



One Company. Eighteen Months. Two Very Different Answers.

AI can't fix a mess. Find out if you have one.

Meet Northline Mechanical. A 14-person HVAC and pipefitting contractor in Wood Buffalo. Good crews, steady work, solid reputation on the tools. Northline is a composite of real Alberta contractors — if it sounds like your shop, that's the point.

BEFORE — “We have a safety program... somewhere.”

The paper. A safety binder last updated in 2019. Orientation records live in the office manager's email. Toolbox talks happen, but half aren't written down. Three versions of the hazard assessment exist, and nobody is sure which one is current.

The Hero. One person — Dana — knows where everything is, how ISNetwork works, and what each client portal wants. When Dana is on vacation, prequalification questions wait.

The money.

- WCB premium on ~\$1.2M payroll: ≈ **\$28,000/yr** — full rate, no rebate.
- Three platform subscriptions (ISNetwork, Avetta, one from an old client): ≈ **\$2,400/yr**, and nobody remembers if the third is still needed.
- Last spring, a bid package needed current safety documentation in 5 days. It took 6. **The job went to someone else.**

The exposure. If an OHS officer or a serious incident ever tests this program, the paper and the practice don't match. That gap works against you.

AFTER — Safe for real. And on paper.

The paper. One source of truth: a single current safety manual with records that match what actually happens in the field. When a client portal asks a question, the answer is a copy, not a scramble.

The system, not the Hero. Dana still runs it — but now anyone in the office can find it, prove it, and submit it. Vacations are just vacations.

The money.

- **COR achieved** through the certifying partner for Northline's industry. First-year rebate through WCB-Alberta's Partnerships in Injury Reduction: **10% of premium ≈ \$2,800 back**; 5% each maintenance year after. The program allows **up to 20%** as claim-cost performance improves. (Shops with 10 or fewer workers use the simpler, cheaper SECOR — same rebate, self-assessment audit.)
- Platform subscriptions reviewed; one cancelled. Each portal submission now takes **hours, not days** — same master documents, different wrapper.
- Bid packages go out on time. **One won bid pays for the whole program many times over.**

The protection. A working, documented program is your due-diligence evidence — for your staff's safety first, and for you when it counts.

The honest math

	BEFORE	AFTER (Year 1)
WCB rebate (PIR)	\$0	≈ \$2,800
Wasted platform fees	≈ \$800	\$0
Bid readiness	Missed one	Submitted on time
Key-person risk	Everything runs through Dana	System anyone can run
Audit-ready?	No	Yes

Small print, big picture: Alberta OHS penalties can reach six figures per offence — a working program is your best due-diligence evidence. Figures above are illustrative program facts, not guaranteed outcomes; your WCB rate, rebate eligibility, and results depend on your operations. Figures current as of September 2026 (v1).

Not a thicker binder. A thinner one that's true.

Fixed-fee. No surprises. Your data stays in your tenant.



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