

CORE VALUE:



EXCELLENCE



The question for any business is how to build a great organization that lasts. Great organizations succeed and fail based on the talent of their leadership to set a direction, execute a vision and establish standards for the company's success.

At Tomlinson, we believe in ongoing, continuous development of our employees. This helps to not only keep our employees engaged in the work they are doing and applying their new knowledge, but it also is for the betterment of the company overall. If we can continually improve upon the skills of our team, then the decisions the team makes and the strategic choices they make will be that much better. For these reasons, in March we had over 60 of our Leaders from every division attend two days of training on the "Leader's Job". This training focused on the functions leaders must master to build a long-lasting organization that produces great

results. The group learned what it means to master the external environment that dictates the direction of your business and to develop strategic plans. This training was held in anticipation of the Leadership Summit in April.

The Leadership Summit is an annual event where Leaders from all lines of business meet to discuss the strategic plan for the Tomlinson Group of Companies. At this meeting, we work together to make sure we are all in alignment and the strategy is clear and well communicated. We want to make sure that the ongoing daily decisions we all make are in direct support of the overall company strategic direction. We try to make sure the plans are presented in a meaningful way, so the team can connect it to their own working behaviours and actions.



## MESSAGE FROM THE CEO

### CORE VALUE: Excellence

We are a third generation, family-owned business. With each generation there are new challenges, opportunities and shifts in the business. Right now it is a very exciting time to be in the CEO chair.

This year we will continue to work on integrating Colautti and Dufresne in to our construction lines of business. We are expanding our Kingston operations and spreading our civil construction teams further afield. This is part of our growth strategy and expanding our internal capabilities.

The light rail transit teams for both Confederation and Trillium lines will be submitting our bids to the City of Ottawa. These dedicated teams are helping us to achieve our goal to be a major player in public/private partnerships for design, build and finance projects working with international companies.

Together we have completed phase 1 of the SAP implementation. Every division has played a part in this. We have several more phases of SAP implementation, which leads towards business transformation, getting data back to the field, and systems that share information. All of which give us the opportunity to make more informed and timely decisions.

We finished construction of the THE CORE and have brought together seven different offices into one new location to build upon teamwork, customer focus and our drive towards excellence.

Each of these are major undertakings on their own, but we have the opportunity to succeed in each of them. This year we will grow the business, expand our capabilities and provide more value to our customers and our employees.

I am proud to be part of all of these initiatives. Is it a lot of work with many challenges for each? Absolutely. I believe we have a strong, resilient and highly capable team that will continue to make Tomlinson the strongest infrastructure and environmental services business in Eastern Canada.

**Ron Tomlinson, CEO**

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Throughout the day, the team heard from the Executive Leadership team on great things we accomplished last year and what is on the horizon for the upcoming year. The event had a guest speaker - Stephen Shapiro. Stephen is an author, keynote speaker and advisor. His passionate and captivating speech focused on how to get a company to cultivate innovation into their culture by showing leaders and their teams how to approach, tackle and solve their business challenges.

The larger group of 100 was broken into smaller teams to discuss the market realities for the various lines of business. There was a presentation of the strategic plan, followed by in depth discussions and action planning on how to ensure success. The day closed off with an open forum question and answer period. There was good discussions on making tough choices and difficult trade-offs since we can't do everything even though we would like to be able to. This was a great day that helped to clarify our direction and make sure the entire group is aligned with the purpose.

The next steps will be to cascade the information and decisions made during the Leadership Summit out to the field staff. This is where strategy meets operations. It is the day to day activities that build to meet the overall strategies that are set for the company. Together we will work towards achieving the goals that were set and working towards successful implementation of the strategy.



**BACK FROM LEFT** Adam Hendriks, Kurt Meyer **FRONT** Ken McIntyre





**BACK** Mike Dougherty, Chris Keeping **FRONT** Paul Charbonneau, Craig Bellinger, Ryan Andre



Instructor, Bill Sanford







## 2017 — AN EXCELLENT YEAR For Tomlinson Environmental Services & Its Biosolids & Organics Management Division, Lystek International

Reflecting back, 2017 was a rewarding year for our Environmental Services Division with several, prestigious Canadian and American awards going to Lystek International, a market-leading, biosolids and organics recovery and recycling firm.

### Two Water's Next Awards

On June 22, the 6th Annual Water's Next Award ceremonies were held at the Sheraton Centre Hotel, in Toronto. As part of the proceedings, Cambridge-based Lystek was presented with two, national Water's Next Awards – the first in the Project/Technology – Wastewater category and the second for overall Company of the Year. The awards were presented to the company in recognition of their market-leading technical solutions, customer satisfaction and numerous achievements in the sustainable management of biosolids and organics.

The Water's Next Award program is the only national awards program to honor leadership across the entire water sector—including public servants, non-governmental groups, researchers, municipalities, and technology providers. Its purpose is to recognize individuals and companies that successfully work to change the way we treat, and protect, our valuable water resources. Since 2010, Water Canada has hosted the awards to help strengthen and celebrate the thriving, national community and to showcase Canada's water leaders, champions, and innovators.

"Lystek's innovative technology transforms by-products from wastewater treatment into higher use products, including energy, turning a problem into a resource," said Katherine Balpataky, Editor of Water Canada and Program Chair of the Water's Next Awards. "Lystek is a leader in the journey towards a circular economy, and we are proud to honor their accomplishments in exemplary customer service through our awards program," she added.

### Governor's Environmental & Economic Leadership Award (Geela)

Adding to the excitement, on January 17, 2018, the California Environmental Protection Agency (CalEPA) presented Lystek with a (2017) Governor's Environmental and Economic Leadership Award (GEELA) at a special award ceremony held at EPA's headquarters in Sacramento, California. This award was presented to the company in recognition of their market-leading technical solutions, customer satisfaction and numerous achievements in the sustainable management of biosolids and organics.

Located at the Fairfield-Suisun Sewer District (FSSD) in California, the Lystek Fairfield Organic Material Recovery Center facility (Lystek OMRC-FSSD) was selected as a leading example in the GEELA category of Sustainable Practices, Communities or Facilities. The GEELA is California's highest environmental honor. It is given to individuals,



organizations, and businesses that have demonstrated exceptional leadership and made notable, voluntary contributions in conserving California's precious resources, protecting and enhancing the environment, building public-private partnerships and strengthening the state's economy.

"This year's GEELA recipients demonstrated exceptional leadership in addressing some of our most significant environmental challenges," said California Secretary for Environmental Protection Matthew Rodriguez. "Whether fighting climate change, conserving water supplies or reducing waste, they inspire us with their creative and collaborative approaches. Their success expands our view of what is possible. Collectively, they are proving that a healthy environment is inextricably linked with a vibrant economy."

"On behalf of our entire team at Lystek and the Tomlinson Group of Companies, we wish to express our sincere appreciation to both

Water's Next and GEELA organizers for recognizing us with these prestigious awards," said Kevin Cinq-Mars, President of Tomlinson. "We are honored to be recognized alongside all of the finalists in all of the major categories we were selected, all whom are doing amazing work to advance the responsible use of water and wastewater, not only here in North America, but around the world."

"As global populations continue to rise, we are compelled to better understand the fragility and limits of our natural resources. Water is a prime example of this, as are mined phosphates," said Kurt Meyer, President of Lystek. "This, in turn, leads to an increased level of awareness and interest in how we can leverage advanced science and technology to unlock the inherent value in organic "waste". He added, "This has led to a bright future for Lystek as we continue to expand and provide communities with practical and proven solutions for real-world problems."

## **TOMLINSON'S LYTEK DIVISION**

### **WINS PRESTIGIOUS CANADIAN CONSTRUCTION ASSOCIATION INTERNATIONAL BUSINESS AWARD**

Once again, Tomlinson is recognized for its visionary leadership in technology, innovation and business success. On March 14th in Banff, Alberta, Lystek, part of our Environmental Services Division, was presented with the Canadian Construction Association, International Business Award. The CCA awards recognize the important contributions of individuals, organizations and projects that promote and enhance the Canadian construction industry, whether through innovation, projects, or dedication to the industry.

