

ISSUE

16

Summer  
2014

## 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.....

On a recent visit to our offices in Las Vegas, I went out into the pre-fab shop to see what new and innovative assemblies our team was working on. As has been the case for a number of months now, the shop was a beehive of activity. With our recent tender awards, we have a number of projects that are in the pre-planning and early construction stage. I am happy to report that what I just described about Las Vegas is also happening at our offices in Calgary and Mississauga. Something else of interest happened during my unplanned walk into the pre-fab shop. I stopped by one of our assembly benches to enquire what the guys were working on, and after giving me a quick report, the apprentice advised me that I had broken the shop safety rules by walking around the shop without utilizing my personal protection equipment (PPE). The fact is that he did not know who I was and it did not really matter. Safety was first and foremost on his mind, even as he worked in tandem with a co-worker, building an assembly for the soon to start Nevada State Nursing College project.

As I stated earlier, we have a significant backlog across all offices, and when we get busy the tendency is to slip a little

on following our policies and procedures that instruct us to work safely and successfully. As the projects ramp up over the coming weeks and months, let us keep safety the main focus in all of our work, in both the shops and in the field – and when we do, we will see positive results on all of our projects. The important take-away - regardless of your position or seniority, if you see something being done unsafely, talk to the person or your supervisor. As for me, I will abide by our safety policies just like everyone else, without being told!

As we enter the summer season, I hope everyone enjoys some good times on the long weekends ahead, and during vacations with family and friends. Be safe and thanks for helping RBI be the best service provider we can be.

**Wally Budgell**  
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.

### And remember; always bring your wallet.

Much time rarely seems to pass by without a new word or phrase entering our vocabulary that after hearing it often enough, it becomes the new norm.

In North America this past winter, I heard three that I had never heard before; *Polar Vortex*, *Colorado Low* and *Ice Quakes*.

Depending upon where you reside, there is a good chance that over the past year you have experienced one or more extreme weather patterns; either terrible drought and unseasonably high temperatures as in the South-West USA, or extreme cold that could have included unseasonably low temperatures, wind chills, high volume snow and ice...lots and lots of ice. The latter is where that *Polar Vortex* phrase was used in many weather forecasts.

Now that we are entering the summer months, it now somehow feels *safe* to reflect back on *The Winter That Did Not Want to End*. I reside in the colder of the two extremes and over the Christmas Holidays in particular we experienced that ice, ice and more ice theme. And with the freezing rain came ice-laden trees and with that condition, large limbs and in some cases whole trees came crashing to the ground often taking with them power lines, cars, roofs and creating newly blocked roadways. In our case, the old familiar Christmas carol *Silent Night* took on a whole new meaning when spanning over Christmas Day and for seven days in total our neighborhood did not have power. (Sidebar

note to our RBI Nevada friends, having been in your neighborhood many times now, I know this seems hard to relate to...)

Back to the downed limbs and trees, where our 70+ year-old maple tree let go of three major limbs, fortunately all of which missed our home. Suspect limb #4 which was hanging precariously over our bungalow would have told a different story but after a short thaw one day, it lost most of the ice it was bearing and it thankfully returned up to its regular skyward pointing position. However limbs #1, #2 and #3 had to be removed from our deck, lawn and street.

Making Lemonade Out Of Lemons #1: I see some great future firewood.

Making Lemonade Out Of Lemons #2: I need to buy a chainsaw.

For many years now advertising on a radio station in our area there is an outdoors equipment retailer with a fun and engaging banter about the exemplary quality services and equipment they offer. Their ads end with the phrase: *And remember, always bring your wallet!*

*Always bring your wallet?* That's a little presumptuous isn't it? I had always found the friendly voices and end phrase very engaging and knew someday I would visit that store. Seventy plus year old Maple Limbs #1, #2 & #3 now offered that perfect opportunity since Dave knew he was getting himself an early Christmas present.

