



ENVIRONMENTAL ISSUE

NEW CONSTRUCTION RECYCLING & RECOVERY CENTRE

Eco-Friendly Option for Ottawa Residents, Builders and Contractors

Tomlinson's new state-of-the-art recycling and recovery facility, situated just minutes away from Kanata, is shaping up to be a significant environmentally friendly resource for the local construction industry and residents tackling their own renovation or construction projects. The Tomlinson Construction Recycling & Recovery Centre, opening in late April 2016, will be the most technologically advanced facility of its kind in North America.

When new buildings or properties are constructed, or when older properties are renovated or demolished, debris and remnant materials are an unavoidable part of the process. In a construction market that continues to grow ever more focused on sustainability and environmentally conscious concepts like LEED certification and BOMA BEST, having a facility where residents, contractors and builders can bring materials to be recycled or reclaimed instead of being taken to a landfill can have a significant impact on a project's environmental impact and extend the lifespan of valuable landfill assets.

For many years, Tomlinson's Springhill facility has been the go-to depot for dropping off this kind of material, and the facility currently processes about 50,000 tonnes a year (or 15 - 20 tonnes an hour), with 60 - 70 percent of this material being turned into a recoverable or renewed product. Materials accepted range from left over scraps from new construction to debris created through renovations and full scale demolitions. This "waste" material is then processed to separate out the wood, metals, rock, plastics and paper to be recycled or reused instead of being buried in a landfill.



MESSAGE FROM THE CEO

Welcome to the environmental issue of the Tomlinson Times!

Being involved in heavy industries means everything we do has an impact on the environment. That is why one of our Core Values is to be Environmentally Conscious, which to us means – awareness and respect for our surroundings.

We make conscious decisions to mitigate any harmful impacts, as they relate to the environment, in which we live and work. For example, during the licencing process for our quarry applications we have been a leader in forming community working-groups to develop best practices for water resource management and recordings. Plus, we were the first to develop a Butternut Tree strategy in Canada to help mitigate the loss of Butternut Trees due to a fungus known as butternut canker. This fungus usually kills the tree. Butternut Trees are an endangered species and protected under Ontario's Endangered Species Act.

We are the leader in construction and demolition recycling diversion, with even more capabilities to divert materials having just come on line. You can read more about our new state of the art facility in this edition.

Our Lystek division is creating a certified fertilizer by processing municipal biosolids generated from water treatment plants to replace chemical fertilizers.

And, in our Aggregates, Ready Mix and Construction groups we work together to continually come up with innovate ways to promote reuse of all production materials and on how to blend in municipal material such as recycled glass into our products.

The above just touch the surface of what we do and how we go beyond what is required of us from Provincial and Federal governments, plus what our customers expect and have come to appreciate about the way we conduct our business.

We know we are impacting the environment in both positive and sometimes negative ways. If we all work together to mitigate the negative effects and continually build upon our positive impacts we can be proud of the efforts we make for the next generations to come.

Ron Tomlinson, CEO

New Facility Name: We Have A Winner!

In March, we put out a call to the Red Army for help naming our new Construction Recycling and Recovery Centre in Ottawa. Thanks to everyone who submitted ideas and suggestions for the new name – we received more than 50 great submissions.

**And the winner is: Rose Giugovaz with her suggestion of
Tomlinson Waste Recovery Centre**

CONGRATULATIONS ROSE! IN ADDITION TO NAMING THE FACILITY, ROSE WILL TAKE HOME A \$500 GIFT CERTIFICATE FOR RED ARMY GEAR. THANKS AGAIN TO ALL WHO PARTICIPATED, THE HIGH QUALITY OF SUBMISSIONS MADE THE FINAL SELECTION QUITE A CHALLENGE!

Fueled by our Core Values of innovation, excellence and environmentally conscious, Tomlinson has been seeking opportunities to be more aligned with Ontario's vision of a circular economy. Armed with innovative ideas, a desire to provide even more environmentally friendly services, and valuable knowledge gained throughout the years of Springhill's operations, Tomlinson set out last fall to expand our capabilities and create a leading edge recovery centre.

The new facility is closer to the City with easier access for trucks and will be able to process nearly three times the volume at 50+ tonnes an hour or 500 tonnes a day. With lessons learned, new technologies, and perhaps most importantly, strong demand from the industry to help support their sustainability initiatives and certification (such as LEED) the team anticipates recovering or recycling a minimum of 80% of the materials that will be delivered for processing, and hopes to take that number even higher as demand increases.

The new facility will support a number of activities, including source separation of cardboard and plastic, reclaiming of construction materials like aggregates, rock and concrete, which can be crushed and reused, recycling of metals and wood, and conversion of mixed materials into biomass or fuel sources. Leveraging new technologies in screening and utilizing air pressure to sort material based on size and weight allow our dedicated team to process more material at a higher diversion rate than ever before.

