

SUMMER / FALL 2024

# TOMLINSON TIMES

CORE VALUE

**COMMITTED**

Building trusted  
relationships with our  
customers.



FOUNDED ON **STRENGTH** GUIDED BY **VISION**



## A MESSAGE FROM THE CEO

Our core value, “Committed,” is not just a word; it is the essence of our identity at Tomlinson, a promise that resonates through every facet of our operations.

Our dedication to excellence is evident in the way we approach sustainability, a commitment that extends beyond mere service offerings. We are steadfast in our mission to reduce our environmental impact, and this edition of the Tomlinson Times is a testament to that pledge. You will read about our proactive steps towards embracing environmentally friendly practices and our contributions to the circular economy, which have allowed us to minimize waste and emissions while fostering growth and collaboration.

The stories featured in this edition are a reflection of our commitment to not only meet our sustainability goals but also to assist our customers in achieving theirs. By rethinking traditional models and working closely with our customers, we have crafted tailored solutions that underscore our shared dedication to a sustainable future.

Moreover, our commitment is celebrated through the Core Values Challenge Coins program, recognizing individuals who embody our core values every day. This program is a symbol of our appreciation for those who go above and beyond, providing high-quality service, building strong customer relationships, and exceeding expectations.

As you delve into the pages of the Tomlinson Times, I hope you feel the same surge of pride that comes from being part of a team that is truly committed to its values and its people.

Ron Tomlinson, CEO



# CORE VALUES COMMITTED

**Providing high-quality service, building strong customer relationships, and exceeding expectations.**

In 2023, when discussions surrounding our company's core values began it was clear that our level of commitment was a reoccurring theme. Interviews with our employees, customers, and partners regarding their experiences with Tomlinson demonstrated our team's dedication to go beyond expectations and provide high-quality service to build stronger relationships.

This commitment goes far beyond our service offerings. We are committed to promoting sustainability in all facets of our business and reducing our environmental impact. To achieve this, we are taking proactive steps to embrace environmentally friendly practices and contribute to the circular economy. By implementing innovative strategies and technologies, we have not only minimized waste and emissions but also created new opportunities for growth and collaboration. Through these efforts, we are not only meeting our own sustainability goals but also partnering with customers to help them achieve their environmental objectives.

Circular economy is one of the key pillars of this environmental strategy. By rethinking the traditional linear model of production and consumption, the company is finding new ways to reduce, reuse, and recycle materials throughout its operations. This approach not only helps to minimize waste but also promotes resource efficiency and creates a more sustainable business model.

Furthermore, our commitment to sustainability extends beyond our operations to our partnerships with customers. By working closely with customers to understand their sustainability goals and challenges, we are able to create tailored solutions that meet their needs and contribute to a more sustainable future. Through collaboration and innovation, we are helping customers reduce their environmental impact and achieve long-term success.

As a team guided by core values of Growth, Driven, and Committed, Tomlinson is setting an example for the industry. As you continue to read through this edition of the Tomlinson Times you will hear about our dedicated team and their clear vision for a more sustainable future. You will also learn about the ground breaking ways we are leading the charge towards a greener, more environmentally conscious world.



[Click here](#) or [scan](#) to watch a video of Tomlinson Team members talking about their Core Values.



Pictured: our team removing any non-wood items from our Waste Recovery Centre belt on its way to be turned into reclaimed wood mulch.

# TOMLINSON

# SUSTAINABLE SOLUTIONS

## ON THE ROAD TO CARBON NEUTRAL

With a commitment to reducing the environmental impact of our operations, Tomlinson has been pursuing initiatives which contribute to the circular economy and enable us to partner with our customers to help meet their sustainability goals. Here is a highlight of some of our top sustainable solutions being utilized at Tomlinson and offered to our customers.

### CONSERVATION OF ENERGY AND EMISSIONS

#### LOW CARBON FUELS AND FLEETS **CNG**

With over 32 compressed natural gas (CNG) vehicles in our fleet we are reducing GHG emissions by approximately 30% compared to diesel. With eight more on order, we look to transition our complete environmental fleet to this renewable fuel source in the future.

We excited to be able to offer our partners, and the public, the infrastructure to fuel their fleet with our CNG fuelling station, expanding to 50 slow fill connections, and two fast fill pumps.



### RESOURCE RECOVERY

#### WASTE RECOVERY FACILITY

Our state-of-the-art institute makes it easy for builders, businesses, and homeowners to play their part in protecting the environment. Providing our customers with real waste diversion results.

