



## Inaugural B&M Centennial Scholarships Receive Impressive Number of Submissions

As part of our centennial celebrations, Black & McDonald recently launched a North America-wide scholarship program for our employees' families.

This new program provides financial support to help our employees' family members pursue their dreams of a post-secondary education, and is a testament to our strong culture and family values and our commitment to the communities in which we live and work.

The scholarships will award \$3,000 each to 16 applicants throughout Canada and two applicants in the United States.

The inaugural scholarships received an impressive response from all regions, with 120 applications submitted. The application process for the B&M Centennial Scholarships ran from April to May and the winners were announced in July.

For more information about the Black & McDonald Centennial Scholarships, visit [www.blackandmcdonaldscholarships.com](http://www.blackandmcdonaldscholarships.com).

## B&M Partners with BC Hospital to Reduce Greenhouse Gas Emissions

At the beginning of the year, Black & McDonald began a six-month project to improve Mount Saint Joseph Hospital's HVAC efficiency and curb its Greenhouse Gas (GHG) emissions.

Built in 1944, the Vancouver, BC-based hospital has undergone many extensions and improvements over the years. However, repair and replacement of old and inefficient HVAC infrastructure was long overdue. Upon closer inspection of the machinery, we determined that rather than simply making repairs, replacing the

HVAC infrastructure would save the most money and generate the least GHG emissions.

B&M technicians were tasked with the third phase of a four-phase refurbishment project. Having planned the work with 3D modelling and shop drawings, we supplied and installed extensive piping and an air source heat pump to replace natural gas boilers, explained Dermot Hawe, a Senior Project Manager at Black & McDonald.

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# B&M Partners with BC Hospital to Reduce Greenhouse Gas Emissions

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## Challenges overcome

Like all projects, this one is not without its challenges, but with B&M's experience and know-how, the team is rising to the occasion.

"We have extensive experience with hospital projects. We've worked on nearly every hospital in the lower BC mainland, but every one of them has unique features," Hawe said. "In this case, the client wanted to have room on the roof where large solar arrays could be installed at some point in the future. The arrays will go right down the middle of the rooftop. To ensure that the arrays would neatly fit, we had to reroute a lot of piping and electrical cables to the perimeter of the roof around where the arrays will be installed."

Hawe added that B&M had to additionally modify its standard approach to laying cable by using scaffolding to enhance safety.

## Value delivered

Mount Saint Joseph is part of Providence Health Care, a non-profit organization, providing services in partnership with the Vancouver Coastal Health and the Provincial Health Services Authority.

"Black & McDonald's people are pleasant and hard working. They liaise very well with the hospital staff," said Rick Buksa, Senior Project Manager, Providence Health Care.

Buksa said he appreciates how B&M has continued to meet the highest standards while offering ways to save money.

"The Black & McDonald team respects the fact that taxpayers are footing the bill and continuously looks for ways to cut costs while maintaining high standards. For example, they found ways to save us money by suggesting we use an alternative boiler that cost \$15,000 less than what we otherwise would have had to pay," Buksa said. "Working with the B&M team is a very positive experience; they work with the owner and design team and always bring value while never compromising quality."

## Coping With Anxiety as Life Returns to "Normal"

The easing of COVID-19 restrictions has allowed us to return to being with people and participating in activities we enjoy. However, readjusting may deliver a new set of challenges too.

You may worry about the pace of change or what the future may hold, as even positive change can lead to anxiety. These feelings are likely to pass with time as we get used to the "new normal," but it's important to do what we can to manage these feelings and make it easier to adjust.

These tips can help you manage the negative mental health effects created by the easing of restrictions:

- **Go at your own pace:** It might be tempting to make lots of plans and say "yes," to everything now that restrictions have lifted, but there's no need to rush.
- **Do not avoid things entirely:** Avoiding the things that make us anxious can sometimes feel like the easier option in the short term, but this can make life more difficult in the long run.

- **Discuss changes with others:** Before socializing, check to make sure everyone is on the same page about what feels comfortable.
- **Seek support and advice:** Resources and support are available at [blackandmcdonaldhealth.com](https://blackandmcdonaldhealth.com) or through our EFAP providers.

Logan King

Corporate Director, People Resources

Canada	United States
Black & McDonald EFAP provider	Black & McDonald EFAP provider
(866) 381-1519 <a href="https://login.lifeworks.com">login.lifeworks.com</a> UserID: BlackandMcDonaldEN or BlackandMcDonaldFR	(800) 466-8282, access code 8282 Download the "AlternativesEAP" app Pass code: 14930

# Innovative Technology Helps Black & McDonald Tackle Complex Traffic Signal Contract

In August 2021, Black & McDonald began work on one of its largest and most complex traffic maintenance contracts to date.

The Traffic Electrical Maintenance and Emergency Services Contract requires upkeep of about 2,800 intersections, pedestrian crossings and flashing beacons across Etobicoke, North York, East York and Toronto, ON.

When an issue arises, complaints from the public are received by the City of Toronto and recorded by its Toronto Maintenance Management System (TMMS). The complaints are then routed to B&M's Intelligent Traffic Systems' (ITS) software, ITS Central.

After B&M is notified of the issue, the goal is to dispatch a technician to the problem site, and make the necessary repairs within 90 minutes.

The sheer size of the work zone and the impacts on the travelling public also necessitate well-organized, innovative and prompt coordination in real time between B&M and its client.

## An unprecedented collaboration

"The degree to which B&M and its client use technology to collaborate is unprecedented," said Afra Shokraei, Development Manager, ITS, adding that the process is automated using the latest technology to eliminate paperwork and provide everyone with information as it happens.

"Our level of integration as a maintenance contractor between the city's systems and ITS Central is deeper than anyone else has ever provided," Shokraei said. "I don't think B&M is working on any other contracts using the client's system to submit invoices in such a complex way as is the case with this project."

To keep track of work in real time, B&M is using its own GPS system, called Geotab. The City of Toronto also has full access to Geotab's information at all times.

"Our customers don't need to call me or a project manager or anyone else, for that matter, to ask about the project status," Shokraei said. "They can access the information anywhere, anytime—they love that."



Internally, all B&M employees working on the contract can also see the project's status. While it is priority for foremen and administration to have immediate information, everyone can see what is happening, regardless of their seniority.

## Culture matches incentive

Aside from B&M's own culture of taking care of work for customers promptly and professionally, completing jobs on time comes with incentives. The contract stipulates quick response times are rewarded, while slow responses are penalized. If the team is able to make the repairs in less than 90 minutes, at least 95 per cent of the time each month, then B&M earns a \$20,000 bonus. On the other hand, if B&M fails to complete repairs by the 90 minute deadline 80 per cent of the time or less per month, we are penalized \$28,000.

# NB Commercial Mechanical Division off to a Strong Start in 2022

This year, sales within NB Commercial Mechanical are already much healthier than in 2021. NB Commercial Mechanical kicked off 2022 with more carry forward and backlog projects than last year's total sales. In the first month of the Fiscal Year 2022, we also secured our largest work in progress, Lafford Tower A, with the assistance of the Commercial Electrical Department.

## Strong collaboration within B&M generates additional value

One of the key reasons for NB Commercial Mechanical's success is our ability to collaborate with other B&M departments to secure projects. Rather than competing for small commercial projects, as other companies might, our divisions share multi-trade leads internally. This results in securing many more multi-trade projects than we might have otherwise. In most cases, collaboration equals an edge at tender time, and we then manage these multi-trade projects with large mechanical scopes as the general contractor. This approach allows us to have better control of the work, costs and job schedule to ensure better end results. In 2021, we worked with other departments on eight of our 13 completed jobs. This year, eight of our 10 projects actively involved working with other departments. With good anchor jobs secured close to Moncton and great potential with upcoming tenders, we plan on growing our core group of hard-working employees to keep developing on the success from recent years.



## B&M Investment in Employee Development is Essential to Growth

Employee development is an essential element of our company's success, continued growth and preservation of our organization's skill base and culture.