I first went to a large local retailer and looked at the several shelves of chainsaws and re-

ceived some token information about the products offered. That convinced me to make the trek to the *bring your wallet* retailer. Approximately one hour after my arrival, I drove away as an educated consumer complete with a fully fuelled, pre-tested (Christmas present), chainsaw in my trunk. One hour after that I already had the beginnings of a nice stack of fire wood. I was and continue to be a totally satisfied customer, and glad I had taken my wallet!

As we sell our wide variety of services at RBI to our clients, we have to make sure that from beginning to end they are of the best quality possible. Do you regularly seek ways and means to know *our products* and learn about new electrical and communication trends? Are you then in turn a solid resource of information, thus aiding in the education of our clients to make better-informed decisions?

Most people having the authority to procure projects, services, materials and equipment appreciate the ability to make informed decisions for the long-term benefit of their company, not to mention the longevity of their personal employment! Let us ensure we continue to provide this level of personal service at RBI. Let us ensure we continue to improve on our education and performance, thus guaranteeing our clients can make *safe* decisions through trusting the message we give them. And fortunately, since NOT ALL project awards and purchase orders are given solely on the *perception* of lowest cost, they too will *remember to bring their wallets!*

Dave Graham,  
VP Business Development

# The View

Recently a group of leaders from within each of the branches headed down to Grand Rapids, Michigan to visit an Electrical Contractor who is a part of our peer group, and has been leading in innovative ideas and construction methods for a couple of years. Our first day, we gathered as a group and discussed many relevant topics as they relate to our construction path, including pre-construction planning, pre-fabrication and design-build approaches. As all were involved in the discussions, it was refreshing to see the talent sitting around the room. Literally hundreds of years of construction experience that we could draw from.

The second day, we were able to visit the Electrical Contractor's pre-fabrication shop including the design department, and a current project under construction. What a great opportunity to be able to share thoughts, ideas, methods, procedures, successes and failures from a non-competing electrical contractor. Each one of us left with new ideas and understanding of what's possible when

**Brian Watson**

**VP of Construction**

you're thinking about innovation. Each one of the team members from the electrical contractor took pride in showing us what they were able to accomplish. I am sure that we will use the experience gained in Grand Rapids to ours and our clients' benefit in the near future.

I am glad to report that we are busy in each one of our Branches. One week last April, all three Branches were awarded Multi-Million Dollar contracts. It was good to see the hard work of everyone involved paying off with a fantastic week of gaining market shares. Now the hard work needs to continue. We are hard at work with pre-construction planning and pre-fabrication activities.

I am pleased to report that we now have a full time BIM Coordinator / Electrical Designer as part of our home office team. As we continue to strengthen our portfolio, we are now able to offer complete design solutions, including 3D Modeling of projects for our clients. As the industry is changing, we need to continue to ensure we are



ahead of the curve.

The Mississauga and Head offices are headed into a time of renovation, as we're configuring the space to meet our growing needs. The office will soon have additional meeting space and a new classroom as we continually focus on upgrading our education and skills. I would like to say thank you to everyone that is going to be affected by this. You will be excited by the upcoming renovation and frustrated as we go through the process, but I know that you will be very happy with the end result.

As we head into the time of summer vacations, remember that the fall is just around the corner!

**Brian Watson**

**VP of Construction**



Prepare and prevent, don't repair and repent.



10 fingers,  
10 toes, 2  
eyes, 1  
nose...  
safety  
counts!

## Charity Corner



The committee has processed several requests in the past couple of months and we are very encouraged by the RBI employee's participation.

The Alberta branch generously raised money at their Health and Safety Meeting, resulting in a total donation of \$360.00 to the Calgary Inter-Faith Food Bank.

Summer is upon us and we are planning BBQ's, and a World Cup soccer pool. So let us come together for some fun, and we will raise money for several local charities.

Many employees, their family members

and RBI customers have been out participating in fundraising walks, runs and other events. We wish to congratulate you all for your hard work and avid participation.