Methane generation from organic decay is a significant source of greenhouse gas (GHG) emissions. Our wood diversion efforts alone, typically reduce landfill emissions by up to 40,000 tonnes of Carbon Dioxide equivalent each year.

### CONSERVATION OF ENERGY AND EMISSIONS

#### LOW CARBON CONCRETE

By integrating sustainable practices into our concrete production we have achieved a 10% reduction in carbon across all mixes in the last 4 years. Our Ready Mix Team can help you develop a low carbon budget for your next project.

See page 12 for more information on our concrete solutions.





## RESOURCE RECOVERY

### LADYBUG

Recognizing that we operate in energy (carbon) intensive industries, we have been working on a project that combines our decades of experience in recovering resources from waste streams with technology that can convert some of those resources to energy. We are currently converting an asphalt plant to use heat supplied by wood that is recovered from construction and demolition waste at the Tomlinson Waste Recovery Centre. By implementing this technology, we can displace natural gas with a low carbon energy source and reduce the carbon footprint of our asphalt and provide our customers with the option of using a lower carbon construction material.

COMING SOON



## RESOURCE RECOVERY

### LYSTEK

Lystek is a division of Tomlinson that specializes in biosolids and organics management solutions. They provide sustainable, cost-effective, and environmentally friendly services for the treatment and beneficial reuse of organic materials. Lystek uses innovative technology to convert organic waste into biofertilizers and renewable bioenergy, contributing to a more circular economy and reducing the reliance on landfilling.

See page 18 for more information on Lystek's current sustainable projects.



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2025  
TOMLINSON  
EXCLUSIVE

## NEW TU COURSES ARE HERE!

Develop your leadership and technical skills with our new **2025 Tomlinson University course book**. With each TU program completed you will receive an entry into our end of year draw. The winner will receive a Tomlinson Milwaukee Packout prize pack valued at over \$500!\*



SCAN TO BROWSE  
ALL COURSES

\*Conditions apply. Must be a Tomlinson employee in good standing. Winner drawn at random.



# TOMLINSON SHOW & SHINE

Twice a year, we have the unique pleasure of opening our doors to the community and bringing together hundreds of enthusiasts to express their shared love for all things automotive. We get the chance to meet locals, learn about them and their ride, and create a connection with the Tomlinson team. Above all, we raise money for our local Boys and Girls Clubs who support youth in our area.





Our 4<sup>th</sup> annual Ottawa Show & Shine was our biggest yet! On May 25<sup>th</sup>, our parking lot was flooded with vehicles in every space, roadway, and grassy path. We are so grateful to the over 450 show cars that joined us that morning, and the many more spectators that walked through our gates. We saw an amazing array of vehicles, from pristine classics to modified imports, fully custom rat rods and polished motorcycles.

Through the charitable donations from the BBQ, 50/50 raffle, and the unwavering support of our community, we are proud to announce we raised over \$7000 in only a few short hours. The Tomlinson Family Foundation has once again matched this amount, to bring our full donation to over \$15,000 to the Boys & Girls Club of Ottawa.



But we didn't stop there - we continued our convoy down the 401 to hold our 2<sup>nd</sup> annual Kingston Show & Shine and support the Boys and Girls Club of South East. With perfect weather, amazing show cars, and an even better crowd, we were able to raise over \$2,500. The Tomlinson Family Foundation again stepped up to match this amount bringing the donation total to over \$5,000.

A huge thank you to all who joined us to express their support and revel in the sights of some exceptional vehicles. Congratulations to all our "Best in Show" winners who took home the Turbo Parts Canada trophies!

These events were truly amazing thanks to the hard work of our volunteers and events staff – a special acknowledgment to all who contributed to the tremendous success.

## FROM WASTE TO FUEL

# TOMLINSON'S ETHANOL EXTRACTION SUCCESS

Did you know that one liter of hand sanitizer has 43% the energy content of a liter of gasoline? We did!

Innovation and problem-solving are ingrained in our culture. That's why when we were confronted with the task of managing expired and unsuitable hand sanitizer at our industrial waste facilities, we engineered a cutting-edge method to extract this energy instead of classifying it as a waste.



Hand sanitizer before, during, and after processing.

During the COVID-19 pandemic, the widespread increase in hand sanitizer usage prompted medical and pharmaceutical companies, distilleries, petrochemical companies, and even some individuals, to contribute towards meeting the global demand. However, as the world reopened, reduced consumption and stricter regulations

enforced by Health Canada led to an accumulation of expired and unsuitable products which were directed to our industrial waste facility for proper disposal. Hand sanitizer is primarily composed of Ethanol (the active ingredient), along with water, vitamins, essences, moisturizers, and polymeric compounds to achieve the traditional gel-like structure.