Headquartered in Cambridge, Ontario, Lystek is a rapidly expanding sector leader that provides Design, Build, Transfer as well as Design, Build, Own and Operate solutions around its patented, multi award-winning solutions in sustainable biosolids and organics management.

The CCA International Business Award recognizes the company's recent completion of the first year of operations of a unique, public-private Design, Build, Finance, Operate project in partnership with the Fairfield-Suisun Sewer District (FSSD) in Fairfield, California. The Lystek-led project involved retrofitting of existing, under-utilized infrastructure at the District's Waste Water Treatment Plant (WWTP), thus converting the traditional WWTP into an Organic Material Recovery Center (OMRC). Lystek's patented Thermal Hydrolysis Process (Lystek THP®) facilitates the conversion of biosolids and other organics, that were historically landfilled, into a pathogen-free, UPS EPA, Class A EQ (Exceptional Quality) biofertilizer product branded as LysteGro®. LysteGro is high in nutrients and vital organic matter and is in high demand. Lystek holds a 20 year + 10 year optional agreement to operate the newly constructed facility.

Greg Baatrup, General Manager of the FSSD states that "This technology is proven and development of this project and facility is playing an important role in capping operational expenses related to biosolids management. It is also helping diversify our services and achieve our goal of leveraging existing, under-utilized infrastructure to generate additional revenues, further offsetting costs for the District."

"On behalf of the entire team here at Lystek and Tomlinson, I would like to thank the Canadian Construction Association for their recognition," said Ron Tomlinson, Chief Executive Officer of the Tomlinson Group of Companies. "At Tomlinson, we are proud of our proven track record of successfully adopting leading edge technology to develop and implement innovative solutions that create success for our clients, partners, employees and company."

"We are extremely honoured to be the recipient of this prestigious, CCA award," said Kurt Meyer, President of Lystek. "Our proven solutions for resource recovery are rooted in sound science and technology. This recognition validates Tomlinson's commitment to support us in developing smart Design, Build, Own, Operate partnerships that further our shared goals of environmental stewardship and sustainability in the clean tech/green tech sector."

"The Canadian Construction Association (CCA) is delighted to highlight Lystek International's success in taking its products abroad," said Chris McNally, CCA chair. "We hope that sharing the process that Lystek went through in its expansion will encourage other Canadian construction companies to explore exporting. Our industry is full of companies with innovative products that other markets could benefit from."

# THE CORE UPDATE

Since our last update at the end of 2017, the location of THE CORE has been a busy construction site. Leonard Patter has put in many extra hours liaising with contractors and ensuring the build was completed to the highest standards. His team was led by Ron Tomlinson, who has acted as project manager, offering hands-on support and paying attention to the minutest details. "Despite losing approximately seven weeks of construction due to the weather, our dedicated team has pulled together and we're delighted with the results," says Lenoard. It's yet another example of excellence in practice at Tomlinson.

## FINAL ELEMENTS

During this last phase of the project, environmental systems, along with fire and safety systems were installed. The finishing trades were all on site finalizing design, including the details of the gym and the furniture. The cafeteria was also completed, which serves breakfast and lunch to all employees.

## LEED GOLD

"We're proud THE CORE is LEED Gold," explains Leonard. "We're managing stormwater with a retention pond. No potable water will be used to maintain the grounds. We've also installed LED, efficient, quality lighting throughout the building, as well as energy efficiency controls. There are six electric charging stations for cars on site too."

## ONE OF A KIND DESIGN

One of the challenges of the final phase of the project were some key design pieces. The primary staircase is a design masterpiece which will always stand out due to its unusual look. However, developing something unique comes with its challenges - design, material sourcing, working with the trades to ensure the design is well executed.

The new boardroom table is an incredible example of creative design and excellent workmanship. Rather than purchasing something off the shelf, Ron commissioned a custom table which would reflect our company businesses. The team took Ron's inspiration from the back of a napkin and turned it into reality. The base and legs, welded from steel, are designed to look like bridges Tomlinson builds. For the tabletop, we sourced three pieces of wood from Africa. This is reflective of Tomlinson's commitment to protect our natural surroundings. These enormous slabs, measuring 4 x 22 feet each, were crafted in-house by Mike Kollar. As well as being a skilled mechanic, Mike is also a boatswain and an artist with wood. It has taken hours of blood, sweat and tears, but the result is a beautiful design.





# THE CORE MIXER



Marcel Mondoux, Brendan Mudd, Treana Wilson, Yves Bisson, Chris Keeping, Tim Vizena, Phelicia Servais



Francis Brazeau, Fred Schulz, Stephan Belanger

## HEALTH & SAFETY UPDATE

### TOMLINSON PASSES OHSAS 18001 AUDIT

On February 15th, 2018, RW Tomlinson Ltd passed the OHSAS (Occupational Health Safety Assessment System Series) 18001 Audit. This is a Health and Safety Certification which has allowed us to bid on the OLRT Confederation and Trillium lines.

Chris Keeping and his team engaged an external auditing company, IMSM, on October 25th, 2017 to begin preparations for the audit. A consultant met with Chris and his team to go through documentation and ensure it was up to standard. The team found that they already had a lot of the required systems and procedures in place. The main work involved editing documents and administrative work to make sure everything was in line with the prerequisites of the certification. "This proves we already had an excellent Health and Safety program in place, with the appropriate training, documentation and systems," says Chris Keeping, Director of Health and Safety.

Within just a few months, the team was ready to schedule an external audit. This involves a day assessing all the elements of the 18001 certification. There are three possible outcomes:

- Observations: the company receives the certification audit but has some recommendations for improvement
- Minor non conformances: the company can still receive the certification audit, but needs to correct certain elements in a set timeframe
- Major non conformances: the company doesn't receive the certification

The Tomlinson team were pleased to receive the certification, with just a few minor non conformances. Following the full report from the auditing body, Chris and his team are correcting the issues. In order to maintain the certification, Tomlinson will undertake an external audit annually.

"This was a significant milestone for R.W. Tomlinson Ltd," explains Chris. "The fact that we've been audited by an external third party proves that our Health and Safety program is up to standard. Going through this process has also reinforced one of our Core Values - raising the profile of Health and Safety, and showing everyone that we're constantly investing in it."



# CUSTOMER SHOWCASE

## Partnering with Richcraft at Pathways, Findlay Creek

Tomlinson has begun servicing a major subdivision development in Findlay Creek. Pathways, at 4824 Bank Street, is a 150 acre site which will comprise 825 units, a mix of singles, townhomes and low rise condo units. The community will also include parks, naturalized areas, a future school and commercial lands.

The project is a partnership between Tomlinson, DCR Phoenix, Richcraft, and Regional Group who is also managing the development. Tomlinson is thrilled to be a part owner in the development, partly because of the excellent reputation of businesses like Richcraft. Bill Tomlinson and Kris Singhal had been looking to work together for a while. The project also provides the opportunity for Tomlinson to leverage its complimentary divisions, offering design, servicing, materials, infrastructure and environmental services.

"We are delighted to be joint partners with Richcraft for the first time," says Rob Pierce, Vice President, Planning and Development. "They are a major builder and developer with a long, established history. Their excellent quality homes have earned them the respect they enjoy. They have experience in various kinds of developments across the city, from low to high rise developments, from residential to commercial, and in established areas to developing communities. There is a synergy between the two companies, not just because we are both family-owned and active in the same markets, but also because we are both committed to giving back to our community."

The lands were acquired in 2013, following which the community design, planning and engineering approvals process started. There are four phases to the project, with servicing of phase one begun by Tomlinson in late 2017. David Ingimundson is Site Superintendent, Ottawa Greenbelt Construction overseeing the seven servicing crews currently on site. "David is doing a great job of managing a very busy site and all the team are working hard to complete the work," explains Rob. The sales offices opened in the fall and homes will be under construction this summer.

Tomlinson has been heavily involved from the very start of the project. "One of the benefits Tomlinson brings is in value engineering," says Steve Grandmont, Chief Operating Officer, Richcraft. "They don't just look at a drawing and give a price. They bring their experts and suggest how to do things differently to save money and time. Their resources, diversification and knowledge, like soil conditions for example, is invaluable when doing underground services. It's not something that's typical of a construction company."