While many who will utilize this new service will be large-scale builders and partners, our services are accessible to a much broader audience, from city residents managing their own renovation or construction project to general contractors and more. Easy to access, a short hop from the 417 in the Carp Road business corridor, and with competitive rates, this facility is well positioned to become a defacto alternative, diverting construction debris with opportunities for reuse away from landfills with limited capacity. The facility will also be open on Saturdays to ensure easy access for the local community and area residents.

At the moment, more than 200,000 tonnes of construction debris and waste each year are sent directly to Ottawa area landfills. With the addition of this plant, Tomlinson has a unique opportunity to have a major impact on these numbers and divert more than 110,000 tonnes each year away from landfills (which have limited lifespans) and turn this volume into recoverable materials that reduce the impact on our natural resources and continue to feed the local economy. This, in addition to creating 25 new jobs in the Carp area mean that our innovation and the value we place on environmental activities in all that we do will have a lasting impact on the local community and in the City as a whole.



Celebrate **EARTH DAY 2016**

Join our Industrial Waste Kingston division at 650 Fortune Crescent in Kingston on Friday April 22nd for Earth Day Festivities!

Employees, clients, neighbours and regulatory officials can enjoy a BBQ from 11am – 2pm (check out our biodegradable plates, cups and recycling friendly food & beverage containers!)

Free waste electronic drop off and data shred services.

Learn from our team about ways we reduce environmental impact in the community and promote recycling options.

Don't miss it!



Our Carp Tomlinson Waste Recovery Centre will open for the first time and begins accepting construction debris from local businesses and the general public.



TOMLINSON PLEDGES \$1 MILLION to City of Ottawa park renewal and upgrades over the next five years

Freezing cold temperatures couldn't keep residents of the Bridlewood community in Kanata inside on February 14th as they came out to sip some hot chocolate, sample sweet maple taffy, and enjoy horse-drawn carriage rides at the grand opening of the Meadowbreeze Park public skating rink, hosted by Tomlinson.



Ottawa Mayor Jim Watson and Councillors Allan Hubley and Shad Qadri joined Cindy Tomlinson Keon, Tomlinson's Corporate Counsel/Director as the company unveiled the park's brand new outdoor rink.

"Tomlinson is thrilled to have undertaken this project," said Tomlinson Keon. "We are proud to be a part of this great city, not only as contributors to its core infrastructure, but also as residents who live, work, play and most importantly—raise families here."

Staff volunteers from Tomlinson as well as Centurion Conference & Event Centre were also on hand to serve hot coffee and hand out hockey pucks. As guests laced up their skates, grabbed a stick of maple taffy and enjoyed some festive winter fun, Tomlinson Keon revealed that the Meadowbreeze Park rink is the just the first in a series of Ottawa community park initiatives sponsored by the company.

"Over the next five years, the Tomlinson family will provide \$1 million worth of park renewal and upgrades within the City of Ottawa," she said, followed by applause.

The Tomlinson parks initiative will span five years with a total commitment of \$1 Million to be invested in City of Ottawa parks requiring upgrading or new recreational elements such as skating rinks or basketball courts. The grand opening of the new public outdoor skating rink in Meadowbreeze Park, Kanata launched the first of a series of community park initiatives focused on accessible recreation opportunities.

Mayor Jim Watson expressed his gratitude to the Tomlinson family as well as all of the volunteers who helped make the rink—and the day's events—possible.



"Thank you to Tomlinson for this wonderful addition to Meadowbreeze Park just in time for Family Day and for your pledge to enhance the city of Ottawa's parks over the next five years," he said. "We are certain that this rink will be enjoyed for years to come."



EMPLOYEE SHOWCASE:

RICHARD DUGUAY, BUSINESS DEVELOPMENT

The Ottawa Senators Foundation is the fundraising and community arm of the Ottawa Senators Hockey Club and works to promote physical and mental health among children and youth in eastern Ontario and western Quebec. In 2014, the Ottawa Senators Foundation introduced to the Ottawa market a new Signature Event – a one-day NHL Celebrity Hockey Tournament.



Richard with his NHL Alumni Draft pick, Wendel Clarke, and Sylvain Yelle from 2015

Richard Duguay was an invited participant in the first year as a guest of the Senators and was quickly identified as a leader on the ice but moreover by his off-ice fundraising and networking. In the second year of the WSP Sens Alumni & NHL Celebrity Cup in 2015, when asked if Tomlinson would support the event, Richard was first in line and captained the Tomlinson Red Army to the top of the leaderboard among fundraisers.