We encourage you to contact us at the charity committee, and tell us about what organizations you are volunteering with. RBI is always looking for worthy causes to get involved with.

Remember - have a great and charitable summer!

"Where there is charity and wisdom, there is neither fear nor ignorance." ~ **Francis of Assisi** ~

**Over to right for contact info.**

To volunteer or suggest new charity activities,

please contact:

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

or

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

First Gulf - Bentall Kennedy - Construction has completed at Explorer Drive in the Airport Corporate Centre. RBI has participated in numerous LEED® construction projects, and is consistently assisting their clients to achieve their goals in creating energy efficient buildings. All major HVAC equipment, VAV boxes, reheat coils and eight lighting zones per floor will be controlled by a Building Automation System (BAS). Power distribution to each floor comprises of a 200A 600/347A lighting/power panels each with 45 kVA K13 transformer and 42 circuit/20/208V panel. The building is fully equipped with fiber optics throughout. Energy efficiency is addressed through a high performance building envelope, efficient HVAC systems and high-efficiency T-8 light fixtures with sensor controls throughout the tenant premises and washrooms.



RBI was pleased to participate in the creation of "PowerStream's Micro Grid Demonstration Project" as part of a proof-of-concept trial at the head office of PowerStream Inc. in Vaughan, ON.



**RBI - finding solutions to today's rapidly changing technologies.**

**Rob Osmond**  
Ontario General Manager



### First Impressions

A couple of years ago I had the opportunity to go to Manhattan and visit some friends. When we arrived at JFK Airport, they surprised us with a small gift basket with some essentials we would need, and an acquaintance of theirs who was out of town had left us his Brownstone flat to use. They took us all around the city and made sure our first impressions were positive. Because of this we now enjoy going to New York, as our first experience was amazing.

Walking in the front door of RBI felt like a similar experience; going into a different environment and anticipating what I would find. Quickly I was welcomed by so many, aiding me in this transition and helping me understand what actually makes RBI such a success. Being in the electrical/communications industry for over thirty years, I have crossed paths with RBI many times, and have been impressed by the quality of

workmanship and expertise that I have seen. Now I have this incredible opportunity to work side by side with those that have continued this legacy, is honouring to say the least.

It is exciting to be a part of such a dynamic and cutting edge team; I have come to understand that this success, for over 60 years, has not come by coincidence alone. Just looking at some of the projects that we have completed is impressive. Take the Waterloo Region Consolidated Courthouse, a 430,000 sq.ft. P3 project built to LEED Silver Standards, and has a 100% emergency backup system. Also, just last week we were commissioning a four Storey 52,000 square foot Office Complex on Explorer Drive, a complete Design-Build in concert with First Gulf and Bentall Kennedy. I could go on about the major solar projects underway all across Ontario, our expertise in Power System Management, and our entire communications department just to spotlight a few. Working closely with the estimating staff has also been exciting. It takes years of experience and a firm understanding of the marketplace to get to the point where we are awarded such incredible projects. City and country-wide, officials are saying yes to RBI, because they want it completed

professionally and on time.

Coming from an automation background and hearing about the complexity the control projects we have undertaken, such as the TTC emergency trip panels for the Spadina extension, and complex PLC programming and implementation is impressive. Now with our in-house CAD and BIM design team, our capabilities are not only expanding, but leading the way in our industry.

What I have experienced so far, meeting with most of the staff, is an excitement of being part of something bigger than just the next job. Those of you that have built this foundation are proof of this one fact, you understand this Vision of RBI.

Congratulations RBI, you have made the vision your own, and because of that, we now have offices strategically located across Canada and the United States, and are leading the way in our industry.