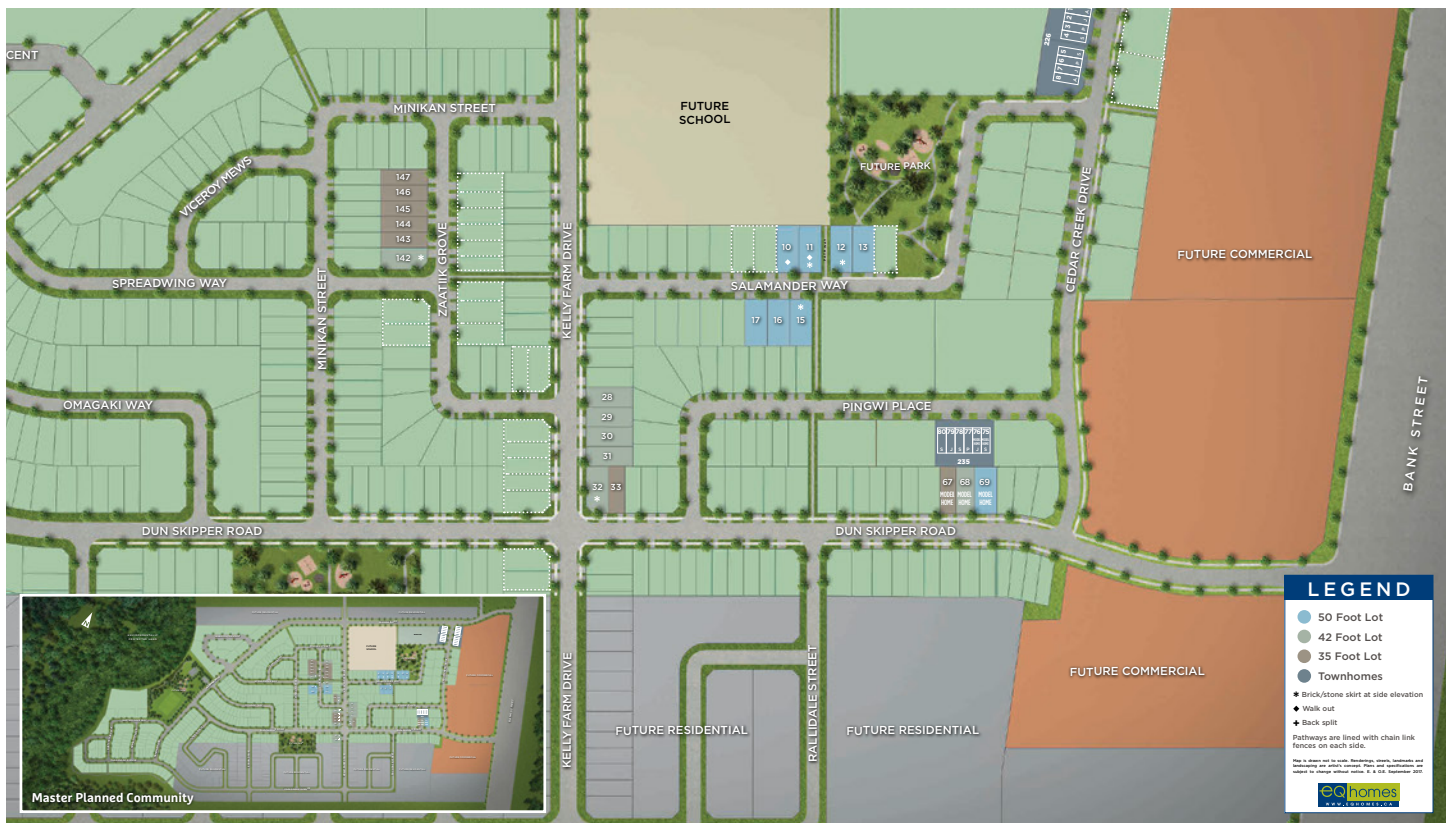
The project has not been without its challenges. One such challenge was in the planning approval. The team had to investigate and create a proposal for the removal of native Butternut trees. Throughout the process, Tomlinson has worked closely with Richcraft and its other partners to keep the project on track. "Everyone thinks alike," says Steve Grandmont. "No-one is greedy, everyone respects each other, and everyone's opinion is heard."

Tomlinson's excellence and work ethic have not gone unnoticed by its partner. As Steve Grandmont explains, "Tomlinson is one of the biggest firms in their field in Ontario. They mean business! They have been proactive from the beginning and every division makes sure we get the best service in the city, from granular to trucking and heavy machinery. One of the things I particularly value is the genuine customer relationship they build with all their partners. The leadership of people like Kevin Cinq-Mars is priceless and his friendly approach filters through the whole company. The effort they make is something special!"

"Richcraft understands the housing market, the land development process, and this expertise dovetails with our knowledge of land development and servicing," says Rob. "We are convinced this project will be a success and we look forward to more successful partnerships with Richcraft in the future."







# PROJECT BEDROCK

## PROJECT BEDROCK GOES LIVE

On April 2nd, Phase 1 of Project Bedrock – our SAP ERP implementation - went live for Ontario Trap Rock, Ottawa Greenbelt Construction and Tomlinson Ready Mix!

To get Phase 1 live we have involved a substantial number of full-time and part-time project resources including 36 Tomlinson employees and 70 consultants working to provide the best SAP solution for Tomlinson. The team has been working hard to integrate the system for the initial business units, and to ensure its quality we've completed almost 600 formal test cases as part of the preparation process.

A system of this magnitude cannot be successful if we do not appropriately train our resources to use it. To make sure the Tomlinson employees were ready on day one, the team created and delivered almost 50 different courses to 200+ employees between March 9th and March 29th, 2018. Post Go-live training is being delivered in April and May.

Training was designed to present manageable pieces of learning, focused on clear objectives related to task completion. User-friendly training material will be available for all end users that will provide step-by-step instructions and screen shots for support material during and after go-live.

For the Tomlinson Project Bedrock Team, they will focus on post go-live support and will take a little bit of a break before getting ready to ramp up Phase 2.

Look forward to more information on how the Phase 1 implementation went and a preview of what to expect in Phase 2 of Project Bedrock. Thank you again to all of those who have been involved to date.

Should you have any questions or comments, please do not hesitate to reach out to [ERPTeam@tomlinsongroup.com](mailto:ERPTeam@tomlinsongroup.com)

# SEVENTH HEALTH AND SAFETY AWARD FOR 750,000 HOURS ZERO LOST TIME INJURIES

On February 6th, 2018, Tomlinson earned the IHSA's (Infrastructure Health and Safety Association) President's Award for accumulating and surpassing the required total of 750,000 employee hours worked from August 9, 2016 - March 31, 2017 without incurring a compensable injury. This is Tomlinson's seventh President's Awards from IHSA. It recognizes R. W. Tomlinson's commitment to safety, a large division which includes aggregate/ trucking/ asphalt plants/ garage/ City and Highway Civil operating units. "May I take this opportunity to offer my personal congratulations to you and your entire staff for continuing to perform injury free," said Enzo Garritano, President and CEO, Infrastructure Health and Safety Association.

As Chris Keeping, Director of Health and Safety, explains, "We are delighted to have received our seventh President's Award from IHSA. At Tomlinson, safety has always been and always will be a Core Value. We continually invest in the right training, resources and assessments, and every member of the Safety Team strives to ensure that all our workers go home the same way they came to work, each and every day."

The IHSA President's Award is given to any firm for 250,000 hours worked without a lost-time injury. IHSA offers skills-based training, auditing, and evaluation to companies in construction, surface mining, utilities and transportation. It is recognized by the Ministry of Labour, the Ministry of Transportation, the Ministry of Training, Colleges and Universities, and the Workplace Safety and Insurance Board as designated trainers and consultants.

