

A Better Way to Build: Innovation Drives Success at Aspen

B&M Demonstrates the Power of Collaborative Delivery

Black & McDonald's work at SaskPower's new Aspen Power Station near Lanigan, Saskatchewan, is showcasing the power of collaboration, innovation, and disciplined execution. The 370-megawatt natural gas facility includes three major scopes delivered under a site-wide program managed by Burns & McDonnell: the Air-Cooled Condenser (ACC), the Water Treatment Building, and HVAC systems for the Gas Turbine Powerhouse. The project has become a standout example of technical excellence and cross-trade coordination.

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Project Eagle Soars in Ontario

B&M Drives Progress on Next-Gen Battery Separator Plant

Black & McDonald's Southern Ontario Mechanical and Electrical teams are well underway on the construction of a new battery separator manufacturing facility in Port Colborne, Ontario. The project marks a major milestone not only for B&M, but also for the broader clean energy manufacturing sector.

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Division Manager, Joel Goy notes that mobilization began in January 2025, with each scope advancing on staggered timelines. The ACC installation—now nearing completion—has emerged as a showcase of technical execution and innovative problem-solving. The team began with more than 1,100 metric tons of structural steel, followed by installation of 14 large cooling fans, motors, fan blades, sheet metal, piping, electrical heat trace, and instrumentation.

A defining feature of the project is the massive Thermal Exhaust Duct (TED), which channels heat from the power plant up into the coolers before releasing it safely to atmosphere. Delivered in four large sections, the largest measuring approximately 15 feet in diameter, the TED has become one of the project's most technically impressive components.

"The manufacturer's recommended method was to assemble the duct 50 feet in the air, requiring extensive scaffolding and exposing workers to significant elevation risk," says Goy. "Instead, our team, led by Project Superintendent Brad Konanz, proposed an innovative alternative to assemble and dry-fit the duct on the ground. We brought in our Virtual Design and Construction (VDC) team to scan the assembled duct, scan the structure, and model the two together to confirm it would fit as a single lift."

The results were exceptional. The approach saved scaffolding costs, dramatically reduced work-at-height exposure, and enabled a successful single-piece lift and installation. Overall, the outcome was so effective that the manufacturer is now considering adding this method as an approved alternate installation procedure in their official manual.

"The team worked collaboratively—internally, with the engineer, and with the client—and that collaboration allowed us to develop innovative solutions like this," Goy adds. "It improved the schedule and enhanced safety."

Key Accomplishments to Date:

- Structural steel erection: 1,184 metric tons
- Deck plate installation: 83 metric tons
- NHE module assembly: 790 metric tons
- SDM module installation: 202 metric tons
- Thermal exhaust duct assembly: 180 metric tons
- Engineered critical lift plan for heat exchanger and plenum modules
- Integration with ATO piping, heat trace, coating, insulation, and electrical systems
- Over 100,000 man-hours logged with zero recordable injuries

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A Multidisciplinary Effort

The Aspen Power Station project has brought together a wide range of trades and technical specialists—from pipefitters and boilermakers to labourers and crane operators—resulting in a deeply collaborative effort across mechanical, structural, electrical, and piping disciplines.

“Everyone played a role in making this successful,” says Goy.

The project is being executed through Willow Cree Project Services, a limited partnership with the Beardsley & Okemasis Cree First Nation. Willow Cree holds the contract with Burns & McDonnell and SaskPower, adding a meaningful community-based dimension to the work.

As the ACC and related scopes near completion, the Aspen Power Station stands as a powerful example of what B&M teams can achieve through innovation, collaboration, and disciplined execution.

“If we get another opportunity like this, absolutely we’d repeat these methods,” says Goy. “These projects don’t come around every day—but when they do, we want to be ready to deliver them even better.”

Special thanks to the countless dedicated team members who have contributed to this exciting project.



Project Eagle Soars in Ontario

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Black & McDonald's teams are helping build the future of battery manufacturing in North America. Here's an update on the people, planning, and progress behind this landmark Port Colborne project.

Timeline and Resources

The project was awarded to B&M in April 2024. Upon award, design, layout, procurement, and planning began in earnest, with prefabrication and site installation starting in July 2025. Completion is targeted for October 2027.

To support such a project, B&M has 50-plus indirect staff working on 3D modelling, planning, purchasing, billing, safety, quality, and project coordination/management. Once complete, the plant will produce advanced separator film used in lithium ion batteries—the same technology powering electric vehicles, computers, and mobile devices around the world.

Mechanical Scope and Progress

B&M's Mechanical Industrial, Commercial, and Institutional (ICI) division is responsible for procurement and installation of all specialized process equipment (except that provided by the owner), along with the supply, pre-fabrication, and installation of all stainless steel process piping systems.

According to Paul Johnson, Mechanical Construction Manager: "The scale is unlike anything we've delivered before—we have 120 mechanical field staff on site working two shifts per day, six days a week. B&M is installing more than 600 pieces of specialized equipment and over 15 miles of stainless steel piping, from 24-inch diameter all the way down to half an inch. It's a complex, highly technical effort, and the team has risen to the challenge."

To maintain schedule, the work is supported by four off-site fabrication shops—B&M's own Railside facility in North York, along with three subcontracted shops in Toronto, Kitchener, and Brantford.

Electrical Scope and Progress

The Electrical ICI team is equally engaged, delivering the complex systems required for a facility of this scale and technical sophistication.



"Executing that vision requires a fully integrated electrical infrastructure," says Electrical Project Manager James Shariff. "And B&M's Electrical division is responsible for delivering it from end to end. The scope includes plant-wide power distribution, lighting, fire alarm systems, and instrumentation and controls cabling, all carefully coordinated to support both manufacturing operations and life safety requirements."

At peak manpower, approximately 250 electrical field staff are working two shifts per day, six days per week. In total, the team is supplying and installing 290 major pieces of electrical equipment and routing more than 5,000 cables throughout the facility—a task that demands meticulous planning and execution at every phase.

Crews are working across multiple voltage levels and system types concurrently, ensuring that power delivery, automation, and safety systems integrate seamlessly with process equipment and mechanical installations. Through careful sequencing and close trade coordination, the Electrical team is delivering reliable infrastructure for a next-generation manufacturing operation.

A Unique Technical Challenge

While Black & McDonald has extensive experience with stainless steel process piping, this project introduces several firsts. The client—a Japan-based manufacturer building its first North American facility—brings unique expectations,

Project Eagle Soars in Ontario

processes, and quality standards that require close collaboration and adaptation.

“Many pieces of equipment are sourced from vendors we’ve never worked with before, adding complexity to procurement and installation,” Johnson says. “Quality and safety requirements are exceptionally high, driven by the precision needed for battery-grade manufacturing.”

The mechanical team has already completed delivery of most major equipment, installation of outdoor piping, and the majority of indoor high-level piping. Current work is focused on piping drops to equipment and continuing installation in step with the building’s structural progress.

“The schedule is tight, and coordination across multiple trades remains one of the biggest challenges,” says Phil Jackson, Project Director. “Working with a client new to the North American construction environment adds complexity, but it’s also an opportunity to build strong international relationships.”

The project is being delivered under a GMP (Guaranteed Maximum Price) contract, making cost control a key measure of success alongside safety, quality, and schedule performance.

With a combined electrical and mechanical scope exceeding \$400 million, this is one of the largest multi-trade projects Black & McDonald has ever undertaken. Its scale, technical demands, and strategic importance to the clean energy supply chain make it a standout effort across the company.

As Jackson summarizes: “Meeting the budget, schedule, delivering the quality the client requires, and maintaining a strong safety record—that’s how we’ll define success on this project.”

“This is a learning experience for everyone involved,” says Jackson. “The process is highly specialized and proprietary—and because this is the first facility of its kind in North America, we’re not just delivering a project, but we’re helping define the benchmark for how these plants will be built going forward.”

