

## Building One of North America's Greenest Student Dorms

University of Toronto's latest student residence welcomes the future of living with spaces that are warmed by laptops and recycled water.

In September 2023, Harmony Commons, on the UofT Scarborough campus, opened its doors to 746 students. What makes this residence unique is that it's a 'passive house' — a building that consumes less energy for heating and cooling. Black & McDonald was involved in the design-build project and applied the globally standardized design principles of Passive House to create a climate-conscious structure that's one of the largest of its kind in North America.

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## Optimizing Efficiency with Virtual Design and Construction (VDC)

Black & McDonald's Western Canada Virtual Design and Construction group is doing trailblazing work with leading-edge virtual modelling and design tools to improve efficiency, lower costs, and enhance the safety of our construction projects.

An asset to both the renovation and new construction process, VDC uses 3D modelling, Artificial Intelligence (AI), Augmented Reality (AR) and other new and emerging technologies to simulate a future space — plumbing, ductwork, chillers, and all. VDC gives companies the ability to digitally plan out all aspects of a construction project before the shovel hits the ground, leading to improved quality and workflow, better risk management, and fewer mistakes out on the field.

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# Building One of North America's Greenest Student Dorms

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Passive House buildings, or Passivhaus, are highly energy-efficient structures that use up to 90 percent less energy compared to traditional construction. Each intelligent design implements key passive house principles that include air tightness, mechanical ventilation, and efficient insulation. Originally developed in Germany, Passive House buildings are considered the “building standard of tomorrow.”

Going into the project, B&M was prepared for the intricacies of building a passive home. Recognizing that superior insulation is the backbone of such projects, B&M ensured that the building was well insulated, using triple-glazed windows to prevent uncontrolled air exchange. To maintain indoor air quality, mechanical ventilation systems were set up to exchange stale indoor air for fresh outdoor air while also retrieving heat from the outgoing air. Thermal mass elements like concrete floors and walls absorb and collect heat from the sun during daylight hours, dispersing it gradually to warm the interior at night while considering the body heat of its occupants—an overlooked but significant component of maintaining comfortable indoor temperatures.

Another key component of the smart design is a greywater heat recovery system. Heat from warm water used in showers, baths, sinks, and washing machines is transferred to preheat the cold-water supply entering the water heaters or boilers. Greywater also maintains incoming ventilation air; a heat exchanger transfers heat from greywater to fresh air entering

the building. In winter, this process warms the incoming air, and during the summer, it cools the incoming air, limiting energy demand across seasons.

B&M also ensures a continued supply of filtered fresh air distribution to each individual unit with compartmentalized design and air-tight seals. Passive houses like UofT's student residence incorporate effective and efficient mechanical systems that optimize energy recovery while reducing penetration through the building's envelope. Part of that strategy was to employ heat pumps and heat pump chillers, which are a component of the heat recovery system, as well as energy recovery ventilators throughout the building. When the building is occupied, operators are also constantly monitoring energy consumption through energy metering.

“Passive houses are intelligent structures that do not use geothermal, sun, or wind energy for power. The goal is simply to reduce the energy required for space conditioning,” says Justin Biordi, Department Manager, Mechanical Construction.

By prioritizing insulation, airtightness, and solar designs, passive houses foster an energy-efficient, secure, indoor environment that is naturally warmer, healthier, and more comfortable. As passive houses gain momentum in North America, Black & McDonald is proud to help build these high-performance, low-energy buildings that are a fundamental piece of the puzzle towards a low-carbon future.

## B&M Achieves a Safety Hat Trick



For the third year in a row, Black & McDonald is proud to be recognized as Canada's Safest Utilities & Electrical Employer.

Canada's Safest Employers Awards is one of the country's leading independent award programs focused on honouring companies that exemplify excellence in health and safety.

This prestigious award is among the many recognitions B&M has earned over the years, signifying our team's continued dedication as we strive for the highest standards of health and safety. Safety is at the core of everything we do. We believe that every safety incident is preventable and that achieving zero incidents is a feasible goal. Black & McDonald envisions a workplace where “Nobody Gets Hurt Today or Tomorrow.”

# Optimizing Efficiency with Virtual Design and Construction (VDC)

## CONTINUED FROM PAGE 1

“Basically, we build the project virtually and do clash detection, allowing us to identify conflicts before the physical building gets underway,” explains Shaemun Franks, Division Manager, Saskatoon Fabrication. “Often in traditional construction projects, problems aren’t discovered until the crews are on the ground, scratching their heads and trying to come up with a solution. With VDC, we can identify and resolve those issues in an office environment.”

In addition to eliminating field errors, Franks—who got his start as a draftsman before heading up B&M’s VDC Group in Western Canada—says the technology helps speed up the construction schedule and increase safety by moving much of the work up front.

Typically, a full virtual representation takes two and a half months to complete, but the timing may vary depending on the nature of the contract. While some projects require input from the designers and contractors, particularly in going through the clash detection and deciding what’s the most cost-effective

approach moving forward, others are handled exclusively by the VDC team. All told, Franks estimates about 25 virtual representations have been completed since B&M introduced the service a decade ago.

Of course, a lot has changed in that time, largely thanks to advancements in technology that have led to faster results, wider applications, and more accurate digital representations. The VDC group is currently working on the WP Thompson Building at the University of Saskatchewan, a project that aptly showcases the amazing capabilities of VDC.

“It’s a renovation and a new build tied into one,” he says of the project. “We’re using all the current tools, including laser scanning, modelling, prefabrication, and a ‘Total Station’, which is an advanced surveying tool used for hangar installation. It’s impressive, and it’s only getting better.”

The redeveloped WP Thompson Building is expected to be complete in 2025.

## 50 Years of National Defence and B&M

On Remembrance Day this year we took the opportunity to recognize and commemorate our relationship with Canada’s National Defence and those who serve our nation in uniform.

The men and women of the Canadian Armed Forces continue to serve on land, on or below the surface of the oceans, in the sky, at home, and overseas. For the past 50 years, Black & McDonald has been a leading Defence partner, providing nationwide support and solutions to enhance the efficiency and capacity of our Armed Forces. As the government and Canadian institutions streamline their operations to better serve our nation, Black & McDonald continues to deliver excellence in facilities services.



# A Testament to Resilience: Facilities Management in Hospitals During the Kelowna Fires

This year, with more than 2,000 raging fires engulfing over 1.5 million hectares, British Columbia faced a daunting challenge: how to keep its healthcare facilities running smoothly and safely amid the smoke and ash. The Kelowna fires of 2023 presented significant challenges for the city's healthcare sector.

For Black & McDonald, this meant ensuring that the Kelowna General Hospital and Vernon Jubilee Hospital remained functional, comfortable, efficient, and resilient.

David Frost, B&M's Division Manager overseeing our operations at both hospitals, shares the strategies that his team employed to cope with the unprecedented situation. He explains that right from the onset, air quality became a pivotal focus. "It was hard to breathe," he said, with outside air deteriorating to hazardous levels as smoke and particles from the fires drifted into the city.

To maintain healthy indoor air quality, the B&M team optimized the HVAC systems, ensuring that the filters were changed as needed, that the airflows throughout the buildings were adjusted, and that the outdoor air drawn into the building was minimized, thereby reducing smoke and odour within the facilities.

Another challenge that his team faced was the accumulation of ash and debris on the roofs of the hospitals, which posed a fire hazard. The team regularly patrolled the roofs and hosed off any ash or debris that may have landed there. They also ensured that any loose flashing or potentially flammable material was removed promptly.

Frost emphasized the need for constant monitoring and adaptation, as the situation could change by the hour, depending on the proximity and size of the fires. The B&M team communicated regularly through incident command centres set up to address any questions or concerns and to keep everyone updated on the progress in managing the fires' impact.

With each passing year, the intensity of wildfires is increasing, especially in areas like the Okanagan Valley. Frost said that his team learned some valuable lessons from their experience this year. One of them was the importance of regular supply inventory checks, especially of critical items like air filters, which now form part of the standard preparedness for wildfire threats.

Another was the need for extra planning and coordination to ensure staff availability and mobility as the fires were so severe this time in Kelowna, that they actually closed down major access roads between Kelowna and Vernon hospitals, affecting the staff's ability to reach their workplaces or homes. "We had to find workarounds to ensure that healthcare services were not disrupted," he said.

As we look toward the future, the experience of the Kelowna fires of 2023 serves as a crucial lesson in disaster management for healthcare facilities. Our resilience and adaptability helped keep the lights on in the hospitals, while the city smouldered around them. In a warming world, an effective facilities management team can help navigate the path to recovery.



