

## CONTINUOUS IMPROVEMENT • INTEGRITY • RESPECT • CLIENT FOCUSED



At Gisborne we continue to celebrate the overall longevity of our staff with an average ‘stay’ of over 11 years, which allows us to build continuity and culture alongside enabling us to effectively add new employees that ‘fit’ with who we are. However transitions are inevitable in any business, therefore we also have a corporate succession planning process in place for all of our key positions. This allows us to ensure we are prepared through identifying potential opportunities for current staff alongside identifying any positions that may need to be filled through external hiring.

We recently achieved success in our succession planning in filling a key senior management position. **Carey Smood** has transitioned from his role as our Corporate Director of Operations into a Senior Management role as Gisborne’s Chief Operating Officer—COO. Carey has been with Gisborne for over 26 years and his journey with Gisborne has seen him move from an apprentice Millwright to COO—well done Mr. Smood! To enable this transition, we welcomed **Johannes Rosner** into Gisborne’s CSMP Division as our Senior Project Manager in 2019.

In our Corporate Accounting Division, we are in the midst of several transitions. **Ryan MacDonald**, Controller, who joined Gisborne in 2019, will be moving into a new role as the Corporate Director of Finance. To complete the process, **Sayi Thavakumar**, Senior Cost & Billing Accountant, will be moving into the Controller position, and **Harry Dam**, Cost & Billing Accountant, will move into the Senior Cost & Billing Accountant position. **Les Maivs** will remain as our CFO and will reduce to working 3 days per week. This reduced work week will provide the space and requirement for Ryan and his team to grow into their new positions and responsibilities – the target date to complete the above transition is early January 2021.

Any organization whose goal is to sustain growth and excellence must have a successful transition plan in place that blends internal growth opportunities alongside incorporating key external hires into the company structure. At Gisborne we feel that we are tracking well in this area and continue to prepare for future transitions through planning, mentoring, training, education and market awareness. Celebrating who was, who is and who is to come are key components in our succession planning process and fulfilling our core values listed at the top of this page.

This fall we said goodbye to **Greg Schlemko**, who worked in our Alberta Fire Protection Division for the past 30 years. We thank Greg for his commitment to Gisborne and wish him straight drives, short putts and good health.



## ALBERTA FIRE PROTECTION DIVISION



**HOLYROOD TOWER PHASE 1**

In our Alberta Fire Protection Division we are currently working on 14 projects with 4 other projects pending. The 3 projects shown here (artist illustrations) are all in the Edmonton area with the CNIB Tower project being one of the four that is pending. The Holyrood Project is one of seven buildings ranging from 6—25 stories to be built at this site (Phase 1 is 26 storeys) & Clifton Towers is a new Senior Housing project in Edmonton.

We are pleased to announce that as of November 02, **Connor Foreman** has joined our team as our Project Coordinator. Connor will be located in our Nisku office and will support projects in both Alberta and BC. Connor has an Engineering Degree from U of A along with several years of construction experience. We look forward to Connor's contributions to our team as we continue to experience growth in this sector of our business.



**CNIB TOWER**



**CLIFTON PLACE TOWER**

### 'INTER-PROVINCIAL COOPERATION'

Our BC Fire Protection Division is nearing completion of work on another BC Hydro industrial project at the **BC Hydro Mica Creek Dam** near Revelstoke BC. We had a crew from our Alberta Division available that had just completed work on another industrial project and were able to re-assign them to this project. Our scope of work for this project was design, supply, fabricate and install a replacement deluge system in order to accommodate new electrical equipment (three single-phase reactors). Includes new deluge valve, deluge piping, spray nozzles, and dry pilot sprinklers.



Our current leadership group in Alberta (Forepersons) have been with Gisborne for an average of 7 years, with our longest serving employee topping out at 21 years with the company.

We also have 8 Sprinkler Fitter apprentices working in this division, with the average age being just under 30. Most of our current leadership also started with Gisborne as apprentices, a fact that greatly contributes to our success in all areas, including safety and productivity.

