

# B&M NEWS

Black&McDonald

The Newsletter about Black & McDonald People and Projects

Winter 2020

## Innovative Use of Tower Cranes in Wind Energy Construction

With heightened awareness about climate change and a growing global push towards using more renewable energy sources, there is a strong uptick in both the size and complexity of renewable projects, in particular wind farms, and a demand to build these faster and more efficiently.

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## Black & McDonald Delivers Value-Added Solutions for TransAqua's Moncton Wastewater Plant Expansion

Over the years, Black & McDonald has built a strong industry reputation for our customer-centric culture, and our commitment to building solution-focused partnerships with our clients.

This was again exemplified by the work done recently by B&M's New Brunswick Industrial Division on the Moncton Waste Water Treatment Plant expansion project for our client TransAqua, the public face of the Greater Moncton Wastewater Commission.

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# Innovative Use of Tower Cranes in Wind Energy Construction

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To meet the demand to construct these complex, large-scale windfarms within strict project and time specifications, B&M developed an innovative solution using tower cranes. This innovation was recently used at the Romney Wind Energy Centre in Chatham, Ontario.

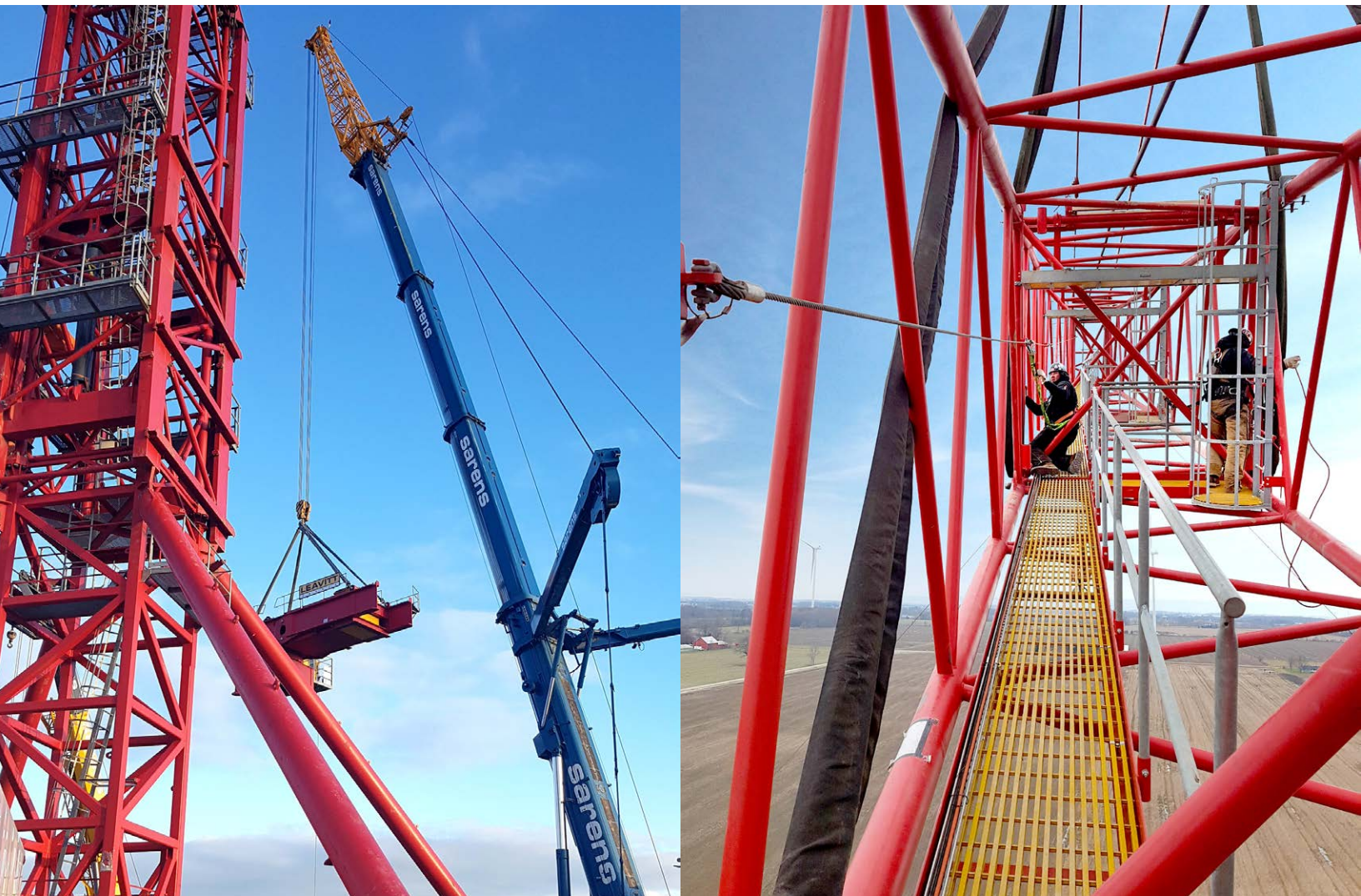
The Romney Wind Energy Centre, with an operational capacity of 60 megawatts, has several large wind turbines with a hub height of 132m and weighing 60,780kgs. It became clear right at the bid stage that a conventional crawler crane would neither get the job done on time nor suit the Construction Disturbance Areas (CDA) restrictions of the project. Another innovative solution was needed.

## Tower cranes rise to the challenge

As the B&M site team began looking for options, they saw an opportunity to be the first in North America to use tower crane technology.

One of the revolutionary tower crane's major advantages over traditional cranes is the fact that it is built vertically, therefore requiring much less surface area. After the first two sections are built, it is self-erecting. This means that the tower crane requires less support crange than a crawler crane, allowing for a smaller surface area for the granular crane pad.

Tower cranes can also withstand much higher wind limits than comparable crawler cranes. The top section (turbine section 6)



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has a wind limit of 15m/s, which is 5-7m/s higher than the comparable crane. In fact, the wind limits of the tower crane are so high that the deciding factor is not the crane but the ability of the workers to handle the taglines for each component.

