

# B&M NEWS

Black&McDonald

The Newsletter About Black & McDonald People and Projects

Summer 2023

## Inuvik High Point Wind Project: A Sustainable Milestone in the Arctic

Located 200 km north of the Arctic Circle in the Mackenzie Delta, the remote town of Inuvik is now home to one of the first wind turbines in the Northwest Territories.

The Inuvik High Point Wind Project, spearheaded by Black and McDonald's Western Utility Division, marks a significant step towards sustainable energy with the installation of a single 3.5 MW wind turbine, Battery Energy Storage System (BESS), and supporting infrastructure.

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## B&M's Centennial Scholarships receive an Impressive Number of Submissions for 2023!

Black & McDonald's employees are our greatest strength. We are committed to building a sense of community that provides our employees with opportunities, support, and an environment that allows them to achieve their fullest potential.

This year, we were pleased to continue the annual B&M Centennial Scholarships Program for employee families. The exciting program provides financial support to help our employees' dependents pursue their post-secondary education dreams. It is a testament to our strong culture and family values and our commitment to the communities in which we live and work.

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# Inuvik High Point Wind Project: A Sustainable Milestone in the Arctic

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Inuvik, with its extreme weather conditions and limited road access via the Dempster Highway, posed significant logistical challenges. Seasonal closures of the highway made road transportation impossible, rendering air transportation the only means of accessing the town during spring and fall. However, meticulous planning, and coordination by the eight member substation crew, 19-member turbine crew, and project leads, ensured that the project's requirements were met despite constraints.

Harnessing the power of wind energy, the Inuvik High Point Wind Project is set to make a substantial impact on the region's energy consumption and GHG emissions. The wind turbine will supply 30% of Inuvik's annual electrical energy needs and up to 50% of its instantaneous power demand. This will offer a cleaner and more sustainable alternative to diesel and natural gas. This shift is expected to reduce annual diesel consumption by up to 3 million litres and decrease GHG emissions by 7,000 tonnes, thereby contributing significantly to the Northwest Territories' greenhouse gas reduction targets.

The successful implementation of the Inuvik High Point Wind Project owes much to the collaboration between the Alberta, Manitoba, and Nova Scotia Divisions, which provided the necessary expertise and dedication. Furthermore, the project has been a collaborative effort with the Gwich'in Tribal Council

and the Government of Canada, aligning with their goals of reducing fossil fuel reliance and combating climate change.

Government officials and leaders have emphasized the importance of the Inuvik High Point Wind Project in the pursuit of renewable energy and climate change mitigation. Minister of Infrastructure, Diane Archie, highlighted the reduction in diesel usage and greenhouse gas emissions, aligning with the Strategic Objectives of the 2030 Energy Strategy. Michael McLeod, Member of Parliament for the Northwest Territories, also emphasized the project's contribution to reducing emissions and building resilient communities. Grand Chief Ken Kyikavichik of the Gwich'in Tribal Council stressed the project's sustainable, long-term benefits for future generations.

On completion in August 2023, this project will become a significant milestone in the journey towards a sustainable future for Inuvik, Northwest Territories. By leveraging wind energy and employing innovative technologies, the project ensures a steady power supply while reducing diesel consumption and greenhouse gas emissions. The successful collaboration among various divisions, governments, and tribal councils underscores the importance of collective efforts in achieving renewable energy goals. This project serves as an inspiration and a model for other communities looking to transition to cleaner and more sustainable energy sources.

# B&M's Centennial Scholarships receive an Impressive Number of Submissions for 2023!

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B&M Centennial Scholarships are open to dependents of fulltime B&M employees who are under the age of 25 and planning to enroll in an accredited 2- or 4-year college, university, or trade program.

The application process for Black & McDonald's Centennial Scholarships Program is now closed. We received an impressive response from all regions, with more than 140 applications submitted.

The Scholarship Evaluation Team has selected the 21 successful applicants. The evaluation ran throughout May and June, and the winners will be notified in July.

This year, the scholarships will award \$3,000 each to 17 applicants throughout Canada, as well as four applicants in the United States, in support of their post-secondary education.

Thank you to everyone who participated in this exciting program!

## B&M's Maintenance Awareness Platform (MAP) Recognized by Professional Engineers Ontario

We are excited to share that Black & McDonald, in collaboration with Transnomis, has won second place in the Small Project Category of the Engineering Project of the Year hosted by the Professional Engineers Ontario – York Chapter.

Our groundbreaking Maintenance Awareness Platform (MAP), which revolutionizes the maintenance and monitoring of traffic control systems, was recognized for its exceptional contribution to traffic management in the City of Toronto. This software solution provides a web-based platform that allows unlimited users to connect to the city server concurrently with various levels of access. The system is used to create customized live dashboards, map displays, and detailed time-stamped reports on work conducted throughout the City of Toronto.



This single solution integrates the city's existing maintenance management system with GPS tracking for vehicles, signal asset management, and several innovative pilot projects, including:

- Lidar and micro radar sensor visualization
- Bluetooth travel time calculation
- Semi-automated VMS messaging
- Work zone and school crossing guard data
- Real-time vehicle, bike, and pedestrian data collection
- CCTV integration
- Remote traffic operations centre

The City of Toronto now uses ITS Central/MAP to track day-to-day maintenance activities and capital roster projects. Our system provides the city with real-time assurance that traffic signal work is completed on time. It also allows the city to easily monitor critical assets, receive alerts, and share information with staff so they are better prepared when they arrive on site.

