



B&M Harnesses Multi-region Collaboration on Federal ESAP Project

Backed by several regions within Black & McDonald, the Northern Ontario Region has embarked upon a massive modernization project for the district energy system in the National Capital Region of Ottawa.

The Energy Services Acquisition Program (ESAP) will modernize the existing district energy system, which provides heating to 80 buildings and cooling to 67 buildings in the Capital Region.

The existing system was constructed in several phases between the 1920s and the 1970s. Today, the system is out of date, and requires a major overhaul to continue to ensure efficient heating and cooling for the 80 buildings it serves.

To tackle the modernization project, the Innovate Energy consortium was created, which includes Black & McDonald and two other companies, under a Public-Private Partnership (P3) contract with the federal government.

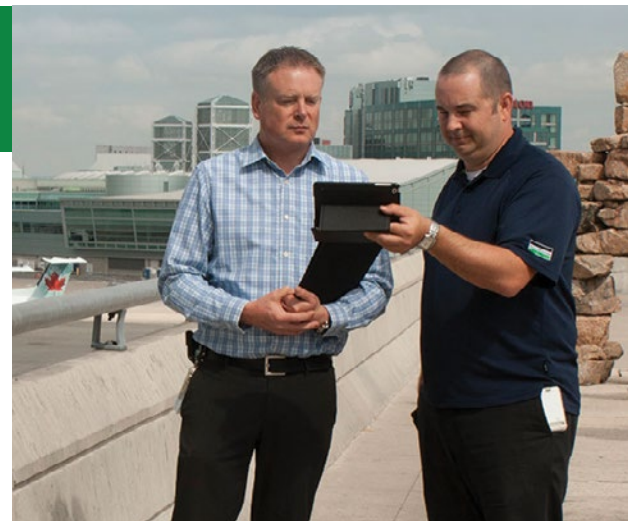
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Nationwide Air Canada Contract is a Game Changer for Facilities Management

A new national portfolio contract with Air Canada has helped create a new business model for Black & McDonald's Facilities Management offering.

In January, Air Canada awarded B&M its 61-site, nationwide contract for integrated facilities management. The scope of services for this contract encompasses all aspects of FM, including mechanical/electrical maintenance, waste management, landscaping/snow, elevators, janitorial, and pest control, as well as extensive project management services.

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B&M Harnesses Multi-region Collaboration on Federal ESAP Project

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"This is one of the largest P3 projects in Canada right now," said Charles Leonard, ESAP Project Director for Black & McDonald.

Within B&M, the ESAP project is a joint venture between several regions. The Northern Ontario Region is the lead on the project providing staffing, supervision, accounting, administration, and trade labour. Roberts Onsite is looking after the entire scope of electrical and controls, including control panel fabrication, and procurement of instrumentation. Our fabrication shops in Ottawa, Toronto and Dartmouth, Nova Scotia, are assisting with pipe fabrication, while the Southern Ontario Region is building a substation in Gatineau, Quebec.

"We have been very lucky to be able to draw upon the expertise and the capabilities of those other regions," Leonard said. "That has helped us immensely with our scope of work."

Modernizing the ESAP district energy system will save hundreds of millions of dollars by reducing heating and cooling costs, improving overall safety, and reducing greenhouse gas (GHG) emissions. For the federal government, modernizing the ESAP system is a major component of meeting its target to reduce its own GHG emissions by 40 per cent by 2030. In fact, when the project is complete, GHG emissions generated by the energy system will be reduced by more than 60 per cent.

"This is the equivalent of taking 14,000 cars off the road," Leonard said.

The buildings within the ESAP system are currently serviced via five central heating and cooling plants (CHCP) located in Ottawa and Gatineau. These plants are currently connected to the buildings via a series of underground buried piping and tunnel pipes. Under ESAP, three of the CHCPs will be rebuilt from the ground up, while the fourth will see extensive renovations. The fifth plant will be decommissioned. B&M's scope of work comprises design, construction, commissioning, and operational validation of all mechanical and electrical systems in the CHCPs, as well as all new buried and tunnel distribution piping. This includes the supply and installation of new high-efficiency boilers, chillers, pumps, and all related equipment. B&M is also tasked with the design, supply, and installation of new state-of-art control systems.

To modernize the heating systems, Black & McDonald is converting the existing high temperature hot water and



steam system to a more energy-efficient low temperature hot water system.

To improve the cooling system, outdated existing steam-driven chillers are being replaced with new electric chillers. As well, the Ottawa River will be tapped to provide condenser water for the cooling systems throughout the district energy system.

Smart building technology will also be installed to reduce GHGs and overall energy costs. The smart system will use data to ensure the systems are operating efficiently and providing adequate heating or cooling equipment to the user buildings. The system is also a benefit to building management as real-time data can immediately determine problems within mechanical or electrical systems.

The ESAP contract was awarded in 2019, with completion scheduled for late 2025. The project is spread out over several years to ensure heating and cooling services are maintained to the user buildings throughout the ESAP project.

In addition, B&M's FM services from the NOR office are operating and maintaining the Confederation Heights CHCP throughout the construction phase, as well as the operation and maintenance phase of the contract for the next 35 years.



Railside and PGR Recreate 60-inch Diameter Pipe Section for OPG Testing

In early 2021, Ontario Power Generation (OPG) asked Black & McDonald's Power Generation Region (PGR) to manufacture a mock-up piping section to allow testing of an Inflatable Line Stop (ILS).

The creation of the one-to-one scale mock-up enables future maintenance work. As this is not a typical ILS installation, the mock-up is required to evaluate the deployment methods and verify the effectiveness of the line stop.

In a collaboration between PGR, the owner, engineering, B&M's Railside fabrication shop, and the ILS vendor, the mock-up was fabricated at the Railside facility.

The mock-up is a 60-inch diameter segmented elbow, with the manway and connections that would be found in the field. A platform was installed to provide an accurate elevation of the floor and work area adjacent to the elbow. As well, a 24-inch hot-tap nozzle was installed on the side of the mock-up to allow the connection of the hot-tap machine and the ILS launcher.

In April, the mock-up was ready for testing, and between May and October, Black & McDonald worked with the ILS vendor to

deploy the ILS several times. This included a two-week test of the ILS to confirm how it would perform over time.

Following testing, deployment methods and operational processes were updated to meet the requirements in the field.



Corporate People Resources & Talent Development Partner to Revitalize Career Pathing Roadmap

Maintaining strong and effective leadership, optimizing each employee's performance, and attracting and retaining a diverse, innovative, skilled, and engaged workforce are all strategic imperatives for the organization's continued growth and productivity.

To help facilitate these goals, Corporate People Resources and the Talent Development Department are partnering on revitalizing the Black & McDonald Career Pathing Roadmap. This tool is a segment of our comprehensive career development program, which helps employees and their managers:

- Identify career goals and objectives by reviewing career progression paths
- Evaluate existing strengths and opportunities
- Create a plan to develop the skills and competencies needed to progress within Black & McDonald

The Career Pathing Roadmaps will include development streams for our various functions such as Construction, Service and Facility Management. Moving forward, we will also explore Finance; Health, Safety and Environment; IT; Quality Assurance; Human Resources; and Administration.

Our vision is to create a pipeline of high-performing, high-potential, and highly engaged talent that is ready to assume open positions of increasing responsibility within our company.

We continue to enhance our programs to ensure that B&M is an exciting and rewarding place to work, where people are inspired to be their best every day. We look forward to sharing our progress on the revitalized program.

Logan King
Corporate Director, People Resources

Black & McDonald is Enhancing its Accounts Payable Process

Black and McDonald is reengineering its Accounts Payable process to incorporate more automated features.

At the start of 2023, B&M will implement Basware, a leading system in Accounts Payable automation. Basware has the capability to “read” the invoices sent by vendors and capture the information in JDE. As well, the system includes an intelligent workflow solution to automatically route invoices to the appropriate person for approval when required.

The implementation of Basware will deliver significant benefits to Accounts Payable Shared Services, Operations,

and vendors alike. For Accounts Payable, automation will allow an increased focus on invoices with issues and allow the team to significantly expedite the process. As well, Operations will gain more visibility of the invoices generated through their jobs. As invoices may be approved on computers or mobile devices, Operations also gains a more convenient way to review and approve invoices. Vendors will be able to track the status of their invoices and experience a faster process.

