

B&M NEWS



The Newsletter about Black & McDonald People and Projects

Winter 2019

Refreshed Brand Positions B&M Strongly for the Future

Black & McDonald's groundbreaking Brand Review project, launched early in 2018, is now complete. The initiative generated a rich trove of research findings and strategic recommendations derived from the feedback we received from over 140 internal and external stakeholders, and a comprehensive competitive review.

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Black & McDonald



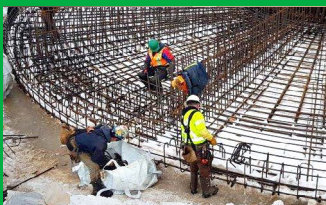
Project Showcase: Women's College Hospital

Black & McDonald is part of a Public-Private Partnership (P3) that successfully bid to Design-Build-Finance-Maintain the redevelopment of Toronto's historic Women's College Hospital (WCH). B&M has demonstrated our wide-ranging capabilities on the project by delivering on everything from mechanical and electrical design and construction to complete facilities management solutions.

B&M was the Design-Build, integrated electrical-mechanical subcontractor for all phases of the 632,000 sq. ft., 13-storey redevelopment project. Our team completed all work while ensuring minimal disruption to the hospital's continuing day-to-day operations.

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Refreshed Brand Positions B&M Strongly for the Future

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Our New Brand Platform

We have incorporated these insights into a new brand platform for Black & McDonald. This new platform provides a clear framework that affirms our strategic direction and key strengths, identifies authentic brand attributes to help differentiate us in the marketplace, and provides compelling messages to help articulate our unique story. We've also mined the research findings to identify key opportunities for improvement and innovation to help us deliver on the evolving expectations of our clients and potential customers.

This new platform allows us to activate the full potential of our brand. We have developed a new corporate descriptor that promotes the complete strength of our offering and unifies our diverse business lines under a common banner. Our new brand positioning leverages and amplifies Black & McDonald's founding values and allows us to celebrate our capabilities and expertise in a way we've never done before.



Our Refreshed Logo

We have refreshed our logo in the spirit of evolution, not revolution. By modernizing our font, we have re-energized our iconic logo. By tightening the character spacing within our wordmark, we have amplified the weight and strength of our visual identity. This subtle approach allows us to update the visual impression of our brand while we continue to benefit from the high brand awareness we already enjoy.

We've made another subtle but impactful adjustment by lowering the raised "c" in McDonald down to the text baseline.

This will help us achieve a strong and consistent representation of our logo without changing any of the fundamental elements that make our brand distinct.

Armed with a compelling new positioning in the marketplace, an evolved logo and new messages to help us articulate our capabilities and character, we are now ready to pursue the ambitious growth targets of our 2030 vision.



Refreshed Brand Positions B&M Strongly for the Future

Our Brand Architecture



B&M Celebrates Best Ever Year for Safety Performance

Black & McDonald saw significant improvement in safety performance this year across all business units, with several reporting zero incidents for 2018. The severity of incidents is also down, with our leading indicators stronger than ever before. These results prove that the more proactive we are in mitigating hazards and effectively planning our daily work, the less downgrading incidents occur.

But now is not the time to take our foot off the gas. We need to maintain our focused efforts on injury reduction, particularly in light of our success. A key area that requires our constant attention are the repetitive tasks we carry out on a daily basis. When we fail to proactively identify and control hazards, we fall into the trap of Normalization of Deviance, and it's just a matter of time before we have an incident.

Key Steps to Ensure Our Continued Success:

- 1** Never use past success to redefine acceptable performance. Always assess potential risk factors and implement mitigation strategies on an ongoing basis.
- 2** Always verify process steps for routine work. Review your Pre Job Hazard Assessment (PJHA) with your team periodically to ensure that all steps are being completed.
- 3** Review the Project Safety Plan (PSP) and ensure it is updated on a regular basis.

Let's work together to build on the success of the past year by remaining vigilant and ever mindful of dangerous shortcuts that can become the norm.

Ray Pleasance
Corporate Director, Safety



PGR Recognized by Bruce Power and County of Bruce



B&M's Mark Healy (left) accepts the honour from Bruce Power CEO Mike Rencheck (centre) and Mike Smith, Mayor of Saugeen Shores (right).

Black & McDonald's Power Generation Region was recently recognized for its contribution to local economies and excellence in Ontario's nuclear industry at Bruce Power and the County of Bruce's 3rd Economic Development and Innovation Summit. Regional Vice President Mark Healy accepted the award on behalf of B&M from Bruce Power CEO Mike Rencheck and the Mayor of Saugeen Shores Mike Smith.

The summit brought together dozens of Bruce Power's nuclear supplier partners, County of Bruce municipal officials and staff, economic development professionals, and local business organizations in support of an initiative to boost local economies, draw families to the region, and promote innovation and excellence in nuclear power generation.

B&M opened its office in Tiverton, Ontario, in March 2017, and was awarded a key contract for Bruce Power's Unit 6 Major Component Replacement project in July 2018. At the peak of this project, B&M will employ locally more than 250 trades and 75 management and technical personnel.

Regions Join Forces for Major East Coast Energy Project



B&M team members erect a turbine base on site in Riverside-Albert, NB.

Black & McDonald is well known for its contributions to major wind energy projects across Atlantic and Eastern Canada and the United States. What B&M has yet to do is serve up a “full meal deal” wind energy project, delivering on all aspects of a farm from design through to commissioning. With the recent award of the Wisokolamson Energy Project, we now have the opportunity to do just that.

Slated for construction on a tract of Crown land approximately 12 kilometres west of the village of Riverside-Albert, New Brunswick, the project was developed by SWEB Development LP (SWEB) in partnership with Woodstock First Nation, a local Maliseet community. The project consists of five wind turbine generators with a generating capacity of 3.6 megawatts each for a total of 18 megawatts. The turbine towers will be the tallest ever installed in Eastern Canada.

B&M's Southern Ontario and Atlantic regions will combine capabilities and personnel to deliver on all aspects of this significant renewable energy project. Our team will be responsible for the production of full project design documents; management of all subcontractors for road construction and mass concrete foundations; construction of the substation, and a 17-kilometre overhead line, including all interconnection turbine collector cabling; erection of the wind turbines; and project commissioning and connection to the NB Power distribution grid.

The project represents the final step in B&M's evolution into a full service energy project supplier. In addition, the project marks the first job booked for B&M's new 8008 NB Utility Division.