# Supporting Health and Sustainability at Women's College Hospital

Black & McDonald, as one of the primary facility service providers at Women's College Hospital (WCH), is deeply committed to their mission of sustainably advancing women's health and health equity.

WCH, an outpatient hospital, offers various clinical services such as endocrinology, cardiology, gynecology, and more. The facility was built under the ReNew Ontario 2005-2010 strategic infrastructure renewal initiative, with sustainability as a key design principle to achieve LEED Gold certification for construction.

Black & McDonald is responsible for the maintenance and life cycle renewal of the hospital over a 30-year concession period, as part of the project agreement with the private sector partner. Our Energy and Sustainability Services (ESS) team has been actively engaged in this contract, providing WCH with extensive energy management and monitoring services to help the hospital achieve its decarbonization goals and reduce its greenhouse gas emissions. To make this happen, we've established a utility subcommittee that reviews energy consumption, evaluates operations, and looks for opportunities to improve efficiency in the hospital.

Utilizing energy benchmarking, Black & McDonald helps identify and enact operational efficiencies while exploring investments that can further reduce energy consumption. During energy monitoring, including primary metering of all incoming utilities, B&M also measures data at WCH by reviewing the Building Automation System (BAS) reports to understand how the building's assets are performing.



For instance, B&M can utilize tools to monitor a specific asset or utility and the energy it consumes during certain periods. This allows us to calculate the amount of greenhouse gas emissions generated by WCH. This specific asset insight data leads to investing in bigger capital upgrades. In 2020, for example, we replaced all old electrical bulbs in the parking lots with LED retrofits, generating significant energy savings.

B&M continues to follow the highest standards of safety and compliance at WCH using processes and best practices that eliminate or minimize pollutants and waste to safeguard health, safety, and the environment.

We recently celebrated a major milestone at the Women's College Hospital. We achieved a gain share of more than \$1,000,000 during the first five years of performance.

B&M is proud to be a part of WCH's goal of revolutionizing healthcare for a stronger, more equitable world.

## Welcome to Wire 2.0

Our new and improved Intranet experience, Wire 2.0 is now live, and is your one-stop hub for everything Black & McDonald.

Wire 2.0 is powered by SharePoint Online, making it faster, more secure and user-friendly. Find the latest news and events, forms, documents, policies, collaboration tools and links to all key enterprise platforms on Wire 2.0. You can also customize it with the information that matters to you and access it from any device, whether you are in the office or in the field.

### Three ways to access Wire 2.0:

- **Browser:** Use Chrome or Microsoft Edge to go to [bandm.sharepoint.com/sites/wire](http://bandm.sharepoint.com/sites/wire) on your laptop or desktop.

- **Desktop Teams app:** Click on the Wire icon on the left side of the screen.

- **Mobile Teams app:** Log in with your Black & McDonald username and password and tap on the Wire icon at the bottom of the screen.

We hope you enjoy the dynamic and intuitive user experience with the new Wire 2.0.

If you have any questions or feedback, please contact us at [marketing@blackandmcdonald.com](mailto:marketing@blackandmcdonald.com).

### Corporate Marketing and Communications

# Building Connections at B&M's National HR Conference

This year, the National Human Resources Conference was held from October 23 to 25 at the White Oaks Conference Resort in Niagara-on-the-Lake, Ontario.

The conference brought together more than 30 HR professionals from across B&M's regions including senior leadership such as Logan King (Senior Advisor, HR and Special Services), Denisa Leiba (Vice President, People Resources), and Tom Themelis (Director, Training and Development).

The conference included strategic discussions on:

- Change management
- Employee relations
- Recruiting
- Overview of succession planning
- Compensation and benefits
- Training and development
- Diversity, equity and inclusion (DEI)

Regional strategy presentations and discussions took place as HR partners provided updates on new regional achievements, challenges, and future initiatives.



Attendees also participated in workshops and group activities that explored important topics like situational learning, individual development planning (IDP), and employee value proposition.



*"This conference provided an important opportunity to foster connections amongst our HR teams. We were able to align our efforts and ensure that we continue to support the business and its employees. I had a wonderful experience and am happy to be a part of the B&M team!"*

Swathi Alla, HR Communications Assistant

The conference was a great opportunity for Black & McDonald's HR team to connect, share, and learn from one another and help promote a workplace culture that continues to be productive, engaging, and inclusive.



## Make Development and Growth Your New Year's Resolution

At Black & McDonald, we are committed to employee development, and believe every employee should have the opportunity to develop professionally and grow in their career. A new year is the perfect time for employees to review their achievements and determine how they can grow. As we prepare for the upcoming performance management goal-setting season, all employees should be thinking about how they can continue to develop. This takes time, effort, and planning.

With the B&M individual development planning resources, employees will be able to identify development goals that matter to them personally and professionally, and be able to create their plan and continuously develop and grow in their careers at Black & McDonald. For more information, take our Litmos Individual Development Planning eLearning course or contact your training team at [tdp@blackandmcdonald.com](mailto:tdp@blackandmcdonald.com).

**Training & Development**

# Update on the Mirvish Village Central Utility Plant

It's been five years since the iconic Honest Ed's department store was demolished in favour of the new Mirvish Village redevelopment, featuring five mixed-use residential towers, a park, restaurants, shops, event venues, and multiple restored heritage buildings. As construction winds down and multiple businesses prepare to move in, Black & McDonald looks forward to seeing the fruits of its labours in action.

B&M was contracted by Creative Energy in 2019 to install the Central Utility Plant (CUP) that will soon serve all five residential buildings and power the Mirvish Village district energy system.

Assembly of the CUP—which consists of a Central Heating Plant (BP), Combined Heat and Power Plant (CHP), and Chiller Plant (CP) with rooftop cooling towers—was completed in the fall of 2022, successfully kicking off an exciting new phase for the team.



“Since last November, we’ve been focused on doing plant start-ups and testing, beginning with the boiler and the CHP plants, before moving on to the chiller plant in the early spring,” said Superintendent Vince Capotosto, who oversaw the supervisors, subcontractors, and coordinated the BIM program for both internal design and the combined facility interference design coordination. “Now everything’s up and running, and hopefully soon we’ll bring the consultant in with the owner to do actual BAS testing.”



Capotosto adds that having full control over the CUP and all the utility installation activities—including electrical power, HVAC duct work, BAS controls, and mechanical piping—was beneficial for B&M because it simplified the scheduling, coordination, and execution of those areas, while improving on cost efficiency. “The team we had put together included several of B&M’s best tradespeople which contributed to the overall success of the project,” he said.



The unique system is comprised of a dual-purpose natural gas generator that provides electricity during peak demand periods and adapts to global adjustment (GA) peaks to minimize higher-priced consumption from the grid. Meanwhile, cogeneration provides base-load electrical demand, and the waste heat that dissipates from the engine is captured and used for things like space heating, domestic hot water heating, and ice melting.

When complete, Mirvish Village aims to be one of the most sustainable new developments in Toronto, boasting up to 50 percent lower greenhouse gas emissions than typical buildings. Several B&M divisions provided their multi-trade expertise to the project, with special thanks going to Mario Boragina, Project Manager; Sen Wang, Coordinator; Mike Pietz, Electrical Lead; Richard Sewell, Mechanical Piping Foreman; Jeremy Aquino, Sheet Metal Foreman; Scott Curran, Mechanical Controls BAS Wiring Foreman; and Jim Cooke, who provided sheet metal duct design and detailing.

Congratulations to all involved in this historic project, and especially to Vince Capotosto, who successfully oversaw B&M’s integral role.



# Meet the B&M Centennial Scholars of 2023!

We are pleased to introduce the recipients of our 2023 Scholarship Program.

This year's winners are exceptional students who have demonstrated academic excellence, leadership, community involvement and personal achievements.

Each recipient received \$3,000 to support their education.

Black & McDonald is proud to support them, and we look forward to their success. Please join us in congratulating them and wishing them all the best.

