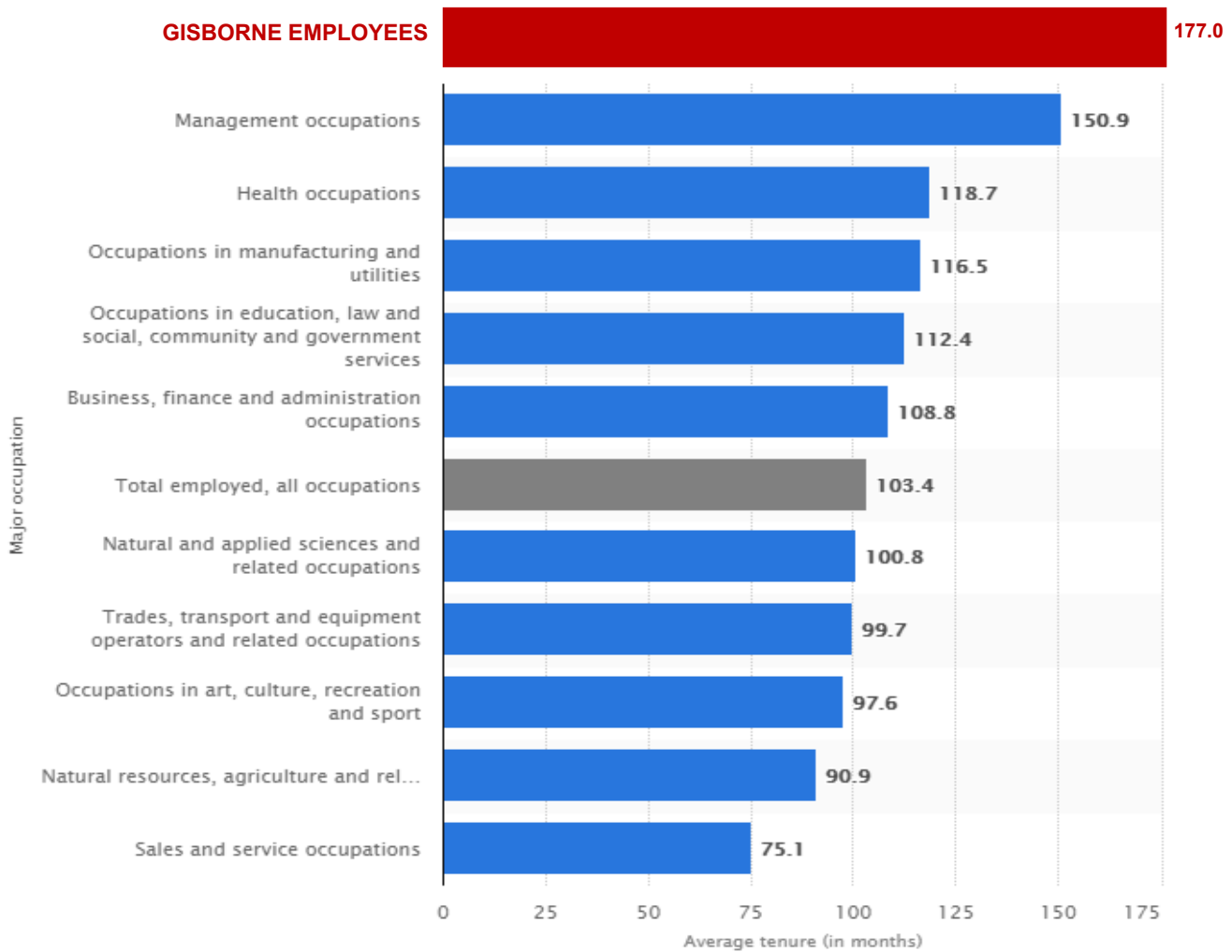




CONTINUOUS IMPROVEMENT ♦ INTEGRITY ♦ RESPECT ♦ CLIENT FOCUSED

## WE'RE HERE FOR A GOOD TIME... AND A LONG TIME!

Our most recent employee reviews show that the average staff tenure at Gisborne is **14.75 years**, or 177 months. We wondered how this measured against other companies/ industries and found that in comparison, our staff top the charts!