Richard individually earned a spot on the All-Star team as one of the top fundraisers in the tournament but rather than enjoying the rewards of his hard work, he ceded his coveted All-Star position to one of his guests so that his guest would experience the thrill of playing against the NHL greats and Hall of Famers.

Last spring, following the success of the second event, the Senators Foundation convened a small working session and asked Richard to participate. Once again, Richard provided not just valuable feedback but valid and constructive suggestions to help us enhance the event and guest experience as we prepared for the 3rd Annual Event in 2016. Now, in our 3rd year of the WSP Sens Alumni & NHL Celebrity Cup, with Richard's support, one of his clients and guests from the previous year has registered his own team. Richard has successfully engaged with his clients and partners and has created a within our event helping to strengthen his relations while helping our event grow. In so doing, Richard has been a catalyst to the

success of our Foundation's fundraising event and ultimately has contributed directly to the number of kids that will benefit from our program investments in the I Love To Skate programs and Sens Summer Camperships.

Richard has a keen understanding of client hosting, staff engagement and the value of supporting a community cause through partnership with the Senators Foundation. In so doing, Richard has helped to solidify the Tomlinson brand alongside the Senators and the Senators Foundation and its position as a champion for giving back to the community. As noted, he is a true ambassador for Tomlinson and the Ottawa Senators Foundation (and not half bad as a puck-moving defenceman with soft hands).

Thank you Richard for your support!

- Jonathan Bodden, Sens Foundation

NEW FACES AT TOMLINSON

JESSE MOORE: SORTER/PICKER

MARC BENSON: DRIVER, CURBSIDE COLLECTION

CLIFFORD LAFLECHE: DRIVER, CURBSIDE COLLECTION

ALISA PERLSTEIN: HEALTH & SAFETY ADMINISTRATOR

KYLE DIXON: QUARRY WORKER

MATTHEW MUZZI: OPERATIONS MANAGER

SIMON PLOURDE: PROJECT MANAGER & ESTIMATOR

SHERRY HARDING: ACCOUNTS RECEIVABLE ADMINISTRATOR

SCOTT ST. MICHAEL: LEAD HAND, CARP FACILITY

TREVOR PROVOST: SORTER/PICKER

PATRICK PATENAUDE: ESTIMATOR

WILLIAM CINNAMON: SORTER/PICKER

TRACY CHARLESLEY: INSIDE SALES

FIONA FIOCCO: SR ACCOUNTS PAYABLE ADMINISTRATOR

HOPE Volleyball



Tomlinson's HOPE Volleyball Team
at the 2016 Winterfest (March 12)

Players included:

Top row, from left to right: Dana Lewis, Stephan Belanger, Ross Lavallee, Ambrose Currie, Wade Ennis, Kenny Feeny, Kevin Spence, Melanie Brennan;

Bottom row, from left to right: Serge Henrie, Sarah Taylor, Brendan Mudd, Waldemar Santos, Jian Le, Mohamed Shoir, Alisa Perlstein;

Lying down: Coach Perry Lafreniere

UNIQUE ROLES AT TOMLINSON: DAVID WAUGH – COMFORT STATION DRIVER



Sometimes it's the behind the scenes jobs that are the most interesting. And that's definitely the case with the role that David Waugh plays at Industrial Waste Services - TES. On the surface, some might think that David's job as a Comfort Station driver – delivering, maintaining, and picking up Tomlinson's Comfort Stations – is not for them. But in many ways, that's exactly why he likes it so much. The role itself adds value, with Comfort Stations being an important part of day-to-day life on construction sites, but, he says, "what makes this job really unique - and so interesting – is that I get to visit almost every single Tomlinson job site and have the chance to watch the evolution of all of the projects over time."

While the general tasks might sound straightforward, every day brings a lot of freedom and flexibility, and demands

organizational and problem-solving skills. In the morning, the Comfort Station team is given their routes for the day, and before anything else, each driver has to make a plan for the day, prioritizing and plotting each task, and determining how to get things done. "I think of it kind of like a battlefield," David says, "getting things done efficiently with a minimum number of issues or roadblocks. Every day is a bit different so it's always interesting and definitely not boring."

Asked to pick a favourite job site he's visited in the year since he joined Tomlinson, David has a quick answer. "Definitely the LRT sites. There's always something interesting happening, and you can watch the progress as they get closer and closer to completion. It's such a big project in our city - kind of neat to experience it up close."



Bursary and Tuition Reimbursement Programs

Tomlinson University encompasses bursary and tuition programs, in addition to the training and development programs that are offered.

TOMLINSON GROUP BURSARY PROGRAM

Financially assists children of employees who are enrolled in a recognized post-secondary institution. The goal is to provide students with the financial resources necessary to be successful both academically and financially during their post-secondary education. Applications are mailed to employees' homes in May and completed applications are due July 4th.