Training on the new Basware system will be introduced via Litmos in November. In December, B&M will begin a pilot project to test the software with a limited number of vendors.

eCompliance Marks a Digital Transformation for HSE

The 2022 fiscal year was Black & McDonald’s first full year of using eCompliance throughout all Regions, representing a digital transformation for the way we manage Health, Safety & Environment.

So why did Black & McDonald go digital? Well, digitizing our HSE management system can provide endless benefits and opportunities to assist in further prevention of incidents and injuries. Here are a few of the overall benefits of what the digital era in HSE will provide:

Keep People, Process and Assets Safe – This is the basis of all HSE activities. A digital system allows you to submit Hazard IDs, Safety Opportunities or Near Miss reports at the push of a button, making it easier for everyone to get involved. Increased participation will lead to a safer workplace and workforce.

Effectively Manage HSE Tasks and Checklists – Everyone is busy in their daily work activity, so effectively managing our tasks without losing sight of the agenda can become a challenge. The ability to assign and track your tasks through a digital environment allows you to manage them efficiently through a centralized location.

Centralized Data – We all know the challenges of searching for information that lives in binders on desks, the back of pickup trucks, Excel spreadsheets, or in multiple databases,

which means more time searching and less time being efficient and productive. Centralized data equals easier access to our HSE Manual, Handbook, Programs and Forms – when you want it, where you want it.

Data Intelligence and Dashboards – Dynamic HSE dashboards produce real-time analytics for safety trends of current and past performance. With a few simple clicks, we can pull information from site inspections, pre-job hazard assessments, incident reports, and more, to assist in identifying current and future risks, and to implement controls to prevent incidents from occurring.

Employee Engagement and Improvement of our Safety Culture – Engaging an entire workforce, from office to field, is a challenge for many employers. Increasing employee engagement in our HSE management system and improving our safety culture can be achieved by creating a simple, accessible, and trackable process that fosters empowerment while creating visibility and accountability.

The efforts of everyone involved in the digital transformation of our HSE system are efforts that will lead us all to work in a safer and healthier environment.

Anthony Di Gianni
Corporate Director, Health, Safety & Environment

B&M Delivers Advanced Energy Solutions at Mirvish Village

Black & McDonald is helping power the historic Mirvish Village redevelopment through the installation of several innovative energy systems.

The Mirvish Village development is in the heart of Toronto on the site of the former Honest Ed's department store. Founded by Ed Mirvish in 1948, the department store, and its founder, became well known for connecting new locals with the promise of affordable goods.

The site was sold to Westbank Corp. in 2013 as Ed's son, David Mirvish, welcomed the neighbourhood's restoration to honour his father's legacy and support the advancement of Toronto.

B&M's team recognizes the property's long-standing history and like many others, Senior Project Manager Mario Boragina acknowledged his fond memories of the historic department store.

"I grew up not far from there, so we would frequent the old Honest Ed's. So, it is kind of special," Boragina said.

The Mirvish Village development began in 2018 and spans nearly 1 million square feet, including five mixed-use towers interconnected at the base, a public park, marketplace, restaurants, micro-retail, restored heritage buildings and performance spaces.

Black and McDonald was contracted by Creative Energy to install the Central Utility Plant (CUP), which will serve all five multi-use buildings and power the Mirvish Village district energy system. The CUP consists of a Central Heating Plant (CHP), boiler plant, and chiller plant. B&M's work also includes primary hot water and chilled water distribution piping to the energy transfer stations and water pump rooms for each building.

"What makes it unique is we're working for Creative Energy to supply the heating, cooling, and domestic hot water to the five buildings, while collaborating with EllisDon, who is the construction manager for WestBank," Boragina said.

CUP assembly is now complete, and the B&M team is looking forward to the next phase of start-up and testing.

The CUP includes a dual-purpose natural gas generator that provides electricity during peak demand periods for the community and adapts to Global Adjustment (GA) peaks to minimize higher-priced consumption from the grid. The CHP, or co-generator, provides base-load electrical demand, while

the waste heat that dissipates from the engine block is captured and utilized within the community for space heating, domestic hot water heating, and ice-melting.

"They call it a co-generator because not only is it producing electricity using natural gas, but the heat dissipated from that engine is also used for water heating," Boragina explained.

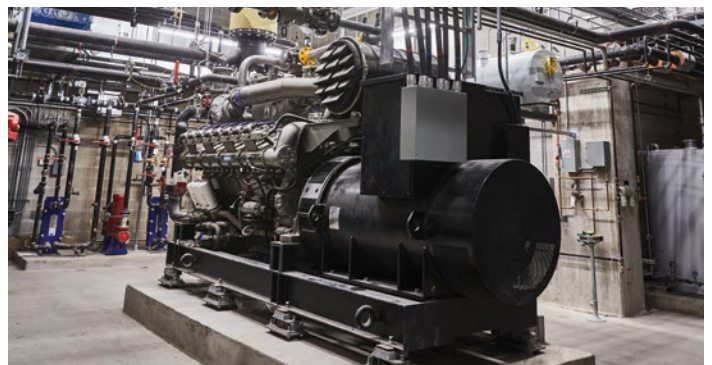
The CHP provides functional electrical and thermal energy that deliver overall efficiencies of about 90 per cent. Typical utility gas plants operate at 30 to 50 per cent efficiency.

Mirvish Village is one of the most sustainable new developments in Toronto, boasting up to 50 per cent lower greenhouse gas emissions than typical buildings. The development has earned Platinum LEED certification.

Through extensive planning and coordination, several B&M divisions provided their multi-trade expertise to ensure the development's success, including:

- **Roberts On-Site** provided millwrights to assist with heavy equipment installation
- **B&M Civil** provided exterior excavation to install buried water pipes
- **B&M Mechanical** acted as the project lead and oversaw all trades while supporting mechanical service installation
- **B&M Electrical** provided electrical power wiring installation
- **B&M GTAA Services** provided building automation control and mechanical wiring service

Black and McDonald's role in the Mirvish Village redevelopment and district energy system will stand the test of time as it honours the legacies of its past, while powering a more sustainable future.



Summer Internship Program Helps B&M Develop its Talent Pipeline

Each summer, Black & McDonald opens its office doors to postsecondary students from across North America to participate in its Summer Internship Program.

This year, from May to August, B&M welcomed 34 new and returning interns to its offices in Ontario, Quebec, Canadian Base Operators and Kansas City, Missouri.

While the program provides on-the-job experience to students, it also serves as a strategic initiative to develop B&M's future workforce.

"Not only does our program offer students a chance to put what they have learned from their studies into practical experience, it also allows us to create and foster a pipeline of future talent that will support the continuous growth of our organization," said Tom Themelis, Director of Talent Development.

Meilad Mumtaz was one of several students that returned to intern at B&M for a second year. During Mumtaz's first internship, B&M's resources, combined with its internship structure, allowed him to successfully expand his skillset. This summer, he returned to work in the Southern Ontario Region's Mechanical Construction Division.

"B&M has a part in many of the largest projects in Canada and that is something I wanted to be a part of," Mumtaz said.

Dane Sproat joined B&M this summer as a Health, Safety & Environment intern in Kansas City, Missouri. Sproat applied to the program as he knew B&M would deliver the ideal working environment to develop his skills. His experience as a B&M intern did not disappoint.

"Learning about the industry and becoming more fluent in different aspects of safety has allowed me to grow professionally," Sproat said.

For Daniela Carrera Rodriguez, who interned in electrical construction in Scarborough, Ontario, the program served as her first work experience.

"This allowed me to obtain the necessary tools to immerse myself in the construction industry by performing and executing practical job functions," Rodriguez said.

Interns from abroad

This summer, B&M also welcomed two interns from Scotland to the Southern Ontario Region.

Working with the Saltire Foundation of Canada, a charity that assists Scottish students to find work experiences in Canada, B&M welcomed engineering students Martyna Bednarska and Dorcas Madojutimi.

Martyna was assigned to our electrical construction team, while Dorcas worked within the substation construction group.

Developing B&M's Leaders of Tomorrow

It is with great pleasure that we announce the third inauguration of the Emerging Leaders Program, which commenced this past spring.

With 37 employees participating this term, the program is designed to provide high-potential employees with structured learning and development that will prepare them for increasing levels of responsibility by enhancing their people management capabilities, which is essential for the continuous growth of Black & McDonald.