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## Madison Francisco

Daughter of Silvino Francisco,  
Foreman

Southern Ontario Region

Bachelor of Commerce –  
Health Management, Humber College



**Madison is a dedicated honour roll student and active community volunteer with an interest in impacting and improving the healthcare system.**

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## Kerrick Adkins

Son of Michael Adkins,  
Lineman

U.S. Region

Financial Planning,  
Westminster College



**Kerrick is a dedicated student-athlete who also actively participates in finance-related organizations with hopes of working in the financial field in the future.**

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## Caroline Lovei

Daughter of Paul Lovei,  
Carpenter Foreman

British Columbia Region

Criminology,  
Douglas College



**Caroline is passionate about helping people who have suffered tragedies in their lives and hopes to become an RCMP crisis intervention officer one day.**

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## Emilia Pires

Daughter of Dan Pires,  
Project Manager

Bachelor of Science – Nursing,  
Toronto Metropolitan University

Southern Ontario FMO Region



**Emilia volunteers at Sick Kids Hospital and hopes to pursue further education in nursing to achieve her goal of working in pediatric care.**

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## Jazhiel Segura-Monroy

Son of Maria Segura,  
Administrative Assistant

U.S. Region

Electrical & Computer Engineering  
(Honours), University of Texas



**Jazhiel is an accomplished student and CEO of the startup RoadTopSeal, which provides international customers with eco-friendly and non-toxic construction materials.**

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## Madison Langley

Daughter of Chris Langley,  
Department Manager

Southern Ontario Region

Master of Science – Chemistry,  
Queen's University



**Madison works as a research assistant in analytical chemistry and hopes to help the global chemistry community by becoming an expert in her field.**

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# Meet the B&M Centennial Scholars of 2023!

## Lydia Brindley

Daughter of Andrew Brindley,  
Inventory Coordinator

Southern Ontario Region

Law (Senior Status) LLB Honours,  
Queen's University



**Lydia is a first-generation student who is studying law and hopes to become a lawyer to help those in need.**

## Alexander Abbott

Son of Dawn Abbott,  
Payroll Specialist

U.S. Region

Engineering, Missouri University  
of Science and Technology



**Alexander is passionate about engineering and hopes to continue his education in the field with a master's degree.**

## Kya Jackson-Leclair

Daughter of Arlen Eyolfson,  
Estimator

Manitoba Region

Bachelor of Science,  
University of Alberta



**Kya is passionate about living an active lifestyle and helping others in her community by one day becoming a medical doctor.**

## Kacy Ogston

Daughter of Steven Ogston,  
Electrician/HVAC Service Technician

Alberta Region

Costume Design for Cinema and  
Television DEC Program, LaSalle College



**Kacy is a hard-working entrepreneur who is actively involved in giving back to her community and volunteering abroad.**

## Brooklyn Rysavy

Daughter of Nathan Rysavy,  
Project Manager

Saskatchewan Region

College of Kinesiology, Exercise and Sport  
Studies, University of Saskatchewan



**Brooklyn is an active volunteer and aspires to help children in Saskatchewan get involved in physical activity and sports.**

## Alexandra Nicholls

Daughter of Kelly Nicholls,  
Transport Supervisor/Dispatch

Canadian Base Operators

Fitness and Health Promotion,  
Fanshawe College



**Alexandra hopes to support and care for families with loved ones suffering from Alzheimer's by becoming a neurologist.**

## Lucia Sun

Daughter of Karen Sai,  
Senior Business Intelligence Analyst

Corporate Region

Engineering Science,  
University of Toronto



**Lucia wants to pursue a career in STEM where she hopes to advance the field and contribute to the development of innovative solutions that address pressing global challenges.**

## Isabelle Lawson

Daughter of Mark Lawson,  
Gas Technician

Atlantic Region

Bachelor of Business Administration,  
St. Francis Xavier University



**Isabelle is a committed student-athlete with an impressive portfolio of experiences, including her leadership roles in student council.**

# Meet the B&M Centennial Scholars of 2023!

## Hailey Young

Daughter of Angela Young,  
Cleaner

Northern Ontario Region

Criminal Justice and Public Policy,  
University of Guelph



**Hailey is an honour roll student and exceptional athlete with hopes of working in law enforcement to give back to the community by serving and protecting.**

## Alexander Manley

Son of Christina Manley,  
Project Supervisor

Canadian Base Operators

Bachelor of Science (Honours),  
Nursing, Georgian College



**Alexander is a medical first responder volunteer and plans to continue his education as a paramedic with the ultimate goal of providing medical care in remote areas.**

## Christopher Mino

Son of Brian Mino,  
Regional Controller

Southwest Ontario Region

Computer Game Programming,  
Brock University



**Christopher Mino is an exemplary student and active community volunteer who is passionate about computer game programming.**

## Molly Gulliver

Daughter of Ron Gulliver,  
Project Manager

Roberts Onsite

Child and Youth Studies (Honours) and  
Bachelor of Education, Brock University



**Molly hopes to one day become a kindergarten teacher who makes her students feel supported and valued as a part of the classroom family.**

## Abby Russell

Daughter of Deanna Russell,  
Accountant

Atlantic Region

Human Kinetics Program,  
St. Francis Xavier University



**Abby Russell is a dedicated student who wants to work in the healthcare field so she can help others during challenging times.**



**Black & McDonald  
Centennial Scholarships**

### **Mackenzie Mamers**

Daughter of Erik Mamers,  
Construction Manager, Darlington

Power Generation Region

Bachelor of Arts (Honours),  
Philosophy, Queen's University



**Mackenzie is a committed student, athlete, and volunteer who prides herself on putting other people's needs ahead of her own.**

### **Sydney Dean**

Daughter of John Dean,  
Senior HSE Advisor

U.S. Region

Community and Behavioral Health,  
SUNY Polytechnic Institute



**Sydney is enthusiastic about education and community service and aspires to one day become a social worker or case manager in her community.**

## **HSE: A Year Behind, A Year Ahead!**

Each year during the summer months, the Corporate HSE team and key members of our Regional HSE teams gather for a strategic planning session to identify our HSE focus areas for the upcoming fiscal year. It allows us the opportunity to review where we've come, what remains a strategic focus and what changes need to be made to ensure we progress our HSE management system and culture forward.

At the start of every strategic planning session, we begin by reviewing and affirming our foundational principles: our HSE vision and mission statements.

Our HSE vision statement is the foundation of our HSE management system, our beliefs, and just our way of doing business, and that is "Nobody Gets Hurt. Today or Tomorrow."

Our mission statement is, "To educate and support workplace stakeholders in promoting an incident-free work environment."

After reviewing key internal and external trends that impact how we plan and execute our HSE initiatives, we then identify our strategic focus areas for the year ahead. For fiscal 2024, we have identified five key strategic initiatives that each have specific, measurable, achievable, realistic, and timely action items.

**1. Technology:** This initiative includes a focus on continued optimization of our HSE digital management platform, eCompliance. It also includes ongoing investigation into emerging technology in the HSE field.

**2. Subcontractor Management:** With a focus beyond the prequalification stage, this initiative will focus on how we onboard, monitor, verify, and evaluate our subcontractors. A complete lifecycle approach in subcontractor management.

**3. HSE Talent Management:** Creating and maintaining a strong HSE culture and producing consistent results requires top-performing HSE professionals. Developing the talent of our HSE staff internally benefits both the individual and the organization.

**4. Fleet and Driver Safety:** Our fleet is expanding each year, and traffic collisions pose a significant risk to the business. This initiative will focus on driver training, onboarding, and fleet safety management to ensure the safe operation of our motor vehicles, and our drivers.

**5. HSE Data and Analytics:** Linked to our technology initiative, we will focus on how we use the data within eCompliance to effect change. Development of AI-based predictive modelling HSE dashboards will help us identify key trends and focus areas for incident prevention. We will also focus on quality over quantity in the completion and evaluation of our leading indicators, and establish clarity and processes for low vs. high potential near-miss incidents and investigations.



### **Health, Safety and Environment**

# A New Affiliate, A New Vision: IGS Steps into the Spotlight



On October 25, 2023, Black & McDonald hosted a special event to celebrate the launch of Infinity Generation Services (IGS), a certified woman-owned and Indigenous-owned full-service electrical contractor that specializes in power generation, transmission, and distribution projects. IGS is led by Dayna Pavich, a proud Métis woman.

The event welcomed around 100 people from organizations such as Bruce Power, Ontario Power Generation, Framatome, BD Power, EPSCA, LiUNA, Millwrights of Ontario, alongside Black & McDonald employees, clients, partners, and community members.

The attendees enjoyed a variety of Indigenous art, food, music, and dance, as well as inspiring speeches from IGS and Black & McDonald leaders and representatives.

Some of the Indigenous vendors on site included the Ishkōdé Indigenous Art Collective, and Candace's Catering, which provided scones and frybread with maple butter and blueberry sauce, as well as fresh strawberry juice (traditional Indigenous foods).

Auriele Diotte from Olivine Bousquet Métis Dancers, performed the Red River Jig and provided an interactive session, encouraging everyone to perform the lazy jig dance.



The event ended with All Our Relations Drum Circle, who shared songs and invited the audience to join in on hand drums. This women's drum circle consists of Métis, Indigenous, and non-Indigenous allies and they run under the auspices of the Oshawa and Durham Region Métis Council.



