

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.



this issue

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The First Word From WB.....

It's truly hard to believe that the fall is already upon us. The days are beginning to get noticeably shorter and temperatures are beginning to moderate, by varying degrees, at all of our locations.

The last quarter, or the summer months, were very busy for RBI with all of our teams seeing good success, both from a project procurement and project execution basis. As I noted in the last edition of the Insight, we continue to work at near capacity and have open employment needs at all locations. Let's continue to bid, and execute with excellence, giving our clients the high level of service they have come to expect from RBI's talented and dedicated team. And above all else, think and work safely.

I recently joined the Board of Directors for **Opportunity International Canada**. OIC is part of a 5 country association which includes the USA, Great Britain, Australia and Germany. The purpose of this charity is to provide micro-financing assistance to people in 22 countries on four continents. (Africa, Asia, Eastern Europe and Latin America). OIC's focus for funding growth is four specific countries in Latin America, and one specialized project in Africa. The goal is to enable them to start a small business. In doing so they are able to provide an income that helps meet the needs of their family, employ other people in the community and in turn provide a necessary service to their community. Some of the stories of success are truly amazing. Reading and hearing about lives being transformed through this charity and its micro-loan program is what made joining this board an easy decision. If I can lend my time and energy to help others help themselves, I'm in.

Each year October 17th is recognized as the International Day to Eradicate Poverty. OIC has used this date to encourage Business's to focus this day on what it calls *The Day of Opportunity*. Some business groups run special events within their shops and offices to help raise funds for OIC. With RBI being spread out over 4 offices and two coun-

tries, it's difficult for us to run such a program.

But here is what we are going to do. I have met with our Charity Committee and we have agreed that for every dollar (US or CDN) donated by an RBI employee between now and October 17th, and RBI will provide a 2x match. So here's some simple math. At the time of this writing we have 190 employee's. If everyone donated \$10.00 the total donation to OIC looks like this; \$1900 employee donation, matched 2x by RBI (\$3800) for a total donation of \$5700. Think about what happens if everybody gives more! So all you need to do is make a donation on-line and email a copy of your receipt to Diana Issa at dianai@rbigroup.net.

Cdn. staff: <http://opportunityinternational.ca/rbi.php>

US staff: <https://us.opportunity.org/project/robertson-bright>

If you wish to call or email Diana, she can simply deduct your donation as a payroll deduction, and we will make the donation on your behalf.

In future Insight's we will share where some of the funds have been lent and whom we have supported through the process.

Thanks for your consideration to this most worthy project, and thanks for your efforts in helping RBI be the best that 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.

HOW CAN TIME ACTUALLY FLY?

Tuesday September 3, 1974, 6:30AM.

Nice white ironed tee shirt - *Check!*
New Levis ironed blue jeans - *Check!*
New (not a scratch on them) Kodiak work boots - *Check!* Fully loaded lunch pail with all recommended food groups lovingly packed by my Mom - *Check!*

It was my first day of full time work; hopefully to embark on my career as an electrician! (And was I ever nervous.)

The seed for this journey came from a number of things: 1) First and foremost great supportive parents who wanted to see me fulfilled in a career of my choice. This included trips to Radio Shack for "stuff", wiring things in the house like motorized curtains, homemade intercoms, headboards, etc. And this also included drilling holes, running wires, making mistakes, etc. Like I said, they were SUPPORTIVE! 2) My insatiable curiosity to figure out how things worked. (I was a great "take-apart-er") 3) An engaging and practical introduction to "Being An Electrician" talk that was given one evening when I was nine years old at a boys club run by the church which our family was attending at the time. The talk was given by Mr. Mel McDowell who, some nine years later, gave me that start at McDowell Electric!