Over the next 30 months, participants will engage in a challenging mix of instructor-led training, online learning, and experiential learning, where they will "learn by doing," and be able to apply their new knowledge and skills in their job in real time.

During the program, participants will acquire the skills required for success in people management in areas such as strategy formulation, managing team effectiveness, coaching and developing employees, safety, quality leadership, negotiation, conflict resolution, implementing change, and managing culture.

Each employee will receive one-on-one coaching and gain exposure to a diverse group of peers within the program, where they will draw from each other's experiences and build a network of relationships and resources they can leverage as they grow and prepare themselves for future opportunities at Black & McDonald.

Tom Themelis
Director, Talent Management

Evergy Project Success Generates New Potential Partnerships

At the beginning of 2021, Black & McDonald's Kansas City Utility & Engineering teams secured a joint project from Evergy for their Pole Inspection, Treatment, and Replacement program in the utility provider's Missouri territory.

The program delivers a visual and intrusive inspection of Evergy's poles to confirm structural integrity of the system. If poles are failing, they are added to the replacement plan to mitigate potential system issues as well as keep the public and system safe from structural failures.

The contract was awarded as a three-year base contract with two optional years.

"This program allows Black & McDonald the opportunity to provide a turnkey solution to Evergy for their pole inspections and replacements that can showcase our abilities to not only do this work, but other work of similar nature," said Nick Ziegler, Manager of Utility Services.

Black & McDonald partnered with Osmose for the inspection and treatment portion of the project, while the engineering and construction work is being completed in-house. The engineering portion covers all inspected poles. However, construction is only provided as a turnkey approach in the greater Kansas City metropolitan area, which delivers close to half of the construction work alone.

Evergy has about 120,000 poles to inspect across Missouri and requires inspection of about 50,000 poles annually. Based on previous data, failing poles equal close to 3.5 per cent of all poles inspected each year.

Black & McDonald is currently in the second year of inspections and working on pole replacements found in the first year of inspections. As of the end of August, about 89,000 poles were inspected, while B&M engineering has designed 1,861 poles, and B&M construction has replaced 600 poles with another 550 pole projects in the works.

"This work has allowed Black & McDonald to keep 36 full-time employees busy between the engineering and utility fronts to date," Ziegler said. "Based on the performance of the Black & McDonald team, as well as feedback from Evergy, other utility organizations are looking at Black & McDonald to provide a similar solution in various other regions where we do business today."

B&M has generated interest from Liberty Utilities in Southern Missouri, as well as Rocky Mountain Power/Pacific Corp. Teams in both areas are developing strategies to assist both utilities as well as strengthen B&M's relationships and capabilities as an organization.



B&M Begins Work on its First Multi-unit Residential Project

The Three Sisters Along the River apartment development in Moncton, New Brunswick, is changing the skyline of the city. The development also marks the first multi-unit residential apartment project for Black & McDonald.

Overlooking the Petitcodiac River, the development includes 450 apartments spread out between three towers, as well as several retail spaces on the ground level and 1.5 floors of parking. At 15 stories, the buildings will become the tallest residential structures in the city.

"It's situated in the core of Moncton, so just that alone is going to change the atmosphere and the look of the downtown," said Adrien Henri, Project Manager with Black & McDonald's NB Commercial Electrical Division. "When this project is complete, this is going to be a major change to the city's landscape."

Black & McDonald secured the plumbing and electrical contracts for the development and started work on the first of the three towers this summer.

"So far, the client is very happy with our work. Hopefully, this will open up more opportunities for us with this specific client and others in the future," Henri said.

Black & McDonald is expected to be on site at the development for about four years. Currently, a seven-person electrical team and a seven-person plumbing team are installing utilities at the Three Sisters.



In the Moncton area, B&M is known as a leader of electrical and plumbing for design-build projects in the industrial and commercial sectors. Henri believes the Three Sisters is an opportunity to expand that reputation.

"We've done a lot of extensive work on commercial and industrial around here, but now we can tie that in with residential," Henri said. "Wiring is fairly straight forward, but it's still a fair sized electrical system that needs to be installed for this to be operational."

The first tower in the Three Sisters development is expected to open to tenants in September of 2023.



Nationwide Air Canada Contract is a Game Changer for Facilities Management

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"It is the biggest contract in years for us. It really is a game changer," said Dennis Martini, Senior Director of Business Development, Facility Services, FMO.

The contract was awarded in January, with operations beginning on April 1. Nick Keenan, Director, Pursuits, Facility Services, led the technical submission for the contract, interfacing with Air Canada and the team post-award. To meet the tight timeframe between signing the contract and operational start-up, B&M created a national team of operations management and administration, supported by the regions, to deliver services to meet the demands of Air Canada.

"When something is this big, and it is a big company like Air Canada, it's a grueling and time-intensive process. There is a ton of interaction with the client to get to the right solution," Martini said.

The team worked with B&M divisions across Canada to enable individual site visits. As well, local offices were able to help secure the required sub-contractors, while nationwide contractors were recruited for some services.

"It's a true national contract, there's facilities in every province. We have to rely on both the national team we've created, as well as all Black & McDonald regions right across Canada," said Glen Spearing, National Contract Manager for the Air Canada Project.

The contract also required building the team from the ground up. Rather than rehiring the same people employed by the previous contract holder, B&M recruited new employees, as well as staff from existing FM portfolios.

Spearing explained B&M wanted to go beyond simply assuming management of the existing staff and services provided.

"We really wanted to make sure that with Black & McDonald they get additional value," he said.

The centralized team approach allowed B&M to hit the ground running as soon as the contract started. With only a few months on the job, senior management at Air Canada have commented that service levels have noticeably improved.

"They were amazed at how smooth the transition was. They have never seen a transition that smooth," Martini said. "That integrated centralized team approach was key. We have continued that on into the operations."

The contract includes a diverse mix of facilities owned and leased by the airline, including flight simulation buildings, aircraft hangers, maintenance buildings and corporate offices.

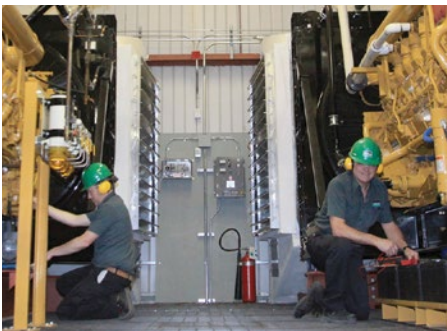
"It is pretty much their entire portfolio, outside of their Winnipeg Data Centre and their System Operation Control centre in Mississauga. Those are two separate contracts that we have as well," Martini said.

The data centre contract began in 2002, while the System Operation Control (SOC) contract began in 2016.

SOC and the data centre are critical to Air Canada's operations. If the data centre or SOC were to go offline, the airline's business would stop. B&M has operated both sites successfully without any downtime or major failures.

"We have a great reputation at the data centre in Winnipeg. They have been pleased for many years. The SOC proved we can easily replicate our services in other Air Canada facilities," Spearing said.

With all elements of the Air Canada contract up and running smoothly, Martini explains they will use the business model to pursue other large FM portfolio accounts.



Meet the Inaugural Recipients of B&M's Centennial Scholarship Program

Black & McDonald is thrilled to introduce the recipients of its inaugural Centennial Scholarship Program. The scholarships were created to commemorate B&M's 100th anniversary and award \$3,000 each to 16 applicants in Canada and two applicants in the United States.

Caroline Ash

Daughter of Martyn Ash,
General Foreman at Pickering

Power Generation Region

St. Francis Xavier University,
Business Administration



For Caroline, who is a student athlete, the scholarship helps offset the cost of university so she can focus on achieving her academic and athletic goals.

All 111 applicants demonstrated dedication to academic achievement, extracurricular participation, and inspiring individual ambition. Congratulations to the 18 scholarship recipients—the future is bright for this next generation of leaders.

Lauren Bambek

Daughter of Deborah Bambek,
Executive Assistant

Southern Ontario Utility Region

Toronto Metropolitan
University, Psychology



For Lauren, who is interested in psychology and true crime, the scholarship supports her goal of obtaining her PhD and becoming a forensic psychologist.

Isabela Lacson

Daughter of Evelyn Vendiola,
HR Generalist

Alberta Region

University of Calgary, Chemistry



For Isabel, who is passionate about the importance of math, the scholarship powers her dreams of becoming a mathematician and teacher.