SEASONAL EMPLOYEE BURSARY PROGRAM

Financially assists employees who work for Tomlinson during the construction season and who are enrolled in a recognized post-secondary institution related to the industries that Tomlinson works in. Applications are mailed to employees' homes in June and completed applications are due August 1.

Ron Darraugh was a recipient of this bursary program and still works for us today in the Commercial & Municipal Construction division. As part of his studies at Algonquin, he used Tomlinson as the topic of his group project work with his Civil Engineering Technology diploma program at Algonquin.

Currently, **Cordel Gallichon-Driscoll** is completing his internship hours with our accounting department as he works towards completing his Bachelor of Commerce degree at Ottawa University, Cordel was bursary award winner this year.

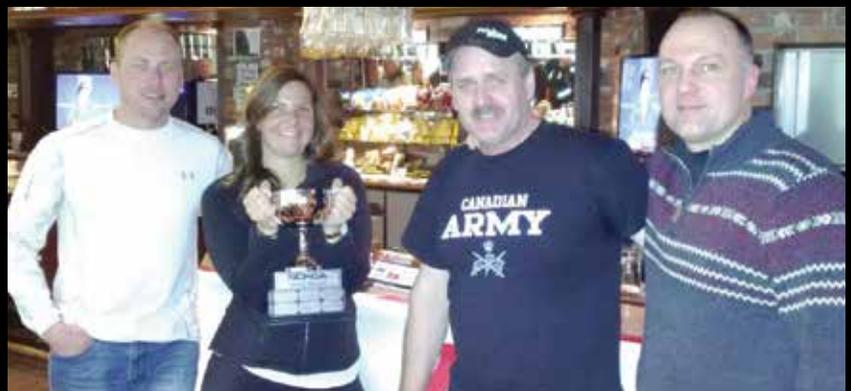
Tuition Reimbursement Program is to financially assist employees in developing their career by taking post-secondary courses and furthering their education. Tuition reimbursement request forms can be forwarded to you by contacting hr@tomlinsongroup.com.

For the 2015/2016 school year, Tomlinson is proud to have granted \$18,500 in bursary awards to employees' children and our seasonal employees.

TO FIND OUT MORE ABOUT THREE OF THESE PROGRAMS,
PLEASE CONTACT HR@TOMLINSONGROUP.COM.

TOMLINSON SWEEPS TOP TWO SPOTS IN NCHCA CHAMPIONSHIPS

Team Tomlinson, with Randy Fequet (as skip), Terry Wagner, Stephan Belanger, and Kim Neale took home the champion's trophy. Greenbelt's team – with Lyall Steele, Renzo Burri, Marcel Mondoux and Guillaume Laferriere – who had almost all never curled before – went undefeated, missing out on the trophy by just one point. Great work all!



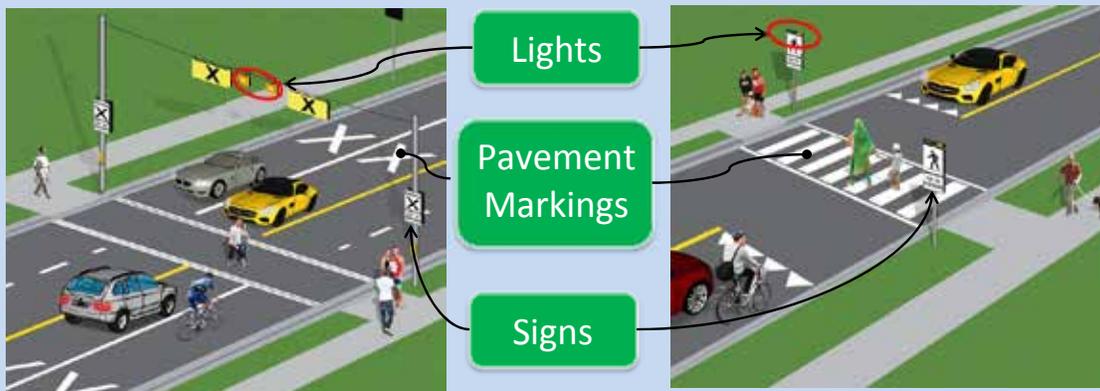
Congratulations to teams from Tomlinson and Greenbelt Construction who placed first and second, respectively in this year's National Capital Heavy Construction Association Curling Championships! Twelve teams competed in this annual competition to take home the NCHCA Curling Trophy.

IT'S THE LAW!

Road Safety: Pedestrians

Starting January 1, 2016 drivers (including cyclists) must stop and yield the whole roadway at:

Pedestrian Crossovers



Drivers and cyclists must wait until pedestrians have completely crossed the road

School Crossings

A school crossing is any pedestrian crossing where a crossing guard is displaying a school crossing sign.