We extend our gratitude to everyone involved in making this achievement possible. Together, we continue to shape the future of engineering excellence.

## Taking Black & McDonald's Good Catch Program One Step Further!

In 2022, Corporate and Regional HSE leaders across B&M discussed and assessed the state of our Good Catch Program, sparking a common desire for change. When the program was introduced a few years ago, many regions across the organization adopted it successfully, but it was time for a refresh.

So, what is a Good Catch? It is an event or circumstance that had the potential to cause property damage, illness, or injury, but did not occur thanks to the identification of a good practice, a change in direction, or a conservative decision.

What is the purpose of the Good Catch Program? It is aimed at recognizing proactive decisions and actions that go beyond the general safety requirements to further identify and control hazards that may affect people, property, and the environment.

What has changed about our Good Catch Program?  
For one, the logo!

After consulting with internal stakeholders and reviewing various designs, the updated Good Catch logo represents both the company's image and the Good Catch brand.



A regional nomination and submission process has also been introduced, followed by a quarterly corporate review, selection, reward, and recognition. Each quarter, the Corporate Safety Committee and our Senior Management Team will review, select, and acknowledge the most outstanding Good Catch submission of the quarter. For Q1 2023, we were pleased to announce and recognize the winners from our Kansas City Utility Division. Let's continue to work together to keep each other safe and remember your voice matters!

**Health, Safety & Environment**



## Digging for Gold in Newfoundland & Labrador

There's a gold rush ramping up in Newfoundland & Labrador, and Black & McDonald is among the first companies on the ground at Valentine Lake where large gold discoveries have led to an inflow of venture capital.

Known for its resource-rich lands and bountiful waters, Atlantic Canada has long been a hotbed for mining activity, dating back 500 years to when the plentiful cod fish stocks were rumoured to be thick enough to walk on. In the 1950s, mining in the area took off with the discovery of world-class iron deposits at the Labrador Iron Trough and later at the Voisey's Bay nickel mine, which has since grown into one of Canada's most profitable operations. A client of ours since 2016, Voisey's Bay Mine engaged B&M as the trades contractor responsible for all civil, architectural, mechanical, and electrical installations required to install and commission a 360-person camp.

Meanwhile, out on the ocean, Newfoundland's first offshore oil production platform, the Hibernia, came online in 1997. It has since surpassed all expectations, producing over two billion barrels of high-grade oil for the global market. The Hibernia oil field was expected to have a lifespan of just 20 years. However, thanks to extended-reach drilling, geological and reservoir modelling technology, and effective daily maintenance and operations of the equipment, the project has been extended to 2040, and beyond.



Enter the gold rush, which began in earnest about three or four years ago. Although there are several new gold mining projects underway in central Newfoundland, Valentine Lake was the first out of the gates into construction. Over 2.5 million ounces of gold (worth approximately \$4.6 billion) are expected to be extracted from the boggy ground over the next 12 years, with Black & McDonald front and centre when it happens.

In 2021, B&M successfully secured a contract to supply and install a 30,000-square-foot kitchen and dining hall, as well as a 73-person dorm at the remote site in central Newfoundland. Since then, additional work has been secured to supply and install an Arctic corridor featuring 4 MW of temporary power generation, water treatment, wastewater treatment, firewater systems, and all the connecting cabling and piping.

Construction on the camp facility began in January 2023 and the first gold is expected from the mine in the spring of 2025. We look forward to updates on this exciting project as operations get underway.

## B&M's Exciting New Intranet Getting Closer to Launch!

We are thrilled to share the exciting progress we have made in the development of our new intranet platform, the Wire!

Over the course of the past year, we have been working on the overall design, functionalities and user experience for the new Wire, based on feedback and consultations with our key stakeholders.

The new Wire has been designed as an easy-to-navigate, intuitive platform that can be personalized with specific user preferences and dynamic content while allowing for enterprise-wide communications and the sharing of information and resources.

We have also partnered with key corporate departments to prioritize content such as corporate documents, policies and

employee resources that will be migrated to the new intranet and translated for the French site. Each functional/corporate department will have their own section on the new Wire enabling them to showcase their services and link to all key documents from one centralized location.

Our enterprise group chat platform, Yammer, is also being integrated into the new Wire.

We are excited about the positive impact the Wire will have on our organization when it goes live this summer. It will empower our employees to improve communication, collaborate more effectively, and continue to drive our business forward.

### Corporate Marketing and Communications



## Major Win for Facilities Management (FM) at the Canadian Forces Base Gagetown

Black & McDonald's Atlantic FM team was recently awarded the Facility Maintenance Services Contract for the Canadian Forces Housing Agency (CFHA) located at the 5th Canadian Division Support Base – Gagetown in New Brunswick. The site is the second-largest military base in Canada and the largest military facility in Eastern Canada. Base employees and their families represent about 75% of Oromocto's 10,000 residents.

This is a substantial win for FM in Atlantic Canada and Black & McDonald's overall FM business. It was a prime example of an integrated, cohesive 'one-team' approach involving a bid team from Atlantic Canada's FM group and the National FM Pursuit Team. Ryan Robertson, Department Manager for Atlantic's FM group, and Reg Dalley, FM Supervisor, worked closely with Nick Keenan, Director of Pursuits, and Jennie Yan, Proposal Manager, both from the National FM Pursuit team, to develop a winning package that leveraged key subject matter experts including Dave Robertson, Commercial Manager (National team); Chris Trainor, President of Morningstar Services; and several others.