Special thanks to the following team members for their contributions to this project:

Electrical PMs:

- James Shariff
- Alejandra Urso
- Adeniyi Ayinde
- Berislav Balaban

Electrical Superintendents:

- Keith Wright
- John Hearn
- Graham Jardine

Mechanical Construction Manager:

- Paul Johnson

Mechanical Design Manager:

- Sourabh Sangwan

Mechanical Project Manager:

- Jacob Paul

Mechanical Superintendents:

- Karol Jurewicz
- Ian Roberts
- Oliver McMeo

Quality Manager:

- Anil Jacob

HSE Manager:

- Joe MacAulay



Powering Growth in Southern Utah

B&M Delivers Turnkey EPC Solution for Hurricane City

Hurricane City, Utah, is one of the fastest-growing municipalities in the Mountain West in the United States. With a population that has surged 34% since 2020 and an annual growth rate of 4.4%, the city's electric utility—Hurricane Power—is under immense pressure to keep pace with ongoing rapid development.

The region's appeal is no mystery. Hurricane sits at the gateway to Zion National Park, one of the country's busiest and most iconic natural attractions. As the city works to expand its electrical infrastructure, Black & McDonald has emerged as a trusted partner, delivering comprehensive engineering, procurement, and construction (EPC) services to help the utility meet accelerating demand.



Meeting New Energy Needs

The partnership began in September 2025 when Hurricane Power needed to energize two new industrial customers but lacked the distribution line required to serve them.

"That's when we stepped in, answering the bid to deliver a full turnkey EPC solution," says Chad Ambrose, General Manager – Western US. "Our Transmission & Distribution team in Salt Lake City worked closely with our Engineering group in Kansas City to take the project seamlessly from initial concept through to completion."

The project demanded strong collaboration in the bidding process. The engineering and construction teams worked together to lay out the design, materials, and construction techniques to have a comprehensive bid, robust enough to accommodate changes along the way.



Kicking off the project, the city provided its standards and requirements, and B&M's engineering team—led by Collin Crossley, P.E.—began designing an overhead distribution line originating at a nearby substation. "The line runs as a double circuit for several spans before turning north toward the client sites. We took a client-focused approach with the layout and optimized a solution that meets their specific request. Existing underground utilities required the design to include construction-focused flexibility," he says.

But Southern Utah's challenging terrain demanded a more robust approach than a typical site. The un-guyed angle approach and soil conditions required self-supporting steel structures rather than standard wood poles. Navigating around the foundation needs for these structures was challenging with the density of underground utilities.

"Initially, another vendor had proposed ductile iron poles, but B&M's engineering review determined they were unsuitable for angled structures," says Burk Rydalch, Transmission and Distribution Department Manager. "By pivoting to steel, the team ensured structural integrity and long-term reliability."

To meet the aggressive schedule, B&M's procurement team sourced steel poles directly from Utility Pole Solutions—an advantage Rydalch says competing bidders couldn't match.

"The clients were pushing for power to meet their immediate operational needs, so our goal was to be a solutions provider and figure out the fastest, most reliable way to get them energized," says Rydalch. "That's why we partnered with a supplier that already had steel poles in stock."

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Building Brampton's Transit Future



B&M Leads M&E Delivery on New 460,000-sq.-ft. Facility

As Brampton, Ontario, continues to grow at one of the fastest rates in Canada, the demand for a stronger, more resilient transit system grows with it. To meet that need, the city has launched construction of a new 460,000-square-foot transit facility—one of the largest and most technically advanced projects of its kind in the region. Designed to support Brampton Transit's expanding electric bus fleet while temporarily accommodating diesel buses, the Cadetta-Johnston Transit Facility will play a central role in shaping the city's transportation future.

Black & McDonald is at the heart of this ambitious build, serving as the Mechanical & Electrical partner responsible for delivering the full suite of Mechanical & Electrical (M&E) systems. From geothermal connectivity and fuel systems to bus wash technology and security, the project showcases the depth and breadth of B&M's capabilities.

"This facility is a major step forward for Brampton Transit, and our team is proud to be leading the mechanical and electrical delivery," says Bruno Gatti, Mechanical General Manager. "It's a complex project with many moving parts, but it's exactly the kind of challenge our people excel at."

A Facility Built for the Future

Located just off Highway 50 on the east side of Brampton, the new transit complex is designed to support up to 250 buses,

including the city's growing electric fleet. The site includes a 24-bay maintenance garage, a two-storey, 43,000-square-foot administrative building, and extensive service areas to support daily operations.

"It's a greenfield site up in the suburbs, which makes the logistics a lot easier," Gatti says. "And at 460,000 square feet, it's a big facility built to handle the city's future transit needs, especially as they transition toward electrification."

One of the most innovative features is the geothermal mechanical system, which will provide low carbon heating and cooling throughout the building. By investing in geothermal, the City of Brampton is significantly reducing long-term energy costs while supporting its sustainability goals.

Beyond traditional M&E systems, B&M is delivering a wide range of specialized process systems essential to transit operations. These include lube oil distribution, diesel and gasoline fueling systems, bus wash equipment, bus hoists, and compressed air systems.

"This isn't your typical garage setup," notes Gatti. "Instead of small oil containers, we're installing centralized tanks that distribute fluids through pumps and piping to hose reels at each service bay. Everything is designed for efficiency and scale."

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Building Brampton's Transit Future

Fueling, Servicing, and Smart Fleet Management

Outside, B&M is delivering the turnkey fueling systems, including the gasoline island and the large diesel storage tanks that will supply the facility once it becomes operational. According to Gatti, these tanks feed underground piping that ties directly into the building's service areas, creating a seamless and efficient fueling process.

Inside the maintenance bays, the team is actively installing steel structures, hose reels, workbenches, and all associated service equipment. "Buses will move through these bays for servicing, pass through the wash bay — another system provided by B&M — and then return to storage," Gatti explains.

The team is also supporting the Transit Management Facility System, which will enable Brampton Transit to monitor the real-time location and status of every bus on site, enhancing operational efficiency and improving overall fleet oversight.

Looking ahead, the project is anticipated to reach substantial completion in 2029, but the work won't end there. As Brampton continues expanding its electric bus fleet, the facility will undergo ongoing growth, advancing into Phase Four of a larger multi-stage program.

This next phase is set to begin shortly, with B&M collaborating closely with the construction managers to secure the upcoming scope of work. In addition, the facility will require a new intersection to support efficient bus movement in and out of the site — an element B&M is well positioned to deliver in the near future.

CONTINUED FROM PAGE 6: POWERING GROWTH IN SOUTHERN UTAH

As Hurricane City continues to grow, reliable electrical infrastructure is more important than ever. Black & McDonald's teams are helping meet that need through collaborative planning, innovative problem-solving, and turnkey project delivery.

Construction began soon after the poles were delivered, commencing in late February. Crews faced tight working conditions due to the significant number of underground utilities already in place — power, telecom, gas, and more. Hydro excavation and minor field adjustments were necessary to safely navigate the congested subsurface environment.

Despite these constraints, the team completed the build in just six weeks, ahead of the expected two-month schedule. Hurricane Power representatives were frequently on site and expressed strong satisfaction with the workmanship and responsiveness.

While the project marked Black & McDonald's first major engagement with Hurricane Power, Ambrose says it won't be the last. Since completing the line, B&M has already delivered another distribution project for the utility, strengthening a relationship built on trust, capability, and speed.

"Hurricane Power faces a monumental task ahead — including five new substations planned within four years and a new transmission line encircling the city," says Burk Rydalch, Transmission and Distribution Department Manager.

"With our ability to engineer, procure, and construct under one roof, Black & McDonald is well positioned to support the utility as it scales to meet future needs."