To ensure continuous employee development, we have a number of initiatives, including:

- **Internships:** Providing an engaging, meaningful and impactful work experience for the best and brightest students and graduates
- **Talent Development:** In-depth training on B&M business line specifics and industry best practices through an in-house program of courses
- **Competency Development:** Assisting employee development needs with access to 80 third-party e-learning courses aligned to Black & McDonald's core competencies

- **Emerging Leaders:** Providing employees who have been identified as future managers with development opportunities to increase their responsibility in managing people
- **Training Solutions:** Access to a team of training specialists to assist with customized learning solutions for employee development needs

A well-trained, highly motivated workforce is essential to B&M's growth, and the best way to nurture employees to meet our objectives is to invest in their development.

Tom Themelis  
**Director, Talent Management**



## B&M Atlantic Region Sponsors Champion Curling Teams

Nova Scotia's men's and women's junior curling teams are recognized around the world for their superior play and winning ways. Black & McDonald's Atlantic Region proudly sponsors both teams.

This year, Black & McDonald's Atlantic Region granted both teams \$2,000 each for their regular season schedule and to compete against other provincial teams in the national championships. Black & McDonald has also provided the men's team with an additional \$2,000 for their world title bid.

Having won three U-18 Canadian championships in recent years, the men's team is now stepping up their game on a global level. After winning this year's Canadian U-21 championship, they won the bronze medal at the 2022 world championships in Sweden. The women's junior team will represent Canada at the 2023 world championship.

"Sponsorships matter so much," said Anthony Purcell, Head Coach of the U-21 Nova Scotia Men's Team, noting that his team's budget this year is in the area of \$50,000. "If it wasn't for the sponsorships, it would be impossible for us to play and win. Black & McDonald has been very generous in their support."

Both Purcell and Colleen Fitzgerald, the women's team's manager, had warm words for Troy Nauss, B&M's Atlantic Division Manager. Nauss granted the sponsorships after they turned to him for support. With both teams' strong records, the sponsorship was an easy call. This is the fifth year Nauss has sponsored teams from his division.



The women's junior Nova Scotia curling team, pictured above, includes skip Taylour Stevens, third Lauren Ferguson, second Alison Umlah and lead Cate Fitzgerald. Coach Mary Mattatall is in rear. The men's junior team from Nova Scotia, pictured below, includes alternate Scott Mitchell, lead Scott Weagle, second Adam McEachren, Mate Joel Krats, and skip Owen Purcell.



"B&M cares about the communities it works in. With the Nova Scotia men's and women's junior teams' incredible records, regional fan interest and need for support, we are pleased to have played a part in their success," Nauss said. "Canada's men's and women's teams have respectively won a record 36 and 17 world titles and we see no reason why we should not help that continue."

## B&Mers Gather for Earth Day Events as COVID-19 Restrictions Ease

After a two year hiatus from in-person Earth Hour and Earth Day activities, B&Mers were excited to once again celebrate both events, as COVID-19 restrictions eased across North America.

On March 26, Black & McDonald employees joined in the global Earth Hour initiative. Held annually on the last Saturday of March at 8:30 p.m., Earth Hour has become one of the world's largest grassroots initiatives for the environment. It's an easy event to support from home with actions such as turning

off lights and discussing methods to reduce energy consumption with family and friends.

On April 22, B&Mers also celebrated Earth Day. The theme for Earth Day 2022 was "Invest in Our Planet," which offered B&M the opportunity to reflect upon the sustainable solutions incorporated into all of our processes and services. For information on how you can get involved in sustainability initiatives at work or at home, contact Erica Brabon, Director, Energy & Sustainability at [ebrabon@blackandmcdonald.com](mailto:ebrabon@blackandmcdonald.com).

# Black & McDonald Enhances Employee Services with New EFAP Provider

Black & McDonald has switched to LifeWorks to provide employees with an enhanced Employee and Family Assistance Program (EFAP) as of June 1, 2022.

LifeWorks was selected to ensure B&M employees, and their family members, have access to the best possible counselling and wellness services available.

LifeWorks is a global leader in individual, social, financial and mental wellbeing. Counselling services will be available in-person as well as via video, telephone, email or the LifeWorks app.

The new program will be available to all Black & McDonald employees within Canada and Bermuda.



## B&M Selects Procore as its New Enterprise Project Management Solution

Organizing complex construction and utility projects is a challenging task requiring the coordination of multi-step processes and fulfilment of strict deadlines. To ensure seamless operations and client satisfaction, we have adopted Procore, an enterprise-wide project management solution.

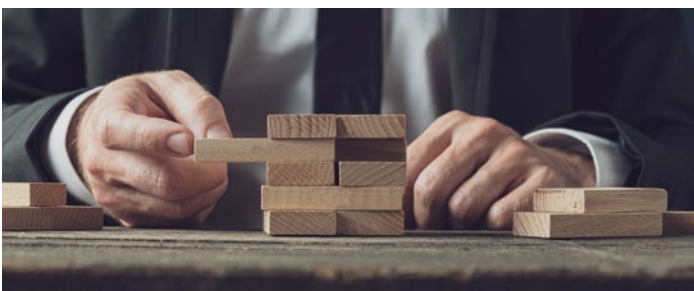
Procore is a cloud-based software that will help us make our construction and utility work more effective and efficient, no matter the size, complexity or type of work being carried out. It allows teams to collaborate on construction projects and share access to documents, planning systems and data, using Internet-connected devices.

There are several reasons why we selected Procore. Its benefits include offering a single platform for project managers to work in alignment with the National Project Management Manual (NPM) and Business Process Standards (BPS). As well, Procore offers consistent, accurate and timely reporting, as well as data analytics.

### Procore directly applies to the following:

- Construction and utility divisions involving all project sizes and contract types
- Service construction divisions that currently utilize JDE Job Cost
- Projects as defined in Section 1.2.4 of the NPM (Construction and Utility)
- Integration between JDE and Procore (project financials, time entry and prime contracts)
- Impacted BPS and associated processes, such as document management
- Integration with other GC mandated programs, such as Metrolinx and CM14
- Ongoing lessons learned to ensure we can increase benefits and prevent loss

Black & McDonald has assembled an enterprise-wide working group of subject matter experts to help drive this initiative forward. We will continue to keep B&Mers updated on this initiative through regular updates on The Wire as well as other channels. Please send any questions or comments to [procoreproject@blackandmcdonald.com](mailto:procoreproject@blackandmcdonald.com).



# More Data Translates to Less GHGs for B&M and its Clients

Black & McDonald uses state-of-the-art technology to assist clients to improve their facilities' energy efficiency and curb greenhouse gas emissions. As well, the same technology is used to improve our own operations across North America.

Today's service providers use transparent tools to quantify carbon impact, determine the cost of operations and create baselines to set standards. Black & McDonald is no different, and our tools allow constant communications between our company's offices and with clients. As part of our integrated approach, we assess key factors such as resource consumption, asset performance and waste production trends. Then, we provide our clients with customized solutions to reduce costs as well as environmental impacts.

Black & McDonald is capable of quickly using tracked client data to identify trends. However, in today's environment, providing real-time data is par for the course, said Erica Brabon, Director of Energy & Sustainability at Black & McDonald.

"In the past, yearly reviews of performance data was the typical approach. With the onset of technology and changing expectations, we must take advantage of all performance data sources to provide our clients with a real-time outlook of performance and recommended improvement measures," she explained.

As technology continues to advance, it has opened doors for B&M to take on consultative-focused work and allow for more frequent collaboration with clients. Through our ability to track data in real time, we not only meet our clients' reporting needs on a quarterly schedule, but we can also generate reports on a monthly or even weekly schedule.

"With our ability to provide regular updates, we've been able to take a more incremental approach to extrapolating outcomes than we would have otherwise. This helps build stronger, more trusting relationships with our clients," Brabon said.

"We can display many different metrics that a client might want to see. For example, air quality—it should come as no surprise that with clients concerned about COVID-19, they regularly ask us to provide detailed information related to ventilation. With the safety of the public being a major concern, the stakes are very high, but we are able to provide our clients with the data in such a way that it helps them make informed choices and reassures them that they are in good hands. This, in turn, helps them engage positively with their occupants."



Not only is B&M committed to blazing a trail in design and delivery of sustainable operational models for clients, but we also aim to do the same for ourselves. This is not only the "right thing" to do, it also makes good business sense, as clients expect us to follow our advice with our own operations.

