



Inaugural B&M Centennial Scholarships Receive Impressive Number of Submissions

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

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

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

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

For more information about the Black & McDonald Centennial Scholarships, visit www.blackandmcdonaldscholarships.com.

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

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

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

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

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

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Challenges overcome

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

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

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

Value delivered

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

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

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

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

Coping With Anxiety as Life Returns to "Normal"

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

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

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

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

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

Logan King

Corporate Director, People Resources

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

Innovative Technology Helps Black & McDonald Tackle Complex Traffic Signal Contract

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

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

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

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

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

An unprecedented collaboration

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

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

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

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

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



Culture matches incentive

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

NB Commercial Mechanical Division off to a Strong Start in 2022

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

Strong collaboration within B&M generates additional value

One of the key reasons for NB Commercial Mechanical's success is our ability to collaborate with other B&M departments to secure projects. Rather than competing for small commercial projects, as other companies might, our divisions share multi-trade leads internally. This results in securing many more multi-trade projects than we might have otherwise. In most cases, collaboration equals an edge at tender time, and we then manage these multi-trade projects with large mechanical scopes as the general contractor. This approach allows us to have better control of the work, costs and job schedule to ensure better end results.

In 2021, we worked with other departments on eight of our 13 completed jobs. This year, eight of our 10 projects actively involved working with other departments. With good anchor jobs secured close to Moncton and great potential with upcoming tenders, we plan on growing our core group of hard-working employees to keep developing on the success from recent years.



B&M Investment in Employee Development is Essential to Growth

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

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

- **Internships:** Providing an engaging, meaningful and impactful work experience for the best and brightest students and graduates
- **Talent Development:** In-depth training on B&M business line specifics and industry best practices through an in-house program of courses
- **Competency Development:** Assisting employee development needs with access to 80 third-party e-learning courses aligned to Black & McDonald's core competencies
- **Emerging Leaders:** Providing employees who have been identified as future managers with development opportunities to increase their responsibility in managing people
- **Training Solutions:** Access to a team of training specialists to assist with customized learning solutions for employee development needs

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

Tom Themelis
Director, Talent Management

B&M Atlantic Region Sponsors Champion Curling Teams

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

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

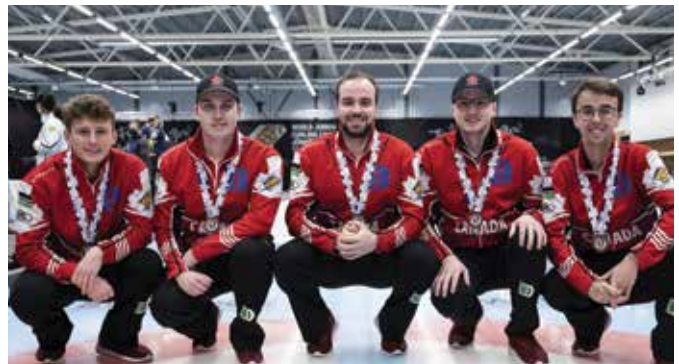
Having won three U-18 Canadian championships in recent years, the men's team is now stepping up their game on a global level. After winning this year's Canadian U-21 championship, they won the bronze medal at the 2022 world championships in Sweden. The women's junior team will represent Canada at the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

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

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



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



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

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

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

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

discussing methods to reduce energy consumption with family and friends.

On April 22, B&Mers also celebrated Earth Day. The theme for Earth Day 2022 was "Invest in Our Planet," which offered B&M the opportunity to reflect upon the sustainable solutions incorporated into all of our processes and services.

For information on how you can get involved in sustainability initiatives at work or at home, contact Erica Brabon, Director, Energy & Sustainability at ebrabon@blackandmcdonald.com.

Black & McDonald Enhances Employee Services with New EFAP Provider

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

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

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

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



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

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

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

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



Procore directly applies to the following:

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

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

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

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

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

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

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

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

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

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



they are in good hands. This, in turn, helps them engage positively with their occupants."