B&M's Expanding Litmos LMS Catalogue

It has been six months since the official launch of Litmos, Black & McDonald's corporate Learning Management System (LMS). Litmos provides our employees with an engaging and learning-rich environment that can be accessed anytime and anywhere.

As we continue to support the needs of our growing business and the ongoing demand for new skills, knowledge and abilities, we are excited to announce the second phase of the Litmos LMS rollout. Beginning this winter, employees will have access to a new catalogue of business and technical eLearning courses.

In partnership with a third-party provider, we have sourced relevant courses to support employee development in high-demand areas, including:

- Business skills, such as Customer Focus and Effective Communication Skills;
- Industry-specific introductory courses, such as Construction Project Management, Project Scheduling (MS Project) and Facility Management & Operations;
- Microsoft Office training to support increased productivity, including basic, intermediate and advanced courses in MS Word, MS Excel, MS Outlook and MS PowerPoint.

We believe these new online learning opportunities will not only help our employees meet their current development needs but also support their personal career growth objectives and future aspirations. To learn more about our new eLearning course offerings in Litmos, contact your regional HR partner.

Kerry Shaw

Director, Training, Learning & Development

B&M's Fabrication Advantage



Interior views of our fabrication facilities in Dartmouth (left) and Saskatoon (right).

Black & McDonald is renowned for our capabilities on a construction site. Less well known, but no less impressive, are our behind-the-scenes manufacturing capabilities in support of diverse construction, retrofit and maintenance projects. B&M's five fabrication facilities across Canada give us the ability to add value and enhance quality for our customers by producing custom-made components and systems to meet any project need.

Fabrication services complement our operations in Dartmouth, Ottawa and Saskatoon, and from two separate shops in Toronto, one in Scarborough and one in North York. B&M's fabrication facilities specialize in a wide range of commercial and industrial applications, including piping, sheet metal, electrical, modular and custom fabrications, virtual construction and engineering services. Our fabrication teams produce materials for a wide range of sectors, including mining/smelting, oil & gas, health care, hospitality, and infrastructure.

B&M's manufacturing expertise dates back as far as the 1960s, when we acquired Toronto-based Leslie Bros. Inc., which has evolved over the years into our present day Custom Fabrication and Sheet Metal Division at 31 Pullman Court in Scarborough. Operations date back to the 1970s in Saskatchewan and the 1980s in Nova Scotia giving B&M's fabrication operations an impressive lineage.

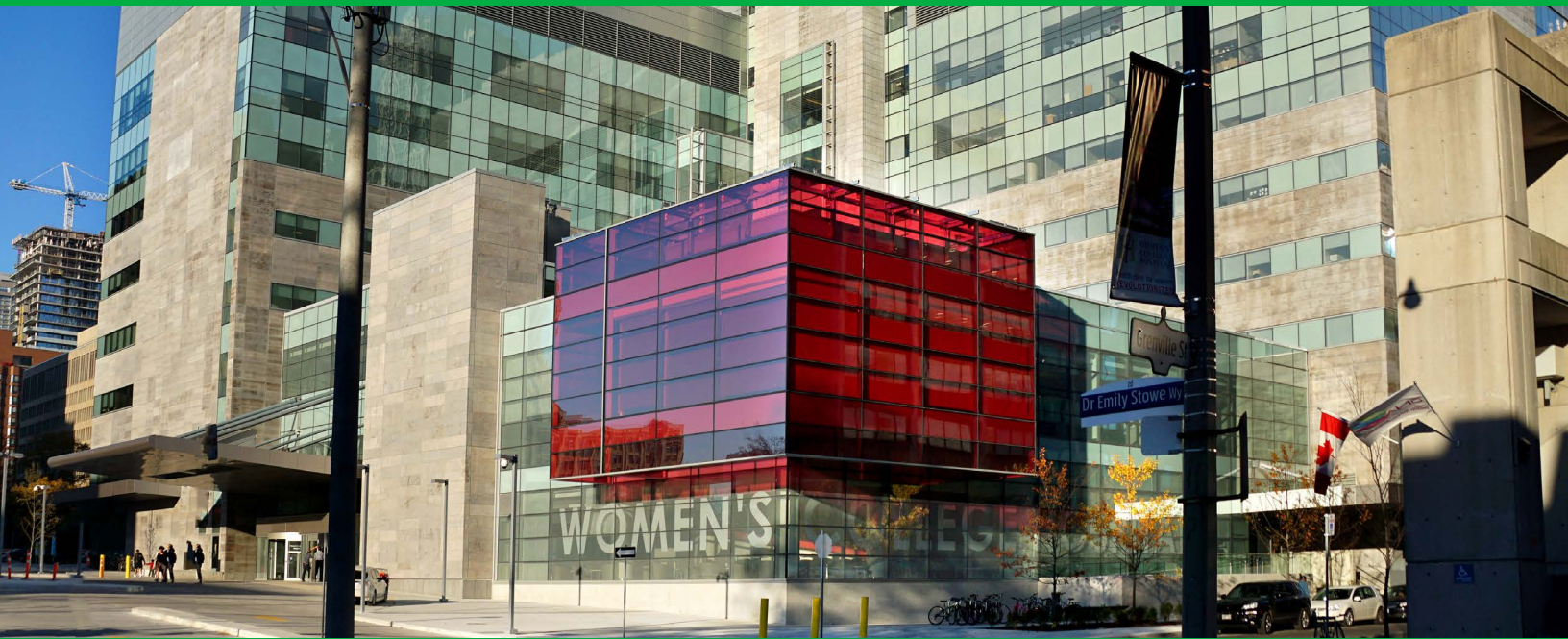
While our experience is confirmed by looking to the past, our capabilities are solidly forward-looking. Our Saskatoon and Toronto shops provide 3D modelling and reality capture services for commercial, industrial, and engineering clients, and employ CAD specialists and 3D scanning/modelling technicians, alongside traditional trades, including pipe welders, pipe fitters, and sheet metal workers. Clients can be assured that our on site equipment and technology are leading-edge, with our Saskatoon, Dartmouth, and North York facilities all commencing operations within the last five years.

B&M's fabrication services allow us to add value for our clients by delivering on every phase of a project lifecycle, or producing key, custom-made components to complete a larger system. Whatever the assignment, our fabrication services are a versatile resource to support our clients' needs.



Fab shop operations underway in (clockwise from bottom left) Saskatoon, Scarborough, Dartmouth, and Saskatoon.