The team received a formal debrief report that ranked our final package as 1st in every evaluation category, with an impressive 100 out of 100 score against the competition.

The call for solutions from Defence Construction Canada (DCC) was for full facilities maintenance and support services to be provided to the Department of National Defence (DND) for residential housing units. The site includes over 1,400 residential housing units, 266 garage buildings and 380 sheds. Row housing parking lots, sidewalks, walkways, roads, and landscaped areas also form part of this contract.

Our on-site presence includes carpenters (Clayton MacNally, Corey Legacy, and Matt McLaughlin) and a residential electrician (Colton Morehouse) all managed by an on-site contract manager (Mike Youssef), supervisor (Richard O'Brien), and the administrative team (Tanya Ramsay and Mallory Benoit). The regional team assists with HSE, IT, and Fleet management, and locally vetted subcontractors were engaged to fulfill select projects.

As part of the submission, bidders were required to include a comprehensive Indigenous Benefits Plan (IBP) that aims to award at least five per cent of the work to Indigenous firms. Black & McDonald's IBP scored top points and leveraged our partnership with Morningstar Services. Chris Trainor worked



with Ryan Robertson to secure partners and guide our approach to building relationships with Indigenous firms in the region.

The scope of services includes scheduled maintenance and support services (inspection and maintenance, including soft services such as grass cutting, and snow and ice clearance), repair/replacement services, pest management, hazardous material management, change of occupancy services, and small projects (replacement or upgrade of components such as kitchens, bathrooms, floors, etc.). B&M is also responsible for budgeting and financial control, 24/7 help desk services and comprehensive reporting.

As part of the base contract, we can also deliver and manage all Additional Work Requests (AWRs). These are small projects that can be simple repairs valued at a few thousand dollars or larger renovations and renewal projects valued at up to \$300,000.

The initial period of service is for four years with options to extend for up to five more years, for a total of nine years.

B&M began a progressive mobilization period on April 1st, 2023, with full service commencing on June 1, 2023. The contract is off to a successful start, supported by our own FSG team led by Agnes Regula, Director, and Kelly Hofstede, Project Manager. Defence Construction Canada's feedback is positive to date as Ryan, Reg, and the rest of the team have developed strong relationships to establish the B&M Way, cultivating a successful, supportive, and sustainable partnership with all stakeholders.

# Black & McDonald Supports Annual Tree Planting Event



On April 30, the Black & McDonald teams in Southern Ontario displayed their commitment to sustainability and the environment through a huge volunteer-led tree planting event.

B&M teams from PGR, Pullman Court, Railside, and Commerce Valley Drive joined the annual event to help plant more than 3,000 trees!

The event was held by 10,000 Trees for the Rouge, a nonprofit group in Ontario committed to restoring natural habitat within the Rouge Valley, located on the northeastern outskirts of Toronto. They organize several planting events each year, their largest being the annual Earth Week tree planting. The trees planted help link existing forest islands and extend wildlife corridors while protecting creeks and streams from soil erosion.

Black & McDonald is honoured to have participated in this worthwhile initiative that contributes to environmental preservation and sustainability. A big thank you to Erica Brabon, Director, Energy & Sustainability, and all who helped organize the event. Lastly, a massive thank you to our volunteers. Your time and effort made the day a huge success!



## Developing B&M's Pipeline of Future Talent

It has been nearly two months since the launch of this year's B&M Internship Program. While the program provides on-the-job experience to students, it also serves as a strategic initiative to attract and develop B&M's future workforce. With close to 50 interns, new and returning this summer term, the program is designed to provide an enriched and impactful work experience for the best and brightest students pursuing a career in their related discipline. During the four months, interns will be engaged in a challenging mix of on-the-job training, online learning, and experiential learning, with a focus on bridging

the gap between school and work. Through experience, relationships, and learning, the interns are supported by a network of peers, managers, and an assigned mentor to guide, direct and enrich their overall learning experience. An exceptional, well-structured internship experience strengthens our talent pipeline and builds our reputation as an employer of choice. Today's interns are tomorrow's talent at Black & McDonald.

### Training & Development



## Black & McDonald Welcomes Infinity Generation Services (IGS)

This year, Black & McDonald's Power Generation Region is committed to increasing our focus on Indigenous Engagement as we build upon our Progressive Aboriginal Relations (PAR) initiative.

Black & McDonald strives to actively seek partnerships with local Indigenous communities that are mutually beneficial. Our key areas of focus are employment, economic development, education, and sponsorship, which appropriately reflect the interests of Indigenous Peoples.

We are pleased to introduce Infinity Generation Services (IGS) as the newest subcontractor to our team. As a certified Indigenous-owned company with the Canadian Council for Aboriginal Business (CCAB) and a certified woman-owned

business registered with WBE Canada, IGS brings a wealth of experience and diversity to our team. IGS provides the team with qualified nuclear professionals for a broad spectrum of services for work at the Pickering, Darlington, and Bruce sites.

IGS utilizes safe execution, leveraging the experienced workforce from the Canadian Union of Skilled Workers and other building trade unions to provide quality work on time, and on budget.