Michael Di Fonzo

Son of Matthew Di Fonzo,
HVAC Technician for
GTA Service

Southern Ontario
FM & Service Region

Western University,
Mechanical Engineering



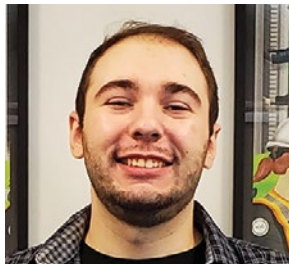
For Michael, an avid hockey player, this scholarship lightens the financial load of school and allows him to focus on his education and his passion for the sport.

Alex Henri

Son of Adrien Henri,
Estimator/Project Manager for
NB Commercial Electrical

Atlantic Region

Université de Moncton,
Bachelor of Music



For Alex, who is a devoted percussionist and active performer, the scholarship is proof of his perseverance as he continues his education in music.

Tamara Krcanoska

Daughter of Rozita Krcanoska,
Senior Project Manager

Southern Ontario
Mechanical Electrical Region

University of Toronto,
Sociology & English



For Tamara, who is an honours student, the scholarship is a testament to the sacrifices her parents made when they immigrated to Canada from Macedonia.

Brooklyn Rysavy

Daughter of Nathan Rysavy,
Project Manager with
Saskatoon Construction

Saskatchewan Region

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



For Brooklyn, who wants to open her own holistic clinic, the scholarship alleviates her school expenses, so she has more time to help children in her community get active.

Milan Sabourin

Daughter of Richard Sabourin,
Operations Manager

Manitoba FM team

Red River College Polytechnic,
Nursing



For Milan, who is fascinated by harm reduction in nursing, the scholarship allows her to reduce her work hours and spend more time volunteering in the nursing field.

Isabel Newman

Daughter of Neal Newman,
Corporate Procurement Lead

Corporate Services Group

University of Waterloo,
Mathematics



For Isabela, who is an advocate for climate change awareness, the scholarship helps her pursue an education that will allow her to give back to her community.

Jazhiel Segura Monroy

Son of Maria Segura, Texas
Utilities Meter Reader

U.S. Region

University of Texas at Austin,
Electrical Engineering



For Jazhiel, who wants to help underdeveloped communities, the scholarship lessens the financial load of school so he can focus on his studies and philanthropic research.

Staijan Kim

Son of Joon Kim,
Zone Mechanic at
Kelowna General Hospital

British Columbia Region

University of British Columbia,
Applied Science



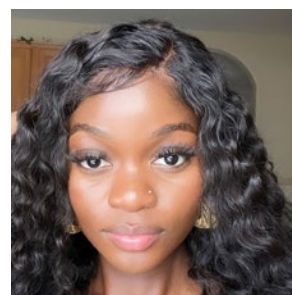
For Staijan, who is interested in energy and sustainability, the scholarship lessens the cost of university so he can focus on encouraging sustainability in his community.

Esperance Ukanda

Daughter of Michel Ukanda,
Lead Meter Reader,
Texas Utilities

U.S. Region

Houston Baptist University,
Biology



For Esperance, who is motivated to start her own sickle cell foundation, the scholarship supports her education as she studies to become a pediatrician.

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Meet the Inaugural Recipients of B&M's Centennial Scholarship Program

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Jasmine Ratac

Daughter of Richard Ratac,
Electrical Tenant Estimator

Southern Ontario Mechanical
Electrical Region

University of Waterloo,
Kinesiology



For Jasmine, who is a kinesiology student specializing in rehabilitation, the scholarship helps support her goal of opening a rehabilitation clinic in her community.

Rachel Correia

Daughter of Fernando Correia,
Mechanical Foreman

Roberts Onsite

McMaster University,
Master of Public Health



For Rachel, who hopes to systemically improve public health, the scholarship helps fund her studies while she completes an unpaid placement at Cambridge Memorial Hospital.

Evelyn He

Daughter of Jiantao He,
Building Operator

Northern Ontario Region

University of Toronto,
Electrical and Computer
Engineering



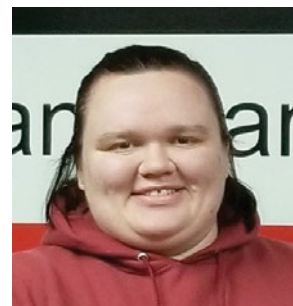
For Evelyn, who is inspired by the versatility of engineering, the scholarship funds her goal of empowering community members through Science, echnology, Engineering and Math (STEM).

Siarra Blight

Daughter of Sandy Blight,
Aircraft Rescue Firefighter

Canadian Base Operators

Red River College Polytechnic,
Professional Baking & Pastry
Program



For Siarra, who plans to open her own bakery, the scholarship helps fund her education as she moves to a new town to chase her passion for baking.

Christopher Mino

Son of Brian Mino,
Regional Controller

Southwest Ontario Region

Brock University,
Computer Game Programming



For Christopher, who built his own computer at age 14, the scholarship supports his education so he can pursue his love for game programming.

Gabrielle Aubin

Stepdaughter of Daniel Gagnon,
Proposal Manager

Quebec Region

Université du Québec
à Montréal (UQÀM),
Bachelor of Education



For Gabrielle, who plans to become a special education teacher, the scholarship eases the cost of her studies so she can pursue a Master of Education.

B&M's Scope of Work Continues to Grow at Wreck Cove Generating Station

The Town of Wreck Cove, Nova Scotia, is not home to your typical hydro generating station.

Located just south of Cape Breton Highlands National Park, the 212-megawatt facility generates 300 gigawatts of renewable electricity each year, which is enough to power 30,000 homes. This represents about 3.5 per cent of the province's total electrical requirements.

Aside from holding the title of Nova Scotia's largest hydroelectric facility, what makes Wreck Cove unique is that the generating station is completely underground.

"It just looks like a hill. If you pull up to it, there is an office building, but you don't see the facility. It is all underground," said Julie Hebert, General Manager for B&M's Dartmouth, Nova Scotia office.

The Wreck Cove turbines are driven by drainage water that is collected across 216 square kilometres of the Cape Breton Highlands plateau. The water flows downward through a tunnel to the man-made Surge Lake, which was built by Nova Scotia Power to facilitate generating hydroelectric energy. The powerhouse is located 275 metres underground to allow gravity to move water through the facility's two main 102.9 MW turbines.

Once the electricity has been generated, the water flows through a 1.7 km tunnel and into the Atlantic Ocean.

"The first time I drove in, I came over the crest of the hill and thought, 'wow, that's kind of disappointing,'" said Lester Buckland, Division Manager of NS Industrial. "But once you go underground and you look at the sheer size of the equipment that's in the powerhouse you see how impressive it is."

Black & McDonald was one of the original contractors hired to build the facility in 1975. Now, B&M is back on-site as part of the Life Extension and Modernization project, taking on the mechanical and electrical retrofit required to bring the generating station in line with modern standards. Since the contract was awarded in May of 2021, Nova Scotia Power has expanded B&M's scope of work by about 30 per cent.

Buckland attributes the growing workload to high-quality work, an excellent safety record, and attention to customer service. "An invited tender got us in the door. Through the feedback and the comments I hear from them every day, they're very happy with our work and they're very happy with our team that we have there," Buckland said.

Black & McDonald's scope of work has grown to include:

- Replacement of 600V MCCs and switchgear
- Installation of a new standby generator
- Plant lighting upgrades
- Power feeder cable replacements
- Site civil improvements
- New cooling water piping, supply, and return
- New governor air, and service air piping
- Full modifications to the plant's HVAC system
- Domestic water and sanitary drainage upgrades
- Electrical work for a new quonset hut to support turbine rebuild
- Upgrades to the underground refuge tunnel

With the preliminary work now complete, B&M will begin assisting with the dismantling and rebuilding of the two turbines. Once complete, the Life Extension and Modernization project will extend the plant's operation by about 40 years and expand generating capability to 315 gigawatts.



Leadership Conference Looks Back on a Century of Black & McDonald

This summer, Black and McDonald leaders from across North America gathered to reflect upon 100 years in business, as well as learn more about how the company will continue to evolve.

In June, the 2022 National Leadership Conference welcomed about 125 managers and senior leadership team members to the Delta Hotel in downtown Toronto.

The two and a half day event kicked off by celebrating Black & McDonald's culture and accomplishments during its first 100 years in business.