Project Showcase: Women's College Hospital



Exterior view of the newly redeveloped Women's College Hospital facility.

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B&M's mechanical team provided complete HVAC, plumbing and medical specialty systems, as well as a sophisticated building automation system. Our electrical team delivered turnkey services, which included complete design, project management and project commissioning. Coordinated 3D electrical and mechanical Building Information Modelling (BIM) drawings were a key deliverable for our integrated electrical-mechanical team, and will be an invaluable resource for WCH's owners and operators throughout the facility's lifecycle.

B&M's construction team completed its work on schedule in June 2016. The new WCH was awarded LEED Gold for construction, due in large part to the innovative solutions and synergies produced through the integration of design and construction activities.

Throughout the multi-phase project, B&M's Facilities Management & Operations (FMO) team worked closely with the prime contractor to ensure smooth transitions from construction to operations. B&MFMO is the service provider for the project's 30-year concession period, which commenced in April 2013 and continues until March 2043. Our team is responsible for all facilities management services at WCH, including plant operations, roads and grounds, energy and sustainability, utilities management, help desk/central dispatch, and security and surveillance.

B&M FMO reports on specific metrics each month as part of our ongoing internal auditing to ensure full compliance with the Project Agreement and accurate self-reporting. Our Energy & Sustainability team has entered into a pain share/gain arrangement with WCH to motivate both partners to continue to seek out innovative solutions to support energy savings and sustainable operations at one of Canada's premier health care facilities.



Top: Facility Technician Wayne Bissoon on site at WCH.
Bottom: Participants in B&M's 2018 Take Our Kids to Work event enjoy a tour of the facility.

B&M Celebrates Launch of Northeast US Group

Black & McDonald recently celebrated the official opening of a new location in Syracuse, New York. Our new Northeast US (NEUS) group will be led by Chuck Mossman, Regional Vice President of the Southern Ontario Utility Region. Phillip O'Connor has been promoted to Department Manager and will oversee day-to-day operations. NEUS offers EPC (Engineering/Procurement/Construction) services for substations and switchyards, as well as high voltage testing and commissioning.

B&M's expansion to New York State was made possible by the hard work and dedication of Southern Ontario Region administrative staff in close collaboration with our US Operations team. The NEUS group will combine capabilities and personnel with B&M's Kansas City team and our Georgia-based Energy and Infrastructure group to deliver on large-scale energy projects across the United States.



B&M's new NEUS team (left to right): David Maine, Greg Hungerford, Steve Bellows, Ray Meyer, Adrienne Abear, Darren O'Neill, Phillip O'Connor, Rob Ruley, Mark Wheatley, Mike Maine and Bruce Emerson.

Celebrating Employee Engagement

At Black & McDonald, we believe employees are our greatest asset. As part of our efforts to enhance employee engagement, we are committed to regularly obtaining feedback and input through our annual Employee Engagement Survey.

Now in its 15th year, the survey is a key platform for employees to share their experiences and ideas, and provide confidential feedback. This feedback has been the catalyst for the introduction of corporate initiatives such as the Wire and Yammer to improve communication and access to resources; our Talent Development programs to enhance career development opportunities; a Long-Term Service Awards program to recognize employee dedication to the company; and countless Health & Safety initiatives to ensure our employees return safely to their families each and every day.

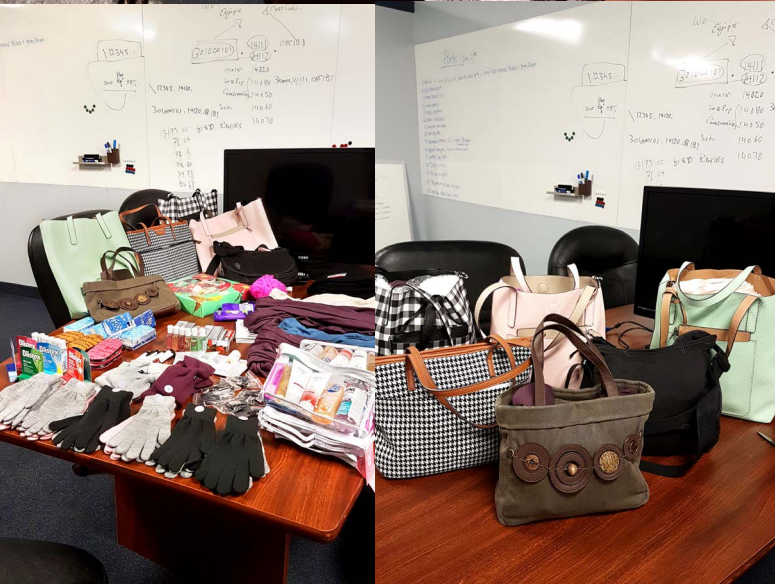
Since 2004, we have been humbled to receive encouraging employee engagement scores that exceed our high internal targets, as well as industry benchmarks. While this assures

us that B&M continues to be a great place to work, we remain committed to taking action on employee feedback and creating actionable steps to improve overall employee engagement.

Our overall company target for 2018 – 2019 is 84 percent, which includes an employee participation target of 75 percent and a promoter score of 85 percent, based on the question, "I would recommend this organization as a good place to work."

We care about employee engagement because an engaged workforce means our people feel energized, passionate, dedicated and invested in their work and our organization. We look forward to receiving your feedback this year and working with you to turn your ideas into meaningful actions through 2019 and beyond.

Logan King
Corporate Director, People Resources



Wanda Raycraft (top left) and Amanda Fawcett (top right) show off the items donated by CBO staff (bottom).

CBO Staff Pitch In to “Fill a Purse for a Sister”

Over the past couple of years, CBO's Collingwood office has initiated a “charity” chocolate bar and chips station, strategically placed close to the coffee pot in the kitchen. For a mere dollar or two, employees can satisfy that 3 o'clock craving while supporting a worthy cause. In 2018, Collingwood snacked a lot and in the process raised significant funds to donate to local charities.

One local non-profit that benefitted this year was the Fill a Purse for a Sister Campaign, an Ontario-based initiative that provides new and gently used purses filled with personal necessities to women's shelters, social service agencies and crisis centres. The cause recognizes that many women living in precarious housing situations have fled their previous circumstances with nothing in hand—not even their purse. By providing stocked purses to these women, the campaign looks to restore the feelings of dignity and security that this simple yet essential item can provide.