Some of the key sustainability projects we have recently undertaken include:

- Installing a smart lighting system at our corporate office in Markham, Ont., which reduced our energy consumption by 25 per cent
- Participating in the BOMA Best Portfolio Program to certify all B&M offices
  - Our Ottawa office achieved a bronze prize for its 2021 certification
  - Our Saskatoon office is on track to achieve a bronze award for its 2022 certification
- Quantifying and tracking of GHG emissions from our offices and our fleet
- Energy monitoring of key loads in our Saskatoon office
- Using Atrius internally for our own portfolio of B&M offices to report and communicate energy and resource consumption. Currently, 19 B&M offices are on the platform with energy dashboards that can be shared with all members



# Corporate HSE Update – Working Together!

At the start of Fiscal Year 2022, the Corporate Health, Safety & Environment (HSE) department organized and led Regional Health and Safety reviews with each of the Black & McDonald regions.

The goal of the reviews was to understand lessons learned from past health and safety performance and how to improve as an organization going forward. These reviews included feedback from the senior management teams and regional HSE staff.

The discussions were driven by four focus areas:

1. What worked well
2. What could have worked better
3. General observations on health and safety performance
4. Regional HSE initiatives and recommendations for improvement

A Corporate HSE Retrospective report based on regional health and safety reviews was put together and shared with the regional senior management teams and HSE staff. The report summarized the key findings into four common regional themes:

- 1. HSE Management System:** Continued use and evolution of eCompliance and its analytics; regional adoption of postincident review meetings; new, young, vulnerable and short service worker programs; plus more.

- 2. Training/Awareness:** Supervisory and management training update and rollout to include incident reporting, case management, conducting effective task observations and site inspections.
- 3. Communication:** Increased awareness of our HSE programs and initiatives, both internally and externally; increased resources of HSE communications such as “Did You Know” safety moments and Safety Alert Bulletins.
- 4. Incident Reporting and Incident Management:** Early incident reporting and intervention; claims management support; quality of investigations and follow-up of corrective actions.

Anthony Di Gianni

**Corporate Director, Health, Safety & Environment**



## B&M Revamps Websites to Improve Accessibility

Since early 2021, Black & McDonald has been updating our external-facing websites to improve accessibility for individuals with disabilities. These updates are scheduled to be completed by July 2022.

The improvements to the websites will ensure compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Individuals will be able to navigate our English and French web content using voice-recognition software and other tools for people who are visually impaired or who have other disabilities.

The AODA was enacted to develop, implement and enforce standards to achieve accessibility for Ontarians with disabilities. The legislation has the goal of making goods, services, facilities, accommodation, employment, buildings, structures and premises throughout Ontario accessible by 2025.

B&M values upholding the dignity of all people and is committed to providing equal access to information and services. Stay tuned for more updates in the months to come.





# Black & McDonald Employees Proudly Participate in the 10,000 Trees for the Rouge Annual Tree-Planting Event

On the morning of May 1, more than 100 Black & McDonald employees, family members and friends joined 10,000 Trees for the Rouge's annual week-long tree-planting event.

It was the first time in two years the event was held due to previous COVID-19 restrictions.

10,000 Trees for the Rouge is a volunteer, non-profit group in Ontario dedicated to restoring natural habitats within the Rouge Valley, which is located on the northeastern outskirts of Toronto. It is one of the largest tree-planting events in Southern Ontario. Since 1989, volunteers have helped to restore more than 200 acres of fragile watershed land.

Once the participants arrived at the site, they were given saplings, shrubs and flowers to plant. They were shown how to dig appropriate holes and the ideal distance to space the plants. Even children joined in the planting, said Erica Brabon, Director, Energy & Sustainability, noting that her son came along for the first time when he was just three years old.

Everyone worked at their own pace. While most people were able to plant seven to 10 saplings in the two-hour timeframe, others were more competitive and raced to plant upwards of 30 trees.

"Ian McDonald is one of the best ones," Brabon said, adding she was impressed that Ian, his brothers Ross and Bruce, and their children participate in the event. Senior leaders, including regional vice presidents, also participated.

"At Black & McDonald, we believe that supporting a greener world is not just good business strategy, but a responsibility to the communities we serve and to our employees and their families. Supporting a local event like 10,000 Trees for the Rouge gives us a chance to roll up our sleeves, get our hands in the dirt and make a tangible impact," Brabon said.

"Our employees can demonstrate to their families and communities that we are willing to put in the time to make a difference, making this one of our most popular events. I'm always impressed with the turnout and the support and with the efforts of the event organizers."

10,000 Trees for the Rouge is funded by volunteers, charitable foundations, the business community and government agencies. As a non-profit organization, it provides tax receipts to anyone making a donation. All donations are used to support planting efforts and can be made at [10000trees.com/donate](https://10000trees.com/donate).



# Black & McDonald Celebrates International Women's Day 2022

On March 8, Black & McDonald employees from across Canada celebrated International Women's Day 2022.

This year's theme focused on breaking the deliberate or unconscious biases that make it difficult for women to move ahead. Participants were asked to share images of themselves crossing their arms, known as the IWD Pose, alongside the hashtag #BreakTheBias.



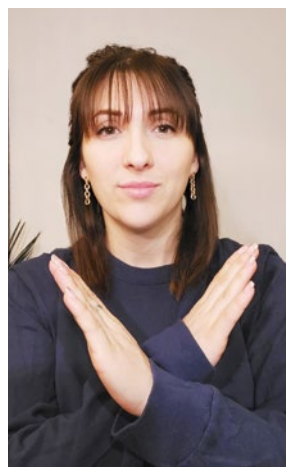
**"I respect that Black & McDonald has made a conscious effort to blur what were once viewed as stereotypical gender roles in a subtle yet deliberate way."**

**Sherry Smytaniuk**  
HR Coordinator,  
Saskatoon



**"Black & McDonald organizes anti-bias training every year, thereby creating a more inclusive workplace for me."**

**Kristin Pierce**  
Project Administrator,  
Manitoba Construction



**"Black & McDonald has provided a supportive work environment in which I have grown enormously. I'm excited for the opportunities and challenges the future brings."**

**Sarah Stathopoulos**  
4th Term Apprentice Electrician,  
South West Ontario



**"Black & McDonald has supported my drive for personal growth and professional development in our male-dominated industry."**

**Katherine Rodger**  
Project Estimator & Manager,  
Northern Ontario Region



**"The equal and inclusive workplace culture at Black & McDonald has given me an opportunity to grow and excel at my work."**

**Rachel Wang**  
Distribution Design Team Lead,  
Southern Ontario Utilities Region





**“Black & McDonald has given me an opportunity to showcase my talent.”**

**Ana Marquez**  
Marketing & Communications  
Coordinator,  
Corporate



**“I’m proud to be part of Black & McDonald, a progressive company that pushes for women’s equality in the workplace and industry.”**

**Jane Kang**  
Electrician,  
SOMER



**“I was given a platform to showcase my talents and pursue a career in data analytics—an essentially male-dominated field.”**

**Michelle Nascimento**  
HRIS Analyst,  
Corporate People Resources



**“At Black & McDonald, my gender was never an obstacle to my success. What has always mattered is my ideas and expertise.”**

**Michelle Cammalleri**  
Project Controls Manager,  
Power Generation Region



**“B&M always provides women with the same training and opportunities for growth as men in the industry.”**

**Mona Lahey**  
Project Administrator,  
Alberta Construction



**“B&M has always supported me as a professional woman and mom. I’ve been empowered to grow my non-traditional career every step of the way.”**

**Janie Guignard**  
Project Engineering Team Lead,  
NB Service



# B&M Completes Major Improvements to Toronto Water Pumping Stations

In September 2019, Black & McDonald was awarded a \$6.8 million dollar contract to upgrade various water supply valves and metering stations throughout the City of Toronto distribution system.

The project was completed in March of this year, and required the following key upgrades:

- Installation of new motorized gate valves
- Retrofit of new actuators on existing gates valves up to 100 years old
- Installation of 30 inch pressure reducing valves for water tower and reservoir level control

The system is now controlled remotely by Toronto Water via new wireless PLC panels located throughout the city. Toronto Water is now able to control flow with ease between different sectors during outages or maintenance.

“We had the opportunity to complete the project using only Black & McDonald resources, which presented a considerable cost-saving opportunity,” said Adam Downie, Operations Manager for Water/Wastewater, Southern Ontario Mechanical Electrical Region.