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

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

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

Corporate HSE Update – Working Together!

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

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

The discussions were driven by four focus areas:

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

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

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

2. Training/Awareness: Supervisory and management training update and rollout to include incident reporting, case management, conducting effective task observations and site inspections.

3. Communication: Increased awareness of our HSE programs and initiatives, both internally and externally; increased resources of HSE communications such as “Did You Know” safety moments and Safety Alert Bulletins.

4. Incident Reporting and Incident Management: Early incident reporting and intervention; claims management support; quality of investigations and follow-up of corrective actions.

Anthony Di Gianni

Corporate Director, Health, Safety & Environment



B&M Revamps Websites to Improve Accessibility

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

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

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

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



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

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

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

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

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

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

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

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

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

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



Black & McDonald Celebrates International Women's Day 2022

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

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



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

Sherry Smytaniuk
HR Coordinator,
Saskatoon



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

Kristin Pierce
Project Administrator,
Manitoba Construction



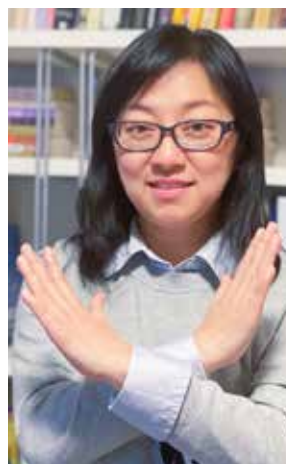
"Black & McDonald has provided a supportive work environment in which I have grown enormously. I'm excited for the opportunities and challenges the future brings."

Sarah Stathopoulos
4th Term Apprentice Electrician,
South West Ontario



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

Katherine Rodger
Project Estimator & Manager,
Northern Ontario Region



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

Rachel Wang
Distribution Design Team Lead,
Southern Ontario Utilities Region



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

Ana Marquez
Marketing &
Communications Coordinator,
Corporate



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

Jane Kang
Electrician,
SOMER



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

Michelle Nascimento
HRIS Analyst,
Corporate People Resources



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

Michelle Cammalleri
Project Controls Manager,
Power Generation Region



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

Mona Lahey
Project Administrator,
Alberta Construction



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

Janie Guignard
Project Engineering Team Lead,
NB Service

B&M Completes Major Improvements to Toronto Water Pumping Stations

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

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

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

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

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

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

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

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

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

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

Busy streets and high-voltage cables

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



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

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

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

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

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

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

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

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

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

Project scope and challenges

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

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

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

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

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

Going above and beyond

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



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

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

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

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

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

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

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

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

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

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





AP Team Meets to Establish Vision of Finance Shared Services

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

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

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

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

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

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



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

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

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

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

Alongside corporate and regional news sections, the new intranet

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

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

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

Tareq Ali

Director, Corporate Marketing & Communications

ORDER BOOK

ALBERTA

CBE Lester B Pearson HS and Canyon Meadows School

Mechanical upgrades
Division: Calgary Electrical/Mechanical

City of Calgary

Overhead door installation
Division: Calgary Electrical/Mechanical

TC Energy (Airdrie)

Air handling equipment replacements
Division: Calgary Electrical/Mechanical

Department of National Defence (Edmonton)

Boiler replacement and piping upgrades
Division: Edmonton Electrical/Mechanical

C-FER Technologies (Edmonton)

Automation systems replacement
Division: Edmonton Electrical/Mechanical

ATLANTIC

Charlo Regional Airport

Runway electrical upgrade
Division: New Brunswick Utility

Shaw Group Ltd.

Precast solutions building – PM
Division: Nova Scotia Service

North Brewing Co.

Brewery & restaurant – PM
Division: Nova Scotia Service

New Brunswick DTIR

High-voltage wireway
Division: Atlantic Field Services

Nova Scotia Power Inc.

Replace switchgear AC unit
Division: Nova Scotia FMO

Cardinal Investments Ltd.

