

Fossil Fuel Alternatives: NOR Helps Develop New Boilers for Federal Offices

At the Confederation Heights Central Heating and Cooling Plant in Ottawa, a pair of new design-build pilot boiler projects are demonstrating and testing renewable energy fuels while minimizing greenhouse gas emissions. Each boiler uses a fossil fuel alternative to create heat for the nearby government buildings

while meeting air and noise emission standards.

Black & McDonald's Northern Ontario Region is the General Contractor for the project.

The first 1.5 MW boiler uses wood pyrolysis biofuel as a source of fuel. Pyrolysis oil is created when wood is

heated up to 500°C in the absence of oxygen. The oil is produced locally by Ensyn Technologies Inc. a world leader in Pyrolysis Oil production and a prized member of our team. This boiler has a dual burner which also allows natural gas as a fuel in order to increase the

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2017 André Benard Awards for Safety Excellence

The André Benard Awards are presented annually at the Leadership Conference to the three regions which exemplify safety excellence at Black & McDonald.

The program was started in 2002 by **Adrian Morrison**, Vice President, Atlantic Region in recognition of the late **André Benard**, Safety Officer for the Atlantic Region (now retired) from 1986 to 2002, one of the key individuals involved in the early development of the Corporate Safety Program.

André served as chairman of B&M's first National Safety Committee. His strength and leadership spread the safety message and our program across the company.

Scoring is based on:

Lagging Indicators

- Lost Time Incidents
- Total Recordable Incident Rate (TRIR)
- First Aid Frequency

Leading Indicators

- Project Safety Plan Completion (%)
- Manager Site Inspections Completion (%)
- Near Miss Frequency
- Audit Score (%)

The 2017 Winners:

GOLD

Southern Ontario FMO & Service Region

SILVER

Atlantic Region

BRONZE

Power Generation Region

For photos, see page 5

B&M's crew onsite at Confederation Heights



Toronto's First Traffic Adaptive System Installed

Black & McDonald's partnership with Rhythm Engineering has been awarded the contract to implement the InSync real time Traffic Adaptive System for the City of Toronto. InSync is now installed at 10 intersections on Yonge Street, between Yonge Blvd. and Castlefield Avenue.

InSync's technology has been reducing traffic flow issues and improving safety at more than 2,800 intersections across North America, more than any other Traffic Adaptive System.



(Left to right): City of Toronto Project Manager Alvaro Alamilla, Jonathan Interbartolo, Afra Shokraei, Toronto Mayor John Tory, Kyle Stephenson, and Peter Calabrese turn on the first of the new signals.

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Building a Career at B&M

Continuing with our vision of creating a pipeline of high-performing, high-potential, mobile talent ready to assume open positions of increasing responsibility, we recently presented the talent pipeline strategy behind Building a Career at Black & McDonald at the annual Leadership Conference. Black & McDonald's Talent Pipeline has six segments with key initiatives and programs in development within each:

Recruitment & Selection: The objective of this segment is to develop, deploy and leverage consistent recruitment tools, resources and collateral, branding us as an employer of choice. Key initiatives in this segment are designed to improve the overall candidate experience and include the implementation of a new Applicant Tracking System and leveraging refreshed recruitment materials.

Campus Recruitment: We piloted the program this spring and are planning a full campaign beginning in Summer 2018. Through partnerships with the B&M HR Community we will identify the best schools to partner with in key geographic locations in support of our core lines of business. We'll then identify the best opportunities available to interact with top students.

Internship Program: Key to the success of our campus recruitment program is the implementation of our Summer Internship Program, a centrally supported, fully leveraged summer employment program offering engaging, meaningful and impactful work experiences for top students. This summer we will have over 25 interns, across the enterprise, participating.

Functional Competency: We continue to support operational effectiveness, growth efforts and risk mitigation by providing specialized functional training solutions, ensuring employees have the information they need to do their jobs, understand established processes, and utilize required tools and technology. For the full list of programs and dates offered in the Talent Development Program please visit our page on *the Wire*.