Fairness and respect are the cornerstones of IGS's values. The company is dedicated to providing all employees with equal opportunities for meaningful work, treating everyone with fairness, and fostering a work environment based on mutual respect, integrity, personal fulfillment, autonomy, and trust.

## Bell Eglinton Crosstown Cellular Installation

As Toronto's Eglinton Crosstown LRT continues to make progress, including a new corridor extending from Mount Dennis in the west to Kennedy Station in the east, a 10 km underground segment was the impetus for a new cellular system, led by Bell Mobility. Given the growing demand for uninterrupted cellular coverage on the city's public transit system, having the infrastructure in place to provide this critical service has been deemed a necessity for future public transit ridership.

In early 2021, Bell Mobility contacted Black & McDonald with the intent to partner with an established, local, multi-trade construction company that could stage and install the necessary cellular infrastructure. B&M responded with keen interest and was promptly invited to participate in the selection process.

After a thorough review of our construction capabilities and access to extensive resources, Black & McDonald was immediately recognized as Bell's leading partnership candidate. As a result, our team was awarded the contract to build this "first of its kind DAS installation" in the spring of 2021.

By May 1, 2023, the cellular system, which will be shared by the Big Three national carriers, had reached 90% completion. To date, 40 kilometres of leaky coax cables have been installed and tested throughout the east and westbound tunnels, connecting to 120 radio clusters located throughout the system. All 15 stations across Eglinton Avenue have been equipped

with 675 4G and 5G ceiling antennas, and pre-commissioning activities have been successfully completed at each station.

Black & McDonald's ability to perform and execute this work was greatly augmented by having access to B&M's Electrical Pre-Fabrication facility at Finch East in Scarborough. The facility provided warehousing and inventory control capabilities that proved essential to the overall project success.

Additionally, the pre-fabrication shop provided BIM and REVIT modelling capabilities along with a staging area where mock-ups of the Bell equipment could be facilitated prior to fabrication and deployment to the field. These supplementary services proved invaluable to Bell and the senior technical team involved with the project.

Looking ahead, opportunities in this area abound. In the near term, three Metrolinx projects—including the Eglinton Crosstown West Extension, Scarborough Subway Extension, and the Ontario Line—are underway and will ultimately require extensive cellular coverage.

With strong demand for cellular service in the Toronto transit system and an abundance of upcoming LRT projects in the pipeline, Black & McDonald ICI Electrical is well positioned, through its demonstrated capabilities and expertise, to partner with Bell Mobility on cellular installation projects for years to come.



# Black & McDonald Annual Hockey Tournament Celebrates 25<sup>th</sup> Anniversary

On April 21 and 22, Black & McDonald employees participated in an exciting and charitable hockey tournament!

The action-packed tournament began in 1998 and celebrated its 25<sup>th</sup> anniversary this year. The tournament was last held in 2019 and the players were excited to return to the ice!

Twelve teams participated in the tournament at Richcraft Sensplex in Ottawa, Ontario: Toronto Marlies, Toronto Leafs, Toronto Huskies, Vancouver, Saskatoon Wheat Kings, South Western Bulldogs, Entera, Atlantic Mariners, Montreal, PGR, CBO, and Ottawa Capitals.

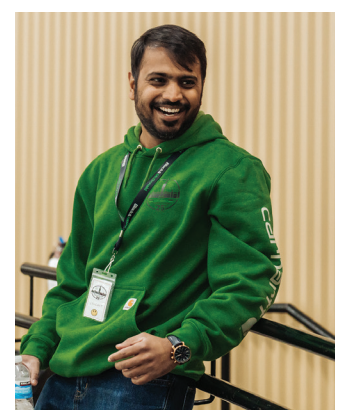
After a 3-1 win over the Toronto Marlies, the Ottawa Capitals took home the trophy!

The event raised more than \$10,000 for Do It For Daron (DIFD), a youth-driven movement that supports open dialogue in the community about youth mental health. An additional \$4,000 was raised for the Blackstone Association, an assembly of past and present military veterans that provides peer support, financial assistance, career transitions, and more for its members.

The tournament witnessed a tremendous turnout. Thank you to everyone who attended, the 260 employees that participated, and a special thank you to the Ottawa office for organizing the event!









## B&M participates in Indigenous Career Fair

On June 6, Black & McDonald participated in the Kawartha Pine Ridge District School Board's Skilled Trades Fair located at the Alderville First Nation Community Centre.

B&M was represented by Lauren Ducey, Human Resources Coordinator; Cory Mattson, Insulator and member of Alderville First Nation; and Brianne McMullen, Indigenous Engagement Coordinator (member of Snimikobi Algonquin First Nation).

Our team was excited to engage with students about the valuable opportunities available in the skilled trades with Black & McDonald. The Skills Ontario Trades & Tech Truck was also on site, allowing students to test out virtual simulations of trades. B&M is a proud partner of this truck that helps students

discover and explore their interest in the skilled trades. The event was a huge success with more than 150 students in attendance from schools based out of Cobourg, Peterborough, Bowmanville, Alderville, Brighton, and more.

At B&M, we are committed to engaging, learning from, and working with Indigenous peoples, communities, and businesses, and we will continue to pursue opportunities to further this important work. B&M's PGR region also actively participates in the Canadian Council for Aboriginal Business's Progressive Aboriginal Relations (PAR) program with the aim of achieving a bronze-level certification that will solidify our commitment to the socio-economic development of the Indigenous communities and continue to be a great place to work.