**Rob Osmond,**  
Ontario General Manager



### Employee Spotlight



Kevin VanAlstyne - Foreman, "KVA", lives in Lindsay Ontario and

spends most of his free time in the Haliburton Area with friends and family on a small spring fed lake. He enjoys fishing 12 months of the year on that lake, and not only initiated, but maintains a re-stocking program. Kevin enjoyed playing hockey and pitching baseball in his younger days, but now likes to be a spectator of all sports, except soccer (sorry Rolf).

Kevin has been in the electrical trade for 37 years, and feels privileged to have been with RBI team for over 10 years. Some of the major projects that Kevin has successfully completed are the Durham Consolidated Court House, the Conant Complex, YMCA in Peterborough, and Fort Gary Industries in Thunder Bay.

You may think power is  $P=EI$ , but in our case it's KVA!

# Calgary Office News

Over the last few months, I have attended several seminars and meetings regarding changes in electrical installation methods, and improving our relationships with clients and staff.

It was reinforced that if we don't look after our clients, or our staff for that matter, someone else will. To that end, we are making every effort to upgrade the skills of our staff and management to stay ahead of new technologies and services as they emerge. By providing innovative solutions to clients and staff, our continual growth will be due to our hard work and persistence within RBI.

Implementation of prefab is just one front we are working towards. This will allow us to become more efficient in our projects, and more competitive in the marketplace. We have seen this process in action from some members of our peer group, and now it's time to bring this technology to fruition with RBI's brand of pre-fab.

Looking ahead into summer and fall, we will be busy with multiple projects. Gordon Food Services is just breaking ground and is targeted for completion in Spring 2015. Rick McMurray has been instrumental in securing this design-build project with Maple Reinders. We also have a number of projects in the hopper: the Calgary Soccer Center, Polish Cultural Center, Martin Brower, Aviation Crossing, McKnight Industrial, and Beltliner Restaurant to name a few.

Some of the projects in our future include: Compass Compression, a commercial retail unit (Kwan), Extendicare, a gas station and fast food restaurant for Superior Building & Design Ltd., Netook Industrial, and recently a Wi-Fi upgrade for 22 of the City of Calgary's buildings.

With all the work just finishing,



starting, or in the future, the Alberta team in the field and in the office is primed to finish our projects on time, and on budget. It's always positive when we are in the position to be looking for additional personnel to grow with RBI, starting from apprentices to foreman, and additional support in the office as well.

**Brian Stoddart**  
**Alberta General Manager**

Below - RBI partnered with Scott Builders to construct the new home of North West Geomatics on 11th Street NE in Calgary, Alberta. This is a modern building comprised of both hangar and office space used for both administration and production.



**Management - the art of getting things done through other people or forces.** Although the concept seems simple enough, many people in management roles struggle with it.

Most people faced with new management roles (foremen, lead-hands, area managers, etc.) were appointed to their roles because they were good at something other than managing, and not because they were good leaders. Often that can contribute to problems, because managers who are functional specialists sometimes have a tendency to want to try and do all of the work themselves, or micromanage others. Perfectionism or being set in their ways also invites disaster.

Managers often have specific ways they would prefer things done. But if they are going to let go and have others perform the work, they need to have tolerance for people doing work somewhat in their own way.

Often there's no right or wrong way to get a complicated task done. As a leader, it is your job to make sure your team is knowledgeable and competent at the tasks they are responsible for. You must ensure they perform their duties to RBI standards of safety, and must follow our mythologies and procedures. Managers can't do it all themselves, so they need to develop, equip and empower their people, delegate and assign work to them, and then get out of their way so they can complete their work with minimal interference. Managers would do well to remember that when delegating tasks to their team members.

Of course, a manager should always be there to provide training, support and adequate context to their employees. It's not acceptable just to provide some ambiguous and rudimentary idea about what's expected because that's likely to lead to disappointment with the end results.

But micromanagement



## Employee Spotlight



Bill McKay is the Senior Project Manager here in our Calgary branch. He joined the RBI team last October, and brings with him over 35 years of electrical experience. Bill has been a project manager for the last 18 years, and has worked on a variety of projects ranging from LRT stations to large warehouse facilities. He also has been involved with managing safety programs and manpower.