Leadership Development Program: This segment is an important component to our Talent Pipeline. Leadership Development will occur within three defined streams: LDP Rotational Work Program, Emerging Leader Program for recent and upcoming leaders, and the Management Development Program for existing leaders to further enhance their skill. As with the Rotational Work Program, we are launching the Emerging Leader and Management Development Programs with a small group of initial participants with an overall goal of ensuring the program is scalable.

Through building on the success of each talent pipeline segment we will enable the sixth focus area of the talent pipeline: Career Growth, providing learning and growth opportunities for employees across the enterprise.

Keep an eye on this column and *the Wire* for more news and updates on Building a Career at Black & McDonald.

Kerry Shaw

Director, Training, Learning and Development

B&M launches Brand Review to Shape Marketing & Communications Strategy for Future Growth

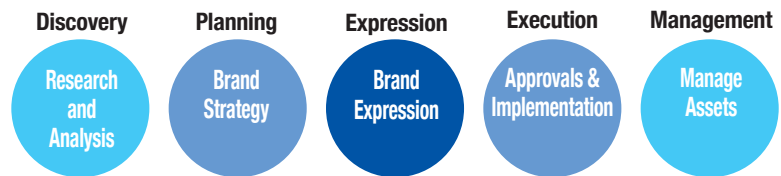
With our 100th anniversary fast approaching, and an ambitious business growth plan for 2030 taking shape, Black & McDonald's leadership have decided to launch a brand review to develop strategies to better position, differentiate and leverage the strength of our brand to support future growth.

The Black & McDonald Brand Review will serve as the foundation for our new, integrated marketing and communications strategy that will drive aligned, consistent and targeted marketing and communications programs for all our internal and external stakeholders, and support our business growth objectives.

The Brand Review project will engage all our key internal and external stakeholders, from senior leadership and employees to our customers and McDonald family members, in an effort to distill a unique set of attributes and messages that can be leveraged to further strengthen and differentiate the Black & McDonald brand in our journey to become the partner, employer and customer of choice.

With the McDonald family at the helm as the Steering Group, this project is being led by **Tareq Ali**, National Director of Marketing & Communications in collaboration with Leger Research and brand consultant Conflict Creates.

The Brand Review project will follow an iterative five-step process outlined below, and will run from January to September 2018. The new Black & McDonald brand strategy will be unveiled at the next Leadership Conference in 2019.



“Celebrate More”: The 2018 Sales Conference

This year's annual Black & McDonald Sales Conference was held February 13-16 at the Fairmont Queen Elizabeth in Montreal. The conference theme “Celebrate More” featured presentations and activities centred on successes as sales teams and individual results. The week provided opportunities for networking and collaboration with B&M Service & FMO Sales staff from across the country, new training and education, celebration and recognition of achievements, and of course fun and leisure.

Ian McDonald opened the conference by welcoming the teams and updating them on the company's strategic path forward. The Paul Ronco Awards, named in honour of the late **Paul Ronco**, were awarded to salespersons who achieved top sales numbers in 2017. They were handed out by Ian, **Phil Taggart** and **Scott Harris**.

Recipients of the awards include:

- **Sean Thorsteinson** (Maintenance Contract Sales)
- **Brent Geldart** (Service Project Sales)
- **Jean Paul Godin** (Service Project Sales)

A special award was presented to **Marie Chaban** for her contribution to B&M, the sales conference and her 13 years of service. We wish Marie well and a healthy, happy retirement!

Keynote speaker **Tony Chapman** returned to review the principles of ‘Story Selling’ that we learned in 2017 and then turned our focus to our end game which is to

build trust and relevance by focusing on what matters most to our clients.

The Closing Dinner included Top Performance Awards presented to **Ryan Robertson, Gary Brown, Dan Bucknam, Ernest Eddy, Marc Pedneault** for Project Sales and **Valerie Polesky and Lance Brezynskie** for Maintenance Sales.

On Thursday, more detailed sessions specific to each group's line of business were presented. Service welcomed **Lowrie Stoops** of SECORPs to his first conference for sales training and FMO group welcomed partner and client **Trish Wardrop** of Kipling Group to present and attend their sessions, as well as **Derek Lee** from our own FSG group.