### **Tower cranes better suited for Romney project's specifications**

The Romney turbine installations are on private farm land, and as such, there are limits to the amount of space that can be utilized on each property. The smaller footprint of the tower crane and the fact that it is a vertical build limits the disturbance to the turbine property, affecting the drainage tile works, topsoil impacts and environmentally sensitive areas.

Tower cranes present another added advantage over crawler cranes – building and tearing down the tower crane is completed within 36 hours, whereas a comparable crawler crane of the same capacity needs 6-7 days. Because of the speed at which tower cranes can be built, commissioned and torn down, B&M successfully erected 16 of the 17 turbines in just 11 weeks.

The Romney Wind Energy Centre is the first wind turbine project in North America to use a tower crane for turbine erection works, and with the knowledge that wind turbines are only getting taller, this type of crane will become commonplace within 3-4 years. Companies across the continent are watching how leaders like Black & McDonald have taken an innovative and unconventional approach for building wind towers.



# Black & McDonald Delivers Value-Added Solutions for TransAqua's Moncton Wastewater Plant Expansion

## CONTINUED FROM PAGE 1

The scope of our work at the plant included the M&E installation of four new primary clarifiers. On the completion of this contract, TransAqua identified the need for additional services, including improved project management control, transparency and the additional control of an ISO certified program.

Our B&M Team, led by Lester Buckland, Division Manager, quickly rose to the challenge and presented a proposal to provide all the value-added services that were required. TransAqua and Black & McDonald subsequently signed a Master Services Agreement that would provide the client with certainty of labour costs, access and transparency into our national procurement capabilities, and the controls offered by our ISO program. All these services are now working successfully as we complete the three scheduled phases of the plant expansion.

The planned completion of the existing phases approved for construction is December 2020. For the Atlantic Industrial Division this represents \$20 million in booked sales. This level of customer service and project success would not be possible without the hard work of the entire team, including Serge Blanchard (Mech. Super), Jason W. Buckland (Elec. Super) and Andrew Sullivan (QA/QC Lead).



## Measuring Health & Safety Performance



Why do we measure both leading and lagging indicators of health and safety performance, and how can this analysis bring us to our goal of zero incidents?

For decades, many employers in various industries have been collecting and analyzing data about their health and safety performance. Traditionally health and safety management programs measure how well an employer is doing based on performance outcomes, such as number of hours worked per work-related injury or illness, which provide the various incident rates.

Lagging indicators measure the end result of health and safety processes, policies and procedures. They are a record of things that have already happened, (e.g., medical aid incidents). Since they record things after the fact, they inform a reactive health and safety culture. Although lagging indicators may be useful when identifying trends in past performance, leading indicators are how we make the shift to a proactive health and safety culture. Leading indicators focus on future health and safety performance with the

intent of continuous improvement. They are a signal of what is being done on an ongoing basis to prevent worker illness and injury.

At Black & McDonald, we track both leading and lagging indicators while recognizing the importance of both and the difference between them. Our leading indicators include Project Safety Plans, Pre-Job Hazard Assessments, Site Inspections, Task Observations, Near Misses, Safety Opportunities, Hazard ID and Good Catches. In FY2019, close to 400,000 leading indicators were reported across Black & McDonald, which is a continued demonstration of our proactive health and safety culture that will lead us to zero incidents!

Anthony Di Gianni  
**Corporate Director,  
Health, Safety & Environment**



## Effective and Resilient Supply Chain Management



As part of Black & McDonald's vision to maximize our value proposition to our clients, National Procurement is working closely with top regional and national preferred suppliers, distributors and manufacturers to secure reliable and sustainable products at the most competitive costs.

Building these strategic partnerships enables us to better manage supply chain risks and generate additional benefits. These benefits include availability of products and materials, adherence to the highest quality and regulatory standards, and assurance of ethical practices across all phases of the supply chain.

Effective supply chain management enables Black & McDonald to excel in executing projects and optimize lead-time while ensuring that products and materials exceed our clients' expectations. Also, partnering with regional and global market players provides Black & McDonald with access to the latest technology and innovation that could benefit clients and enhance their competitive edge.

Continuous improvement and the ability to create value both sit at the centre of our supply chain strategy. Black & McDonald continuously refines our vision in collaboration with our strategic market partners to deliver innovative and value-added solutions for our clients.

## BambooHR Simplifies Performance Management Through Technology

At Black & McDonald we strive to provide our people with endless opportunities to learn, grow and leave their mark on our exciting projects and initiatives. Our Talent Development Strategy – building a career at Black & McDonald – is all about growth: We all want to reach our full potential and grow into the best versions of ourselves. But how do we measure career growth in ourselves and in others?

BambooHR's new Performance Management module has made growth monitoring easier and more efficient than ever before. With fewer, simpler direct questions, BambooHR offers frequent manager check-in feedback the ability to gather peer feedback and the opportunity for employees to establish and monitor performance/development goals. Keeping track of things in BambooHR's user-friendly platform will allow us to assess whether "the needle has moved" and how much closer we are to growing as individuals, as teams and as a company.

Remember, the process for Performance Management is not changing but rather evolving from the earlier paper-based process toward a simplified approach through the use of technology. Performance Management is about more than just ticking the boxes – it's about giving us the means to measure the career growth of our people.

Curious to learn more? Visit Litmos and check out the Performance Management e-learning module (either employee or manager) to reinforce your understanding of the process, learn how to set effective goals, how to monitor progress and more! To access BambooHR's Performance Management module, log in to BambooHR, navigate to "My Info" and then select "Performance." Should you have any questions, please contact your HR partner.



Kerry Shaw

**Director, Training, Learning & Development**

# Black & McDonald Goes the Distance in Extension of Highway 427

A major expansion of Highway 427 in the Greater Toronto Area is extending the current highway from Highway 427 at Zenway all the way to Major Mackenzie Drive in the city of Vaughan. It is also widening the existing highway to 8 lanes from Highway 7 to Finch Avenue and 6 lanes from Rutherford Road to Major Mackenzie Drive. New interchanges will be added at Langstaff Road, Rutherford Road and Major Mackenzie Drive.