# TOMLINSON RECEIVES IHSA

**PRESIDENT'S AWARD**  
FOR 750,000 HOURS ZERO LOST TIME INJURIES





# **TOMLINSON RAISES \$13,888**

## **AT YOUTH SERVICES BUREAU SLEEPOUT 2017**

On Nov 30, 2017, a dedicated team of ten Tomlinson employees braved the elements and spent the whole night outdoors at The Stadium at TD Place, Ottawa. The reason? The annual Youth Services Bureau of Ottawa's SleepOUT for Youth. The Tomlinson team was the second highest performing group, raising \$13,888 towards the YSB's total of nearly \$240,000. The proceeds will go towards providing critical housing solutions for homeless youth, as well as programs to reduce youth homelessness in Ottawa. "Thank you to everyone from Tomlinson who participated in and donated to this year's YSB SleepOUT," said team captain Angela van Galder, Tomlinson Environmental Services Ltd. "This is just one example of the generosity of all our employees. Because of the team's dedication and with a generous donation from the Tomlinson Family Foundation, we were able to raise an

incredible \$13,888! We are ecstatic! We are already discussing fundraising for 2018. We look forward to a larger team and to hopefully raising even more money."

This year, the overnight event included performances by local musicians, a campfire, hot beverages, and a photo booth. It was concluded with a morning address by local community leaders. The initiative, in existence since 2012, was created to call attention to the realities faced by well over 1,000 young people who find themselves homeless in Ottawa each year. All funds raised go to support programs and services for homeless youth offered by YSB. Last year close to 600 people in Ottawa participated, raising more than \$250,000. Since its introduction, SleepOUT has raised over \$500,000 to end youth homelessness in Ottawa.



**LEFT TO RIGHT** Kevin Cinq-Mars, Mary Theresa Gelineau, Tracy Charlsey, Angela van Galder, Sherry Harding, Milissa McDowell, Melanie Brennan, Sophie Carrier, Briar Sullivan, Alexandra Donovan.

# NCHCA CELEBRATES 40 YEARS

The National Capital Heavy Construction Association turns 40 this year. Since the early days, Tomlinson has been heavily involved in this instrumental organization, with several staff members having served as Past Presidents. We hear their perspective on NCHCA.



Forty years ago, I was involved in the steering committee group that took part in amalgamating two existing associations – The National Capital Road Builders Association and the Ottawa Sewer and Watermain Association – into what is now known as the National Capital Heavy Construction Association (NCHCA). At the time, the belief was that this new association would be stronger and more powerful in leading our industry into the future. We now see that this vision has played out very successfully over the last forty years.

I was a member of the NCHCA board for many years, and hope that I have been able to be helpful in the growth of our industry and the initiation of new ideas. I served as NCHCA President during the 1983-1984 term. One of the big issues of the term was the political lobbying required to decide on a location for the future Highway 416 entry into the City of Ottawa. We were successful in our efforts.

Our association has made many changes over the last forty years, but still many of our members have been able to work together, party together, and make life-long relationships in a common goal and dedication to the growth of our industry.

Hoping that our association will prosper in the next forty years, and that the new generation will have the privilege to participate and keep our industry the respected identity that it is today.

**BERNIE INGIMUNDSON**  
Senior Advisor, Greenbelt Construction Limited



I was a member of the NCHCA Board of Directors from 1996 until 2001 and served as the NCHCA President during the 1999-2000 term. Having attended NCHCA functions for many years before joining the board, it became quickly apparent that the association was a whole lot more than a bunch of contractors socializing on the golf course, curling rink or a dinner/dance. The board brought together industry leaders to collaborate on trying issues of the day in an effort to move the bar forward in a world of constant change. Job specifications, fair tendering practices, budget impacts from recent provincial downloading, pay assurance, fairness is a two way street, contractor evaluations, amalgamation, and Y2K all were flavor of the day topics in those years. It was an honour to be at a table to carry on from our forefathers with the caliber of leaders who were giving of their time and experience to shape the industry as we knew it and for the new century ahead.

**DAVE READ**  
General Manager, Industrial Waste Division



I was a member of the NCHCA Board of Directors from 2005 until 2011 and served as the NCHCA President during the 2009-10 term. My time on the board allowed me to work with my peers to support and improve industry relations. We worked very closely with the City of Ottawa to improve specifications, processes and communications. We also instituted the first Heavy Construction Trade Show to the Ottawa area, with a dual goal of increasing construction awareness and attracting people to the Heavy Construction Industry. This initiative has transformed into the current NCHCA/City of Ottawa Construction Education series. My time on the NCHCA Board also helped me develop industry relationships and leadership skills that are relied upon on a daily basis.

**TIM VIZENA**  
Vice President, City Division

**1983 – 1984**  
Bernie Ingimundson

**1998 – 1999**  
Paul McCarney

**2004 – 2005**  
Ron Tomlinson

**1992 – 1993**  
Bill Tomlinson

**1999 – 2000**  
Dave Read



## OVER THE YEARS THE NCHCA HAS BECOME THE VOICE OF OUR INDUSTRY.



My tenure on the NCHCA Board of Directors was from 2007 to 2013 and I served as President in 2010-2011. My experience on the Board was very rewarding. During my tenure as President, we worked hard at lobbying with the City of Ottawa to stimulate ongoing investment in infrastructure works such as the Terry Fox and Hunt Club extension, Hazeldean Road widening and the Barrhaven transitway to name a few.

The NCHCA partnered with Algonquin College in terms of developing accredited training and professional development courses for road builders, aggregate producers and sewer and watermain contractors. During my tenure as President, we had a municipal election and a budget and we were busy meeting with prospective councillors and mayors to stress the importance of investment in existing infrastructure. Attending liaison meetings with the City of Ottawa was a valuable experience and I dealt with many issues such as groundwater management. It also gave me a different perspective and insight into some of the issues facing other contractors outside the realm of sewer and water.

**LYALL STEELE**  
**Greenbelt Construction Limited**



I was fortunate to serve as a director of the NCHCA from 2010 to 2016 and as President of the Board in 2014-2015. The key focus during my term as President was the announcement by the City of Ottawa that they would be implementing the Vendor Performance Management System (VPMS). We worked closely with the City to be heavily involved in the development of the framework that is now, in 2018, being used for the evaluation of Best Value tenders.

The NCHCA is a relatively small association that has a very large involvement and reach within the National Capital area, particularly with the City of Ottawa. It was an excellent experience to have been involved with the process of working not only to help the NCHCA be very involved with the VPMS, but also as an active member of the specifications committee to ensure ongoing improvement of City of Ottawa Standards. Most of all, I am proud to have been part of an association that brings competitors together who put aside partisan differences with the common goal of improving our industry.

**IVAN LEVAC**  
**Assistant Manager, City Division**



I joined the NCHCA Board in 2010 as a contractor representative for another road building company. At the time, I really had no idea what the Board was all about, but I quickly learned how effective we were in liaising with the City of Ottawa and seeing positive changes for our industry. It also provided an excellent networking opportunity for me to gain knowledge about the Ottawa market as well as meet some great people representing some great companies. I chaired a few of our committees and eventually was put on the Executive Committee in 2014. I became President in 2016 and the main focus during my tenure as President was on dedicated infrastructure spending from the City, in order to start closing the infrastructure deficit gap. In my address to the City Transportation Committee I planted the seed for council to consider a dedicated Infrastructure Levy, which received quite a bit of support and publicity from various news feeds. It will be interesting to see if any challengers for the Mayor's seat runs with this in their platform this summer. I certainly value the time I spent on the board, it was very informative and highly interactive, and it provided me with a venue to meet and create relationships with many people I otherwise would never have met.

**KEN MCINTYRE**  
**Manager, Contracts**

**2009 – 2010**  
**Tim Vizena**

**2014 – 2015**  
**Ivan Levac**

**2005 – 2006**  
**Dennis Colautti**

**2010 – 2011**  
**Lyall Steel**

**2016 - 2017**  
**Ken McIntyre**

## TOMLINSON TEAM MEMBER SUPPORTS OSEG FOUNDATION FOUNDING DONOR CAMPAIGN

**Tomlinson's Senior Vice-President, Paul McCarney, is one of 25 founding donors supporting the new Ottawa Sports and Entertainment Group (OSEG) Foundation and helping to raise \$1.25 million. The Founding Donor Campaign was announced during Grey Cup Festival week in November.**

The project began in September, and in just a few short months the original goal of 20 Founding Donors – each committing \$50,000 – grew to an impressive list of 25 community and business leaders. The funds raised through the Founding Donor campaign will be put to work in our community, ensuring that children and youth have the opportunity to benefit from sport and sport development.