The Amazing Race Montreal was the official Team Building exercise and participants were sent on a race to explore Montreal. Congratulations to the winning **Team LaSalle: Teresa Smith, Paul O'Connor, Steve Taggart, Ryan Robertson, Louis Cartwright and Brent Jesson**.

Thanks to the Organizing Committee:

Phil Taggart

(Conference Chair),
Nancy Wood, Matt MacDonald, David Sacre, Michaelene Dustin and Paul O'Connor.



Paul Ronco Award winners Brent Geldart (left) and Jean Paul Godin

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Confederation Heights: Bringing Alternative Fuels to the Mainstream

utilization of this high-temperature, high-pressure boiler. The boiler and its piping systems have a unique requirement to be built as a high-temperature hot water system, operating at 145°C, and also be constructed to both ASME B31.1 Power piping and ASME Section I Boilers codes.

The second 1.5MW boiler will test wood chips from waste wood as a source of fuel and consists of the following components;

- Primary thermal gasification chamber and secondary combustion stage for burning the wood chips
- Heat recovery boiler, operating at 145°C and design pressure of 250psi, to create hot water
- Automatic soot blowing and a fly-ash multi-cyclone for emission control complete with bag house filter and automatic ash collection system in order to protect the environment.

As part of a large-scale plan for the de-carbonization of our environment, this boiler will provide proof of concept for a future 40MW biomass boiler.

Black & McDonald is responsible for all scopes of work, including self-

performing mechanical, electrical and controls as well as subcontracting the structural and civil works for the two systems. To design the systems, Black & McDonald retained the services of LCI Engineering, and utilized our scanning capabilities combined with Project Manager **Jason Malone's** 3D drawing capabilities to create a virtual model of the plant. This ensured our new works fit into the existing plant layout seamlessly.

The new 3D design was printed and mounted in the work areas allowing Black & McDonald craftsmen to better visualize the scope of work. This use of the technology allowed the project to be built with only nine weeks of construction and five weeks for testing, verification, and commissioning.

The project was a success due to the efforts of our mechanical and electrical field crews, overseen professionally by Mechanical Foremen **Leo Maisonneuve** and **Alain Roy**, Electrical Foreman **Kevin Adam**, Mechanical Project Manager **Jason Malone**, Electrical Project Manager **Marc Portugaise** and Mechanical Project Coordinator **Erika Barisa**.

Western Industrial CNRL 2017 Turnaround

Black & McDonald's Western Industrial Region were one of the selected contractors to participate in the 2017 Canadian Natural Resources Limited (CNRL) Fall Turnaround in Fort McMurray, Alberta. Our team consisted of boilermakers, pipefitters and labourers for the preparation and execution of outage and maintenance work across two plants in CNRL's Horizon Primary Upgrading from July through October. Our efforts resulted in 184,609 total hours worked, with our workforce peaking at over 400 B&M employees during a 30-day shutdown in September.

In order to ensure success, we worked closely with owner representatives and our labour suppliers to sequence timely and trained personnel to site, ready to go to work. A significant amount of the project focused on removal and installation of exchanger bundles throughout sections of the plant. Included in our scope were some high-risk activities requiring carefully-

planned fall protection, dropped objects protection, confined space, lock out/tag out, welding operations (adequate hoarding, spark watch), industrial hygiene practices, hi-torque, and bolt-joint integrity.

"We are very proud of the passion and professionalism displayed by all our team throughout this turnaround"

said **Scott Hussey**, B&M's

Senior Turnaround Manager.

Scott also reports his team completed over 2,000 Field Level Hazard Assessments during the outage. Black & McDonald's HSE

Team received training from CNRL in Naturally Occurring Radioactive

Material (NORM) testing to support the Industrial Hygiene

team to aid in safe production. The HSE Team embraced this training and experience in respiratory protection and was also able to conduct fit testing to third-party contractors to support the plant safety program. As a result we hit our goal without a Lost Time Injury during the Turnaround.