The event was a great success and a testament to the strong relationship between Black & McDonald and IGS, as well as our commitment to diversity, equity, inclusion, and reconciliation.

To learn more about IGS, visit [igsi.ca](https://igsi.ca)



## Winning Big at the VRCA 2023 Awards

This year, we had a fantastic time at the Vancouver Regional Construction Association 2023 Awards of Excellence. Black & McDonald took home a Gold Award in the Mechanical Contractors – \$1 Million to \$5 Million category. This was for our work on the Lions Gate Hospital – High Acuity Unit renovation.

B&M was the mechanical contractor for the Level 2 High Acuity Unit renovation. This involved 12 patient rooms and 11 support rooms including utility rooms, consulting rooms, and nurses' stations.

The mechanical scope of work involved the installation of a new custom air-handling unit complete with steam humidification and an airflow distribution system, the replacement of plumbing and medical gas services, and upgrades to the fire protection system.

The project had its fair share of challenges too. The B&M team discovered that the proposed steam humidification system design was insufficient and needed modification. Our team stepped up to propose and design a new system that suited the current site conditions. This move saved us from a lengthy project delay.

B&M also successfully worked around the highly sensitive environment of the High Acuity Unit as it required a complex airflow system to maintain negative air pressure within the patient rooms via a series of airlocks from the hallway to the anteroom.

During the demolition phase, there were several structural cross-bracings that interfered with the proposed HVAC duct system design. Working alongside the structural consultant, B&M successfully proposed and implemented a new design to eliminate the cross-bracing in these areas, replacing them with new top and bottom braces and angle brackets. This created enough space for the new duct work.

Most importantly, B&M completed the project with an outstanding safety record of 0 lost-time incidents and 0 first-aid incidents.

The Lions Gate Hospital – High Acuity Unit Renovation project was a great success. But that wasn't all we celebrated at the VCRA.

B&M also won a Silver Award for our work at Mount Saint Joseph Hospital, where we were the primary mechanical and electrical contractor for Phase 3 of the greenhouse gas (GHG) reduction project. A special congratulations to all the project leaders, crew, and support staff for their dedication and hard work.



## Black & McDonald Partners with Canadian Centre for Diversity and Inclusion (CCDI)

Black & McDonald is committed to advancing diversity within our company and cultivating an equitable and inclusive workplace culture. We aim to empower all individuals to fully participate, reach their potential, and contribute to the success and well-being of the Black & McDonald community. We hope to inspire others to do what is right for them—so that together we can accelerate progress toward equity for all.

Black & McDonald's DEI Framework provides a strategic view of DEI and is driven by a continued commitment from leadership. Training and development are essential components of our DEI

framework, aimed at fostering awareness, understanding, and behaviour change.

B&M is proud to share that we have partnered with CCDI, the go-to partner for Canadian organizations looking to create inclusive, diverse, equitable, and accessible workspaces. The award-winning resources offered by CCDI provide practical skills and knowledge to drive our diversity, equity, and inclusion initiatives forward.

### Corporate People Resources

# Black & McDonald Supports the Canadian Museum of Nature

Nestled in the heart of downtown Ottawa, the Canadian Museum of Nature (CMN) is more than just a museum. Housed in a historic castle-like building, it is brimming with vibrant, multi-layered exhibits curated by world-renowned scientists and innovative museum professionals.

This year, Black & McDonald was proud to support the Open House 2023 at the Natural Heritage Campus. Our contributions helped the museum host this popular annual event, which aims to raise awareness about the importance of collecting and protecting our natural treasures. It was a unique opportunity for families to visit an otherwise inaccessible research centre and meet with the CMN's scientific staff. Over 2,200 participants enjoyed this educational experience free of charge, making science accessible and inclusive for all.

*“Support from Black & McDonald enabled the museum to open the doors to Canada’s natural history collection, exposing the public to a world of wonder and knowledge ‘behind the scenes’ at the museum. Through the event, the museum’s science staff nurtured the interests and curiosity of countless young (and not so young) minds, illuminating their paths towards a passion for the natural world and careers in nature, conservation, and science. Thank you for helping us cultivate the stewards of our planet’s future.”*

Jeff Saarela, Vice-President, Research and Collections

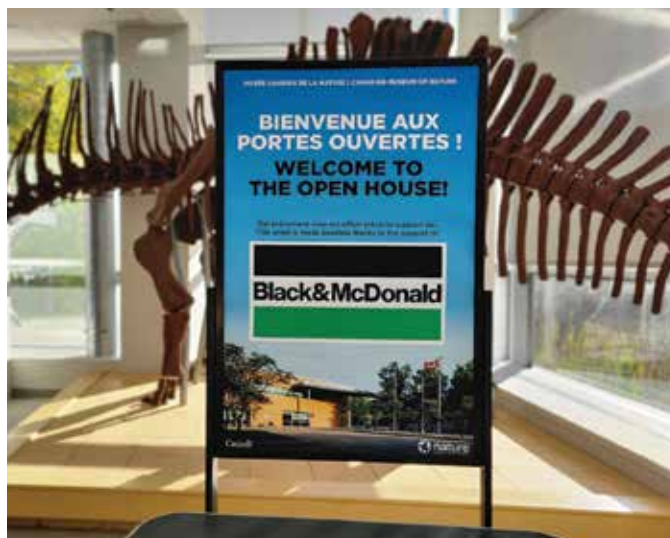
B&M was proud to sponsor the event at the \$10,000 level.

The CMN is a national leader and global influencer, dedicated to spreading knowledge about Canada’s natural heritage. They’ve curated a space to help Canadians connect and understand nature, working alongside national resource experts, researchers, and collections experts. The facilities’ operating conditions are critical due to the contents of their natural history collection. Black & McDonald is proud to offer our integrated facility services to maintain the CMN’s complex facility environment.

*“Black & McDonald demonstrates experience, expertise and commitment in meeting our needs, on top of maintaining positive relationships and driving innovation.”*

Martin Leclerc, Director, Corporate Services, Facilities and Protection, Canadian Museum of Nature

Black & McDonald is proud to be a part of the CMN’s journey to create and deliver inspiring connections with nature through engaging and impactful programs.



# Honouring Truth and Reconciliation at Black & McDonald

National Day for Truth and Reconciliation (NDTR) honours the children who never returned home from residential schools, survivors, as well as their families and communities. Black & McDonald commemorated the day with our offices across Canada organizing various events and activities. This included Indigenous awareness training sessions, and organization-wide recognition of Orange Shirt Day.

At the CVD and Pullman offices, staff gathered to hear Chris Trainor from Morningstar share his story and connection to his Indigenous roots. Our fundraising efforts also raised several thousand dollars in support of True North Aid.

Please visit the Wire to review B&M's full statement on our commitment to Indigenous Peoples.



# ORDER BOOK

## ALBERTA

**Alberta Infrastructure**  
BMCS replacement  
Alberta Electrical & Controls

**University of Calgary –  
Math Science Building**  
Heating system retrofit  
Alberta Construction M&E

**City of Calgary Anderson LRT  
Garage**  
MUA/RTU upgrades  
Alberta Construction M&E

**Mammoet**  
BMCS replacement  
Alberta Electrical & Controls

**POWER GENERATION REGION  
Pickering Nuclear Generating Station**  
Accessible area ACU upgrades  
Screenhouse 5 overhaul

**Darlington Nuclear Generating  
Station**  
Construction project support services  
Modifications for U3 turbine spare rotor  
Installation of ACUs - Darlington Waste  
Management Facility

**Cameco**  
Freight elevators, site inspections and  
conditions report

**QUEBEC  
IKEA**  
Fire garage door & motor replacement

**JTI Macdonald**  
1X Replacement of drainage systems

**L'Oréal**  
Rooftop replacement 30T

**Nissan Canada**  
4 X rooftop replacement 10T

**Jean-Coutu**  
3 X rooftop replacement 15T

**Air Canada**  
3 X rooftop replacement 15T

**Shindler Canada**  
2 X level 2 charger 80A

**Liftov**  
1X level 2 charger 48A

**PIERRE BROSSARD DIVISION  
St-Hubert Space Centre**  
Spatial Centre lighting

**City of D.D.O.**  
Municipal lighting

**City of Boucherville**  
Traffic lights

**Coffrage Alliance**  
Electrical work traffic lights

**NA30**  
Traffic sign work

**Alstom**  
Electrical work La Pocatière

**SOUTHWESTERN ONTARIO  
Genes Realty**  
Multiple rooftop unit replacements  
SMJ 4339

**Fabris**  
Mechanical for reroofing  
SMJ 4339

**Schlegel Villages Wentworth Heights**  
Rooftop unit replacement  
SMJ 4339

**Treehouse Ogden**  
Oven assessment  
SMJ 4339

**CGC Hagersville**  
M5/C2 gas line relocations  
SMJ 4339

**Nova Chemicals, Sarnia**  
Phase II & III abatement projects  
4302 Construction

**Town of Orillia**  
Rotary Place – refrigeration plant  
replacement  
4343 Refrigeration

**City of Mississauga**  
Tomken Arena – refrigeration  
plant replacement  
4343 Refrigeration

**City of Mississauga**  
Paul Coffey Arena – refrigeration  
plant replacement  
4343 Refrigeration

**Morningstar Services**  
DCC Prevost – roof replacement  
4341 London Electrical

**Morningstar Services**  
DCC Wolseley – HVAC upgrades  
4341 London Electrical

**Halton District School Board**  
Silver Creek Public School, boiler  
replacement project  
4340 Hamilton Plumbing Service