“As you can imagine, as the highway goes through the areas, there is all kinds of underground infrastructure that needs to be relocated,” said Matt Wilson, Project Manager.

As the owner of the site is the Ministry of Transportation, B&M has been trusted to complete the supply and installation of a number of electrical and civil works, including:

- Handwells, manholes and ductbanks
- CCTV cameras and dome cameras with poles
- Overhead lines, pole removal and installation
- Overhead VMS, pole mounted VMS and ITS equipment
- Surface mounted, embedded and direct buried conduit
- Fibre optic cable, aerial cable, lighting cable, data interface cable
- Advanced Traffic Management Systems from Highway 401 to Major Mackenzie Drive

“At this point, much of the utility work is complete, such as across Rutherford,” said Wilson. “With the delivery date projected to be met on time in October 2020, we will be working through the winter to meet our goals.”



## The Future of Paperless Employee Orientation and Onboarding



A cross-functional team is working together to implement a digital solution for employee orientation and onboarding. Led by the Talent Development team, with subject matter expertise provided by Corporate Human Resources, Corporate Health & Safety, IT, Corporate Marketing & Communications and National Fleet Management, this online solution will leverage our existing employee technology platforms (BambooHR and Litmos LMS) to facilitate a customized orientation process for all new Black & McDonald employees. The project team is consulting with Operations, HR and HSE teams from across the company to ensure the solution meets the needs of the business.

The overall objectives of the project are to deliver a more time-efficient, engaging and interactive onboarding experience while eliminating the need for pre-printed materials. Development is nearing completion, with pilots planned in all southern Ontario regions in February 2020. eOrientation will be available in Litmos beginning in Spring 2020.

## B&M Awarded Gold Medal at the VRCA Awards



(Left to right) Stacey Beattie (Mechanical Estimator), Kyle Wisniewski (Division Manager, Construction), Neil B. Macphee (General Manager) accepting the Gold Award at the VRCA Awards of Excellence event.

Black & McDonald's British Columbia Region was recently recognized at the Vancouver Regional Construction Association's (VRCA) Awards for Excellence for 2019. Each year, the VRCA presents awards to recognize exceptional projects, individuals and companies in the construction industry. Nominees are evaluated on various project aspects, including innovation and exceptional project management. This year, the VRCA presented Black & McDonald with two awards – a silver award for our work on the Vancouver Central Library Levels 8 and 9 Renovations, and the gold award in the Mechanical Contractors Under \$3 million category for our work on the Vancouver General Hospital (VGH) Simulation Centre Renovation project. The VRCA award was the first gold award win for Black & McDonald in Vancouver.

The gold-prize winning project was awarded for renovating Level 2 of the VGH Blackmore Pavilion. This renovation created a new space for the new departmental program offices and residential space. The scope of work included a unique installation of four custom-built ClimateCraft air handling units, selected due in part to their small shipping dimensions. The small pieces were required to fit into an elevator and be easily transported to the mechanical room, where Black & McDonald then assembled all of the units. Black & McDonald's Construction Division successfully overcame many challenges, including an expanded scope of work to replace damaged existing pipework, working around a vertical riser system requiring a strategic shut-off plan and working between two active hospital floors, which created logistical challenges and a tight time schedule.

## Black & McDonald Launches New Employee Survey, Gets New EFAP Provider

One of the things that continues to set Black & McDonald apart from our competitors is our highly engaged workforce. With this in mind, we are excited to share with you a few updates that will continue to position Black & McDonald as an Employer of Choice.



We launched our annual Employee Engagement Survey in January. This confidential survey will provide insight into the areas where we are doing well, highlight areas that we need to work on and give us an understanding of how last year's initiatives are working. Please take the time to provide this valuable information to us. You have our commitment that the survey will be used to make Black & McDonald a better place to work at.

After conducting a review of the previous Employee Family Assistance Program (EFAP) services provider, Black & McDonald decided to conduct a search for a new provider. Effective November 1, Workplace Options became our new EFAP provider. Our employees and their families can access free, impartial, confidential information and counselling on a variety of challenges. For more information on how to contact Workplace Options, please visit <http://ca.resourcesforyourlife.com> and use the passcode BMWeCare.

Black & McDonald provides a comprehensive and competitive group insurance plan that offers employees and their families support through a wide range of benefits. For this coming year, we are pleased to announce that there will be no increases to the premiums. This is exciting, as across the country other organizations are experiencing increases of at least 5%.

Logan King  
**Corporate Director, People Resources**

## B&M Technician Mark Lockie ‘Does It Right’ for a Client on Thanksgiving

While we all look forward to enjoying the holidays with family, Black & McDonald employees are known to put client needs first when an urgent situation arises.

The latest example of this unwavering commitment is Mark Lockie, a Black & McDonald plumbing foreman with G.T.A. Service. Mark was sitting down to Thanksgiving dinner on Sunday with his family when he received a call about failed basement pumps at the Little Trinity Church in Toronto. Mark immediately responded to this call for service.

“We’re a team of 8-9 guys, and everyone takes turns being on call,” explained Lockie, a technician with 15 years of experience working for Black & McDonald. “Our group is excellent and not only does a huge number of service calls but also handles a variety of projects. We’re good at dealing with emergencies.”

The church was experiencing a failure in its basement pumps, which threatened advanced federal voting from taking place at the location the next day. Kelly Donough, the site manager of the church, feared that the emergency would prove a disaster when more than 800 visitors were expected.

Although Donough told Lockie that the problem could wait to be addressed on Monday, and that he should finish his family dinner, Lockie chose to fix the emergency the same night. “That week it was my turn, it was nothing special for me to take care of her needs. It was just a standard request,” said Lockie.

“Mark came and was so considerate and efficient,” recalled Donough, who had nothing but praise for his service. “He’s an incredible technician. I was so relieved and felt that we were in great hands.”

It is the exemplary dedication and pride that Black & McDonald employees take in their work and in satisfying their clients that give us our hard-earned reputation as the company that “Does It Right.”