Our process involves salting-out the polymeric materials that serve as thickening agents and distilling the liquid fraction, resulting in a 93% ethanol-water mixture by volume that is free of contaminants. This fuel can be directly blended with gasoline to generate a flex-fuel to displace off-road gasoline usage, while an additional drying step will enable the ethanol to meet the CANCGSB-3.516-2023 standard for fuel grade ethanol. This additional step would enable blending with diesel and gasoline for direct use in vehicles and equipment.

This project serves to showcase the potential that lies within the waste and materials we all handle on a daily basis. By actively thinking for ways to extend the life of materials, decrease waste production, and increase energy efficiency, we can set the precedence for sustainable practice in our industry and have a positive impact on everyone and everything around us.



*Written by*  
Josh Macklin



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Compressed Natural Gas commercial vehicle refuelling station available in Ottawa. Get your fuelling card and fill up today.

<https://tomlinsongroup.com/compressed-natural-gas/>



# CORE VALUES COIN PROGRAM



Recognizing the efforts of individuals who live our Core Values every day is no easy task; so we have borrowed a long standing initiative to strengthen the bond amongst our team members. We are very excited about our new program that celebrates the exceptional core values and behaviors that define them within our culture, this new program is our: **Core Values Challenge Coins.**

Challenge coins date back to World War II. Originally used to distinguish allies from enemy imposters, challenge coins have evolved to symbolize pride and recognition in various organizations. Our Core Values Challenge Coins are designed to serve as tangible reminders of appreciation and pride for those who exemplify our core values.

The criteria for awarding these coins are centred around behaviours that align with our core values:

**Growth:** Committed to continuous learning and improvement, seeking out new challenges, and mentoring others.

**Driven:** Demonstrating a strong work ethic, initiative, and a willingness to go above and beyond.

**Committed:** Providing high-quality service, building strong customer relationships, and exceeding expectations.



We believe in recognizing and rewarding exceptional behavior that aligns with our core values, and these coins will be awarded to team members who have consistently demonstrated these values in their day-to-day work.

To see more on our Core Values, check out [this video](#) or [scan the QR code](#).

Thank you for your dedication and commitment to making Tomlinson a truly exceptional place to work.



Tim Vizena, our first Core Values coin recipient - committed.

## CORE VALUES COINS



# ROCK THE RED

A continual conversation amongst the events team is how to show our appreciation to the amazing people who drive Tomlinson towards daily success. With so many hardworking individuals across Ontario and the United States, both in the field and in the office. That is a tall order to fill. That is when Rock the Red was born. Over the past three years, we have constantly been updating and improving the event to cater to our employees' interests, and passions.

This year, we wanted to turn up the competition by adding three more events to our team challenges. Not only would employees face off on the karting track, but they then had to work together to take on the Pit Stop Challenge, Tow-a-Truck competition, and Excavator Rodeo. Each completion of an event gained the team more points towards the Rock the Red Relay Trophy.

Congratulations to the three teams who came out on top!



## RECAP



**1<sup>ST</sup> PLACE - PIST N' BROKE** (alphabetically): ADAM RICHARDSON, CHRIS KOLLAR, HAYLEA BURANT-ROQUE, KAREN THOMPSON, KAYLEY McCABE, MEGAN TOMLINSON, MIKE LAWSON, NIKKI CALDWELL, NOLAN BRINSON, SHAWN BALDWIN.

**2<sup>ND</sup> PLACE - ROCK HARD** (alphabetically): ALEESHA MAKINSON, ANGELICA SEGRETO, DAN LAFLECHE, DAVE MCNAIR, DEREK LENAHAAN, FRANCIS BRAZEAU, JEFF MOORE, STEPHAN BELANGER, WILLIAM KEON.

**3<sup>RD</sup> PLACE - VIOLENT EXECUTION** (alphabetically): ADAM HENDRIKS, BRENDAN VIPOND, BRAEDAN ROGERS, COLIN LUNITZ, DAN BROWN, DARRIN ALBERTY, DAVID DUFORT, GRAZIELA GIRARDI, JASON MOUNTNEY, RON TOMLINSON.





While off the track, Red Army members took a moment to replenish with mouth-watering food trucks serving gyros, freshly squeezed lemonade, smoked brisket, fries, gelato, and more. The day continued with fun for the whole Red Army family as they took their turn on the many inflatables, showed off their spirit with face painting, or unwound with an easy game of cornhole.



As the sun went down, the music turned up and the fire blazed on. Performances by the Young Bucks and Bed Rockers kept the crowd singing while the bonfire warmed the air.