## 2023 Employee Engagement Survey Results

Our employees' voices play a significant role in determining how we invest in people, which ultimately contributes to the company's overall success. The results for our employee engagement survey for 2023 have now been released, and we would like to thank all our employees who completed a survey this year.

The employee engagement survey highlights the views of staff across business regions, positions, genders, generations, and work arrangements. This year's report found a consistent theme in workers' satisfaction with Black & McDonald, highlighting its culture, co-workers, work environment, and family-based values.

We received 3,439 responses, a 72% participation rate that is higher than in previous years and considered a healthy participation score compared to the market average.

For the question "How likely would you be to recommend this organization to a qualified friend or family member as a great place to work?" the overall score was 84% which is an increase of 2% from 2022. This is a strong indication of our employees' commitment to the organization.

For 2023, we also asked questions about inclusion, such as, "I am comfortable being myself at this organization." We scored an impressive 84%. Although we achieved a positive score, our focus remains steadfast on prioritizing DEI and improving the employee experience through ongoing initiatives.

Moving forward, we are working on company-wide and regional action plans that will continue to build on our strengths while looking to improve upon our areas of opportunity. Be on the lookout for more information in the coming weeks and months.

### Corporate People Resources



# ORDER BOOK

## ALBERTA

**University of Calgary**  
SCIENCE B Heating System Retrofit  
Alberta Construction M&E  
**TC ENERGY**  
New Make-up Air Handlers  
Alberta Construction M&E  
**Atlas Properties**  
ALTALINK Boiler Replacement  
Alberta Construction M&E  
**JCI – Drumheller Institution**  
Heating System Upgrade  
Alberta Construction M&E

## ATLANTIC

**Michelin North America**  
Acid Tank Repair  
Region: Nova Scotia Industrial  
**Grafton Developments**  
Green Lantern Building – Maintenance  
Region: Nova Scotia Service  
**City of Saint John**  
Condenser Replacements  
Region: Atlantic Industrial Refrigeration  
**NAV Canada – St. John's**  
Package HVAC Replacement  
Region: Newfoundland Service  
**Nova Scotia Health Authority**  
Yarmouth Hospital – MCC &  
Breaker Replacement  
Region: Nova Scotia Commercial  
**Municipal Group of Companies**  
NRB – Dual Zone Heat Pump  
Region: New Brunswick Service  
**Lafford Properties**  
Lafford Tower B – Plumbing and Electrical  
Region: New Brunswick Commercial  
**Superior Propane Centre**  
Heat Exchanger Replacement  
Region: Atlantic Industrial Refrigeration  
**Halifax International Airport**  
Taxiway – Final Works  
Region: Nova Scotia Utility  
**Marathon Gold**  
Water Intake – Electrical  
Region: Newfoundland Projects  
**WSP Canada Inc.**  
Boiler Replacement  
Region: Nova Scotia Service  
**Steele Hotels**  
Capital Hotel & Jag Hotel – Maintenance  
Agreements  
Region: Newfoundland Service  
**Halifax Water**  
Aerotech WWTP – HVAC Installation  
Region: Nova Scotia Commercial  
**Town of New Glasgow**  
Fire & Police Stations – Energy Retrofits  
Region: Nova Scotia Service  
**NAV Canada - Moncton**  
Chiller Replacement  
Region: New Brunswick Commercial  
**Air Canada Halifax**  
Steam Heater Replacements  
Region: Nova Scotia FMO  
**Greater Moncton Sewerage Commission**  
TransAqua – HVAC Maintenance  
Region: New Brunswick Service  
**Fisheries and Oceans Canada**  
Multiple Projects  
Region: New Brunswick Utility  
**IKEA Canada Inc.**  
Plumbing & Electrical Replacements  
Region: Nova Scotia Service  
**Coldstream Distillery**  
Boiler Expansion  
Region: Nova Scotia Industrial  
**Mount Allison University**  
Transformer Testing  
Region: Atlantic Field Services

## NORTHERN ONTARIO

**City of Ottawa**  
ROPEC Raw Sewage Pumps, Motors, and  
Drives Rehabilitation  
Division: NOR Mechanical

## BGIS

Fire Alarm Upgrades  
Division: NOR Electrical  
**Waterdon Construction**  
Replacement of Rooftop and  
Make-up Air Unit  
Division: NOR Mechanical  
**Ameresco Canada Inc**  
Buried Piping – Trench and Reinstall  
Division: NOR Mechanical  
**OPG Inc**  
Install New LED Light Fixtures.  
Division: NOR Electrical  
**Claridge Home**  
Street Lighting c/w Poles, Manholes, Conduit,  
and Cable  
Division: NOR Electrical  
**The Corporation of Loyalist Township**  
Generators Upgrades  
Division: NOR Electrical  
**City of Cornwall**  
Installation of Street Lights, Handholes,  
Conduit and Wire  
Division: NOR Utilities  
**R.W. Tomlinson**  
Upgrade Taxiway Electrical and Lighting  
Division: NOR Utilities  
**Carleton Place Ford**  
Supply and Install of EV Chargers  
Division: NOR Utilities  
**Green Infrastructure Partners Inc.**  
Install Conduit/Base for Street Light Poles  
and High Mast Poles  
Division: NOR Utilities  
**Green Infrastructure Partners Inc.**  
Blainville – Install Conduit/Base for Street  
Light Poles and High Mast Poles  
Division: NOR Utilities  
**Green Infrastructure Partners Inc.**  
Trenton – Install Conduit/Base for Street Light  
Poles and High Mast Poles  
Division: NOR Utilities  
**PWGSC**  
West Dam Power Supply System Upgrade  
Division: NOR Electricals  
**PWGSC**  
Steam Piping Replacement  
Division: NOR Utilities  
**Bellai Alliance Civil Inc**  
Concrete Encased Ducts and Pole Footings  
Division: NOR Utilities  
**Bellai Alliance Civil Inc**  
Temporary Traffic Signals, Street Lights  
Division: NOR Utilities  
**Town of Ganannoque**  
Refurbishment of Existing Pumps  
Division: NOR Electrical