Data sourced from Statista.com

Nisku AB Office



Burnaby BC Office



*Our WIFI was down yesterday and I spent 45 minutes trying to fix it. Our dishwasher has been broken for 3 weeks and I haven't touched it.*

# PROJECT UPDATES

## HIGHLAND VALLEY COPPER EXPANSION PROJECT - Logan Lake BC



Gisborne's Industrial Construction Division has been awarded the contract to complete the structural, mechanical and piping work at the Highland Valley Mine expansion project. Work started in late June of this year and we are slated to complete our portion of the project by spring of 2019. Jake Kearsley is the Project Manager for this project and our site leadership team includes **Russ Stoutenburg** - Site Superintendent, **Matt Sarkor** - Senior Site Engineer, **Nathan Escobedo** - Structural General Foreman, **DJ Nay** - Piping General Foreman, **Ken Scherrelies** - QA/QC inspector, & **John Veld** - Safety Officer.

## WHO DOESN'T LIKE FROZEN FRENCH FRIES?

Gisborne was also awarded the preliminary piping work along with the Fire Protection System installation for **CAVENDISH FARMS** new \$360 million plant in Lethbridge Alberta. We are on site as of mid - August of this year for both the piping and Fire Protection work. **Mike Ness** is the Project Manager, **Wayne Reville** is the Superintendent, **Al Ward** is the General Foreman, **Donkun Caron** is the Quality Inspector & **Bahram Kavooosi** is the Project Coordinator.

For the **Fire Protection Work**, **Andrew Penner** is the Project Manager and our Foreman will be **XXXXXXXXXXXXXXXXXXXX**



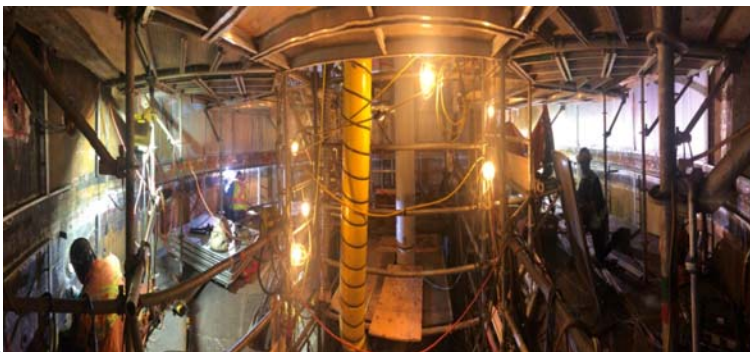
*The project is expected to generate jobs and contribute to the growth of the local economy, while also establishing Lethbridge's status as a Canadian hub for agri-food business innovation. Construction of the new facility will also create new opportunities for local producers to supply an additional 9,000 acres of potatoes.*

## CELGAR PULP SHUTDOWN PROJECT - CASTLEGAR B.C.

Gisborne recently completed a shutdown at the Celgar mill in Castlegar BC. This challenging project involved the re-build of the digester at the mill. The digester is a special piece of machinery used in the process of papermaking. Its purpose is to cook small wood chips for several hours in order to soften them. These softened chips are then passed to a machine that whitens them to the desired shade. The digester is an integral machine in the making of paper. Without it and the chemicals used within it, paper would not be able to be produced as quickly or as efficiently. In addition, the quality of the paper would suffer without the benefit of being cooked and treated in the digester.



This was a 24/7 shutdown and involved working inside the digester to remove nozzles and screens, grind the walls of the digester tank and then install new nozzles and screens. Project leadership included **Jake Kearsley** - PM, **DJ Nay** - Superintendent, **Donkun Caron** - QC Inspector, **Bahram Kavoosi** - Project Coordinator, **Nathan Escobedo** - Night Shift Superintendent & **John Veld** - Safety. Due to the complex nature of this project, **Carey Smood** - Operations Manager & **Dennis Brode** - Corporate Quality Manager were also on site.



