

**“DO THE  
JOB RIGHT,  
REGARDLESS.”**

— W.J. McDonald, Founder



## A Proud Heritage. A Promising Future.

Since our founding in 1921, Black & McDonald has grown to become one of North America's most respected integrated, multi-trade service providers. Today, our business units serve governments, institutions, and industry clients across Canada and the United States, and overseas.

We are a family-owned and managed company that employs thousands of highly skilled and talented professionals. While there are many things that set B&M apart, our success really comes down to our core philosophy: doing things right and delivering lasting value.





## Our Mission

At Black & McDonald, we are on a mission to do work and build relationships that stand the test of time.

Our founder, W.J. McDonald had a vision for how he wanted the company to operate and grow and he established a Code of Business that guides our organization to this day.

We honour and respect W.J.'s beliefs through our current expression of Black & McDonald's values:

- Live and work safely
- Do it right
- Always improve
- Work for one another
- Build enduring customer relationships
- Enable people to flourish

## Code of Business

We believe that meticulous work and continuous improvement are the foundation for lasting success. This philosophy of conducting business is based on the core values established by our founder, William John McDonald:

- Do the job right... regardless
- Talk to the customers regularly, confirm their satisfaction
- Make the price fair and reasonable
- A deal is a good one only when it is good for both parties
- Live up to your promises
- Treat employees with respect
- Complete jobs promptly
- Invoice promptly, fairly, and in detail

We continue to honour and respect these founding principles.



## Experience in Broad-based Markets

Black & McDonald is an integrated, multi-trade service provider that safely delivers high-quality construction, facilities management, and technical solutions. With more than 100 years of diverse market experience across North America, we are a forward-thinking organization with a strong track record of delivering customer-focused solutions and operational excellence.

We have the breadth of experience, capabilities, and resources to oversee full project and asset lifecycles from design and build through to maintenance and management. Across all our lines of business, our mission is to do work and build relationships that stand the test of time.

### Commercial

- Financial
- General Commercial/ Offices
- Property Management

### Industrial

- Automotive
- Oil & Gas
- Mining
- Manufacturing

### Institutional

- Education
- Government
- Health Care
- Recreation and Entertainment

### Infrastructure

- Power Generation
- Transportation and Cargo
- Transit
- Utilities
- Water and Wastewater





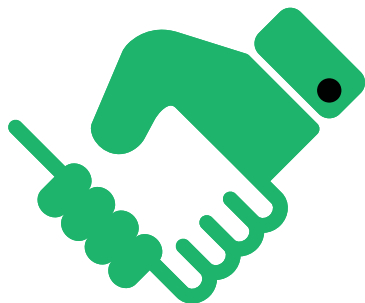
## Key Statistics for the Black & McDonald Group of Companies



NUMBER OF  
OFFICES **40+**

NUMBER OF  
EMPLOYEES

**6,800+**



**SALES**  
**\$2.7 billion**



CUSTOMER  
SATISFACTION  
SCORE

**91.5%**



NET  
PROMOTER  
SCORE **81**



# Integrated, Multi-trade Solutions

Black & McDonald's multi-trade services range from large-scale construction projects to extensive facility services solutions that are deployed to manage and maintain more than 200 million square feet of built space and critical assets across North America.

## Construction

Black & McDonald is a leading multi-trade contractor delivering services ranging from small fit-outs and infrastructure upgrades to large-scale construction projects. B&M handles various contract types, including EPC, Design-Build/Assist, lump sum, GMP, P3s, and facility management agreements. B&M has experience across diverse industries including transit, telecommunications, healthcare, renewable energy, and more.

## Major Construction and Maintenance Services

### Electrical Systems

- High, medium, and low-voltage systems
- Distribution wiring, transmission lines automation, and controls
- Lighting and Safety Systems
- Telecommunications and Data
- Electric Vehicle Charging Stations

### Civil Works

- Access roads, grading and excavation
- Fencing and site services
- Underground trenching for utilities
- Foundation forming and pouring
- Underground cabling and ducts
- Underground high and medium voltage cabling
- Installation/construction of cast-in-place or pre-cast chambers, vaults, and foundations

### Mechanical Systems and Building Services

- HVAC, boilers, furnaces, and steam generation
- Specialty process piping
- Mechanical room installation
- Plumbing and heating
- Industrial refrigeration

