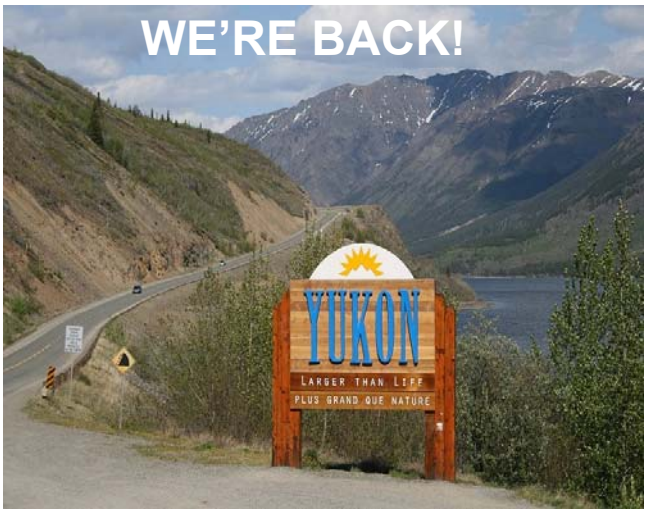
Mail Winter 2019 Edition

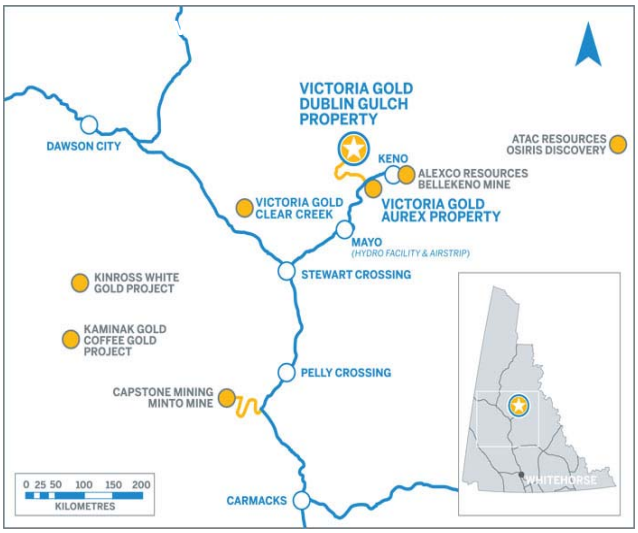
CONTINUOUS IMPROVEMENT • INTEGRITY • RESPECT • CLIENT FOCUSED



VICTORIA GOLD CORP
Eagle Gold Mine, Yukon

Gisborne's Industrial Construction Division was recently awarded mechanical and piping work at the Eagle Gold Mine Project located approximately 450 km North of Whitehorse. Our scope of work includes the installation of overland conveyors, pumps, tanks, clarifiers, kilns, filter presses, mechanical equipment, duct work and all related piping systems. We mobilized to site towards the end of 2018 and commenced work at the beginning of January 2019 with a projected completion of our scope toward the end of June 2019.

This is the 4th mine Gisborne has constructed in the Yukon with the others being the Minto Copper Mine, the Wolverine Zinc Mine & the Bellekeno Silver mine.



RIO TINTO'S DIAVIK DIAMOND MINE— NW TERRITORIES

In 2019 Gisborne will have been working continuously at the Diavik mine since 2008, supporting both the surface and underground development of the mine.

Specialty coffee companies are going to start putting religious quotes on their cups… the first quote will say "my God this coffee is expensive!"

Teck Highland Valley Copper Project progresses from structural steel erection to installation of ball mill

Progress continues at Gisborne's Highland Valley Copper Mine project located at Logan Lake BC. Crews have installed the bulk of the structural steel and we have now commenced placing the shells for the new grinding ball mill, which is a complex process working in a very tight area.

This is the first of 3 ball mill sections to be installed. Each section weighs 70,000 lb. Once operational this mill will allow HVC to increase the processing of the ore being mined.

