

WELCOME TO THE TEAM

DANIEL LEFEBVRE

Senior Project Manager

Daniel joined Gisborne on February 08th 2021. He brings a wealth of project management experience from both the contractor and client perspective. He will report to our Chief Operating Officer, Carey Smood, and will give direction and mentoring to our team of Project Managers, Construction Managers, and Site Superintendents on all of Gisborne's CSMP projects. We look forward to Daniel's contributions to our team as he helps us to effectively manage projects, implement new structure and technology, and developing our key leaders to ensure ongoing excellence and success.



SHAYNE TAYLOR

Corporate Director of HSE

Shayne will be joining Gisborne as of March 15, 2021. He was the client HSE manager on a project that Gisborne recently completed and has gained significant experience as a Senior HSE Professional working for several industrial construction companies. Shayne has also done significant work in the mental health field and is a CMHA certified Psychological Health and Safety Advisor. We look forward to Shayne providing leadership and mentoring throughout our company in order to continue to grow our awareness and commitment to Health, Safety and the Environment.



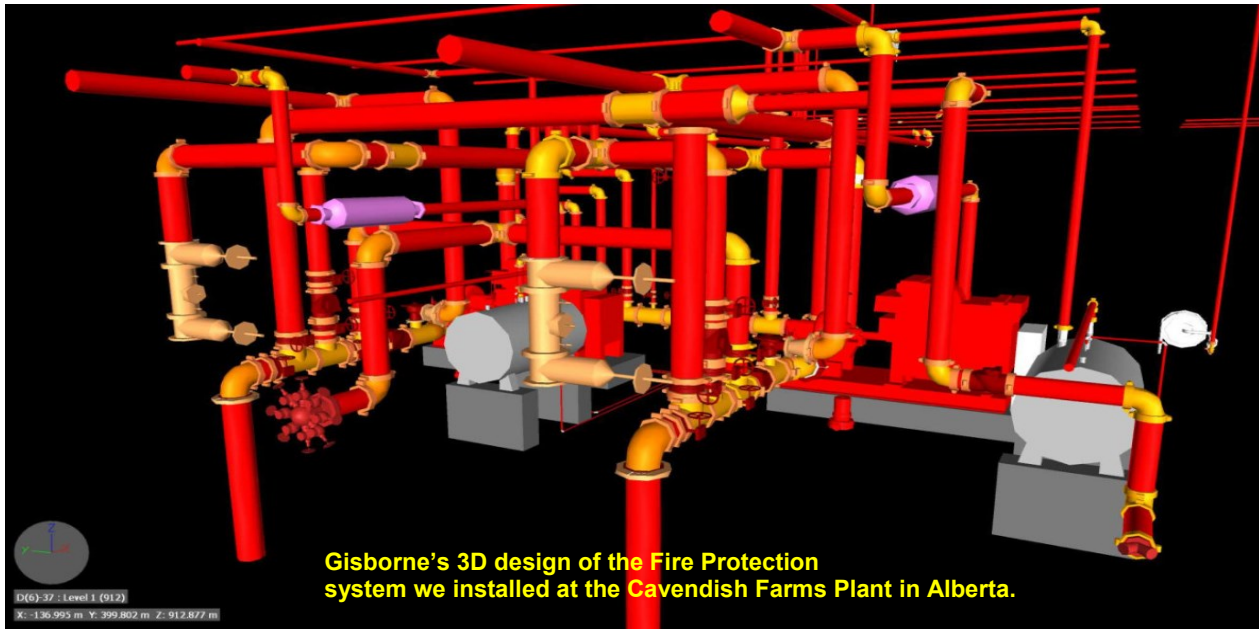
THANK YOU

We want to say thank you to **Mike Ness**, who has been serving as our interim Corporate Director of HSE. Mike was able to manage the key components of our HSE program and in the process gained a new level of appreciation of the work and responsibilities associated with managing safety, which in the long run will make him a more effective Project Manager... a definite Win/Win!