In his opening remarks, Co-CEO Bruce McDonald highlighted B&M's success in safety, employee engagement, and operations during the COVID-19 pandemic.

"In this trying time, I think our company displayed incredible strength. Was it surprising? Probably not. But it was consistent with the way we like to talk about ourselves, and consistent with the things we are celebrating about our centennial," Bruce McDonald said. "In a time of crisis, we not only got stuff done, but we did it in a way that was empathetic, generous, and thoughtful. It is just incredible the way people pulled together."

The conference took a deeper look into B&M's history during the Centennial Retrospective, an on-stage roundtable featuring Co-Presidents and CEOs Ian and Bruce McDonald; Ross McDonald, Senior Vice President of the Corporate Services Group; Mike Sharpe, retired Vice President of the Northern Ontario Region; and Larry Macdonald, Senior Vice President.

The following two days of the conference provided leaders from B&M's various regions and business units an opportunity to outline their accomplishments, ongoing projects, and vision for the future.

In his closing remarks, Ian McDonald noted the regional presentations shared several common themes, including a focus on safe execution of work and a willingness to seize the opportunity at hand. As well, the presentations reiterated the importance of relationship building at all levels, from the customer to suppliers to the workers in the field.

"We cannot do what we do without our people. They allow us to get repeat work or stay at facilities for 40 or 50 years. It is incredible," Ian McDonald said.





Black & McDonald Begins Enterprise-wide Roll Out of Microsoft 365

This summer, Black & McDonald began its roll out of Microsoft 365 (M365) to all company-issued computers and mobile devices.

While many new features have already been implemented, new M365 benefits will be introduced in the coming months.

When the rollout is complete, M365 will connect B&M's entire ecosystem of files, improving document sharing and enabling real-time collaboration.

The M365 rollout is divided into five phases. The first phase, which is now complete, installed Office 365, which includes the latest versions of Microsoft Word, Excel, PowerPoint, Outlook and OneNote. The installation of Office 365 provides numerous convenience, security, and communication benefits.

The first phase also introduced MS Teams, a hub for teamwork that combines chat, telephone, video conferencing and file collaboration in a single app.

Multi-factor Authentication

Now, B&M's IT department is working to upgrade phone services from Lync/Skype to Microsoft Teams. Phone numbers will be migrated in stages over the upcoming months, and users will receive two weeks notice prior to migration.

Multi-factor Authentication (MFA) will also be installed, which uses more than one piece of information to validate authorized

user access. Even if a user's password is compromised, MFA requires a second piece of information that only the legitimate user would be able to access.

MFA will be required when B&M employees access their resources using VPN. MFA is required once every 24 hours, or when a device restarts.

B&M is using the Microsoft Authenticator app to generate MFA codes. The app will be installed on all corporate mobile devices and can be installed on personal mobile devices by the user.

You can find instructions on MFA registration at bandm.sharepoint.com/sites/M365.

The third phase of the M365 rollout will migrate all email inboxes from the in-house Commvault to Exchange online. As well, all users will gain access to the current SharePoint Wire.

In the fourth phase, B&M will create new accounts for staff in the field. Like all other B&M accounts, the new users will gain access to the SharePoint Kiosk, MFA, Teams and Microsoft Viva.

The final phase of the rollout will introduce a new version of The Wire, the company's intranet. As well, all data from the in-house SharePoint will migrate to SharePoint Online, and the current U Drive will be replaced with OneDrive, creating a new cloud-based storage solution.

B&M's New Customer Survey Platform Provides Valuable Insights in Real Time

Black & McDonald is pleased to launch a new, dynamic Customer Survey platform.

The Corporate Marketing & Communications team worked closely with regions and business leaders to launch the new customer survey platform, which optimizes how we collect, analyze, report and respond to feedback from our customers, and ensure the highest degree of customer satisfaction.

B&M's Customer Survey is an important tool to assess customer satisfaction (including the pre- and post-service experience) using metrics pertaining to quality, safety, customer retention and net promoter score.

The new Customer Survey Platform is powered by Medallia, one of the world's leading customer experience platforms. Medallia provides an integrated survey model that compiles data from each customer and analyzes the information to generate valuable insights. The results are categorized using artificial intelligence and displayed instantaneously on customized, region-specific dashboards. The immediacy of this platform allows us to respond promptly to our customer's needs.

We are excited to launch this integrated customer experience management tool that embodies Black & McDonald's customercentric approach.

Tareq Ali

Director, Corporate Marketing & Communications

B&M donates \$100,000 in support of new Centre for Skilled Trades at Durham College

Black & McDonald has donated \$100,000 in support of Durham College's initiative to expand diversity in the skilled trades workforce.

The donation will help fund Durham College's new Ontario Power Generation Centre for Skilled Trades and Technology (CSTT).

"We know that increasing the diversity of the workforce has great merit and benefit beyond the obvious increase in available tradespeople, and see that Durham College is taking steps in this direction too as they work to increase enrollment. We're delighted to support this expansion and revitalization project," said Mark Healy, regional vice president of Black & McDonald.

In support of the Centre for Skilled Trades and Technology, Durham College is raising \$10 million from the community.

The expansion project will include the addition of more than 60,000 square feet of shops, labs, classrooms and student amenities at Durham College's Whitby Campus. The project will also transform pre-existing space to welcome new skilled trades talent, supporting an additional 750 students and apprentices.

"We're incredibly proud and appreciative to have Black & McDonald as a partner in our expansion plans and our outreach to demographic groups under-represented in the construction and industrial skilled trades," said Don Lovisa, president of Durham College.

Black & McDonald is proud to play a part in strengthening diversity in the skilled trades with its support of the CSTT at Durham College.



ORDER BOOK

ALBERTA

University of Calgary
Heating System Retrofit
Calgary Mechanical/Electrical Division

Medicine Hat Regional Hospital
Steam Valve Replacement
Calgary Mechanical Division

CBE - Southwood School
Boiler Replacement
Calgary Mechanical Division

Silvera for Seniors Residence
Boiler Replacement
Calgary Mechanical Division

Golden Hills School Division - Crowther School
Boiler Replacement
Calgary Mechanical Division

ATLANTIC

Churchill Falls Corporation
Menihek - New Camp Complex
Division: Labrador West - NL Offshore

Nova Scotia Teachers Union
Backflow Preventer and Domestic Water Pump
Division: Nova Scotia Service

WSP Canada Inc.
Replace Boiler and Kitec Piping
Division: Nova Scotia Service

Corridor Resources
HV Substation Maintenance and Repairs
Division: Atlantic Field Services

Dalhousie University
New Event Centre Electrical
Division: Nova Scotia Commercial

Maritime Pride Eggs

Refrigeration PM
Division: New Brunswick Service

Delta Marriott Hotels
Hotel Beausejour - Electrical Renovation
Division: New Brunswick Commercial

Loblaw Inc.
Dock #1 Evaporator Coils
Division: Atlantic Industrial Refrigeration

Pratt & Whitney Canada
Parking Lot Lighting Upgrade
Division: Nova Scotia Utility

Voith Hydro Inc.
Churchill Falls Unit Retrofit 2022
Division: Newfoundland Projects

Ashford Properties Inc.
Codiac Plaza - HVAC PM
Division: New Brunswick Industrial

St. John's International Airport
Central De-Icing and Taxiway Rehab
Electrical
Division: Newfoundland Projects

Municipal Group
New Superintendent Building M&E
Division: Nova Scotia Commercial

Irving Oil Limited.
HHT Ethanol Package
Division: Nova Scotia Industrial

City of Charlottetown
Eastlink Centre - Electrical Upgrades
Division: New Brunswick Commercial

Telus
Halifax BAS Upgrade
Division: Nova Scotia FMO

Polycello

Replace AC#8 and AC#21
Division: New Brunswick Service

Moncton International Airport
Aerodrome Beacon Replacement
Division: New Brunswick Utility

Moncton Sewerage/TransAqua
Master Capital Projects Agreement
Division: New Brunswick Industrial

Town of Bridgewater
Bio Gas Flare Stack Replacement
Division: Nova Scotia Industrial

Mount Allison University
Power Quality Audit
Division: Atlantic Field Services

BRITISH COLUMBIA

Mica Creek Town Site
Facility Management
Division: BC FMO

Dr. Peter Centre
Facility Management
Division: BC FMO

Nav Canada
Nav Canada ACC AHU Upgrades
Division: BC Projects

Providence Health Care
Mount St. Joseph Hospital Phase 3 GHG Reduction Project
Division: BC Projects