184,609

total hours
worked without a
Lost Time Injury

SAFETY

Safety Culture – Walking the Talk #2

Everyone in our organization is aware of the importance of continuing to develop a positive safety culture. But what does it mean to us? Simply put, safety is instrumental to the leadership of our business.

Our incident accident statistics provide a key indicator of our safety success. While on the surface these statistics measure our past mistakes, within the context of our safety culture, there is a correlation between our safety performance and our safety culture – our trailing stats are a 'report card' on the development of our safety culture.

The Bradley Cultural Analysis Survey tells us the following: for a Total Recordable Incident Rate (TRIR) of 2.18, safety culture is at **Dependent Level**: dependent on management commitment, condition of employment, fear/discipline, roles/procedures, supervisor control, emphasis and goals.

A TRIR of 1.57 would place us at an **Independent Level**: our safety culture is driven by personal knowledge, commitment and standards, internalization, personal value, care for self, practice, habits and individual recognition.

We ended 2017 at a TRIR of 1.24, so we should be weighted towards the Independent Level if not beyond.

The significant point is that several areas of the company will have progressed past the Dependent level towards the Independent level culturally and some areas have progressed even further. This is based on a region's aggregate performance – but is it really?

I would challenge the survey to say that it really comes down to our individual commitment to ourselves and our peers. Making a personal commitment to safety is a goal and a challenge to all of us to hold ourselves accountable for our actions.

Start every meeting with a "Safety Moment"

Ray Pleasance

Corporate Director, Safety



Inside ABM: Engineering and Design in Atlantic Canada

Since 1990, ABM has been providing innovative engineering, design and project management expertise to its clients in Atlantic Canada. ABM's 40-person team includes over 25 engineers and technologists; we have completed all stages of studies, designs, projects and repairs for world-class customers including ExxonMobil, SBM, Husky, Transocean, Seadrill and Noble. Our unwavering commitment is to deliver creative solutions safely, on budget and on time.

ABM's fully-integrated design team includes an assortment of professionals experienced in the process, mechanical, structural, electrical, and instrumentation engineering disciplines. In addition, ABM provides design and technical support within the fields of telecommunications, HVAC & refrigeration, and thermography. Our engineering and design capability ranges from specifying off-the-shelf products to suit given technical applications, to detailed analysis and modeling for custom-built designs.

Our repertoire is diverse and includes everything from simple piping and electrical systems design, structural assessments and stack designs, to full multi-disciplined design/build/install packages, including the propane truck loading skid as shown in the images above, as well as a number of customized pump skid packages. ABM provided the full range of design for these packages, from concept to detailed

design for mechanical, structural and instrumentation scopes.

The ABM team takes pride in our ability to collaboratively react quickly and efficiently to client needs while ensuring the designs meet the requirements of strict codes, standards and applicable specifications. We provide 24-7 support to our clients to maximize continuous operations within their facilities.



Digital design tools help us visualize, plan and execute complex custom fabrication; this propane loading skid was designed, fabricated and installed for ExxonMobil.

Our team also includes two certified Process Hazard Analysis Leaders on staff who execute appropriate reviews of designs and projects, including formal HAZOP Hazard and Operability Studies, to ensure that associated process hazards are properly assessed and mitigated when necessary.

The ABM team is led by **Julie Hebert**, President and the leadership team includes **Shaun Lafferty**, Engineering Manager; **Andrew Helyer**, Construction and Maintenance Manager and **Shamus Noseworthy**, Operations Manager.

Maintaining The North Warning System with CBO

The North Warning System in Canada is a chain of unmanned radar sites that provides aerospace surveillance for an early response to potential threats entering North American air space. Canadian Base Operators is contracted to Raytheon Canada to provide maintenance services to these sites on a year-round basis.

CBO has completed another successful winter season in the Canadian Arctic – our employees maintaining the North Warning System can be found in Inuvik, Cambridge Bay, Hall Beach, Iqaluit, and Happy Valley-Goose Bay.

North Warning System support staff work in North Bay and Ottawa.