After more than a decade working on an island in the middle of a lake in the NWT, including spending the last few years working up to 1 km underground, **Scott Clarkson** has completed his time at the Diavik Mine as the work Gisborne is doing there is slowly ramping down. We look forward to Scott's next assignment, after some time off of course, and plan to have Scott use the skills and knowledge gained at Diavik on future mining projects we are awarded.

3D MODELING - THE NEW NORMAL IN FIRE PROTECTION DESIGN



The 3D model is designed and created by BIM modeling software of Revit. All fire protection pipes, fittings, valves and equipment are modeled in 3D for BIM management, coordination, and clash detection. This gives a highly accurate depiction of the proposed installation and allows the various trades to share real-time design data with other trades with Autodesk BIM 360, which means less re-routing once the project is underway. We have recently acquired a new software system - Autosprink - which is a cutting edge 3D sprinkler design tool, that when coupled with our great design team, allows us to produce fire protection system designs that are second to none. **Sandy Chen** is our lead designer in 3D modeling, with the goal being to have all of our fire protection designers trained in 3D design over the next year using this new software.



*If people say they just love the smell of books, I always want to pull them aside and ask,
To be clear, do you know how reading works?*



A Brief History of Time - our journey from then until now...

OUR CORE VALUES

Continuous Improvement
Integrity
Respect
Client Focused



OUR HISTORY

The Gisborne Group is a privately held industrial general construction company, with all principals playing active roles with the Company. Gisborne started out in 1950 as a forestry industry, maintenance overload and labour contractor.



In the early 1960's, Gisborne added an engineering group that designed and engineered products in the forestry industry. Gisborne has a very successful record of having designed and constructed in excess of 200 forestry related operations.

In the mid 1970's Gisborne added a Fire Protection Design and Installation Division. While the initial focus was on the forestry industry, it has now expanded to include residential, commercial, institutional and industrial design and installation projects.

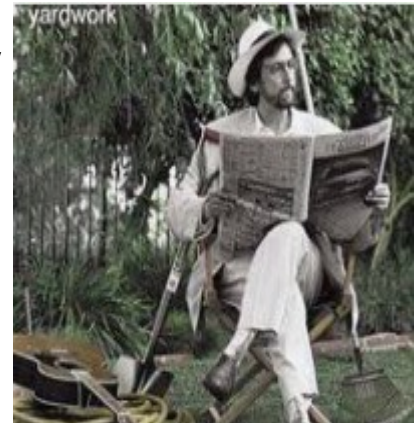
Today Gisborne enjoys continued growth and success in all industrial construction sectors as well as having a robust Fire Protection Division. With a dedicated core of senior employees and support office personnel, Gisborne employs in excess of 500 trade personnel, plus sub-contractors on an average annual basis.



A young man was visiting his aunt. While talking with her, he ate all the peanuts that were in a bowl on the table. When he realized what he had done he apologized. "Don't worry" she said with a smile. "I just lick off the chocolate then put the nuts back n the bowl!"

SPRING SAFETY AROUND THE YARD

With the first day of Spring rapidly approaching - March 20th to be exact - it is not too early to start getting things ready to work safely in the yard. Check your power tools to ensure they are sharp and all safety guards are attached, check your extension cords to ensure there is no fraying or cracked coverings, check hoses for leaks, ladders for stability, lawnmowers for sharp blades and make sure your BBQ is clean and propane is flowing through the regulator and easily ignites. Conversely, be sure to pay your strata fees on time or renew your contract with your yard maintenance company so you can sit back and watch others do the work!



COVID 19 UPDATE

To date our workforce have been diligent in following both Gisborne and our clients' protocols what has greatly contributed to our success to date in minimizing the impact of COVID 19 on our business.

We need to continue to be diligent in adhering to our provincial and national guidelines if we hope to put this virus behind us before the end of 2021. While it can be frustrating, annoying, and cause some levels of anxiety in terms of limited social interaction, the alternative is much worse. We are fortunate that the industries in which we work in have been able to function throughout this pandemic and we have been able to keep people working - so let's not become complacent as we near the time when the vaccination will be readily available to all, but rather remain committed to staying the course to get through this and move forward.

BENEFIT INFORMATION

CLAC MEMBERS

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

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	https://www.canadalife.com/
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 .