Several Black & McDonald resources and disciplines were used to complete the project, on time and within budget, including:

**Virtual Design Construction:** VDC provided onsite scanning (Matterport/Navisworks) and isometric design.

**Pre-Fab Shop:** Robert Campbell and his team in North York, ON executed the manufacturing and testing of all potable water piping.

**Civil Division:** the civil scope included new hydro duct banks, chamber repairs and piping supports.

**Panel Shop:** the panel shop supported the project with the control panel design and construction.

## Busy streets and high-voltage cables

The project had its challenges, all of which were successfully addressed, including the installation of new hydro duct banks through heavily congested areas, and interferences from existing new and abandoned utilities.



The installation of large water supply lines requires a considerable amount of risk mitigation planning. B&M worked closely with Toronto Water to develop isolation plans to reduce the threat of any water supply outages; communities were notified and meetings were held to ensure the public was well informed of the construction activities in their neighbourhoods.

“Working with potable water does not come without challenges, you must ensure that all of the piping is disinfected and lab tested prior to being put into use,” Downie said.

The system has been in successful operation since January, and met its completion date in March 2022.

# Black & McDonald Completes Digester Refurbishment at Toronto's Ashbridges Bay Wastewater Treatment Plant

In March, Black & McDonald completed the mechanical Phase 2 of refurbishing Digesters 9-12 at the Ashbridges Bay Wastewater Treatment Plant in Toronto.

The facility is the second largest water treatment facility of its kind in Canada, and B&M's share in the refurbishment project totaled \$8.6 million.

The "digestion process" is the biological procedure used to breakdown organic material into methane and carbon dioxide. Sludge from the plant is pumped to digester tanks where it is then heated and mixed to 37°C.

The breakdown of organic material is significantly improved during this mixing process, resulting in an increased methane output.

The biogas produced by this process is used as a primary source of fuel for the plant-wide heating boiler system. Not only does the digester process provide a renewable source of fuel for the plant, it also reduces the amount of sludge required to be hauled offsite.

## Project scope and challenges

Phase 1 of this project began in 2018. Black & McDonald was contracted by the City of Toronto to begin the process of cleaning Digesters 9-12 and replaced all of the existing sludge

lines. Phase 2 of the refurbishment project included the installation of the new process mechanical equipment, including mixers, heat exchangers, pumps and process piping.

"Working in the large closed tanks does not come without its challenges," said Adam Downie, Operations Manager for Water/Wastewater, Southern Ontario Mechanical Electrical Region.

Custom concentric piping was required to run the full internal circumference of the tanks, which was fabricated in-house to ensure the project was completed without issues.

Safety is always a concern when working with digester gas and digester gas equipment. The work areas are classified as Class 1, Div 1, a rating that indicates the presence of explosive or flammable gases, vapors or liquids under normal, everyday operating conditions. The digester gas, which is transferred from tanks to compressors, is extremely volatile, and safety rules and regulations must be observed at all times.

## Going above and beyond

B&M took the digesters out of service in 2018 for cleaning and refurbishment, allowing our client to use methane gas to heat the facility. Throughout the process, we followed our stringent safety standards to ensure we went above and beyond safety legislation. All work was done in-house to ensure it was completed to specification, on schedule and without incident.





## Live and In-person: B&M Sales Conference Returns for its 25th year

Black & McDonald employees from across Canada recently gathered to network, collaborate and advance their sales skills at the 25th annual Sales Conference.

This year's conference, held in May at White Oaks Resort in Niagara-on-the-Lake, ON, was the first in-person sales conference in two years. What a fantastic feeling!

The conference welcomed 90 Facility Service Agreement and Project Sales Representatives. For more than one third of attendees, this was their first sales conference with Black & McDonald.

Ian McDonald kicked off the three-day event at the opening dinner. Later in the evening, Ian and Phil Taggart presented the RONCO Awards to Steve Taggart (Project Sales) and Richard Recchia (Agreement Sales) for the top sales in their department.

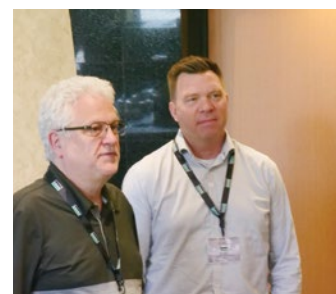
The event was facilitated by Senior Director of Sales; Facility Services, Paul O'Connor. He prepared Project Playbooks and Facility Management Case Studies for workshops and breakout sessions. Attendees also shared various success stories from offices across Canada. These were presented by Janie Guignard (New Brunswick), Grant Rae (London), Ian Smith (Nova Scotia), Emily Merks (Nova Scotia), and Dominic Levesque (Quebec).

Accompanying Paul was SECORPS President Brandon Smentanka. His presentation, Optimizing Time for Sales Success, included discussions around time management, multitasking and prioritizing.

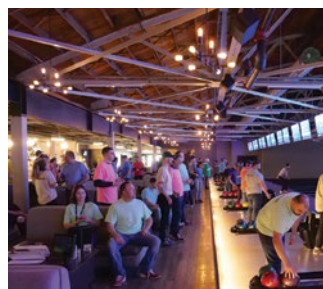
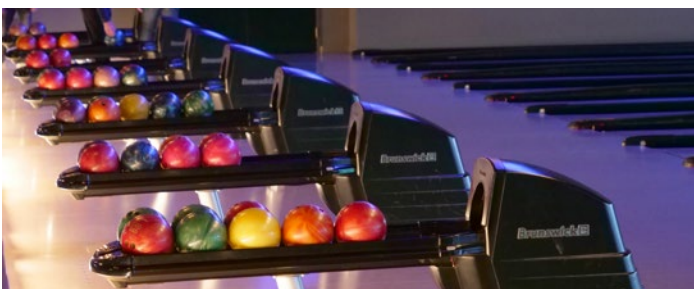
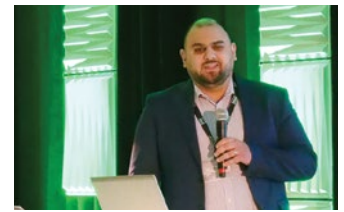
The conference also featured keynote speaker Steve Thomas. His presentation, Rethink the Teaming Thing, outlined how we evaluate our perceptions of ourselves and our relationships. He provided the group with tips and techniques to solve the problems that we see, while digging below the surface to challenge the deep issues we sometimes don't see.

Outside of the educational sessions, the sales team tested their skills during an exciting and competitive bowling tournament at Parkway Social in St. Catharines, ON.

Plans are now shaping up for our 26th annual Sales Conference, which takes place at Fallsview Casino in Niagara Falls, ON. We hope to see you there!









## AP Team Meets to Establish Vision of Finance Shared Services

Black & McDonald's accounts payable (AP) team recently met in-person for the first time since the creation of Finance Shared Services.

The inaugural AP conference, held May 12 and 13, at Hockley Valley Resort near Orangeville, ON, welcomed about 25 accounts payable professionals from across Canada to unify the vision of the shared services initiative.

Since Jan. 1, Black & McDonald's AP employees have operated as Finance Shared Services, a single accounts payable team encompassing all Canadian operations. While all AP staff now report to shared services, they are physically based in their own regions.

"It was a great opportunity to share the vision with the team, and continue to build team engagement and commitment as we start the journey of leveraging Finance Shared Services," said Rama Boodadoo, Director of Finance Shared Services.

AP employees also had the chance to explore the capabilities of the travel and expenses automation tool and the implementation road map. The new automation is expected to start rolling out towards the end of the year.

The shared services initiative as well as the conference are both steps towards a broader journey in terms of how finance functions within Black & McDonald.



## The New WIRE: An Enhanced Intranet Experience for B&M Employees

The Corporate Marketing & Communications team is working with IT to enhance The Wire to better serve all B&M employees.

Our reimagined intranet will serve as a hub for all B&M employees, providing access to important corporate and regional news and information, and ensuring real-time collaboration and access to tools and resources.

To further increase accessibility for our field staff, we're also working on the development of a mobile app for The Wire, as well as integrated Yammer and chat functionality.

Alongside corporate and regional news sections, the new intranet will also feature a document library, role-based site management rules so users can customize the content they want, and a section for messaging from senior leadership.

Perhaps the most important element of the new intranet will be the focus on user experience. A user-friendly site will help foster collaboration and communication, ensuring The Wire serves as a key channel for all communications within Black & McDonald.