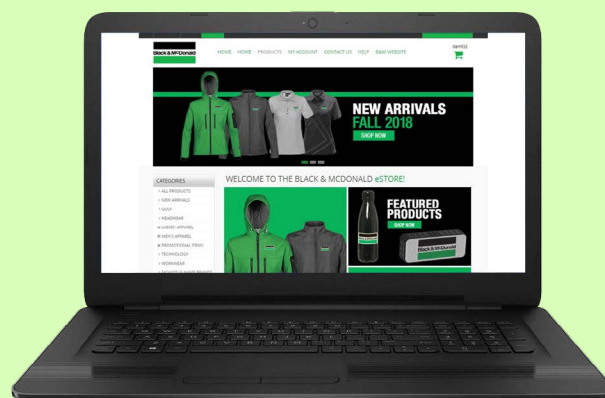
The generosity of Collingwood staff allowed the team to contribute seven purses stuffed to the brim with personal items. The purses were delivered to My Friend's House, a safe haven for women and their children escaping domestic violence. Thank you to everyone who contributed to show these women we care.

Employees Give B&M's New eStore a Big Thumbs Up!

Black & McDonald's new eStore has been a big hit with employees since its launch on November 12, with 275 new registrants and more than \$45,000 in orders. This response shows the enthusiasm and pride our employees feel when wearing the B&M brand. The new eStore gives our people access to a wealth of high quality merchandise at competitive prices, and offers the right B&M-branded gear for any occasion.

The eStore's interactive platform and intuitive user experience has also driven the popularity of the new website. The site is mobile friendly, available in French and English, and provides flexible options for both shipping and method of payment. All these new features make placing an order quicker, easier and more convenient than ever before.

Finally, our expanded collections of apparel, brand name outerwear and promotional items have captured current trends and the attention of our employees. The Marketing team will



review what's available on the eStore on an ongoing basis to ensure our selection remains up-to-date and continues to spark excitement throughout the B&M community.

Tareq Ali
Director, Corporate Marketing & Communications

ORDER BOOK

ALBERTA

ET Environmental

B&M Prime
Region: Calgary Electrical & Mechanical

Westcor—Altalink

Tenant fit-out
Region: Calgary Mechanical

Intact—Revera

New construction
Region: Edmonton Electrical

ATLANTIC

Superior Propane

RTU replacement
Region: New Brunswick Service

Dalhousie University

Heating upgrades
Region: Nova Scotia Commercial

Government of Newfoundland

Wharf reconstruction—electrical
Region: Newfoundland Projects

Glencore—Brunswick Zinc Smelter

Major shutdown—various works
Region: New Brunswick Industrial

Moncton Audi/Volkswagen

Electric vehicle charging stations
Region: New Brunswick Industrial

Nova Scotia Power Inc.

Mechanical services
Region: Nova Scotia FMO

Irving Oil Limited

Tank farm—fibre installation
Region: Newfoundland Projects

Michelin North America

Capacitor bank installation
Region: Nova Scotia Industrial

TransAqua—GMWC

Moncton WWTP phases 3 and 4
Region: New Brunswick Industrial

Wisokolamson Energy LP

18 megawatt EPC energy project
Region: New Brunswick Utility and Southern Ontario Utility

NS Department of Natural Resources

Boiler replacement
Region: Nova Scotia Service

Gander Nissan

HVAC PM
Region: Newfoundland Service

Nalcor

Holyrood Generating Station
Region: Newfoundland FMO

Exxon-Mobil

Boardroom renovation
Region: New Brunswick Service

Halifax Stanfield International Airport

2018 airside upgrades
Region: Nova Scotia Utility

Newfoundland Hydro

New fuel tank dyke—electrical grounding
Region: Newfoundland Projects

Gordon Food Services

Cold storage expansion
Region: Atlantic Industrial Refrigeration

MANITOBA

St. Johns Ravenscourt School

Five-year contract and amendment to include FTE HVAC Mechanic
Region: Manitoba FMO

BGIS

Boiler repair
Region: Manitoba Service

Brewers

Parking lot light upgrade
Region: Manitoba Service

MB Liquor & Lotteries

IR scan and 12-kilovolt maintenance
Region: Manitoba Service

Jonathan Toews Community Centre

Fieldhouse PM agreement
Region: Manitoba Service

Boeing

NDI water processing
Region: Manitoba Projects

BGIS

Temperature control replacement
Region: Manitoba Projects

Gerdau

Supply agreement 2019
Region: Manitoba Projects

Graham

Boeing data room renovation
Region: Manitoba Projects

NORTHERN ONTARIO

Aecon Construction & Materials Ltd.

Installation of temporary traffic signals and lighting at Skyway Bridge
Region: NOR Utility

City of Cornwall

Maintenance for 67 traffic signals and 19 flasher systems
Region: NOR Utility

Gordon Barr Ltd.

Installation of duct bank, transformer pads, manholes and street lighting at CFB Kingston
Region: NOR Utility

K. Mulrooney Trucking

Installation of conduits and pole bases for future traffic plant in Kingston
Region: NOR Utility

MTO

Provide maintenance to PVMS signs in the Ottawa area and replace UPS and batteries at 29 sites
Region: NOR Utility

OMCIAA

Roadway lighting retrofit
Region: NOR Utility

RW Tomlinson Limited

Streetlight installation on Portsmouth Avenue and infrastructure installation for new streetlights and traffic plant on Gardiners Road, both in Kingston
Region: NOR Utility

Brookfield Global Integrated Solutions

Electrical equipment inspection at annual tenant shutdown
Region: NOR Electrical Construction

DFATD

M&E upgrades for Canadian Embassy in Morocco
Region: NOR Electrical Construction

Energy Ottawa

Installation of VFD and control wiring at Ottawa City Hall and lighting retrofit at Lemieux Island
Region: NOR Electrical Construction

Fuss & O'Neill

Sikorsky security upgrades
Region: NOR Electrical Construction

Home Depot

AHU replacements and electrical upgrades
Region: NOR Electrical Construction

Honey Construction Ltd.

Power distribution and lights at 9Round gym
Region: NOR Electrical Construction

National Research Council

MCC replacement at M-54
Region: NOR Electrical Construction

Ontario Power Generation

Barrett Chute AC Station service upgrades
Region: NOR Electrical Construction

OSRAM Ltd.

Lighting retrofit at CFB Petawawa
Region: NOR Electrical Construction

PWGSC

Installation of security wiring at Parliament Centre Block
Region: NOR Electrical Construction

T.A. Andre & Sons Limited

Grounding installation on switchgear in building room at OPG Saunders
Region: NOR Electrical Construction

ARK Construction Ltd.