B&M would like to thank everyone involved in this impressive project, including:

- | | |
|---------------------|--------------------------|
| • Chad Ambrose | • Guiseppe Masciovecchio |
| • Burk Rydalch | • Jamie Kiely |
| • Brandyn Schneider | • Collin Crossley, P.E. |
| • Wade Williams | • Jerry Borland, P.E. |
| • Jon Vickers | • Ahmad Ali |
| • Michael Leaver | • Drew Caes |
| • Kaler King | |

Honouring Outstanding Careers

At Black & McDonald, we take pride in the people who shape our organization. We recognize our colleagues whose careers reflect a deep commitment to excellence, teamwork, and professionalism. We're grateful for their time with us, and we wish them all the best in their retirement.



Linda Morin: A Legacy of Excellence and Collaboration

Linda Morin retired after an exceptional career spanning 36 years with Black & McDonald.

Linda began her career in 1990 as a Receptionist with Leslie Bros, where she quickly took on additional

Accounts Payable and Payroll responsibilities. As the business evolved through organizational changes, including the transition of Accounts Payable to a national shared services model, Linda moved into Finance Shared Services, where she built a long and respected career in AP, ultimately serving as a Sr. Specialist. Linda is known for her strong work ethic, positive attitude, and willingness to support her team wherever needed. She brought a practical, solutions-focused approach to her work and was a reliable and trusted resource for colleagues across the organization. Her consistency, attention to detail, and team-first mindset made her a valued contributor over many years of service.

In addition to her core role, Linda was actively involved in the CVD DEI Committee and participated in a number of social initiatives, contributing to a welcoming and inclusive workplace. She will also be fondly remembered for her baking, which was well known and appreciated by colleagues across the office.

Linda's long-standing commitment, professionalism, and positive presence have left a lasting impact on Black & McDonald. We thank her for her many years of dedication and wish her all the best in retirement.



Wes Pegg: A Career Built on Leadership and Safety

Wes Pegg retired after nearly 25 years with Black & McDonald.

Wes began his career as a Division Manager, quickly building a reputation for clear direction and sound judgment.

Later in his career, Wes brought that same approach to the Safety team, where he contributed to strengthening practices across projects and reinforcing a culture of accountability. His work helped support teams in maintaining the safety standards B&M is known for. Wes will be remembered for the steady presence and practical perspective he brought to his work. We thank Wes for his long-standing commitment to Black & McDonald.



Salvador Vinluan: A Steady Hand and Trusted Mentor

Salvador Vinluan retired following a remarkable career spanning more than 40 years at Women's College Hospital, including over 13 years there working for Black & McDonald.

Throughout his career, Sal was known for his reliability, strong work ethic, and thoughtful approach to leadership. He supported multiple teams over the years, offering guidance, sharing his experience, and helping others navigate challenges with patience and care. His considerations for others and strong sense of responsibility were valued by colleagues at every level. Sal consistently represented the B&M team with professionalism and integrity, and his contributions made a lasting impact. We thank Sal for his many years of dedication and service.

Building Better Connections at Halifax Stanfield



Black & McDonald's Atlantic team has successfully completed a major mechanical and electrical upgrade at Halifax Stanfield International Airport—an initiative that not only modernizes the passenger experience but also highlights the depth and versatility of our in-house capabilities.

Awarded in August 2024, the project encompassed the full mechanical and electrical/communications scope for the airport's International Connection Facility renovation. The upgrade significantly improves how international passengers connect through Halifax.

Previously, travellers arriving from abroad were required to clear customs, collect their baggage, and then re-enter security before catching their connecting flight. Within the re-configured passenger connection routes, baggage can be checked through to the connecting flight, as passengers clear Canada Border Services Agency (CBSA) check points. Additionally, this upgrade supports streamlined passenger access to connecting gates through secured pathways, thus eliminating or significantly reducing passenger volume through typical pre-board security check points. The optimized process brings Halifax in line with major Canadian hubs like Toronto.

According to Blair Nickerson, NS Commercial Division Manager, B&M's role covered all electrical and mechanical

components of the renovation. The team worked alongside general contractor Pomerleau Construction to handle electrical demolition, isolations, and Heating, Ventilation, and Air Conditioning (HVAC) disconnections before moving on to new construction. In total, the project represented approximately \$3 million in combined mechanical and electrical work. At peak, the site saw 5 electricians and 6–8 mechanical team members working simultaneously.

Of course, working inside an active airport brought its unique challenges. From navigating secure zones to coordinating renovation activities around live flight operational hubs, the project demanded flexibility, expertise, and teamwork. It also showcased Black & McDonald's ability to self-perform most of the work across multiple disciplines—what Nickerson refers to as “one of our greatest strengths.”

Access was tightly controlled by CBSA, and appropriately, safety of the travelling public during frequent varying flight schedules always took precedence when planning work crew access to secure areas.

“There were days when we mobilized crews of multi-trade workers, only to be told a flight was arriving and everything had to stop,” Nickerson recalls. “You'd suddenly have a crew standing by, and you needed to find productive work elsewhere. Plan A rarely survived the day.”

Building Better Connections at Halifax Stanfield

Despite the constant schedule shifts, the team maintained financial performance and project momentum—an achievement Nickerson credits to the professionalism and adaptability of everyone involved.

A Showcase of Craftsmanship

Beyond the technical complexity of the project, Nickerson describes the finished space as “visually striking,” with Indigenous-themed designs and aviation-inspired architectural elements.

“The interior aesthetics really highlight the quality of the work,” he says. “You don’t see the HVAC or mechanical systems—they’re hidden—but the lighting really brings the space to life. It’s bright, colourful, and creates a very appealing area to walk through.”

The Runway Ahead

In recent years, B&M’s Utilities group has remained active on runway and taxiway expansions, but this project marked a return to large-scale facility upgrades at Stanfield. Nickerson is hopeful the relationship will continue, noting that the successful execution has already generated new opportunities.

“Halifax International Airport Authority (HIAA) has already engaged B&M for a potential fibre optic project, and work involving the demolition of the Visitor Information Centre kiosk,” he says. “Positive feedback from the airport’s communications team and the project manager further reinforces the strength of our partnership.”

As new opportunities continue to emerge, the Halifax team’s work stands as a strong example of B&M’s commitment to quality, collaboration, and client satisfaction. Congratulations to everyone involved in completing this project.

Building Quality Into Every Job

At Black & McDonald, delivering reliable, high-quality work is at the core of what we do. To support this commitment, we’ve introduced a standardized approach called Quality Event Reporting—a process that helps us identify, report, and learn from significant quality issues.

A “quality event” refers to any situation where work does not meet established standards, procedures, or client expectations—or has the potential to fall short. These issues may seem isolated at first but can have broader impacts, including rework, project delays, increased costs, safety concerns, or reduced client confidence.

Quality Event Reporting ensures that these situations are recognized early and addressed with the right level of attention. By doing so, we reduce the likelihood of similar issues occurring again and improve outcomes across our projects.

When a major quality event is identified, it is documented in a centralized system and shared with both regional leadership and our Corporate Quality team. This allows for faster collaboration, a clearer understanding of what contributed to the issue, and the development of effective solutions.

Over time, this approach also helps us identify trends and share lessons learned across the organization.

Every employee has a role to play in maintaining quality. Reported events are tracked through to resolution, and key takeaways are shared to support continuous improvement.

Importantly, this process is not about assigning blame. It is about learning, improving consistency, and ensuring we reliably deliver the level of quality our clients expect. By working together in this way, we strengthen accountability, reduce repeated issues, and deliver safer, more dependable results.

For additional guidance, resources—including the Quality Event Reporting SOP and a step-by-step tutorial video—are available on The Wire to support consistent application across our teams.