**Halton District School Board**  
Florence Meares Public School, boiler  
replacement project  
4340 Hamilton Plumbing Service

**Silver Spire Church**  
Boiler replacement project  
4340 Hamilton Plumbing Service

**Approved Cold Storage**  
Condenser replacement project  
4343 Refrigeration

**Grimsby Ford**  
EV charging infrastructure project  
4340 Hamilton Electrical Service

**City of Port Colborne**  
Refrigeration  
SWO, Stoney Creek

**Lafarge Canada**  
HVAC & boilers  
SWO, Stoney Creek

**Hammond Manufacturing**  
Combustion  
SWO, Stoney Creek

**Superior Metal Finishing**  
HVAC & combustion  
SWO, London

**Larlyn Property Management**  
HVAC  
SWO, London

**Chatham Kent Public Utilities**  
HVAC  
SWO, London

**MSSC**  
ESA  
SWO, London

**NORTHERN ONTARIO  
City of Cornwall**  
Preventative & response maintenance  
Division: NOR Streetlight

**City of Cornwall**  
Capital upgrades & preplanned works  
Division: NOR Streetlight

**City of Belleville**  
Pole lighting upgrades  
Division: NOR Utilities

**TA Andre & Sons Ontario Limited**  
Replace roof drains and remove,  
reinstate louvres  
Division: NOR Mechanical

**K Mulrooney Trucking Ltd**  
Installation of conduits, handholes and  
streetlight poles  
Division: NOR Utilities

**Green Infrastructure Partners**  
Removals, temporary intersections,  
traffic signals and streetlighting  
Division: NOR Utilities

**Envari**  
Streetlighting underground locates  
Division: NOR Streetlight

**BGIS**  
Replace isolation and control valves, flow  
meters and variable frequency drives  
Division: NOR Mechanical

**Department of Foreign Affairs**  
Fire alarm project  
Division: NOR Electrical

**R.W. Tomilson Limited**  
Install infrastructure and wire for new  
streetlight and traffic plant  
Division: NOR Utilities

**R.W. Tomilson Limited**  
Winchester lagoon upgrades  
Division: NOR Mechanical

**City of Ottawa**  
Generator replacements  
Division: NOR Electrical

**R.W. Tomilson Limited**  
Pull cable  
Division: NOR Utilities

**BGIS**  
Replace 2 Chilled water valves  
Division: NOR Mechanical

**Thomas Cavanaugh Construction  
Limited**  
Electrical upgrades  
Division: NOR Electrical

**MTO**  
Maintain PVMS within Ottawa Region  
Division: NOR Utilities

**Cornwall Gravel Co. Ltd.**  
Installation of streetlights and  
traffic plant  
Division: NOR Utilities

**Ministry of Transportation**  
Supply and install new airfield  
lighting equipment  
Division: NOR Utilities

**Kiewit/ Erovio/ Vinci Ottawa  
Partnership**  
Supply and install of conduits  
and duct banks  
Division: NOR Utilities

**R.W. Tomilson Limited**  
Upgrade airfield electrical and lighting  
Division: NOR Utilities

**Cornwall Gravel Co. Ltd.**  
Install loops and civil upgrades  
Division: NOR Utilities

**Defence Construction Limited**  
Underground conduit and cabling,  
distribution panels and pads  
Division: NOR Utilities



## ORDER BOOK

**Ontario Power Generation Inc.**  
PA system design and replacements  
Division: NOR Electrical

**City of Ottawa**  
Upgrade structural steel, replace  
AHUs and EFS  
Division: NOR Mechanical

**R.W. Tomilson Limited**  
Installation of temp and permanent  
lighting, removal of existing electrical  
components  
Division: NOR Utilities

## NEW EMPLOYEES

### ALBERTA

**Tyler Mole**, Journeyman Plumber  
**Garett Johnson**, Journeyman  
Electrician  
**Gary Johnson**, Labourer  
**Harpreet Singh**, Journeyman  
HVAC Technician  
**Trevor Boyle**, Apprentice  
HVAC Technician  
**Rodney Goluk**, Building Operator  
**Carla Anderson**, Service Administrator  
**Brian Jassman**, Project Manager  
**Chris Smart**, Journeyman  
HVAC Technician  
**Wayne Callihoo**, Project Manager  
**Russ Machala**, Journeyman Electrician  
**Marlon Mcguire**, Apprentice  
HVAC Technician  
**Andrew Willett**, Project Coordinator  
**Cam McMillan**, Project Manager  
**George Burton**, Lead Hand  
**Xu Ye**, Project Coordinator  
**Troy Coward**, Project Coordinator

### ATLANTIC

**Charles Martin**, Senior Project Manager  
**Michaela Britten**, Project Administrator  
**Adam Chow**, Project Manager  
**Matthew Boss**, Project Manager  
**Erica Fewer**, HSE Advisor  
**Kristyn Davidson**, Estimator/  
Coordinator  
**Taryn Brownell**, Service Coordinator  
**Andrew Kingston**, Project  
Coordinator/Estimator  
**Marsha Naugler**, Project Administrator  
**Tyler Strong**, Estimator/Project  
Manager  
**Abdullah Alsaad**, Project Coordinator

### BRITISH COLUMBIA

**Sadie Tinling**, Service Administrator  
**Matthew O'Sullivan**, Senior Project  
Coordinator  
**Steven Kajic**, Building Operator/  
Plumber  
**Eric Parr**, Apprentice Plumber  
**Michel Cleroux**, Labourer  
**Don MacGregor**, Building Operator  
**Clint Bright**, Building Operator

## NEW EMPLOYEES

**Melissa Powell**, Building Operator  
**William Keith**, Building Operator  
**Ryley Olsen**, Zone Mechanic  
**Corey Myles**, HVAC Technician  
**Freddy Ishmail**, Electrician  
**Ryan Matheson**, Building Operator  
**Chris Chambers**, Project Manager

### POWER GENERATION REGION

**Arsalan Ali**, Project Manager  
**Kazeem Balogum**, Project Controls  
Cost & Schedule Analyst  
**Christopher Franklin**, Estimator  
**Vanneta Gaffar**, Job Block and  
Timesheet Administrator  
**Yanira Gallegos**, Nuclear Buyer  
**John Gourgouvelis**, Project Manager  
**Hamzah Haddad**, Project Coordinator  
**Melissa Hall**, Job Clock &  
Timesheet Administrator  
**Lynda Johnson**, Job Clock &  
Timesheet Administrator  
**Chantelle Mahoney**, HSE/HOP  
Coordinator  
**Geetansh Malhotra**, Project  
Coordinator  
**Umang Patel**, Modification Team Lead

### QUEBEC

**Carlos Malaspina**, Senior Planner,  
Construction  
**Karima Poonja**, Payroll Administrator  
**Doina Garabisca**, HR Generalist  
**Luc Lafleur**, Electrical Coordinator  
**Stéphane Héroux**, Project Manager  
**Paul Grenier**, Project Controls Manager  
**Pierre Pascal Hourcade**, Carpenter  
**Imad Khoury**, Pre-Commissioning  
Manager

### PIERRE BROSSARD DIVISION

**Sébastien Marcoux**, Senior Project  
Manager

### SOUTHERN ONTARIO

**Stephanie Zehtabi**, Administrative  
Assistant  
**Becca Diepman**, General Helper  
**Michael Haddad**, Project Coordinator  
**Priscilla Tan**, Analyst  
**Bennet Reigon**, Project Coordinator  
**Gurpreet Kaur**, Billing Coordinator  
**Jimmy Liang**, Estimator  
**Ali Avaei**, Senior Project Coordinator  
**Shawn Adams**, Project Coordinator  
**Sam Zhou**, S&C Lead Testman  
**Mary Land**, Administrator  
**Brian Sousa**, Project Manager  
**Saba Sadeghian**, REVIT Detailer  
**Kevin Au**, Coordinator  
**Md Marufur Rahman**, Coordinator  
**Marlon McKinnon**, Project Coordinator  
**Muhammad Moiz Uddin**, Technical  
Services Technician  
**Aadil Ali**, Technical Services Technician  
**Stacey Coccimiglio**, Administrator  
**Mahnaaz Ali**, Administrator  
**Alejandro Rodriguez**, Estimator