For this installation the representative from the manufacturer of the mill is on site overseeing the project and he is very happy with our crew. Here is an excerpt from his report: *It is a pleasure to work with skilled and experienced people that I have around me in this installation. Gisborne should get credit for how they are doing this installation. I appreciate working with Gisborne and their mechanical skills and experience, from my perspective ,is excellent.* Kudos to our crew for a job well done!

Cavendish Farms Piping Project Nears Completion

Our crew working on the piping installation at the new 300,000 sq. ft. Cavendish Farms plant in Lethbridge Alberta is nearing completion of our portion of the project. Once completed the plant will process over 415 million pounds of potatoes annually, all locally grown.

FIRE PROTECTION UPDATES

ALBERTA DIVISION

Our Alberta Fire Protection Division is currently working on two industrial projects, the Cavendish Farms Plant in Lethbridge and a deluge skid for Conoco Phillips. Along with installing the fire protection system for a newly constructed parkade at the Grande Prairie Regional Hospital, we also continue to provide tenant improvements at the recently completed Stantec Tower in the Ice District of Edmonton. Alongside these projects we are also involved with several residential/commercial installations as well as system installations at several new schools in and around the Edmonton area.

Fire Protection Control Room at Stantec Tower in Edmonton—68 story building

BRITISH COLUMBIA DIVISION

Installation of Fire Protection Systems is underway at new G3 grain terminal in Vancouver

With over 20 active projects in the residential/commercial, institutional & industrial sectors underway and another 9 pending, our BC Division is off to a great start for 2019 . To support this volume we are actively recruiting to add to our roster which also allows us to grow our future foremen from within the company.

Alongside this volume our service division continues to grow as we continue to receive more requests to service the multitude of new installations throughout the Lower Mainland area.

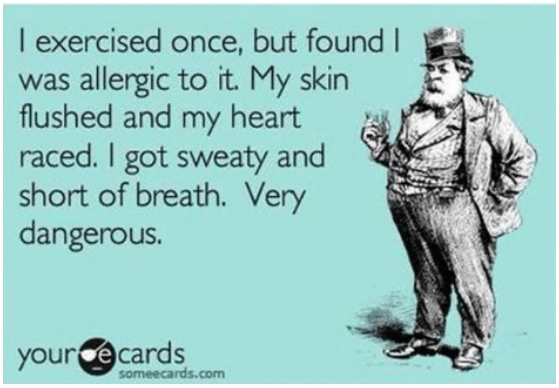
My son told us "I got a D in math" and I was like "That's really bad" and my wife was like "you need to stop doing his homework."

HR/SAFETY NOTE

As we all know, cannabis usage is now legalized in Canada. However, there are still 'impairment consequences' based on national industry norms established for the purposes of administering drug and alcohol testing. In Gisborne's case, our employees can be subjected to testing for:

- Pre-access to a project as directed by a client
- Post-incident testing on any project
- Reasonable cause – where impairment is suspected during the work day

Employees need to make informed decisions with regards to cannabis consumption, similar to alcohol, whereby their decision to partake could have subsequent consequences with regard to their ongoing employment. In the case of cannabis, THC levels stay in your system for a much longer period of time than does alcohol so if/when choosing to use cannabis, one needs to consider the potential timing re when they are using it vs when they will be reporting to work.



NEW KIDS ON THE BLOCK

We wanted to introduce you to our latest additions to the corporate team…

FRANK AZAMPOUR joined Gisborne as our latest Project Manager.

RYAN ROPER joined our Construction Division as our Corporate Tool Division Manager.

NIMA DALLALZADEH joined our Fire Protection Division in December in the role of Associate Project Manager.

KAVEH ANSARI has taken on a newly created role as our HSE & Quality Assistant and will be working closely with Dennis Brode, our Corporate Director of HSE & Quality.

ARUN RANAUTA joined our Accounting Department as a Junior Cost & Billings Accountant.

BENEFIT QUESTIONS?

CLAC MEMBERS

Benefit Office	1.888.600.2522
Forms/courses/contact info	www.clac.ca
CLAC Retirement Member Care	1.800.210.0200
Employee/Family Assistance Program (http://www.workhealthlife.com)	1.844.880.9142

BC/AB 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[1]	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.

[1] 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 .