Bill has 2 boys who are attending university, and keeps himself busy with his family. When Bill gets the opportunity, he likes to get away for some camping and fishing.

doesn't help either. In most situations there's a happy medium somewhere between being too hands-on and prescriptive on one hand, and having too laissez-faire an attitude on the other.

**When to delegate?** We've been hearing a lot recently about how we should focus on developing our strengths, and focus less on our weaknesses. But if we don't try to do something about our weaknesses, we'll never overcome them or move beyond our comfort zones.

For that reason, a common approach is to apply the *80/20 rule* when it comes to strengths and weaknesses. 80% of our development should focus on existing strengths, while 20% should be about improving weaknesses or areas we're less familiar with.

It's the same with delegation. Managers should mainly be delegating tasks to their team members that play to their strengths. There's no point delegating a project to an individual who's likely to fail miserably. However, if people are never challenged or stretched they're unlikely to develop and grow.

With appropriate guidance, instruction and feedback - as well as a healthy dose of encouragement, it can be appropriate to delegate tasks that move individuals beyond their comfort zones. This requires more upfront work on the part of the manager, but it's likely to save time in the end and contribute to an employee's development.

Yet, there are still times when a manager is better just completing the work themselves, especially if it's particularly important, challenging or time-sensitive. This is especially true in the case of hands-on leaders with *real* work assigned to them, on top of their managerial duties.

**What RBI can do to help:**

- 1, Offering training on effective delegation (contact your manager).
2. Holding managers accountable for developing their direct reports and delegating work to them.
3. Empowering employees and helping to foster a culture where it's safe to move beyond one's comfort zone, take risks and even fail once in a while.
4. Ensuring that appropriate policies, procedures, workflows, processes and job descriptions are in place.
4. Ensuring that managers provide adequate training, coaching, feedback and performance management to employees.

# Las Vegas Office News

Greg Crader  
General Manager



Summer in Nevada finds our branch moving forward on a variety of fronts. The Army Reserve Center project is picking up speed with interior rough-in at full swing, as well as the balance of the site work to be completed very soon.

This CORE of Engineers project has proven challenging with civil work scope that is being built on solid granite. Our Fire Station 108 for the City of Las Vegas with Core Construction is nearing completion at time of writing, and another very sharp firehouse will be opening soon.

The Tapia Brothers` warehouse is wrapping up, and the New Jerusalem worship facility will be starting interior rough-in near the beginning of July.

The newest project in the fold is our partnership with Ledcor on the Nevada State Nursing College. This build-

ing will house student training facilities the university desperately needs to continue their growth in our region.

Sunset Surgery Center will be starting in July as well with Kittrell / Jensen Contractors, and we are looking forward to this project with its idiosyncrasies particular to the health care field.

We are continuing to seek projects that are a good fit for the team here, as well as continuing to grow our influence in this market. With what seems to be a shift in our economy to more consistent growth, we look forward to the challenges and opportunities that lie ahead.

Greg Crader  
Las Vegas General Manager

**Pictures at Side:** RBI's NV team succeeded in delivering the extensive LED lighting package and Lutron lighting control systems on a 14 week accelerated schedule for Ameristar / Pinnacle Entertainment's corporate headquarters' renovation. The interior was gutted to the exterior concrete walls, and high architectural standards are evident throughout the

space featuring glass walls, architectural metal, stone floor / countertops, and wood ceilings and floors. The upper floors have fantastic Strip views, including the Linq, the High Roller, a 550-foot observation wheel, and the surrounding Las Vegas valley.



## Employee Spotlight



Brian Travis has been with RBI for the last 2 years working as a journeyman. He has made the step up to Project Foreman, and currently is pre-planning a couple smaller projects that will be built this summer. Brian has quickly proven himself to be an asset to our team, mainly due to his willing spirit and a desire to learn and grow. With this disposition, Brian has really set the bar with regard to planning his work and knowing the project inside and out, prior to getting on site.

