



Black & McDonald's Grid Response Team Plays a Critical Role in Keeping Toronto Powered

In 2024, Black & McDonald earned a 10-year contract as a primary Grid Response contractor for Toronto Hydro. This program is one of the foundational backbones of the city's electrical infrastructure. It focuses on building grid resilience and rapid-response maintenance across all high-voltage assets. The Grid Response Program plays a critical role in keeping Toronto powered and protected.

Due to its complexity and scale, Black & McDonald was granted a full year to mobilize the operation with a target date of January 1, 2025. Over 12 months, the team worked tirelessly to set up a full-service emergency response division capable of delivering 24/7/365 coverage. This would include a minimum deployment of 20 linemen and five dedicated foremen to the scene.

CONTINUED ON PAGE 8

Black & McDonald Supports Regional Growth with Highway 107 Extension in Halifax

Black & McDonald is proud to have played a key role in the successful delivery of the Highway 107 Extension project in Halifax, Nova Scotia. This initiative provided vital infrastructure to enhance safety, improve traffic flow, and support regional growth.

Prior to the extension, the only direct connections between Burnside and the Bedford/Sackville areas were Magazine Hill and the Bedford Bypass. These roads handled more than 40,000 vehicles daily, leading to congestion and traffic queues that covered several kilometres. The Highway 107 Extension delivers a solution to a long-standing gap in the 100 Series network by rerouting traffic from adjoining roads and substantially decreasing commute times.

CONTINUED ON PAGE 7



IN THIS ISSUE



Black & McDonald Celebrates International Women's Day
Page 4



The 2025 B&M Leadership Conference
Page 10

Black & McDonald Powers Park City, Utah

Black & McDonald is excited to be playing a pivotal role in the Park City Underground Distribution Project. This fire mitigation effort for Rocky Mountain Power, a division of PacificCorp, began in April 2024 and aims to move existing overhead power lines underground. This transformation will help reduce the risk of wildfires and improve service reliability for the community.

Park City is situated in the mountains east of Salt Lake City and is a recognized ski destination with a diverse tourism-driven economy. The area's historical significance and year-round outdoor activities meant that the project required extensive community outreach and close coordination with local stakeholders. This included meetings with local councils and property owners and ongoing communication efforts to ensure transparency and minimal disruption.

Navigating the Challenges

One of the most sensitive aspects of the project involved relocating overhead power lines running through Old Town Park City, an area with buildings dating back to the late 1800s. Preserving the historical integrity of the town while executing a complex underground installation required meticulous planning. Black & McDonald crews first excavated and installed a trench system leading out of a substation, carefully navigating through Old Town's narrow streets and coordinating with property owners along the way.

Once the underground system was in place through Old Town, the project expanded into the Park City Mountain Resort property, where crews had to work with steep terrain. The project required constructing new access roads, digging trenches up the mountainside, and continuing the underground conduit installation down the backside of the resort. The final phase connected the underground system to the substation for seamless power distribution.



The Project Included:

- Installation of 80,000 linear feet of underground 6-inch conduit.
- On-site work by two distribution crews and three civil crews, with Black & McDonald Energy & Infrastructure (BMEI) managing all civil work and trenching, while Black & McDonald performed the wire pulling.
- Installation of large electric utility vaults every 800 feet, with about 30 to 40 vaults in total, each measuring 7x12 feet and 13 feet deep.
- Road trenching and cuts throughout the mountain, and directional boring under roads and a river to minimize surface disruption.

Safety & Environmental Considerations

Despite the challenging landscape and tight timelines (crews could only work between May and October due to winter weather), the project has zero safety incidents reported to date.

Working in an active recreation area also necessitated careful planning as crews had to coordinate with local officials and operators to minimize disruption to popular trails. In some instances, trails were temporarily closed, and upon restoration, B&M ensured they were returned to their original state.

Looking Ahead to 2025

With significant progress in 2024, the project will continue through 2025 with a focus on one of the busiest roads in Park City. B&M will bore conduit underneath the roadway and a river, connecting it to the previous year's work.

Once complete, the project will provide a resilient electrical infrastructure that will mitigate wildfire risks and preserve Park City's natural environment.

Leadership Recognition

The success of this project is a testament to the dedication and expertise of the Black & McDonald and BMEI teams.

Chad Ambrose, General Manager—Utah, praised the team's efforts:

"I am very impressed with the professionalism of the Black & McDonald team and the BMEI team as stewards of the Park City community and Rocky Mountain Power. I am proud of how safely and efficiently we have executed this work. The field leadership and all crew members involved did an excellent job."

Black & McDonald Powers Park City, Utah

Other key team members also shared their thoughts:

- **Chad Walters, BMEI Department Manager:** “This was a difficult project, from working in Old Town Park City to tackling steep mountainous terrain with rock excavation. The crew did an amazing job in all aspects of the work.”
- **Shane Bills, BMEI Superintendent:** “This project required detailed planning, with several adjustments to minimize risk. Balancing construction with keeping trails open was a major challenge.”
- **Blain Burgener, BMEI Foreman:** “Tight conditions, low overhead lines, steep terrain, and small windows to fly and set vaults made for a demanding but rewarding summer project.”
- **Burk Rydalch, Project Manager:** “Huge project with a ton of potential issues that were solved by the great individuals we have working for B&M and BMEI. This was truly an incredible team effort!”



Project Team & Contributors

Black & McDonald would also like to recognize the project team and contributors including Marshall Clegg (Project Manager), Shane Bills (Superintendent), Blain Burgener (Foreman), Scott Robbins (Foreman), Nick Rasmussen (Operator), Leonard Broadhead (Operator), Eric Sorenson (Operator), Brenick Richardson (Labourer), Kaiden Demick (Labourer), Samuel Holmbo (Labourer), Chad Bryson (Superintendent), Trent Oakes (Foreman), Sean Farley (Operator), Jaime Sanchez (Labourer), Sean Pontius (Project Manager), Brandyn Schneider (General Foreman), Wade Williams (General Foreman), Colton Coy (Crew Foreman), Joshua Branz (Crew Foreman), Kelan Schuman (Journeyman Lineman), Tony Bell (Journeyman Lineman) and Alejandro Villasmil Salas (Labourer).