“By investing our donor dollars where they will have greatest impact, we will be working to ensure a level playing field for all children and youth in our community,” explains Janice Barresi, OSEG Foundation Executive Director. “Our efforts will help increase accessibility, provide safe spaces for sport and offer programs and services that mentor key volunteers.”

Other key Founding Donors include Minto Group, Trinity Developments, and Shenkman Corporation. In celebration of the tremendous success of the campaign, the 25 Founding Donors were invited to attend a Grey Cup VIP Reception hosted by CFL Commissioner Randy Ambrosie and a VIP Tailgate Party in the Aberdeen Pavilion.

“We are delighted to be part of this exciting group of Founding Donors,” said Paul McCarney. “We can identify with the mission of the OSEG Foundation – providing youth the opportunity to benefit from the power of sport. We already have a long and established relationship with OSEG, in particular executive chairman Roger Greenberg (Minto Group), and business partner John Ruddy (Trinity Developments). We respect how companies like these invest in our city, and we value our working relationship with them, past and present.”

Tomlinson has a strong partnership with Minto and Trinity. Trinity purchased 30 acres at Citigate, which they have developed into a retail area called Trinity Common, and many Tomlinson business units are doing business with Minto presently. Tomlinson completed approximately \$13M worth of work at the Lansdowne site over a 2 year period including:

- Excavation and backfill for the new structures, including water management
- Mechanical trenching and backfill for the new structures
- Site services using Taggart
- Excavation and backfill for the numerous communication and power duct banks across the site
- Excavation and backfill of the sports field
- Asphalt placement for the sports field
- Site grading for the remainder of the site including the south and east side berm, as well as all the subgrade preparation for the landscape features above the parking garage



Henry Burris and Paul McCarney





## VIDEO SHOWCASE

Watch this news clip from CBC Ottawa about **our new asphalt roller** which will increase the longevity of pavements, thanks to the “Professor of Pavement’s” findings:

<https://youtu.be/E1tZmzH6leM>

# SUPPORTING MENTAL HEALTH PROGRAMS

With recent media coverage and concerns about teen mental health and substance abuse, many Tomlinson employees continue to support several initiatives in the city.

## KALEIDOSCOPE OF HOPE GALA

Kevin and Sara Cinq-Mars, along with Paul and Suzanne McCarney attended the very successful gala, held at Brookstreet hotel, Friday February 9, 2018. The goal was to raise awareness and funds for local youth facing addictions and mental health issues. The fundraiser was founded in 2011 by event planner Sharon House, owner of Avant-Garde Designs, and her husband, Tony House. This year, there was a particular focus on substance abuse education, prevention and treatment. The monies raised were given to the Youth Services Bureau's walk-in clinic, the Ottawa Senators Foundation's support of project step, and We the Parents' mission to educate and advocate for youth and families struggling with drugs and alcohol. Kevin Cinq-Mars is on the board of both the Ottawa Senators Foundation and the Youth Services Bureau.

Even at \$200 a ticket, there were nearly 500 attendees - a wonderful turn out. It was a winter-themed soiree, with a winter-white decorated corridor, a performance from the Forward Dance Academy, figure skaters, and Mellow Dee (Dwight Roan Grant) singing on piano. Retired RedBlacks quarterback-turned-television host Henry Burris was one of the MCs, as well as his colleague Annette Goerneryouth. Youth volunteers all wore "This Is Me" black T-shirts.

## HOPES RISING CAMPAIGN

Sara Cinq-Mars continues to fundraise and support this campaign. It is a \$5 million campaign to enhance and improve mental healthcare for a rapidly growing number of adults and families, offered out of the Queensway Carleton Hospital. She is co-chair, along with city councilman Allan Hubley, of the Hope Blooms fundraiser on May 24th, 2018 at Saunders Farm.

Ten Ottawa City Councillors have also announced a goal to raise \$500,000 in support of the Hopes Rising Campaign, calling themselves Ambassadors Raising Hope. They have held various events across the city, including fundraisers at Big Rig, Biaggios and even a charity bed race on the canal over the Family Weekend.

## THE ROYAL'S INSPIRATION AWARDS GALA

On Friday March 2nd, 2018, Emily Pierce, Rob Pierce's daughter (VP Planning and Development) was the youngest member to receive an award at the Royal's Inspiration Awards Gala. At just 16, she was presented with the Royal Ottawa Youth Inspiration Award by Brent Strachan from Minto. The annual gala honours individuals for their contributions to mental health advocacy and awareness. Since her struggle with mental illness and her treatment at the Roberts Smart Centre, Emily has become a vocal advocate for mental health at her school, and volunteers with the Roberts Smart Centre annual fund-raising golf tournament, which is co-title sponsored by Mattamy Homes and Tomlinson. She well deserves this award, for breaking the stigma associated with mental illness, and encouraging conversation on the topic with youth. Special guests included honorary patron Margaret Trudeau, joined by her daughter Ally Kemper. The 15th annual event, held at the Delta Ottawa City Centre, also raised a record-breaking net total of \$469,000 for the Royal Ottawa Foundation for Mental Health.

## TAKE A LOOK AT THIS INSPIRING VIDEO ABOUT EMILY'S STORY:

<https://www.youtube.com/watch?v=lv5R1Ur9za8&feature=youtu.be&app=desktop>



Photo courtesy of Justin Van Leeuwen.



## TOMLINSON FAMILY FOUNDATION DONATES \$18,612 TO SCHOOL BREAKFAST PROGRAM

On March 8th, 2018, Cindy Tomlinson Keon presented a cheque for \$18,612 to the School Breakfast Program. This represents an incredible \$9,306 given by employees via the Toonie Bar program at the 2017 Christmas parties, generously matched by The Tomlinson Family Foundation.

The Ottawa School Breakfast Program ensures that children in need have access to a healthy breakfast in a safe, supervised environment, to help each child start their day ready to learn. Thanks to the program, more than 13,500 Ottawa children in 189 schools begin each school day with a nutritious meal.

"We're delighted to support the School Breakfast Program again this year," said Cindy Tomlinson Keon, President of the Tomlinson Family Foundation. "It is a fantastic cause, which helps thousands of students make significant improvements in learning, school attendance, behaviour and self-esteem. I want to thank all of our employees who always contribute so generously to the Toonie Bar program. You're making a difference in our city."

The Tomlinson Family Foundation aims to contribute towards and support local communities, and foster charitable works that build and strengthen these communities. Under the leadership of Cindy Tomlinson Keon the Foundation leverages the company's tradition of charitable giving by encouraging participation from employees, suppliers, service providers and other organizations and individuals with whom they work. The goal of the Foundation is to support a wide range of organizations in an effort to serve the needs of the community.

Since 2012 The Toonie Bar program, matched by the Tomlinson Family Foundation, has raised thousands of dollars benefitting local non-profit organizations, including: DFID; the YMCA; the School Breakfast Program; Hospice Care Ottawa; and Roger Neilson House.



**LEFT TO RIGHT** Toby Windsor, Ryan Keon, William Keon, Emily Keon, Cindy Tomlinson Keon, Carolyn Hunter School Breakfast Program, Brian Chiasson VP, Heather Lawson Principal

## TOMLINSON SPONSORS RECORD-BREAKING EVENT AT MADDY'S GALA

Richard Duguay (Business Development, Asphalt & Aggregate Divisions) and his wife, Coco, represented Tomlinson at the 11th annual Maddy's Gala on Saturday February 17th, 2018 at Brookstreet Hotel. The gala, founded by Dean and Jeanine Otto following the loss of their seven-year-old daughter to a brain tumour, raises funds for Roger Neilson House, the pediatric palliative care home located at CHEO. The event smashed expectations by raising well over \$100,000.