We expect the new version of The Wire to go live by the end of 2022.

Tareq Ali  
**Director, Corporate Marketing & Communications**

## ALBERTA

**CBE Lester B Pearson HS and Canyon Meadows School**  
Mechanical upgrades  
Division: Calgary Electrical/Mechanical

**City of Calgary**  
Overhead door installation  
Division: Calgary Electrical/Mechanical

**TC Energy (Airdrie)**  
Air handling equipment replacements  
Division: Calgary Electrical/Mechanical

**Department of National Defence (Edmonton)**  
Boiler replacement and piping upgrades  
Division: Edmonton Electrical/Mechanical

**C-FER Technologies (Edmonton)**  
Automation systems replacement  
Division: Edmonton Electrical/Mechanical

## ATLANTIC

**Charlo Regional Airport**  
Runway electrical upgrade  
Division: New Brunswick Utility

**Shaw Group Ltd.**  
Precast solutions building – PM  
Division: Nova Scotia Service

**North Brewing Co.**  
Brewery & restaurant – PM  
Division: Nova Scotia Service

**New Brunswick DTIR**  
High-voltage wireway  
Division: Atlantic Field Services

**Nova Scotia Power Inc.**  
Replaces switchgear AC unit  
Division: Nova Scotia FMO

**Cardinal Investments Ltd.**  
Public safety server room  
Division: New Brunswick Service

**Honeywell – PEI**  
Fire hall and city hall HVAC upgrades  
Division: New Brunswick Commercial

**Amherst Stadium (Arena)**  
New brine pump  
Division: Atlantic Industrial Refrigeration

**Via Rail**  
High-voltage maintenance  
Division: Nova Scotia Utility

**Marathon Gold**  
Construction camp services  
Division: Newfoundland Projects

**Greater Moncton Sewerage**  
Phase 5: UV disinfection building  
Division: New Brunswick Industrial

**Mount Allison University**  
Fawcett generator project  
Division: New Brunswick Commercial

**NSGEU**  
First- and third-floor fit-ups  
Division: Nova Scotia Commercial

**Nova Scotia Power Inc.**  
Tufts Cove Generating Station:  
Unit 3 fall shutdown  
Division: Nova Scotia Industrial

**Fionn MacCool's**  
HVAC & refrigeration PM  
Division: Newfoundland Service

**BGIS Atlantic**  
New Glasgow RCMP: generator civil works  
Division: Nova Scotia Utility

**Bell Aliant**  
20 ton condenser replacement  
Division: New Brunswick Service

**Saint John Airport Authority**  
Floodlighting and CCR  
Division: New Brunswick Utility

**Caribou Mine**  
Mill winterization  
Division: New Brunswick Industrial

**Via Rail**  
Demolition of two facilities  
Division: New Brunswick FMO

## Zenabis

2000 kVA transformer installation  
Division: Atlantic Field Services

## MANITOBA

**Winnipeg Real Estate Association**  
Server room upgrade  
Division: MB Service

**Sam Management**  
Variable pump install  
Division: MB Service

**Royal Canadian Properties**  
Roof top install  
Division: MB Service

**Exceldor / Granny's Poultry**  
Boiler heat exchanger installation  
Division: MB Service

**Griffin Steel**  
Pouring crane  
Division: MB Projects

**Bird Construction**  
MPI 8th floor renovation  
Division: MB Projects

**ParkWest Projects**  
MB Institute of Tech electrical work  
Division: MB Projects

**O Foods Ltd.**  
Equipment install T&M  
Division: MB Projects

## NORTHERN ONTARIO

**Aecon Construction Ontario East**  
Highway and traffic lighting interim interchange at Highway 17/ County Road 508  
Division: NOR Utility Division

**BGIS**  
SGBGIS thermal testing  
Division: NOR Mechanical Construction

**BGIS**  
BGIS RCMP paint booth  
Division: NOR Mechanical Construction

**Cardinus Housing Co.-Op**  
Cardinus gas generator work  
Division: NOR Electrical Construction

**City of Belleville**  
Pole lighting upgrades

**City of Cornwall**  
Emergency generator replacement at Glen Stor Dun Lodge  
Division: NOR Electrical Construction

**City of Cornwall**  
WB City of Cornwall 4th and McConnell Ave.  
Division: Nor Utilities

**City of Ottawa**  
Cumberland sanitary pumping stations rehabilitation project  
Division: NOR Mechanical Construction

**City of Ottawa**  
West Ottawa flowthrough station upgrades (JEB and JRS)  
Division: NOR Mechanical Construction

**City of Ottawa**  
ROPEC DeChlor Piping  
Division: NOR Mechanical Construction

**Crown Property Management**  
Cooling tower replacement (PDV)  
Division: NOR Mechanical Construction

**Defense Construction Canada**  
CFB Trenton transformer replacement  
Trenton switchgear replacement  
Division: NOR Electrical and Utilities

**Enviri Energy Solutions Inc.**  
Boiler plant demo and duct heater installation at Manotick Library  
Division: NOR Mechanical Construction

**FSM Management Group Inc**  
Private roofing repair  
Division: NOR Mechanical

**Freon**  
General hospital endoscopy renovations  
Division: NOR Mechanical Construction

**FSM Management Group Inc.**  
Remove and replace flat roof system  
Division: NOR Mechanical Construction

## Gordon Barr Limited

WB Gordon Barr Third Crossing  
Division: NOR Utility

## Hydro Ottawa

Bells corners substation  
Division: NOR Utility

## Johnson Controls

Control valve replacements at Bell Building Bank Street  
Division: NOR Mechanical Construction

## Kiewit Eurova Vinci LRT

KEV LRT pump stations  
Division: NOR Mechanical Construction

## Ministry of Transportation

KRMTO 2021-4063 GC  
Division: NOR Utility

## National Research Council

Supply and installation of new chilled water system and structural modifications to building  
Division: NOR Mechanical Construction

## Ottawa University

Installation of Boiler #3 Stack #5  
Division: NOR Mechanical Construction

## PCL/ ED, A Joint Venture

APCL/ED-10 hill mech  
Division: NOR Mechanical Construction

## Pioneer Construction

CE 319-1 TBIAAI runway 07-25  
Division: NOR Utilities

## PWGSC

MCDC Chiller #3 replacement at NRC  
Division: NOR Mechanical Construction

## Tomlinson

OMCIA taxiway A&M job setup  
Division: NOR Utility

## Town of Hawkesbury

Hawkesbury WTP clarifier & filter upgrades  
Division: NOR Mechanical Construction

## Waterdon Construction

City of Ottawa OPS fit-ups  
Division: NOR Mechanical Construction

## Waterdon Construction

Supply and installation of all mechanical for construction of new tactical operations centre  
Division: NOR Mechanical Construction

## POWER GENERATION REGION

### Ontario Power Generation

Pickering Nuclear Generating Station north yard fire header restoration IFB heat exchanger replacements  
Division: PGR

### Ontario Power Generation

Darlington Nuclear Generating Station AIM fleet trailer replacement  
Division: PGR

### Ontario Power Generation

Western Waste Management Facility fibre network project  
Division: PGR

## PIERRE BROSSARD (1981) LTÉE

### Evos

LED conversion TQM stations  
Division: Pierre Brossard

### NouvLR

REM Central Station electrical underground conducts  
Division: Pierre Brossard

### Engie

Catenary (REM)  
Division: Pierre Brossard

## QUEBEC

### City of Notre-Dame-de-l'Île-Perrot

Replacement of two rooftops  
Division: Black & McDonald FMO and Service

### Vanier College

Miscellaneous electrical work  
Division: Black & McDonald FMO and Service

### Vopak

Radiant installation and exhaust fan  
Division: Black & McDonald FMO and Service