Subcontractors:

- Lightlink – Directional Drilling
- CJ Trucking – Excavation & Conduit Install

A Strong Future

This project is about more than just renewing infrastructure; it's about protecting the Park City community for years to come. By working closely with the city and its residents, Black & McDonald is ensuring that Park City's power distribution is reliable, sustainable, and fire-resistant.

With completion dates set for Fall 2025, Black & McDonald remains committed to safety, efficiency, and environmental stewardship in Park City and beyond.

Black & McDonald's Annual Leadership Conference

HIRE + INSPIRE

The 2025 Black & McDonald Annual Leadership Conference was the largest conference to date, giving the growing leadership team a critical opportunity to connect, communicate, and celebrate the many successes of the organization. The conference focused on themes of Safety, Operations updates, our B&M Learning Culture, Engagement and Values.

The People Resources team had an opportunity to engage and collaborate with leaders, highlighting key organizational people focuses such as Strategic Talent Acquisition, the B&M Performance Management System, and Employee Well-Being. One of the top opportunities identified in the 2024 B&M Employee Engagement Survey was Collaboration, and the Leadership Conference truly paved the way for working together toward common goals and inspiring new and exciting business ideas.

Corporate People Resources

Celebrating International Women's Day at B&M



At Black & McDonald, we celebrated International Women's Day (IWD) by recognizing the remarkable contributions of women across our organization. From skilled trades and project management to finance, leadership, and beyond, women play a key role in our success. Our strength comes from our people, and we continue to foster a diverse and inclusive workplace where everyone can reach their full potential.

This year, several Black & McDonald offices celebrated the day with special events. This included a speaker panel at the CVD office featuring Dayna Pavich, President of Infinity Generation Services Inc. and Michelle Cammalleri, Project Controls Director. They shared their unique perspectives and experiences as women in a male-dominated industry, focusing on actionable steps we can all take to inspire inclusion in the workplace.

As well, our Pullman and CVD offices produced a commemorative video compilation where employees were able to share their thoughts on the importance of the day and words of wisdom to encourage the next generation of women in the industry.

New in 2025, we also invited women at Black & McDonald to share more about their work experience through an anonymous company-wide survey. In line with the 2025 IWD theme, "Accelerate Action," the feedback will help model our Employee Experience strategy along with our standard Employee Engagement Survey.

As part of a global business community that values and champions women in every sector, Black & McDonald remains committed to fostering a culture of inclusion, respect, and opportunity.



Watch the videos on B&M's YouTube channel.



Black & McDonald Supports Vancouver's SRO Renewal Initiative with Integrated Facility Maintenance Services

Black & McDonald is proud to play a key role in the Single Room Occupancy (SRO) Renewal Initiative, a project dedicated to revitalizing 13 heritage hotels in Vancouver's Downtown Eastside. With approximately 900 residential units, this initiative provides stable housing for individuals facing complex challenges.

Our team is responsible for Facility Maintenance, ensuring the functionality and safety of these essential buildings and enabling residents access to stable housing with integrated support services. Through a combination of self-performed services and strategic subcontracting, B&M delivers comprehensive mechanical, electrical, and plumbing solutions, as well as general maintenance for building systems, fire safety, and structural integrity.

A Multi-Trade Approach to Facility Maintenance

B&M's scope of work encompasses a diverse range of services, ensuring every building remains operational and safe.

Our responsibilities include:

- Technicians performing all HVAC, mechanical, electrical, and plumbing services for the units
- Extensive major maintenance, repairs, and replacements
- Fire alarm and fire safety systems upkeep
- Cold water plumbing systems
- Building make-up air supply and filtration
- Base building maintenance

Through our Central Call Centre, we provide a streamlined response system for maintenance and repair requests.

The Call Centre is also paramount in acting as the checkpoint for all work requests and prioritizing and dispatching them to ensure effective response to demand maintenance.

Supporting BC Housing with Response & Specialized Services

B&M is not only responsible for routine maintenance but also plays a critical role in responding to additional work requests. These requests vary from making additions to CCTV camera systems, rebuilding equipment damaged by fire or flood, and electrical upgrades to support the addition of cooling on site. By leveraging both self-performance and trusted subcontractors, we maintain service quality across all properties.

Our commitment to service excellence is further demonstrated through our ability to handle projects of varying sizes. Minor projects under \$300K are efficiently executed while

larger-scale renovations and system upgrades are carefully planned and managed to ensure a smooth project experience without interruptions.

Innovation and Early Involvement for Better Outcomes

One of B&M's key strengths in this initiative is our proactive approach to project management. The contract has stringent requirements in place, requiring working with BC Housing and the nonprofit service providers delivering services to residents. By engaging with BC Housing from the bid stage, our operations team has helped shape the contract to ensure maintainability, reliability, and serviceability. This early involvement has allowed us to anticipate challenges, optimize maintenance strategies, and contribute valuable lifecycle insights for ongoing renovations.

A Lasting Impact on Vancouver's Housing Infrastructure

B&M's continued involvement in the SRO Renewal Initiative demonstrates our expertise in heritage building facility management and our ability to provide solutions that support the infrastructure needs of BC Housing. By maintaining a balance between reactive and proactive maintenance, we ensure that each facility remains functional.

Our team is committed to upholding the highest standards of service while adapting to the unique challenges of this initiative. By leveraging our technical expertise, we are not only meeting contract expectations but also supporting BC Housing in maintaining these important heritage buildings.



Black & McDonald Leads Construction of Largest Grid-Connected BESS System in Ontario

Black & McDonald is excited to spearhead the construction of a cutting-edge greenfield Battery Energy Storage System (BESS) in Windsor, Ontario. This significant project supports Ontario's advancing energy infrastructure and grid reliability.

The state-of-the-art project was awarded by Compass Energy and highlights B&M's growing presence in the clean energy sector, our technical expertise and the ability to execute complex power and electrical systems.

The greenfield project encompasses a range of services, executed entirely by Black & McDonald, including:

- Site excavation and grading
- Ground grid installation
- Installation of a 27.6kV overhead pole line
- Vista switchgear installation
- Primary metering unit installation
- Medium voltage cable pulling and terminations
- Installation of three 6MVA dual-secondary 27.6kV to 480V transformers
- Power Bus Way connections from transformers to BESS units
- Placement and connection of 18 Tesla Megapacks
- Low voltage and communications cable pulling and terminations
- Full commissioning of the system

"This is an exciting project for Black & McDonald. It is our first grid-connected BESS project in Ontario, as well as the largest grid-connected BESS project currently running in Ontario," shares Jason Tanguay, Division Manager, Special Projects High Voltage.