After settling in Las Vegas 11 years ago from Delaware, Brian has pursued his love for the outdoors with mountain biking, hiking, and anything else that keeps him outside in the great Southwest.



## Defensive Driving

station, and use of cell phones / texting, etc.

**Don't Run Reds** - There are two basic types of red light runners—there's the daydreamer or distracted driver who just doesn't see it, and then there's the driver who's impatient and accelerates on the yellow light instead of stopping and waiting! Some of us are guilty of both offenses. The real problem is the green light anticipator meets the red light procrastinator, which results in a T-bone.

**Highway Pro** - The high speeds and the density of traffic on them require a special set of operating rules. First, there are forbidden actions. There is NO STOPPING on a highway. Emergency stops are permitted, but you must take extra care. The shoulder of a busy highway is a very dangerous place. If you are approaching a vehicle stopped along a highway, or a pedestrian, PLEASE change lanes as you pass by. It is illegal to back up and you may not cross a median. Do not be tentative about accelerating to highway speed. Do not drive to the end of the ramp and slow to a crawl or stop while waiting for a "break" in traffic. The right lane is for entering and exiting the traffic flow. The middle lanes are for through traffic, and the left lane is for passing. If you are not passing someone, you should not be driving in the left lane. Likewise, unless you are driving at a slower speed or preparing to enter or exit, you should move out of the right lane. If you encounter an emergency vehicle coming up behind you, move to the right as much as necessary to let it pass you on the left. If you are passing an emergency vehicle parked on the right hand side of the road, move into the left lanes to allow for as much room as possible.

Recently an Ontario apprentice was driving a RBI pickup on a major highway, when the vehicle in front of him struck a chunk of wood approximately 6" x 6" by 4' long. This rather large projectile came flying up and hit the truck several times (on the bumper and grill), before coming up and bouncing off the hood. Apart from being shaken by the event, our co-worker was not harmed. If the chunk of wood continued to come into the cab of the pickup, this story would have been completely different.

I contacted him to get some details for my Near Miss Report, and I had to ask him, "Did you duck"? And he answered "Yes, I did it automatically". It amazes me how automatic our behaviours are. Luckily this young fellow's instincts prepared him for the worse (the wood entering into the cab), and tried to decrease the negative consequences by trying to duck out of the way.

Due to this occurrence, I thought I would review some defensive driving tips. If we continue to sharpen our skills by reviewing this type of material, the chances of us having our instincts kick-in when we need it most, greatly increases.

**Pay attention** - I never saw him! is the most common excuse heard after a collision. Virtually all collisions involve inattention on the part of one or both drivers. Inattention includes things like: daydreaming, sleepiness, fatigue, highway hypnosis, talking, eating, finding a radio

**Don't trust anybody** - We have met the enemy and it is us. You can never rely on what the other driver will do. While you are driving, keep a wary eye on the other guy and leave yourself plenty of room.

**Get Rid Of Tailgaters** - Driving too closely is a factor in about 40% of collisions. If you have a vehicle tail-gating you, the best thing to do is get the tailgater safely around you. Do this by slowing slightly below the normal speed limit. This allows them more room to pass, and your slower speed makes it easier. This is what you WANT. Do you want them behind you, where you have no control over their actions? Tailgaters typically exercise poor judgment and endanger you and others trying to pass when it is not safe. Here's what NOT to do. Don't hit the brakes suddenly, and do not tap your brake lights to warn the other driver to back off. Slamming on the brakes to get rid of a tailgater is against the law almost everywhere, not to mention that some folks may resort to road-rage tactics.