Public safety server room
Division: New Brunswick Service

Honeywell – PEI

Fire hall and city hall HVAC upgrades
Division: New Brunswick Commercial

Amherst Stadium (Arena)

New brine pump
Division: Atlantic Industrial Refrigeration

Via Rail

High-voltage maintenance
Division: Nova Scotia Utility

Marathon Gold

Construction camp services
Division: Newfoundland Projects

Greater Moncton Sewerage

Phase 5: UV disinfection building
Division: New Brunswick Industrial

Mount Allison University

Fawcett generator project
Division: New Brunswick Commercial

NSGEU

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

Nova Scotia Power Inc.

Tufts Cove Generating Station:
Unit 3 fall shutdown
Division: Nova Scotia Industrial

Fionn MacCool's

HVAC & refrigeration PM
Division: Newfoundland Service

BGIS Atlantic

New Glasgow RCMP: generator civil works
Division: Nova Scotia Utility

Bell Aliant

20 ton condenser replacement
Division: New Brunswick Service

Saint John Airport Authority

Flood lighting and CCR
Division: New Brunswick Utility

Caribou Mine

Mill winterization
Division: New Brunswick Industrial

Via Rail

Demolition of two facilities
Division: New Brunswick FMO

Zenabis

2000 kVA transformer installation
Division: Atlantic Field Services

MANITOBA

Winnipeg Real Estate Association

Server room upgrade
Division: MB Service

Sam Management

Variable pump install
Division: MB Service

Royal Canadian Properties

Roof top install
Division: MB Service

Excelдор / Granny's Poultry

Boiler heat exchanger installation
Division: MB Service

Griffin Steel

Pouring crane
Division: MB Projects

Bird Construction

MPI 8th floor renovation
Division: MB Projects

ParkWest Projects

MB Institute of Tech electrical work
Division: MB Projects

O Foods Ltd.

Equipment install T&M
Division: MB Projects

NORTHERN ONTARIO

Aecon Construction Ontario East

Highway and traffic lighting interim interchange at Highway 17/ County Road 508
Division: NOR Utility Division

BGIS

SG BGIS thermal testing
Division: NOR Mechanical Construction

BGIS

BGIS RCMP paint booth
Division: NOR Mechanical Construction

Cardinus Housing Co-Op

Cardinus gas generator work
Division: NOR Electrical Construction

City of Belleville

Pole lighting upgrades

City of Cornwall

Emergency generator replacement at Glen Stor Dun Lodge
Division: NOR Electrical Construction

City of Cornwall

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

City of Ottawa

Cumberland sanitary pumping stations rehabilitation project
Division: NOR Mechanical Construction

City of Ottawa

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

City of Ottawa

ROPEC DeChlor Piping
Division: NOR Mechanical Construction

Crown Property Management

Cooling tower replacement (PDV)
Division: NOR Mechanical Construction

Defense Construction Canada

CFB Trenton transformer replacement
Trenton switchgear replacement
Division: NOR Electrical and Utilities

Envari Energy Solutions Inc.

Boiler plant demo and duct heater installation at Manotick Library
Division: NOR Mechanical Construction

FSM Management Group Inc

Private roofing repair
Division: NOR Mechanical

Frecon

General hospital endoscopy renovations
Division: NOR Mechanical Construction

FSM Management Group Inc.

Remove and replace flat roof system
Division: NOR Mechanical Construction

Gordon Barr Limited

WB Gordon Barr Third Crossing
Division: NOR Utility

Hydro Ottawa

Bells corners substation
Division: NOR Utility

Johnson Controls

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

Kiewit Eurova Vinci LRT

KEV LRT pump stations
Division: NOR Mechanical Construction

Ministry of Transportation

KR MTO 2021-4063 GC
Division: NOR Utility

National Research Council

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

Ottawa University

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

PCL/ ED, A Joint Venture

A PCL/ED-10 hill mech
Division: NOR Mechanical Construction

Pioneer Construction

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

PWGSC

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

Tomlinson

OMCIA taxiway A&M job setup
Division: NOR Utility

Town of Hawkesbury

Hawkesbury WTP clarifier & filter upgrades
Division: NOR Mechanical Construction

Waterdon Construction

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

Waterdon Construction

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

POWER GENERATION REGION

Ontario Power Generation

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

Ontario Power Generation

Darlington Nuclear Generating Station AIM fleet trailer replacement
Division: PGR