**Firas Abassi**, Project Coordinator  
**Carson Sabo**, Yard Worker  
**Malek Alsalti**, Project Coordinator  
**Kathy Dresser**, Coordinator  
**Shora Dorkeshideh**, Project  
Coordinator  
**Connor Welsh**, Analyst  
**Ferdie Reyes**, Specialist  
**Luis Landa**, Project Manager  
**Alexianna Hewitt**, Administrative  
Assistant  
**Sahil Khan**, Coordinator  
**Jose Mariya John**, Project Coordinator  
**Arjun Sivaratnam**, Streetlight  
Coordinator  
**Nick Stuckless**, General Helper  
**Aquif Toor**, Coordinator  
**Vishal Sudhalkar**, Coordinator  
**Taylor Mackenzie**, Analyst  
**Anil Jacob**, Department Manager  
**Steve DiGiovanni**, Estimator  
**Vish Prajapati**, Project Manager  
**Cheech Cicione**, General Helper  
**Diego Grado**, Advisor  
**Kyle Brennan**, Project Manager  
**Alireza Ghamari**, Estimator  
**Sidney Sidney-Moka**, Specialist  
**Crystal George**, Project Coordinator  
**Adam Forster**, General Helper  
**Savannah Williams**, Coordinator  
**Farshad Valaei**, Coordinator  
**Akbar Khoshakhlagh**, Coordinator  
**Sumit George**, Project Coordinator  
**Nisha Soni**, Distribution System  
Designer/Draftperson  
**Alazar Shifaw**, Data Entry Clerk  
**Tashana Warburton**, Data Entry Clerk  
**Jeswin Geevarughese**, Project  
Manager  
**Tanvi Shah**, Junior Project Coordinator  
**Melika Ghadrnan**, Junior Project  
Coordinator  
**Christopher Milling**, Utility Locator  
**Robin Allen**, Supervisor  
**Robert Bromley**, Track Protection  
Specialist  
**Sanjay Ajith John**, Junior Project  
Coordinator

### NEUS

**Jobin Geevarughese**, Project Manager  
**Gabriel Sanchez**, Construction  
Manager  
**Jean Shoff**, Project Coordinator  
**Joao Domingos**, Project Manager  
**Laytacher Johnson**, Site HSE Advisor  
**Lisa Lavender**, Project Coordinator  
**Willie Banks**, Site HSE Advisor

### SOUTHWESTERN ONTARIO

**Kale Anderson**, Facilities Coordinator  
**Michael Delaney**, Business  
Development Representative  
**Marino Favretto**, Business  
Development Representative  
**Aonna Han**, Administrator  
**Olivier Levesque**, Bilingual  
Customer Service

**Adam Mair**, Business Development  
Representative  
**Vidushi Mehta**, Southwest Ontario  
FMO Administrator  
**Jason Price**, Facilities Coordinator  
**Mark Woodman**, London Service  
Coordinator  
**Ethan Buckle**, HVAC Maintenance  
Mechanic  
**Bryan Morris**, HVAC Technician  
**Paul Mason**, HVAC Technician  
**John Spice**, Electrician  
**Patrick Allain**, HVAC Technician  
**Cody MacKinnon**, HVAC Technician  
**Garrett Vanheeswyk**, HVAC Technician  
**Bradley Spooner**, HVAC Maintenance  
Mechanic  
**Peter Turner**, Plumber  
**Murray Jantzi**, HVAC Technician  
**Bradley Adamache**, Electrician  
**Nick Maccarone**, Electrician

### NORTHERN ONTARIO

**Thirumal Vijai Ambika**  
**Dhandayuthapani**, Administrator, ESAP  
**Steve Ouellet**, Superintendent, ESAP  
**Kate Nielson**, HR Administrator, NOR  
**Curtis Brontmire**, Coordinator,  
NOR Service  
**Kathryn Wolfe**, Project Coordinator,  
NOR Service  
**Amy Knight**, Administrator, NOR FMO  
**Tatiana Cordon**, Administrator,  
NOR FMO  
**Cesar Ampueda Silva**, Project  
Coordinator, ESAP  
**Daniel Desjardins**, Building Operator  
Manager, NOR FMO  
**Gregory Crompton**, Project  
Coordinator, NOR Electrical  
**Aiden Haddad**, Project Coordinator,  
ESAP  
**Joseph Hale**, Administrator, ESAP  
**Vesela Denova**, Administrator, NOR  
**Connor Miller**, Analyst, NOR Service  
**Maria Hatzopoulos**, HR Generalist,  
NOR  
**Yves Belair**, Operations Manager,  
NOR Service  
**Geoff Denstedt**, Manager  
**Juliana Santos Wagner**, Project  
Coordinator  
**Shaun Thrasher**, Advisor  
**Adeniyi Ayinde**, Project Coordinator  
**Jianing Zhao**, Coordinator  
**Randy McLean**, Manager  
**Yang Tae Rang Yang**, Analyst  
**Bridget Truchon**, Administrator  
**Leslie Mallon**, Supervisor

### CORPORATE OFFICE

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

### US REGION

**Shannon Lamar**, Administrator  
**Chad Ambrose**, General Manager  
**Joseph Grieme**, Project Manager

## NEW EMPLOYEES

**Bryan Carter**, Project Manager  
**Rachel Nienstedt**, Human Resources Asst.  
**Christina Gray**, Project Admin.  
**Heidi Galliegos**, Project Admin.  
**Monica Story**, Administrator  
**Ryan Pauley**, Procurement Admin.  
**Sean McClintock**, Fleet Analyst  
**Terry Lorton**, Fleet Supervisor  
**Leticia Blount**, Designer  
**Rose Combs**, Engineering Technician  
**Natasha Milberger**, Process Controls  
**Michele Welch**, Payroll Specialist  
**John Brigman**, 3D Engineering Technician  
**Alex Keithley**, Engineering Technician  
**Michael Oman**, Meter Reader  
**Tim Collins**, Shipper/Receiver  
**Steven Lamb**, Engineering Technician  
**Johnathan Roark**, GIS Technician

### SOFMO, CSG AND BMR REGIONS

**Nathan Vitez**, Plumber  
**Rob Norris**, Building Operator  
**JR Newlands**, Plumber  
**Adam Nesbit**, Building Operator  
**Jacob Moncada**, Plumber  
**Ravi Nalassamy**, Building Operator  
**Alex Masterton**, Building Operator  
**Shane Noble**, Building Operator  
**Martin Kulpinski**, HVAC Technician  
**Robert Pratt**, Electrician  
**Ratnam Harivandanbhai Bhatt**, Building Operator  
**Sibin Sajith**, General Maintenance Worker  
**Jessica Evans**, HVAC Technician  
**Amal Hari Cheriyaathu Madhu**, Building Operator

**Jacob Jago**, HVAC Technician  
**Subin Benny**, Building Operator  
**Paul Hang**, Building Operator  
**Digpalsinh Gohil**, Engineer  
**Sean Doyle**, Plumber  
**Wilfred Deterville**, Building Operator  
**Nick Schickler**, Building Operator  
**Dharmeshbhai Nakarani**, Engineer  
**Paul Anderson**, Plumber  
**Ralph Dingcong**, Maintenance Mechanic  
**Shane Wheatley**, Engineer  
**Martin Povazan**, Building Operator  
**Justin Rama**, Building Operator  
**Mike Kibble**, HVAC Technician  
**Sargon Salivo**, Plumber  
**Emmanuel Hagan**, Plumber  
**Thomas Mastrangelo**, HVAC Technician  
**Rene Velasco**, Building Operator  
**Darren Cullum**, Plumber  
**Shah Sadeque**, Building Operator  
**Jamie Liebeck**, Parts & Service Coordinator  
**Geoffrey Gray**, Coordinator  
**Angel Wen**, Administrator  
**Socrates Furtado**, Chief Operating Engineer  
**Dalton McCron**, Billing Analyst  
**Varun Nanda**, Network Technician  
**Kellie Simmons**, Operations Manager  
**Munish Sharma**, Network Technician  
**Heather Blair**, Site Administrator  
**Erika Poon**, HR Coordinator  
**Percy Gallegos**, Project Manager  
**Harry Georgopoulos**, Project Coordinator  
**Deon Perera**, Project Supervisor  
**Crystal Qi**, Analyst  
**Eva Sharma**, Contract Administrator

