

## B&M Divisions Collaborate on EVRAZ Shutdown

In Western Canada, four Black & McDonald divisions have collaborated and successfully

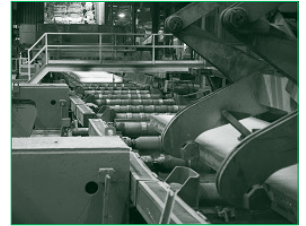
completed shutdown work at the EVRAZ North America Steel Mill in Regina, Saskatchewan.

EVRAZ North America is the largest steel company in Western Canada. Their facility in Regina makes steel plate and coil, small and large diameter pipe, and oil and gas well tubing for the energy sector.

The Western Canadian Industrial Region was originally awarded a contract with EVRAZ North America to remove the existing mechanical, piping and electrical equipment, and install

new equipment in the Caster (Continuous Casting is the process whereby molten steel is solidified into a semi-finished billet, bloom, or slab for subsequent rolling in the finishing mills). The critical part of the scope was to be conducted, and completed, within a three-week shutdown window. We were able to start the project two months prior to the shutdown period.

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Inside the Regina, Saskatchewan facility of EVRAZ North America

## LED Conversion Cuts Ottawa's Energy Cost 50%



B&M is on track to replace 8,000 fixtures by year end.

Fresh on the heels of completing a 12-year street lighting maintenance contract with the City of Ottawa, B&M has secured a 3.5-year LED Conversion Contract, along with a six-year Street Lighting Maintenance and separate Underground Locate contracts.

Awarded to B&M in May by Energy Ottawa, a wholly owned subsidiary of Ottawa Hydro, the project will convert 53,000 High Pressure Sodium/Metal Halide Cobra and shoebox type fixtures to more energy efficient LED (Light Emitting Diode) fixtures. Currently, the existing street lights account for 17% of the city's electrical use – costing approximately \$7.2 million annually. This conversion is expected to reduce energy costs by 50% not including the

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## B&M Quebec's Reservoir Refurbishment at the Valero Energy Refinery

In October 2015, the Black & McDonald Reservoir Construction Team began discussions at the Valero Energy Refinery in Lévis, Quebec to qualify for the mechanical work on the R5003 reservoir refurbishment project, and also to qualify as a multidisciplinary contractor, for a long-term Master Agreement / Multi-Site Work agreement which allows us to be considered for upcoming mechanical and electrical bids.

In May of this year, Black & McDonald was retained to conclude the Master Agreement and was also awarded the R5003 reservoir refurbishment project, which was executed on a 253-foot-diameter x 59-foot-high reservoir. The work included a new floor, new fixed and floating roofs, wall raising, complete internal structural work as well as odour abatement.

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## As Weather Cools, Business Heats Up at Atlantic Region Utility Division

Summer in Atlantic Canada in 2016 was hot, and if you asked our Utility Division it would be regarded as slower than usual. Then two months pass; how things have changed!

Atlantic Utility Division experienced a flood of work, with 47 jobs opened to date and at least six to eight jobs waiting in the wings to be booked. In addition, there are several important “firsts” this construction season, as the division expands its capabilities and continues to grow.

We were awarded our first substation upgrade in New Brunswick; the work is at the McCain Food’s site in Florenceville. The project consists of installing concrete structures, underground conduit, wiring, and structural steel for the overhead infrastructure. There is great potential for more work to come as there are another possible 17 substation upgrades to be completed over the next 10 years. Many thanks to all involved from the estimating team, to those on site including Site Superintendent **Shane Higgins**, Civil Supervisor **Joe Murphy**, Electrical Supervisor **John Hoage**, and Site Coordinator & Safety Officer **Jeff Lake**.

Adding another first to this project, this is the first substation upgrade New Brunswick Power has tendered to a contractor, and not completed using their internal resources.