**Excellence
in Quality.**
Every time.

Corporate Quality

Inside Black & McDonald's High Voltage Special Projects Division

In a remarkably short period of time, Black & McDonald's High Voltage Special Projects Division has established itself as a vital force within the company's overall Power Utilities group. What began as a niche offering has evolved into a nimble, highly specialized team capable of executing some of the most complex, time-sensitive electrical infrastructure work across Ontario and beyond.

"While the division focuses on a very specific segment of work within the company, 4209 takes on all medium- and high-voltage installations, along with the associated electrical and civil scope," explains Jordan Avey, Operations Manager, who assumed the role earlier this year. "We specialize in Utility Transmission and Distribution stations, complex infrastructure repairs, and urgent response work—especially when the unexpected happens and utilities/clients need immediate support. Essentially, we handle projects that demand a higher level of specialization."

A One-Stop, Rapid Response Operation

Responsiveness and a true "one stop shop" approach has become defining traits of the division. When challenges arise—whether internally or for utility clients—the High Voltage Special Projects team is often the first call made. Their ability to mobilize quickly, with the right technical expertise, has made them indispensable.

Avey emphasizes that while the division's core focus is on utility scale projects, technical complexity is rarely tied to project size.

"Even smaller scopes are rarely simple," he says.

"We specialize in the complex—typically the work that many say can't be done."

This includes retrofit work such as breaker replacements, switch upgrades, other high-voltage improvements, and Civil & Structural works often performed in energized stations.



Inside Black & McDonald's High Voltage Special Projects Division

These environments demand precision, experience, and disciplined execution.

"Many companies avoid this work in favour of greenfield construction," Avey notes. "But we have the skill level, training, and manpower to safely execute work in high-risk environments."

Strength Through Internal Collaboration

This expertise has positioned the High Voltage Special Projects Division as a trusted resource not only for utilities and our clients, but also for other Black & McDonald business units. Any scope involving medium-voltage systems frequently results in a call to the team.

"Even though each division operates independently, with its own targets and priorities, we all benefit from collaboration," Avey says. "The relationships we've built across the organization strengthen our position in the market and reinforce Black & McDonald as a unified partner to our clients."

A Growing, Differentiated Team

Today, the division comprises approximately 45–50 team members, including 10–15 salaried staff, and a rapidly growing in-house civil division—one of its most significant differentiators.



"Having heavy civil and structural capabilities internally means we don't rely on subcontractors," Avey explains. "We perform all excavation, earthworks, forming, reinforcing steel, and concrete work ourselves. Other contractors may require multiple civil subcontractors, which adds cost and risk. Doing it in house makes us more competitive, more efficient, and more reliable."

That investment has paid off, allowing the division to deliver everything from short-term service to multi-year construction projects with greater control and consistency.

Inside Black & McDonald's High Voltage Special Projects Division



Standout Project: CNPI Niagara Falls

One of the division's most notable accomplishments in 2025 was the completion of a 115-kV switching yard for CNPI in Niagara Falls. The technically demanding project was executed under energized conditions, with half of the station remaining operational while construction took place on the other half.

"Safety wasn't just a priority—it was the foundation of every decision," Avey says.

Strict limits of approach were maintained, clearly defined safe work zones were established, and comprehensive safety protocols were rigorously followed.

These included daily Pre-Job Hazard Assessments (PJHAs), weekly safety briefings, safety resets, and ongoing discussions around industry conditions and emerging risks.

"Anything that reinforces awareness and reminds people how quickly conditions can change is critical in this line of work," he adds.

The result was a flawlessly executed project that demonstrated the team's ability to deliver high-risk work with confidence, consistency, and zero complacency.

Leading the Way in Battery Energy Storage Systems

One of the division's most promising growth areas is Battery Energy Storage Systems (BESS)—a cornerstone of the green energy transition.

Last year, the team completed Hydro One's first ever BESS prototype installation, supporting northern communities where outages can leave residents without backup power. Soon after, the division energized Ontario's first grid-fed BESS in Windsor. Since then, three additional installations have been completed, with more projects awarded, and others currently under evaluation.

Given the technical complexity and specialized expertise required, BESS and renewable sector projects are a natural fit for the High Voltage Special Projects Division.

"I see this becoming a strong, reliable growth area for us over the coming years," Avey says.

Looking Ahead

At present, the division manages 20–25 projects annually, a number expected to grow as the team expands its capabilities and continues taking on work that others are not equipped to handle. "We've built something truly special here," Avey reflects. "The relationships, the skill set, the versatility—it's all coming together. And we're just getting started."

Building Momentum with Energy-Based Safety

Over the past year, Black & McDonald has taken meaningful steps to turn our Energy-Based Safety commitment into practical action across our operations. Introduced in 2025 as a core Corporate Health, Safety, and Environment (HSE) strategic initiative, Energy-Based Safety has helped shift how we identify, assess, and control risk by moving us beyond traditional hazard recognition toward a more systematic focus on uncontrolled energy and serious injury prevention.

What We Accomplished in 2025

Throughout 2025, Energy-Based Safety was integrated into key frontline and leadership processes. The Energy Wheel and High Energy (STKY) Icons became an active part of risk assessments, site inspections, and task observations, helping teams consistently identify gravity, motion, electrical, thermal, pressure, chemical, and other energy sources that may have previously gone unnoticed. This strengthens hazard recognition at the planning stage—before work begins.

Most importantly, Energy-Based Safety encourages more meaningful conversations in the field. Workers, supervisors, and leaders are becoming more aligned around a common language of energy and control effectiveness, reinforcing our belief that serious injuries can be prevented when energy is properly managed.

Our 2026 Energy-Based Safety Focus

In 2026, our focus shifts to deepening understanding, strengthening control selection, and verifying effectiveness. We will place specific emphasis on improving how direct and alternative controls are identified, implemented, and maintained for high-energy hazards.

A key component of this work will be the rollout of HECA – High Energy Controls Assessment. HECA will provide a consistent way to evaluate whether controls addressing high-energy hazards are:

1. Targeted at the source of energy
2. Appropriate for the level of risk identified
3. Properly installed and maintained
4. Capable of preventing or significantly reducing serious injury potential.



Through HECA, leaders and frontline teams will be better equipped to assess control effectiveness, not just whether a control exists but whether it truly protects workers from high-energy exposure.

Energy-Based Safety is not just “another program.” It is how we think about risk. By continuing to evolve how we identify energy, apply controls, and verify effectiveness, we strengthen our culture and reinforce our commitment to ensuring everyone goes home safely.

Together, we move forward—because Nobody Gets Hurt, Today or Tomorrow.

Health, Safety & Environment

Contractor Olympics 2026

Black & McDonald was proud to partner with Holy Trinity Catholic Secondary School in Courtice for this year's Contractor Olympics, held on May 27.

Our team – Cathy Corrigan, James Mills, Mitch Davis, Tim Caine, Devin Brenton, Kerry Jackson, and Sarah Thompson – arrived early to prepare for a full day of hands-on learning. The event kicked off at 9:00 a.m., bringing energy, teamwork, and strong engagement across the site.



Students worked through a dynamic outdoor obstacle course featuring 20-30 construction trade challenges, testing practical skills, problem-solving, and collaboration as they competed for Gold, Silver, and Bronze. With prize bags and a well-attended BBQ, the day offered a fun and memorable experience for students, educators, and industry partners alike.

Beyond the competition, the Contractor Olympics plays an important role in creating pathways into the skilled trades. While student interest continues to grow, many face challenges in securing apprenticeship opportunities. Events like this help bridge that gap, connecting students with industry and opening doors to future careers.

We are proud to support increased participation in the trades, including the advancement of women in the field, helping to build a more inclusive and future-ready workforce.

Thank you to Holy Trinity Catholic Secondary School for hosting an outstanding event, and to everyone involved for contributing to a meaningful and impactful day. Black & McDonald is proud to support initiatives that inspire and connect the next generation of skilled trades professionals.