The project began in July 2024 and is targeted to be completed in Spring 2025. Work is on schedule, with contributions from a skilled team that includes electricians and equipment operators. As a hallmark of B&M's successful project delivery, the team's continued advancement stems from careful coordination and effective execution under tight deadlines.

As a cutting-edge energy asset, the BESS will support Ontario's power grid by helping balance demand, incorporate renewable energy sources, and enhance overall resiliency.

This project further solidifies Black & McDonald's place in supporting Canada's transition to clean energy sources.

We are proud to showcase our capabilities in the industry by delivering complex electrical and energy storage solutions that ensure a more energy-resilient tomorrow.



Updating Black & McDonald's Corporate Website

The Black & McDonald corporate website is undergoing an exciting transformation, led by the Corporate Marketing & Communications department's digital team. As part of Website 2.0, significant updates have been made, including revamped homepage templates, enhanced blog pages, and new interactive elements on service line pages.

Currently, the team is focused on developing project templates and contact pages, as well as converting all website project

PDFs and NPPD projects into HTML format to improve SEO (search engine optimization) rankings and enhance the user experience. As well, content planning is underway to ensure the site remains informative, engaging, and easy to navigate.

Stay tuned for more updates as we continue to enhance our digital presence!

Corporate Marketing and Communications

Black & McDonald Supports Regional Growth with Highway 107 Extension in Halifax

CONTINUED FROM PAGE 1

As a subcontractor, Black & McDonald delivered a comprehensive range of electrical and civil utility services.

This included:

- Supply and installation of 170 concrete lighting bases
- Supply and installation of 12,000 metres of underground trenching with conduit and wire
- Installation of 170 highway lighting poles and fixtures
- Installation of all associated hardware including fixtures, anchor bolts, and access doors.



The B&M team executed the project safely, efficiently, and on schedule, and ensured smooth integration with the larger project delivery. Due to the project's complexity, our crews worked around a variety of site and logistical obstacles, common

amongst major transportation infrastructure projects.

However, B&M maintained the highest standards of quality and safety throughout.



The Highway 107 Extension is another example of B&M's expertise in supporting transportation infrastructure development. B&M continues to lead the industry and solidify its reputation by partnering closely with trusted general contractors and contributing to projects that have enduring impacts on local communities.

Black & McDonald Launches Comprehensive Performance Management System Course

Black & McDonald has introduced a Performance Management System course designed to equip people leaders with the essential tools and knowledge to excel in their roles. This innovative course goes beyond traditional annual reviews, emphasizing the company's core values and Code of Business, and their impact on effective leadership.

Black & McDonald's performance management system includes setting clear expectations, the performance review process, recognition and rewards, disciplinary actions, and employee development. This holistic approach considers the company's values, mission, regional objectives, behaviour standards, policies, job descriptions, and project charters. Each element is supported by a policy or program, illustrating how it all comes together operationally. Aligning performance management with company values ensures consistency across the organization and fosters a shared understanding of leadership and accountability.

When employees are encouraged to learn and develop through various methods, they become more adept at meeting performance expectations. Experiential learning allows employees to gain practical skills on the job, social learning fosters collaboration and mentorship, and formal learning provides structured knowledge. This comprehensive approach ensures employees are well-equipped to perform at their best.

Aligning with Black & McDonald's core values, this training equips people leaders to drive performance, foster continuous improvement, enhance workplace effectiveness, and enable people to flourish. Seeking guidance from regional HR Partners can further enhance leadership skills and confidence in performance management.

For more information on the Performance Management System course, contact your regional HR Partner.

Training & Development

Black & McDonald's Grid Response Team Plays a Critical Role in Keeping Toronto Powered

CONTINUED FROM PAGE 1

"Our crews are often first on the scene. Whether it's a 911 emergency, a fire, a vehicle collision involving Toronto Hydro infrastructure, or major outages caused by storms and severe weather," says Tarun Joseph, Division Manager, Overhead Lines. "No matter the weather, we're out there."



Alongside its success, mobilizing an operation of this calibre had its fair share of obstacles. The team faced short timelines and logistical difficulties, including sourcing experienced linemen with emergency response backgrounds, as well as securing custom equipment, some with nearly year-long lead times. Each crew member had to be fully onboarded to Toronto Hydro's systems with the completion of mandatory training and integration to a digital-first documentation process that considered compatibility with both Toronto Hydro's platform and Black & McDonald's IT security standards.

The team also had to implement a precise payroll system that was flexible and tailored to hourly balancing schedules. They also developed an efficient shift rotation schedule that balanced workload, vacation time, and sick leave across an extensive crew.

Considering all the moving parts, the team approached the mobilization in incremental stages:

- 25% readiness by August 25, 2024
- 50% readiness by September 22, 2024
- 75% readiness by November 17, 2024
- 100% readiness by December 15, 2024

Throughout the year, the project team was focused on meeting each milestone and ensuring each resource was prepared ahead of the official launch.

The Grid Response team is now fully operational with crews embedded in Toronto's emergency services framework. However, the job is not done, and the work is increasingly demanding for the team. From navigating congested roads and dealing with unpredictable weather to managing customer expectations, the team is constantly adapting.

Black & McDonald is proud of the team for making it all happen. A special thanks goes out to the Operations Lead Mark Murray, and Foremen Cody Mercer, Rany Adams, Max Ambridge, Calvin Ruddy, and Sean Davis, who ensure that day-to-day field operations run smoothly. On the project management side, Bennet Reigon, Vishal Sagar, and Anastasia Moskvitina ensure the operations team have everything that they need, managing logistics and cost control.

Together, this team keeps Grid Response running at its best, delivering excellence day in and day out, for the next decade.

2025 B&M Sales Conference: Get Back to Basics

The 29th annual B&M Sales Conference, held from February 3 to 6, was a resounding success. This year's theme, "Get Back to Basics," emphasized the importance of fundamental sales strategies in today's evolving market. Attendees from all our Service and FMO Operations gathered to share insights, network, and participate in engaging workshops and presentations.