The approach of spring signals a switch from some of the most harsh conditions of the year and our employees will begin the “summer” work such as fuel delivery, tank cleaning, and tower painting as part of the annual cycle.

Working in a remote location can be difficult and stressful. We would like to acknowledge and thank each of our employees in the Arctic, as well as our people in more temperate climates, for their continuing dedication to the project.



**PEOPLE
RESOURCES**

Diversity = Opportunity

At Black & McDonald, we know diversity is an opportunity. By acknowledging multiple perspectives, we can create a richer set of experiences, the variability of which often lead to more creative approaches than would have been achieved independently. Our team recently embarked on an exciting new initiative – a voluntary, self-reported diversity demographic survey.

Collecting data to better understand the composition of our workforce will assist our company in identifying opportunities to create a more inclusive environment while providing a benchmark of our internal representation, allowing us to measure the impact of future programs and policy changes. For example, knowing how many people at Black & McDonald are responsible for the care of young children or elders better enables us to tailor our programs and policies appropriately. Knowing more about the various religious beliefs among our workforce allows us to be sensitive to different customs. Furthermore, the survey data will enable us to provide factual information to clients who also value a diverse and inclusive workforce; an important factor in assisting us to win work and secure future business development opportunities.

Working with Global Learning, a third-party research firm that specializes in this area, ensures complete confidentiality of the survey information. Their survey system has a number of built-in features specifically designed to protect the anonymity of respondents. There is no way for Black & McDonald to track survey responses back to participants. Survey results will only be provided to our company in aggregate form; if less than 10 people answer a particular question, the results will not be provided to Black & McDonald.

Thank you for your participation and helping to make our diversity demographic survey a success!

People: Our Strength, Our Future

Logan King

Corporate Director, People Resources

The 2017 André Benard Award Winners

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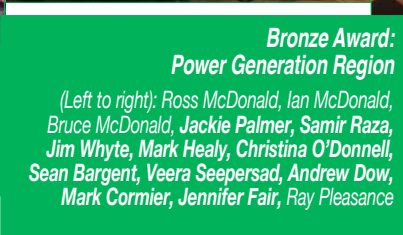
Gold Award: Southern Ontario FMO & Service Region

(Left to right): Ross McDonald, Ryan Long, Scott Harris, Dave Lawrence, Sara Butler, Jay Scott, Bruce McDonald, Ian McDonald, Ray Pleasance



Silver Award: Atlantic Region

(Left to right): Ross McDonald, Ian McDonald, Robert Burns, Shamus Noseworthy (ABM), Lester Buckland, Charles Savoie, Jeff Keeping, Mike Trefry, Bruce McDonald, Julie Hebert (ABM), Chris Bragg, Ray Pleasance, Troy Nauss, Brian Travis. Missing: Andrew Mader.



Bronze Award: Power Generation Region

(Left to right): Ross McDonald, Ian McDonald, Bruce McDonald, Jackie Palmer, Samir Raza, Jim Whyte, Mark Healy, Christina O'Donnell, Sean Bargent, Veera Seepersad, Andrew Dow, Mark Cormier, Jennifer Fair, Ray Pleasance



Among Us

New Employees

Alberta

Kain Coatham, Apprentice Electrician
Terry Freeland, Building Operator
Kyle Hunter, Associate Business Development Representative
Shane Kirbyson, Building Operator
Andrew Mycroft, Journeyman Electrician
Mark Reynolds, Associate Business Development Representative
Rene Soriano, Mechanical Estimator
Dale Wegren, Journeyman HVAC Technician
Donald Young, Apprentice Electrician

Atlantic

Andrea Baker, Buyer, ABM
Kayela Colpitts, Administrator, NB
Pierre Comeau, Project Manager, Industrial Refrigeration
Corrine Crowdis, FMO Admin., NS
Paul Edwards, Senior Planner, ABM
Lane Hart, Senior Electrical Technologist, ABM
Chris Livingston, HVAC Technician, NS Service
Jan Mika, Senior Structural Designer, ABM
Joe Nowicki, Junior Construction Engineer, ABM
Tim Patt, HVAC Technician, NB Service/Industrial Refrigeration
Marcel Samson, Senior Electrical Engineer, ABM
Ian Smith, Junior Process Engineer, ABM
Kevin Tooke, Mechanical Foreman, NS Commercial