**Aruna Ajit Kumar Rajinidevi**, Project Manager  
**Karen Crellin**, Billing Analyst  
**Christine Genge**, Administrator, Client Services  
**Craig Adamson**, Facility Supervisor  
**Anthony Bernard**, Environmental Services Supervisor  
**Kiranjot Kaur**, Security Administrator  
**Aruna Ajit Kumar Rajinidevi**, Facility Manager  
**Angela Mui**, HR Systems Lead  
**Andrea Wood**, Billing Administrator - National Accounts  
**Heather Brown**, HSE Coordinator  
**Albit Saji**, Facility Coordinator  
**Shannon Judge**, Project Manager  
**Lateen Reddicks**, Analyst  
**Amanda Refearo**, Business Development Representative  
**Liam Watlington**, Facility Supervisor  
**Amita Nagir**, Accounts Payable Solutions Team Lead  
**Pooja Sharma**, Business Development Communications Coordinator  
**Akanksha Shrivastava**, JDE Analyst/ Developer  
**Becca McDonald**, Project Coordinator  
**Fazan Baig**, Counsel  
**Moraci Ribeiro de Oliveira**, Service Desk Analyst  
**David Miniaci**, Counsel  
**Harshal Vasavada**, Senior Analyst, Finance Shared Services  
**Corrie Norwood**, Corporate Fleet Specialist  
**Cheyenne Chan**, Administrator  
**Ryan Wong**, Endpoint Technical Specialist  
**Tiffany Bui**, Specialist

**Juliette Karanganwa**, Representative  
**Joey Caron**, Bilingual - Centralized Call Centre Representative  
**Elle Green Gabrielse**, Proposal Specialist  
**Karima Poonja**, Payroll Administrator  
**Adriana Medeiros**, Intern - Finance  
**Angela Balongi**, Bilingual - Centralized Call Centre Representative  
**Andy Tan**, Category Manager  
**Sammy Alroub**, Legal Counsel  
**Rishi Dhawan**, Project Manager - Level 1  
**Emad Hanna Alla**, Counsel  
**Swathi Alla**, HR Communications Assistant  
**Blessy Paul**, Centralized Call Centre Representative  
**Dulce Alaan**, Centralized Call Centre Representative  
**Pedro Fernandez**, Centralized Call Centre Representative  
**Kavya Uppu**, Analyst  
**Liliana Albastroui**, Office Administrator/Receptionist  
**Chirag Maheshwari**, JD Edwards Architect  
**Sara Munroe**, Centralized Call Centre Representative  
**Chloe Nguyen**, Representative  
**Harshal Vasavada**, Senior Analyst, Finance Shared Services  
**Christine Sahadeo**, Coordinator  
**Ryan Schnoflak**, Category Manager  
**Liliana Composeo**, Specialist  
**Lucina Choi**, Accounts Payable Specialist

## SERVICE AWARDS

### ALBERTA

**10 Years**  
 Bruce Cornyn  
 Jay Raval  
 Ramon Yam  
 Robin Houlihan  
**5 Years**  
 Ben Kovacs  
 Glenn Willing  
 Jade Termul  
 Mike Hurley  
 Mike Thompson  
 Rene Soriano  
 Rob Teasdale  
 Terry Elliott

### ATLANTIC

**35 Years**  
 Nancy Sawler  
 Brian Travis  
 Lester Buckland  
 Troy Nauss

Kevin Mattie  
 Patrick Murray  
**30 Years**  
 Blair Nickerson  
**25 Years**  
 Trevor McEachern  
**20 Years**  
 Sandy Harris  
**15 Years**  
 Yvette White  
 Shawn Davis  
 Jonathan Hobson  
 Mike Mattie  
 Wade McConnell  
 Ryan Urquhart  
 Hans Wissink  
 Ryan Smith  
 Matthew Dalton  
 Bradley Collins  
**10 Years**  
 Kerri Clarke  
 Shane Naugle

Jason Spital  
 Frederik Bernard  
 Thomas Leblanc  
 Keith Blaxland  
 Adam O'Handley  
 Ryan Robertson  
 Luc Hache  
 Mark Lawson  
 Lee Power  
 Paul Pettipas  
 Tim Power  
 Reggie Stephen  
 Tony Bigelow  
 Brett Spicer  
**5 Years**  
 Corey Alcock  
 Jonathan Bartlett  
 Alexandre Belliveau  
 Pierre Comeau  
 Bailey Countway  
 Patrick Cross  
 George Groves

Nicholas Healey  
 Terry Jackson  
 Corey Jollimore  
 Chris Livingston  
 Mark Livingston  
 Gerald Morrissey  
 Gary Neil  
 Lee Spares  
 Mitchell Urquhart  
 Cameron Thompson  
 John Durant

### BRITISH COLUMBIA

**30 Years**  
 Lorraine Magcal  
**15 Years**  
 Edi Susak  
 Nancy Gilker  
 Dave McKendrick  
 Tony Palmer  
 Brad Barrie

Annette Richards  
 Kim Arend  
**10 Years**  
 Steve Darby  
 Quentin Ho Sui  
 Chris Mahadeo  
 Janice McDonald  
 Cyle Brandon  
 April Fox  
 Jose Custodio  
 Michelle Harwood  
 Matt Zmud  
**5 Years**  
 Cameron Whittemore  
 Leif Smith  
 Matt Miller  
 Dexter Fernels  
 Olena Zakharchenko  
 Kristopher Flintoff  
 Tyler Gill  
 Junaries Van Dun  
 Spencer Holderness

Kris Mezynski  
 Carson Warner  
 Curtis Cole  
 Darragh Joyce  
 James Han  
 Jatinder Sandhu

### WESTERN UTILITY

**10 Years**  
 Kevin Friesen  
**5 Years**  
 Douglas Krock  
 Cong Huang  
 Tony George  
 Amandeep Singh  
 Trevor Williams  
 Gurjeet Panesar  
 Paul Collins

### QUEBEC

**25 Years**  
 Dominique Anctil

## SERVICE AWARDS

### PIERRE BROSSARD LTÉE.

**5 Years**  
Veronique Torre  
Gabriel Bastille  
Frédéric Bourgoin  
Mathieu Danieli  
Nicolas Duchesne  
Andy Gilbert  
Samuel Marceau  
Danny Turcotte Laurin

### POWER GENERATION REGION

**20 Years**  
April Jackson  
**15 Years**  
Paul Tennant  
**10 Years**  
Scott Martin  
Martyn Ash  
David Bailey  
Sean Bargent  
Jeffrey Bolton  
Sarah Haw  
Dirk Kuehne  
Marco Mascherin  
Joey Warminger  
Scott Blakeman  
Victor Turecki  
Graham Richards  
**5 Years**  
Joshua Brooks  
Andrea Coulson  
Calvin Verheyen  
Matthew Whitell-Muise  
Cory Mattson  
Tristan Bernst  
Kyle Newton

Russell Savoury  
Kevin Miller  
Daniel Renshaw  
Brian Troup  
William Moir  
Robert Petropoulos  
Leonard Ssonko  
Alexander Bilenduke  
Michael Macdonald  
Robert Long

### SOUTHERN ONTARIO

**35 Years**  
Joe Segna  
**30 Years**  
Paul Vincent  
**25 Years**  
Kevin Josephs  
Judy Stratton  
**20 Years**  
David Maniaci  
Phillip B. Jordan  
**15 Years**  
Patrizia Bartella  
Tanya I Lane  
George D. Siddall  
Arjun Joseph  
Nicole M. Ross  
Phillip O'Connor  
Paul Moncada  
James D. Fletcher  
Richard N. Clark  
**10 Years**  
Dave H. Gore  
Jordan D. Baglio  
Derrick L. Felkar  
Brady Davidson  
Aaron Sinclair  
Daryl C. Flintoff

Jerry DaFonseca  
Trevor M. Hackney  
**5 Years**  
Adrian Caputo  
Cesar A. Franco  
Cole M. Reimer  
Connor Slyford  
Cory A. Macdonald  
Craig M. Clark  
Daniel R. Chrzan  
Daniel S. Costa  
Denis P. Tremblay  
Dimitrios Agrapidis  
Edward Windross  
Finlay Mccallum  
Gavin W. Smith  
Graeme A. Henderson  
Ingrid Diaslara  
Ismael Carlo  
John Blazys  
Jordan Cox  
Michael F. Stefanazzi  
Nadia Molella  
Pat A. Jones  
Pouya Farzam  
Quinton D. Long  
Sean A. Warren  
Sebastian Gueli  
Thinus Neethling  
Oscar Te  
Mike Pope  
Tyler J.L. Andrews  
Abdalla Hassan  
Wayne A. Robinson  
Allen Ballach  
Ian R. Pacheco  
Joel M. Rodier  
Jack McDonald