Another first for Utility Division is being awarded a 5.2 km overhead power installation for Watts Wind windmill farm in Liverpool, Nova Scotia. Some minor overhead installations have been completed over the past years, but this is the first major installation. This project consists of installing 152 utility poles, overhead cables and connections at the windmill farm end of the installation. This project is significant as the Utility

Division gains more experience and equipment to continue our success in this market.

The final first achievement this year is signing a storm services agreement with Nova Scotia Power. This agreement

is for work better known as “storm chasing”. The agreement was completed on a Tuesday and by Thursday of the same week we were asked how many crews we could provide for the pending hurricane. Whether it’s providing crews

for local storms or providing crews for storms outside of our borders, the ultimate goal is to provide high quality, safely performed utility services where and when they are needed.



Atlantic Utility Region’s first major overhead line installation, and our first New Brunswick substation upgrade

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## Ottawa Conversion Saves Money and Maintenance

overall yearly maintenance costs.

This is not the first time B&M has been involved with a City of Ottawa initiative to convert existing fixtures to LED’s. In 2014, again with Energy Ottawa spearheading the project, the street lighting maintenance group converted over 700 fixtures in four weeks. This pilot project has already saved \$70,000 annually in energy costs which helped drive the decision to convert the fixtures across the city.

Additional benefits to Ottawa include:

- Lower maintenance cost – existing fixtures generally have a lifespan of 12,000 to 18,000 hours before needing to be replaced. The new LED typical lifespan is between 50,000 and 100,000 hours.
- Improved monitoring of fixtures – the traditional Photocell (PC) has been

replaced with a wireless NODE. It works on the same principal as a PC, however with automated controls. These nodes have the ability to monitor energy consumption, report any failings or malfunctions and have the ability to adjust wattage output. Energy Ottawa is currently dimming the newly installed LED’s by between 25 and 40 percent.

The project started July 1, with Energy Ottawa planning to convert some 8,000 fixtures in 2016, with 15,000 being converted in each of the subsequent years. Fortunately, weather in Ottawa has been more than exceptional since the start of the contract, and as long as we are not fighting with snow and other inclement weather, we are on target to attaining this first milestone.

## Refurbishing a Reservoir for Valero

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These activities were completed successfully at all levels, including safety, performance, quality, labour relations and most of all, collaboration with the client. These elements made it possible to carry out the project without any accidents, while respecting the deadline and the estimated budgets. Congratulations to the team involved in this project, under the management and supervision of project manager **Yves Lefebvre**, Superintendent **Jean-Claude Leblanc**, Supervisor **Richard Leblanc**, Foreman **Gérald Caron**, Administrative Assistant **Sylvie Paré** and Safety Agent **Jacques Veilleux**.





## Teamwork: Divisions Collaborate for EVRAZ

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During the negotiation phase, we shared with the client Black & McDonald's 3D imaging capability. EVRAZ was quick to jump on this service as they saw it as great value in terms of cost and time. Regular inter-division communication provided the Western Canada Industrial Region with a very good understanding of the full service offerings at our fabrication facility. It became a critical piece to closing this deal.

We mobilized in mid-July and commenced work on our scope; this is when we first witnessed the commitment to teamwork. **Trent Diederich**, Project Manager, Regina assisted with permits and offered the use of the laydown yard at the Regina office as well as the use of Sea Cans that were in the yard. While we didn't require those services, it was clear that Trent understood that our success on this job would have an impact on our company, and offered to do his part to ensure Black & McDonald's success.

During the planning phase the client discovered that there was an immediate need for fabricated pipe (this was an old building so there were a lot of surprises as we started demolishing the equipment). **Ron Huckleberry** informed the client that we had a fabrication facility in Saskatoon that was capable of delivering the pipe needed in a timely manner. Ron accompanied an EVRAZ representative to Saskatoon and after a tour of the facility,

and a meeting to discuss the client's needs, a purchase order was issued to **Shaemun Franks** for the piping fabrication. That's great; we just expanded our service to include fabrication. However the scope turned out to be larger than expected and an additional draftsman was required; Shaemun reached out to **John Visconti**. John's team provided all the assistance we needed and we were able to design and fabricate the piping without risk to the schedule.