Ontario Power Generation

Western Waste Management Facility fibre network project
Division: PGR

PIERRE BROSSARD (1981) LTEE

Evos

LED conversion TQM stations
Division: Pierre Brossard

NouvLR

REM Central Station electrical underground conducts
Division: Pierre Brossard

Engie

Catenary (REM)
Division: Pierre Brossard

QUEBEC

City of Notre-Dame-de-l'Île-Perrot

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

Vanier College

Miscellaneous electrical work
Division: Black & McDonald FMO and Service

Vopak

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

CN Rail

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

VIA Rail

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

SASKATCHEWAN

IWL Steel Fabricators

K+S duct spools
Division: Saskatoon Fabrication

Grain Millers

Exp metal duct
Division: Saskatoon Fabrication

Cameco Corporation

JDT replacement spool
Division: Saskatoon Fabrication

Benetech

Skookumchuck pulp scan
Division: Saskatoon Fabrication

Nutrien Cory

8-inch SS elbows
Division: Saskatoon Fabrication

Canadian Natural Resources (CNRL)

Plant 33 radian coil fabrication
Division: Saskatoon Fabrication

L&L Heating & Cooling

Stock plenums
Division: Saskatoon Fabrication

Interwest Mechanical

Spiritwood High School duct
Division: Saskatoon Fabrication

Interwest Mechanical

Edge auto body paint booth fittings
Division: Saskatoon Fabrication

Bourgault Industries

Q3 fabrication
Division: Saskatoon Fabrication

Interwest Mechanical

Construction work at Cross Lake Health Centre
Division: Saskatoon Fabrication

Interwest Mechanical

Eston WTP duct
Division: Saskatoon Fabrication

Breck Scaffolding

Alan FD's & Hood
Division: Saskatoon Fabrication

Mesa Mechanical

Kookoos additions
Division: Saskatoon Fabrication

L&L Heating & Cooling LTD

Stock plenums
Division: Saskatoon Fabrication

Interwest Mechanical

English River duct supply
Division: Saskatoon Fabrication

T.W. Enterprises

Spiral and fittings
Division: Saskatoon Fabrication

ORDER BOOK

Interwest Mechanical

Rounds sleeves
Division: Saskatoon Fabrication

St. Ann's Seniors Village

Boiler replacements
Division: Saskatchewan Service

Colliers Property Management

HVAC service agreements
Division: Saskatchewan Service

DCC (Defence Construction Canada)

15 Wing Moose Jaw office renovation
Division: Saskatchewan FMO

Nutrien Mine Dry

Mechanical installation
Division: Saskatchewan Construction

Lloydminster WTPP

Mechanical installation
Division: Saskatchewan Construction

Parrheim Foods

Ventilation Controls Mechanical installation
Division: Saskatchewan Construction

NRC Eyewash Station Renovation

Mechanical installation
Division: Saskatchewan Construction

Davidson EMS Facility

Mechanical installation
Division: Saskatchewan Construction

SHA Biggar Boiler Replacement

Mechanical installation
Division: Saskatchewan Construction

City Of Saskatoon

EPC Control Valves Mechanical installation
Division: Saskatchewan Construction

U of S Arts Building Renos

Mechanical installation
Division: Saskatchewan Construction

SaskPower

5th Class Boiler Replacement
Mechanical installation
Division: Saskatchewan Construction

P & H Milling HVAC Upgrade

Mechanical installation
Division: Saskatchewan Construction

City of Saskatoon

Ammonium injection upgrade
mechanical installation
Division: Saskatchewan Construction