Installation of new dry cooler at IBM Ottawa
Region: NOR Mechanical Construction

Beau's Brewery

Wastewater treatment system modification
Region: NOR Mechanical Construction

Belco Construction Inc.

Supply and installation of electrical at Finland Ambassador's residence
Region: NOR Mechanical Construction

BGIS

Fall heating and cooling maintenance at Tunney's Pasture CHCP
Region: NOR Mechanical Construction

Canadian Museum of History

Replacement of six cooling coils and associated piping
Region: NOR Mechanical Construction

Global Integrated Solutions

Upgrade diesel tanks at Graham Spry Building
Region: NOR Mechanical Construction

Michanie Construction Inc.

Installation of new exhaust fan and louvres at Butler Building vehicle storage
Region: NOR Mechanical Construction

OriginElle Ottawa

Gas installation at Orleans fertility clinic
Region: NOR Mechanical Construction

Raymond Group

Mechanical and roof upgrades at Canadian Aviation Museum
Region: NOR Mechanical Construction

Trotter Construction

Replacement of boiler, BAH, AHU and controls at Ottawa Drive Test centre
Region: NOR Mechanical Construction

PIERRE BROSSARD

Nouvelair

REM train project
Region: Pierre Brossard

SSL & CIMY

New Champlain Bridge lighting
Region: Pierre Brossard

City of Montreal

Intersections
Region: Pierre Brossard

Energère

Replacement of DEL lighting
Region: Pierre Brossard

POWER GENERATION REGION

Ontario Power Generation

D1941 turbine generator PSA scope
Region: PGR

Ontario Power Generation

Pickering Unit 1 and Unit 4 buried boiler blowdown pipe replacement
Region: PGR

Bruce Power

Bruce Power lead in/lead out, balance of plant and construction services contract
Region: PGR

QUEBEC

Aéroport de Montréal

PTV AC unit installation
Region: Quebec Service Division

Toyota Brossard

Hydrogen boot
Region: Quebec Service Division

Superior Propane

Rooftop installation
Region: Quebec Service Division

Gestion TGE

Rooftop installation
Region: Quebec Service Division

Globocam

Aerotherm installation
Region: Quebec Service Division

SASKATCHEWAN

Waterhen Water Treatment Plant

Mechanical & Electrical
Region: Saskatchewan Construction

University of Saskatchewan Spinks Building

B&M Prime
Region: Saskatchewan Construction

Chinook Administrative Building

HVAC installation
Region: Saskatchewan Construction

Nutrien Allan

Cooler duct and scrubber duct
Region: Saskatchewan Construction

Horizon Fire Pump

B&M Prime
Region: Saskatchewan Construction

Ministikiwan Water Treatment Plant

Mechanical & Electrical
Region: Saskatchewan Construction

CFB Dundurn AHU

B&M Prime
Region: Saskatchewan Construction

SaskPower

UPS cooling
Region: Saskatchewan Construction

SGI Humidifier Regina

B&M Prime
Region: Saskatchewan Construction

Innovation Place

Prime electrical and second floor renovation
Region: Saskatchewan Construction

Nutrien Lanigan

Mine dry
Region: Saskatchewan Construction

Nutrien Clavet

Storage building
Region: Saskatchewan Construction

Swift Current School

Pumps
Region: Saskatchewan Construction

PRPS Diagnostic Room

B&M Prime
Region: Saskatchewan Construction

Husky

Spruce Lake Central and Spruce Lake North pipe spooling
Region: Saskatchewan Fabrication

Husky

Celtic well pad pipe spooling and mod assembly, and Vawn well pad mod assembly
Region: Saskatchewan Fabrication

TEAM Power Solutions

T plate skid
Region: Saskatchewan Fabrication

Breck Scaffolding

Stainless steel exhaust hoods
Region: Saskatchewan Fabrication

Burns & McDonnell

Flush spool fabrication
Region: Saskatchewan Fabrication

Nutrien Allan

Shaker screen refurbishment
Region: Saskatchewan Fabrication

SOUR

Romney Wind Farm

EPC contract for wind farm project
Region: Southern Ontario Utility Region

Hydro One Leamington Transformer Station

Phase 2 of substation construction project
Region: Southern Ontario Utility Region

SOUTHWEST ON

Westjet—Hamilton Airport

Replacement rooftop unit
Region: Southwest Ontario

Roll Form (Samuel Steel)

Replace heating units
Region: Southwest Ontario

Fengate Real Asset Investments

Replace various heat pumps
Region: Southwest Ontario

Bodycote

Installation of exhaust fans and ducting
Region: Southwest Ontario

Columbia College

Installation of cooling coils in various air handling units
Region: Southwest Ontario

L3 Wescam

New thermal chamber and Laser Labs Mitsubishi VRF air conditioning
Region: Southwest Ontario

Agropur Cooperative—Woodstock

Production cooling retrofit
Region: Southwest Ontario

Columbia International College

Multi-year HVAC PM agreement, various locations
Region: Southwest Ontario

Dare Foods—Cambridge

Multi-year GM Plus agreement
Region: Southwest Ontario

NEW EMPLOYEES

ALBERTA

Ainer Alonzo, Building Operator
Andrew Campbell, Apprentice Plumber
Darcy Jackson, Building Operator
Elisabeth Grosschedl, Journeyman Electrician
Gerald Walton, Building Operator
Gurjeet Panesar, Project Coordinator
Jacob Denesik, Apprentice Electrician
Jade Termul, Apprentice HVAC Technician
James D. Furnell, Apprentice HVAC Technician
James R. Hanna, Journeyman Electrician
James Stringer, Building Operator
Jason De Carlo, Foreman Plumber
Jeremy Bradley, Journeyman Electrician
John Manning, Journeyman Electrician
Mark Hansen, Apprentice Plumber
Matthew Winters, Apprentice Electrician
Michael Thompson, Journeyman HVAC Technician
Nisar Ahmad, Building Operator
Pamela Fleming, Apprentice HVAC Technician
Piotr Skaja, Journeyman HVAC Technician
Rebecca Hartman, Apprentice Electrician
Robleh Hassan, Apprentice Electrician
Sheena Copeland, Apprentice Electrician
Terry Elliott, Building Operator

