

COMPANY VISION

With offices strategically located across Canada and the United States, RBI will be the leading provider of electrical & communication solutions in the Industrial / Commercial / Institutional marketplace.

COMPANY MISSION

Through the strength and integrity of our team, we will provide our services on time, on budget, every time.

RBI Insight



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The First Word From WB.....

I am sure if Mr. John L. Robertson were here today, he would tell us he never would have envisioned that the small electrical contracting company he started in 1954 would have grown into what it is today! It has developed into an operation with four offices, 200 full-time employees, and a basket full of services reaching across the electrical and communications sectors in various markets within Canada and the USA. I am confident he would be proud of his little company, considering the many unique projects that have been completed, and all of the talented people who have contributed to the company's success throughout the years.

RBI has had a very interesting history, complete with a few twists and turns along the way, and a diverse group of people working in various roles throughout its sixty year history. This company has also had some very strong leaders throughout the years. Mr. Robertson was President of John L. Robertson Company Ltd. from its beginning in 1954 until his untimely death in 1969; from a heart attack he suffered on his way home from church one sunny Sunday morning. After his passing David Hahn and Rudy Hochrein, two existing employees, purchased the company from Mrs. Robertson. David Hahn took the helm as President. In 1981 Mr. Hahn retired and Rudy Hochrein assumed the role of President, and at which time Vern Presley became the Vice-President. In 1994, after a successful run in the President's role, Rudy decided it was time to retire and Vern moved into the Presidents office. Vern lead the company until September 2010, during a time period of significant growth.

In addition to these leaders, we also include former President's from businesses' we have acquired over the years; Morty Pullan of Bright Electric (Toronto) Limited, Gary Carr of Bright Electric (Peterborough) Limited, Rick McMurray of Arco Electric Limited, Brian Stoddard of Breaker Electric Inc., Dave Graham of McDowell Electric Inc., and Greg Crader of Corona Electric LLC. As you all know Rick, Brian, Dave and Greg hold key roles within our company today.

It was with a great sense of responsibility and humility that I assumed the leadership role of this company in September 2010. While I did not personally know Mr. Robertson or Mr. Hahn, I have had the privilege of

learning from all of the other men I mentioned above, since I was given a chance to work here 29 years ago. I've learned that all of these men had great people working with them, that these leaders respected the skills and opinions of everyone on their team, and that they cared for the people who were employed at their respective companies. None of these men would have been successful on their own.

It is on that great heritage that we are celebrating our 60th Anniversary. Our current team, in all divisions and in every role, are the strongest it has ever been. I am totally confident our company will continue to grow and be successful, because we are a group of individuals utilizing our unique skills collectively as a team. In a world that continues to evolve and change, we want to learn and adapt to those changes, yet hold on to the values from our past.

I have said it before but it's worth repeating, we need to remember where we came from to know where we are going. RBI will continue to be a place where creative people can grow in a safe working environment, and where our client's needs are driving us to exciting new directions every day.

I want each member of our team to succeed and hope that in doing so; each person will feel a sense of accomplishment in what they do. As we celebrate our 60-year milestone, I wish health, happiness and success to each one of you as we continue along our journey together.

Thank you for your support and for helping make RBI the best service provider we can be.

Wally Budgett
President, RBI





Business Development

Dave Graham
VP Business Development

Leadership

We foster an environment of responsibility and accountability.

We teach.

We make a difference.

We find solutions, and are resourceful.

Our Culture

Robertson Bright Inc. is truly about people. We are after all, serving people in our business, and in their businesses.

We are passionate about the preservation of our culture and we don't just talk about it, we mean it. From the beginning, we were clear about what was important to us and what we wanted our culture to be.

This doesn't mean we won't make mistakes or have set backs, but it does mean we have a clearly defined way of doing things. We know that some people simply won't be happy working here, and that's ok. We are looking to attract and retain those who thrive in this type of environment.