This event would not doable without the amazing support of so many Tomlinson groups: MSL teams, Comfort Station crews, volunteers, and our committee members.



Have an idea for Rock the Red 2025? We want to hear from you!  
Email us at [social@tomlinsongroup.com](mailto:social@tomlinsongroup.com).

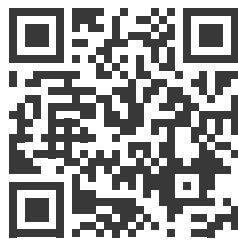




# RED ARMY RADIO

## SHARING OUR STORIES

This is Red Army Radio - the official podcast of Tomlinson. Get ready to tune in as we have insightful discussions, hear inspiring stories, and gain invaluable tips from the incredible people who make it all possible. **Available everywhere you listen to podcasts.**



**LISTEN NOW**



## LOW CARBON INTENSITY

# CONCRETE

Building for a sustainable future is a goal across multiple industry sectors, including the construction sector. This is no more apparent than in the concrete ready mix industry which is on the forefront of sustainable concrete and materials design. Our Ready Mix team has been using sustainable designs in all of their mixes for numerous years and now we are adding Low Carbon Concrete options to our portfolio of design.

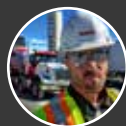
Low Carbon Concrete is an environmentally conscious and sustainable concrete design that lowers the carbon footprint on every cubic meter produced. Our team has the expertise and tools to provide Low Carbon Concrete design with the exact Global Warming Potential (GWP) and Greenhouse Gas Emissions by using Environmental Product Declarations (EPD's). EPD's are a third-party verified reporting tool that outputs our GWP for every cubic meter in an easy to read KgCO<sub>2</sub>e per m<sup>3</sup>.

When customers are faced with a contract or owner that requires Low Carbon Concrete and third-party verified reporting, Tomlinson Ready Mix can help guide our clients through the design and reporting system with our vast array of concrete mix choices for producing Low Carbon Concrete. Working with our sales and quality control team, we can help create a "carbon budget" for the entire project to maximize sustainable Low Carbon Concrete designs for each item to minimize GWP while helping maintain project schedules and milestones.

One of the largest drivers in the GWP of any concrete mix design is the total cement used to create the concrete. Traditional concrete makes use of Type GU Portland Cement for strength which adds to the GWP through its energy intensive production often leading

to 75% of the greenhouse gases of each cubic meter produced. Tomlinson Ready Mix can lower this GWP by making use of the "Greener" more sustainable Type GUL (General Use Limestone) cement which has an immediate reduction of 10% GWP. We can combine the GUL greenhouse gas emission savings by also making use of our supplementary cementing material portfolio such as slag cement and silica fume cement (which are recycled cementitious products from the steel and silicon metals/alloys industries) to further lower GWP on each cubic meter of concrete. Finally our vast array of modern chemical admixtures such as superplasticizers, retarders, strength enhancing and workability enhancing admixtures are all methods to further lower the carbon footprint of each concrete mix while increasing value and durability to the concrete for customers and owners.

Using GUL cement with supplementary cementing materials can allow us to lower the total cement per cubic meter required to create the same class of concrete that a traditional Type GU cement mix uses often lowering the GWP by as much as 10% to 25% without offsetting set times, compressive strength or production schedules for our clients. Tomlinson Ready Mix is on the forefront of our #TomlinsonSustainableSolutions for all our customers both internally and externally. Working together we can provide a more sustainable future without compromising durability or economics for our clients.



**Written by**  
Ryan Andre



# INNOVATING ENERGY IN THE CAPITAL

The Energy Savings Acquisition Program Project (ESAP), is driven by the Government of Canada and Innovate Energy following the Paris Agreement on Climate Change. The overall project involves retrofitting the existing District Energy System for the Parliament Buildings and 80 other government buildings throughout the City of Ottawa will reduce carbon pollution by 33% and total greenhouse-gas emissions by 63% from 2005 baseline levels.

This phase of the project included the construction of two new Heating and Cooling Plants, one new pumphouse, and the extensive retrofit of the Cliff Heating and Cooling Plant found behind the Supreme Court of Canada. Tomlinson was contracted by PCL Construction to complete a significant portion of the civil works on the project.

The existing District Energy System utilized steam and condensate. The new system uses chilled water and low temperature hot water (near boiling). This allows the Government of Canada to operate its buildings with low greenhouse gas emissions and phase out ozone-depleting refrigerants. It utilizes the Ottawa River to help chill the water used to cool buildings connected to the network. Overall, acting as a more efficient, sustainable, and safer energy system.