## New Corporate Printing Vendor to Bring Cost Efficiencies and Consistency Across Black & McDonald

Black & McDonald recently issued a Request for Information (RFI) to appoint a new standardized printing vendor in order to increase consistency and process efficiency and offer competitive pricing for all regions/offices in Canada.

The RFI was sent out to pre-selected print vendors who were asked to submit competitive bids focused on achieving the following outcomes:

- Ability to serve Black & McDonald’s national network of offices with local service where possible
- Leading-edge online client platform offering an efficient and dynamic user experience
- Strict security and cyber controls
- Ability to support Black & McDonald’s demand and billing processes

Black & McDonald’s new corporate printing vendor will be announced in early 2020.

Tareq Ali

**Director, Corporate Marketing & Communications**



# ORDER BOOK

## ALBERTA

**Bird**  
Seafood City  
Division: B&M Electrical

**Bird**  
CUPE  
Division: B&M Electrical

**Westcor**  
Altalink Plaza  
Division: B&M Mechanical

**ATLANTIC**  
**Bathurst Regional Airport**  
Runaway 10 – Light relocations  
Division: New Brunswick Industrial

**City of Mount Pearl**  
Traffic Control Services - Maintenance  
Division: Newfoundland Projects

**Irving Shipbuilding**  
Portable oil heaters annual maintenance  
Division: Nova Scotia Service

**Villa Maria Inc.**  
Heating maintenance contract  
Division: New Brunswick Service

**Halifax Regional School Board**  
Replace boilers  
Division: Nova Scotia FMO

**Dexter Construction**  
Clean Earth Saint John - PM  
Division: New Brunswick Service

**Atlantic Beef**  
By-pass hot water piping  
Division: New Brunswick Commercial

**North Atlantic Refining**  
Orange Stores – HVAC PM  
Division: Newfoundland Service

**NS Dept. of Transportation & Infrastructure Renewal**  
Mainland NS Traffic Services maintenance  
Division: Nova Scotia Utility

**Enbridge Gas**  
Point Tupper - Pig launcher/receiver  
Division: Nova Scotia Industrial

**Trevali Mining**  
Remove, inspect and rotate SAG mill  
Division: New Brunswick Industrial

**Gas Drive Global**  
Red Pine Landfill – Glycol piping  
Division: New Brunswick Industrial

**National Research Council**  
CFB Halifax – Energy monitoring  
Division: Nova Scotia Commercial

**Halifax Regional Municipality**  
Reinstate City Hall bells  
Division: Nova Scotia Commercial

**City of Fredericton**  
York Arena – Shutdown maintenance  
Division: Atlantic Industrial Refrigeration

**Vale Newfoundland and Labrador**  
Long Harbour - Mechanical and HVAC Services  
Division: Newfoundland Service

**Air Canada**  
Maple Leaf Lounge – Lighting retrofit  
Division: Nova Scotia Service

**TransAqua**  
Moncton WWTP – UV disinfection system  
Division: Nova Scotia Industrial

**Fisheries and Oceans Canada**  
Saint John Coast Guard – Replace battery chargers  
Division: New Brunswick Service

**Pepsi Bottling**  
Supply and install new compressor  
Division: Atlantic Industrial Refrigeration

**MANITOBA**  
**MB Liquor & Lotteries**  
IR scan and 12-kilovolt maintenance – Club Regent Casino  
Division: Manitoba Service

**Amsted Steel/Griffin Wheel**  
Boiler installation for main office  
Division: Manitoba Service

**Waste Management**  
Supply and install 4 unit heaters  
Division: Manitoba Service

**Gardewine**  
Multiple unit heaters installation in wash bay  
Division: Manitoba Service

**Winnipeg Building & Decorating**  
Replacement of multiple AHUs and unit heaters at  
Granny's Blumenort facility  
Division: Manitoba Service

**NORTHERN ONTARIO**  
**BGIS Canada**  
Supply and install new breakers for power upgrades  
Replacement of basement AHUs constant speed motor  
at PWGSC (Jeanne Mance Bldg.)  
Tenant shutdown/fit-up at 350 King Edward  
Division: NOR Electrical Construction

**BGIS Canada**  
Disconnect/connect of cabinet unit heaters at Granite  
Floor Polishing  
Replace link heating  
Division: NOR Mechanical

**City of Ottawa**  
Replacement of 4 condensers at City Hall  
Division: NOR Utility

**Leitrim**  
Wastewater PS valve and gate replacement  
Division: NOR Mechanical

**Convergint Technologies Ltd.**  
Installation of security wiring at Canadian Museum of  
History  
Division: NOR Electrical

**Envairi**  
Installation of LED high mast lighting at HWY 174 &  
Blair Roads  
Division: NOR Utility

**Envairi**  
Lighting upgrade at Johnny Leroux arena  
Division: NOR Electrical

**Health Canada**  
VFD installation at Sir Frederick Banting Bldg.  
Division: NOR Electrical

**Jumec**  
OPS Swansea Upgrades  
Division: NOR Mechanical

**POWER GENERATION REGION**  
**Ontario Power Generation**  
Darlington Nuclear Generating Station – Radiation  
detection equipment  
Division: PGR

**Ontario Power Generation**  
Pickering Nuclear Generating Station – Algae mitigation  
– Bubble curtain installation  
Division: PGR

**Ontario Power Generation**  
Western Waste Management Facility – Darlington  
Type-A shielded transportation package refurbishment  
Division: PGR

**PIERRE BROSSARD (1981) LTÉE**  
**Energère**  
Replacement of street lighting fixtures –  
4 projects  
Division: Pierre Brossard

**NouvLR**  
Grounding work  
Various works (civil/electrical)  
Division: Pierre Brossard

**Trigone**  
Street lighting work  
Repair of damaged concrete and installation of street  
lamps  
Division: Pierre Brossard

**SICE**  
Aéroports de Montréal – Installation of a monitoring system  
for future work of the REM tunnel  
Division: Pierre Brossard