A highlight of the conference was the workshop led by David Hughes, an industry leader known for his innovative sales approach. His insights inspired attendees to refocus on core principles while embracing new growth opportunities.



The conference featured interactive sessions designed to strengthen essential sales skills and encourage collaboration. Beyond the workshops, social events such as the welcome reception, gala dinner, and bowling night, gave attendees a chance to relax, connect, and build lasting connections.

Next year, we're excited to celebrate a milestone: our 30th Sales Conference. We can't wait to see you there!

“Safety Differently” – Energy-Based Safety

At Black & McDonald, we have always prioritized the health, safety, and environmental well-being of our employees, customers, and the public. Over the years, we have made significant strides in improving our safety performance. However, on our journey of continuous improvement, we recognize the need to evolve and sustain a culture where safety remains paramount. This is encapsulated in our “Safety Differently” approach. We are introducing Energy-Based Safety into our Health, Safety and Environmental Management System.

Energy-Based Safety is a key Corporate HSE initiative for 2025 that focuses on identifying and controlling potential hazards by analyzing the different forms of energy present in a workplace. This defines every injury as a result of uncontrolled energy coming into contact with a worker and introduces tools like the “Energy Wheel” to systematically identify these energy sources and implement effective direct controls. This method aims to improve hazard recognition by prompting workers to consider all possible energy sources that could cause harm, not just the obvious ones.

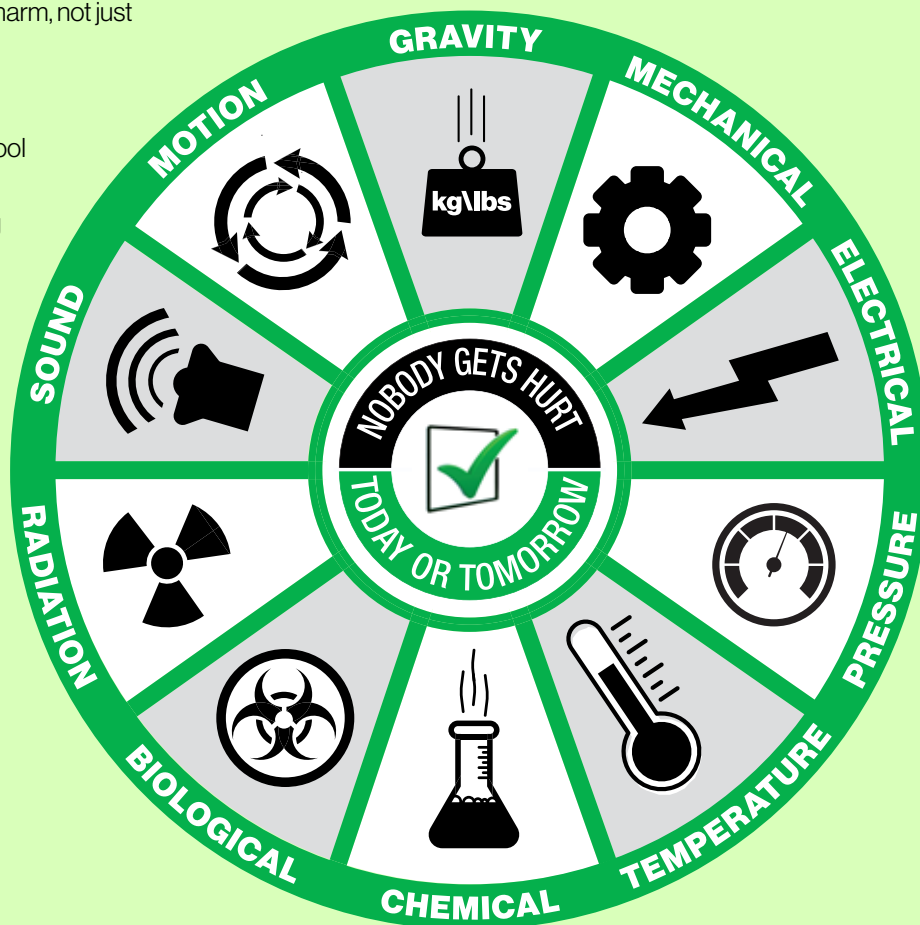
Key points about Energy-Based Safety:

- **The Energy Wheel:** By implementing this tool into our risk assessments, site inspections and task observations, it will aid in identifying different types of energy like gravity, motion, electrical, thermal, pressure, and chemical, helping workers systematically scan a work area to identify potential hazards they might otherwise miss.
- **Hazard Identification:** By assessing the presence of energy sources, workers are encouraged to actively look for potential hazards that could release uncontrolled high energy, leading to serious injuries.
- **Improved Risk Assessment:** Energy-Based Safety promotes a more comprehensive risk assessment process, considering all possible energy sources and their potential for harm.

- **Direct Controls:** Critical control measures designed to eliminate or mitigate high-energy hazards. These controls are targeted at the source of energy, are effective at mitigating the amount of energy present when installed properly, and they remain effective, even if unintentional human error occurs after installation.

At Black & McDonald, we are committed to creating a safe and healthy environment for our employees, customers and the public where we work. Our Energy-Based Safety initiative is a crucial step toward achieving this goal. By working together and staying vigilant, we can ensure that everyone goes home safely at the end of the day and that Nobody Gets Hurt, Today or Tomorrow!

Health, Safety and Environment



Connecting, Communicating, Collaborating, and Celebrating at the 2025 B&M Leadership Conference

The 2025 Black & McDonald Leadership Conference brought together B&M leaders from across the company for three days of learning and sharing. This year's theme, "Leadership at B&M: Connect, Communicate, Collaborate, Celebrate," set the tone for meaningful conversations around the future of our organization.

The event kicked off with an opening dinner where Bruce McDonald shared introductory comments and Anthony Di Gianni, VP of HSE, presented the 2025 André Brenard Awards to this year's recipients. The first full day of the conference commenced with a land acknowledgement by Chris Trainor. This was followed by presentations from corporate and regional leadership with key messages focused on the importance of people and safety, as well as exciting developments across our regions. Our VP of People Resources, Denisa Leiba, presented B&M's new HR theme Hire and Inspire, a primary focus of 2025. The B&M Tradeshow highlighted a variety of initiatives and business areas across the company, including HSE, People Resources, Indigenous Business, Roberts Onsite, ESS, US Operations, and Virtual Design & Construction.