MLTC Health Centre

HVAC upgrade mechanical installation
Division: Saskatchewan Construction

City of Saskatoon

Gabriel Dumont Pump Station
mechanical installation
Division: Saskatchewan Construction

Great Plains Power Station

Plant ventilation mechanical installation
Division: Saskatchewan Construction

Blaine Lake K-12 School

Mechanical / electrical installation
Division: Saskatchewan Construction

SOUTHERN ONTARIO

MetroInx

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

Ministry of Transportation

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

Crosslinx

Cedarville project station
Division: SOUR MTO

City of Toronto

Humber SCADA upgrades
Division: SOMER Water/Waste Water Division

Translink

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

City of Edmonton

West Valley LRT
Division: Western Utilities Region

Southwest Ontario

City of Thorold
Thorold Arena refrigeration room replacement
Division: SWO Refrigeration Projects

Cosella Dorken

Main breaker upgrade
Division: SWO Electrical

Trudell Medical

High Bay LED lighting project
Division: SWO Electrical

Elgin Construction

BGIS electrical panels replacement project
Division: SWO Electrical

Boehringer

IT room air conditioning
Division: SWO HVAC

Columbia College

Generator upgrades
Division: SWO Electrical

Six Nations Parks & Rec Complex

Roof top unit replacements and
controls upgrades
Division: SWO HVAC

ICLS Dermatology & Plastic Surgery

AC 2, 4 and 6 replacements
Division: SWO HVAC

Treehouse Foods

Line 4 oven exhaust fans
Division: SWO HVAC

John Deere

34 warehouse unit heaters replaced
Division: SWO HVAC

St. Mary's Community Centre

Community hall MUA replacement
Division: SWO HVAC

Colborne Church

Chapel boiler replacement project
Division: SWO HVAC

LCY BioScience

MCC room HVAC replacement
Division: SWO HVAC/Electrical

Autoneum London

Process chiller replacement
Division: SWO HVAC

Enwin Utilities

Plant unit heater installation
Division: SWO HVAC

Township of East Gwillimbury

Evaporative condenser replacement
Division: SWO Refrigeration

Lambton County

Greenwood Recreation Centre evaporative
condenser replacement
Division: SWO Refrigeration

Township of Strong

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

Riviana Foods

Two evaporative condensers replaced
Division: SWO Refrigeration

City of Hamilton

Refrigeration plant control upgrades
at seven facilities
Division: SWO Refrigeration

City of Barrie

City Hall ice rink evaporative
condenser replacement
Division: SWO Refrigeration

Municipality of South Bruce

Mildmay Arena chiller replacement
Division: SWO Refrigeration

Toppits Food Ltd.

Condensing units and evaporator
refrigeration piping
Division: SWO Refrigeration

U.S. REGION

City of Lenexa

Little Mill Creek Trail Tunnel
Division: Kansas City Construction

Evergy

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

Rocky Mountain Power

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

Ameren

Pole replacement 7.5 miles
Conductor upgraded
Division: Kansas City Utility

Rocky Mountain Power

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

Rocky Mountain Power

126th South Distribution project
Division: BMEI

NEW EMPLOYEES

ALBERTA

Kelly Ryan, Building Operator
Ron Schartner, Journeyman HVAC Technician
Neil Nguyen, Service Operations Supervisor
Matthew Auger, Apprentice HVAC Technician
Nathan Schurr, Sales Representative
Adam Crandall, Project Manager, Controls,
Security, Automation and Electrical
Cassandra Phelan, Service Administrator
Les Miles, Apprentice HVAC Technician
Chris Devroom, Apprentice HVAC Technician
David Dron, Journeyman HVAC Technician