Drivers and cyclists must wait until pedestrians have completely crossed the road

UPDATE ON NEW LYTEK OMRC – FSSD

The Perfect Public-Private Partnership with Positive Environmental Outcomes in Fairfield, California

All eyes are on a new Lystek project scheduled for completion in Fairfield, California late this spring. The construction and launch of Lystek's first, U.S.-based Organic Material Recovery Center (OMRC) in partnership with the Fairfield-Suisun Sewer District (FSSD) is a large-scale project. It is expected to be a game changer in terms of the area's approach to biosolids management and it will have a significant and lasting impact both for the District and the entire San Francisco Bay Area.

Traditional wastewater treatment processes haven't changed all that much over the course of the last century. While they've evolved somewhat to incorporate new techniques and align with new requirements, the overall process of producing clean water from wastewater results in leftover biosolids that have historically had limited, beneficial uses, most notably as a soil amendment to restore degraded conditions, or to mix with compost or for use as a daily cover at landfills. However, this new venture will see Lystek working in the true spirit of partnership with the FSSD to bring in new, innovative technology and disrupt the traditional approach. Not only will this undertaking support the existing facility as it continues to function as it should, but it will also convert what was once primarily viewed as a "waste" material into a range of fully recoverable resources with a wide variety of applications.

Now, with both organizations working together as partners, the FSSD plant will continue to produce clean water and the Lystek OMRC – FSSD will make full use of Lystek's low temperature, low cost, Thermal Hydrolysis technology to advance wastewater treatment. The system will convert biosolids and other organic feedstock into a Class A, Exceptional Quality (EQ) biofertilizer product (trademarked as LysteGro™) which will then be marketed and utilized in agriculture, horticulture and a variety of other applications in California. The initiative will also leverage the LysteMize™ approach to plant optimization in which treated material is fed back into anaerobic digesters (AD) to reduce volumes and GHG's while significantly increasing biogas production for conversion into green energy. This will subsequently help to power the plant and reduce operational costs, serving as an exemplary model of what can be accomplished when a wastewater treatment plant (WWTP) is successfully converted into a Wastewater Resource Recovery Facility (WRRF). As time goes by, and the process and partnership continues to evolve, the potential for additional advancements will also be explored.



Fairfield-Suisun's existing water and wastewater treatment plant was constructed in the late 1970s. The wastewater plant has long produced a biosolid that has typically been used as daily cover at the local landfill. While this has certainly worked well for many years, California is now placing more and more emphasis on diverting organic materials from landfills. Therefore, the forward-looking team at FSSD recognized that the lifespan of their daily landfill cover program may be limited. As a result, the search for new and innovative uses for this material or other ways to manage the output of the WWTP was amplified.

It was during this search that conversations were initiated with Lystek, because, at the same time, Lystek had undertaken a search for innovative project opportunities as part of its expansion plans for the U.S. market; in particular California (as a starting point). After many positive conversations, both organizations agreed there was great potential to work together with it being determined that Lystek would be willing and able to make use of unused assets and/or under-utilized infrastructure and capacity at the FSSD location.

As discussions progressed, synergies between the two, multi award-winning organizations became more and more obvious. It just made sense to combine Lystek's proven and advanced innovations with the existing infrastructure, capacity

and location of the plant in the Bay area. Through desire, cooperation and smart forward thinking, a true Public-Private partnership has emerged between these two progressive organizations. Together, Lystek and FSSD have developed this opportunity and it will become a reality later this spring, when construction and initial testing are completed.

By working directly together in the spirit of the partnership, Lystek and FSSD will play an important role in helping to move the biosolids management industry forward in the Bay Area. This will be accomplished through the production of Exceptional Quality products that can help sustain area agriculture stressed by drought and depleted soil conditions as well as through the implementation of processes that will reduce over-all volumes and GHG's while producing green energy. The facility is scheduled to open mid-year and will have LysteGro biofertilizer product available shortly after. Aside from local interest, there is great interest from similar organizations across California and throughout the U.S. (and Canada for that matter), all who are keen to see the successful outcome of this Public-Private partnership.

- Kevin Litwiller, Director of Business Development
Lystek International Inc.



Lystek International celebrates Canadian Days in the USA

While Lystek International is gaining recognition and staffing in the United States, it still finds ways to keep in touch with its company's roots. In California, work is well underway on its first US-market Organic Material Recovery Center (OMRC) in the Fairfield-Suisun area (just north of San Francisco).

A local winery (Vezer Family Vineyard) annually celebrates in late January its Canadian heritage with an evening of wine and food in the Suisun Valley. Frank Vezer, founder and owner of Vezer Family Vineyards, was born near Calgary and spent his youth growing up in British Columbia. He traveled to California about 30 years ago and has been devoted to the wine and hospitality business ever since.