The Duguays invited multiple Tomlinson customers to join them at their table. Amongst them were Laura and Giuseppe (Joe) Maniaci from Bytown Paving. The event was also well supported by many Ottawa Senators players. "This was a wonderful event for a great cause and we were delighted to be part of this record night," says Richard. "Having all the Ottawa Senators and their wives sitting around our table made it a memorable one for our guests/customers sitting at the Tomlinson table."



**LEFT TO RIGHT** Richard Duguay, Coco Duguay, Laurie Maniaci, Giuseppe Maniaci  
Photo courtesy of Ottawa Business Journal.

# 2018 Tomlinson Fantasy Hockey Game

By Rich Duguay

On Wednesday March 7th we hosted our 6th Annual Fantasy Hockey Game at the Canadian Tire Centre. Seems like yesterday that Kevin Cinq-Mars suggested we invite some customers out to play some "shinny" at Scotiabank Place. Six years later, we have created an experience for our customers and partners to remember and cherish for a lifetime.

The past two years we were fortunate enough to have two former NHL players come and play as our Honorary Team Captains. One of them being the longest serving player in Ottawa Senators franchise history (1,179 games), Chris Phillips.

Our attention to detail and first class treatment of the players is evident in the smiles, reactions and comments that we continue to exceed their expectations in creating a real NHL Game experience and lasting memories.

*"Thanks again for inviting me to this event. It was one of the greatest moments of my life. I will never forget it!"*

*- Joshua Laginski, V.P. @ Frecon Construction*

*"Thanks for putting on a great event. Awesome experience and had a chance to meet a lot of great guys."*

*- Chris Verrilli, CFO @ Colonnade BridgePort*

*"Thank you for a truly memorable day & for all the extra effort you went to to make my birthday special. You are indeed a Class Act!"*

*- Doug Burnside, President @ Dolyn Developments*



The Game and Post-Game Reception have become a popular event within the Eastern Ontario and Ottawa construction industry. We had customers fly in from Toronto, even a customer who flies back from Florida just to participate and then heads back to continue his holiday.

This latest event was one of our best yet. Many expressed interest in coming back next year, which speaks for itself. Such an event, much like any project or hockey game, takes a Team effort in preparation to execute, with vision and focus on exceeding expectations. This collaboration and Team effort from various divisions within the Tomlinson Group of Companies is a main reason the 2018 Fantasy Hockey Game was a big success. **THANK YOU!**



## 2018 Tomlinson Fantasy Hockey Game

*March 7th - Canadian Tire Centre*



# STANTEC CHARITY HOCKEY TOURNAMENT

By Ross Lavallee

This year Tomlinson had three teams in the 20th Annual Stantec Charity Hockey Tournament on February 7th, 2018. In total we had approximately 48 of our employees that had taken part in this event. Although we didn't come home with any trophies, everyone had a good time. I've had so much positive feedback from so many of this year's players on how they couldn't believe what Tomlinson does for their employees. Now that we know of the talent we have we will regroup and put a little different look on next year's teams and be back to win all three divisions.

"Stantec would like to extend a BIG THANK YOU to Tomlinson for its support of the 20th Annual Stantec Charity Hockey Tournament.

We are very proud to announce that we have raised over \$36,000 this year for the Boys and Girls Club Camp Smitty.

This year's division champions were:

**Floval Division A** – Stantec Aces

**Maxxam Division B** – Cinanni Rockslingers

**Trinity Division C** – Paracel Labs

**Paracel Division D** – Cavanagh Crushers

Without the support of participants like you, this tournament would not exist."

— Stantec



# HOPE Winterfest Volleyball

Tomlinson's HOPE volleyball team at the 2018 Winterfest, March 10th



**FIRST ROW:** Holly Black, Phelicia Servais, Milissa McDowell, Ross Lavallee, Mohamed Shoir, Tracy Paul, Dawn House, Melanie Sayeau and Waldemar Santos

**SECOND ROW:** Dawson Stanley, Jesse Noonan, Brendan Mudd, Ryan Parker, Dominic Clarke, Andrew Karam, Kenny Feeny, Melanie Brennan, Wade Ennis, Stephan Belanger, Perry Lafreniere and Mitch Jackson

## SKI FOR KIDS 2018

*By Wade Ennis, Assistant Controller, Treasury*

February 16th, 2018 was another great Ski for Kids Day this year as \$455,000 was raised for CHEO and The Children's Aid Foundation of Ottawa. People gathered on the slopes of Mont Ste Marie for the 28th annual event where Tomlinson was a Black Diamond Sponsor.

Our team of Stephan Belanger (TRM Sales), Jehad Mankal (Heavy Civil PM/Trillium bid team), Ted Sewell (Proposal Writer and Estimator) and myself had a great time and ran into a number of people we knew in the industry.

On behalf of the team, I would like to thank Tomlinson's management team for sponsoring us and enabling us to participate.

It was great speaking with Derek Noble from Huntington Properties (Co-Chair of the Organizing Committee) about his vision for this event in the future. He is aiming for even bigger attendance, more money raised and adding live music.





# MAYOR'S ANNUAL CHRISTMAS CELEBRATION

## ANOTHER HUGE SUCCESS

On December 9th, 2017, Tomlinson was once again an Evergreen sponsor for the Mayor's 17th Annual Christmas Celebration. It was a memorable event, with an outstanding attendance of more than 8,000 residents. As well as over 770 pounds of non-perishable items, more than \$740.15 were collected for the Ottawa Food Bank. Held from 2:00 pm - 6:00 pm on Marion Dewar Plaza, activities included roasting marshmallows, Christmas songs around campfires, ice skating on the Sens Rink of Dreams, BeaverTails and live entertainment, including Le Groupe SWING. There was also a visit from Santa and Mrs. Claus, horse-drawn wagon rides on the downtown streets surrounding City Hall, as well as craft in Santa's Workshop, hot chocolate, cookies and fresh fruit.

"Tomlinson was happy to support the City in this event," said Rob Pierce, Vice President, Planning and Development. "Not only were residents able to enjoy free winter activities, but we are proud of the vital support raised for the Ottawa Food Bank. It was also a great opportunity for us to mix with other leading corporate donors, many of whom we work with."

**SAVE THE DATE:** Tomlinson employees and families: put this year's event in your calendar! Saturday December 8th, 2018.





# TOMLINSON ATTENDS INDUSTRY NIGHT AT CARLETON UNIVERSITY

On February 6th, we participated in industry night with Carleton University. The event was hosted by the Canadian Society for Civil Engineers, which provides support and resources to all students in the engineering department at Carleton.

Adam Hendriks represented Tomlinson by giving a speech to all of the students about some of the exciting projects we are currently working on and the great team we have.

**"I was really proud to stand up there and talk about all of the great things that our company is doing. It was also great to meet all of the young engineers that were excited about the prospects for their careers. They were very excited and keen to get started. I hope that we'll be able to attract some of them to our company."**

**— ADAM HENDRIKS**

*General Manager, Greenbelt Division*

This successful event provided the opportunity to spend time with the students one on one to discuss their future career goals and what Tomlinson has to offer. Many students were surprised by our diversity, they had no idea we had so many different divisions.



## ALGONQUIN COLLEGE CAREER NETWORKING FAIR!

The team was proud to attend the Algonquin College Career Fair on February 13th. This was the largest on-campus recruitment event at Algonquin for 2018. It caters to full-time, summer, and co-op position for students and graduates.

Tomlinson was one of approximately 70 employers to attend the event. We received a great response from applicants. We had anticipated about 200 students would visit our booth, but were pleased that almost double that amount came by.

Many students dropped off their resume along with their cover letter indicating what type of position they are looking for. We were able to present them with information about Tomlinson and discuss the variety of opportunities that we have to offer. Students were intrigued by our new office building on Citigate and were thrilled that it is going to be accessible by public transport.

A high number of applicants were seeking either a co-op or a summer student opportunity. Tomlinson collaborates with Algonquin for the Construction Engineering Technician co-op program for both our Heavy Civil and City & Commercial teams.

We actively seek co-op students to work during the 4-month summer program that runs from May until the end of August.

