



## ***Newsletter - December 2025***

### ***Happy New Year!***

*As we wrap up another year, we want to say thank you to our incredible employees, clients, partners, and communities. Your trust, hard work, and support are what make everything we do possible.*

*We hope the holiday season brings you time to rest, reflect, and celebrate with family and friends. Wishing you a safe, joyful Christmas and a happy, healthy New Year ahead.*

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***Roska 's Commitment to Community:  
A Season of Giving***



## ***Turkey Lunch Tradition***

During this holiday season, Roska DBO is reflecting on one of the most consistent parts of its identity - giving back. With its head office in Grande Prairie and more than 400 employees across Western Canada, Roska is not only one of the region's largest service companies but also one of its community contributors.

### **Supporting Local Organizations and Families**

Roska's community involvement is woven throughout the year, but it shines especially bright during the Christmas season. The annual Clay Shoot fundraiser in support of Catholic Family Services continues to be a standout event, bringing together industry partners to raise funds for programs that strengthen families and support mental health across the region.

The company also has a long tradition of supporting youth by sponsoring numerous children's sports teams in Northwest Alberta. These sponsorships help young athletes access opportunities that build confidence, teamwork, and resilience.



### ***Roska's Social Club - Helping Hands Delivery***

#### **Holiday Traditions That Make an Impact**

Few traditions are more recognized than Roska's Christmas turkey program. In addition to preparing dinners for clients, Roska provides turkeys to veterans, seniors, and families experiencing hardship—ensuring more homes can share a warm holiday meal.

Employees also enthusiastically support the Christmas hamper program, donating food, gifts, and essential items that are delivered directly to families in need. This hands-on involvement reflects the genuine care Roska employees bring to their communities.

#### **A Culture of Volunteerism**

Beyond seasonal giving, Roska continues to champion volunteerism. Employees contribute their time to community organizations, youth programs, and local events. This year, as part of Roska's 30th anniversary, staff also supported young engineer and chuckwagon driver Layne Flad through sponsorship and volunteer labour—another example of Roska's commitment to uplifting local talent.

#### **Warm Holiday Wishes**

Guided by President Clayton Roska's example of generosity, Roska remains deeply grateful for the partnerships and relationships that make this work possible.



From everyone at Roska DBO, we extend our warmest Christmas greetings to our valued clients, partners, and their families. May your holidays be filled with peace, joy, and meaningful time together. We look forward to serving you in the year ahead..

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## ***Employee Spotlight - Tracy Mills***

***The Steady Hand Behind the Screens and Scenes***



***Tracy and her brothers***

If you've ever walked into a Roska office, logged onto a Roska computer, driven a Roska vehicle, or attended a Roska event, chances are good that Tracy Mills had a hand in making it work. For more than twenty years, Tracy has been the quiet engine behind the company's technology, facilities, logistics, and some of its most memorable celebrations. She is, in every sense, one of Roska's "unsung heroes."

Tracy's journey into IT started long before she ever realized it. Growing up in Quesnel in the early 1980s, her family was one of the rare households with computers; first a VIC-20, then a Commodore 64. Her mother worked at James & Sons Electric, an electrical business that bravely ventured into computers at the dawn of the PC era. By the mid-80s, Tracy found herself helping with the accounting, then migrating into the computer department as technology took hold. It was the kind of hands-on learning that shaped her entire approach: figure it out, stay calm, get it

done.

After studying machinist/millwright and welding in college and briefly working in the mines, motherhood pulled her back to James & Sons, and this time fully into IT. Life took another turn when she moved to Grande Prairie in 2003, expecting it to be temporary. Instead, she began supporting Roska as a contractor that October - and never left.



*Tracy and some of her work family*



Back then, Roska had just 35 computers and two servers. Today, there are well over 200 systems, multiple locations, cloud platforms, engineering programs, and a fleet of 126 GPS-tracked vehicles. Tracy has been part of every step of that evolution—from the days of in-house mail servers and monochrome monitors to the complex, hybrid technology ecosystem Roska runs now. One of her proudest projects was the full migration to Microsoft 365 just before the pandemic, a change that quietly ensured business continuity for the entire company.

But Tracy's impact extends far beyond screens and servers. Over the years, she became the go-to person for building operations, renovations, logistics support, and event coordination. She helped guide a major upgrade from office expansions to welding-bay construction. Tracy is also a cornerstone of Roska's long-standing tradition of community turkey lunches. This year alone, she purchased 180 turkeys and helped to coordinate dozens of meals for clients, employees, and community members, supported by a small army of helpers she leads behind the scenes.



*Tracy with family and grandchildren*

Outside of work, Tracy's world is full of motion and meaning. She has three children and seven grandchildren spread between Calgary, Edmonton, and Grande Prairie. Her time off is often spent with them, whether traveling to marathons, hosting summer reunions in Quesnel, or

adventuring on her sailboat. That sailboat has seen storms, eight-foot swells, failed launches, and more than one story worthy of a book, but she handles those waves the same way she manages the ones at Roska: with steadiness, good humour, and a quiet determination.

When asked what she's proudest of, Tracy reflects on her move from Quesnel to Grande Prairie, an unexpected shift that taught her to stretch, grow, and embrace new challenges. Her advice for anyone starting their career is simple and perfectly fitting: "Always be willing to learn new things, and it is OK to take chances"

Chances are, Roska wouldn't be the same without the one she took.

### *Children's Christmas Party*



Our Children's Christmas Party was filled with smiles, laughter, and plenty of holiday magic! 🧑🏻‍🎅



From a special visit with Santa to fun games, treats, and excited little faces, it was a wonderful way to celebrate the season together.

Thank you to everyone who helped make the day so memorable - and to all the kids who brought the Christmas spirit to life! ❤️ 🎄

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Have questions or need support, Roska DBO is here to help Contact us today!

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