A Lot To Celebrate

As I write this article, the spirit of "Celebration" is likely still very much on your mind and in your conversations as we continue to reflect back on the Winter Olympics 2014 in Sochi. RBI branches on both sides of the border have a lot to celebrate in terms of the joint success of the Canadian and US Olympic teams! The results of the amazing commitment and dedication by the athletes along with their respective coaches, trainers, equipment personnel and families were showcased once again. And just around the corner is the start of the Winter Paralympics that promises to be exciting as well.

As you can see by the prominent "Celebrating 60 Years 1954 - 2014" banner on the front page and Wally's article in "The First Word From WB", we at RBI have a lot to celebrate and be proud of as a company too! It is no small feat as any company (let alone one connected to construction) to be still thriving and growing after 60 years.

Is there a "recipe" to our success as an electrical contractor over all these years? There is certainly not

one single thing, let alone several, that can be credited to this great accomplishment. All of us as writing contributors in past RBI Insights have shared some great attributes, such as current project wins, new technologies, staff activities and backgrounds, health and safety awareness, pro-active trade association involvement, how we can do what we are doing even better, and charity initiatives, etc. All good ingredients that help contribute to good corporate DNA, and resultant corporate longevity. And part of it in its simplest form is just being "available" to serve our customers and each other.

Earlier this winter I attended a sales conference entitled "The Art of Sales". It was a sold out event, which given that it was a sales conference about sales I found both affirming and humorous; for had it not been well attended one would have to question the authenticity of those trying to teach us!

I enjoyed it very much and beyond the fact that I did leave at the end of the day with the "Show Special Book Bundle" bag of six books about sales, (see I told you they

were good,) I had a lot of take-aways for my own role at RBI, plus some that I will share with you as staff in the coming months. It will always be important to learn how we can all be better "sellers", for as I've said numerous times before, no matter what your role is with us, you are all in the sales department (and for the record, we have no room to accommodate the "de-sales" department).

If I was to state a few key themes that resonated throughout the day by all of those on stage, most of whom, but not all were authors, it would boil down to:

Strive for clarity in all you do, especially communication by first really listening.

Always be willing to learn new things as it can allow you be a better you and it will often make your job more enjoyable at the same time.

What if anything sets you (as a company and / or an individual) apart? If nothing, then there is the place to start, find that differentiator.

Strive to "be present, be passionate, be engaged" in your daily tasks, no matter how seemingly mundane.

Be a solutions seeker.

Happy 60th Anniversary RBI!

Dave Graham,

VP Business Development



2014 Manager's Strive for Excellence Conference

This event we concentrated on the development of Senior Management by strengthening our leadership and communications skills, better understanding our financial responsibilities, and working on collaboration and team work.

From Left to Right - Wally Budgell, Brian Stoddart, Greg Crader, Brian Watson, Waqar Syed, Irene Moniz, Rick McMurray, George Ourumis

The View

Becoming a Grandfather about two years ago has had a real impact on my life... more than I could ever imagine. Each week I have "Tuesday night with Nathan" after work, and he is there waiting for me when I get home. A couple of hours of uninterrupted time of adventure. Perhaps we are chasing the bad guys in a police car, protecting the castle from a terrible dragon, or lost with Dora the Explorer. I never know what the night will bring, and that's what is great! Just the two of us, lost in the world of imagination. It was during one of our adventures, that my young Grandson looked up at me with those innocent little eyes, my mind raced with thoughts and emotions. The one thought that stood out to me the most was about my legacy that I will be leaving for him. When he thinks about me, what will he remember? What is the impact that I will have on him?

Brian Watson

A couple of weeks ago, when I was driving to the office, the same thought crossed my mind about my career. What kind of legacy will I be leaving behind? Had I made a positive impact? How will I be remembered?

Each day as I am working with a team member, as part of a group or by myself, I think about my approach to the situation. Am I looking for the solution? Will I be remembered as a problem solver or problem creator?

What our customers are looking for, in fact, what everyone is looking for is a problem solver!

Our customers come to us because they have a need. Sometimes the request is quite simple... other times it can take considerable resources. However, each are very important to the owner of the situation. In some cases, when we have taken the time to solve a small problem for someone, when a



big problem comes along, we will be the first call they make.