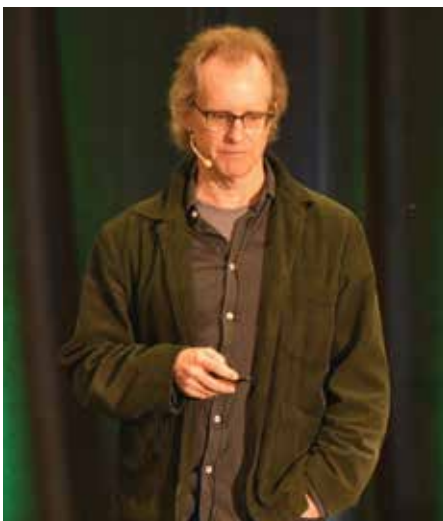
Day two featured a strategy update from Bruce McDonald, a leadership talk by Mark Healy, and presentations from Kevin Daly regarding Commercial Cleaning Services, Chris from Fleet, and Rajiv on IT and Security. There was also a powerful mental health talk by Michael Landsberg. In the afternoon, there were collaborative opportunities and breakout rooms offered by the Service, FMO, Utilities, and Construction teams to address key issues and brainstorm potential solutions. The day was capped off with Tareq Ali, Director of Corporate Marketing & Communications, presenting an engaging video that highlighted B&M's community efforts throughout the previous year.

Each morning of the conference featured safety moments with presentations by Anthony Di Gianni, Anthony Renfro, Dan Ransom, and Mark Healy. Evenings were jam-packed with opportunities to connect and collaborate such as through Wednesday night's Casino and Carnival Night that combined fun and philanthropy together. The top two participants received cheques to donate to local charities of their choice!

The excitement of the conference concluded with a delicious closing dinner where Ian McDonald helped wrap up the festivities of the week. Attendees walked away energized and ready for the year ahead!



Connecting, Communicating, Collaborating, and Celebrating at the 2025 B&M Leadership Conference



Connecting, Communicating, Collaborating, and Celebrating at the 2025 B&M Leadership Conference



ORDER BOOK

ALBERTA

Air Canada

Security Upgrade

Siksika Nation High School

AC Upgrades

Banff Conference Centre

Re-roofing Upgrade

Westrock

Interior Modifications

Chief Old Sun School

Kitchen Renovation

Alberta Distilleries Limited

Steam Valve Upgrades

Morgan Stanley

Server Room AC Upgrade

SMS Equipment

Make-up Air Installation

Bell Canada

Re-roofing Upgrade

Illuminada

Cooling Tower Replacement

OEM Remanufacturing

Signed FMO Agreement

TC Energy

Renewal of FMO Agreement

Airtelink

Renewal of FMO Agreement

Princeton Waterside Condos

Signed FMO Agreement

ATLANTIC

Air Canada Cargo

Emergency Power Upgrades

Region: Nova Scotia Industrial

City of Saint John

DC Battery Bank Testing

Region: Atlantic Field Services

Pepsi Bottling Group

Ammonia System Maintenance

Region: Atlantic Industrial

Refrigeration

QMerit

EV Charger Installations

Region: Newfoundland Service

Saint Mary's University

Science Lab Upgrades

Region: Nova Scotia Commercial

Defence Construction Canada

Goose Bay – Aux Power Unit

Region: Labrador West – NL Offshore

Government of Canada

Energy Performance Contract

Region: New Brunswick Commercial

JD Irving Limited

Power Meter Monitoring

Region: Atlantic Field Services

Michelin North America

Transformer Replacement

Region: Nova Scotia Utility

Horizon Health Network

Moncton Hospital Urology Fit-Up

Region: New Brunswick Commercial

Greater Moncton Sewerage

Commission

Pumping Station HVAC Upgrade

Region: New Brunswick Service

Loblaws Atlantic

Warehouse RTU Replacement

Region: Newfoundland Service

NAV Canada

Tower Renovation

Region: New Brunswick Commercial

WESCO Distribution Centre

HVAC Maintenance

Region: Nova Scotia Service

Halifax Water Commission

Clarifier Electrical

Region: Nova Scotia Industrial

Defence Construction Canada

Replace Chiller Valves

Region: Nova Scotia FMO

Moncton International Airport

Temporary Shelter Power

Region: New Brunswick Utility

NB Southern Railway

HVAC Maintenance

Region: New Brunswick Service

Quispamsis Memorial Arena

Condenser Replacement

Region: Atlantic Industrial

Refrigeration

Imperial Oil

Tank 436 Commissioning

Region: Nova Scotia Industrial

Iron Ore Company of Canada

Filter Monorails

Region: Labrador West – NL Offshore

NORTHERN ONTARIO

DHTC contract

March 3, 2025

PIERRE BROSSARD LTÉE

Pomerleau

De la Concorde Bridge

Decarel

TSS, Electrical and Telecom

Installation at the City of Brossard

Multigenerational Centre

GPM

Catenary Maintenance

& Site Monitoring

CNECC

Construction of a Catenary Network

Pomerleau

Papineau Bridge Rehabilitation

Ganotec

Temporary Electrical Work

POWER

GENERATION REGION

Pickering Nuclear Generating Station

Firewater System Upgrades

Replace Dousing System Piping

Emergency Water System (EWS)

Modifications

Service Contract Mechanical

Separation Modifications (Phase 0)