ATLANTIC

Thomas Durant, Accounts Payable Clerk, Dartmouth, NS
Rebecca Doucette, NB Project/Service Administrator, Moncton, NB
Basma Sharaf, Atlantic Procurement Specialist, Dartmouth, NS
Angus McLarty, Senior Mechanical Technologist, ABM
Duncan Blaikie, Intermediate Process Engineer, ABM
Malcolm Cookson, Intermediate Mechanical Engineer, ABM
Marc MacDougall, Senior Project Engineer, ABM
Shifat Sharmin, Junior Process Engineer, ABM
David Horne, Lineman, Utility
Patrick Rideout, Lineman, Utility
Tyler Murray, Lineman, Utility
Mitchel Hayden, Lineman, Utility
Dave Vokey, Electrician, NL Projects
Bradley Clarke, Sheet Metal Worker, NL Projects
Steven Barrett, Electrician, NL Projects
Christopher Shay, Lineman, Utility
Aaron Ramsay, Electrician, NB Commercial
Denis Robichaud, Electrician, NB Commercial
Thomas Mumford, Technician, NS Service
Matthew Mahoney, Plumber, NS Service
Adam Paul, Electrician, NL Projects
Jennifer Hollis, Electrician, NB Commercial
Mitchel Pugh, Electrician, NB Commercial
Guy Maillet, Millwright, NB Industrial
Peter Cusack, Millwright, NB Industrial
Kevin O'Shea, Electrician, NB Commercial
Lee Spares, Electrician, NS Commercial
Jesse Cameron, Electrician, NS Commercial
Brandon Leet, Electrician, NS Commercial
Mark Hanes, Electrician, NS Commercial
Gerald Morrissey, Business Development Representative/Assistant, NL Service
Kyle Tippet, Millwright, NB Industrial
Tera Hubley, HR Administrator
Gary Goguen, Electrician, NB Industrial
Jeff Colwell, Sheet Metal Worker, NB Industrial

BRITISH COLUMBIA

Darragh Joyce, Project Coordinator
Brennan Zerb, Associate Business Development Representative
Alexander Kallergis, Labourer
Patrick Acosta, Building Operator
Jatinder Sandhu, HSE Advisor
James Pearson, General Maintenance Worker
Kris Mezynski, Building Operator

MANITOBA

Brendan Grasby, Plumber
Duval Clarke, Ironworker

Justin Bougie, Millwright
Jody Lovenjak, Labourer
Evan Basarowich, Labourer
Maurice Ritchot, Ironworker
Frank Morriseau, Ironworker
Roland Kenny, Ironworker
Graham McCoomb, Ironworker
Andrea Yurkiw, FMO Administrator
Kevin Frankenberger, Building Operator
Bruce Dewick, Millwright
Stephan Colatruglio, Electrician
Ryan Cielon, Electrician
Elijah Harper, Ironworker

NORTHERN ONTARIO

Adam Fleming, Project Manager, Electrical Construction Division
Laura Kelly, Administrative Assistant/ACSO, Administration Division

POWER GENERATION REGION

Rob Thompson, QA Manager, Bruce Power
Matt Shahsavand, Project Scheduler
Nicole Greco, Accounting Assistant
Murray Hoggart, Darlington Site Manager
Monica Grainger, Darlington Site Clerk
Chris Peddle, Superintendent, Bruce Power
Will Laffin, General Foreman, Bruce Power
Brooke Heathers, QA Document Control Administrator, Bruce Power
John Doyle, HSE Advisor
Vesa Tuomi, Construction Work Planner, Bruce Power
Lisa McGreevy, Construction Work Planner, Bruce Power
Jim Wopereis, Dedicated Work Group Coordinator
Mike MacDonald, Outage Coordinator
Ashley Preston, Onboarding Administrator, Bruce Power
Tanya Rourke, Lead Scheduler, Bruce Power
Bogdan Constantinescu, QA Specialist
Thomas Moore, Dedicated Work Group Coordinator
Paul Cochrane, Project Coordinator
David Rankine, Dedicated Work Group Coordinator

PIERRE BROSSARD

Dominic Bachand, Superintendent
Jérémy Cyr Beaudin, Superintendent
Joannie Bédard, Administrative Assistant
Bernard Brossard, General Manager
Yousef Benslimane, Site Technician
Régis Bilodeau, Superintendent
Alexanne Brossard, Assistant Controller
Jean-Maxime Brossard, Purchasing Manager
Carole Cloutier, Administrative Assistant
Jicelyne Côté, Payroll & Accounts Payable
Guillaume Côté, Project Coordinator
Marc Desautels, Proposal Manager
Marc Desfossés, Civil Superintendent
Jean-Charles Gérard, Project Manager
Éric Jodoin, Estimator
Ginette Miron, Finance Manager
Joel Morneau, Mechanic
Pierre Ouellette, Jobsite Driver
Yves Roy, Project Director
Véronique Torre, Project Manager
Guillaume Trahan, Project Manager
René Vaillancourt, Delivery Man
Clayton Young, Warehouse Clerk

QUEBEC

Guillaume Beaulieu, Project Manager, Service Division
Maxime Lépicier, Service Coordinator, Service Division
Brahim Bedahouche, Industrial Mechanical Estimator, Construction Division

SASKATCHEWAN

Justine Delong, Apprentice Plumber, Service
Bill Doan, JM Refrigeration, Service
Bret Folkersen, JM Steamfitter, Fabrication
Dave Hardie, Associate Business Development Representative, Service
Sheldon Hart, QC Inspector, Fabrication
Jason Hicks, JM Steamfitter, Fabrication
Daniel Little, Sheet Metal Apprentice, Construction

Mykola Markovych, JM Welder, Fabrication
Tyler Pastuch, JM Electrician, Service
Eric Phillips, Sheet Metal Apprentice, Construction
Dawson Priel, Apprentice Plumber, Construction
Dustin Saccucci, JM Steamfitter, Fabrication
Dillon Schwartzberger, Project Manager, FMO
Glenn Smith, JM Refrigeration, Service
Melissa Stonehouse, Payroll Clerk, Western Canada Shared Services
Murray Thompson, Building Operator, FMO
Chris Timm, Building Operator, FMO
Pat Tofani, Journeyman Refrigeration, Service
Amanda Wehner, Service Administrator, Service
Trent Young, Apprentice Electrician, Construction

