



### **Business of the Year Over 10 Employees**

*In a minimum of 300 words (paragraph or point form) please include business name, and how many employees the business has. Also, describe:*

1. Business performance – (i.e. attributes such as level of growth [increase in employee numbers, expansions] and strength of management. There is no need to share confidential information.).
2. Community involvement.
3. Future planning – decisions that position a business for future growth and development (i.e. formal employee training or personal development program, or a separate customer service division).
4. Integrity/Consistency – demonstrates integrity in all aspects of the business; consistent and exceptional customer service.

### ***Radium Industrial Solutions (Radium) – Business Focus/Size***

Radium Industrial Solutions (Providing specialty services in oil and gas in transportation) has been in business since November of 2004. In 2006 Radium acquired A1 Steaming and incorporated their equipment into its operation. In 2007, a subsidiary company Radium Technologies was founded (providing oil and gas facility construction including pipefitting, welding, electrical, and instrumentation) with a senior operating partner who brings a background of over 25 years of experience in mediation, management, and excellence in facility construction.

Radium started out with 3 three core employees and has grown to its current size in just four years. Radium Solutions currently has over 30 employees year round, increasing to 50 employees during the winter season to accommodate transportation service needs. In addition, Radium Technologies currently has over 60 employees with a forecast of over 100 employees for the coming winter season.

### ***Business Performance***

Radium started business in November of 2004 with its main goal to provide quality and competitive solutions to the Oil and Gas industry with a three way focus on SAFETY, SERVICE, and RELIABILITY. With a strong commitment to integrity and quality, the company immediately began seeing growth as follows:

- Dec 04 - One unit/3 employees
- Dec 05- 8 Units/15 employees
- Dec 06- 19 units/40 employees (acquired A1 Steaming)
- Dec 07- 27 units/50 employees (Radium Industrial Solutions)
- July 08–60 employees (Radium Technologies)

*(Note: units include all large trucks, pick up trucks, and other power units that work on a regular basis and employee numbers are based on peak winter season numbers – there is some seasonal fluctuation)*

In July, 2006, Radium moved from their shop in the Airport industrial park to its current location in the McRae subdivision in NE Grande Prairie. With a larger shop and equipment yard Radium expanded to provide additional services including oil and gas equipment cleaning and additional oilfield transportation units including a full line of pressure trucks, vac trucks, hydro vacs, combo vacs, steamers, oil and gas rental cleaning, and remote operations units. In November of 2006 Radium Technologies growth also required a new operating facility. A shop was leased in Clairmont and Radium Tech began working out of the new facility immediately.

Throughout its impressive and sustained growth, Radium has maintained the core values of quality performance through high standards for Safety, Service, and Reliability, making this company a top performer in the oil and gas service industry.

### ***Community Involvement***

Radium is highly committed to investing in community programs and initiatives. 2008 will mark the third year of an annual fun charity night at the Jackpot Bar and Grill with over 250 people expected to attend. Working as a team with other local businesses, Radium participates in an annual bikini carwash which raises thousands of dollars for breast cancer research as well as donations to the GP cancer clinic. Through these fund raising activities, Radium has raised funds to support a variety of Grande Prairie charities and other organizations. In addition to fundraising for charities, Radium volunteers equipment and services to the Grande Prairie and TeePee creek mud-bogs and in 2008 volunteered equipment and services at the Rumors Carwash to raise money to cover medical care for two people who were badly beaten in an act of violence. Radium is also a proud sponsor of the DavTee Helping Hands non-profit organization helping needy people around the world.

### ***Future Planning***

Radium forecasts continued growth into Dec 08 with a goal of 30 units in operation, and over 50 employees, along with up to 100 employees associated with Radium Technologies. Radium closely monitors industry trends in order to ensure clients are receiving well rounded services that meet current trends and technologies. In order to continuously improve services, Radium maintains a call back program to ensure that client needs are being met and to provide an opportunity for feedback that will allow Radium to make appropriate improvements.

As Radium continues to grow, opportunities for mentoring, training, and advancement will be an ongoing part of staff planning. Radium will support training and job placement programs and ensure fair opportunities for potential employees of all backgrounds and cultures. Radium is committed to providing employees with a working environment that is respectful of other cultures and sensitive to addressing cross-cultural barriers that may impact the workplace. Future growth will continue to focus on quality, integrity, and high standards for Safety, Service, and Reliability.

### ***Integrity / Customer Service***

Radium is committed to excellence in all business aspects through continuous and innovative improvements. With the commitment to excellence and teamwork and to the core values that have been foundational to success so far, Radium is well positioned to grow and succeed into the future.

With the call back service and focused attention to feedback from clients, Radium is prepared to provide top notch customer service through promptly addressing client concerns and recommendations for better service. Radium is clearly client focused and offers competitive and reliable services while maintaining high safety and employee standards.

Radium is a prime example of company success that comes from perseverance and dedication. The outstanding business performance, management and employee commitment to excellence, community involvement, customer service, and future plans for this company make it a prime choice for Business of the Year.