Darlington Nuclear

Generating Station

Darlington Units 1-4 Boiler

Secondary Side Chemical Cleaning

Concrete Floor Repair for Used Dry

Fuel Storage

Low Pressure Service Water HX Coil

Replacement

QUEBEC

Toyota

Garage Door Replacement

Air Canada Cargo

Electrical Installation for Punch Clock

St-Hubert

Supply and Install 15 T Rooftop

Mountain Equipment

Entrance Gate Replacement

CN Rail

Supply and Install Ice Cube Machine

Air Canada

YUL Refresh 2025

SASKATCHEWAN

Burns & McDonnell

Aspen Power Air Cooling Condenser

Burns & McDonnell

Aspen Power HVAC

SaskPower

Cory co-gen GT Filter Replacement

South East Construction

Hydro Float Pipe Pooling

Mosaic

K1 Drag Line Conveyor Upgrades

Mosaic

K1 Dryer Repairs

SOUTHWEST ONTARIO

Air Products

Process Burner Upgrades

Mondelez

Rooftop Unit Replacements

Andrew Peller

East Kitchen Rooftop Unit

Replacement

City of Brantford

Geothermal

Wil Skill Centre

Tankless Water Heater

City of Mississauga

Clarkson Arena

Refrigeration Upgrades

Union Water Supply System

Ruthven

Heat Pump Installation

Upper Thames River Conservation

Authority

Wye Creek Pump House Upgrade

Erie Architectural

ATS Installation

Sir Adam Beck |

Cooling Towers and Boilers

Electrical

Gnutt Carlo Canada Ltd.

Heat Trace

Sisters of the Precious Blood

Full Monastery LED Upgrade

St Claire Township

Alum Station Heat Trace

Hamilton Health Sciences

Hamilton General Hospital Backflow

Preventor Upgrades

Stackpole International

Cooling Tower Replacements

City of Barrie

Ammonia Refrigeration Systems

Retrofit

Municipality of South Bruce

Ice Slab Replacement

Andrew Peller (Main location)

Ammonia/Glycol System Expansion

P&H Centre (Hanover)

Condenser Replacement

Alvinston Arena

Chiller Replacement

Carling Township

Outdoor Ice Refrigeration System

WESTERN UTILITIES REGION

Mattamy Southwinds 4

Completed Underground Utilities

NEW EMPLOYEES

ALBERTA

Kurtis Beveridge, HSE Advisor

Melissa Smith, Service Coordinator

Scott Robson, Sales Representative

Esmeralda Muir, Billing Clerk

ATLANTIC

Thomas Mahoney, Project Sales Rep.,

NS Service

Jacob Myra, Project Coordinator,

NS Utility

Matthew Nicholson, Project Manager,

NS Utility

Nastasia Phipps, Project Administrator,

NS Service

NEW EMPLOYEES

Shannon Alary, Service Administrator, NB Service
Morgan Steeves, Service Administrator, NS Service
Andrew Clarke, Project Manager, Labrador West/NL Offshore

BRITISH COLUMBIA

Doug Moore, HSE Advisor
Ricky Lui, Project Manager
Hasan Riaz, Junior Project Manager

CORPORATE

Ajit Ugru, Senior Treasury Analyst

MANITOBA

Janelle Ducharme, Service Administrator
Jeff Harder, Project Coordinator
Jay Hotson, Facility Manager
Kelly Riha, Service Project Sales Rep.

NORTHERN ONTARIO

Laurence Coulter, Project Coordinator
Julie Bélanger, Contract Manager
Michael Reynolds, Facility Manager
Rui Martins, Facility Supervisor

POWER GENERATION REGION

Ali Abdallah, Modification Team Lead
Shirin Ahmad, Modification Team Lead
Ahmad Al Dilati, Modification Team Lead
Ammaar Ali, Project Coordinator
Mohamed El-Mansi, Project Manager
Mark Entwisle, Estimator
Supal Gupta, Modification Team Lead
Valentin Ioan, QA Specialist
Laiba Javed, Modification Team Lead
Sneha Mathews, Nuclear Buyer
Brendan McCracken, Regional Human Resources Manager
Hamed Mokhtari, Project Controls Cost & Schedule Analyst
Muhammad Naeem, Modification Team Lead
Opeyemi Olowu, Proposal Writer
Yvonne O'Brien, Nuclear Buyer
Abhimanyu Patel, Modification Team Lead
Beena Patel, Job Clock & Timesheet Administrator
Rojan Reybod, Project Coordinator
Karley Richard, Engineering Document Control Coordinator
Vithuran Sandrasekaran, Estimator
Kora Sawyer, QC Inspector, Mechanical
Vinil Solanki, Modification Team Lead
Robert Taylor, Project Manager
Yassin Thabit, Modification Team Lead
Kunjan Trivedi, Modification Team Lead
Huzaifa Zia, Project Controls - IT Developer

SASKATCHEWAN

Treena Hanis, Service Coordinator
Daryl Nylen, Service Project Sales Representative
Adam Tranberg, Project Coordinator
Sarababyapi (Sam) Mohapatra, QC/QA Manager

Kathy Pidskalny, Administrator-Industrial

SOUTHERN ONTARIO PULLMAN COURT

Shahrouz Babashahi, QA/QC Coordinator, Electrical ICI
Seyed Mohammad Barghi Keyvan, Project Coordinator, Electrical ICI
Kris Dimovski, Sr. VDC Specialist, Electrical ICI
Majed Edrisi Pour Gheshmi, Project Manager, Electrical ICI
Shinto Elias, Project Coordinator, Electrical ICI
Ali Hamza, Project Coordinator, Electrical ICI
Harsha Kalavampara, Electrical Revit Detailer, Electrical ICI
Sreejith Kallada Sathiadevan, Project Coordinator, Electrical ICI
Mazhar Khan, Project Manager - QA/QC, Electrical ICI
Resha Mohammed, Project Coordinator, Electrical ICI
Hamid Moradian, Project Manager, Electrical ICI
Naga Tarun Nuti, Revit Detailer, Electrical ICI
Aniket Sarkar, Project Coordinator, Electrical ICI
Danial Karimi Chahartash, Project Coordinator, Water & Wastewater
Emmanuel Koroma, Project Manager, GTAA
Adam Zarkovic, Jr. Project Coordinator, GTAA
Daniel Veloce, Project Manager, Mechanical & Electrical Special Projects
Ede Ardelean, Sr. Estimator, Mechanical ICI
Stanislaus Indrakumar, Project Coordinator, Mechanical ICI
Asim Rashid, Estimating Manager, Mechanical ICI
Maurizio Ballardini, Sr. Project Manager, Sheet Metal Fabrication/Construction
Nathan Kretschmann, Layout Surveyor, Sheet Metal Fabrication/Construction
Alejandro Garcia, Tool Room Assistant, Tool Room
Kristina Petralito, Health & Safety Advisor, H&S
Mallick M. Shariq Ali, Job Cost Analyst, Accounting
Wendy Barnard, Accounts Receivable Specialist, Accounting
Shehan Sarap, Job Cost Analyst, Accounting
Jennifer Huang, HSE Administrator, H&S
Aaron Wong-You, Jr. Health & Safety Advisor, H&S
Olamilekan (Lekan) Toheeb Alarape, Proposal Coordinator, Business Development
Phillip O'Connor, Manager, Business Development
Sahithi Bandi, Project Coordinator, Overhead Lines