Thanks to a collaborative effort, cross divisional selling and a common goal, we have successfully completed the job. We acted as one company, capable of performing a multitude of scopes, without compromising our commitment to safety and quality. We are proud of our performance, and the contribution to

Black & McDonald as a whole. Not because it was profitable, but because of the committed efforts of separate divisions of Black & McDonald

that worked together to ensure a successful job and stayed true to the values our company was built on. "The job was done right, regardless".

Following **Peter Calabrese's** lead in his recent leadership message about working together to grow the company, we too will quote Henry Ford: "Coming together is a beginning. Keeping together is progress. Working together is success."

**"Sticks in a bundle are unbreakable."**

*Kenyan Proverb*

## Southern Ontario, US Operations Collaborate on The Jericho Rise Wind Farm

In February, B&M was pre-qualified to submit a proposal to provide wind turbine generator offloading, erection, tower wiring and electrical testing on the Jericho Rise wind turbine generating facility on a greenfield wind farm site in northern New York state. In May we were awarded the contract to perform the scope of work with Indianapolis, Indiana based IEA Renewables.

The Jericho Wind project will provide a maximum electrical output of 78 MW and will be owned and operated by an existing Black & McDonald client, Electricite' De Portugal Renewable, an international owner and operator of renewable energy facilities.

The project proposal team was led by Southern Ontario Region's **Mike Ricco**, Manager Utilities Estimating,

**Chuck Mossman**, Division Manager Southern Ontario Regional Substations, **Phillip O'Connor**, Project Manager and **Colin Smythe**, WTG Offload and Erection Superintendent.

The planning and execution phases of the project involve US Operations out of Kansas City and the Southern Ontario Region. The planning phase required approximately 90 days including HR planning that required several NAFTA work visas, non-standard insurance, performance and payment bonds, financial systems to perform transactions in both the US and Canada and the issuing of subcontracts and purchase

orders in both countries.

The project team had up to 90 employees on-site at the height of the project. **Eric Vogel, Peter Calabrese, Chuck Mossman, Phillip O'Connor, Jeff Martin, Colin Smythe, Judy Stratton, Bryan Eitzmann**, along with many others have contributed to the planning and execution of the project.

The US marketplace for renewable energy is poised for major growth. The Jericho Rise Wind Farm project marks a major milestone in Black & McDonald's entry into offering EPC services on large-scale renewable energy projects in the United States where stakeholders

from regional offices from both Ontario and Kansas City have been required to achieve project success.



## SAFETY

### Safety Culture – What Is It?

You'll hear a lot about safety culture. But what does it mean to us?

Simply put, "how one reacts or acts when they think no one is watching". This kind of sums it up.

This is based on one's personal assessment of risk, their personal risk tolerance and societal/company tolerance of at risk behavior.

So it comes down to our company's ethics, morals, accepted practices, norms and values.

1. Making the right choices under the right circumstances, for the right reasons.
2. Striving to complete every task the right way every time.
3. Systemic management of quality, health, safety, environment, reliability and efficiency.

There are several factors that make it difficult for us to move our safety culture forward:

1. Production pressure
2. Complacency
3. Normalization of deviance
4. Tolerance to inadequate systems

Working together we can minimize their effect on our safety cultural performance.

### Ray Pleasance

Corporate Director, Safety



## Service Awards 2015-2016

The individuals listed below achieved significant service milestones in 2016. Congratulations and thanks to all.