Vancouver Coastal Health
Lions Gate Hospital Chiller Replacement
Division: BC Projects

Vancouver Coastal Health
UBC Hospital Purdy Pavilion HVAC Upgrade
Division: BC Projects

POWER GENERATION REGION

Ontario Power Generation
Pickering Nuclear Generating Station
P2211 Maintenance Overflow Outage

Ontario Power Generation
Pickering Nuclear Generating Station
P2291 Maintenance Overflow Outage

Ontario Power Generation
Darlington Nuclear Generating Station 4kv
Motors Refurbishment and Replacement

Cameco
Supplement Mechanical Summer
Shutdown, Port Hope

PIERRE BROSSARD

NouvLR: Pointe-Claire Station
Civil & Electrical Work

QUEBEC

CNRail Montreal
HVAC Rooftop Replacement
Division: Service & FMO Division

Coca-Cola Granby
Shelter Construction
Division: Service & FMO Division

SASKATCHEWAN

Vecima Networks
HVAC Service Agreement
Division: SK Service

SaskPower
EV Charging Stations
Division: SK Service

ORDER BOOK

DCC (Defence Construction Canada)
Parade Floor Replacement
Division: SK FMO

Fire Protection Upgrade CFBD Dundurn
Electrical Installation
Division: Saskatchewan Construction

Boudry Damn Condensing Unit
Mechanical Installation
Division: Saskatchewan Construction

CLS Ventilation
Mechanical Installation
Division: Saskatchewan Construction

SHA Boiler Replacement
Mechanical & Electrical Installation
Division: Saskatchewan Construction

SGI Boiler Replacement
Mechanical & Electrical Installation
Division: Saskatchewan Construction

Cameco Corporation
6-inch sch160 wye
Division: Saskatoon Fabrication

Nutrien Cory
Refined Dryer Ductwork Replacement
Division: Saskatoon Fabrication

Nutrien Lanigan
Phase II Mill Dust
Division: Saskatoon Fabrication

Cameco Corporation
2-inch Wye
Division: Saskatoon Fabrication

Westlund Supplies
6-inch Wye
Division: Saskatoon Fabrication

Ledcor
Test headers
Division: Saskatoon Fabrication

Nutrien Vanscoy
Tank Lid & Flange Fan duct
Division: Saskatoon Fabrication

Nutrien Vanscoy
Dust Suppression
Division: Saskatoon Fabrication

Canadian Natural Resources
Radian Coil Fabrication
Division: Saskatoon Fabrication

Nutrien Vanscoy
12-inch Dia SS Spool
Division: Saskatoon Fabrication

Black & McDonald (Internal)
Purdy Pavilion Building Addition
Division: Saskatoon Fabrication

Nutrien Allen Mine
WSM Amine Scrubber Ducting
Division: Saskatoon Fabrication

Johnson Controls
Pipe Fabrication
Division: Saskatoon Fabrication

Weir Minerals
Flanges
Division: Saskatoon Fabrication

Nutrien Vanscoy
Area 171 DC Replacement
Division: Saskatoon Fabrication

Bourgault Industries
PO# P353012-00
Division: Saskatoon Fabrication

L&L Heating & Cooling Ltd.
Stock Plenums
Division: Saskatoon Fabrication

Interwest Mechanical
SPS School Duct
Division: Saskatoon Fabrication

Interwest Mechanical
SK Wildlife Federation Duct
Division: Saskatoon Fabrication

Bourgault Industries
PO# P354812-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P354884-00
Division: Saskatoon Fabrication

Interwest Mechanical
English River
Division: Saskatoon Fabrication

Coldflow Mechanical
Coldflow Drops
Division: Saskatoon Fabrication

Interwest Mechanical
Melville WWPS Stainless
Division: Saskatoon Fabrication

Interwest Mechanical
Eston WTP Duct
Division: Saskatoon Fabrication

Bourgault Industries
PO# P356993-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P356994-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P356995-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P356997-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P356999-00
Division: Saskatoon Fabrication

Interwest Mechanical
SWF Misc
Division: Saskatoon Fabrication

Bourgault Industries
PO# P357221-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P357221-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P357979-00
Division: Saskatoon Fabrication

Interwest Mechanical
Rush Elbows
Division: Saskatoon Fabrication

Interwest Mechanical
Sleeve and Angle
Division: Saskatoon Fabrication

Bourgault Industries
PO# P359003-00
Division: Saskatoon Fabrication

L&L Heating & Cooling Ltd.
Stock Plenums
Division: Saskatoon Fabrication

Interwest Mechanical
CLHC
Division: Saskatoon Fabrication

Bourgault Industries
PO# P359645-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P35944-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P359842-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P359912-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P359911-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P369954-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P359955-00
Division: Saskatoon Fabrication

Cypress Sales Partnership
Fan Repair and Balancing
Division: Saskatoon Fabrication

Interwest Mechanical
CLHC
Division: Saskatoon Fabrication

Bourgault Industries
PO# P358685-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P360837-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P361008-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P361007-00
Division: Saskatoon Fabrication

Interwest Mechanical
FonDuLac Duct
Division: Saskatoon Fabrication

Bourgault Industries
PO# P361694-05
Division: Saskatoon Fabrication

Bourgault Industries
PO# P361695-00
Division: Saskatoon Fabrication

Interwest Mechanical
Fire Station #5
Division: Saskatoon Fabrication

Interwest Mechanical
OK Tire Drops
Division: Saskatoon Fabrication

FWS Industrial Projects
RIL Rycroft Dust Collection
Division: Saskatoon Fabrication

Interwest Mechanical
1700 Sleeves
Division: Saskatoon Fabrication

Mesa Mechanical
Curbs and Rails
Division: Saskatoon Fabrication

Interwest Mechanical
SS transition
Division: Saskatoon Fabrication

Coldflow Mechanical
Duct
Division: Saskatoon Fabrication

Mesa Mechanical
Curb Mods & Black Iron
Division: Saskatoon Fabrication

Bourgault Industries
PO# P363392-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P363392-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P363392-00
Division: Saskatoon Fabrication

L&L Heating & Cooling LTD
Plenums
Division: Saskatoon Fabrication

Bourgault Industries
PO# P363161-00
Division: Saskatoon Fabrication

Breck Scaffolding
Inspection Hatches
Division: Saskatoon Fabrication

Interwest Mechanical
FonDuLac Duct
Division: Saskatoon Fabrication

Interwest Mechanical
Fire Station #5
Division: Saskatoon Fabrication

Interwest Mechanical
OK Tire Drops
Division: Saskatoon Fabrication

Bourgault Industries
PO# P365150-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P365150-00
Division: Saskatoon Fabrication

Mesa Mechanical
High Key Brewery Drop
Division: Saskatoon Fabrication

Interwest Mechanical
Angle Purchase
Division: Saskatoon Fabrication

Bourgault Industries
PO# P365724-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P365724-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P365339-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P365760-00
Division: Saskatoon Fabrication

L&L Heating & Cooling LTD
Stock Plenums
Division: Saskatoon Fabrication

Coldflow Mechanical
Popeyes Grease Duct
Division: Saskatoon Fabrication

Kolibab Mechanical
High Key Brewing Exhaust
Division: Saskatoon Fabrication

Bourgault Industries
PO# P355581-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P366582-00
Division: Saskatoon Fabrication
Division: Saskatoon Fabrication

Bourgault Industries
PO# P36642-00
Division: Saskatoon Fabrication

Bourgault Industries
PO# P36641-00
Division: Saskatoon Fabrication

SOUTHWEST ONTARIO

Eileen Roofing
Lawfield Arena. Dehumidifier & Chiller Replacement
Division: SWO, Refrigeration Construction

Corrections Canada
Electric Vehicle Charging Stations
Division: SWO, Plumbing

Eileen Roofing
Beverly Arena - Dehumidifier Replacement
Division: SWO, Refrigeration Construction

City of Mississauga
Paul Coffey & Tomken Twin Arenas – Engine Room Replacements
Division: SWO, Refrigeration Construction