### Custom Fabrication and Equipment

- Sheet metal, electrical, modular, and custom fabrications

### Power Utilities

- Overhead and underground lines
- Substations
- Battery Energy Storage Systems
- Power Generation Facilities (wind, solar, geothermal, hydroelectric, cogeneration)





### **Transportation Infrastructure**

- Traffic Signal Construction and Maintenance
- Streetlighting Construction and Maintenance
- Electric Vehicle Charging Stations
- Intelligent Transportation Systems
- Small Cell Networks

### **Emergency Response**

- 24/7 Emergency Electrical and Mechanical Service
- Storm response

### **Utility**

- Installation, Maintenance, and Restoration of Communication Cables and Systems
- Substations and Transmission Systems
- Overhead and Underground Distribution Systems
- Hydro, Telephone, and Cablevision
- Navigation Aids, Landing Aids, and Runway Lighting
- Roadway and Highway, Street, and Traffic Lighting
- High-Voltage Inspection, Installation, and Maintenance

### **Engineering, Commissioning and Maintenance**

- Substation Design (up to 500kV)
- Transmission/Distribution
- Power System Analysis
- Arc Flash Hazard Analysis
- Short Circuit Analysis
- Protection, Control, Telecom Design Build
- Relay Logic and SCADA Design
- Joint Use/Make Ready Design
- Remote Access for Immediate Fault Analysis
- All equipment from 208 kV to 500 kV
- Grounding Systems

- Airports, Military Bases, Wind Farms, and Remote Sites
- Engineering Services
- NERC Compliance Reviews
- Battery Energy Storage Systems
- Intelligent Transportation Systems, and Traffic Control
- Rail Signaling, Flagging, and Communication
- Turnkey Substation Design and Construction (5kV to 500kV)





## Facility Services

We offer a single-source solution for all facility-related needs. We provide comprehensive facility services programs that span both planned and predictive maintenance models offering robust asset management, equipment maintenance, energy monitoring and management, 24/7 emergency repair and technical support.

- Facility Service Agreements
  - Comprehensive
  - Planned and Predictive
- Heating, Ventilation and Air Conditioning Services
- Refrigeration and Production Heating/Cooling Services
- Electrical Services (Both HV/LV)
- Building Automation Systems, Controls and Instrumentation Services
- Energy & Sustainability Services
- Energy Services
- Decarbonization and Electrification
- Healthy Buildings and Monitoring
- Lifecycle Asset Management
- Controls, IoT, and Smart Technologies
- Live Equipment Tracking and Monitoring
- Emergency Repair and Warranty Support
- 24/7 In-House Central Contact Centre
- 24/7 Mobile Technical Trades

## Integrated Facilities Management

We are an integrated multi-trade Facility Services provider, with a current portfolio of over 200 million square feet. Our ability to self-perform the majority of technical services ensures, responsiveness, reliability and accountability. We provide comprehensive integrated facility solutions so that our clients can access proven and skilled resources to better focus on their core business objectives.

### Our Integrated Facilities Management offering includes:

- Operations & Maintenance Services (hard, soft, and specialized services)
- 24/7 Mobile Technical Trades Services covering all aspects of the built environment
- Project Management & Delivery Energy, Sustainability and Life-cycle Planning
- Comprehensive Technology Integration & Reporting (data analytics and dashboards)
- Advisory & Risk Management (Risk Management, Capital Planning, Transition Planning, Process Development, Subcontractor Management)



## Our Commitment to Inclusion in the Workplace

Fairness and respect have been core values of Black & McDonald since our founding in 1921. Our ongoing success continues to be rooted in how we as an organization and as individuals treat others and build positive, lasting relationships. We believe that striving to be a diverse, equitable, and inclusive company aligns with these well-established principles and makes us and our business better.

Our goal as an employer is to enable our people to flourish. We are committed to providing every individual with an equal opportunity to do meaningful work, to treating everyone fairly, and to sustaining a work environment based on mutual respect, integrity, personal fulfillment, autonomy, and trust. We protect people's dignity and well-being by being a place where people can be themselves and feel safe, welcomed, included, and valued regardless of background, perspective, role, and contribution. For our customers, subcontractors, partners and local communities, we model the same decency, understanding, and fair play.

We are strongly committed to advancing diversity in our company and fostering an equitable and inclusive workplace culture, thereby enabling and empowering all people to fully participate, to reach their potential, and to contribute to the success and welfare of the Black & McDonald community.