The event was a great success. We were able to talk to students from the Ottawa area and those new to the region about Tomlinson and the diversity of our company. We are looking forward to attending the event next year, and down the road working with the co-ops and graduates!

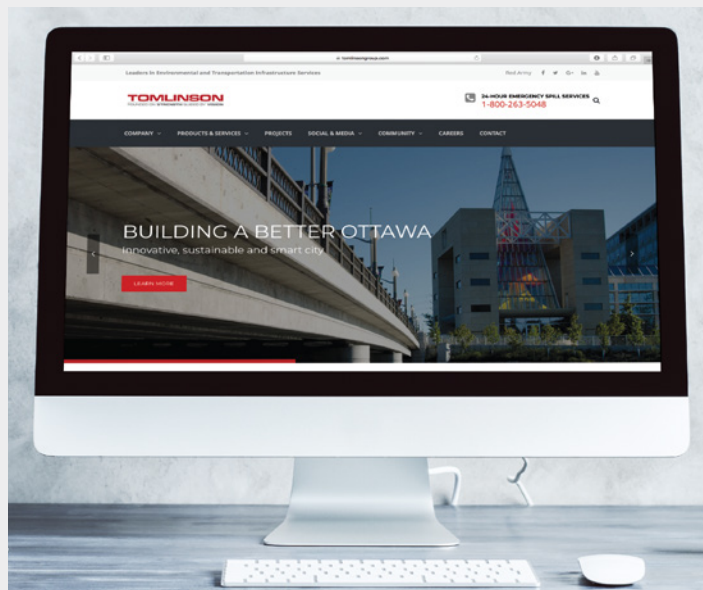




# NEW WEBSITE SHOWCASES TOMLINSON'S COMPREHENSIVE RANGE OF SERVICES

Following an in-depth process of consultation and design, Tomlinson's new website was launched at the end of December. Thanks to the new layout, visitors can see at a glance Tomlinson's large range of integrated services, with every division highlighted. The messaging is clear and strategic, positioning Tomlinson as a leader in Ontario for both Transportation Infrastructure and Environmental Services. On the home page and throughout the site, there are an impressive number of case studies which support the message of Tomlinson's strength, knowledge and experience in the industry. The home page also highlights partnerships, the Tomlinson Group of Companies, and our environmental achievements.

As well as clear messaging, the site has stronger, modern branding, reflecting the kind of company we are. The navigation was carefully thought-through to ensure an intuitive experience for the visitor, while pointing to all the Tomlinson divisions. Visitors are encouraged to engage with Tomlinson throughout the site, with calls to action and links to complimentary services. There is a page dedicated to social media, news, and Tomlinson Times. As well as the branding and messaging, the site has been designed to be robust, responsive, and optimized for search engines.



**CHECK IT OUT AT: [WWW.TOMLINSONGROUP.COM](http://WWW.TOMLINSONGROUP.COM)**

## TOMLINSON'S NEW ONLINE STORE

Tomlinson is excited to have launched its online store! Tomlinson offers a broad selection of services and products for Ottawa residents to easily rent and purchase at store. [tomlinsongroup.com](http://tomlinsongroup.com)

Included in the many services are portable toilets, hand washing stations, as well as shower and washroom trailers – great for backyard parties to large special events. Also available are Tomlinson dumpsters for residents looking for appropriate waste and recycling containers for all types of home construction, renovation or clean up projects.

For environmentally-conscious residents, Tomlinson offers the convenience of easy disposal of all types of construction waste. Customers can use just one recycling container that will be managed by the Tomlinson Waste Recovery Centre. Launched in 2016, this Centre recycles approximately 80% of the waste materials received. A wide selection of concrete and aggregates products are also offered to provide residents with high quality materials for construction, landscaping and paving projects – and delivered right to their door! Agricultural businesses and farmers will find products from the Waste Recovery Centre available in the online store including; rubble (2inch minus) for fill and foundations for barns and outbuildings as well as clean, recycled wood shavings for animal bedding. Both products can be picked up at the Centre or delivered.

Customers will be able to easily, conveniently and securely order and pay online for all purchases and rentals of products and services from the Tomlinson Online Store.



## UNIQUE ROLE

### Bill Welch, Operations Manager, Dufresne Piling

Following the recent acquisition of Dufresne Piling, Bill Welch has joined Tomlinson as Operations Manager, Dufresne Piling. In this role he brings a unique perspective to the team, thanks to his extensive experience in piling and shoring.

#### A STRONG COMPANY REPUTATION:

Following an Engineering degree at Carleton University, Bill joined Dufresne Piling in 1985. He started out as a junior estimator while also performing project coordinator duties. By 1994 he was lead estimator along with being the project manager, gaining more and more responsibility and experience with each year. With over 30 years' experience in the industry, he has worked on just about every type of piling and shoring project.

"Dufresne has always specialized in deep foundations, as well as more complex excavations for buildings, and institutions like hospitals, universities, colleges. Where we seem most at home is in the downtown core," explains Bill. "There were challenges along the way of course, but we've built a reputation for quality workmanship, and the ability to tackle any job and get it done successfully."

It was this reputation which led to the company being selected to work on the West Block Rehabilitation Project on Parliament Hill, which began in the spring of 2013. With that project wrapping up, the division is in a strong position to build on that experience as it hope to take on the Centre Block Rehabilitation.

#### EXTENDED CAPABILITIES:

By the summer of 2017 Tomlinson and Dufresne Piling had had many opportunities to cross paths in Ottawa's busy construction industry, and Tomlinson had seen evidence of this strong reputation. Dufresne had a skill set which complemented Tomlinson's heavy civil and city divisions, offering the possibility of expanding Tomlinson's capabilities and providing customers an even more complete package. Kevin Cinq-Mars approached then-owner, Trey Graham and very quickly Dufresne became part of Tomlinson.

"The acquisition gives everyone access to a broader set of capabilities," says Bill, "and we'll be able to bid on larger projects. For Dufresne, the West Block Rehabilitation Project was our largest undertaking as a company by a significant amount. Now that we have access to more resources, we'll have the man power for larger projects."

There are benefits of efficiency too - for Tomlinson and the customer alike. "It is much easier to coordinate every aspect of a project when you have all the capabilities in-house. There's no need to bring in outside contractors.



"You have a smoother, more efficient project and you can guarantee quality work." Dufresne also operates a small sewer and water crew, so Tomlinson has the option to provide a unionized crew when required.

#### INTEGRATION:

As Operations Manager, Bill is responsible for the day-to-day operations of Dufresne, ensuring there is enough work and that the division is running as close to capacity as possible, while maintaining quality. He offers a unique perspective on construction projects – one focused on his knowledge and experience in piling and shoring. Bill brings a detailed understanding of the ground conditions in Ottawa, having worked at significant depth through years of deep foundation work.



This will be beneficial when bidding, planning and managing heavy civil and city projects.

Since joining Tomlinson, Bill has been liaising between Tomlinson and the new staff members during the transition. There is more formalized reporting, and a more detailed process to follow than with a smaller company. The Dufresne employees will be located at THE CORE. "I'm excited about the integration," says Bill. "On a practical level, it's great to have everyone in the same location.

But more than that, Tomlinson only buys companies it wants to invest in. This is a great opportunity for us to expand our capabilities and take on new methodologies. For example, we've seen more and more use of Secant walls for shoring in Toronto and I'm sure we'll adopt that technique in the Ottawa construction industry in the near future. Having this team behind us means we can take on that exciting challenge."

# TOMLINSON UNIVERSITY

## A STUDENT'S PERSPECTIVE

Sherry Harding shares with us the benefits of Tomlinson University.



Sherry Harding joined Tomlinson in 2016 as the Accounts Receivables Supervisor. During her tenure, she has taken a number of courses available through Tomlinson University. With a staff of five direct reports, Sherry's course selections tend to focus on developing her leadership skills.

Sherry has taken part in Leading and Delegating, Excelling as a Supervisor and is presently enrolled in The Fundamentals of Leadership (FLP). FLP is a partnership program with Algonquin College, where students attend a 10-day program, which is delivered in three parts. Students typically take the courses over a two year period. Most of the courses are delivered at the Centurion Center, and soon many will be offered at THE CORE.

