in four regions of Ethiopia. The Ethiopia 2025 WASH Survey paired facility inspections with student and staff experience surveys and water quality testing, capturing both infrastructure conditions and daily pressures inside schools. In November 2025, Asmahan presented the final report to leadership within Ethiopia's Ministry of Education.

Now she is moving from diagnosis to durable action. Project 14, Community WASH Ambassadors, mobilizes operators, engineers, and WASH professionals to deliver small, locally led improvements grounded in testing, maintenance, and accountability.



Ross Pentney Supports Northern Operations at CFS Alert

From December 2025 to March 2026, Ross Pentney supported water treatment operations at CFS Alert, one of Canada's toughest places to keep critical infrastructure running. CFS Alert is the world's northernmost permanently inhabited settlement, with winter temperatures hovering around -40°C. Record lows for the region have been known to plunge to below -50°C.

Water comes from Upper Dumbbell Lake, roughly two kilometres from station infrastructure, through insulated, heat-traced lines that must keep circulating to prevent freeze-up. In that environment, small misses can become big problems fast.

Ross joined Almaquin in 2024 as an instructor supporting mentoring, operational assistance, and operator development. Ross previously worked with the Town of Barrhead, operated Level 3 water treatment and Level 2 distribution systems, taught water and wastewater courses at Portage College, and delivered small systems instruction in remote Nunavut communities.

His credentials fit the work: Water Treatment 4, Water Distribution 3, Wastewater Treatment 1, Wastewater Collection 2, Reliability Status security clearance, and 22 years in the Canadian Armed Forces Reserve.

Almaquin values assignments like this because remote water systems depend on experienced operators who can read the plant, act before problems grow, and support the team around them.

"Very special recognition goes to Ross, our water specialist. You arrived at a critical moment [and] stabilized the station water situation when it was needed most. Your expertise, professionalism and calm under pressure made a real difference and we are sincerely grateful."

- Cpl Murtala Orogho



Celebrating Our Collaborators and Associates



Lubanga Muzamiru

Lubanga Muzamiru has proposed a rainwater collection project for Waitambogwe Secondary School in Uganda through Needs4Water. His project focuses on capturing roof runoff, storing water on site, and training a school WASH committee to support long-term maintenance. Lubanga brings water resources engineering, community WASH project experience, and practical field leadership to the work. His proposal reflects the kind of local initiative Project 14 is built to support.



Abdelkader Bessakhi

Abdelkader Bessakhi is supporting operator coverage in Quebec, bringing a strong environmental engineering background and practical field experience in water sampling, process monitoring, environmental reporting, and treatment system oversight. His work includes inspections, water quality testing, troubleshooting, emergency response, and operating decisions when supervision is not immediately available. That mix of technical training and field judgement fits the demands of remote and industrial water operations.



Lewam Abebe

Lewam Abebe is taking on a consulting and mentoring role within Needs4Water's Project 14: Community WASH Ambassadors. Based in Ethiopia, Lewam brings more than 15 years of WASH experience across water supply engineering, construction oversight, programme management, government coordination, and School WASH implementation. Her role strengthens Project 14 where it matters most: helping local teams move from ideas to practical, durable improvements backed by technical review, mentoring, and field-tested programme discipline.



Almaquin Supports Needs4Water's Project 14: Community WASH Ambassadors

Almaquin is supporting Needs4Water on Project 14: Community WASH Ambassadors, a practical WASH initiative focused on rural communities throughout Eastern Africa. The project starts with a simple problem: communities cannot fix what they cannot see, track, or explain.

The first initiative builds local capacity in basic WASH epidemiology. Community WASH Ambassadors will help track how pathogens move through contaminated water, poor sanitation, and hygiene gaps. They will use community mapping, active case finding, event-based surveillance, direct observation, and rumour tracking to identify water-related risks before they spread. Common concerns include contamination, drying water sources, strange taste or odour, discolouration, and pressure loss in piped systems. Common symptoms include stomach pain, vomiting, diarrhoea, headaches, fatigue, and skin rashes. KoboToolbox will support structured interviews and field data collection, similar to the Ethiopia 2025 WASH survey model used across 25 schools in four regional states.

The second initiative moves from surveillance to direct water access. Almaquin and Needs4Water are sponsoring a rainwater harvesting project at Waitambogwe Secondary School in Mayuge District, Uganda. This is a proposed 5,000-litre rainwater harvesting system using an existing classroom roof, PVC gutters, downpipes, and a first-flush diverter to improve stored water quality. The project will serve more than 700 students and includes handover training for a student-led WASH committee.

Project 14 connects field data, local leadership, and infrastructure. Almaquin's role is to help Needs4Water turn community information into action, and action into safer, more reliable water.



COMMUNITY WASH
AMBASSADORS



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Telephone contact: 778-955-7609

E-mail contact: info@almaquin.com

Headquarters: Fort McMurray, AB