**Bauval**  
Port of Montreal – Replacement of detection loops  
Division: Pierre Brossard

**Hydro Quebec**  
REM – Underground conduct work  
Division: Pierre Brossard

**Régie inter municipale de sécurité incendie de la Vallée  
du Richelieu**  
Supply and installation of an Opticom system (emergency  
firefighter/police) at various intersections  
Division: Pierre Brossard

**QUEBEC**  
**L'Oréal Canada**  
Unit heater installation  
Division: Québec Service Division

**Galion**  
Reorganization of the ventilation network  
Division: Québec Service Division

**KPMG**  
Split Installation  
Division: Québec Service Division

**Globocam**  
Exhaust fan installation  
Division: Québec Service Division

**SASKATCHEWAN**  
**Poly Tech Exhaust**  
HVAC upgrade  
Division: Saskatchewan Projects

**Innovation Coils**  
HVAC upgrade  
Division: Saskatchewan Projects

**Gemini Warehouse**  
Mechanical construction  
Division: Saskatchewan Projects

**Arborfield WTP**  
Mechanical and electrical construction  
Division: Saskatchewan Projects

**Cooling Tower Replacement**  
Mechanical upgrade  
Division: Saskatchewan Projects

**City of Regina Pumping Station**  
Mechanical and electrical upgrade  
Division: Saskatchewan Projects

**SOUTHERN ONTARIO**  
**Ministry of Transportation**  
High-mast lighting – HWY 401/427/403  
Southern Ontario Utility Region

**Westario Power**  
Substation construction  
Southern Ontario Utility Region

**EnWin Utilities**  
Overhead Line Work  
Southern Ontario Utility Region

**SOUTHWEST ONTARIO**  
**Labatt, London**  
Pouch line electrical installation  
Division: SWO Electrical

**City of Mississauga**  
Refrigeration retrofit – Paramount Fine Foods Centre  
Division: SWO Refrigeration

**Hamilton Health Sciences – Juravinski Hospital**  
Chemo hood exhaust fan system  
Division: SWO Projects

**CannTrust – Ventilation System**  
Division: SWO Service

**CargoJet – Replaced 2 RTU**  
Division: SWO Service

**Air Liquide – Nitrogen Chiller Commissioning**  
Division: SWO Refrigeration

## NEW EMPLOYEES

### ALBERTA

**Rex Philippe Dimaano**, Labourer  
**Christopher Gallahue**, Journeyman Electrician  
**Chad Vandenhoek**, Electrician / HVAC Technician  
**Paul Mailloux**, Project Coordinator  
**Ivan Andric**, Apprentice Electrician  
**Steven Zingle**, Apprentice Electrician  
**Shah Wali Ullah**, Apprentice Electrician

### ATLANTIC

**Daniel LeBlanc**, Utility Man  
**Dillon Clothier-Fitzgerald**, Utility Man  
**Keith McNeil**, Utility Man  
**Troy Rogers**, Carpenter  
**Lee Pardy**, Carpenter  
**Keith Budgell**, Carpenter  
**Donald Molloy**, Ironworker  
**Adam Pitcher**, Labourer  
**Stephen O'Keefe**, Ironworker  
**Thomas McQuinn**, Sheet Metal Worker  
**Jeff Griffin**, Advisor  
**Barry Walsh**, Quality Assurance  
**Zackery Temple**, Intern  
**Joel Michaud**, HVAC Technician  
**Andrew Pyne**, Plumber  
**Matt Kreplin**, Plumber  
**Kevin Greenwood**, Plumber  
**Russel Thomson**, Plumber  
**Jean-Francois Savoie**, Plumber  
**Richard Saulnier**, Foreman  
**Bernie Steeves**, Electrician  
**Gabriel LeBlanc**, Ironworker  
**Richard Mallan**, Project Manager  
**Ian Boyd**, Estimator  
**Tyler Ward**, Scaffolder Journeyman  
**Russel Hahn**, Scaffolder Journeyman  
**Darren Richards**, Building Operator  
**Dylan Nightingale**, Electrician  
**Rebecca Aulenback**, Welder

### BRITISH COLUMBIA

**Kimberly Arnesto**, Service Coordinator  
**Kent Lockhart**, Business Development Manager  
**Stuart Porter**, Facility Manager, CWH  
**Krysta McLean**, Electrical Project Manager

### MANITOBA

**Boris Zilic**, HVAC Technician, Service  
**Tyler Goossen**, Building Operator SJRC, FMO  
**Devin Gobeil**, JM Plumber, Projects  
**Shawn Steele**, Apprentice Plumber, Projects  
**Bradly Osterman**, JM Plumber, Projects  
**Kurtis Metcalfe**, JM Electrician, Projects

### POWER GENERATION REGION

**Marina Angeli**, Billing Clerk (BP)  
**Troy Durocher**, HSE Manager (BP)  
**Tami Van Hoogmoed**, Payroll Assistant (Osborne)  
**Sharleen Banning**, Project Controls Cost Analyst (BP)  
**Allen Ziemba**, Project Coordinator (BP)  
**Yvonne Fair**, QA Document Control Administrator (BP)  
**Nataija Grant**, Site Admin (PNGS)

### PIERRE BROSSARD (1981) LTÉE

**Athmane Kharoum**, Project Manager  
**Mathieu Gallant**, Senior Project Manager  
**William Nadeau**, Estimator

### QUEBEC

**Vincent Miron**, Estimator  
**Richard Beauchamp**, Quality Control Coordinator  
**Alexandre Larose**, Business Development Representative

### SASKATCHEWAN

**Tyler Kjellgren**, Apprentice Electrician, Projects  
**Skylar Knapp**, Labourer, Projects  
**Blair Smotra**, General Foreman Millwright, Projects  
**Shahil Karedia**, HVAC Apprentice, Service  
**Carla Painchaud**, A/P Clerk, Western Canada Shared Services