Building Teams That Thrive: Talent Acquisition Litmos Course

In today's competitive talent market, building a strong team isn't just important, it's strategic. That's why we're excited to launch **Building Teams That Thrive**, a comprehensive new Litmos course designed specifically for hiring managers who play a key role in bringing great people into Black & McDonald.

Hiring the right talent isn't about luck. It's about having the right tools, the right insights, and the right approach before a vacancy opens. This program helps managers strengthen their hiring capability, make confident decisions, and contribute to a stronger, more future-ready organization.

Why This Training Matters

Here's a reality check from the Harvard Business Review:

91% of leaders say recruiting is essential for long-term success, yet only 28% believe they do it well.

That gap often comes from reactive hiring, where we scramble to fill roles after they become vacant. This leads to rushed decisions, longer timelines, and missed opportunities to attract top talent.

Strategic hiring is different. It means planning ahead, understanding the talent market, and building a pipeline before the need is urgent. When we take this proactive approach, hiring becomes smoother, faster, and far more successful.

This training helps managers make that shift, pairing big-picture strategy with practical, day-to-day execution.

The Two Sides of Talent Acquisition

Talent acquisition comes down to two essentials: **strategy** and **execution**.

Strategy sets the direction — aligning with business goals, understanding the market, and anticipating future workforce needs.

Execution brings that strategy to life through strong partnership between hiring managers and People Resources, ensuring clarity, consistency, and a smooth hiring experience.

The course explores these two components in greater depth, showing how they work together to drive stronger, more consistent hiring outcomes.

Through interactive learning and hands-on tools, managers will gain the knowledge and confidence to:

- Understand the full talent acquisition lifecycle and their role within it
- Use effective sourcing strategies to attract qualified candidates
- Evaluate candidates using consistent, competency-based criteria
- Collaborate efficiently with Human Resources (HR) and recruitment partners
- Create an exceptional candidate experience
- Make confident, data-informed hiring decisions
- Support onboarding to strengthen retention and engagement.

Whether you frequently hire for salaried positions or occasionally support trade roles, the concepts and tools found within this Litmos course can be adapted to your unique hiring needs.

All hiring managers new or experienced will benefit from this Litmos course. It's designed to be a practical, repeatable resource you can return to whenever you're preparing to hire.

Build a Team That Thrives

Hiring isn't just about filling a vacant position. It's about shaping the future of our teams and our organization. With the right approach, we can attract exceptional talent, strengthen retention, and create an environment where people grow and succeed.

Want to Learn More?

Reach out to your regional HR Partner to explore Building Teams That Thrive.

Corporate People Resources

Rebuilding Ottawa's Critical Pumping Infrastructure

The Multi-Year Effort Continues

Deep beneath the City of Ottawa, Black & McDonald's Mechanical and Electrical teams are undertaking one of the company's most complex municipal infrastructure projects: a full replacement of six massive raw sewage pumps and their supporting systems at the City of Ottawa's wastewater treatment facility near the Ottawa River. This work is essential to accommodate a growing population—and because the pumps must remain operational throughout construction, the project demands extraordinary coordination, planning, and precision.

"The work scopes are extensive," says Emal Sataar, Project Manager. "Our crews are removing and replacing six raw sewage pump units, each driven by a 1,100-Horse Power (HP) motor, along with their associated suction piping, fittings, supports, and a 1,200-millimetre knife gate valve located four levels underground."

The upgrade also includes replacing Variable Frequency Drives (VFDs), concrete pads, air handling units, and an overhaul of the electrical infrastructure, from Motor Control Centres (MCCs) to multiple control panels that support communications and pump control.

To accommodate the new systems, the team constructed a dedicated building, now fully outfitted with MCCs, VFDs, control panels, a fire alarm system, air handling unit system and a mechanical room. Multiple duct banks are built to tie in the



new building's power and control infrastructure to the existing facility's substation, control room and pump dry well, located approximately four storeys below ground.

Marking the Milestones

With construction of the new electrical building complete and the majority of the civil, structural, and electrical work finished, the project has entered a significant new phase. In July, the team executed the first major shutdown within the existing Raw Sewage Pumping Station (RSPS) building. During the shutdown, crews removed the first pump and its concrete foundation, installed a new concrete pad, and replaced the knife gate valve during a carefully coordinated overnight outage. The new pump and motor are now in place, and commissioning activities are expected to begin shortly. The project began in 2023 and is scheduled to run until 2029—a timeline that reflects both the scale of the work and the need to maintain uninterrupted service.

"You can only take one pump offline at a time," Sataar says. "The other five pumps must stay operational as they are used to handle the major sewage flow demand for the City of Ottawa. Without them, wastewater has nowhere to go."



Rebuilding Ottawa's Critical Pumping Infrastructure

This operational reality shapes every phase of the project. Each shutdown must be meticulously sequenced so that demolition, concrete work, pump installation, and piping tie-ins occur without delay. "Once the concrete pad is poured, the next steps—installing the knife gate, pump, motor, piping, electrical, commissioning and training—must follow immediately, as we are operating in a critical time-sensitive shutdown," says Sataar.

Compounding this challenge is the highly customized nature of the equipment. Much of the mechanical and electrical gear is built to order, resulting in long lead times and extensive coordination with manufacturers. But the project's real complexity stems from the workers' careful handling and installation of large critical equipment and the management required to keep all contractor teams including consultant and client aligned.

"Coordinating across multiple teams, delivering a wide range of project scopes, maintaining the schedule, and ensuring owner

operations remain uninterrupted on a sensitive, high-profile City of Ottawa project presents a complex challenge—one that Black & McDonald is committed to managing safely and successfully," says Sataar. "The custom-built equipment only heightens the need for early planning, engineering review, and continuous communication."

Black & McDonald is serving as the constructor for the project, with the mechanical division acting as the General Contractor, self-performing all mechanical work and overseeing every subcontractor. The electrical division is responsible for all electrical and controls scopes, the utilities division has completed the concrete duct banks, and the service division supports the project through ongoing HVAC service and maintenance activities.

The team continues preparing for the next phases of work—each one a carefully orchestrated effort to modernize critical infrastructure while keeping the city's wastewater system fully functional. It's a challenge the team is meeting head-on, one pump at a time.



B&M's Role in Ontario's Rural Broadband Expansion

Black & McDonald's Southern Ontario Utilities Region Overhead Lines Division (SOUR OH Lines) Division recently embarked on one of the largest projects in the division's history taking on a major role in the province's effort to expand high-speed internet access across rural Ontario. The work falls under the Building Broadband Faster Act (BBFA)—a government-mandated initiative designed to bring reliable connectivity to communities that have long been underserved.

Introduced in 2021, the BBFA program aims to accelerate broadband deployment across northern, western, northeastern, and central regions of the province. With the provincial government investing heavily to ensure rural residents gain access to modern digital infrastructure, a select group of qualified contractors were invited to participate in the Request For Proposal (RFP) process. Black & McDonald was chosen as one of the prime contractors responsible for the physical infrastructure upgrades required to support the new broadband network.

"This is a substantial contract for us," says Tarun Joseph, Division Manager. "We are proud to be on the frontlines of bringing high-speed internet to rural communities and helping modernize Ontario. Being one of the organizations delivering this work is meaningful, and we are committed to supporting the province's vision for improved connectivity."

The scope of the work includes extensive pole replacements and infrastructure upgrades across a wide geographic area. Following several years of planning at the provincial level, B&M's scope of work officially began in February 2026 and is expected to run until late 2028.

"This critical work will help close the connectivity gap and ensure rural communities have access to modern, reliable internet service," says Ismael Carlo, Project Manager. "For households and businesses that have never had high-speed internet, it will definitely be a game changer."