Although the situations each day can drag our attention in many different paths, we must always remember to focus on customer service. Take the time to consider the situation from their point of view.

I have seen a number of catchy phrases about customer service in many retail stores, however the service I have received does not match up with the words on the wall?

What is the career legacy you are building...?

Brian Watson

VP of Construction



you wish to find out how you can help, please contact:

www.evasinitiatives.com

RBI wishes to thank all our Movember participants, way to grow it for a cause! As an official global charity, the Movember Foundation's vision is to have an everlasting impact on the face of men's health. During November each year, the Movember campaign is responsible for the sprouting of millions of moustaches around the world. Through the power of the moustache, vital funds and awareness are raised to combat prostate and testicular cancer and mental health challenges.



Above - Rob Davidson, Alberta
Below - Ross Armstrong, Mike Watkins, and Greg Cooper, Ontario

Charity Corner



As we enter the home stretch of winter, the RBI Charity Committee has been focusing its energy on evaluating new opportunities to participate with, and contribute to.

December was a hectic time, however, as the Ontario Branch held its 3rd annual open house on December the 12th. This was a very well attended event by RBI employees and many of our suppliers. Thanks to the generous prize donations from our suppliers and the raffle tickets purchased by all that attended. We are pleased to announce we raised \$850.00, which was matched by the charity committee. This resulted in a donation to a Toronto based youth shelter "Eva's Initiatives" in the amount of \$1,700.00.

It is estimated that 10,000 young people are currently living in poverty on the streets of Toronto – that's the equivalent to the population of 8 average high schools. Their statistics are less than optimistic:

Youth unemployment is nearing 17%. Suicide among street youth is occurring at rates over 100 times higher than the national average, and mortality rates are 13 times higher. 23% of males and 43% of females on the streets are suffering from PSD (post-traumatic stress disorder).

Eva's Initiatives prides itself on finding new approaches and long-term solutions to help youth break the cycle of homelessness, and make the transition from living on the fringes of society, to finding permanent housing and employment. If

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To volunteer or suggest new charity activities, please contact:

Ross Armstrong @ ext. 223,
rossa@rbigroup.net

or

Diana Issa @ ext. 207,
dianai@rbigroup.net

RBI Safety Matters

July 1st 2014 – that's the date that all of the Ontario's staff members – both Workers and Supervisors, are legislated to have completed the mandatory Health & Safety at Work training. This is not an RBI specific training initiative, but all companies across Ontario require this training, regardless if you are an owner or a pre-apprentice. This legislation is meant to enforce that we each take responsibility for our own health and safety, knowing our legal obligations, in addition to working together to ensure a safe working environment for us all.

At RBI, we are continually thinking out of the box, so we encourage **all staff members across North America** to voluntarily take the training in the comfort of your own home. Below you will find links to two separate web training programs. One is for the Worker's, and the other is for Supervisor's.

Definition of Worker: A person who performs work or supplies services for monetary compensation. **Definition of Supervisor:** A person who has charge over a workplace or a worker. This can be one apprentice, or a full shift of both journeymen and apprentices. In some cases you may be both on the same day! This is also applicable to all officer personnel.

Supervisors are generally promoted from another position in the company. They had mastered their old roles, and have now moved on to a new opportunity, which also brings considerable responsibilities and legal obligations. You may have been a pro at your last job, but do you know everything required of you to fulfill all your legal responsibilities?

I am supplying a brief outline of the rules below (which are applicable across all our locations), but I encourage *everyone to participate* in this training. Regardless if you work in Nevada, Alberta or Ontario, RBI expects the same degree of professionalism and responsibility for your own actions, and that of the people in your care. At the end of the training session, you will be asked for your full name, and will receive a training certificate acknowledging your successful completion. Please save this file and forward to us at safety@rbigroup.net to be added to your employee profile.

Workers have the right to: Know

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Ontario Office News

Brian Watson
Interim Branch Manager



Don't stand in one spot too long in the Mississauga warehouse, you might just be picked up and put into a recycle bin. RBI is celebrating our 60th year in business, and I am sure that some of the material we have been storing in the warehouse has been with us that long. As most of us aren't sure if winter will ever end, we have decided to start our spring cleaning a bit earlier this year.