She feels she has gotten a lot out of taking these courses, and finds some of the tools that are provided have assisted her in growing as a supervisor. Sherry says, "I've adjusted my management style depending on which member of the team I'm working with, not everyone needs the same type of supervision and coaching". She has also learned how to help herself and her team with time management skills and working with the different personalities.

Sherry has enjoyed the courses she has taken through Tomlinson University and strongly encourages all employees to take advantage of the training that is offered. "I've gained a lot from the courses, not just from the instructors, but from the other Tomlinson students too. Sharing our ideas and challenges and best practices with each other is something that I can apply in my day-to-day work life."



# BURSARY WINNERS: UPDATE

We interviewed a couple of Tomlinson's recent bursary winners to see how the bursary has impacted them.



## MEGAN MACCASKILL

Megan MacCaskill is the winner of both the 2017/2018 seasonal and group bursary. She is currently in her third year at Ottawa University, completing a Bachelor of Health Sciences. Some of her favourite courses taken in school are Nutrition, Pharmacology and Biology. Megan has worked for the City Division for the past two seasons, as a flagger. Megan says, "it was awesome to be able to work alongside my dad."

While working for Tomlinson she became interested in the possibility of working in Health and Safety, specifically with policy development. Megan has always had an interest in construction, with her dad being in project management. After graduation, Megan sees herself working in the construction or government industry in Health and Safety.



## JACK DULMAGE

Jack Dulmage is one of the seasonal bursary winners for 2017/2018. He is in his final year at Trent University, where he is completing a Bachelor of Environmental Science/Studies. Jack enjoys the environmental consulting area of his program, where he can focus on laws and policies. He explained how Tomlinson is currently working on a project on his campus in Peterborough, which is exciting to see.

Jack has worked for Heavy Civil for the past three seasons, enjoying working for Randy Fequet. He was happy to have the opportunity to come back from school and work for Tomlinson for the past three summers. Jack enjoyed how everyday was different and you were never bored.

After graduation, Jack is keeping his options open and has hopes to return to Tomlinson to work with our environmental division. Jack believes Tomlinson is expanding in all of the right directions and is excited to see us continue to grow.





# NEW FACES AT TOMLINSON

ZHANG, YUE (EMILY) / WERELEY, AARON / WHITE, JASON A / BONISTEEL, CHRISTOPHER  
 RENAUD, CATHERINE / NETHERTON, JARED / HARRISON, ADAM Q  
 KLOC, NICHOLAS M / TACKABERRY, WAYNE / MACLEOD, LLOYD  
 PARISIEN, BRADLEY / DAWSON, REGINALD / MONDOUX, COURTNEY S  
 VANCE, STEPHEN A / BARTHOLOMEW, RORY / LEACH, ADAM  
 PRESLEY, CORY / HUPE, JOSHUA / COLL, RYLEY M / ST. JEAN, PATRICK / DION, SAMUEL  
 LANDER, CODY / BAIRD, DAVID / MACCALLUM, E. SCOTT / DE VRIES, BRAD  
 FELHABER, TINA / SAYEAU, MELANIE / STUBINSKY, HUNTER / GERVAIS, ERIC /  
 BANCROFT, EVAN / TOLL, TIM / GOODWIN, KEVIN  
 LAPORTE, KENNETH / ROBBINS, JAMES / PARSONS, CLINTON / DOBBS-ARMSTRONG, DANIEL  
 LANCASTER, MATTHEW / JACINTO, QUELI / SKREPNEK, JOSEPH / BLUNDON, STEVEN M  
 KNOX, ROBERT / CAIN, TERRY / BARR, BRADLEY / CONSTANZA, JUAN CARLOS  
 KLUKE, JESSE / WOOTTON, GABRIEL DONALD / CYR, DANIEL / WINDSOR, ZACH / EICHWALDER,  
 ADAM R / HAMOD, AHMAD (MARK) / HOLT, DAVID / FAUCHER, DANIEL / MACIVOR, CATHERINE  
 SMYGWATY, DAVID / LANTHIER, JASON D / NOORT, TIMOTHY D / KELM, KENNETH  
 WALKER, SIMON / RIOPELLE, JESSIE / TAMBASH, JOSHUA  
 DEMILLE, KIMBERLEY / LAMARCHE, ERIC / BOYCE, TODD / O'FARRELL, ROBIN  
 LABELLE, MARC / FITZGERALD, DANIEL G / GILCHRIST, TRAVIS J / LAFRAMBOISE, ALEX  
 WEILAND, DARYL / DUBEAU, COREY / LANCE, PATRICK  
 CHARLAND, MARK / ELBARSEIGY, EHAB / VERDOOLD, CHRIS / WHITE, CONNOR  
 VISUTSKI, KERRY / DUBEAU, TIMOTHY / ZAPPA, ANDREW M  
 STEELS, JASON / BAILEY, JOSHUA / WELSH, HARLEY K / MILLER, PAM / DUMOUCHEL, HENRI  
 BLONDIN, PAUL-ERIC / MAISONNEUVE, CHARLES RICHARD  
 TUCKER, KENNETH / BELEZA, RANDY / BEVINS, SCOTT / NAYSMITH, TRACEY / ROJO, CARLOS

# KIDS KORNER

**Unscramble**  
these words!

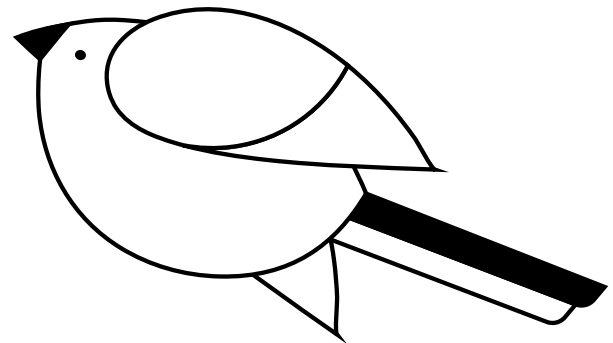
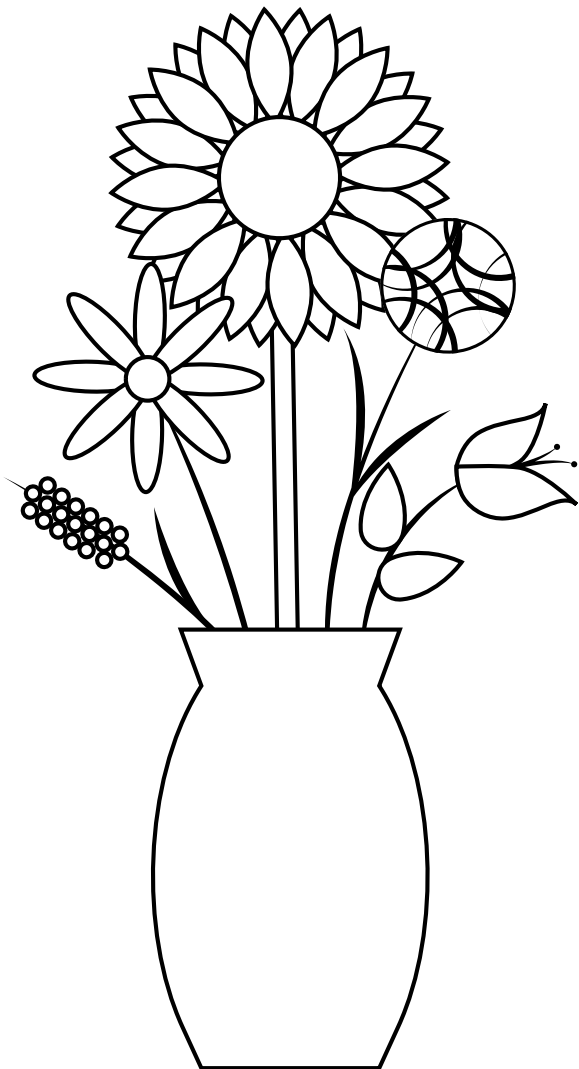
G P N S I R

— — — — —

U N S N Y

— — — — —

Show us your  
**colouring** skills!



Answers: Spring, Sunny