Our team is proud to have played a part in North America's first large network conversion from steam to electric systems. This project was a collective success of our driven team and strong client relationship that required extensive and detailed planning efforts over three years before the first bucket was ever excavated. Whether it be infrastructure, or environmental, the Tomlinson team was committed every step of the way.



PROJECT HIGHLIGHT

## OUR ROLE

### Tunney's Pasture Central Heating and Cooling Plant

- Drilled, blasted, and mass excavated rock for the new building.
- Brought in new building services (Sewer & Water).
- Excavated and backfilled numerous site mechanical services.
- Backfilled new building structure.
- Site graded final works.

### Distribution Network Scope

- Excavated over 8 km of trench for new heating and cooling pipe network [Average bottom of trench width: 4m].
- Installation 1500m of 1050mm concrete pressure pipe.
- Over 1000m of trenchless pipe installation.
- Installation of various temporary shoring walls to facilitate the works.
- Completed all required sewer and water relocations.
- Full reinstatement (asphalt roadway, hardscaping and softscapes).

### Cliff In-Water Works

- Construction and installation of new water intake & outfall pipe from the Ottawa River to the Cliff Plant.
- Intake and outfall pipe were 2.4m diameter HDPE pipe assembled on land, barged into the river, and sunk with concrete ballasting.

### Modernized Gatineau Central Heating and Cooling Plant

- Installation of 180 piles and over 40,000 sq ft of timber lagging.
- 10-meter-deep mass excavation for building footprint.
- Site dewatering using well pointing.
- Backfilled new building structure.

FOLLOW US ONLINE FOR THE LATEST PROJECT UPDATES

[@tomlinsongroup.com](https://www.tomlinsongroup.com)



# RED ARMY SUMMER STUDENTS CLASS OF 2024

This is my 3<sup>rd</sup> summer back at Tomlinson... During my busy exam season, I consider returning here for the summer as the "reward"...

For new students, take advantage of this opportunity to its fullest extent.

**Benjamin Gilbert**

SAP Data Prep & Programming Student



The collaborative environment at Tomlinson has helped my professional growth, enabling me to contribute to the bidding process and engage in discussions on project scope... Regardless of your role, asking for more involvement is crucial to enhancing your understandings.

**Brock Tipping**

Estimation Student



I want to recognize and thank Mark, Farah, Blake, and the TES team... this summer has provided me valuable knowledge that will influence my future career goals and set expectations high!

**Claire Strachan**

TES Inside Sales



I appreciated the dynamic nature of the job the most; no two days were ever the same, making my day-to-day both a constant learning experience and a stimulating one.

...To future students considering joining the team, yes, it's as fun as it sounds!

**Claudia Plante**

Events Student

Spending a summer in the Survey Department has been an immensely rewarding experience. From day one I have been gaining hands-on experience that enhanced my technical skills and understanding of the construction industry.

**Devon Rudyk**

Design Specialist - GPS and Survey



The highlights of my experience at Tomlinson would include getting hands-on learning opportunities where I can see the various ways that IT supports operations, as well as being part of a welcoming team!

**Erin O'Neill**

IT Special Projects Student



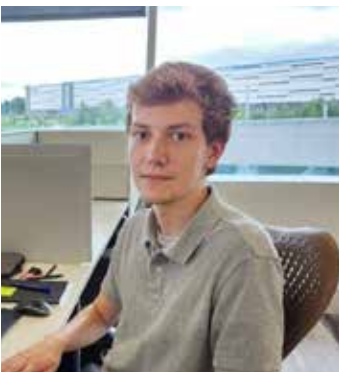
The Tomlinson work environment is one of the best there is as it promotes team building and the emphasis of creating connections... Everything that you learn here at Tomlinson helps to further you along your career path.

**Jacob MacKay**  
Accounting Student



I am glad I am able to work in an environment that is not only positive but also pushes me to work my hardest and be proud of the work that I do.

**James Patter**  
Inventory Management







This job is all about the details, which big or small, make a difference in the end. I want to give a big shout out to all my team members at the Quality Control Lab. Their mentorship and encouragement have made my summer both productive and enjoyable.

**Luis Ibarra Perez**  
Material Testing Technician



The nature of IT support taught me to adapt swiftly. No two days were the same, and I learned to stay flexible and open-minded...  
...Thank you to Onyema, Travis, Scott, and Chadayne for their unwavering support.

**Mugisha Ngirabatware**  
IT Support

A key takeaway from my summer is the importance of organization and goal setting. Balancing multiple tasks has improved my time management skills, and setting clear, achievable goals has helped me stay focused and productive.