We are making way for the new panel shop, and pre-fabrication areas. As our Automation and Control Division continues to see growth, we are revising our current layout in Mississauga to provide additional space for them. The panel shop has just completed a number of pump control panels that will soon find their way over to the United Kingdom. Our in-house laser engraver does a great job and gives the product that final touch that highlights the quality and workmanship that goes into each panel.

It's always a good sign when



Employee Spotlight



Greg Cooper is about to enter the 3rd term of his apprenticeship with Robertson Bright. He's

you hear that the Blue Jays have started playing again down in Florida. It lets you know that spring is on the way, but it also means that the Rogers Centre will need to be ready for the start of the season. We have a number of people working diligently to ensure that the Stadium will be ready for that first pitch of the season.

It is going to be a very busy March, as we have a team preparing for a major shutdown project at the Ford Assembly Plant in Oakville. Long hours of planning and preparation, including design drawings, material orders, and prefabrications are taking place so that we are properly prepared for the work ahead of us.

Work continues down at the Fort York Visitors Centre, with permanent power being energized this week. As the building becomes enclosed, the final stages of construction can begin, and the finish line is in sight. Our work at the Lindsay Hospital is also in the final stages, with just a few more connections to be completed. The RBI Team has performed well on these projects, and they will be a great addition to the long list of successfully completed projects.

To Right - Sun, rain or snow, there's always time for maintenance

This month, we have been awarded the Electrical Distribution for a backup generator project for a Hospital located in Moose Factory, Ontario. Once completed, the pre-built container with the distribution equipment will be loaded on a railcar and sent to site. For the 500 residents of this small Ontario town, it will ensure that the Hospital has reliable back up power whenever it is needed.

Now, if I could only see that first little bud coming out of a tree branch, I will be certain that spring is coming...

Brian Watson,
Branch Manager



originally from Milton, but has now moved out to the farm, where he spends time in his Ford pickup truck with his dog Darcy. What a lot of people don't know about Greg is that he completed a 4-year business program at the University of Waterloo in just 3 years.

When not working, you'll find Greg with his skates, on the ice in a good game of hockey. Although Greg is currently single, he is looking for that special someone (as long as she can hold an acoustic guitar and wear a cowboy hat).

You'd think someone as smart as Greg would know different, but he still loudly proclaims his love for the Toronto Maple Leafs.

Calgary Office News

We can see the light at the end of the tunnel and it's not a train, SPRING will soon be here. I must be getting old because winter seemed to be longer this year than other years in the recent past.

We are looking forward to a very busy spring and summer. Projects that we are working on, or will be working on are the Calgary Soccer Center, Jaymont McKnight Industrial, Aviation Crossing, City of Calgary Fire Department Apparatus Storage Facility, Panterra 10 and Tribal Intermodal to name a few.

A partial list of projects recently completed are: Cloverdale Paint – 65,000 sq. ft. warehouse tenant improvement, Bidell Compression, Tull Prop-

erties – 2 warehouse spaces - 82,000 sq. ft. and 61,000 sq. ft., John Howard Society, Calgary Fire Department's Station 4 Locution Upgrade, Bluebird Addition and Alberta Infrastructure. Some of these projects completed on very tight schedules, so thanks to our crews for a great job in accomplishing this.

On the weekend of April 12th, Robertson Bright Ltd will field a hockey team for the 2nd year in the Alberta Electrical League's Annual Hockey Tournament. We look forward to everyone's support for the guys. Thanks to Chris Jonathan for stepping up to Captain the team.

In December after 30 years as an employee, Art Mons retired. His plans are to travel to a warmer climate, and then in a few months settle on Vancouver Island. We already miss Art around the office and warehouse and of course his experience. We wish Art every success and happiness in

Brian Stoddart
General Manager



his retirement.

Bill McKay started with Robertson Bright in October as our Senior Project Manager. He comes with a wealth of experience, and has become a great addition to our team. Bill will be looking after our larger projects.