ATLANTIC

James Chatman, Safety Advisor,
Voisey's Bay Project
Maria Lewis, Safety Advisor, Voisey's Bay Project
Lindy Parsons, Maintenance Mech, NL Projects
Frederick Brown, Lineman, NL Projects
Peter Croucher, Lineman, NL Projects
Jeffrey Walsh, Connector, NL Projects
Jason Dalton, Connector, NL Projects
Shawn Whalen, Ironworker, NL Projects
Kristyn Davidson, Estimator, NL Projects
Bernard Mason, Connector, NL Projects
Perry Walsh, Operator, NL Projects
Austin Ryan, Ironworker, NL Projects
Rodney Glover, Connector, NL Projects
Tom Power, Ironworker, NL Projects
Dave Benoit, Ironworker, NL Projects
Darren Seaward, Supervisor, NL Projects
Trevor Burry, Advisor, NL Projects
David Thorne, Maintenance Mechanic,
NL Projects
Robert Beck, Maintenance Mechanic,
NL Projects
Stephen Price, Maintenance Mechanic,
NL Projects
Mike Kelly, Sheet Metal Worker, NL Projects
Draper Clarke, Maintenance Mechanic, NL Projects
Millen Khroya, Engineer, NS Service
Tyler Huynh, HVAC Technician, NS Service
Jakob Barrett, HVAC Technician, NS Service
Ben Mulder, HVAC Technician, NS Service
Laura Merriam, Administrator, NS FMO
Spencer Terrio, Administrator, NS FMO
Bradley Drake, HVAC Technician, NS FMO
Nick Green, Project Coordinator, NS Commercial

Peter Parnell, Plumber, NS Commercial
Dylan Muise, Plumber, NS Commercial
Edward Miller, Electrician, NS Commercial
Dakota Firth, Electrician, NS Commercial
Scott Sinnis, Plumber, NS Commercial
Alexander Nix, Electrician, NS Commercial
Cameron Jollimore, Plumber, NS Commercial
Matthew Moore, Electrician Utility
Karen DeMings, Project Manager, NS Utility
Matthew Hardie, Safety Advisor, NB
Adam Bechard, Jr., Project Accountant, NS
Jayson Tremblay, Electrician, NB Industrial
Dylan Hogan, Ironworker, NB Industrial
Anthony McSorley, Ironworker, NB Industrial
Ryan Scott, Jr., Project Manager/Estimator,
NB Industrial
Bethany Jonah, Administrator, NB Service
Jesse LeBlanc, Gas Tech 2, NB Service
Sean Melander, Representative, NB Service
Joshua LeBlanc, Construction Craft Worker,
NB Utility
Colby Boylan, Pipefitter, NS Industrial
Kenneth Currie, Pipefitter, NS Industrial
Oral Goulding, Coordinator, Lab West
Nicholas Cassidy, Plumber, NB Comm Mechanical
Adam Jollymore, Plumber, NB Comm Mechanical
Ben McIntyre, Field Service Technician,
Field Services Group

BRITISH COLUMBIA

Raymond H. Chan, Project Coordinator
Eoin McDermott, Project Coordinator
Andy Harwood, FMO Supervisor
Khushwant Johal, Service Technician
Curtis Cole, Service Electrician
Terry Balak, Building Operator
Tyler Medeiros, Lead Building Operator
Corey Brown, Building Operator
David Campbell, Building Operator
Isaiah Odagwe, Building Operator
Patrick Gaborieau, FMO Carpenter
Brandon Gibb, Jr., Building Operator
Sean Jackson, Construction Foreman
Stuart Hartman, 3rd Class Shift Engineer
Matthew Pronk, Building Operator
Benjamin Hystad, Building Operator
Dragan Vajagic, Building Operator
Elias Planas, IT Systems Technologist

MANITOBA

Les Agius, HVAC Technician
Lea Dula, Business Development Representative
Glenn Thomson, HVAC Technician
Jay Hotson, Building Operator
Anthony Ajakaiye, Building Operator
Muhammad Raheem, Building Operator
Dennis Fontaine, FM Electrician
David Moore, JMI Plumber