## CN Rail

A/C installation  
Division: Black & McDonald FMO and Service

## VIA Rail

Complete renovation of waiting area  
Division: Black & McDonald FMO and Service

## SASKATCHEWAN

### IWL Steel Fabricators

K+S duct spools  
Division: Saskatoon Fabrication

### Grain Millers

Exp metal duct  
Division: Saskatoon Fabrication

### Cameco Corporation

JDT replacement spool  
Division: Saskatoon Fabrication

### Benetech

Skookumchuck pulp scan  
Division: Saskatoon Fabrication

### Nutrien Cory

8-inch SS elbows  
Division: Saskatoon Fabrication

### Canadian Natural Resources (CNRL)

Plant 33 radian coil fabrication  
Division: Saskatoon Fabrication

### L&L Heating & Cooling

Stock plenums  
Division: Saskatoon Fabrication

### Interwest Mechanical

Spiritwood High School duct  
Division: Saskatoon Fabrication

### Interwest Mechanical

Edge auto body paint booth fittings  
Division: Saskatoon Fabrication

### Bourgault Industries

Q3 fabrication  
Division: Saskatoon Fabrication

### Interwest Mechanical

Construction work at Cross Lake Health Centre  
Division: Saskatoon Fabrication

### Interwest Mechanical

Eston WTP duct  
Division: Saskatoon Fabrication

### Breck Scaffolding

Alan FD's & Hood  
Division: Saskatoon Fabrication

### Mesa Mechanical

Kookoos additions  
Division: Saskatoon Fabrication

### L&L Heating & Cooling LTD

Stock plenums  
Division: Saskatoon Fabrication

### Interwest Mechanical

English River duct supply  
Division: Saskatoon Fabrication

### T.W. Enterprises

Spiral and fittings  
Division: Saskatoon Fabrication

### Interwest Mechanical

Rounds sleeves  
Division: Saskatoon Fabrication

### St. Ann's Seniors Village

Boiler replacements  
Division: Saskatchewan Service

### Colliers Property Management

HVAC service agreements  
Division: Saskatchewan Service

### DCC (Defence Construction Canada)

15 Wing Moose Jaw office renovation  
Division: Saskatchewan FMO

### Nutrien Mine Dry

Mechanical installation  
Division: Saskatchewan Construction

### Lloydminster WTP

Mechanical installation  
Division: Saskatchewan Construction

### Parrheim Foods

Ventilation Controls Mechanical installation  
Division: Saskatchewan Construction



## ORDER BOOK

### **NRC Eyewash Station Renovation**

Mechanical installation  
Division: Saskatchewan Construction

### **Davidson EMS Facility**

Mechanical installation  
Division: Saskatchewan Construction

### **SHA Biggar Boiler Replacement**

Mechanical installation  
Division: Saskatchewan Construction

### **City Of Saskatoon**

EPC Control Valves Mechanical installation  
Division: Saskatchewan Construction

### **U of S Arts Building Renos**

Mechanical installation  
Division: Saskatchewan Construction

### **SaskPower**

5th Class Boiler Replacement Mechanical installation  
Division: Saskatchewan Construction

### **P & H Milling HVAC Upgrade**

Mechanical installation  
Division: Saskatchewan Construction

### **City of Saskatoon**

Ammonium injection upgrade mechanical installation  
Division: Saskatchewan Construction

### **MLTC Health Centre**

HVAC upgrade mechanical installation  
Division: Saskatchewan Construction

### **City of Saskatoon**

Gabriel Dumont Pump Station mechanical installation  
Division: Saskatchewan Construction

### **Great Plains Power Station**

Plant ventilation mechanical installation  
Division: Saskatchewan Construction

### **Blaine Lake K-12 School**

Mechanical / electrical installation  
Division: Saskatchewan Construction

## **SOUTHERN ONTARIO**

### **Metrolinx**

Hudson's Bay basement modifications (Ontario Line)  
Division: SOUR Civil

### **Ministry of Transportation**

Design, construction, operation and maintenance of the Travel Time System  
Division: SOUR MTO

### **Crosslinx**

Cedarville project station  
Division: SOUR MTO

### **City of Toronto**

Humber SCADA upgrades  
Division: SOMER Water/Waste Water Division

### **Translink**

Design, supply and installation of charging infrastructure at bus charging stations on HTC and 22nd Street  
Division: Western Utilities Region

### **City of Edmonton**

West Valley LRT  
Division: Western Utilities Region

## **SOUTHWEST ONTARIO**

### **City of Thorold**

Thorold Arena refrigeration room replacement  
Division: SWO Refrigeration Projects

### **Cosella Dorken**

Main breaker upgrade  
Division: SWO Electrical

### **Trudell Medical**

High Bay LED lighting project  
Division: SWO Electrical

### **Elgin Construction**

BGIS electrical panels replacement project  
Division: SWO Electrical

### **Boehringer**

IT room air conditioning  
Division: SWO HVAC

### **Columbia College**

Generator upgrades  
Division: SWO Electrical

### **Six Nations Parks & Rec Complex**

Roof top unit replacements and controls upgrades  
Division: SWO HVAC

### **ICLS Dermatology & Plastic Surgery**

AC 2, 4 and 6 replacements  
Division: SWO HVAC

### **Treehouse Foods**

Line 4 oven exhaust fans  
Division: SWO HVAC

### **John Deere**

34 warehouse unit heaters replaced  
Division: SWO HVAC

### **St. Mary's Community Centre**

Community hall MUA replacement  
Division: SWO HVAC

### **Colborne Church**

Chapel boiler replacement project  
Division: SWO HVAC

### **LCY BioScience**

MCC room HVAC replacement  
Division: SWO HVAC/Electrical

### **Autoneum London**

Process chiller replacement  
Division: SWO HVAC

### **Enwin Utilities**

Plant unit heater installation  
Division: SWO HVAC

### **Township of East Gwillimbury**

Evaporative condenser replacement  
Division: SWO Refrigeration

### **Lambton County**

Greenwood Recreation Centre evaporative condenser replacement  
Division: SWO Refrigeration

### **Township of Strong**

SSJ Sundridge Arena new floor and header replacement  
Division: SWO Refrigeration

### **Riviana Foods**

Two evaporative condensers replaced  
Division: SWO Refrigeration

### **City of Hamilton**

Refrigeration plant control upgrades at seven facilities  
Division: SWO Refrigeration

### **City of Barrie**

City Hall ice rink evaporative condenser replacement  
Division: SWO Refrigeration

### **Municipality of South Bruce**

Mildmay Arena chiller replacement  
Division: SWO Refrigeration

### **Toppits Food Ltd.**

Condensing units and evaporator refrigeration piping  
Division: SWO Refrigeration