Steve Stagg has moved into the Project Manager's position. Steve has already completed some project management courses, and plans on continuing these studies at Southern Alberta Institute of Technology (SAIT) over the coming years.

Congratulations to everyone at RBI in achieving 60 years of being in business. We look forward to the coming years, and all of the challenges and achievements that lie ahead.

Brian Stoddart
General Manager



Employee Spotlight



Whitney Ottway joined the RBI Calgary team this past October in the role of Junior Project Manager. Whitney works closely with our Project Managers

Bill McKay and Steve Stagg. She started her career in the electrical trade in 2006 and moved into sales back in 2012.

Her position includes working with the suppliers when ordering packages for our projects, reviewing and tracking up-to-date shop drawings, and issuing change orders, to name just a few things. She is a welcome addition to our office, as our project managers have a lot on their plates with a busy spring season just ahead.

When she's away from work Whitney likes to spend time with her boyfriend and their 2 cats Yoshi and Bowser. She also enjoys playing video games.

In 2014, keeping the power and lights on is mission critical.

As communities across North America have experienced gaps in their local power supply, more and more clients are taking a pro-active approach and installing their own generators, transfer switches and automatic relays.



Continued from Page 4

about workplace hazards and what to do about them. Participate in solving workplace health and safety problems. Refuse work they believe is unsafe.

Workers must: Follow the law and workplace health and safety policies and procedures. Wear and use the protective equipment required by their employer. Work and act in a way that won't hurt themselves or anyone else. Report any hazards or injuries to their supervisor

Employers must NOT take action against workers for following the law and raising health and safety concerns.

Employers must: Make sure workers know about hazards and dangers by providing information, instruction and supervision on how to work safely. Make sure supervisors know what is required to protect workers' health and safety on the job. Create workplace health and safety policies and procedures. Make sure everyone follows the law and the workplace health and safety policies and procedures. Make sure workers wear and use the right protective equipment. Do everything reasonable in the circumstances to protect workers from being hurt or getting a work-related illness.

Supervisors must: Tell workers about hazards and dangers, and respond to their concerns. Show workers how to work safely, and make sure they follow the law and workplace health and safety policies and procedures. Make sure workers wear and use the right protective equipment. Do everything reasonable in the circumstances to protect workers from being hurt or getting a work-related illness.

To Access the Training, please go to the following sites (you can also email safety@rbigroup.net to request the link):

Worker Health and Safety Awareness in 4 Steps - <https://www.labour.gov.on.ca/english/hs/elearn/worker/index.php>

Supervisor Health and Safety Awareness in 5 Steps - <https://www.labour.gov.on.ca/english/hs/elearn/supervisor/index.php>

RBI's goal is to get each and every one of us home at the end of the day, both healthy and safe.

SAFETY IS A CHOICE, AND ONE WORTH MAKING!

Las Vegas Office News

Greg Crader
General Manager



Spring weather is upon us in Las Vegas and as we wrap up the underground work on multiple projects, we are thankful that we were able to get this work underway long before our summer heat begins.

We have moved forward with the Army Reserve Center in Sloan, Nevada, as well as Tapia Bros. Warehouse expansion, and the New Jerusalem Church project. The New Jerusalem church is a very exciting design / build project that will really showcase our abilities and expertise. The church is being built on previously blighted ground near Martin Luther King Blvd. and Lake Mead. We are looking forward to continued progress, and a definite beautification of the existing area.

The Army Reserve Center also is progressing nicely with the great majority of underground and site work completed. This is the largest project with ICF (insulated concrete forms) con-

struction we have undertaken and so far, so great with regards to progress. The pre-planning and pre-fabrication time and energy we have expended on this project are really starting to pay dividends. The warehouse for Tapia Bros. is also coming along nicely, as well with concrete walls to be stood up in the very near future.

In Minnesota the crew is wrapping up the loose ends on our latest Total Wine and More store, with good results. The lessons learned on the previous projects have been put to work and we are seeing a better close out with fewer hiccups as a result.