### Alberta

25 yrs Dwayne Robertson  
10 yrs Laslo Kranic  
Jean-Mark Tasse  
5 yrs Theodore Bianic  
William Bleakley  
Nathan Farnham  
Timothy Gilbert  
Dale Lloyd  
Renato Ronabio  
Vincent Tientcheu  
Marcus Toma  
John Zsoldos

### Atlantic

30 yrs Gary Osbourne  
25 yrs Oscar Arsenaluit  
Bruce Drake  
Mike Jerrett  
20 yrs Maurice Tobin  
Glen Munroe  
Jim Newcombe  
Donald Walsh  
15 yrs Scott Collins  
Charles Savoie  
Ian Smith  
10 yrs Greg Byrnes  
Jean Chiasson  
Raymond Churchill  
Shawn Delaney  
Karen DeMings  
Justin Desrosiers  
Paul Eaglestone  
Dale Fougere  
Justin Gaul  
Greg Geldart  
Terry Hache  
Shane Higgins  
Derrick Hill  
Brad Linkletter  
Amy MacDonald  
William MacEachern  
Jeff MacInnis  
Andrew Mader  
Leo Marche  
Jason Pye  
Scott Sewart  
Adam Shaw  
Michael Shedd  
Darcy Spencer  
Paul Stephen  
5 yrs Lori Vashlovici  
Ross Boutillier  
Gerald Breen  
Hubert Cormier  
Mark Crossman  
Jess Evans  
Tyson Gerrior  
Sandy Harris  
Stephen Hartt  
Ron Hayden  
Dustin Hood  
Chris Johnson  
Earl Julian  
Donald Kelly  
Eve MacDonald  
Gerard MacDonald  
Jessica Maiato  
Sarah Michaud  
Leah Murray  
Michael Murray  
Gerald Ouellet  
Connie Pitcher  
Sheri Rumbolt  
David Sacre  
Carol Smith  
Amy Stephens

### British Columbia

15 yrs Mark Eburne  
10 yrs Stacey Beattie  
5 yrs Gavin Biedler  
Bryan Cragg  
Mathew Grady  
Trevor Langham  
Braden McCrea  
Darryl Meyer  
Wayne Namana  
Michel Pouliot  
Mark Thomsen  
Trevor Wilson

### Corporate Office

15 yrs John Zimantans  
10 yrs Logan King  
Ellen Ruttan

### Manitoba

20 yrs John Slobodzian  
15 yrs Robert Smith  
10 yrs Tony Buskens  
Tracey Malo  
J.P. Walsh  
5 yrs Christopher Coward  
Jeff Jacob

### Northern Ontario

30 yrs Chris Grenier  
25 yrs Sharon Harrigan  
Jean Hupe  
20 yrs Matt Kavanagh  
15 yrs Shawn Hickey  
Robert Render  
10 yrs James Albert  
Jamie Alexander  
Jamie Hall  
Shanna Harding  
Girard Langlois  
Mark Lavergne  
Sean McNamee  
Mark Poirier  
Mike Poirier  
Sean Robillard  
Adrien Roy  
5 yrs Ben Bauer  
Daniel Draisug  
Bradley Jowsey  
Frank Kafetzis  
Walter Liston  
Kate Longtin  
Kyle Melanson  
Robert Ventura  
Andrew Wytenburg

### Power Generation Region

15 yrs Andrew Dow  
10 yrs Joe Mitchell  
Lori Amodeo  
Mark Healy  
Billy Penney  
5 yrs Raed El Atat  
David Clark  
Robert Cole  
Mark Cormier  
Rob Curtis  
Jennifer Fair  
Errol Meikle  
Kevin Mansfield  
Dorina Nixon  
Bernard Norton  
Dwayne Ofordu  
Valarie Procee  
Robert Rail  
William Sheldrick  
Regina Singh  
Mark Thornton

### Quebec

35 yrs Jean-Guy Vanier  
25 yrs Hervé Gaudreault  
10 yrs Michel Laroche  
5 yrs Jean-Pierre Côté

### Saskatchewan

10 yrs Gary Brown  
Jamie Cymbalisty  
Patrick Fritz  
Brett Gursky  
Chad Konkel  
Bryan Loewen  
Francis Robin  
5 yrs Enrique Benavides  
Ryan Casey  
Jamie Fischer  
Ross Johnson  
Michelle Noshush  
Joshua Reschny