**Don't drive when you're drowsy** - Even on a relatively straight highway, a sleeping driver will eventually drift off the road. Trees, utility poles, ravines and bridge abutments turn this into a deadly scenario -- and that doesn't even take other cars into account. You might think a few yawns are nothing to worry about, but just being a little drowsy is enough to increase your risk of getting in an accident. Responses can range from dozing off for a few seconds at a time to simply "zoning out" and losing all focus on the road. At highway speeds, one or two seconds of inattention can lead to disaster. Don't think you'll get any kind of warning before you fall

asleep, or that you can fight it off. People can move from drowsy to sound asleep without warning.

**Wear your Seat Belt** - Seat belts save lives. Worn properly, they prevent you from being thrown around the inside of a crashing vehicle or, worse, thrown through the windshield and flung completely out of the vehicle. A staggering 70 percent of fatal crash victims between the ages of 13 and 15 weren't wearing seat belts. Even a low-speed crash can send an unbelted person careening into the dashboard or side window, resulting in severe head injuries or broken bones. At higher speeds, the possible fates of the unbelted occupant are gruesome: severe lacerations from being propelled through the windshield; struck by other cars because you landed on the road; slammed into a tree or a house at 50 mph (80 kph).

**Practice Defensive Driving** - This tip is pretty simple to understand if we just put the proverbial shoe on the other foot. Remember that one time when that jerk came flying down the street out of nowhere, totally cut you off and almost caused a huge accident? Don't be that jerk.

Driving is something most of us do daily, and after many years at it, it ranks fairly low on our scale of dangerous activities. But in reality, our vehicles are thousands of pounds (example - Camry - 3,190 lbs, an F150 is 5,115 lbs.), and if we aren't fully paying attention, it can do a lot of harm to ourselves and others.

**Safety is a choice,  
and one worth  
making!**

Continues over to right..

Hearing  
protection  
is a sound  
investment.



Housekeeping  
you skip may  
cause a fall  
or slip.

#### Head Office

Tahereh Hajipoor	Jun 14
Diana Issa	Jun 13

#### Las Vegas

Bernadine Bitanga	Aug 04
Kurtis Dassen	Jul 24
Matt Eckerdt	Aug 31
Jeremy Foos	Aug 08
Tyler Gonzales	Jul 05
Doug Gullickson	Aug 02
Yoan Hernandez	Aug 14
Jose Llamas	Jun 10
Mary Reed	Aug 16
Duane Roederer	Aug 21
Brian Travis	Jun 03
Matt Weber	Jun 19

#### Peterborough

Scott Dickson	Aug 14
Jim Fleming	Jun 04
Mike Riddell	Aug 30

## Birthdays



#### Mississauga

Dennis Bolen	Aug 11
Enrique Buglisi	Jul 04
Greg Cooper	Jul 10
Barry Davis	Jun 08
Kristen Defreitas	Aug 30
Dylan Evans	Jun 07
Harman Jhaji	Jun 15
Hodari Johnson	Jun 12
Marge Manfredi	Jul 21
Eric Martin	Jul 17
Greg McGibbon	Jun 01
Chris McIntyre	Aug 03
Paul Quick	Jun 25
Lawrence Tsui	Jun 18
Mike Watkins	Aug 25

#### Calgary

Randy Davis	Jun 23
Coralie Gyurek	Jul 11
Scott Johnstone	Jul 15
Bill Mckay	Aug 05
Whitney Ottway	Jul 04
Joel Robertson	Jun 03
Tyler Robinson	Aug 07
Danilo Rodriguez	Jul 17
Don Runne	Jul 31
Brian Stoddart	Aug 06



## Branch Office Locations:

**Calgary** - #2 215-36th Avenue N.E., Calgary, AB, T2E 2L4

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Tel: 702-914-2290, Fax: 702-914-2237

**Mississauga** - 2875 Argenta Road, Unit 1, Mississauga, ON, L5N 8G6

Tel: 905-813-3005, Toll Free: 1-877-813-3005, Fax: 905-813-8878

**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

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