Jim Dunbar, General Manager for Lystek in California (*on the right*), is seen sharing a glass of the family wine at the recent event in the wine barrel room. The Fairfield-Suisun OMRC will convert biosolids and other organic feedstock into a high quality bio-fertilizer suitable for direct application on agricultural fields in the surrounding area. The facility is scheduled to open in mid-year and will have end product available soon after. As part of the grand opening of the OMRC in 2016, Frank Vezer has offered his wine barrel room for Lystek and other company visitors.



ENTERPRISE RESOURCE PLANNING

AT TOMLINSON – PART 3

Tomlinson's ERP selection process has been progressing on plan. Since the last edition of the Tomlinson Times we have received the responses from 8 vendors for our Request for Proposal ("RFP"). The vendor proposals ranged from a 51% to an 82% fit for the 1,020 requirements we asked them to report on.

So, where are we now?

At the time of writing, the 8 ERP vendors are presenting Tomlinson with a synopsis of their RFP, a small demonstration of their solution and an overview of their proposed implementation methodology. Given the implementation will be a partnership between Tomlinson and the system integrators, meeting the ERP vendors allows us to assess the teams that would be working with us on this important project. Once completed, the vendor presentations will be used to create a short-list of 3 vendors to continue in the system selection process.

What are the next steps?

The ERP team will be coordinating with our key subject matter experts ("SMEs") to develop Tomlinson-specific end-to-end process scripts for key items within our organization. The 3 vendors selected will be asked to prepare and present a detailed demonstration of their proposed solution answering to the scenarios proposed in the scripts.

From this process, we anticipate further reducing the vendor list to 1 or 2 vendors, who we will then go through a detailed due diligence exercise upon. This process will include interviews with each vendor's existing and recent customers so we can understand their satisfaction with the ERP and the implementation partner.

Once this step is complete, we should be down to the final vendor for selection and contract finalization.

Changes will start coming much faster from this point onwards and it will be an exciting time for everyone.

As always, if you have any questions, please feel free to contact us at ERPTeam@tomlinson.com.

Phase	Title	Status	Completion
1	Select ERP Consultant	●	10/2014
2	RFI Kickoff	●	11/2014
2	RFI Workshops	●	4/2015
2	Prepare RFI	●	5/2015
2	RFI to Vendors	●	5/2015
2	RFI Response Analysis	●	7/2015
2	Short List Vendors	●	7/2015
3	RFP Kickoff	●	8/2015
3	RFP Workshops	●	9.2015
3	Prepare RFP	●	11/2015
3	RFP to Short Listed Vendors	●	11/2015
3	RFP Response Analysis	●	1/2016
3	Short List Vendors	●	2/2016
4	Prepare Demo Script	●	3/2016
4	Demo Short Listed Vendors	●	4/2016
4	Select Vendor	●	5/2016
4	Plan Implementation	●	6/2016
4	Vendor Due Diligence (*new)	●	7/2016
		●	

TOMLINSON WINS ORBA GREEN AWARD FOR OUTSTANDING ACHIEVEMENT

Tomlinson has been presented with the Ontario Road Builders' Association's (ORBA) Green Award for Outstanding Achievement in Leadership and Sustainability for 2014-2015. The Award recognized Tomlinson's leadership role in advancing the use of recycled concrete in road construction, and was presented at the 89th ORBA Convention and Annual General Meeting in early February 2016.

"At this year's ORBA inaugural Awards Breakfast, we were proud to honour our member companies for their hard work and continued efforts that have a positive impact on our industry," says Geoff Wilkinson, ORBA Executive Director. "It was exciting to honour our award winners at our Convention in front of so many peers and public owners. Congratulations to all of our award winners."

"We are delighted to have been recognized for our commitment to use recycled materials in road building in Ontario," says Kevin Cinq-Mars, Tomlinson's President. "We hold a high respect for our environment and for the sustainable use of our natural resources. One of Tomlinson's core values



is to be Environmentally Conscious and we strive to ensure our products and services support sustainable practices."

Tomlinson is proud to be an innovative leader in the supply of construction materials and delivery of construction services to Eastern Ontario. Over the past 10 years, the company has worked diligently to produce recycled

materials that meet and/or exceed the Province of Ontario and the City of Ottawa's specifications. By doing so, Tomlinson has been able to divert annually approximately 100,000 tonnes of concrete, 40,000 tonnes of asphalt and 3,000 tonnes of glass from local landfills.

VISIT TOMLINSON ON

Have you seen our YouTube Channel?

Visit online at www.youtube.com/TomlinsonGroup to watch our library of videos – from promoting the work of our City division, to highlighting great projects like the Adawe bridge and customer testimonials, there's always something interesting to catch your eye. Check back often for news and updates!