**At the heart of Black & McDonald's culture is its Employer Value Proposition (EVP).**

The EVP is based on three pillars that emphasize purposeful evolution and passionate leadership:



**One Company with  
Endless Opportunities**



**A Family Business  
with Family Values**



**Empowered People  
with Ambitious Goals**

Our EVP embodies how Black & McDonald implements its Code of Business and values in a tangible and measurable manner. This commitment was and still is reflected in the company's focus on key measures of success, including health, safety, and environmental responsibility; planned growth and profitability; customer satisfaction and loyalty; continuous improvement; employee satisfaction and loyalty; community responsibility; and diversity, equity, and inclusion.

Overall, working for and with Black & McDonald means being part of a company that prioritizes integrity, excellence, and the well-being of its employees, customers, and communities. It's about embracing a culture of continuous improvement and making a positive impact in everything you do.





## Commitment to Indigenous Engagement

Black & McDonald and its subsidiaries and affiliates have a long-standing commitment to partnering with Indigenous communities across North America.

These affiliations & relationships are built on the principles of fairness and respect and honouring Black & McDonald's Code of Business. We are committed to providing an equal opportunity for meaningful work, to treating everyone fairly, and to sustaining a work environment based on mutual respect, integrity, personal fulfillment, autonomy, and trust.

We are strongly committed to advancing diversity in the Contracting Industry and fostering an equitable and inclusive workplace culture, thereby enabling and empowering all people to fully participate, to reach their potential, and to contribute to the success and welfare of our customers, employees, and the communities where we work and live.







# Environmental Awareness, Sustainable Solutions

## Sustainable Business Practices

For business and society as a whole, the years ahead pose challenges in energy production and resource conservation, as well as varied and unpredictable climate events.

Black & McDonald is committed to effectively monitoring and managing the environmental impact of our business operations and doing our part to meet the resource needs of tomorrow. This is a good business practice and the right thing to do.

As a North American leader in renewable energy projects and energy management, Black & McDonald is ideally positioned to assist our clients in these vitally important areas and share our wide-ranging knowledge and expertise. We are committed to working with our clients to optimize the performance of their assets and help them meet environmental compliance requirements.

## Corporate Social Responsibility

At Black & McDonald, we define corporate social responsibility (CSR) as a voluntary set of actions that integrate a range of socially responsible and ethical practices into our corporate strategy, operations, and culture. These practices go beyond legal compliance to ensure we engage, learn from and support the communities in which we work, while protecting the environment and the safety of our people.







## Monitoring and Reducing Environmental Impacts

As a turnkey solutions provider with a focus on sustainability, Black & McDonald promotes the transition to smarter communities with infrastructure that can track energy usage, minimize greenhouse gas emissions, capture real-time data into the performance of equipment, and expedite transportation and traffic.

We have integrated sustainable solutions into all processes and services at Black & McDonald. We work closely with our clients to help them achieve and sustain a balance between environmental stewardship and their bottom line. We provide strategies for meeting stringent regulatory requirements for managing their carbon footprint and support corporate initiatives to promote sustainable practices.

Black & McDonald is equipped to implement the latest software and analytics tools, enabling clients to monitor and reduce their environmental impact in real time. Our chief goal is to assist in the creation of sustainable and smart cities that deliver better results to communities and residents.

Black & McDonald ensures the integration of our sustainable values into every trade, every project, and every community we serve.

## 3 Pillars of Sustainability



**ENVIRONMENT**  
A natural and viable environment



**ECONOMIC**  
Sustainable economic development



**SOCIAL**  
Nurturing community



## Quality

Quality has always been a cornerstone of our business philosophy. We believe that our customers deserve the highest-quality products and services available. To deliver on this commitment, we implement robust quality programs with a focus on continuous improvement and customer satisfaction. Our quality programs satisfy the rigorous requirements of industry-specific codes and standards, as well as jurisdictional and client requirements.