## **US REGION**

### **City of Lenexa**

Little Mill Creek Trail Tunnel  
Division: Kansas City Construction

### **Evergry**

KDOT relocation (K-32 and Stillwell Road)  
Division: Kansas City Utility

### **Rocky Mountain Power**

Magna Cap Bank and Tooele-Pine Canyon Line  
Division: Utah Construction

### **Ameren**

Pole replacement 7.5 miles Conductor upgraded  
Division: Kansas City Utility

### **Rocky Mountain Power**

Davis County antelope relocate pole and O/H Line  
Division: Utah Construction

### **Rocky Mountain Power**

126th South Distribution project  
Division: BMEI

## NEW EMPLOYEES

## **ALBERTA**

**Kelly Ryan**, Building Operator

**Ron Schartner**, Journeyman HVAC Technician

**Neil Nguyen**, Service Operations Supervisor

**Matthew Auger**, Apprentice HVAC Technician

**Nathan Schurr**, Sales Representative

**Adam Crandall**, Project Manager, Controls

**Security**, Automation and Electrical

**Cassandra Phelan**, Service Administrator

**Les Miles**, Apprentice HVAC Technician

**Chris Devroom**, Apprentice HVAC Technician

**David Dron**, Journeyman HVAC Technician

## **ATLANTIC**

**James Chatman**, Safety Advisor,

Voisey's Bay Project

**Maria Lewis**, Safety Advisor, Voisey's Bay Project

**Lindy Parsons**, Maintenance Mech, NL Projects

**Frederick Brown**, Lineman, NL Projects

**Peter Croucher**, Lineman, NL Projects

**Jeffrey Walsh**, Connector, NL Projects

**Jason Dalton**, Connector, NL Projects

**Shawn Whalen**, Ironworker, NL Projects

**Kristyn Davidson**, Estimator, NL Projects

**Bernard Mason**, Connector, NL Projects

**Perry Walsh**, Operator, NL Projects

**Austin Ryan**, Ironworker, NL Projects

**Rodney Glover**, Connector, NL Projects

**Tom Power**, Ironworker, NL Projects

**Dave Benoit**, Ironworker, NL Projects

**Darren Seaward**, Supervisor, NL Projects

**Trevor Burry**, Advisor, NL Projects

**David Thorne**, Maintenance Mechanic, NL Projects

**Robert Beck**, Maintenance Mechanic, NL Projects

**Stephen Price**, Maintenance Mechanic, NL Projects

**Mike Kelly**, Sheet Metal Worker, NL Projects

**Draper Clarke**, Maintenance Mechanic, NL Projects

**Millen Khiroya**, Engineer, NS Service

**Tyler Huyhn**, HVAC Technician, NS Service

**Jakob Barrett**, HVAC Technician, NS Service

**Ben Mulder**, HVAC Technician, NS Service

**Laura Merriam**, Administrator, NS FMO

**Spencer Terrio**, Administrator, NS FMO

**Bradley Drake**, HVAC Technician, NS FMO

**Nick Green**, Project Coordinator, NS Commercial

**Peter Parnell**, Plumber, NS Commercial

**Dylan Muise**, Plumber, NS Commercial

**Edward Miller**, Electrician, NS Commercial

**Dakota Firth**, Electrician, NS Commercial

**Scot Sinnis**, Plumber, NS Commercial

**Alexander Nix**, Electrician, NS Commercial

**Cameron Jollimore**, Plumber, NS Commercial

**Matthew Moore**, Electrician Utility

**Karen DeMings**, Project Manager, NS Utility

**Matthew Hardie**, Safety Advisor, NB

**Adam Bechard, Jr.**, Project Accountant, NS

**Jayson Tremblay**, Electrician, NB Industrial

**Dylan Hogan**, Ironworker, NB Industrial

**Anthony McSorley**, Ironworker, NB Industrial

**Ryan Scott**, Jr. Project Manager/Estimator, NB Industrial

**Bethany Jonah**, Administrator, NB Service

**Jesse LeBlanc**, Gas Tech 2, NB Service

**Sean Melander**, Representative, NB Service

**Joshua LeBlanc**, Construction Craft Worker, NB Utility

**Colby Boylan**, Pipefitter, NS Industrial

**Kenneth Currie**, Pipefitter, NS Industrial

**Oral Goulding**, Coordinator, Lab West

**Nicholas Cassidy**, Plumber, NB Comm

Mechanical

**Adam Jollymore**, Plumber, NB Comm

Mechanical

**Ben McIntyre**, Field Service Technician,

Field Services Group

## **BRITISH COLUMBIA**

**Raymond H. Chan**, Project Coordinator

**Eoin McDermott**, Project Coordinator

**Andy Harwood**, FMO Supervisor

**Khushwant Johal**, Service Technician

**Curtis Cole**, Service Electrician

**Terry Balak**, Building Operator

**Tyler Medeiros**, Lead Building Operator

**Corey Brown**, Building Operator

**David Campbell**, Building Operator

**Isaiah Odagwe**, Building Operator

**Patrick Gaborieau**, FMO Carpenter

**Brandon Gibb, Jr.**, Building Operator

**Sean Jackson**, Construction Foreman

**Stuart Hartman**, 3rd Class Shift Engineer

**Matthew Pronk**, Building Operator

**Benjamin Hystad**, Building Operator

**Dragan Vajagic**, Building Operator

**Elias Planas**, IT Systems Technologist

## **MANITOBA**

**Les Agius**, HVAC Technician

**Lea Dula**, Business Development

Representative

**Glenn Thomson**, HVAC Technician

**Jay Hotson**, Building Operator

**Anthony Ajakaiye**, Building Operator

**Muhammad Raheem**, Building Operator

**Dennis Fontaine**, FM Electrician

**David Moore**, JMI Plumber

## **NORTHERN ONTARIO**

**Brendan Proulx**, Intern, Mechanical

Construction

**Ibrahim Lokhandwala**, Project Coordinator,

Mechanical Construction

**Andrew Lariviere**, Administrator, Facility

Services

**Tricia O'Brien**, Executive Assistant,

Administration

**Jit Das, Specialist**, Administration

**Lianna Begg**, Administrator, Facility Services

**Sameer Khan**, Project Coordinator,

Mechanical Construction

**Kevin O'Connor**, Warehouse Supervisor,

ESAP

**Kristyn Davidson**, Procurement Specialist,

ESAP

**David Carrero**, Electrical Project

Coordinator, ESAP

**Scott Campbell**, Facilities Supervisor,

Facilities Services Trenton

**Nikita Persaud**, Client Services

Representative, Facility Services

**Alex Walter**, Project Manager, Facilities

Services

**Graham Thomas**, Scheduler, Mechanical

Construction

**Kevin Leger**, Estimator, Mechanical

Construction

**Richmond Adiole**, Project Coordinator,

ESAP

**Val Mykhaylyk**, Project Coordinator, ESAP

**Paige Billings**, Administrator, Facilities

Services

## NEW EMPLOYEES

### POWERGENERATIONREGION

**Dean Drazso**, Project Material Coordinator  
**Derek Blades**, Construction Work Planner  
**Shane Nixon**, Estimator  
**Anna Bone**, HU Program Lead  
**Christina Taylor**, Pickering Site Administrator  
**Ali Choudhry**, Engineering Service Manager  
**Paris Ramezanpour**, Project Scheduler  
**Joseph Taylor**, Regional Controller

### PIERREBROSSARD(1981)LTÉE

**Sébastien Roy**, Regional IT Technician  
**Jonathan David**, Administrative Assistant  
**Sylvain Forest**, Buyer  
**Dominic Lemieux**, Project Coordinator  
**Alexi Perreault**, Project Manager

### QUEBEC

**Francis Vollering**, HR Technician  
**Myriam Bédard**, Safety Agent  
**Yves Piché**, Shipper/Receiver  
**Steeve Ellefsen**, Safety Agent

### SASKATCHEWAN

**Karly Green**, Fabrication Administrator  
**Kayla Peacock**, Service Administrator  
**Marc Conan**, Virtual Design Coordinator  
**Steve Fawcett**, Sheet Metal Foreman  
**Debdatta Das**, Project Coordinator  
**Ravi Ghuge**, QC Inspector  
**Alex Tataryn**, Project Manager  
**Morgan Bogdan**, Apprentice Plumber  
**Carson Gordon**, Apprentice Plumber  
**Augie Rubisch**, GF Millwright  
**James Martin**, Apprentice Sheet Metal Worker  
**Kevin Foster**, JM Millwright  
**Kenneth Hirkala**, FM Millwright  
**Kaine Foster**, Apprentice Sheet Metal Worker  
**Chris Tumbach**, JM HVAC Technician  
**Eric Lockyer**, FM Pipefitter  
**Andres Hoyos**, Apprentice Sheet Metal Worker  
**Matthew Newby**, JM Millwright  
**Valentyn Boyko**, JM Millwright  
**Darryl Williams**, JM Millwright  
**Tony Zhang**, JM Pipefitter  
**Dylan Priestman**, Apprentice Pipefitter  
**Rory Henderson**, FM Pipefitter  
**Tyler Power**, HVAC Technician

### SOUTHERN ONTARIO

**Bill Dong**, Assistant Controller  
**Carol Lingenfelter**, Administrative Assistant  
**Lynn Llewellyn**, Corporate Manager, People Resources  
**Sonal Puri**, Senior Treasury Analyst  
**Humaira Bhaiyat**, HR Administrator  
**Adamo Scaccia**, Administrator  
**Aly Hindy**, Advisor  
**Angel Tam**, Project Coordinator  
**Anthony Faysal**, Estimator  
**Anthony Lombardi**, Coordinator  
**Atif Zaidi**, Engineer  
**Bill Tremblay**, Writer / Editor  
**Bob Rogers**, Project Manager  
**Brent Maleschuk**, Project Manager Level 1  
**Connor Welsh**, Analyst  
**Cory Bennett**, Operations Manager  
**Darrell Land**, Supervisor  
**Hassan Fazal**, Coordinator  
**Jake Lemette-Johnston**, Engineer  
**Janet Marquada**, Department Manager