## POWER GENERATION REGION

**Ontario Power Generation**  
Pickering Nuclear Generating Station  
Accessible Areas ACE Maintenance  
**Ontario Power Generation**  
Pickering Nuclear Generating Station  
IFB Heat Exchanger Disposal Preparation  
**Ontario Power Generation**  
Darlington Nuclear Generating Station  
Revenue Metering Installation Planning  
**Cameco**  
Cameco Summer Outage Contract

## QUEBEC

**AB Mauri**  
Fleischman: Finalization of the 4th Stainless  
Steel Reservoir  
**REM**  
Mechanical Installation: Train Maintenance  
Equipment at the Saint-Eustache  
Maintenance Garage

## PIERRE BROSSARD DIVISION

**MTO**  
Repair of the Pavement on Highway 40  
**NouvLR**  
Excavation for Optical Fiber and Installation  
of BLS Bases

## Enerkem

Installation of a 25 KV line  
**National Infrastructure**  
Civil Works and Landscaping  
on Wellington Street  
**ALSTOM**  
Multiple Electrical Mandates  
**NouvLR**  
Road Lighting Sainte-Anne-de-Bellevue

## SOUTHWESTERN ONTARIO

**McMaster University**  
10 Bay St. – Graduate Residency –  
FMO Contract  
SWO  
**Max Aicher North America**  
HVAC Agreement  
SWO, Stoney Creek  
**BiMeda MTC**  
Boiler Agreement  
SWO, Stoney Creek  
**City of Thorold**  
Refrigeration Agreement  
SWO, Stoney Creek  
**L3 Harris**  
HVAC Agreement  
SWO, Stoney Creek  
**Forest Hill Kipling**  
HVAC Agreement  
SWO, Stoney Creek  
**BerQ RNG**  
Electrical Agreement  
SWO, London  
**FIO Automotive**  
HVAC Agreement  
SWO, London  
**Robinson Solutions**  
Boiler Agreement  
SWO, London  
**Dajcor Aluminum**  
HVAC Agreement  
SWO, London  
**Colio Winery**  
HVAC & ESS Agreement  
SWO, London  
**Walpole Island Public School**  
HVAC Agreement  
SWO, London  
**Waterville TG**  
Substation Agreement  
SWO, London  
**Contro Valve**  
Boiler Agreement  
SWO, London  
**CGC Hagersville**  
M5/C2 Gas Piping Rework  
4339 – SMJ Projects  
**Treehouse Brantford**  
MUA1 Replacement & Upgrades  
4339 – SMJ Projects  
**Langdon Hall**  
Conservatory VRF systems  
4339 – SMJ Projects  
**Mohawk College**  
Fennell G Wing boiler replacement  
4339 – SMJ Projects  
**L3 Harris**  
Server Room Assessments  
4339 – SMJ Projects

## ATLANTIC

**Tyler Dow**, Field Services Technician  
**Gregory Abbott**, Plumber  
**Marcus Belliveau**, Electrician  
**Jeffrey McKay**, Plumber  
**Tyler McEwen**, Estimator  
**Michael Youssef**, Facility Manager  
**Tanya Ramsay**, FMO Administrator  
**Richard O'Brien**, Quality Assurance  
**Corey Legacy**, Carpenter  
**Gerry Vanderkaay**, Gas Technician 2  
**Philippe Caissie**, Representative  
**Dwayne Butt**, Maintenance Mechanic  
**Karen Budgell**, Administrator  
**Calvin Vincent**, Maintenance Mechanic  
**Glen Luff**, Carpenter  
**Franklyn Fancey**, Carpenter  
**Roger Coffin**, Carpenter  
**Jeff Bemister**, Carpenter  
**Dylan Ryan**, Pipefitter  
**Thomas Ford**, Plumber  
**William Lewis**, Sheet Metal Worker  
**Chris Pelley**, Carpenter  
**Kirk Edwards**, Carpenter  
**William Whelan**, Plumber  
**Stanley Gill**, Electrician  
**Wayne Brenton**, Electrician  
**Dwayne Perry**, Plumber  
**Jonathon Oldford**, Pipefitter  
**Jordon Drake**, Lineman  
**Maxwell French**, Electrician  
**Paul Perrier**, Pipefitter  
**Jeremy Dredge**, Electrician  
**Drew H. Saunders**, Project Coordinator  
**David St John**, Welder  
**Mark Herridge**, Ironworker  
**Daniel Kendall**, Electrician  
**Keith Robere**, Electrician  
**Edmund Cole**, Electrician  
**Matthew Collier**, Electrician  
**Terrence Jackson**, Coordinator  
**Matthew Carroll**, Electrician  
**Keith Brown**, Advisor  
**Jeremy Tuck**,  
Maintenance Mechanic  
**Josh Ayre**, HVAC Technician  
**Dylan Reid**, Plumber  
**Albano Carreiro**, Plumber  
**Gary Taggart**, HVAC Technician  
**Michelle MacFadden**,  
Service Administrator  
**Adam Jarvis**, HVAC Technician