### Successful Quality Programs with Extensive Experience in Heavy Industrial Installations

- Nuclear Power Generation
- Thermal Power Generation
- Pulp & Paper and Transportation
- Canadian Military
- Onshore and Offshore Oil & Gas
- Mining

### Our Quality Programs Meet the Requirements of the Following Standards

- CSA N286-12, Management System Requirements for Nuclear Power Plants (for Engineering, Procurement, and Construction)
- CSA N299.1, Quality Assurance Program Requirements for the Supply of Items and Services for Nuclear Power Plants
- CSA N285.0, Class 1, 2, 3, 4, & Class 6 (Fabrication, Installation, Repair, Modification of Code Items and Supports)
- CSA B51 (ASME Section I, Section III, Section VIII, Division 1, B31.1, B31.3, B31.5, B31.9)
- CSA W47.1, Division 2, Certification of Companies for Fusion Welding of Steel
- CSA W47.2, Division 2.1, Certification of Companies for Fusion Welding of Aluminum
- ISO 9001-2015, Quality Management System—Requirements





### Quality Program Approval (Regulatory Bodies):

- CSA W47.1/W47.2 Welding Operations Registered with the Canadian Welding Bureau
- ISO 9001 Registered
- Technical Standards and Safety Authority (Ontario) CSA N285.0, CSA B51
- Alberta Boiler Safety Association
- Technical Safety British Columbia
- New Brunswick Department of Public Safety
- Nova Scotia Department of Labour
- Technical Safety Authority of Saskatchewan
- Prince Edward Island, Department of Environment
- Service NL
- Office of the Fire Commission (Manitoba)
- Régie du bâtiment du Québec

### Quality Programs Acceptance (Client):

- EnCana Corporation—Offshore Oil Production
- Lloyd's Register of Shipping—Offshore Regulatory Authority
- Canadian Natural Resources Limited
- Husky Oil Operations
- Nova Scotia Power Inc.
- Enbridge Inc.
- TC Energy
- Bruce Power
- Ontario Power Generation Inc.
- Alstom



## Health, Safety, and Environment

At Black & McDonald, excellence in Occupational Health, Safety, and Environment (HSE) is inherent in how we do business. We recognize that our greatest strength is our people and that production, quality, and cost-effectiveness can be achieved through the daily integration of our HSE Management System and processes.

The health and safety of people and the protection of our environment are fundamental values we observe when carrying out our business activities. We have been

the recipient of numerous awards of excellence and we strive for continuous performance improvement. Within our safety culture, we believe that every incident is preventable and the goal of zero incidents is achievable.

Many of our operations present potential risks to people and the environment. We believe that the most effective way to meet our commitment is through a competent, committed workforce and through practices designed to ensure the resultant risk is effectively and proactively managed.

### Our Health, Safety and Environment (HSE) Management System Objectives

- Follow the “Plan, Do, Check, Act” systems model, which is based on the ISO 45001 HSE Management System
- Effectively implementing our proactive tools and digital solutions for HSE Management
- Continue to improve our HSE performance by proactively addressing hazards and hazardous activity in the field
- Support the development of our workers through orientation, training, task instruction, and observation and coaching
- Identify hazards with continuous oversight to effectively mitigate risk
- Reinforce our belief that all HSE incidents are preventable
- Promote and maintain a work environment in which each of us accepts personal responsibility for our own safety and that of our colleagues
- Continuous Improvement through Industry Best Practices such as Human Performance, Energy Based Safety and other relevant HSE Programs or Initiatives

We believe these measures will help drive Black & McDonald closer to our vision of a workplace where “Nobody Gets Hurt Today or Tomorrow.”





## HSE Achievements

Black & McDonald was awarded Canada's Safest Utilities and Electrical Employer Award for four years in a row: 2021, 2022, 2023 and 2024 by Canada's Safest Employers.

Black & McDonald has achieved the Certificate of Recognition™ (COR) in all applicable provinces of Canada.





# Corporate Structure

## **Co-Presidents**

Ian McDonald  
Bruce McDonald

**SVP, Corporate Services Group**  
Ross McDonald

**CFO**  
Feaz Rahim

**CIO**  
Rajiv Sharma

**VP & General Counsel, Legal**  
Christina O'Donnell

**VP, People Resources**  
Denisa Leiba

**VP, Corporate Health, Safety & Environment**  
Anthony Di Gianni

**VP, Quality**  
Tracy Mason

## **Atlantic Region**

**Charles Savoie**  
Senior Vice President

Halifax  
Saint John  
Fredericton  
Moncton  
Labrador City  
Bathurst  
St. John's