Vraj Doshi, Project Coordinator, Overhead Lines
Pablo Carrillo, Senior Project Manager, Transportation Infrastructure
Merrill Rodrigues, Project Manager/Estimator, Transportation Infrastructure
Charles Cai, CAD Drafter, Civil/Underground
Liming Zhu, Signals Design Lead, Civil/Underground
Abdul Basit, Junior Technician, Technical Services
Peter Benedetto, Junior Technician, Technical Services
Shreyas Bhashyam, Junior Technician, Technical Services
Thomas Cowieson, Senior Technician, Technical Services
Romeo Fajardo, Junior Technician (CO-OP), Technical Services
Jason Rae Husain, Field Service Engineer, Technical Services
Francesco Lijoi, COOP Student, Technical Services
Dillon Taylor, Junior Technician, Technical Services
Stanislav Vereskun, Intermediate Technician, Technical Services
David Al-Badri, Warehouse Shop Assistant - Shipper/Receiver
Mel Bacay, Project Administrator, Engineering
Simran Kaur, Electrical Designer, Engineering
Melissa Montenegro, Electrical Designer, Engineering
Johnny Ng, Electrical Designer, Engineering
John Paul Guillen, Yard worker, Traffic/ITS
Pouya Akrami Moghadam, Quality Control Inspector
Derek Bartlett, Estimator, Transportation
Hormoz Motameni, Quality Control Inspector
Natasha Shah, Estimator, Transportation
Matthew Wilson, Department Manager, Substations
Raman Judge, Project Manager, Substations

SOUTHERN ONTARIO CVD

Zhao (Kevin) Lu, Senior Application Developer
Sino John, Accounts Payable Team Lead
Edmund Macabenta, Account Payable Specialist
Prashanth Pulugam, Account Payable Specialist
Chrisan Salian, Financial Billing Coordinator
Jagpreet Singh, Centralized Call Centre Representative
Liam McDonald, Intern, Finances
Courtney Dykas, HSE Administrator
Marisa Abar, Business Intelligence (BI) Analyst
Kokulan Premachandran, Procurement Coordinator

Jamie Davidson, HVAC Journeyman Technician
Glen Michael Joseph, HVAC Journeyman Technician
Sean Doyle, Plumber
Byron Bertolo, HVAC Journeyman Technician

SOFMO & SERVICE

Shawn McLean, Facility Manager, Commerce Court
Ryan Feran, Casual Building Operator, Commerce Court
Kenneth Wall, Regional Facilities Manager, DCC
Michaela Kirec, Regional Fire and Life Safety Systems Specialist, DCC
Warren Wiebe, Facility Supervisor, DCC
Maria Gabriela Ontiveros, Project Manager - Level 1, DRDC

BERMUDA

Kristian Cherrington, Building Operator
Philip Woods, Facility Coordinator

GTAA

Joshua Williams, Jr. HVAC Maintenance Mechanic, GTAA
Pasang Sherpa, Jr. HVAC Maintenance, GTAA
Kennie Medard, Project Manager - Level 1, Hydro
Shadman Hossain, Project Coordinator, Hydro
Kumar Deonarine, Sr. Project Manager, Hydro
Matthew Penstone, Building Operator, Molson Coors
Virean Virean, Receptionist, Simmons
Manuel-Alejandro Cartagena, Facility Coordinator, Sinai Health Services
Kunj Kumar Patel, Roving Shift Operating Engineer, Sobeyes
Akhtar Naeem, Operating Shift Engineer, Sobeyes
Ammar Rashid, Security Guard
Michael Goncalves, Security Guard
Anthony Dos Santos, Security Guard
Stephen Nicholls, Security Guard
Andrew Lowe-Wyld, Security Guard

WINNIPEG

Jatinder Thakur, Contract Coordinator

SOUTHWEST ONTARIO

Alex Plain, HVAC Technician
Nick Storey, Refrigeration Mechanic
Edwin Kow, Project Sales Representative
Jonathan McKye, Service Coordinator
Ryan Briscoe, Plumber
Cory Calvin, HVAC Technician
Jordan Dreise, HVAC Technician
Pietro Restivo, Plumber
Ryan Robinson, HVAC Mechanic
Thomas Taylor, HVAC Technician
Jonathan Amaya, Advisor
Devika Anderson, Administrator
Grant Deegan, Business Development Representative
Julia Heslinga, Administrator
Chris Joseph, Project Coordinator
Kellie MacPhee, Administrator

NEW EMPLOYEES

Kelsey Macpherson, Business Development Representative
Conor MacPherson, Business Development Representative
Jessica Major, Administrator
John McNaught, Operations Supervisor
Jake Ricketts, FMO Coordinator
Tyler Rouse, FMO Coordinator
Olivia Speed, Administrator
Rod Bettio, HVAC Technician
William Burton, HVAC Maintenance Mechanic
Matthew Cadmam, HVAC Maintenance Mechanic
Shanne Cartwright, Plumber
Jonathan Chambers, Plumber
Cory Cunha, HVAC Technician
Liam Donnelly, Plumber
Jordan Dreise, HVAC Technician
Cooper Lobsinger, HVAC Technician (Performance)
Taylor Maddock, HVAC Technician
Christopher Rocheleau, HVAC Technician
Griffin Roubos, Maintenance Mechanic
Garrett Smulders, HVAC Technician
Luka Spizzirri, HVAC Maintenance Mechanic
Thomas Underwood, HVAC Technician
Marinko Zeleznak, Plumber
Michael Zucchiatti, Electrician