SOUTHERN ONTARIO

Matthew Rodrigues, Heating Technician
Anthony Phillips, Plumbing Technician
Anthony Lindo, Call Centre Operator
Gloria D'Ambrosi, IT Administrator
Doan Le, Bilingual Service Desk Analyst
Joshua Rodd, Plumbing Technician
Ivaylo Petrov, Maintenance Mechanic
Jimmy Ciacelli, General Maintenance Helper
Agnes Regula, National Project Manager
Ravi Jodhan, Call Centre Operator
Arthur Bochenek, Facility Supervisor
Arthur Apazeller, JDE Developer
Nelson Vieira, Senior Systems Operations Analyst
David Janzen, Stationary Engineer (Casual)
Franco Scaramozzino, Electrical Technician
Cassandra Zinga, Shipper/Receiver
Robert Kucharski, Junior Maintenance Mechanic
Roshan Sreedhar, Facility Manager
David Revoredo, HVAC/R Technician
Ramyar Rashed Mohassel, Supplier Management Specialist
David Walley, Plumbing Technician
Conor MacPherson, HVAC/R Technician
Darren Bellizzi, Maintenance Mechanic
Niman Roble, Call Centre Operator
Peter Stigas, General Maintenance Helper
Trevor Bedard, Project Manager
Jenitha Nadar, ERP Business Analyst
Andre Dawson, Call Centre Operator
Jeff Taylor, Senior Operations Manager
Adam Ostrowski, National Procurement Lead (Electrical)
Yogeshwar Singh, Building Operator (Casual)
Tina-Marie Fava, FMO Site Administrator
Winson Wong, Facility Coordinator
Jason Henbest, Senior Procurement Specialist (Electrical)
Allen Macwan, Building Operator (Casual)

SOUTHWEST ONTARIO

Riley Gavin, HVAC Maintenance Mechanic, SWO London
Krysten McInerney, Business Development Representative, SWO London
Tim Bester, HVAC Apprentice, SWO Hamilton
Brandon Traynor, Burner Mechanic, SWO Hamilton
Ken Martin, HVAC/R Journeyman, SWO London
Brent Hopkins, B-Operator, SWO Hamilton

MOVERS & SHAKERS

ATLANTIC

John Durant, from Procurement Specialist to Senior Procurement Specialist (Electrical and Utility)
Terry Haché, from Electrical Supervisor to Electrical Manager for NB Industrial
Drew Crowell, from Project Coordinator to Project Manager for NB Utility

BRITISH COLUMBIA

Gina Janus, from Dispatcher to Service Administrator

MOVERS & SHAKERS

Mark Thomsen, from Minor Works Lead to Project Manager, KVHP
Adrian Wilson, from Facility Supervisor, VCC to Facility Manager, CWH

POWER GENERATION REGION

Doug McDonald, from General Foreman to Project Coordinator, Bruce Power
Peter Nowacki, from Logistics/Facilities Warehouse Manager, CBO to Logistics/Facilities Warehouse Manager, PGR
Peter Sullivan, from Operations Manager, CBO to Senior Project Manager, PGR
Rocco Cantalini, from Senior Project Manager to Pickering Site Manager
Joan Wong, from Accounts Receivable Supervisor to Senior Accountant
Sarah Gale, from Accounting Assistant to Project Controls Cost Analyst
Haley Spicer, from Accounting Assistant to Site Administrator
Cassandra Brown, from Site Administrator to Pickering Site Clerk
Danielle Collins, from Foreman to Health & Safety Training Coordinator
Regan O'Brien, from Superintendent to Outage Manager
Kyle Hicks, from General Foreman to Outage Mechanical Superintendent
Jorge Capucho, from General Foreman to Superintendent
Jake Mastandrea, from General Foreman to Civil Superintendent
Dave Smith, from Foreman to Turbine Superintendent
Brent McAdam, from General Foreman to Superintendent
Kevin Thompson, from General Foreman to Sub-Contractor Manager
Ray Duff, from Darlington Site Manager to Construction Manager, Bruce Power
Bruce Smith, from Project Controls Manager to Bruce Power Operations Manager, Bruce Power
Troy Hiscock, from MCR Coordinator to Project Controls Manager, Bruce Power

QUEBEC

Ratha Siv, from Assistant Controller to Controller
Emmanuelle Zagaria, from Coordinator, Construction Division to Project Management Office Manager, Construction Division
Jean-Claude Leblanc, from Superintendent to Mechanical Construction Manager

SOUTHERN ONTARIO

Amy Rajendra, from Service Desk Analyst to Junior ERP Support Analyst
Angelo Raya, from Call Centre Operator to Junior ERP Support Analyst
Anna Cogliano, from FMO Site Administrator to Billing Coordinator
Antonio Russo, from Building Operator to Facility Supervisor
Franklin Sebastianpillai, from Service Desk Analyst to Systems Operations Analyst
Ginette Marsh, from Bilingual Service Desk Analyst to Bilingual ERP Support Analyst
Jason McCann, from General Maintenance Helper to HVAC Apprentice
Jun Jin, from Intern, Service to Service Support Analyst
Krystle King, from Data Entry Clerk to Service Operations Administrator
Mostafa Saeidi, from Building Operator to Maintenance Mechanic
Roja Bahramian, from Procurement Specialist to Senior Procurement Specialist
Mohamed Elhag, from Senior Procurement Specialist to National Supplier Management Lead

SOUTHWEST ONTARIO

Simon Watson, from Operations Manager Construction to Division Manager, SWO Plumbing, Electrical and Projects

SERVICE AWARDS 2017 – 2018

Please join us in celebrating the following Black & McDonald employees who achieved significant service milestones in 2018. Congratulations, and thank you!

ALBERTA

10 Years
Ashley Easterby
Nephi Lowrey
Sam Lillies

5 Years
Bruce Cornyn
Jay Raval
Joshua Treseng
Ramon Yam
Robin Houlihan

ATLANTIC

35 years
Phil Crawford

30 Years
Nancy Sawler
Brian Travis
Lester Buckland
Troy Nauss
Derm Corbett
Ernest Eddy
Kevin Mattie
Patrick Murray

25 Years
Ross Tofflemire
Blair Nickerson

20 Years
Blaine Walker
Trevor McEachern

10 Years
Bethany Beaton
Yvette White
Shawn Davis
Camille Deveau
John Hobson
Rob Lacey
Mike Mattie
Wade McConnell
Ryan Urquhart
Johannes Wissink
Ryan Smith
Matthew Dalton
Bradley Collins
Phil MacCormack