## BRITISH COLUMBIA

**Mike Vulicevic**, Senior Manager, CWH  
Facilities Management LP  
**Dale Friesen**, Superintendent, KVHP  
**Armaan Dhillon**, Electrical  
Project Coordinator  
**James Graff**, Building Operator  
**Kulvinder Grewall**, HVAC Apprentice  
**Jeff Gushue**, Service Technician  
**Jack Kelsch**, Service Technician

## CORPORATE

**Mike Le**, Financial Analyst  
**Lizette Garcia**, Senior Treasury Analyst

## NORTHERN ONTARIO

**Portia Loker-Fulcher**,  
Administrator, NOR Facilities  
Management Operations  
**Youssef Hussain**, Project Coordinator,  
NOR Electrical  
**Sai Javaji**, Project Manager, ESAP  
**Michaela Jones**, Intern, NOR Utilities  
**Amir Hassan**, Project Coordinator, ESAP  
**Karim Brissett**, Project Coordinator,  
NOR Utilities  
**Victoria Choynet**, Administrator, ESAP  
**Hao Chen**, Estimator, NOR Electrical  
**Benoit Poliquin**, Facilities Supervisor,  
NOR Facilities Management Operations  
**Christopher Kilby**, Coordinator, ESAP  
**Cass Robson**, Project Coordinator,  
NOR Utilities

## NEW EMPLOYEES

### ALBERTA

**Dorian Race**, Apprentice Plumber  
**Harrison Jones**, Intern, Construction  
**Liam Fleming**, Apprentice Plumber  
**James Paterson**, Journeyman Plumber  
**Alex Estwick**, Journeyman Plumber  
**Kwanghoon (Shane) Lee**, Building Operator  
**Patrick Smith**, Apprentice Sheet Metal Worker  
**Kenneth Stuber**, Building Operator  
**Chantel Kriese**, Service Administrator  
**Luke Magdy**, Sales Representative

## NEW EMPLOYEES

### POWER GENERATION REGION

**Ayesha Mirza**, Project Coordinator  
**Shaelyn Callan**, Proposals Coordinator  
**Alyssa Perzylo**, Site Administrator  
**Rob Heath**, PCC Coordinator, Projects Control  
**Ali Moghani Yazdi**, Cost & Schedule Analyst  
**Nicklaus Ricciotti**, Estimator  
**Brianne McMullen**, Indigenous Engagement Coordinator  
**Bijoy George**, Intern, HSE  
**Ifra Khan**, Intern, Project Management  
**Ronakkumar Chaklasia**, Jr. Estimator

### QUEBEC

**Eric Martel**, Designer/Integrator  
**Benoit Laliberté**, Coordinator Electrical Work  
**Pierre-Luc Haché**, HSE Manager  
**Olivier Taillon**, Manager, Special Projects & Methodology  
**Manon Tardif**, Construction Union Payroll  
**Jennifer Waite**, Coordinator Service Division

### SOUTHERN ONTARIO

**Lina Kim**, Accounts Payable Specialist  
**Dan Loshkarev**, Project Manager  
**Umang Kumar Patel**, Energy & Sustainability Analyst  
**Harvinder Bhatia**, Chief Operator  
**Amit Handa**, Service Desk Analyst  
**Ryan Lamb**, Business Development Representative  
**Shylaja Santhanam**, AP Specialist  
**Farid Faal**, Project Manager  
**Gerry Zervos**, Supervisor  
**Tiffany Bui**, AP Specialist

**Matthew Brennan**, Project Manager  
**Rahul Raphael**, Accounts Payable Specialist  
**Je-Shae Pace**, Project Manager  
**Teresa Palmieri**, Assistant Category Manager  
**Fariba Parsa**, T&D Administrator  
**Andrew Meiboom**, Sr. HR Generalist  
**Alina Jocia**, Account Payable Specialist  
**Melissa Cavataio**, Intern, Health, Safety & Environment  
**David D'Alimonte**, Intern, Facilities Management and Operations  
**Douglas Gowing**, Project Coordinator  
**Oliver He**, Service Desk Intern  
**Charlotte Tillo**, Service Coordinator/Dispatcher  
**Marie Ruiz**, Payroll Administrator  
**Sahib Arora**, Intern, Account Payable  
**Galina Kudryavtseva**, Account Payable Team Lead  
**Nikita Zameshaev**, Intern  
**Jeetender Agnihotri**, Central Contact Centre Representative  
**Tianna Cote**, Payroll Administrator  
**Victoria Gwizdala**, Project Coordinator  
**Pooja Udaikumar**, Assistant Manager, Content and Creative Services  
**Liliana Albastroiu**, Office Administrator/Receptionist  
**Stacey Hounjet**, Accounts Payable Specialist  
**Keval Moradiya**, Service Desk Analyst  
**Akanksha Gupta**, Billing Analyst  
**Riddhi Patel**, Administrative Assistant, Marketing & Communications  
**Philippe Izzi**, Administrator  
**Hannah Khan**, Advisor  
**Ben La Pianta**, Coordinator  
**Ian Jackson**, Coordinator  
**Jeffrey Williams**, Coordinator  
**Sakshay Bhatnagar**, Coordinator  
**Garima Duggal**, Data Entry Clerk  
**Terry Hagen**, Department Manager  
**Jacob McMillan**, Engineer