### SOUTHERN ONTARIO

**Alex Valova**, Counsel  
**Arnel Francisco**, Quality Assurance  
**Brandon Scott**, Coordinator  
**Brody Schilling**, Labourer  
**Chris Bradshaw**, Driver  
**Dwight Brost**, Equipment Operator  
**Emil Boangiu**, Intern  
**Enzo Spadafora**, Labourer  
**Giuseppe Bilotta**, Specialist  
**Gloria Gomes**, Project Coordinator  
**Ian McDougall**, Analyst  
**Jennifer Lai**, Specialist  
**Jing Chen**, Specialist  
**Juliano Sciucco**, Coordinator  
**Mario Boragina**, Project Manager  
**Myles Sonier**, Legal Counsel  
**Ryan Narine**, Labourer  
**Shawn Tarcea**, Coordinator  
**Yiyun Huang**, Administrator  
**Voravanh Saenvoravong**, Labourer  
**Young Bahk**, Scheduler  
**Avinash Baldeo**, Project Coordinator  
**Fergus D. Dunlop**, Plumber  
**Sirous Ghassemi-Bakhtiari**, Electrician  
**John MacLeod**, Stationary Engineer  
**Paul Wadhera**, FMO Administrator  
**Mojolauluwa (Blessing) Aladesua**, CCC Representative  
**Christopher Hanley**, Business Development  
**Christopher Horbay**, CCC Representative  
**Olivia Gennaro**, Administrator  
**Michael Burgess**, Manager  
**Terrence Crossman**, Building Operator  
**Michael Crevier**, Plumber  
**Michael Altomare**, Coordinator  
**Igor Gidalevich**, Electrician  
**Braydon Murphy**, Administrator  
**Shavezd Miller**, Jr Maintenance Mechanic FMO  
**Steve Sampson**, Building Operator  
**Aatif Bokhari**, Communications Specialist  
**Kelvin Campbell**, Coordinator  
**Megan O'Connor**, Analyst  
**Andrei Valean**, Project Manager  
**Justin Walker-Seale**, Security Guard  
**Himil Patel**, Analyst  
**Prateek Chahal**, Project Manager  
**Michael Leonard**, Controller  
**Anthony D'Agostini**, Maintenance Helper  
**Achuthan Kutty**, Administrator  
**Ravindra Phirtieraj**, Manager  
**Brentan Meads**, HVAC Technician  
**Harris Ali**, Analyst  
**Andrea Baker**, Specialist  
**Toan Nguyen**, Analyst  
**Maude Woods-Lavoie**, Specialist  
**Nanayaw Acquah Harrison**, Representative  
**Negar Khajavinouri**, Coordinator  
**Jennifer Lai**, Specialist  
**John MacLeod**, Station Engineer FMO  
**Giuseppe Bilotta**, Specialist  
**Sirous Ghassemi-Bakhtiari**, Electrician  
**Adam Brown**, Electrician  
**John Legge**, Shipper/Receiver  
**Indhika Liyanage**, Developer  
**Mohammad Mian**, Analyst  
**Jordan Kary**, Maintenance Helper  
**Brendon Skeete**, Shipper/Receiver  
**Zhaoyuan Gu**, Project Coordinator  
**Brooke Driscoll**, Administrator  
**Maggie Yang**, Controller  
**Malvina Przyblyak**, Administrator

### SOUTHWEST ONTARIO

**Mike Radenich**, Field Service Electrician  
**Daniel Glendon**, Business Development Representative

### U.S. OPERATIONS

**Marshall Clegg**, Project Coordinator – Utah  
**Tyler Handle**, Engineering Field Technician – Kansas City  
**Jared McHenry**, Engineering Designer – Kansas City  
**Samantha Scrogg**, Engineering Designer – Kansas City  
**Kayla Smith**, Human Resource Assistant

## MOVERS & SHAKERS

### ATLANTIC

**Erin Buelow**, from ABM to Project Administrator, NS Commercial  
**Andrew Baker**, from ABM to Procurement Specialist, National Procurement  
**Tom Mumford**, from Service DDC Technician to FMO Building Operator

### BRITISH COLUMBIA

**Darragh Joyce**, from Project Coordinator to Senior Project Coordinator

### MANITOBA

**Richard Sabourin**, from FMO Project Manager to FMO Operations Manager  
**Adam Rogalsky**, from FMO Lead Building Operator to FMO Project Manager

### POWER GENERATION REGION

**Erik Mamers**, from Acting DNGS Construction Manager to Construction Manager (DNGS)  
**Pat Fleming**, from Pipefitter GF to Superintendent  
**Brooke Heathers**, from QA Doc Control Admin to Junior Scheduler (BP)  
**Cassie Brown**, from Payroll Assistant to Project Controls Cost Analyst  
**Mark Cormier**, from Outage Manager to Construction Manager (BP)  
**Josh Horlock**, from Acting DNGS Outage Manager to Outage Manager (DNGS)  
**Danielle Jarvis**, from Administrative Assistant to Junior QA Specialist  
**Anna Kloosterhof**, from Receptionist to Administrative Assistant  
**Sami Buttu**, from Project Manager to Interim Manager, Estimating & Assessing  
**Michelle Cammalleri**, from Cost Control Analyst to Project Controls Supervisor

### SASKATCHEWAN

**Jeff Latsay**, from Projects to FMO

### SOUTHWESTERN ONTARIO

**Jessica Bassett**, from AR Administrator to General Accountant  
**Grant Rae**, from Senior Project Representative to Project Team Supervisor

### SOUTHERN ONTARIO

**Bruno Gatti**, from Operation Manager to Division Manager  
**Caetano Simon**, from Intern to Project Coordinator  
**Cheryse Samuel**, from Admin to Assistant Administrator  
**David Riess**, from Superintendent to Supervisor  
**Ian Butler**, from Superintendent to Supervisor

## MOVERS & SHAKERS

**Ian McDougall**, from Administrator to Analyst  
**Jonathan Hifawi**, from Coordinator to Project Coordinator  
**Mark Borja**, from Project Coordinator to Project Manager  
**Mark Dmytraszko**, from Estimator to Project Manager  
**Riley Ponte**, from Coordinator to Groundman  
**Tyler Welch**, from Project Coordinator to Project Manager  
**Wesley Pegg**, from Manager to Regional Health & Safety Manager  
**Sriharsha Veluvolu**, Substations to FMO  
**Gene Ortega**, Substations to Energy and Sustainability  
**Todd Barnier**, Supervisor to Manager  
**Frank Argentino**, Apprentice to journeyman  
**Dennis Staats**, Shipper/Receiver to Dock Master  
**Carolyn McDonald**, Coordinator to Supervisor  
**Elizabeth Polzel**, Administrator to Scheduler

## SERVICE AWARDS 2018 – 2019

Please join us in celebrating the following Black & McDonald employees who achieved significant service milestones in 2019. Congratulations, and thank you!