McCormick Canada
IT Room Liebert Installation
Division: SWO, London HVAC

Woodbridge Foam
HVAC Upgrades
Division: SWO, London HVAC

NEW EMPLOYEES

Suncor Energy
MCC Liebert Installation
Division: SWO, London HVAC

Cargill
HVAC Service Agreement
Division: SWO, London HVAC

Cargill
Boiler Agreement
Division: SWO, London HVAC

Bonduelle
Boiler Agreement
Division: SWO, London HVAC

Diamond Petro Chemicals Canada
HVAC Agreement
Division: SWO, London HVAC

Mooretown Sports Complex
Boiler Agreement
Division: SWO, London HVAC

Municipality of Lambton Shores
HVAC Agreement
Division: SWO, London HVAC

Colonial Cookies (Interbake Canada)
Oven/Hall Air Study & Ventilation Equipment
Division: SWO, Stoney Creek, HVAC

Treehouse Foods
Line 2 Overhaul (w Roberts Onsite)
Division: SWO, Stoney Creek, HVAC

Compass Health
Boiler replacements
Division: SWO, Stoney Creek, HVAC

Highland Place
Roof top unit replacements
Division: SWO, Stoney Creek, HVAC

CGC Hagersville
Wet Zone Blower
Division: SWO, Stoney Creek, HVAC

Mondelez
Roof top Unit Replacements
Division: SWO, Stoney Creek, HVAC

Hanson Heidelberg Cement Group
Steam Boiler Replacement
Division: SWO, Stoney Creek, HVAC

Haldimand County
Hagersville Arena - New Refrigeration Plant
Division: SWO, Refrigeration

Municipality of Chatham-Kent
Wallaceburg and Wheatly Arenas -
Chiller Replacements
Division: SWO, Refrigeration

City of Cambridge
Galt and Preston Arenas - Chiller and
Condenser Replacements
Division: SWO, Refrigeration

Township of Strong
Sundridge Strong Joly Arena -
New Rink Floor
Division: SWO, Refrigeration

Riviana Foods
Gnocchi Line #2 Project
Division: SWO, Refrigeration

Jordan Smale, HVAC, Jr. Maintenance Mechanic
Joel Standeven, Journeyman HVAC Technician
Randy Walker, HSE Advisor (Utilities)
Robert Withrow, Journeyman Sheet Metal Worker

ATLANTIC

Spencer Pearson, Accounting
Administrator, Accounting
Ben McIntyre, Technician, Atlantic Field Service
Tisha Brun, Administrator, NB Service
Adam Jollymore, Plumber, NB Commercial
Mechanical

Michele Rizza, Plumber, NB Commercial
Mechanical
Timothy Trottier, Plumber, NB Commercial
Mechanical

Jonathan Webb, Plumber, NB Commercial
Mechanical

Sam Brennan, Plumber, NS Service
Rachel Nolan, Service Account Manager,
NS Service

Ryan Boyd, HVAC Technician, NS Service
Colton Gavel, HVAC Technician, NS Service
Marlene Kelly, FMO Administrator, NS FMO

Spencer Terrio, FMO Administrator, NS FMO
Steven Kielbratowski, Pipefitter, NS Industrial
Brandon Elliott, Electrician, NS Industrial

Nicholas MacDonald, Electrician, NS Industrial
Todd Enman, Welder, NS Industrial
Mark Power, Pipefitter, NS Industrial

Eric Bertrand, Welder, NS Industrial
Patric Mainville, Millwright Journeyman, NB
Industrial

Micheal Tremblay, Electrician, NS Utility
Austin Tanner, Utilityman, NS Utility
Nicholas Pye, Representative, NL Service

Adam Carew, HVAC Technician, NL Service
David King, Pipefitter, Labrador West/NL Offshore
Justin Fry, Pipefitter, Labrador West/NL Offshore

Fabian Delaney, Electrician, Labrador West/
NL Offshore
Anthony Raymond, Welder, Labrador
West/NL Offshore

Bradley Walsh, Electrician, Labrador West/
NL Offshore
Jimmy Stares, Welder, Labrador West/NL
Offshore

Adam Emberley, Carpenter, Labrador
West/NL Offshore
Derrick Warr, Carpenter, Labrador West/
NL Offshore

Nicholas Kieley, Electrician, Labrador West/
NL Offshore
Sean Ryan, Plumber, NS Commercial

Steven Green, Electrician, NB Commercial
Electrical
Yves LeClerc, Plumber, NB Commercial
Mechanical

Jason O'Brien, Construction Manager, NL
Projects
Matthew Bussey, Pipefitter, NL Projects

Kevin Hoskins, Welder, NL Projects
Samantha Hardy, Advisor, NL Projects
Brenton Smith, Labourer, NL Projects

Daniel Green, Maintenance Mechanic, NL
Projects
Wayne Keefe, Carpenter, NL Projects

Corey Moore, Electrician, NL Projects
Jason Howell, Ironworker, NL Projects
Jonathan Fennelly, Electrician, NL Projects

Dylan Nippard, Ironworker, NL Projects
Nikolay Somov, Welder, NL Projects
Mark Roberts, Electrician, NL Projects

Mark Freeborne, Pipefitter, NL Projects
Jodi Hollett, Administrator, NL Projects
Andrew Blackwood, Pipefitter, NL Projects

Brad Moulard, Welder, NL Projects
Chris Frampton, Electrician, NL Projects
Clyde Penney, Electrician, NL Projects

Cordell Best, Electrician, NL Projects
Jonathan Chaulk, Welder, NL Projects
Jordan Eddy, Electrician, NL Projects

Mike O'Brien, Electrician, NL Projects
Peter Perham, Electrician, NL Projects
Randy Winsor, Electrician, NL Projects

Ryan Hodder, Pipefitter, NL Projects

Rodney Osmond, Maintenance Mechanic,
NL Projects

Christopher Kelly, Electrician, NL Projects
Trent Canning, Pipefitter, NL Projects
Earl Tizzard, Electrician, NL Projects

Matthew Cole, Pipefitter, NL Projects
Kevin Wolfrey, Electrician, NL Projects
Steve Earle, Electrician, NL Projects

Norman Oake, Pipefitter, NL Projects
Bailey Rogers, Electrician, NL Projects
Ryann Blanchard, Pipefitter, NL Projects

Shayne Kelsey, Welder, NL Projects
William Gillam, Welder, NL Projects
Patrick Morgan, Pipefitter, NL Projects

Steven White, Pipefitter, NL Projects
Travis Walters, Pipefitter, NL Projects
Trevor Benoit, Pipefitter, NL Projects

Paul Stapleton, Pipefitter, NL Projects
Evan Seward, Electrician, NL Projects
Donald Bewhey, Electrician, NL Projects

Jacqueline Lewis, Pipefitter, NL Projects
Cole Porter, Welder, NL Projects
Kyle Moulton, Pipefitter, NL Projects

Dennis Sutton, Pipefitter, NL Projects
Dakota Taylor, Intern, NL Projects
Shane Deir, Pipefitter, NL Projects

Dawson Jennings, Electrician, NL Projects
Dion Stagg, Electrician, NL Projects
Jamie Peddle, Pipefitter, NL Projects

Jonathon Healey, Welder, NL Projects
Matthew Keating, Pipefitter, NL Projects
Mike Mallay, Pipefitter, NL Projects

Roy Coveyduck, Pipefitter, NL Projects
Shaun Caravan, Pipefitter, NL Projects
Jonathan Loveless, Welder, NL Projects

Shawn Loveridge, Electrician, NL Projects
Lawrence St. Croix, Pipefitter, NL Projects
Drew Burrowes, Warehouse, NL Projects

BRITISH COLUMBIA

David Yorston, Building Operator
Colin Emsley, Building Operator
Justin McIntyre, Service Technician

Armin Delalic, Building Operator
Aaron Campeau, Building Operator
Joey Laquihon, Building Operator

Debra Gorman, Carpenter Foreman
Carl Knight, Building Operator
Andrew Harwood, FMO Supervisor

Soheb Malbarwala, Electrical Project Coordinator
Steven Jagpal, FMO Project Coordinator
Obaidah Chouman, Project Sales Representative

Conor Hickey, Warehouse Coordinator
Parth Patel, Intern (Utilities)

CORPORATE

Chelsea Chan, Senior Financial Analyst
Denisa Leiba, Vice President of People Resources
Jessica Hamilton, Corporate People
Resources Administrator

MANITOBA

Mike Hanson, Plumber
Perry Ross, Millwright Supervisor
Riley Bomek, HVAC Technician