### Southern Ontario

35 yrs Douglas Cunningham  
30 yrs Tony Decuzzi  
David Fountain  
20 yrs Silvino Francisco  
15 yrs Tino De Sousa  
Augusto Genove  
Mark Gibson  
James Hill  
Trevor Lee Hockaday  
Shannon Kemp  
Fletcher Robinson  
Sigrun Asmundsson  
Matthew Dempster  
Matthew Di Fonzo  
James Feran  
Jeffrey Glover  
Aaron Gutteridge  
Mike Josic  
Carlos Maiato  
Robert Martin  
Evgeny Minin  
Nancy Wood  
5 yrs Luigi Bonanno  
Andre Cloutier  
Kelly Colosimo  
Francis Lyn Cook  
Anis Dhalait  
Michael Gallant  
Girish Gosyne  
Jason Hayward  
Christopher Kerr  
Ghanshyam Kothari  
Paul Milanese  
Tahir Muzammil  
Luke Olszewski  
Joel Pitt  
Rody Saccon  
Richard Schie  
Harvinder Bhati Singh

### Southwestern Ontario

30 yrs John Leemet  
Phil Taggart  
25 yrs Ken MacLean  
15 yrs Mark Collver  
10 yrs Linda Austin  
Brad Branton  
Sean Bishop  
Trevor Gardner  
Rob Ireland  
5 yrs Dwayne Edwards  
Michael Hallett  
Sue Lyons  
Ben Kwok  
Dennis Vila  
Keenan Wilcox

### US Operations

20 yrs Eric Vogel  
10 yrs Kenneth Barnes  
Joseph Faxon  
Dale Tevebaugh  
Nicholas Ziegler



## PEOPLE RESOURCES

As we look forward to 2017, our efforts in employee engagement will continue to be of focus at Black & McDonald. We are striving to enhance the employee lifecycle from recruiting through to retirement. As such, we will be looking to introduce new programs and initiatives in the areas of recruitment and development over the next year.

With tight competition in our industry for talent, our attention is set on attracting, hiring and training the right

people and adding the best talent to compliment all of you – our strength today and our future tomorrow.

In the last edition of the newsletter, we touched on the Employee Value Proposition (EVP). Over the next several months, Black & McDonald will build on our brand and image as an employer

of choice. We will look to build our EVP which, simply put, explains why the total work experience at Black & McDonald is superior to that of our competitors. As we move through this journey, we hope to identify what you feel are the key attributes and reasons why you choose to commit yourself to Black & McDonald. An organization's EVP has been described as "critical to attracting, retaining and engaging quality people". The benefits of a well-formed EVP not only include attraction and retention of key talent, but will also help to prioritize our human resource plan and strategy. It creates a strong people brand that keeps us all engaged!

With an EVP in place, we can actively communicate this message within our recruiting methods, resources, materials, engagement programs and through you, of course – our greatest asset and true ambassadors.

As our company continues to grow, it also continues to evolve with new programs, improved processes, and better technology. With that comes change which can be challenging for any of us. We appreciate your patience and support as we work with you to continuously improve our organization. After all, that is the Black & McDonald Way!

I would like to wish all of you and your families the very best during the holiday season. May you have an enjoyable time relaxing and connecting with family and friends, a time to do something special. Thank you for all of your efforts in 2016. Let's keep it going in 2017!