CUSTOMER SHOWCASE: Minto Communities

Greenbelt Construction worked closely with Minto Communities in February and March to complete a project for a new community development in Ottawa’s east end that had an important environmental focus.

Working in combination with Minto, the City of Ottawa, and Atriel Engineering, the Greenbelt team led the installation of storm sewer outlets (pipes and manhole access points) for the new Mer Bleue development. Of primary importance to the site was a need to work around McKinnon’s Creek, an existing waterway that required the team to look for solutions that would minimize the project’s environmental footprint, manage erosion, and preserve the fish habitat. This meant temporarily halting the creek in order to install pipes, and had a tight deadline of March 15th to restore the creek’s water flow. In addition, the project was making use of large 1650mm sewer pipes. This presented it’s own unique set of installation requirements and challenges to overcome.

With the added complication of March’s fluctuating temperatures and repeated thawing and freezing conditions, a number of production days were lost to the weather. As usual, though, the Greenbelt team stepped up and team members willingly came in for two Saturdays in a row to make sure the job met the tight deadline and delivered on quality as well.

“It’s been a great experience working with the Greenbelt team on this project - it’s obvious that they really care about their work, and about doing a great job. Their commitment to the environment and to the quality of their work was exceptional.”

- Jocelyn Peloquin, Project Manager, Minto Communities



Paul McCarney Retires from OCA Board of Directors



Paul McCarney officially retired from the OCA Board of Directors on February 18th, 2016 at the Association’s Annual General Meeting following 10 years of service.

Paul’s wealth of knowledge and experience of 30 years in sewer/water contracting combined with his communication and leadership skills cast him perfectly for the role of the Chairman of the 1,150 member strong Ottawa Construction Association.

The benefits of strong and open relationships between the buyer of construction, the design professionals, and the build team were a central theme of Paul’s term as Chairman in 2013 and 2014.

Paul oversaw the celebration of the Association’s 125th Anniversary in 2014, which included a complete makeover of the Association website and logo and the publishing of a coffee-table book titled: “125 Years of Building Our City”.

Paul brought his passion to assist community causes and those less fortunate to the Association. During his tenure, he was the recipient of a CCA award for Philanthropy and will be remembered always for raising the profile of mental health and paving the way for OCA to support the Royal Ottawa Campaign for Mental Health.



Building Tomorrow's Leaders at Tomlinson University

One of our core values is **People: Attracting, developing and retaining the best people.** We believe that offering ongoing training and development courses to our employees helps us to entice better candidates to Tomlinson and helps us to retain the best employees too. Continual development of our employees is key to our ongoing success.



As Tomlinson employees, we are all able to participate in the courses and training sessions offered under the Tomlinson University umbrella. This year we have partnered with Algonquin College to offer an even more robust cross-section of development offerings. Some of the programs include the Construction Leadership & Supervision course and the Fundamentals of Leadership certificate.

The Construction Leadership & Supervision course has been very popular. This four day program focuses on building critical construction supervision and leadership skills in communication, motivating individuals and teams, managing field productivity, conflict management and negotiation skills. We've had over 20 employees go through the program so far, and have had some really good feedback about the course content. We are looking forward to seeing the employees' new knowledge applied on the job this construction season.

Employees who complete the Fundamentals of Leadership program will receive an Algonquin College certificate, since these are accredited courses with the college. To earn the certificate, employees need to complete 10 days of training,

plus outside of class homework assignments. We offer the classes several times throughout the year in 2-3 day segments. Employees will have two years to complete all of the classes. Feedback from the participants has been very positive.

Since January 1st, Tomlinson University has had over 300 employees take professional development training (that number includes employees that took more than one course). Our professional development classes are offered at the Centurion Centre. The team there has been doing an excellent job of making us feel welcome and catering to the students' needs. Our technical classes such as Excel level 2, Excel level 3 or Basic Computer Skills were offered at locations that had computer training labs so the employees could get hands on computer skills training.

The Tomlinson University professional development classes run to the end of June and will start up again in January 2017. However, our Safety courses run throughout the full calendar year. If you are interested in taking courses or exploring your options speak to your direct supervisor or contact hr@tomlinsongroup.com.

Coming Soon! 2016 SEASONAL SPRING START-UP MEETINGS

Seasonal kickoff meetings this spring for many Divisions are coming soon to the Centurion Center. Get ready for the season ahead, refresh your health and safety skills and talk about operational efficiencies. These sessions will also cover topics relating to Human Resources, Accounting, Contract Administration and IT.