## **Quebec Region**

**Charles Savoie**  
Senior Vice President  
Pierre Brossard

## **Northern Ontario Region**

**Peter Tuck**  
Regional Vice President  
Ottawa  
Kingston

## **Power Generation Region**

**Mark Healy**  
Regional Vice President  
Pickering

## **Southern Ontario Electrical Mechanical Region**

**Tony Decuzzi**  
Senior Vice President  
Toronto

**Southern Ontario FMO & Service Region**  
**Scott Harris**  
Regional Vice President

Toronto  
Barrie  
Bermuda

## **Southern Ontario Utility Region**

**Tony Decuzzi**  
Regional Vice President  
Toronto  
Buffalo, NY  
Syracuse, NY

## **Southwest Ontario Region**

**Phil Taggart**  
Regional Vice President  
Hamilton  
London  
Sarnia

## **Western Canada**

**Neil MacPhee**  
Regional Vice President

Winnipeg  
Saskatoon  
Regina  
Edmonton  
Calgary  
Kelowna  
Vancouver

**Roberts Onsite**  
**Mike Birmingham**  
President  
Kitchener

**Canadian Base Operators**  
**Larry Macdonald**  
President

Collingwood

## **U.S.A. Region**

**Eric Vogel**  
Senior Vice President

**Benjamin Clegg**  
Regional Vice President

Kansas City, MO  
St. Louis, MO  
Salt Lake City, UT  
Austin, TX  
San Antonio, TX  
Springdale, AR  
Broken Arrow, OK  
Lexington, KY  
Portland, OR  
Vancouver, WA





## Corporate References

Black & McDonald has long-established relationships with our legal, audit, and financial service providers. Their support is a key part of our continued success.

### **Banking**

TD Bank  
BMO

### **Bonding**

Travelers Insurance Company

### **Auditors**

Ernst & Young LLP

### **Insurance**

Navacord – Petrela, Winter & Associates  
Lockton Companies Inc.



# Contact Us

## Corporate Office

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 Toronto, Ontario, M4W 1A8  
 Tel: (416) 920-5100  
 Fax: (416) 922-8768

## Black & McDonald Offices

Bathurst, NB.....(506) 547-8070  
 Dartmouth, NS.....(902) 468-3101  
 Fredericton, NB.....(506) 459-1650  
 Bermuda.....(441) 232-0234  
 Moncton, NB.....(506) 858-5688  
 Saint John, NB.....(506) 693-4822  
 St. John's, NL.....(709) 747-1406  
 Montreal, QC.....(514) 735-6671  
 Pickering, ON.....(905) 837-1291  
 Hamilton, ON.....(905) 560-3100  
 Kingston, ON.....(613) 903-5039  
 London, ON.....(519) 681-4801

Sarnia, ON.....  
 Markham, ON.....(647) 794-2300  
 North York, ON.....(416) 298-9977  
 Ottawa, ON.....(613) 526-1226  
 Barrie, ON.....(705) 722-4044  
 Toronto, ON (Pullman Court)  
 .....(416) 298-9977  
 Winnipeg, MB.....(204) 786-5776  
 Regina, SK.....(306) 924-0885  
 Saskatoon, SK.....(306) 652-3835  
 Calgary, AB.....(403) 235-0335  
 Calgary, AB.....(587) 975-0036  
 Edmonton, AB.....(780) 484-1141

Leduc, AB.....(587) 772-2402  
 Vancouver, BC.....(604) 301-1070  
 Austin, TX.....(512) 836-0800  
 Syracuse, NY.....(315) 898-8751  
 Kansas City, MO.....(816) 483-0257  
 Lexington, KY.....(816) 483-0257  
 Springdale, AR.....(479) 419-9550  
 Salt Lake City, UT.....(801) 569-9219  
 Portland, OR.....(801) 569-9219  
 Buffalo, NY.....(716) 550-6998  
 Broken Arrow, OK.....(816) 483-0257  
 Vancouver, WA.....(503) 457-8639

## Subsidiaries

B&M Energy & Infrastructure, LLC.....(800) 814-4311  
 Pierre Brossard (1981) Ltée.....(450) 659-9641  
 Riverside Electrical Contractors Inc.....(502) 570-4777  
 Roberts Onsite Inc.....(519) 578-2230  
 Commercial Cleaning Services.....(905) 688-9220

## Affiliated Companies

Canadian Base Operators.....(705) 446-9019  
 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