**Nolan Legare**  
Sales Student



Working alongside a remarkable team of individuals has been a highlight of my time here... The emphasis on equipping students with a new skills through hands-on, real-life roles is a testament to the company's commitment to nurturing talent and fostering growth.

**Paris Schwarz**  
Human Resources Student



This is my second summer with Tomlinson and I again learned lots and had a blast... I learned about the buildup of roads and the installation of sanitary, storm, and water pipes.

**Robert Ross**  
Project Assistant



My advice for future students is to always take on a new interest and branch out beyond your direct goals in order to expand them. I've learned things in this position that I never would have considered.

**Salma Ruiz-Klinar**  
Accounts Receivable

Some advice for future students... come into Tomlinson with an open mind and be ready to learn... You will be working adjacent to many talented employees and in a valued Tomlinson community that nobody should pass up on.

**Ty Stanton**  
Accounting Intern



My time spent with my coworkers and fellow co-op students has been nothing short of amazing... Working alongside my team has taught me the value of teamwork, mutual support, and the power of collective effort in achieving common goals.

**Tessa Neilson**  
Human Resources Student



Although originally thinking an accounting position would be a very independent and head-down job, to my pleasant surprise, this is a very group aligned position involving more teamwork than you would expect.

**Will Martin**  
Accounts Receivable



I have realized that construction coordinating is much more than just reading contracts, sending transmittals, and visiting job sites. It is about bringing together different groups of experts to achieve a common goal.

**Winston Wang**  
Construction Coordinator

# TIME TO RELAX AND UNWIND

Recognizing our retired superstars from 2024.



Tim Vizena receiving a retirement gift from Graziela Girardi.

For those of you that may not be aware, Tim has basically held every single role in a construction company that a person could have. He first started in the field on job sites as a labourer and progressed to foreman. He transitioned into the office where he became the dispatcher, the HR person, and also managed payroll. He turned his attention towards estimation and project management, and then eventually to management, ultimately ending in his role as Vice President for Tomlinson Infrastructure. He was also the President of the two different construction associations in our region, first the National Capital Heavy Construction Association, and most recently the Ottawa Construction Association. To all of you that have interacted with him, and to myself who has been working with him for the past decade, he always pushed us to do the right thing all of the time. It is what made him so successful and trusted. For all of these reasons, I believe that Tim belongs in the Ottawa Construction Hall of Fame.

Adam Hendriks

Vice President, Strategic  
Implementation and Development

As Tim embarks on his well-deserved retirement after over 40 years of dedicated service, we can't help but reflect on the incredible impact he has made on our organization. Tim has been a true leader, guiding us with unwavering commitment. His ability to inspire those around him has been invaluable, and his recognition as the sole recipient of the "Stirring the Pot" award speaks volumes about his unique contributions. Tim never settled for the status quo; instead, he constantly pushed us to strive for excellence and embrace new challenges. We are grateful for his leadership and wish him all the best in this exciting new chapter of life!

And Tim don't worry...your legacy will continue. We will continue stirring the pot!

Graziela Girardi

Vice President, Infrastructure





I have had the pleasure of working with Steve for the last five years of his career here at Tomlinson. TES Cornwall has always been in good hands with Steve being the site manager. The team has looked up to Steve as he was very approachable and always had the answers for them. Steve started with Amazing Waste 37+ years ago as a roll-off driver then did some front-end driving eventually moving up to Operations Manager and Sales Representative. Tomlinson acquired Amazing Waste in 2004 and Steve became the Site Manager. Outside of work, Steve and his wife Tammy enjoy boating, camping and home renovations. Steve was a previous board member for Operation Lookout. He also would solicit for donations of goods from businesses for the local animal shelter. Steve has been married to Tammy for 45 years and they enjoy the company of their two miniature poodles. We all wish Steve the best in his well-deserved retirement!

I will miss my daily chats with Steve.

Mike Collins  
Eastern Ontario Area Manager,  
Tomlinson Environmental Services

I will always remember Steve for his relentless work ethic, and attention to detail. He was so proactive that if there were a medal for anticipating problems before they happened, he'd have retired with a trophy room full of them. Steve's departure will be like finding the missing piece of a jigsaw puzzle: both a relief as we sit back and appreciate the fruit of his labors but also a bit bewildering. Steve was like our GPS here in Cornwall. But thankfully with all his mentorship and training, he left me a compass.

Zak St. Jacques  
Truck Foreman

Steve was and is always one step ahead of peers, competition, problems and friendships. Steve has great knowledge of the industry. Love that guy, best manager ever!