Detailed agendas will be shared in the coming weeks for the following groups:

City Division

April 29th

Ready Mix

Week of April 11th

Heavy Civil Division

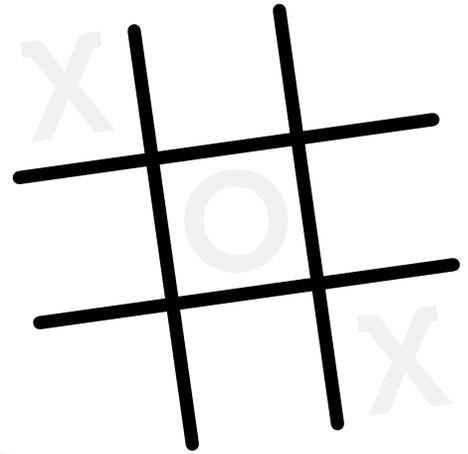
May 6th

Greenbelt Construction

April 4th



KIDS KORNER

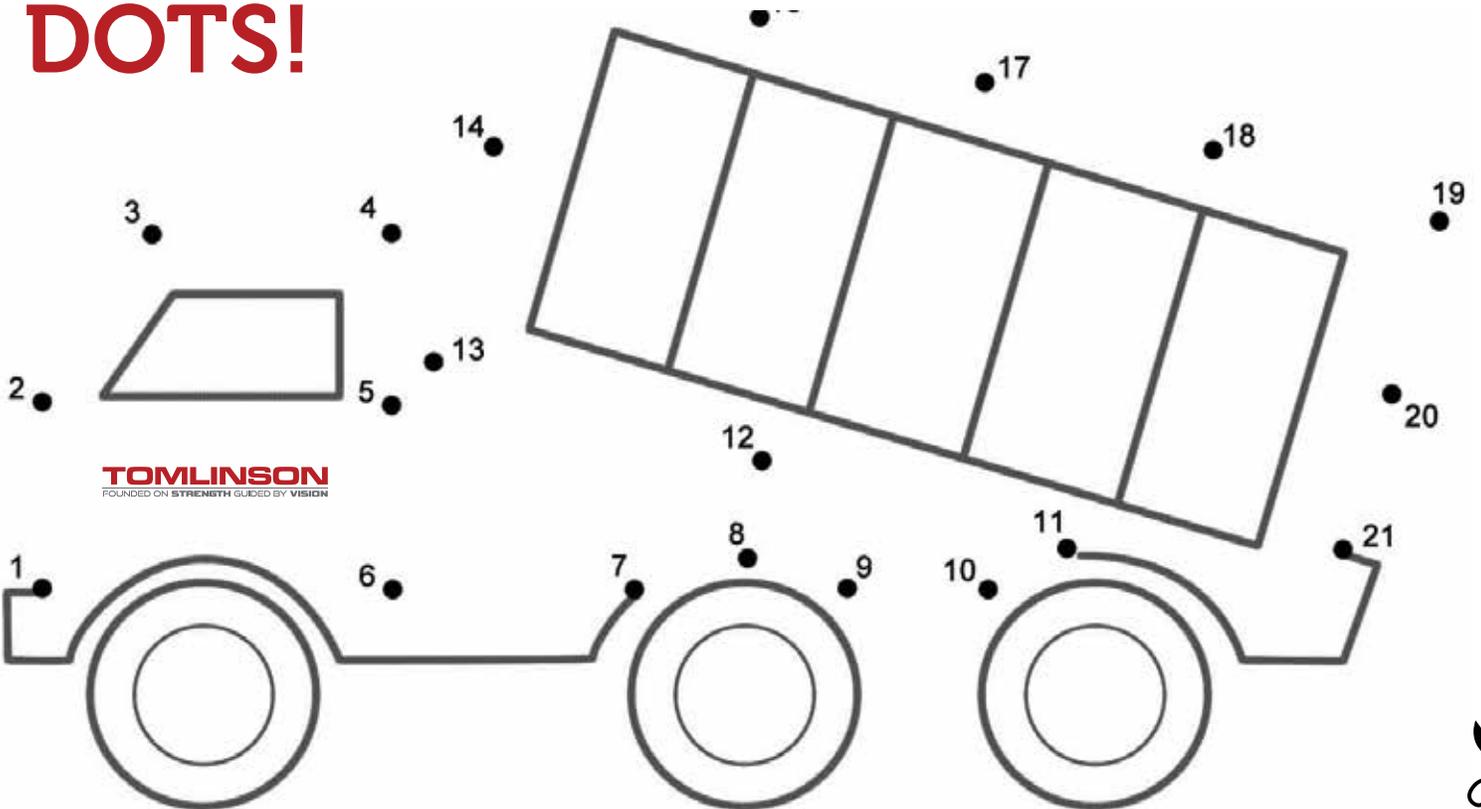


Unscramble the **WORDS!**

Y C E R L C E

T D I R

Connect the
DOTS!



TOMLINSON
FOUNDED ON STRENGTH GUIDED BY VISION