In Phoenix, AZ. we have begun a partnership with a local general contractor, and through this rela-

tionship we have begun hiring field staff and started two projects with more to come. The two office / showrooms are progressing nicely and we are looking forward to additional opportunities in this market as well.

The Las Vegas market continues to provide an abundance of opportunities for RBI, and we look forward to continuing to add to our services and abilities as we move into the hot months to come.

Greg Crader
General Manager

MAKING A DIFFERENCE - Living Grace Home is an organization overseen by Kathleen Miller, which offers beautiful residential facilities for pregnant teenagers between the ages of 14 and 22. Located in the greater Las Vegas valley, they provide food, shelter, medical attention, education, and job skills to unwed soon-to-be mothers. Living Grace Home is a safe-haven for young, pregnant women who need a helping hand and a second chance.

In late 2013, RBI Nevada proudly donated their time and energy in rewiring portions of the new home, replacing light fixtures, GFCI outlets, switches, smoke detectors, arc-flash breakers and ceiling fans. Material was graciously donated by local vendors. Our efforts will allow Living Grace to open a second location where the mothers-to-be can live safely, and have the support and resources required to bring their newborns into the world! For more information go to: www.livinggracehome.com.



Ron Johnson recently rejoined RBI after a brief hiatus, and is now assisting with small projects, service work, and getting the pre-fabrication shop up and running. Ron has been a part of

the family since 2007, starting with his apprenticeship, then graduating to journeyman. Ron has seen the complete genesis of RBI in Las Vegas, and his ability as a mechanic is greatly appreciated, as he has a real talent for identifying a "new way" and then putting it into action. Ron is the kind of guy we can count on and is always willing to assist.

In his free time Ron dabbles with solar power, even converting his home to *green energy*, and he is often found tinkering with some new device or technology that he finds interesting. After a significant accident a couple years back on a 4-wheeler, Ron still enjoys getting out in the sand at Dumont with friends. We look forward to Ron continuing his professional growth, and seeing him take on additional responsibilities in the years to come.



Construction Site Theft



Conservative estimates put the loss from construction site theft annually around \$220 million in Canada, and in excess of \$1 billion in the US. These figures are considered low as a great deal of theft goes undetected. Theft not only removes the profit from the companies, it also limits the profit sharing or bonus possibilities received by our employees. In other words it is coming directly out of all of our pockets. The true cost of theft is more than just the tangible cost of replacing the stolen item, you need to include:

- Jobsite delays and penalties
- Employee downtime while waiting for replacement tools, equipment or materials
- The impact to your insurance - whether it's an increase to premiums or deductibles, or the outright cancellation of your policy. Bonding is also impacted.

Five top target items:

- Materials (copper, fixtures, wiring)
- Tools (hand and power)
- Appliances (furnaces, air conditioners, electrical panels)
- Equipment (ladders, generators, compressors, lifts, and power cords)

- Vehicles (including trailers)

Electrical contractors are particularly vulnerable because they have items that are in-demand. In reality, we understand that loss prevention requires effort and investment; when you consider the entire cost of theft, it is worth taking steps to prevent future losses.

Here are some strategies that can reduce loss:

- Make someone responsible for jobsite security, and empower him or her to gather information and take steps when necessary. At the end of the day make sure someone is checking that locks have been secured, and that keys have been removed from equipment.
- Limit the amount of time material stands around at site. Establish secure areas for receiving and storing materials.
- Trailers can be equipped with un-breakable locking devices that would require the thieves to use a cutting torch to remove it. Grade 70 chains or steel cable (which takes specialized equipment to cut) also works well.
- Fencing and barriers are effective ways to keep people out, at the very least, make it difficult to access.
- Wheel locks or hitch locks make it difficult to steal trailers.
- Visibly marking tools and equipment with paint, microchips, tape, GPS, etc.
- Signage is key and mandatory by several provinces and states. **No Trespassing** signs not only discourage unauthorized visitors, but also help protect you from liability related to inju-

ries by non-authorized persons.