Paul Lajoie  
Mechanic



Steve Reynolds and his Cornwall Environmental Team.



Tomlinson Environmental Services Cornwall.



We want to recognize and thank all those who retired for their dedicated years of service with Tomlinson. Through your connections and mentorship, we trust your fellow team members will continue your efforts using the tools you provided them with to succeed.

Scott Berquist, Vice president - joined in 2003 & retired in January 2024 | Gerry Chenier, Sales Representative - joined in 1999 & retired in June 2024 | Lucien Croteau, Driver Roll-Off Containers - joined in 2016 & retired in November 2023 | Thomas Desarmia, Dispatcher - joined in 2003 & retired in March 2024 | Daniel Faubert, Driver - joined in 2020 & retired in August 2024 | Noel Finn, Project Manager - joined in 2020 & retired in February 2024 | Michael Hendriks, Project Manager/Super - joined in 1989 & retired in February 2024 | Alain Landry, Sewer & Watermain Excavator - joined in 2002 & retired in February 2024 | Clayton Ouderkirk, Foreman - joined in 2006 & retired in June 2024 | Steve Reynolds, Cornwall Site Supervisor - joined in 1986 & retired in July 2024 | Tim Vizena, Vice President of Infrastructure - joined in 1983 & retired in June 2024.



## Reducing Carbon-Footprint with the Production of Renewable Fuel and Fertilizer Products

Sustainability is at the core of what Lystek does and believes. We contribute to a circular economy by using our award-winning patented process, Lystek THP®, to convert biosolids and organic residuals into a high-quality fertilizer (LysteGro®) and produce renewable energy using LysteMize® digestion with the carbon inherent in these residuals. The production of this quality fertilizer returns valuable carbon, as well as macro- and micro-nutrients, to agricultural soils to improve soil health and produce vegetation necessary to sustain our population. The energy produced by the LysteMize digestion process can also be used to create a self-sustaining system that has net negative carbon emissions.

Lystek contributes to circular economies and reduces the carbon footprint typically associated with waste and residual programs in many ways:

### Reducing the Landfilling of Biosolids

Lystek provides a sustainable alternative for utilities to recover resources and eliminate the disposal of biosolids and residuals in landfill. Depositing biosolids in landfill breaks the circular

resource cycle, squandering these essential nutrients for the long term, while also limiting valuable landfill capacity required for non-recyclables and generating harmful methane emissions.

### Generating Renewable Fuel and Energy Sources

LysteMize® is the process of anaerobically digesting hydrolyzed liquid produced with the patented Lystek THP® technology to improve biogas production and reduce residual solids requiring further management. LysteMize is an energy positive process that typically generates substantially more energy than is needed to fuel Lystek processes. The renewable biogas produced can be used on-site or transformed for use as Renewable Natural Gas (RNG), Compressed RNG for vehicle fuelling, or renewable electricity generated through co-generation.

Examples of new Lystek projects further advancing the sustainable reuse of resources and carbon cycling include the new Erin Wastewater Treatment Plant (WWTP) and manure digestion projects.