Steve Sousa, Plumbing Foreman

POWER GENERATION REGION

Scott Legge, Estimator
Joshua Sequeira, Project Coordinator
Marc Miville, Project Management Intern

Petter Sutton, Project Manager
Terence Crossman, Project Coordinator
Lawrence Mann, Project Coordinator

Barry Gabel, Outage Coordinator
Masheed Ghamsari, Project Controls Cost
& Schedule Analyst

Leigh Palermo, Project Controls Cost &
Schedule Analyst
Linda Joseph, Project Coordinator

Basdeo Baboolal, Accounts Receivable &
Timesheet Administrator
Gerald Chambers, Holder of Record

Hanseul Choi, Modification Team Lead

QUEBEC

Nathalie Racine, Project Administrator
Ismail El-Chami, Project Manager
Jonathan Weir, Coordinator – Montreal FMO

PIERRE BROSSARD

Youssef Aarabi, Intern
Abdoulaye Baldé, Project Coordinator
Ariana Tirelli, Project Administrator

SASKATCHEWAN

Karla Kitzan, Service Administrator
Blain Wallman, Welder
Layne Jacobson, Welder

Louise Desjardins, Construction Administrator
Patrick Beresh, JM Plumber
Daniel Selke, HVAC Technician

Kobe Woodhead, Labourer
Zach Zoller, Labourer
Amandeep Brar, Project Manager

Ashton Townsend, Sheet Metal Worker
Chelsey Voth, Reception
Dustin Schaefer, FM Ironworker

Howard Carr, FM Pipefitter
Sheldon Oliver, Sheet Metal Worker
Nathan Bueckert, Sheet Metal Worker

SOUTHERN ONTARIO

Abdelgadir Amer, Inventory Coordinator
Alannah Hesson, Subcontract Coordinator
Alexander Aronoff, Contract Specialist

Alyson Findlay, Payroll Administrator
Alysus Guzman, Jr. Estimator
Anto George, Project Coordinator

Aryan Naik, Data Entry Clerk
Benjamin Boyd, Tool Room Assistant
Brian Young, Yard Coordinator

Caitlin Donnelly, Utility Estimator
Carly Sulman, Purchasing Coordinator
Carmela Parzanese, Data Entry Clerk

Cashio Jose, Project Coordinator
Cedra Taher, Legal Counsellor
Chris McGrath, Utility Locator

Clara Salehi, Corporate Communications
Coordinator
Daniela Camila Carrera Rodriguez,
Coordinator

Erika Lozada, Purchasing Coordinator
Esau Ali-Clarke, Project Coordinator
Gabriela Janevski, Estimating Coordinator

Gerald Gillis, Project Manager
Ghulam Hamdard, Job Cost Analyst
Harikrishnan Prakash, Engineer in Training

Heron Thiruchelvam, Site Tool Auditor
Huma Naseer, Human Resources Generalist
Isaac Tan, Assistant Controller

Jamila Ratac, Project Administrator
Jobelle Macaranas, Jr. Payroll Administrator
Joseph Lombardo, Project Manager

Linda Leonard, Project Coordinator
Luis Checo, Junior Project Coordinator
Marc Mantini, Senior Project Coordinator

Marius Fejzulla, Layout Surveyor
Mark Zach, Talent Acquisition Specialist
Michael Li, Data Entry Clerk

Namitha Baby, Engineer in Training
Navendra Singh, Engineering Technologist
Normand Chaput, Construction Manager

Paul Leddy, Project Manager
Peter Short, ITS Sales Associate
Pravin Sivagnanavel, Health & Safety Advisor

Ramin Etezazian, Project Coordinator
Richard Slowinski, Sales Manager,
Technical Services

Rose Oliparambil Johnson, Utility Estimator
Travis Ali, Utility Locator
William Youssef, Project Manager

Yanil Perdomo Dorville, Data Entry Clerk

SOUTHWEST ONTARIO

Maxime Bouchard, Plumber
Dylan Chalmers, Senior OV Technician GRS
Carlo Espejo, Senior Maintenance Mechanic

NEW EMPLOYEES

ALBERTA

Jim Arsenauff, HSE Lead (Utilities)
Zayed Balout, Project Coordinator (Utilities)
Brian Biggs, Journeyman Sheet Metal Worker

Elisa Boles, Service Administrator
Nicholas Carlson, FMO Project Manager
Francis Duchesne, Civil Superintendent
(Utilities)

Dustin Gowanlock, Apprentice Plumber
Stefan Keating, Journeyman HVAC
Technician

Jennifer Lohner, Project Coordinator
(Utilities)
Lynn Thune, Lead Administrator (Utilities)

Yannick Mathieu, Civil Superintendent
(Utilities)
Wendy Maze, Project Coordinator (Utilities)

Justin Miller, Estimator/Electrical Project
Manager

NEW EMPLOYEES

Geoffrey Goddard, Senior PV Technician
Mitchell Goulart, HVAC Maintenance Mechanic
Raymond Hocking, Maintenance Mechanic
Michael Roche, Plumber Apprentice
Carolyn Aubert, Customer Service Rep
Jordan Comeau, Accountant
Derek Hietkamp, Project Manager, Refrigeration
Laurie Lambie, Concierge
Shieleen Maddalena, Billing Administrator
Amber Paz, Sales Leader
Trevor Stutchbury, Electrical Engineering Technologist
Wendy Tabbara, Customer Service Rep

US OPERATIONS

Anna Zech, GIS Technician
Leroy Sance Jr., Engineering Technician
John Davis, Project Manager
Brandon Neel, Project Manager
Dillon McCollam, Mechanic
Tom McAvoy, HSE Advisor
Anthony Burks, Technician
Prestley Wright, Technician
William Buening, Technician
Burk Rydallch, Department Manager
Michael Gonzales, Technician
Ashley Harvey, Payroll Assistant
Daniel Babbitts, Technician
Sean Ervin, Technician
Sean Gallagher, GIS Technician
Nour Bakir, Engineer
Brandon Evans, Technician
Martin Furner, Equipment Operator (Utilities)

Madison Miller, Administrative Assistant
Jennifer Johnson, Administrative Assistant
Doris Watson, Fleet Administrator
Angie White, Claims Assistant
Chelsea Daily, HSE Advisor
Jordan Jeschke, Designer
Micah Blankenship, Project Coordinator
David Sada, Project Manager
Natalie Lanzi, Project Manager
Nikita Ugas-Medina, Administrative Assistant
Michael Jankowski, Project Manager
Christopher Stogschild, Shipper/Receiver
Lacy Fenton, Administrative Assistant
Royce Stricklan, Coordinator
Gregory Smith, Engineer
Michael Jankowski, Estimator/Project Manager (Utilities)

MOVERS & SHAKERS

ALBERTA

Karen Galliher, from Administrative Assistant to Project Administrator

CORPORATE

Kerry Jackson, from HRIS Clerk to HRIS Analyst

POWER GENERATION REGION

Giselle Estevez, from Human Performance Intern to HRIS Clerk
Devin Brenton, from General Foreman to Superintendent
Clare Curtin, from General Foreman to Superintendent
Daniel Roskopf, from General Foreman to Superintendent
John Goodwin, from Outage Work Coordinator to HSE Advisor
Brent McAdam, from General Foreman to Superintendent

SOUTHERN ONTARIO

Adam Downie, from Project Manager to Operations Manager
Antony Glasgow, from Operations Manager to MTO, Department Manager
Bradley Miller, from Project Coordinator to Project Manager

Christina O'Donnell, from Director of Legal to Vice President & General Counsel
Christopher Somer, from Coordinator to Jr. Project Manager
David MacDonald, from Project Manager to Operations Manager
Jasneet Virdi, from Project Manager to Sr. Project Manager
Jim McNeil, from H&S Advisor to Senior HSE Advisor
Joseph Salsa, from Project Coordinator to Project Manager
Mircea Istratescu, from Construction Manager to Senior Project Manager
Praveen Nirula, from Project Manager to Sr. Project Manager
Scott Labella, from Project Coordinator to Project Manager
Vladimir Sadovsky, from Estimator to Senior Project Engineer/Lead Estimator

SOUTHWEST ONTARIO

Andrew Smith, from Project Coordinator HVAC to Junior Mechanical Designer 4340
Joe Skrtich, from HVAC Maintenance Mechanic to General Helper



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