Growth, Investment, and New Partnerships

To meet the robust requirements of the BBFA initiative, the division has invested heavily in new trucks, tools, and field resources. It has also expanded its organizational structure, adding new general foremen who will provide strong field management for three to four crews responsible for geographic areas. According to Joseph, the shift marks a major step



forward in building the capacity and leadership framework the division has long anticipated.

"It's allowing us to grow in ways we've been discussing for years," he says. "We now have the opportunity to scale and build a foundational structure for the future."

Beyond the restructuring, collaboration between internal divisions and partner companies has been a defining strength of the project. According to Ryan Wright, Sr. Project Manager, working closely with the Northern Ontario Region (NOR) has been a highly positive and productive experience.

"NOR has helped provide crews, trucks, and tools to support our work, helping us scale quickly and efficiently," he notes. "This level of cooperation has not only strengthened our day-to-day operations but also laid the groundwork for long-term partnerships I hope will continue well beyond the life of the project."

With 75 staff members currently involved across field and project staff—and the potential to grow to 100+ as the project ramps up—Joseph, Wright, Carlo, and the rest of the B&M team have been energized by the long-term opportunities this collaboration and expansion are creating.

"More than a contract, this is a chance to help shape the future of connectivity in Ontario," says Joseph. "We're building infrastructure that will support communities for decades, and that's something our whole team can be proud of."

Emerging Leaders Program Class of 2024–2026



Congratulations to the graduates of the 2024 (EML) Emerging Leaders Program.

On June 23–24, 2026, Black & McDonald welcomed our EML 2024 cohort to Commerce Valley Drive (CVD) for the culmination of their leadership development journey. Over two days, participants came together to reflect on their experiences, celebrate their accomplishments, and participate in a formal graduation ceremony recognizing their commitment to growth as people leaders.

The event provided an opportunity to look back on the learning, challenges, and achievements that have shaped each participant throughout the 2.5-year program. More importantly, it highlighted the strong network of emerging leaders who have supported and learned from one another along the way.

Of course, no celebration would be complete without some fun! The cohort also enjoyed an exciting team-building experience at

HIP Motorsports, where collaboration, friendly competition, and plenty of laughter reinforced many of the leadership principles explored throughout the program.

The Emerging Leaders Program is designed to help participants build the skills, confidence, and mindset needed to lead teams effectively and create meaningful impact. Seeing these individuals cross the graduation stage is a testament to their dedication, hard work, and passion for leadership.

As they continue their leadership journeys, we are excited to see how they will apply their learnings, inspire their teams, and contribute to the success of our organization.

Congratulations to all 40 graduates of the EML 2024 cohort! We are incredibly proud of your accomplishments and wish you continued success as you take the next steps in your people leadership journey.

Training & Development

B&M Kansas City Team Supports Veterans Through Operation Clay Storm Fundraiser



Sixteen team members from Black & McDonald's Kansas City engineering and construction division proudly participated in the 4th annual Operation Clay Storm, a community fundraising event benefiting the Veterans Community Project (VCP).

Operation Clay Storm is a sport clay shooting event that brings together businesses, community leaders and supporters for a day of friendly competition and philanthropy. The event's mission is to raise awareness and funding to help end veteran homelessness, with proceeds directly supporting VCP's innovative programs.

Thanks to the generosity and engagement of participants and sponsors, \$48,000 was raised during this year's event. These funds will directly support VCP's ongoing efforts to provide housing, access to essential resources, and personalized support services for veterans across the United States.

By participating in events that promote connection and purpose, the team continues to demonstrate its commitment to giving back and supporting those who have served their country.

ORDER BOOK

ALBERTA

Wildflower

Phase 5B - Underground residential development

City of Edmonton

Tervillegar Phase 3 - New streetlights and overhead sign structures

Northgate Mall (First Capital)

Maintenance Agreement
Alberta Construction M&E

Deveraux

Several new maintenance agreements

IBEW

RTU replacements

Meadowlark Mall (First Capital)

RTU replacements

City of St. Albert Fountain Park Recreation Centre

Heat recovery ventilator replacement

Air Canada Hangar 101 / Building 73

Mechanical upgrades

Rogers Communications

Water heater replacement

Calgary Fire Department

(various sites)

Demolition of all solar systems and equipment; roofing repairs

Westrock

Boardroom and front entry upgrades; installation of new windows and new heating lines

Calgary Fire Training Academy

Pneumatic valves and mechanical upgrades; SCBA cleaner install

Silverwood On The Park

Parkade MUA replacement

Fort Garry

Multiple RTU replacements

Alberta Transportation

HWY 2 improvements; installation of new DMS sign

ATLANTIC

NAV Canada

Moncton ATC Tower - Replace HVAC Equipment

Horizon Health Network

Moncton Hospital Pharmacy Upgrade

Defence Construction Canada

Osborne Head - UPS and Heat Pump Installations

Halifax Stanfield Airport

North Apron Expansion

RCMP

Fogo Island NL, Interior Upgrades

Marathon Gold

Walk-In Freezer Replacement

Irving Oil Limited

AC Systems - Maintenance

Churchill Falls Corp.

Install New RTU Equipment

South Canoe Wind Farm

Transformer Testing

Moncton International Airport

HVAC & Boilers Maintenance

Build Nova Scotia

Martinique Beach - Electrical Upgrades

Université de Moncton

Science Centre - EV Charger Installation

Halifax Harbour Bridges

Replace Air Compressor

Quispamsis Memorial Arena

Ice Rink Chiller Replacement

Town of Clareville, NL

Traffic Light Maintenance

VIA Rail

Annual High Voltage Maintenance Contract

BRITISH COLUMBIA

Bentall 5 Phase 2 Chiller Plant

\$800,000.00

POWER GENERATION REGION

Pickering Nuclear Generating Station

P2681 PSA Maintenance Overflow

RB ACUs: Auto Luber Engineering Design

SIO-18 Alternate Supply

to the EWST Supply Modification

Alternate Venting Strategy

Darlington Nuclear Generating Station

D2631 PSA Maintenance Overflow

D2631 TG Centerline

PSA Maintenance Overflow

Copper Upgrades Phase 3

Containment Vault Crane Refurbishment

QUEBEC

L'Oréal Canada

18 Gas Radiant Replacement

Air Canada

YUL Refresh 2026

CN Rail

Replacement of 3 Boilers

PIERRE BROSSARD DIVISION

PCL

Temporary Jetty at Montreal Airport

MTQ

Rehabilitation of Sign Support Structures

City of Candiac

Extension of Sardaigne Boulevard

SOUTHWESTERN ONTARIO

Andrew Peller - Trius

A&B Cellar Boiler

City of Brantford

Fox Ridge Mechanical Assessment

Columbia International College

Oak Hall - 33 Heat Pumps

Splitsville Burlington

BAS Installations

Arterra Wines - Inniskillin

Cellar Structural Assessments

Riviana

MUA05 w Cooling Replacement

YMCA Flamborough

New electrical feeder

Cargill London

Expanding existing services & projects

City of Oakville

River Oaks Refrigeration Plant & Rink Floor

Municipality of Leamington

Replacement Refrigeration Plant

Percon Construction

New Arena Refrigeration System

Federal White Cement

Generator Installation

City of Guelph - River Run Centre

Chiller PM

Kemira Water Solutions

HVAC/Boiler PM

7-Eleven Distribution

HVAC/Refrigeration PM

The Andersons (Brantford Site)

HVAC PM

NORTHERN ONTARIO

Dept of Foreign Affairs

Electrical assessment and corrective

maintenance

Dept of Foreign Affairs

Electrical repairs

BGIS

IT Closet Infrastructure Upgrade

OPG Lennox

LPSW Piping Replacement

RW Tomlinson

Install street lights

PCL Construction

Airfield high-mast and airfield lighting

Big Lakes County

Airfield lighting, nav aids

and electrical systems

Ontario Clean Water Agency

Install new pump and piping

Dept of Foreign Affairs

Lighting upgrades

Public Services and Procurement Canada

Overhead protection and scaffolding

ORDER BOOK

RW Tomlinson

Install new street lights
MTO
 Maintain PVMS signs
Hydro Ottawa
 Build new substation
Canadian Museum of History
 Replace air ducts, drain pans, hatches and insulation
Ellis Don
 Build sewage treatment plant