### ALBERTA

#### 30 Years

Gord Hall

#### 25 Years

Dave Morrow

#### 10 Years

Graeme Klassen

Sandra Major

Steve Morrow

#### 5 Years

Bill McKay

Cory Antosko

David Prescott

Ethan Sonnenberg

Evelyn Vendiola

Gary Kurylowich

LeeAnne Peacock

Lyle Armstrong

Mike Whitworth

Mikky Dustin

Rob Barr

Sam Abou-Ghaouche

### ATLANTIC

#### 35 Years

Raymond Court

#### 30 Years

Brent Geldart

Shawn Gerrard

#### 20 Years

Angela Fyfe

Joseph Boyd

JP Duguay

Jason Joudrie

Mike Purcell

Mike Trefry

Erin McMenemy

#### 15 Years

Melissa Nurse

Paula Flynn

Dale DeMings

Janie Guignard

Serge Blanchard

Brad Hopkins

Fred Smith

Benny Locke

#### 10 Years

Erin Buelow

Blair McConnell

Chad Lane

Janet Hamilton

Frans Heidweiler

#### 5 Years

Mark Stanford

Craig Ward

Christian Lanteigne

Lee Giffin

Amanda Martin

Chris Bragg

Andrew Sullivan

Jeremy Rodgers

Dan Fearon

Brett Spicer

Connor Nauss

Cody Arnold

Stephen Arnold

Stephen Mooney

Jeff Turner

Bret Willmore

Mark Graham

Stephen Ashe

Shane Power

Martin Robichaud

Alan Richard

Michael Fleuren

William Aylward

Steven Lavigne

Jacob Mason

Jason Scott

Robert Martin

Steven Fitzner

Cody Newton

David Forrest

Neil Doucette

Liam MacIsaac

### BRITISH COLUMBIA

#### 15 Years

Brent Buchanan

Frank Korczyk

#### 10 Years

Charlie Welkie

Dave Dosch

Larry Flamand

Brent Campeau

Dale Dulaba

Jordan Lohse

Stephen Schooley

Dina Bews

Manfred Sieg

Tim Ryan

Paul Neumann

Dave Fortin

Serge Chirkoff

Frazer Reid

John King

Henry Gagnon

Jeff Roeder

Philip Elliott

Todd Newman

Gord Tung

Dave Frost

Harold Rushton

Darren Rice

Douglas McConnery

#### 5 Years

Chad Katnich

Callum Hamilton

Winston Giles

Gerry Donegan

Sanford McIntyre

Diego Fernandez

Candice Leung

Shaun Dow

Igor Mekhov

Joe McDonald

Chad Edgson

Brandon Behl

Jason Sutton

Aidan Mabbott

Craig Campbell

### CBO

#### 20 Years

Mark Blackwell

#### 15 Years

Bob Sample

A.J. Shortt

#### 10 Years

Deborah Shaw

Peter Spoor

Greg Haskins

Christine Levy

Darleen Sinclair

Elizabeth Van Aalst

Adam Vaughan

Mark Sellars

Amanda Fawcett

Predrag Arizanovic

Justin Glennie

Barry Murphy

#### 5 Years

Mike Mooney

Bob Doody

Clayton Rozak

Robert Wilson

Karen Bernard

Greg Cutter

Mike Ross

Dan MacIsaac

Marianne De Jourdan

Kathy Bilodeau

Tom Shaw

Ronald Newman

Kerry Bennett

Reg Ripley

Steve Benoit

Brian McDonald

Marian Rocko

Mircea Toaca

Kirk Fischer

Jacques Gagnon

Ian McElhinney

Graham Smith

Hugh Clarke

Ray Johnston

James Auchinleck

Bill Allen

Chrystal Cole

Bill Cornick

Robert Dean Marchessault

Felix Aylward

### MANITOBA

#### 35 Years

Dave Peterson

#### 10 Years

Jeff Behun

Dan Bouchard

#### 5 Years

Wendy Hughes

Trent Leishman

Adam Rogalsky

Renee Smith

### NORTHERN ONTARIO

#### 35 Years

Kendal Maki

#### 30 Years

Heather Hall

Luc Lortie

#### 20 Years

Martin Hupé

Daniel Proulx

#### 15 Years

Kevin Dumais

Mark Meilleur

Ron Raposo

#### 10 Years

Andrew Boyle

Jean-Claude Brousseau

Skyler Buchanan

Marc Essiembre

Richard Pelletier

Pascal Vinette

Bev Wilson

#### 5 Years

Matt Atkinson

Erika Barisa

Willem Bolk

Byron Budd

Geoffrey Dickson

Joran Graham

Cameron Whitby

Radoslaw Konsztowicz

Robert Lacroix

Tristan Morgan

Dylan Poirier

Dylan Zavitske

### POWER GENERATION REGION

#### 35 Years

Dawn Dabarno

#### 30 Years

Joan Pike

#### 25 Years

Cindy Lou Earle

#### 20 Years

Rocco Cantalini

#### 15 Years

Mark Henderson

William Parsons

Heather Kerr

Brian Brill

Lyle Brill

Kevin Carl

Doug Guest

Lanny Beaver

#### 5 Years

Gordon Young

Scott Young

Joel Wilson

Roland Sauve

Scott Wilson

Lanny Beave

Jesse Sewell

Marc Bedard

Michelle Brown

Tim O'Grady

Anthony Maglietta

Jennifer Behrends

Liberato De Filippis

Cindy Longbottom

Robert Ian Harte

Ronald Mercier

Robert Wootton

Joseph Etchells

Kevin Carl

Stewart Robert Bowie

Ryan McManaman

James Mills

Scott Martin

Clare Curtin

Kareem Boodhoo

Bryan Nolte

Kevin Macnamara

Mitchell Davis

Kenneth Barber

James Wilce

Chris Lovering

Richard Campbell

Fernando Canonico

Matthew Shaw

Mahdi Asilahijani