## OTHER PROJECTS

- ✂ **HUDSON RESOURCES - GREENLAND** - Gisborne is working with Ironclad during the construction of an Anorthosite Mine in southern Greenland
- ✂ **DAVIK - NWT** - Gisborne has now been working at the mine for over 10 years completing various maintenance and expansion projects
- ✂ **EKATI—NWT**- Gisborne is providing construction support for the installation of a new substation and related work
- ✂ **CO GEN PLANT - MERRITT BC** - Gisborne is providing ongoing commissioning support to both the construction management company - **IBERDROLA** & the plant operator - **VEOLIA**

## FIRE PROTECTION

We are currently working throughout BC, AB, Yukon & NW Territories on over 50 projects from residential towers to industrial installations. With the capability to engineer, design, install and service a wide variety of projects we are well positioned for continued growth and success going forward.

We will be featuring these divisions in our Fall Gmail so stay tuned for updates, pictures & kudos!



*My wife and I have a rule that whoever is driving controls the radio... unless I'm driving - then she controls the radio*

## KEYS TO A SAFE PROJECT

- Provide accident prevention instruction and orientation to all new employees.
- Provide and/or verify employee training before assigning new tasks.
- Identify and correct workplace hazards and unsafe conditions.
- Ensure that employee concerns are addressed in a timely manner.
- Enforce all applicable safety rules, including the wearing of Personal Protective Equipment.
- Discuss Occupational Health and Safety issues with individual employees on a regular basis.
- Certify that all Job Hazard Analyses and supporting Safe Work Procedures and Practices are being followed and correct substandard practices and substandard acts.
- Verify that employee performance meets expectations for safety.
- Obtain prompt First Aid for injured employees.
- Know the location of all employees under your supervision at all times.
- Provide positive and constructive feedback to reinforce safe work performance.
- Ensure that your activities are clearly documented to establish that the safety system is being implemented and followed in all areas of the project.

## KEYS TO A QUALITY PROJECT

- Ensure the correct quantity and specification of material is ordered on time
- Ensure materials and equipment received are the correct quantity and specifications and are stored and maintained as per specifications
- Ensure workers installing the items have complete and correct information (specifications, drawings, materials, etc)
- Ensure workers have the correct tools and methods to do the work
- Ensure workers understand what they are to install
- Ensure workers have the correct skill set, motivation and manpower to do the work
- Ensure that supervision is available to provide ongoing guidance and direction during the installation
- Ensure testing and signoff is understood and performed
- Ongoing training and communication
- Ensure documentation is done throughout the entire process

*Taken from Gisborne's Leadership Training Program*

## BENEFIT QUESTIONS?

### CLAC MEMBERS

Benefit Office	1.888.600.2522
Forms/courses/contact info	<a href="http://www.clac.ca">www.clac.ca</a>
CLAC Retirement Member Care	1.800.210.0200
Employee/Family Assistance Program	1.844.880.9142
	<a href="http://www.workhealthlife.com">http://www.workhealthlife.com</a>

### CLAC OFFICES:

Lower Mainland Office	1.800.331.2522
Fort St John Office	1.800.331.2522
Kelowna Office	1.866.757.2522
Edmonton Office	1.877.863.5154
Calgary Office	1.403.686.0288

### GISBORNE STAFF / NON-UNION EMPLOYEES

Benefit Questions <sup>1</sup>	1.877.422.6487
RRSP Questions	1.888.727.7766
Confidential Counselling	1.877.630.6701

### EMPLOYEES ON GISBORNE BENEFIT PLAN

Be sure to register for electronic access to your benefit plan for on line claims, forms and more. Go to: <http://www.inalco.com/english/index.jsp> and click on the **Cyber Client** box in the upper left hand corner of the webpage to register.

<sup>1</sup> Industrial Alliance (extended health/dental coverages) now has an app for iPhone or Android. You can use the app to file your claim electronically or call up an electronic copy of your benefit card .