Manitoba

Quinn Eyolfson, Project Manager
Rick Matheson, HVAC Technician
Rod Orchard, Project Sales Representative
Candace Rand, Admin Assistant/Receptionist

Northern Ontario

Rahaf Addasi, Junior Procurement Specialist, Mechanical Construction Division
Melissa Dowdell, Locates Clerk, Utility Division
Patrick Gauthier, Project Coordinator, Mechanical Construction Division
Matthew Hudson, Project Coordinator, Mechanical Construction Division
Jenna Seguin, Human Resources Generalist
Eric Zhou, AutoCAD Technician, Mechanical Construction Division

Power Generation Region

Basdeo Baboolal, Accounting Assistant
Lisa Christodoulou, Work Protection Project Coordinator
Ian Dennis, Pressure Boundary Assessor
John Doyle, HSE Advisor
Kelly Hinton, QA Coordinator
Danielle Jarvis, Administrative Assistant
Alyssa Malone, Accounting Assistant
Mike Nairne, Project Manager
Haley Spicer, Accounting Assistant
Mark Taylor, Holder of Record
Barry Thompson, Pressure Boundary Assessor
Ron White, Planner/Assessor

Quebec

Vincent Forgues, Business Development Manager, Construction Division
Daniel Gagnon, Proposal Manager, Construction Division
Peter Morris, Business Development Manager, Service Division
Ratha Siv, Assistant Controller, Finance

Saskatchewan

Robert Adair, Service Projects Sales
Lori Banks, Reception
Cody Beach, Associate Business Development Representative
Megan Bridger, Fabrication Administrator
Marilee Budden, Payroll Clerk
James Henderson, QC Inspector
Chad Klatt, HVAC Technician
Brad Konanz, Industrial Piping Estimator
David McNeil, Pipefitter

Mike Phillips, Pipefitter
Devin Saccucci, Pipefitter
Rasdy Salvanera, Welder
Marina Sheard, FMO Administrator/Service Dispatch
Jeremy Thomas, Sheet Metal
Anthony Tournier, Pipefitter
Brennan Wilson, Steamfitter
Justin Wood, Welder

Southern Ontario

Michael Agriam, Building Operator
Timothy Akeni, Analyst
Carmen Albanese, GTAA
Tareq Ali, Director
Ricardo Araujo, VDC Team
Daniel Ashton, Project Manager
Roja Bahramian, Procurement Specialist
Gabriel Bone, Electrical Technician
Steven Bourque, Field Services Tech
James Bozinovski, Project Manager
Chun Yin (Dominic) Chan, Analyst
Tim Craigen, QAQC Inspector
Richard Crawford, Project Manager
Kevin Daly, Director
Chad Davis, Estimator
Michael Defeo, Project Manager
Mitchell Desede, Building Operator
Danny DiPaolo, Recruitment Specialist
Taylor Donaldson, Administrator
Joseph Edara, Estimator
Natalie Edwards, Billing Administrator
Rasoul Emamian, Estimator
Jollie Empamano, Building Operator
Laurence Enriquez, Collections Administrator