Thank you,

**Logan King**

Director, Corporate People Resources



# Among Us

## New Employees

### Alberta

**Firas Abbas**,  
Apprentice Electrician  
**Kelvin Eaton**, Sales Representative  
**James Pierre Foley**, Labourer  
**Jacob Janikowski**,  
Building Operator  
**Adam Kukawski**,  
Building Operator  
**Brent Rosteski**,  
Journeyman Electrician  
**Shengwen (Steven) Shen**,  
Building Operator  
**Luis Solorzano**,  
Apprentice Electrician

### Atlantic

**Matthew Fralic**, Construction  
Coordinator, Dartmouth  
**Christina (Chrissie) Lewis**,  
Receptionist, Moncton  
**Michael Shedd**, Building Operator  
at Canaport LNG, NB FMO

### British Columbia

**Anna Bogovalova**,  
FMO/Service Administrator  
**Alvin Li**, Building Operator  
**Pal Lovei**, Carpenter  
**Babak Safari**, Associate Business  
Development Representative

### Manitoba

**Brent Jesson**, Associate Business  
Development Representative  
**Vince Schade**, HVAC Technician

### Northern Ontario

**Jodi D'Alessio**, Sales  
Representative, Service Division  
**Peter Dunlap**, Project Manager,  
Mechanical Construction Division  
**Esther Jasmann**, Administrative  
Assistant, Utility (Street Light)  
Division  
**Shan (Jerry) Jiang**, Project  
Coordinator, Mechanical  
Construction Division  
**Ashley McIntosh**,  
Customer Service Representative,  
Service Division  
**Brandon Zagrodnik**,  
AutoCAD Technician, Mechanical  
Construction Division

### Power Generation Region

**Ray Keeso**, HSE/HU Manager  
**Gilles Lemay**, QA Manager  
**Cynthia Roelans**,  
Accounting Assistant  
**Brad Sinclair**,  
Outage Coordinator  
**Carl Walsh**, Outage Coordinator

### Quebec

**Luc-André Nadeau**,  
Proposal Manager

### Saskatchewan

**Tyler Brown**,  
Sheet Metal Worker, Projects  
**Christopher Danylchuk**,  
HVAC Technician, Service  
**Madison Davies**,  
Sheet Metal Worker, Projects  
**Sean Espeseth**,  
Electrician, Projects  
**Ryan MacLeod**,  
HVAC Technician, Service  
**Brian Malinsky**,  
Building Operator, FMO

**Darrell Mooney**,  
Building Operator, FMO  
**Derrick Nistor**,  
Building Operator, FMO  
**Tanner Tarasoff**,  
Welder, Fabrication  
**Shaw Tyson**, Electrician, Projects  
**John Wambululu**,  
HVAC Technician, Service  
**Mitchell Wiesinger**,  
Sheet Metal Worker, Fabrication

### Southern Ontario

**Walter Amaya**,  
Field Services Tech.  
**Cedric Aniambossou**,  
Service Desk Agent  
**Katheryn Chesire**,  
Site Administrator  
**Robert DiCesare**,  
Manager, Business  
**Kenneth Gibson**, Estimator  
**Carl-Henri Jean-Baptiste**,  
Call Centre Operator  
**Robynne Lokat**,  
Call Centre Operator  
**Kaitlyn MacMillan**,  
Admin. Assistant  
**Ian McCreath**, Project Manager  
**Matthew Mercer**,  
Helper Non Union  
**Quan Nguyen**,  
Project Coordinator  
**Gregory Oehring**,  
Field Services Tech.

**Dimitri Jim Papafrangos**,  
Helper Non Union  
**Darryl Pater**, Project Manager  
**Hetal Prajapati**,  
Call Centre Operator  
**Angelo Raya**,  
Call Centre Operator  
**Terry Richards**,  
Superintendent Non Union  
**Sarah Sansregret**,  
Project Coordinator  
**Paige Schultz**, Client Care Agent  
**Jeyameera Selvachandran**,  
Call Centre Operator  
**Brandon Stoehr**, Project Manager  
**Paul Vona**, Lead Hand  
**Patrick Walsh**,  
Project Coordinator  
**Hongjie Xue**, CAD Operator/Tech.  
**Crystal Yousif**, Site Administrator  
**Syed Muneeb Ul Hassan Zia**,  
Sr. System Operations Analyst