SASKATOON

Ledcor
 CGC Wheatland Dust Collection
CNRL
 Furnace Coil Replacements
Cameco
 Dewatering Sumps Design & Fabrication
B&M BC Region
 Translink VDC
SaskPower
 Cory Cogen P91 Valve Replacement
Darling Ingredients
 Boiler Piping VDC & Fab
Nutrien Allan MCC 4
 HVAC Upgrades
Wright - Treatment Haven
 HVAC
SRC Monazite Processing Unit (MPU)
 HVAC and Dust Collection
SRC Solvent Extraction Unit (SXU)
 HVAC
U of S Grad House
 Chiller Replacement
Kawacatoose Campus Repairs
 Sheet Metal & Plumbing
Plasti-Fab Demolition
 Plumbing & Electrical
SaskPower / Burns & McDonnell
 370MW Combined Cycle Power Plant
 ACC Erection & Install, HVAC and Water Treatment Building

MANITOBA

Darling Ingredients
 Boiler Replacement
St James
 Civic Centre Expansion
U of M
 Machray Hall Redevelopment
Boeing
 Autoclave 3 Retrofit
Air Canada
 UPS Upgrades
Amsted
 Conveyor 3 Upgrade

NEW EMPLOYEES

ALBERTA

Jaiden Rodil, Service Administrator
Leslie Campbell, Sales Representative
Jay Kumar Shah, Utilities Estimator
Alexandria Park, Estimating Coordinator

ATLANTIC

Joy Olubodun, Project Coordinator
Janelle Hankey, Service Administrator
Mallory Benoit, NB FMO Administrator
Danny LeBlanc, Utility Estimator
Alicia Turner, Project Manager

BRITISH COLUMBIA

Bernard Alcantara, Account Manager – Technical Services
Sukie Bhandol, Contract Administrator
Candace Clarke, Senior Contract Manager
David Gavin, Facilities Manager
Wentao Li, Energy & Asset Coordinator
Limon Motin, Contract Administrator
Daman Sarwara, FMO Project Coordinator
Kai Silver, Mechanical Estimator

Priya Singh, Project Manager
Ronak Sonboli, Mechanical Estimator
Neng Zhao, Construction Technology Specialist
Manjinder Garcha, Office Administrator

POWER GENERATION REGION

Devakeerth Sivanesan, Modification Team Lead
Ehsan Dallalzadeh, Modification Team Lead
Faheema Begum, Project Coordinator
Farhad Mardani, Project Controls Cost and Schedule Analyst
Ghazaleh Oshagh, Project Controls Cost and Schedule Analyst
Hailey Chen, Document Control Coordinator
Hassan Younes, Modification Team Lead
Jason Snow, QC Inspector, Mechanical
John Felix, Project Manager
Keaton Zauerhagen, Project Coordinator
Kevin Sahakyan, QC Inspector, Electrical
Malik Felix, Sourcing Material Specialist
Mambu Massaquoi, Modification Team Lead
Mark Cook, Modification Team Lead
Mike Kitevski, Warehouse Supervisor
Robert Golas, Project Manager
Syed-Hassan Hashmi, Project Manager
Tanvir Ahmed, Procurement Engineer
Todd Proctor, QC Inspector, Electrical
Vadim Kirillov, Project Manager
William Bretney, Shipper/Receiver
Zachary Bozanis, Project Coordinator

QUEBEC

Jonathan Ouellet, Service Coordinator

PIERRE BROSSARD DIVISION

Daniella Mutwale Kanyebe, Junior Project Coordinator

SOUTHERN ONTARIO

Joshua Siviebadan, Junior Project Coordinator, Traffic/ITS
Gevie Mae Delos Reyes, Intern Estimator, Transportation
Bimi Asonyu Nfor Armstrong, Intern Estimator, Transportation
Yaroslav Pryshchepa, Intermediate Technician, Technical Services
Bryan Cortez Corado, Co-Op Student, Technical Services
Vimal George Varghese, Project Coordinator, Electrical Construction
Pui-Mei Cindy Chow, Sr. Estimator, Mechanical Construction
Jherrie Lucio, ITS Sales Associate, Velocity
Reinier Martin, Estimator, Electrical Construction
Faezeh Hatami, VDC Specialist, Mechanical Construction
Amr Oways Elgorani Ibrahim Ahmed, Project Coordinator, Electrical Construction
Oladipupo Awolosi, Intermediate Technician, Technical Services
Ibrahim Abubaker, Building Superintendent, Accounting
Pedro Santelis Morales, Project Manager, Mechanical Construction
Aadil Lokhandwala, VDC Specialist, Mechanical Construction
Hossein Ensafi Moghaddam, Sr. Estimator, Water & Wastewater
Nyah Nicole Dacanay, Health & Safety Advisor
Tang Gilbert, Operational Business Analyst
Eldin Moller, Co-Op Student, Technical Services
Amir Hossein Akbarzadegan, Project Manager, GTAA Services
Fereshteh Ebrahimi, Project Coordinator, Special Projects

SOFMO & BMR

Kevin Moulton, Project Manager
Gerard R. Hammond, Operations Supervisor - Plumbing/Heating
Jonathan Wooliscroft, Project Manager
Shayian Sadoo, HR Business Partner
Subathira Srikantha, Accounting Analyst
Dirusha Lakshman, Billing Analyst

Chirag Murabia, Security Manager
Vinit Patel, Facility Supervisor
Johny Wu, Accounting Manager
Colton MacRae, Plumber
Craig Mitchell, Electrician
Desmond Ng, Jr. HVAC Maintenance Mechanic
Marko Benic, HVAC JM Technician
Daryl Angus, Casual Building Operator
Amin Ibrahim, Mobile Maintenance Mechanic
Joseph Bernardo, Junior Maintenance Mechanic
Charanpreet Singh, Casual Building Operator
Mohammadreza Hajirasoul, Casual Building Operator
Mahad Jimale, Building Operator
Dave Packer, Facility Manager

SOUTHWESTERN ONTARIO

Connor Allen, Business Development Representative
Teri-Lyn Gregory-Sims, Operations Administrator
Alfred Lebar, Account Representative – Refrigeration
Brad Geerts, Project Sales Representative
Jennifer Jaecques, Business Development Representative
Tyler Butler, Plumber
Gavin Fernandes, Senior Maintenance Mechanic
Patrick Finn, Plumbing & Heating Technician

NORTHERN ONTARIO

Kevin O'Connor, Warehouse Supervisor
Nathan Clark, Project Coordinator
Dantis Muthukulathi, Project Administrator
Zen Trozzi, Utility Estimator
Siobhan Larocque, Service Coordinator
Brandon Zagrodnik, Estimator
Guneet Singh Kathuria, Project Manager
Serge Hobaika, Project Manager

CVD

Azam Khan, Maintenance Planner/Scheduler
Pam Singh-Wray, Department Administrator
Pratinav Nayar, Application Support Analyst (Construction)
Vijayan Trikha, Accounts Payable Specialist
Shray Mahajan, Accounts Payable Specialist
Jane Wang, Business Intelligence (BI) Analyst
Williston David Martin, Procurement Coordinator
Nastasia Phipps, Centralized Call Centre Representative
Patricia D'Amara, Accounts Payable Specialist