# BC FIRE PROTECTION DIVISION



**ATMOSPHERE**

The **Atmosphere** project in Richmond BC will be one of the largest projects Gisborne has undertaken in recent years. It consists of 650,000 sq. ft. of residential area, with a mix of market, rental, and affordable housing options. Over 600 residential units for up to 1,800 residents will be built. As well, the project calls for 65,000 sq. ft. of tech hub space, an 80,000 sq. ft. office building, and 60,000 sq. ft. of ground-floor retail.

Our BC Division currently has 26 active projects and another 18 projects to be started in the coming months. The Lower Mainland & Fraser Valley areas continues to see a high level of development with a strong emphasis on multi-storey/multi use buildings, alongside major projects such as new hospitals.

Gisborne has been working on several of the key installations as the **King George Hub** project which is a landmark mixed-use development that will further transform the rapidly evolving downtown core of Surrey – British Columbia’s second largest city. Directly adjacent to the Expo Line’s King George Station and two proposed future rapid transit lines and stations, King George Hub will provide over 760,000 sq. ft of LEED Gold, transit-oriented office and retail space in multiple phases, as well as approximately 1.2 million sq. ft. of residential space.



**KING GEORGE HUB COMPLEX**



**BCIT HEALTH CENTRE**

One of our upcoming projects is the new **BCIT Health Centre** in Burnaby. The new centre will be a four-storey, 9,909 square-metre (106,660 square-feet), building. The centre will accommodate and provide learning spaces to approximately 7,000 students, including part- and full-time students. The centre will provide the simulated healthcare environments that are a critical component of health-sciences education.

## NEXT ISSUE

*We have chosen to focus this issue on our Fire Protection Divisions. Our CSMP Division (Civil, Structural, Mechanical and Piping) will be featured in our Winter 2021 issue.*

In our BC Division, our current leadership group (Forepersons) have been with Gisborne for an average of 10 years, with the vast majority of them having started with Gisborne as apprentices. As with our Alberta Division, this longevity has greatly contributed to our success in all areas including safety and productivity.

We currently have 44 apprentices working in this division with an average age of 28

From the dog's perspective... "the human has been working from home and every so often they let me participate in the video calls. All the other humans cheer when they see me - I am the only thing holding their company together."

## SAFE WINTER DRIVING

**HYDROPLANING** is a dangerous driving condition that occurs when water causes your car's tires to lose contact with the road surface.

Never use your vehicle's cruise control function while it is raining or while driving on wet roads. If you were to begin hydroplaning while driving with the cruise control on, it will take additional time for you to disable the function before beginning to regain control of your vehicle.

If you start to hydroplane, immediately take your foot off of the accelerator. Never use your brakes to respond to hydroplaning. Sudden braking on a wet roadway can cause your car to skid



completely out of control. Although it may seem contradictory, gently turn your steering wheel in the direction your car is hydroplaning. This will help your tires realign with the direction your vehicle is travelling and assist you in regaining steering control.

**DRIVING WITH SNOW ON YOUR CAR IS EXTREMELY DANGEROUS.** Your view is obstructed, the snow can slide off your roof and completely cover your front or back windshield, and snow could blow off and blind the driver behind you. The law states that a vehicle's windshield and windows must be cleared. In Alberta the fine for not doing this is \$115 and in BC it is \$109 + 3 penalty points. So start early, buy a proper scraper & brush, be safe and save yourself money and grief!



**GISBORNE'S COVID COMMITTEE** includes **Ron Spironello**, President & CEO, **Les Maivs**, CFO, **Carey Smood** COO, **Gavin Bruce**, Corporate Fire Protection Manager, **Ian Gibson**, Corporate Director of Human Resources (chairperson), & **Michael Ness**, Interim HSE Director. The committee meets weekly to assess protocols and responses to any project specific issues or new directives from the health authorities. We also send out a monthly update to all employees alongside providing responses required by changes initiated by government officials. To date we have not had any Gisborne employees (office or field) contract COVID and we commend each one of you for taking this seriously. Continue to be well and be safe.

## 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 .