### Southwestern Ontario

**John Allman**, HVAC Journeyman

### US Operations

**Scott Amrozowicz**,  
Project Manager  
**Kurt Berner**, Business  
Development Manager  
**Brian Gardner**, Project Manager  
**Taylor Gosman**, Project Manager  
**Scott Hudson**,  
Estimating Manager  
**Calum MacDonald**,  
Electrical Dept. Manager  
**Sam Mangrum**,  
Operations Manager  
**Hilary Oberhelman**, Buyer

## Movers & Shakers

### Atlantic

**Eric Redmund**, NB Commercial  
Projects, now full time Project  
Coordinator for Projects  
**Jesse Evans**, from Reception/  
Admin., Industrial Refrigeration to  
Industrial Refrigeration Svc Admin.  
& Projects Admin.  
**Don Kelly**, from BMA/KBAC to  
B&M Project Lead / Estimator  
**Christian Lanteigne**, from Project  
Manager to Team Lead for the  
NB Industrial Group based out of  
Bathurst

### British Columbia

**José Custodio** moves from  
Western Utilities Region to Project  
Coordinator, BC Region  
**Adrian Wilson** moves from  
FMO Supervisor – Single Room  
Occupancy Contract to FMO  
Supervisor, Vancouver Community  
College

### Manitoba

**Sunny Johal** moves to Provincial  
HSE Manager  
**Ian McBean** moves to Estimator/  
Project Manager

### Power Generation Region

**Jennifer Behrends**, from  
SOR to QA Document Control  
Administrator  
**Kareem Boodhoo**, from  
Coordinator to Project Manager  
**Mitch Davis**, from H&S/HU  
Administrator to Safety Advisor  
**Cindy Longbottom**, from Oncore  
Assistant to Oncore Supervisor  
**Derek MacEachern**, from Co-  
ordinator to Project Manager  
**Teri Mehak-McKinnon**, from SOR  
to Darlington Site Clerk  
**Joseph Palango**, from Coordinator  
to Project Manager  
**Graham Richards**, from  
Coordinator to Project Manager  
**Michael Russell**, from  
Coordinator to Project Manager

### Southern Ontario

**Justin Biordi** from Project (Site)  
Coordinator Junior to Project  
Manager  
**Philip Butts** from Project  
Coordinator to Project Manager  
**Anthony Curran** from Junior  
Estimator to Assistant Manager  
**Jeanne Lee**, from Security Guard  
to Security Supervisor  
**Joseph Lombardo** from Project  
Coordinator to Project Manager  
**Edwin Bradley MacLean** from  
Project Coordinator to Project  
Manager  
**Marc Pedneault**, from HVAC  
Technician to Project Coordinator

### Southwestern Ontario

**Randy Edwards** from HVAC  
Operations Supervisor to HVAC  
Division Manager  
**Steve Walker** from HVAC  
Journeyman to Team Leader

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Halifax	(902) 468-3101
Montreal	(514) 735-6671
Ottawa	(613) 526-1226
Courtice	(905) 837-1291
Scarborough	(416) 298-9977
Toronto	(416) 366-2541
Markham	(416) 794-2300
Hamilton	(905) 560-3100
Kitchener	(519) 578-2230
London	(519) 681-4801
Winnipeg	(204) 786-5776
Regina	(306) 924-0885
Saskatoon	(306) 652-3835
Calgary	(403) 235-0335
Calgary (Industrial)	(587) 779-5442
Edmonton	(780) 484-1141
Kelowna	(250) 491-7474
Vancouver	(604) 301-1070
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Sandy City, UT	(801) 569-9219
Tulsa, OK	(800) 814-4311
Hamilton, Bermuda	(441) 232-0234

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iFM	(441) 298-6201
Roberts Onsite	(519) 578-2230

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Veronica Eckhold	Manitoba
Sherry Ottey	Saskatchewan
Evelyn Vendiola	Alberta
Megan Hamber	Western Industrial
Candice Leung	British Columbia
Eric Vogel	U.S.

**Black & McDonald**

[www.blackandmcdonald.com](http://www.blackandmcdonald.com)