5 Years
Corey Young
Kerri Clarke
Robert Dempsey
Shane Naugle
Ben O'Brien
Jason Spital
Frederik Bernard
Thomas LeBlanc
Stacy McDermott
Keith Blaxland
Casey Cameron
Thomas Jackson
Adam O'Handley
Ryan Robertson
Claudette Roy
Melvin Shaw
Luc Hache
Mark Lawson
Michelle Harwood
Mark Chiasson
Lee Power
Paul Pettipas
Tim Power
Reggie Stephen
Paul Hilliard
Rodney Cleary

BRITISH COLUMBIA
25 Years
Lorraine Magcal
15 Years
Marie Buray
10 Years
Nancy Gilker
Dave McKendrick
Edi Susak
Kim Arend
Neil MacPhee
Tony Palmer
Brad Barrie
Annette Richards

5 Years

Gord Koehn
Les Davenport
Martin McLeod
Quentin Ho Sui
Chris Mahadeo
Jose Custodio
Troy Taylor
Steve Darby
Dan Cescon
April Fox
Janice McDonald
Cyle Brandon
Darrin Rudderham
Lowell Cooper

CANADIAN BASE OPERATORS

20 Years
Lori Allen (Meaford)
Wanda Raycraft
(Collingwood)

15 Years
Tim Alcock (Meaford)
Erin Ayotte (Collingwood)
Barb Smith (Meaford)

10 Years
Sandy Armstrong
(Southport)
Cynthia Beaton (Meaford)
Jason Harrington
(Meaford)
Christine Johnston
(Collingwood)
Odile Neudorf (Southport)

5 Years
Ken Belivicz (Meaford)
Brad Davis (Southport)
Tina Manley (Meaford)
Ron McLean (Meaford)
Scott Witt (Calgary)
Robin Wright (Meaford)

CORPORATE

30 Years
Susan Dew

15 Years
Susan Davenport

10 Years
Bob Zurevinski
5 Years
Iwona Sequeira

NORTHERN ONTARIO

35 years
Steve Kiebert
Deborah Sharp

30 years
Shawn Dolan

25 years
Karen Paul

20 years
Matt Beck
Kim Miltimore
Nicky Schmidt

15 years
Martin Maisonneuve
Jules Robichaud
Greg Stewart

10 years
Joseph Landreville
Jason Malone
Kyle Agnew
Daniel Franche
Lloyd L'Abbe
Bruno Lalonde
Andre Lemieux
Lee Webb

5 years
Jordan Gignac
Matthew L'Ecuyer
Bruce Mackie
Eric Belec
Larry Coyle
Shawn Duggan
Jason Eitzen
Darryl Gorman

Evan Leslie
Brandon Malone
Ivan Mavretic
Michael McLean
Lawrence Merkley
Jeff O'Dacre
Daniel Rivet
Wolfgang Schulz

POWER GENERATION REGION

15 Years
April Jackson
Jamie Warmingier

10 Years
Erik Marmers

5 Years
Irina Anton
Jonathan Burton
Kurt McDonald
Ronnie Collier
Samuel Sovie
Darren Vickers
George Martin
Curtis Sewell
Odina Cyr
Kenneth Graham
Michelle Cammalleri
Jackie Palmer
Kyle Mullins
Brian Donnelly
Andrew Young
Marc Doucet
Mike Russell
Megan MacDougall
Marty Ash
James Goyne
Timothy Flesch
Kim Koopman
Ronald Dorsch
David McGuinness
Roger Gale
Christine Libby
Sarah Haw
Joey Warmingier
Dirk Kuehne
Craig Marshall
James Gallant
Joe Calleri
Joseph Gallant
Jeffery Bolton
Bill van Leliveld
Kerri Davis
Scott Blakeman
Jessica Lundberg
Victor Turecki
Wendy Dombroskie
Nicholas Boyko
Jeffery Kitney
Steve Rudan
Chris Fagan
Stephen Mather
Graham Richards
Douglas McDonald
Brianna Jamieson
Sarah Grove

SOUTHWEST ON

35 Years
Matt Buckle
Carol McConnell

30 Years
Darrell Hunter

25 Years
Robin Droste

20 Years
Brett Barnett
Sandra Fernandes

10 Years
Chris Beard

5 Years
Brian Drew
David Goodings
Ed Gulliver
Rick Holsappel
Sebastian Jedszko
Matthew McCready
Sean McKeown
Chris Petrie
Brian Robertson
Alexander Robles
Braeden Walker

U.S.

20 Years
Leslie Krey
Brenda Flowers

10 Years
Anthony Renfro
Lynne Shipman
Jon Franke

Black & McDonald Limited

CORPORATE OFFICE

2 Bloor St. East, Suite 2100
Toronto, Ontario M4W 1A8
Tel: (416) 920-5100
Fax: (416) 922-8768

OFFICES

Goose Bay	(709) 896-2639
St. John's	(709) 747-1406
Fredricton	(506) 459-1650
Moncton	(506) 858-5688
Bathurst	(506) 547-8070
Halifax	(902) 468-3101
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Ottawa	(613) 526-1226
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Toronto	(416) 366-2541
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Hamilton	(905) 560-3100
Kitchener	(519) 578-2230
London	(519) 681-4801
Winnipeg	(204) 786-5776
Regina	(306) 924-0885
Saskatoon	(306) 652-3835
Calgary	(403) 235-0335
Calgary (Industrial)	(587) 779-5442
Edmonton	(780) 484-1141
Kelowna	(250) 491-7474
Vancouver	(604) 301-1070
Springdale, AR	(479) 419-9550
Kansas City, MO	(816) 483-0257
Austin, TX	(512) 836-0800
Sandy City, UT	(801) 569-9219
Tulsa, OK	(800) 814-4311
Syracuse, NY	(315) 898-8752
Hamilton, Bermuda	(441) 232-0234

ASSOCIATED COMPANIES

ABM	(902) 474-3700
CBO	(705) 446-9019
Entera	(416) 746-9914
Roberts Onsite	(519) 578-2230

CORRESPONDENTS

Robert Burns	Atlantic
Sophie Dauth	Quebec
Donna Smerdon	N. Ontario
Kathy McGhee	S. Ontario
Dawn Dabarno	PGR
Christine Johnston	CBO
Phil Taggart	S.W. Ontario
Sandra Major	Manitoba
Sherry Ottey	Saskatchewan
Evelyn Vendiola	Alberta
Sean Peacock	Western Industrial
Candice Leung	British Columbia
Kimberly Henry	U.S.

EDITORIAL TEAM

Sophie Hunter	Editor
Tareq Ali	Managing Editor
Billy Yam	Graphic Design