NORTHERN ONTARIO

Brendan Proulx, Intern, Mechanical Construction
Ibrahim Lokhandwala, Project Coordinator,
Mechanical Construction
Andrew Lariviere, Administrator, Facility Services
Tricia O'Brien, Executive Assistant, Administration
Jit Das, Specialist, Administration
Lianna Begg, Administrator, Facility Services
Sameer Khan, Project Coordinator,
Mechanical Construction
Kevin O'Connor, Warehouse Supervisor, ESAP
Kristyn Davidson, Procurement Specialist, ESAP
David Carrero, Electrical Project Coordinator, ESAP
Scott Campbell, Facilities Supervisor, Facilities
Services Trenton
Nikita Persaud, Client Services Representative,
Facility Services
Alex Walter, Project Manager, Facilities Services
Graham Thomas, Scheduler, Mechanical
Construction
Kevin Leger, Estimator, Mechanical Construction
Richmond Adiole, Project Coordinator, ESAP
Val Mykhaylyk, Project Coordinator, ESAP
Paige Billings, Administrator, Facilities Services

NEW EMPLOYEES

POWER GENERATION REGION

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

PIERRE BROSSARD

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

QUEBEC

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

SASKATCHEWAN

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

SOUTHERN ONTARIO

Bill Dong, Assistant Controller
Carol Lingenfelter, Administrative Assistant
Lynn Llewellyn, Corporate Manager, People Resources
Sonal Puri, Senior Treasury Analyst
Humaira Bhaiyat, HR Administrator
Adamo Scaccia, Administrator
Aly Hindy, Advisor
Angel Tam, Project Coordinator
Anthony Faysal, Estimator
Anthony Lombardi, Coordinator
Atif Zaidi, Engineer
Bill Tremblay, Writer / Editor
Bob Rogers, Project Manager
Brent Maleschuk, Project Manager Level 1
Connor Welsh, Analyst
Cory Bennett, Operations Manager
Darrell Land, Supervisor
Hassan Fazal, Coordinator
Jake Lemette-Johnston, Engineer
Janet Marqueda, Department Manager
Jazpher Angeles, General Helper
Jerome Akers, Project Coordinator
Kyrillos Botros, Project Coordinator
Larry Maze, Operations Manager
Leila Samarbakhsh, Project Coordinator
Mark Anthony Tongol, Estimator
Mark Irwin, Project Manager
Miguel Vallejo Di Sabatino, Administrator
Mitchell Douglas, Estimator
Natasha Giddy, Engineer
Patricia Lako, Coordinator
Pouya Farzam, Project Manager
Rachelle Lapuz, Estimator
Randolph Paraiso, Engineer

Resma Rajendran, Coordinator
Ronakkumar Patel, Specialist
Rong Deng, Specialist
Sylvia Guo, Estimator
Tanisha Evans, Administrator
Trevor Ellis, Project Coordinator
Vanessa Caravaggio, Estimator
Yoga Govindarajan, Engineer

SOUTHWEST ONTARIO

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

U.S. REGION

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

MOVERS & SHAKERS

ALBERTA

Scott Giesinger, from Service Operations Manager to Division Manager

ATLANTIC

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

BRITISH COLUMBIA

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

MANITOBA

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

NORTHERN ONTARIO

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

SASKATCHEWAN

Marilee Budden, from Service Administrator to Contract Manager

SOUTHERN ONTARIO

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

SOUTHWEST ONTARIO

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



Centennial
Poster Series

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

Motif N° 03
Limited Edition 1/
50



Black & McDonald Limited

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Bathurst, NB	(506) 547-8070
Fredericton, NB	(506) 459-1650
Moncton, NB	(506) 858-5688
Saint John, NB	(506) 693-4822
Goose Bay, NL	(709) 896-2639
St. John's, NL	(709) 747-1406
Halifax, NS	(902) 468-3101
Bowmanville, ON	(905) 837-1291
Hamilton, ON	(905) 560-3100
Kitchener, ON	(519) 578-2230
London, ON	(519) 681-4801
Markham, ON	(647) 794-2300
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