### NEUS

**5 Years**  
Adrienne Abear  
Bruce Emerson  
Greg Hungerford  
Robert Ruley  
Mark Wheatley

### SOFMO

**15 Years**  
William Robinson  
Miguel Silva  
**10 Years**  
Nicholas Keenan  
Namik Dardha  
Jesse Go  
Jason McCann  
Iwona Sequeira  
Ryan Couper  
David O'Dwyer  
David Fleming  
Joseph Dwyer  
Kim Koopman  
**5 Years**  
Anthony Lindo  
Cassandra Mitchell  
Doan Le  
Joshua Rodd  
Agnieszka Regula  
Ravi Jodhan  
Arkadiusz Bochenek  
James Apazeller  
Dylan DeSilva  
David Walley  
Melissa Stonehouse  
Christopher Pereira  
Stefanie Cossi-Rodgers  
Krista-Lee Nantau  
Elizabeth Polzel  
Trish Pietersen  
Kendra Gillam

### NORTHERN ONTARIO

**35 Years**  
Shawn Dolan  
**30 Years**  
Karen Paul  
**25 Years**  
Matthias A. Beck  
Nicole Schmidt  
**15 Years**  
Kyle W. Agnew  
Bethany R. Beaton  
Bruno LaLonde  
Jason Malone  
Lee J. Webb  
Lloyd John Labbe  
**10 Years**  
Eric Belec  
Joe Calleri  
Jason Eitzen  
Evan W. Leslie  
Ivan Mavretic  
Lawrence K. Merkleby  
Daniel R. Rivet  
Wolfgang Schulz  
Brandon Malone  
**5 Years**  
Justin Pearse  
Nicolas Redmond  
Angela Young  
Matt J.A. Baker  
Ryan T. Connors  
Daylan Derksen  
Melissa A. Dowdell  
Patrick Gauthier  
Randall J. Gordon  
David Hron  
Laura Kelly  
Kristofer Lobo  
Jason MacIntosh  
James MacMillan

Daniel J. Orton  
Justin A. Pearse  
Dan L. Purcell  
Jonathan Thibert  
Sebastien Wakim  
Dan A. Peladeau  
Scott Jowsey

### CORPORATE OFFICE

**15 Years**  
Neil MacPhee  
**5 Years**  
Michael Dunwoody

### US REGION

**25 Years**  
Leslie Krey  
Bryan Eitzmann  
**10 Years**  
Greg Bullington  
Davin L. Burbee  
Brennan Edmonds  
Michael E. Franke  
Gregory V. Gallegos  
Donald Ginther  
Kimberly Henry  
Jason Johnston  
Brandon Long  
Dinesh Palla  
Michelle Shelton  
Angela Sweeden  
Derik Vaughn  
Steven Waterman  
Timothy White  
Lakeshia Wiley

## MOVERS & SHAKERS

### ATLANTIC

**Justin Craik**, from Refrigeration Mechanic AtI Industrial Refrigeration to Service Manager  
**Greg Byrnes**, from NS Utility Supervisor to Utility Estimator  
**Kristyn Davidson**, from ESAP to Estimator/Coordinator for NL Lab West/NL Offshore

### BRITISH COLUMBIA

**Will Crocker**, from Project Manager to Operations Manager  
**Trevor Langham**, from Senior Estimator to Department Manager  
**Dermot Hawe**, from Senior Project Manager to Operations Manager  
**Diego Fernandez**, from Regional Controller, BC to Senior Regional Controller, Western Canada

### POWER GENERATION REGION

**Graham Richards**, from Estimator to Project Manager  
**Scott Martin**, from Ironworker, FM to Holder of Record  
**April Jackson**, from People, Culture & Development Manager to Talent Development Program Manager  
**Sarah Grove**, from Sr. HR Generalist to Regional Human Resources Manager  
**Glenn Farrugia**, from Labourer, FM to HSE Advisor  
**Robert (Bobby) Taylor**, from Site Administrator to Onboarding Coordinator  
**Basdeo Baboolal**, from Accounts Receivable & Timesheet Administrator to Project Controls Cost Analyst  
**Joey Warminger**, from Learning & Development Coordinator to Outage Coordinator

## MOVERS & SHAKERS

### SOUTHERN ONTARIO

**Abdalla Hassan**, from Substations, Project Manager to Substations, Division Manager  
**Shahab Alaei**, from Electrical Construction Operations Manager to Electrical Construction Division Manager  
**Justin Biordi**, from Mechanical Construction Project Manager to Mechanical Construction Department Manager  
**Ismael Carlo**, from Line/TTC, Project Coordinator to Line/TTC, Project Manager  
**Anthony Curran**, from Electrical Construction Division Manager to Electrical Construction General Manager  
**Alec Davis**, from Substations Project Coordinator to Substations Project Manager  
**Belinda Dean**, from Street Lighting Administrator to Street Lighting Analyst  
**Daniel Dishy**, from Mechanical Construction Technician to Mechanical construction Department Manager  
**Mark Dmytraszko**, from MTO/Municipal, Project Manager to MTO/Municipal, Department Manager  
**Beverly Dutrizac**, from Mechanical Construction Administration to Project Cost Controller  
**Bruno Gatti**, from Mechanical Construction Division Manager to Mechanical Construction General Manager  
**Antony Glasgow**, from MTO/Municipal, Department Manager to MTO/Municipal, Division Manager  
**Jonathan Interbartolo**, from Traffic/ITS, Traffic Maintenance Manager to Traffic/ITS, Division Manager  
**Josmy Jose**, from Sheet Metal Shop Project Coordinator to Jr. Project Manager  
**Susheel Joseph**, from Mechanical Construction Specialist to Assistant Project Manager  
**Shannon Kemp**, from HR Department Manager to Mechanical and Electrical Special Projects Division Manager  
**Frederick Lewis**, from Civil/Underground Project Manager to Superintendent  
**Conor Malone**, from Electrical Construction Electrician to Project Manager  
**Stephen Midlige**, from Substations, Division Manager to Power Utilities, General Manager  
**Afra Shokraei**, from ITS/Traffic Lighting and MTO/Municipal, Division Manager to Transportation, General Manager  
**Jason Tanguay**, from Substations, Senior Substation Specialist to Special Projects (HV), Division Manager  
**Sen Wang**, from Mechanical Construction Project Coordinator to Assistant Project Manager  
**Harvinder Ahuja**, from Estimating, Chief Estimator to Transportation, Bid and Pursuit Manager  
**Louise Millar**, from Traffic/ITS, Senior Office Administration to Traffic/ITS, Operations Coordinator  
**Vladimir Sadovsky**, from Estimating division, Senior Project Engineer/Lead Estimator, Moving to Substations, Chief Estimator

### NEUS

**Paul Kolodzie**, from HV Testing & Maintenance, Estimator/Project Manager to HV Testing and Maintenance, Manager

### SOUTHWESTERN ONTARIO

**Steve Taggart**, from Hamilton Refrigeration Supervisor to Division Manager  
**Margaret Grubic**, from Southwest Ontario FMO Administrator to Event Coordinator

### SOFMO

**Ruiling Wu**, from Analyst, Finance Shared Services to AP Solutions Manager  
**Craig Adamson**, from Building Operator to Facility Supervisor  
**Kelly Hofstede**, from Project Coordinator to Manager- FSG.  
**Krista-Lee Nantau**, from Centralized Call Centre, Senior Supervisor to Centralized Call Centre Manager  
**Rita Zogheib**, from Contract Administrator to Regional Supervisor  
**Monique Palmer**, from CCC Quality Control/Team Lead to Centralized Call Centre Supervisor  
**Daniel Alaric**, from Facilities Supervisor to Facility Manager

### CORPORATE OFFICE

**Neil MacPhee**, from General Manager to Vice President

### US REGION

**Christopher Haynes**, from Coordinator to Job Cost Analyst  
**Sean Gallagher**, from Technician to Estimator  
**Richard Bullock**, from Project Coordinator to Project Manager  
**Michael Dalton**, from Project Coordinator to Project Manager  
**Jake Schulte**, from Project Coordinator to Project Manager  
**Collin Crossley**, from Project Manager to Department Manager

## Black & McDonald Limited

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**Roberts Onsite Inc.**  
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Evelyn Vendiola	Alberta
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Kimberly Henry	United States

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