



HOW DO YOU CLEAN UP ENERGYSM ?

IT TAKES AMAZING PEOPLE, LIKE...



Kevin Matte
Senior Vice President, Operations & Safety

Q. How would you define operational excellence and why is it important to Milestone?

The easiest way to sum up operational excellence is striving to make every aspect of the operations division best-in-class for our customers and everyone who works in our field. At Milestone, we want to maintain a reputation of taking care of employees, compensating well, and having a strong safety culture. We make it a mission to make sure we're thriving in each of those categories.

Q. What has been your biggest obstacle in this role?

The biggest obstacle has to be the cyclical nature of the oilfield. It can be difficult managing through the downcycles like we had in 2015, 2019, and of course 2020. Those moments made it hard to employ people and made resources very scarce. It was hard for all industries, but especially this one because of the transient nature of our employees.

Q. How are process changes reviewed, implemented, and communicated at Milestone?

In general, we strive to get employee participation and involvement. We want employees to have a say-so, meaning the changes we make typically come from listening to them. They are the backbone of the business, and we want to implement things that will make them feel safer. We foster open communication channels, so they have a voice, and everyone knows what the objectives are.

Q. How do you plan on optimizing your efforts in the next five years?

I am looking forward to developing a full labor staff. Otherwise, I think things will be similar to what they are now. We want to maintain a strong and dedicated culture at Milestone in case there is another downturn. The oilfield is unpredictable and there are a lot of variables that go into it; regulations, labor markets, prices, and customer needs are all very cyclical in this industry and change so rapidly. We want to be prepared just in case.

Q. What do you enjoy most about your work with Milestone?

There is never a dull moment at Milestone. Gabriel (President and CEO) has worked very hard at building a great company culture. The employees are treated like family and you're not just a number here. We believe in fairness in compensation and all other categories. I'm proud of the fact that after a downturn and pandemic, we persevered and came out stronger.