WESTERN UTILITIES REGION

Ricky Lui, Project Manager
Hasan Riaz, Junior Project Manager

US REGION

Beverly Figueroa, Technician
Alyssa Fletcher, Administrator
Fabiola Sore, Engineer
Cameron Reece, Engineer
Robert Newcom III, Technician
Ahmad Ali, Engineer
Melissa King-Bishop, Coordinator
Samuel Wilson, Project Manager Level 1
Karlie Arce, Administrator
Kristopher Watts, Technician
David Bowers, Project Manager Level 1
Brooke Anderson, Corporate Controller
Josiah Yohn, Technician
Annie Zheng, Payroll Specialist
Peter Caravello, Mechanic
Amy Jordan, Technician
Zachary Stevens, Materials Handler
Stephen Hjerstedt, HSE Advisor
Beckley Clark, Intern
Sally Hutcheson, Administrator
Joel Rincon, Technician
Andrew Hopkins, HSE Advisor
Cesar Lagos, Intern
Aaron Davis, Engineer
Desiree Garcia, Project Coordinator
Ava McQueen, Administrator
Daniel Smith, Intern
Bethany Kolb, Payroll Specialist

MOVERS & SHAKERS

ALBERTA

Wolf Seibert, From HSE Advisor to Senior HSE Advisor
Uzoamaka Nwajagu, From Service Administrator to Service Coordinator
Joanne Crooks, From Service Coordinator to Service Contracts Specialist
Elisa Boles, From Service Administrator to Client Relations Coordinator

ATLANTIC

Don Kelly, From Project Manager to Department Manager, NL Projects
Jason Joudrie, From Construction Superintendent to Department Manager, NS Industrial

POWER GENERATION REGION

Terence Crossman, From Project Coordinator to Project Manager
Giselle Estevez, From Human Resources Administrator to Jr. Human Resources Coordinator
Dorina Fleites, From Quality Assurance Manager to Director, Quality Assurance
Ryan Hagan, From QA Representative to QC Supervisor
Sheldon Howell, From QA Representative to Manager, Corporate Quality
Kerry Jackson, From Human Resources Coordinator to Sr. Human Resources Coordinator
Tracy Mason, From Director, Corporate Quality Assurance to Vice President of Quality
Christina Taylor, From Site Administrator to Project Controls Cost Analyst

SASKATCHEWAN

Kayla Busch, From Estimator to Journey Person Pipe Fitter
Travis Wasserman, From Business Development Representative to Sales Leader
Kelly Willcox, From Contract Coordinator to Contract Manager

SOUTHERN ONTARIO – Pullman

Laura Demma, From Assistant Subcontract Manager to Executive Assistant
Jacob Paul, From Jr. Project Manager to Project Manager, Mechanical ICI
Tedi Gura, From Assistant Controller to Controller, Accounting
Belinda Dean, From Job Cost Analyst to Billing Supervisor
Cashio Jose, From Project Coordinator, Overhead lines to Sr. Project Coordinator, Special Projects High Voltage
Gabriel Gonzalez, From Coordinator, Substations to Junior Coordinator, Engineering
Krishani Ravichandran, From Data Entry Clerk to Administrative Assistant, Overhead Lines
Rachel Wang, From Distribution Design Supervisor to Distribution Design Manager, Engineering
Ryan Percival, From Engineering Supervisor to Department Manager, Technical Services

SOUTHERN ONTARIO – SOFMO & Service, CSG, BMR

Gary Gautreau, From HVAC Tech to Operations Supervisor - HVAC
Natasha Moysiuk, From Intern to Jr. Energy Analyst
Tiffany Bui, From AP Specialist to Cost Analyst
Liam Salmon, From Plumbing/Heating Tech to Lead Hand - Plumbing/Heating
Adithya Hiremat, From Procurement Coordinator to Purchasing Agent

Aaron Hicken, From Controls Solution Specialist to Project Manager
Colin Burns, From Energy & Sustainability Project Coordinator to Project Manager
Denise Lee, From Energy & Sustainability Analyst to Project Manager
Erica Brabon, From Director, Energy & Sustainability to Senior Director, Energy & Sustainability Services
Kelly Christensen, From Manager, Strategy & Pursuits to Director, Energy & Sustainability
Melissa Stonehouse, From Payroll Specialist, Finance Shared Services to Payroll Team Lead
Harry Georgopoulos, From Project Coordinator to Project Manager
Omar Barakzai, From Project Coordinator to Project Manager
Brady Colasante, From Intern, Procurement to Junior Business Analyst
Albert McWilliams, From Project Team Lead to Senior Project Manager
Vikas Ravi, From Service Electrician to Senior Project Manager
Jesse Georgopoulos, From Electrician to Electrical Lead Hand
David Lawrence, From General Manager to Regional General Manager
Aquif Toor, Accounts Receivable Administrator, from SOFED to SOFMO
Isaac Tan, Assistant Controller, from SOFED to SOFMO
Anh Nguyen, Accounting Analyst, from SOFED to SOFMO
May Keosavanh, Talent Acquisition Specialist, from SOFED to SOFMO
Bhamini Khalsa, Talent Onboarding Specialist, from SOFED to CSG
Albi Saji, Promoted to SOFMO Maintenance Mechanic
Amanda Peters, Promoted to CSG Accounts Payable Specialist

SOUTHWEST ONTARIO

Chris Baird, From Refrigeration HVAC Technician to Operations Supervisor
Kale Anderson, From Coordinator at RJC to Facility Supervisor
Jason Price, From Coordinator at SJK to Facility Supervisor
Brittney Wadham, From Cost Analyst - Relocated to Stoney Creek from the Ottawa Office

US REGION

Calvin Wolf, From Intern to Engineer
Ahmad Ali, From Intern to Engineer
Fabiola Sore, From Intern to Engineer
Cameron Reece, From Intern to Designer
Robert Newcom, From Intern to Designer
Grace Marquardt, From Intern to Project Coordinator
Sean Gallagher, From Project Manager to OH FITNESS Project Manager



Centennial
Poster Series

With great pride and appreciation, we commemorate the 100th anniversary of the founding of Black & McDonald. From a humble start as an electrical wiring contractor, we have become one of North America's most respected integrated, multi-trade service providers. This poster series celebrates the legacy and community forged by our forebears and the effort and contribution of the thousands of people who continue to do the job right.

Motif N° 03
Limited Edition

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50



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