**Jazpher Angeles**, General Helper  
**Jerome Akers**, Project Coordinator  
**Kyrrilos Botros**, Project Coordinator  
**Larry Maze**, Operations Manager  
**Leila Samarbakhsh**, Project Coordinator  
**Mark Anthony Tongol**, Estimator  
**Mark Irwin**, Project Manager  
**Miguel Vallejo Di Sabatino**, Administrator  
**Mitchell Douglas**, Estimator  
**Natasha Giddy**, Engineer  
**Patricia Lako**, Coordinator  
**Pouya Farzam**, Project Manager  
**Rachelle Lapuz**, Estimator  
**Randolph Paraiso**, Engineer  
**Resma Rajendran**, Coordinator  
**Ronakkumar Patel**, Specialist  
**Rong Deng**, Specialist  
**Sylvia Guo**, Estimator  
**Tanisha Evans**, Administrator  
**Trevor Ellis**, Project Coordinator  
**Vanessa Caravaggio**, Estimator  
**Yoga Govindarajan**, Engineer

### SOUTHWEST ONTARIO

**Kasia Suski**, Administrative Assistant  
**Neil Vanderhoeft**, Electrical Estimator  
**Lesley-Ann Maltar**, Concierge  
**Francesca Lanzillotti**, Customer Service Coordinator  
**Travis Riley**, Project Representative  
**Lucy Mastroianni**, Accounts Receivable Administrator  
**Maria Zajac**, Human Resources Generalist  
**Rhonda Simmonds**, Executive Assistant  
**Logan Wilson**, Electrician  
**Gary Atkinson**, General Helper  
**Refrigeration**  
**Robert Brown**, HVAC Technician  
**Cody Robinson**, Apprentice  
**Thomas Watson**, Building Operator  
**Kristopher Baird**, Electrician  
**Achille "AJ" Cotran**, HVAC Technician  
**Garrett Culliton**, HVAC Technician  
**Todd Roadknight**, HVAC Maintenance Mechanic  
**Brady Campbell**, HVAC Maintenance Mechanic  
**Zelalem Liyew**, General Helper  
**Shamus Neville-Doyle**, Co-op Intern  
**Nikki Sarabacha**, Payroll and Human Resources Generalist  
**Tyson Aldred**, Junior Electrical Estimator  
**Wendy Tabbara**, Bilingual Customer Account Specialist, Qmerit Canada

### US OPERATIONS

**Diana Kirk**, AP Supervisor  
**Jessica Prater**, Administrator  
**Mathew Firth**, Warehouse Supervisor  
**Matthew Critelli**, Coordinator  
**Michael Valdez**, Project Coordinator 2  
**Kari Horton**, Office Coordinator  
**Jennifer Cunningham**, Coordinator  
**Jerry Girdner**, Laborer  
**Chester Keyes**, Laborer  
**Patti Kruger**, Administrator  
**Giselle Castaneda**, Coordinator  
**Hannah Kienle**, GIS Coordinator  
**Kevin Donovan**, Field Technician  
**Jennifer Prenner**, Administrator  
**Jeremy Clardy**, Shipper/Receiver  
**Madison Darnell**, Administrator  
**Chaitra Haddan**, Project Manager  
**Jennifer Williams**, Coordinator  
**Shelby Coursey**, Coordinator

## MOVERS & SHAKERS

### ALBERTA

**Scott Giesinger**, from Service Operations Manager to Division Manager

### ATLANTIC

**Mike Mattie**, from HVAC Technician to Project Sales Representative  
**Christina Bewhey**, from Safety Advisor, Voisey's Bay Project, to Safety Advisor, NL & Labrador  
**Sarah Michaud**, from Accounting Administrator to Service Administrator

### BRITISH COLUMBIA

**Matt Hopkins**, from KGH Supervisor to KGH Facility Manager  
**Cyle Brandon**, from 3rd Class Power Engineer to KGH Supervisor  
**Jose Custodio**, from Division Transfer from Project Manager, Construction Division, to Project Manager, KVHP Division  
**James Taylor**, from Project Manager to Senior Project Manager  
**Dermot Hawe**, from Project Manager to Senior Project Manager  
**Michelle Harwood**, from Service Administrator, Atlantic Region, to FMO Administrator, BC Region

### MANITOBA

**Candace Rand**, from FMO Administrator to Contract/FMO Administrator  
**John Kozlowski**, from Building Operator to Facility Manager  
**Tyler Cherewayko**, from JM Plumber to Project Sales Representative

### NORTHERN ONTARIO

**Kris Butt**, from Job Cost Analyst to Electrical Construction Project Manager  
**Eric Lemieux**, from Service HVAC Technician to Service Operations Manager  
**Daniel Draisug**, from Project Manager to Division Manager Electrical  
**Dave Hron**, from Project Manager to Operations Manager Utilities  
**Katherine Rodger**, from Project Estimator to Estimating Manager Utilities

### SASKATCHEWAN

**Marilee Budden**, from Service Administrator to Contract Manager

### SOUTHERN ONTARIO

**Brooke Driscoll**, from Corporate People Resources Administrator to Junior Corporate HR Generalist  
**Afra Shokraei**, from Department Manager to Division Manager  
**Alex Valova**, from Legal Counsel to Sr. Legal Counsel  
**Amy Stephens**, from Payroll/Accounting Clerk to Payroll Administrator  
**Anju Ratnakaran**, from Proposal Coordinator to Project Coordinator  
**Anna Sui**, from Data Entry Clerk to H&S Administrator  
**Daman Bundschuh**, from Alberta Utilities to BC Utilities  
**David Cauchi**, from Vehicle Detailer to Apprentice Mechanic  
**Giovanni Gines**, from Estimator to Chief Estimator  
**Gurjeet Panesar**, from Construction Project Coordinator to Utilities Estimator  
**Jarlath McGowan**, from Department Manager to Division Manager  
**Jason Tanguay**, from Operations Manager to Sr. Substation Specialist  
**John Brosens**, from Technical Sales Advisor to Sheet Metal Shop Manager  
**Jordan Calabrese**, from Civil Project Manager to Electrical Project Manager  
**Jordan Cox**, from Estimator to Lead Estimator  
**Joseph Salsa**, from Project Coordinator to Jr. Project Manager  
**Leah Lehr**, from Project Coordinator to Assistant Project Manager  
**Leo Bandara**, from Project Coordinator to Assistant Project Manager  
**Ross Maniaci**, from Estimator to Project Coordinator  
**Sarminy Nadarajah**, from Proposal Coordinator to Sr. Proposal Coordinator  
**Shahab Alaei**, from Project Manager to Operations Manager  
**Stephen Midlige**, from Field Service Division to Field Services and Substation Construction Division  
**Theresa Le**, from Accounting Analyst to Job Cost Analyst

### SOUTHWEST ONTARIO

**Cory Snider**, from HVAC Technician to Technical Project Lead  
**Chris Diamond**, from Refrigeration Lead Technician to Account Representative—Refrigeration  
**Tim Van Manen**, from Junior Electrical Estimator to Electrical Estimator  
**Jennifer Rotz**, from Hamilton Service Administrator, to HDSB Service Billing Administrator  
**Kim Schumacher**, from Billing Administrator at Qmerit Canada, to B&M Hamilton Service Administrator B&M  
**Oreeba Badar**, from Coordinator to Project Coordinator  
**Justin Blanchet**, from Project Manager to Facilities Project Manager  
**Kelly Christensen**, from Project Manager Lead to Manager, Strategy & Pursuits  
**Stefanie Cossi-Rodgers**, from Service Operations Coordinator Lead to Supervisor, Client Services  
**Andrew Del Bel Belluz**, from Maintenance Mechanic to Facilities Coordinator  
**Tessa Jewell**, from HR Generalist to Sr. Human Resources Generalist  
**Ravi Jodhan**, from Lead Coordinator to Lead Service Operations Coordinator  
**Kata Kelo-Gere**, from Centralized Call Centre Representative to CCC Quality Analyst  
**Oi Lan Lam**, from Call Centre Supervisor to Service Dispatcher Coordinator  
**Ryan McCarthy**, from HVAC Technician to Operations Supervisor, HVAC/R  
**Enrico Menotti**, from Project Manager 1 to Project Supervisor  
**Krista-Lee Nantau**, from CCC Rep to Centralized Call Centre Supervisor  
**Shawna O'Neill**, from Administrator to Project Coordinator  
**Monique Palmer**, from CCC Representative to CCC Quality Control/Team Lead  
**Raghul Seshu**, from Analyst to Technical Training Specialist  
**Marko Stakic**, from Project Manager to Project Team Lead





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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