- Light the site effectively at night so passersby, including police, can easily see what is happening. Monitored cameras can let you know if someone is on-site without permission.
- Require visitors and employees to park outside the fence or in special parking areas to reduce the temptation and opportunity. Require all persons to log in and out of your site.
- Be prepared to work with the police. Let them know your schedule. Ask them about recent thefts in the area, and report any crimes promptly - your theft might be part of a pattern.
- Work with the neighbours - a convenience store or gas station may be situated in direct line of site to your jobsite.
- Police recover tools all the time, but if the contractors didn't keep track of the serial numbers, law enforcement can't do anything to return them.
- Try to create a work environment where theft is not tolerated and information can be volunteered anonymously.

Kick start your anti-theft culture. Communication between owners, supervisors and employees is essential to identify issues and solutions, and **keep everyone focused on profitability and efficiency.**

The most important thing to remember is, the longer it takes to steal, the less likely it will be stolen.

Let's not be easy targets.

**To
sustain
longevity,
you have
to
evolve.
~ Aries
Spears ~**



**Skate to
where
the puck
is going,
not to
where it
is.**

**~ Wayne
Gretsky ~**



Congratulations to the staff and management for 60 successful years in business. We couldn't have done it without you. Thank You!

The horizon leans forward, offering you space to place new steps of change.

~ Maya Angelou ~

Calgary

Frederic Audra	Apr-26
Landon Kilburn	Mar-02
Robert Lamb	May-08
Brandon MacDiarmid	May-30
Brandon Plotnikoff	Feb-02
Darlene Stoddart	Apr-13
Gerry Stoddart	Apr-06

Head Office

Chris Alsip	Mar-13
Rowena Batt	Apr-12
Daniel Dejak	Mar-17
Stuart Graham	Mar-09
Dave Graham	Feb-14
Emily Mercer	Mar-06
Brian Watson	May-20

Las Vegas

Louis Bell	Mar-01
Joseph Chircop	May-23
Jeremy Franklin	Feb-15
Santos Gonzalez	Apr-15
Jon Haney	Mar-11
Kyle Hanson	Apr-07
Angel Jimenez	Mar-03
Matthew Moorehead	Apr-29
Glen Nelson	Mar-05
Joe Soto	May-21
Robert Williams	May-25

Mississauga

Rolf Banninger	Feb-12
George Boneschanker	Feb-03
Ozren Dabo	Mar-17
Eric Fagon	Mar-09
Massoud Ghasvarian	Mar-21
Bryan Jackson	Apr-25
Wojciech Kania	May-22
Seval Reid	Mar-29
Gurnek Sahota	Feb-27
Rick Walker	May-05
Jordan Watson	May-23

Peterborough

Gary Bolton	Apr-02
Mark Bolton	Feb-19
Richard Burfield	Mar-29
Daniel Dragomir	May-12
John Edge	May-13
George Ferguson	Apr-20
Calvin Grabham	Apr-20
Stephen Hennessy	Feb-06
Mark Little	May-09
Darren Mahoney	Mar-08
Edward Maloney	May-30
Manuel Marques	Mar-11
Steven Roberts	Apr-18
Kevin VanAlstyne	Mar-12
Jim Willshaw	May-16

Birthdays



Branch Office Locations:

Calgary - #2 215-36th Avenue N.E., Calgary, AB, T2E 2L4
Tel: 403-277-3077, Fax: 403-230-3986

Mississauga - 2875 Argentia Road, Unit 1, Mississauga, ON, L5N 8G6
Tel: 905-813-3005, Toll Free: 1-877-813-3005, Fax: 905-813-8878

Las Vegas - 5125 S. Valley View Blvd., Las Vegas, NV 89118
Tel: 702-914-2290, Fax: 702-914-2237

Peterborough - 618 Neal Drive, PO Box 1048, Peterborough, ON, K9J 7A5
Tel: 705-742-5447, Toll Free: 1-866-442-5447, Fax: 705-742-3139

www.rbigroup.net



Contacting RBI Insight - For ideas, photos, comments or submissions, please contact: Irene Moniz at (905) 813-3005, Ext. 227, irenem@rbigroup.net