**Jonathan Mulders**, Engineer  
**Ammar Noori**, Estimator  
**Jayesh Patel**, Estimator  
**Roxana Aldan-Popa**, Estimator  
**Spencer Green**, Estimator  
**Dakota Hanna**, Field Services Technician  
**Gary Vatenmakher**, Field Services Technician  
**John Vetro**, Field Services Technician  
**Vijaya Prakash Viswanathan Nair**, General Helper  
**Indira Kumary**, General Helper  
**Temisan Akapa**, General Helper  
**Ai Li**, General Helper  
**Robin Perdio**, Inspector  
**Humaira Bhaiyat**, Project Coordinator  
**Yoel Michael**, Project Coordinator  
**Kyle Poste**, Project Coordinator  
**Nicholas Robinson-Mukandila**, Project Coordinator  
**Dylan Sarwan**, Project Coordinator  
**Owen Stephenson**, Project Coordinator  
**Xu Ye**, Project Coordinator  
**Michelle Wong**, Project Coordinator  
**Jason Alves**, Project Coordinator  
**Kennedy Austin**, Project Coordinator  
**Mark Fernando**, Project Manager  
**Erik Govorusa**, Project Manager  
**Taha Jasser**, Project Manager  
**Alicia Coke**, Project Manager  
**Ardit Çausi**, Project Manager  
**Benito Ciullo**, Quality Assurance  
**Anthony Marini**, Senior Project Coordinator  
**Jody Bergoine**, Utilityman

### SOUTHWEST ONTARIO

**Fatma Agil**, Project Coordinator  
**Whitney Arthur**, Administrator  
**Maryann Ezeja**, Administrator  
**Dan Forgetta**, Operations Manager  
**Vic Hopkins**, Coordinator  
**Valeri Larina**, H&S Advisor  
**Liliane Mushyoma**, Administrator

## MOVERS & SHAKERS

### ALBERTA

**Doug Negard**, Project Manager to Division Manager, Construction

### BRITISH COLUMBIA

**Eoin McDermott**, Project Coordinator to Senior Project Coordinator  
**Raymond H. Chan**, Project Coordinator to Senior Project Coordinator

### NORTHERN ONTARIO

**Kris Butt**, Project Manager to Procurement and Job Cost Analyst  
**Suprojit Das**, Procurement to Project Coordinator  
**Joel Ferland**, Project Coordinator to Project Manager  
**Carson Fung**, Project Coordinator to Project Manager  
**Dunya Yilmaz**, Project Coordinator to Project Manager  
**Dylan Gareau**, Project Coordinator to Project Manager  
**Heather Hal**, Paymaster to Payroll Advisor  
**Jennifer Ditmars**, Administrator to Project Coordinator  
**Lauren Lennan**, Project Coordinator to Facility Manager  
**Anh Phan**, HR Administrator to HR Coordinator

### POWER GENERATION REGION

**Josh Horlock**, Assistant Construction Manager to Darlington Outage Manager

### SOUTHERN ONTARIO

**Krista-Lee Nantau**, Supervisor to Senior Supervisor, Contact Centre  
**Diana Stankovski**, Regional Payroll Manager to Senior Payroll Manager  
**Christopher Salmon**, Plumbing Operations Supervisor to Plumbing/ Heating Operations Supervisor  
**Ali Shirani**, Senior Procurement Specialist to Category Manager  
**Anne Cogliano**, Billing Coordinator to Billing Analyst Supervisor  
**Ravi Jodhan**, Lead Service Operation Coordinator to Coordinator, Client Services  
**Ramyar Rashed**, Supplier Relation, Analytics and Enablement Lead to Category Manager  
**Cathy Gu**, Business Integration Manager to JDE Solutions Manager  
**Gairy Ali**, Service Desk Analyst to Senior Service Desk Analyst  
**Aaron Sinclair**, From MTO/Municipal division to Civil/ Underground division

### SOUTHWEST ONTARIO

**Alex Weir**, Project Sales Representative to Project Team Supervisor  
**Jay Noszenko**, Sales Leader for London to Sales Leader for S.W. Ontario  
**Chris Petrie**, HVAC technician promoted to Operation Team Leader.

## Black & McDonald Limited

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### SUBSIDIARIES

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#### Roberts Onsite Inc.

(519) 578-2230

#### Pierre Brossard (1981) Ltée

(450) 659-9641

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**Entera Utility Contractors** (416) 746-9914

**Kipnik** (867) 324-0207

**Morningstar Services** (647) 455-5846

**Midwest ATC Canada** (705) 446-9019

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Sean Peacock	Western Industrial
Candice Leung	British Columbia
Kimberly Henry	United States

### EDITORIAL TEAM

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Brett Hill	Graphic Designer