John Farrer, Shipper/ Receiver
Keith Forde, Project Manager
Todd Fraser, Superintendent
Sierra Gatti, Site Administrator
Sami Ghanim, Job Cost Analyst
Christopher Godward, Building Operator
Armando Gonzalez, Building Operator
Dale Hambly, Representative
Ghulam Hamdard, Project Coordinator
Liam Hand, Stationary Engineer
John Hepburn, QAQC Inspector
Stephanie Huton, Customer Accounts Manager
Sophia Ismail, Project Manager
Pervaiz Jasser, Supervisor
Paul Johnson, Project Manager
Gordon Johnston, Junior Procurement Specialist (Electrical)
Karen Jones, Administrator
Doug Kastner, Manager
Jeffrey Keuning, HSE Advisor
Anoosh Kevorkian, Administrator
Karl Kiltz, Supervisor
Krystle King, Data Entry Clerk
Lijun (George) Liang, Project Manager
Alan Lloyd, Inspector
Maribeth Lopez, Administrator
David Macdonald, Project Manager
Caesar Mahlmann, HSE Advisor
Mohsen Manouchehri, VDC Team
Ginette Marsh, Analyst
Adelio Martone, Coordinator
Azhar Mazhar, Coordinator
Elhag Mohamed, Specialist
Branden Muhammed, Specialist
Adam Murphy, HVAC Journeyman
Oladapo Odesilo, Project Manager
Gene Ortega, Project Coordinator
Jeeth Panchadcharam, Billing Administrator
Matthew Parker, Building Operator
Ricardo Payo, Coordinator
Lee Peet, Department Manager
Norman Pelley, GTAA
Rawle Ramjass, Maintenance Mechanic
Dishan Ramkelawan, Project Coordinator
Dylan Ranger, Job Cost Analyst
Gary Rocha, Facility Supervisor
Marcia Russell, Administrator
Wael Safwat, Director
Muhammad Shahid, Senior Suppliers Management Specialist
Kevin Sheppard, VDC Manager
Ali Shirani, Specialist

Gregory Tsingos, Electrician
Antonio Valila, Junior Maintenance Mechanic
Lady Marie Valmores, AP Specialist
Armando Vargas, Coordinator
Vino Varunny, Estimator
Sriharsha Veluvolu, Project Coordinator
Andros Waldron, GTAA
Jason Walsh, QAQC Inspector
Ronald Wiens, Supervisor
Sarah Williams, Coordinator
Nicole Wright, Administrator
Amanda Young, QAQC Coordinator

Southwest Ontario

Kyle Allman, HVAC/R Journeyman, Hamilton
Jessica Bassett, Accounts Receivable Administrator, Hamilton
Luke Begley, Building Operator, Hamilton
Adam Gordon, Apprentice Plumber, Hamilton
Kate Heer, Administrative Assistant, Hamilton
Grant Rae, Project Representative, London
Matthew Wickens, Business Development, London
Deon Wright, Project Representative, London

Movers & Shakers

Atlantic

Christina Lewis, from Reception to NB Service/FMO Administrator

Northern Ontario

Patrick Johnston, from Service Operations Manager to Service Division Manager
Ashley Landon, from FMO Admin Assistant to FMO Project Coordinator

Power Generation Region

Sean Bargent, from HR Representative to Health & Safety Manager
Chris Fagan, from Ironworker Pipefitter General to Superintendent
Scott MacKinnon, from Pipefitter General Foreman to Superintendent
Patrick Murphy, from Carpenter (HOR) to Project Coordinator
Bill Penney, from Millwright Pipefitter General to Superintendent

Southern Ontario

Peter Calabrese, from Regional VP to VP of Utility P3 Projects
Lior Ekster, from Estimator (SOMER) to Estimator (SOUR)
Antony Glasgow, from Project Coordinator to Project Manager
Jeff Glover, from Department Manager to Division Manager
Phil Jackson, from Job Cost Analyst (Accounting) to Sr. Project Manager (Napance)
Reid Jackson, from HR Coordinator to HR Specialist
David Maniaci, from Department Manager to Division Manager
Ryan Mark, from Estimator (Ontario) to Project Coordinator/Estimator (BC Utilities)
Stephen Midlige, from Department Manager to Division Manager
Chuck Mossman, from Division Manager to Regional General Manager
Colin O'Brien, from Building Operator to HVAC apprentice
Sara Pecorella, from HR Specialist to Recruitment and Internship Program Manager
Gary Rocha, from Zone Technician to Facility Supervisor
Rosita Tam, from Marketing Coordinator to HR Coordinator

Southwest Ontario

Simon Watson, from Projects Operations Manager to Operations Manager for Construction

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Black & McDonald

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