At the new WWTP in Erin, Ontario, Lystek THP and LysteMize

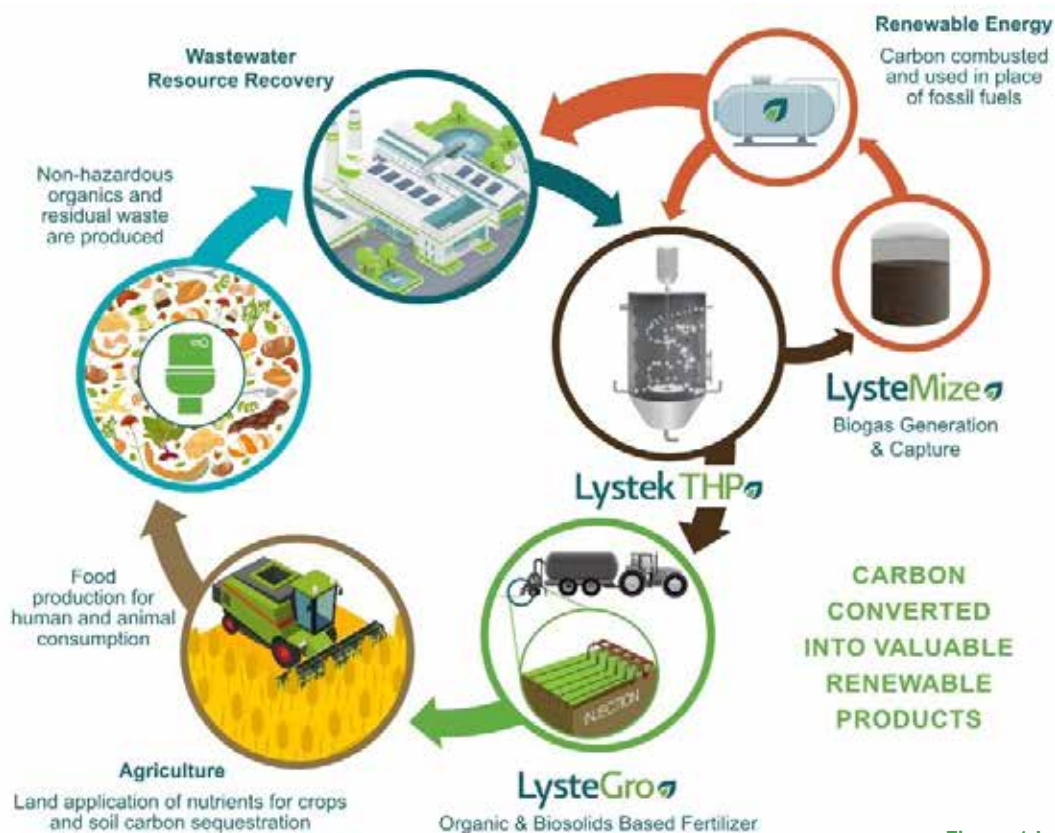


Figure 1 Lystek Circular Economy



digestion were selected to optimize resource recovery with the production of a fertilizer product while also generating renewable biogas. The biogas generated can be used in place of natural gas to fuel the Lystek technology and lower the facility's carbon footprint. This innovative project applies advanced high-solids digestion technology to deliver a more affordable and simpler digestion operation - making enhanced resource recovery viable for smaller utilities. These advancements will continue to reduce the carbon emissions associated with wastewater treatment facilities.

Lystek is also studying the application of the Lystek THP technology alongside on-farm manure digesters. Improving the efficacy of on-farm digestion systems can extend the viability of these projects to smaller farming operations. Increasing the volume of agricultural organics anaerobically digested minimizes fugitive methane released during manure storage and its corresponding contributions to climate change, while also generating renewable fuels for use locally. Many farms in remote rural areas lack utility service connections. For example: some larger farming operations have on-site grain dryers that are used after harvest to decrease the moisture content of the crop. Many of these dryers are powered by propane or diesel, which is a very carbon intensive and costly practice. If a farm with a dryer also had a LysteMize system on-site the biogas recovered from livestock manure could be used to power the dryer to create a more economically and environmentally sustainable operation.

### Reducing Agriculture's Carbon Footprint

Land applying biosolids enhances carbon sequestration in the soil and provides further emissions reductions by displacing use of synthetic nitrogen and phosphorous fertilizers. Lystek goes beyond the benefits of conventional biosolids land application, providing advanced treatment to transform biosolids and residuals into a

high-quality concentrated liquid fertilizer in a very energy efficient manner. The process optimizes the energy inputs required for treatment and transportation of residuals by reducing volumes while maintaining the liquid properties of the material - essential for efficient processing, conveyance, transportation, and land application.



Figure 2 LysteGro Land Application

### Improved Soil Health and Climate Resiliency

The application of LysteGro increases soil organic carbon in fields after application when compared to traditional mineral fertilizers. The addition of organic matter to soils improves overall soil health. Benefits include improved water holding capacity, soil structure and tilth, increased microbial activity, and increased resilience to severe wet and dry weather conditions.



**Written by**  
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& Sarah Mason-Renton



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## EMPLOYEE APPRECIATION EVENT





The fairways were buzzing and the putters were hot at our 5<sup>th</sup> annual Grip It & Sip It employee appreciation golf tournament! With every morning and afternoon slot filled, golf enthusiasts teed off in style, showcasing their skills and amazing outfits at the Falcon Ridge Golf Club. Players took on a series of competitions including; closest to the keg, longest drive, Hole-in-Won and more! Congratulations to all our winners who walked away with cash prizes, full Calabogie Brewing kegs, or special Red Army gift packs.

Not only did we see some impressive swings, but we also managed to drive home a Hole-in-One for charity by raising over \$2000 for the Ottawa Food Bank.

A massive shout out to our fantastic volunteers who kept the event running smoothly and with a smile. Laughter, friendly competition, and maybe a few questionable shots made this day a true celebration of our team spirit and our commitment to having fun together. Here's to more birdies, bogeys, and memories made on the green!







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