Patrick Murphy

Rick Van Hoogmoed

Rodney Tedford

Nathan Bonaldo

James Russell

### QUEBEC

#### 30 Years

Jean Cormier

#### 25 Years

Carole Cloutier

Jean Mammoliti

Jose Pulgarin

#### 20 Years

Sophie Dauth

#### 15 Years

Ralda Smayra

#### 10 Years

Alexanne Brossard

#### 5 Years

Marie-Claude Jubinville

John Pidgeon

Georges Saif

Claudine Lamarche

Jean-François Berthiaume

### SASKATCHEWAN

#### 10 Years

Marc Bertoncini

Tim Edmonds

Nathan Rysavy

Bob Steeves

#### 5 Years

Brian Farnham

Adrian Hubbard

Cody Moorman

### SOUTHERN ONTARIO

#### 45 Years

John Reilly

#### 35 Years

Thomas Smith

#### 25 Years

Thomas Murphy

Trent G Jennings

Dave Lawrence

John Murphy

#### 20 Years

Bruce McKenna

Greg A Muhic

James Jordan

Jared Hurrell

Ken A MacDonald

Luke MacLellan

Peter Scaffidi

Robert Pratt

Scott A Hartwig

#### 15 Years

Mark Lockie

Greg Guider

## SERVICE AWARDS 2018 – 2019

Lee King  
Lee Good  
Lisa A. Langley  
Marc Doi  
Matthew J Dawson  
Manolito Reyes  
Philip Doi  
Richard Smith

### 5 Years

Anne Marie Coglianor  
Sara Butler  
Ronald Carcamo  
Daniel Fallone  
Richard Hwang  
John Lee  
Adam R. Chaplin  
Afra Shokraei  
Alex Hastie  
Andrew White  
Andrew T. J. Somerville  
Andy Mackey  
Angelo Giardina  
Anthony Di Gianni  
Blaine Vignale  
Bradley Tracy  
Brandon Castellan  
Bruce T. Ramage  
Bryan J. Hazelton  
Carmen Albanese  
Cathy Rodgers  
Cathy N. Kent  
Chad J. J. Simpson  
Charles Mossman  
Christopher Somner  
Cody S. Hulan  
Colin M. Young  
Dalton Merrick  
Daryl G. McFadden  
David Milne  
David A. Cirillo  
David B. Powell  
David J. Allain

David R. Cole  
Domenic Raso  
Douglas Hart  
Drew Whitfield  
Emmanuel Ochere  
Evan Flanagan  
Frank Pezzaniti  
Gaetano Tarantini  
Gary Bergeron  
Geoff T. Horn  
George L. Toth  
Giovanni Gines  
Harvinder Ahuja  
Jacob MacLean-Norton  
James M. Allison  
Jason Correia  
Jeffrey Amaral  
Jeffrey Decorte  
Jeremy Thompson  
Jessica Catherall  
John A. Howe  
John G. Mansfield  
Jonathan De Souza  
Jonathan J. Interbartolo  
Josefina P. Lucenara  
Joseph Warr  
Joseph A. Miles  
Joshua A. Verch  
Joshua J. Gilfooy  
Justin D. Gilfooy  
Keith Noorlander  
Kevin B. Gibson  
Kristijan Todorovski  
Kyle D. Gaskin  
Lakhram Singh  
Luigi Gregorini  
Luis Manuel  
Luis Beltran  
Martin C. Myles  
Mathew Morelli  
Martin Lye  
Michael Kopiasz

Michael Prodanovski  
Michael A. Nigalis  
Michael P. Haines  
Naomi Malandrino  
Nikolas M. Brinovec  
Pasindu Waragoda  
Pasqualino Palestina  
Peter Robinson  
Rachel Hignett  
Rick Ysidron  
Richard Willett  
Richard J. Sewell  
Rob Marshall  
Robert Tracy  
Robert E. Bradley  
Ronald W. Crump  
Ryan Murata  
Ryan Scott  
Sam H Best  
Schnyder Henriquez  
Scott F. Collins  
Simon Siotor  
Sinduja Swaminathan  
Spain Barnes  
Stavros Kokosis  
Stephen G. Ash  
Stuart McLaren  
Thomas Thornber  
Tim M. Allen  
Timothy J. Peeters  
Timothy Luet  
Travis Adema  
Tyler Thibideau  
Tyrel J. Kerr  
Valerie Polesky  
Walker A. Essex  
Wesley S. Melo  
William Tynilainen

### SOUTHWEST ON

### 40 Years

Guy MacMillan

### 30 Years

Ron Lalonde

Gary Young

### 20 Years

Andy Steel

Marc Ouimet

Kevin Bradt

### 10 Years

Dan Wright

Dorsay S.R. Albert

Mark Cooper

Brian Carey

Scott Dionne

Luisa Cappello

Brian Mino

### 5 Years

Nick Kish

Lance Brezynskie

Garrett Smulders

Kyle Ritchie

Daniel Braccio

Mark Hopkins

Megan O'Connor

Linda DeSantis

Kassandra Jones

### U.S. OPERATIONS

#### 20 Years

Jennifer L. Mathes

Wade Long

Jose G Garcia

#### 10 Years

Darin Langford

Mathew V Arne

Charles Carney

## Black & McDonald Limited

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Robert Burns	Atlantic
Sophie Dauth	Quebec
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Phil Taggart	S.W. Ontario
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Sherry Ottey	Saskatchewan
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Candice Leung	British Columbia
Kimberly Henry	U.S.

### EDITORIAL TEAM

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Tareq Ali	Managing Editor
Billy Yam	Graphic Design

# Black&McDonald