Sonali Barot, Energy & Sustainability Analyst
Dylon Gobin, Centralized Call Centre Representative
Syam Mohan Sree Sivam, Accounts Payable Specialist
Alice Kwok, Marketing Project Coordinator
Lokesh Jain, Commercial Coordinator, Facility Management
Saghar Khademi, Assistant Category Manager
Dennis Monague, Senior Project Manager
Michael Clarke, Regional Facilities Manager
Jina Kim, Contract Coordinator
Lauren Burrell, Parts & Service Coordinator - Facility Maintenance
Pulkit Suri, Administrative Assistant
Johnny Makris, Mobile Maintenance Mechanic
Hamza Farouk, Building Operator
Daniel Dizon, Maintenance Technician Level 2
Saif Ullah, Casual Security Guard

U.S. REGION

Caden Stokes, Jr. Project Manager
Tori Suarez, Designer
Sarah Kartchner, Administrator
Theresa Nelson, Accountant
Mason Wright, Field Technician
Joe Chance, Project Manager
Garrett Foster, Intern
Leigha Graf, Safety Administrator
Carry Smith, Dispatcher
Nia Darby, Administrator
Braxton Russell, General Helper
Ray Duran, Project Manager

SASKATOON

Vincent Joel Lawagan, Project Coordinator
Angela Furman, Service Administrator
Shaan Bhargava, Accountant
Michael Last, Project Coordinator
Wayde Warren, Service Supervisor
Daryl Nylen, Service Project Sales
Jozef Zak, Building Operator
Paul Hickey, Welder
Joel Goy, Division Manager
Tyrell Paquette, Service Project Sales Representative

MANITOBA

Leslee Sylvestre, Client Relations Coordinator & ACSO
Jeff Harder, Project Coordinator
Jay Hotson, Contract Manager
Anoop Singh, Millwright

MOVERS & SHAKERS

ALBERTA

Joanne Crooks, Service Contracts Specialist to Operations and Contract Manager
Neil Nguyen, Service Operations Supervisor to Service Operations Manager
Adam Zilinski, JM HVAC Technician to Service Operations Supervisor
Jackie Baglione, Service Administrator to Service Coordinator

ATLANTIC

Jeff Keeping, Regional Controller Maritimes to Senior Controller Eastern Canada
Andrew Mader, Regional Safety Manager, Maritimes to Manager, Health, Safety & Environment Eastern Canada
Jenna Steeves, Service Administration to Service Coordination Supervisor
Craig Ward, NL Service Department Manager to NL Service Division Manager
Don Kelly, NL Projects Department Manager to NL Projects Division Manager
Ian Arbuckle, Labrador Projects Department Manager to Labrador Projects Division Manager
Blair Nickerson, NS Commercial Department Manager to NS Commercial Division Manager
Ryan Robertson, Atlantic FMO Department Manager to Atlantic FMO Division Manager
Fred Bernard, NB Commercial Mechanical Department Manager to NB Commercial Mechanical Division Manager
Jason Caissie, Power Precision Department Manager to Power Precision Division Manager
Mark Searle, NB Service Department Manager to NB Service Division Manager
Chris Bragg, Regional General Manager Quebec, Newfoundland & Labrador to Regional Vice President Quebec, Newfoundland & Labrador
Mike Trefry, Regional General Manager Maritimes to Regional Vice President Maritimes

MOVERS & SHAKERS

BRITISH COLUMBIA

Matt Zmud, Mechanical Estimator to Senior Estimator
Stacey Beattie, Mechanical Estimator to Pre-Construction Lead
Raymond Ho Fai Chan, Senior Project Coordinator to Project Manager
Jonathan Lai, FMO Coordinator to FMO Operations Supervisor
Steven Jagpal, Interim FMO Project Manager to FMO Project Manager
Shawn Ochitwa, FMO Project Manager to FMO Department Manager
Michelle Harwood, FMO Administrator to FMO Coordinator

POWER GENERATION REGION

Andrew Williamson, Pipefitter GF to Construction Work Planner
Chris Lovering, Shipper/Receiver to Project Controls Cost Analyst
Dan Tommiska, Project Coordinator to Construction Work Planner
Kim Koopman, Accounts Payable Administrator to Project Controls Cost Analyst
Kyle Allison, Outage Coordinator to Project Manager
Kyle Deschamps, Millwright FM to Construction Work Planner
Luke McDonald, Pipefitter, Holder of Record to Construction Work Planner
Mackenzie Marners, Jr., Project Coordinator to Project Coordinator
Robert Biscoe, Sourcing Material Specialist to Jr. Nuclear Buyer
Rojan Reybod, Project Coordinator to Project Manager
Sean Forbes, Modification Team Lead to Outage Coordinator

SOUTHERN ONTARIO

Simon Watson, Division Manager – Construction & London Electrical to Director – Project Oversight Committee
Malyn Keosavanh, Talent Acquisition Specialist, Human Resources to Scheduler, Claims/Scheduling

SOFMO & BMR

Stephanie Leiskau, Manager, Client Services & Key Accounts to Division Manager
Daniya Noor, Financial Billing Analyst to Billing Supervisor
Nicole Bulan, Security Administrative Assistant to FMO Administrator
Chandan Pabbawar, Project Supervisor to Project Manager

SOUTHWESTERN ONTARIO

Dylan Chalmers, Project Coordinator to Project Sales Representative
Kyle Heywood, Operations Supervisor to Department Manager, Hamilton Plumbing & Electrical
Murray Jantzi, HVAC Journeyman to Team Lead, HVAC
Sebastian Jedeszko, HVAC Journeyman to Team Lead, HVAC
Kevin Bradt, Refrigeration Journeyman Team Lead to Refrigeration Account Representative
Randy Edwards, Division Manager to General Manager
Grant Rae, Division Manager, FMO to Division Manager, Hamilton Service & FMO

NORTHERN ONTARIO

Janae Zhao, Coordinator to Facility Services Coordinator

CVD

Daniela Vekic, Contract Administrator to Leased Facilities Manager
Vai Jeyasanthan, Lifecycle Analyst to Project Manager, Asset Management
Braeden Colasante, Junior Business Analyst to Assistant Category Manager
Natasha Moysiuk, Jr., Energy & Sustainability Analyst to Analyst, Energy & Sustainability Services
Payton McCormick, Procurement Coordinator to Procurement Specialist
Nicole Varvaro, Administrative Clerk to Accounts Payable Specialist
Mary Amir Abdel Malek, AP Specialist to AP Team Lead, Finance Shared Services

U.S. REGION

Sara Knickerbocker, Safety Administrator to Safety Coordinator
Kolton Kono, Project Manager to Department Manager
Olivia Moore, Business Analyst to Project Manager Special Initiatives
Caden Stokes, Intern to Junior Project Manager

SASKATOON

Wayde Warren, HVAC Technician to Service Supervisor

MANITOBA

Leslee Sylvestre, Junior Project Coordinator to Client Relations Coordinator & ACISO
Wayne Coombs, Project Development Manager to Service Department Manager
Scott Coombs, Project Sales Representative to Project Development Manager
David Moore, Project Sales Representative to Operations Supervisor

Black & McDonald Limited

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SUBSIDIARIES

B & M Energy & Infrastructure, LLC	(800) 814-4311
Pierre Brossard (1981) Ltée	(450) 659-9641
Power Precision	(506) 548-1880
Riverside Electrical	
Contractors Inc.	(502) 570-4777
Roberts Onsite Inc.	(519) 578-2230
Commercial Cleaning Services	(905) 688-9220
OCM Engineering, LLC	(317) 644-0949
Just Engineering & Inspection Services Inc.	(502) 995-8348

AFFILIATED COMPANIES

Canadian Base Operators	(647) 794-2300
Entera Utility Contractors	(416) 746-9914
Infinity Generation Services Inc. (IGS)	(855) 638-2447
Morningstar Services	(647) 455-5846
Midwest ATC Canada	(705) 446-9019

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