From day one, I truly loved the journey. Oh sure, there were some types of work that weren't exactly what I would call my favourite, but I was

raised to take the good with the bad and strive to learn from whatever the experience. I think I was pretty good at that most days. And like most of us, a book (or perhaps several) could be written about "adventures" at work. Here's one:

At McDowell Electric (which was acquired by RBI in 2008,) we did a lot of work in parks, primarily for the lighting of tennis courts, baseball diamonds, soccer fields and pathways. On one such tennis court project the pole foundation design was that of a 4' sq. x 7' deep concrete with a sonotube insert to act as a *socket* for the poles. The foundations were poured and for safety the openings were subsequently covered with plywood and dirt. The crane was scheduled to come to lift and install the poles for a Monday morning. To the horror of the journeyman Chuck and I, some *creative* kids in the neighborhood had taken it upon themselves over the weekend to remove the dirt and plywood from one of the foundations and fill the socket with rocks! The race was on to remove the rocks before the crane arrived. Through some ingenuity of our own we were able to remove all of them except for the last three. Then Chuck came up with a solution. "Davey, I am going to have to lower you down into the hole headfirst, you grab the rocks, and then I will lift you out." Hmm...lower me down the hole? Headfirst? Quick math of my 5' 8" frame told me I would not disappear down the hole,

plus I always enjoyed working for this man from whom I had learned a lot from already and I totally trusted him. So down I went. While standing on my hands and attempting to grasp the first rock I heard distant laughing. *Distant*, because Chuck was rolling on the ground in almost uncontrollable laughter from the site of my boots sticking out of the hole. And with laughter comes limited strength. He couldn't lift me up. While the blood was rushing to my head I realized a couple of things: Curing concrete sure is hot and I'm not going to be able to get out unless Chuck can contain his levity. I used my outside voice which gave him focus, and out I came empty handed. Weeks later, a little "night aiming compensation" covered the fact one of the poles was slightly higher than the rest. That specific project had a few more memorable events, but I am going to run out of space.

Since that time there have been many "rocks" that have crossed my path unexpectedly and sometimes like Murphy's Law, at the worst possible moment. But also so many more great times through lessons learned - lessons lived, about integrity, what's important about a rewarding career and about business in general.

Always be open to learn no matter what stage of your career you are in at RBI. Look to grow your perspectives of this great trade and since we all have to work and thus spend many, many, thousands of hours at it (unless you've won the lottery, been willed a bunch of money, etc.), why not make it the best experience possible?

And yes time can fly, but what a great flight it can be!

Dave Graham,

VP Business Development

Explore the Power of One



Client Is Given LOAN to Build Business



She Receives Vital Business and Leadership Training



Her TRUST GROUP Supports and Empowers Her



BUSINESS GROWS and She Repays Her Loan



The Money is Recycled From the Repaid Loan, Allowing More Women to Receive Loans

Opportunity International Canada

The View

As RBI is celebrating its 60th year in business, I believe that this is the most exciting time to be a part of our team. It's great to be in a growing and dynamic environment. That doesn't mean that it's going to be easy, or that everything is just going to fall into place. It's when we are the busiest that our processes and people are going to be put to the test.

The main reason we are seeing growth is because the clients we are providing our services for see value in us. We spend a great amount of time talking, training and planning, and now we are seeing the results of those investments.

Our expanded engineering and design group is in full production mode, with a record number of design / build projects coming out of our Calgary Branch. We now have the capability to present our projects in a BIM platform. Amanda and Bradley have been working very hard to meet the needs of our clients. I am looking forward to see how this new group will impact our operations.

Brian Watson

VP of Construction

Now that we are seeing growth in all branches, the one thing that we must remember is, how we manage our growth will impact RBI in the future. Without sound procedures and the right people in place, we can very easily lose the momentum we've worked so hard to build. It will take the cooperation of the entire RBI team to help continue our success.

Now that the construction in the Mississauga office is moving along, I'm looking forward to the new education classroom being ready to use. If we are going to remain relevant in the marketplace with the services we provide, the education of our team is going to be paramount. I enjoy walking into the Las Vegas office and seeing the whiteboard in the meeting room. It's always filled with sketches and plans for improving the way we do our installations. Some are quite simple, while others are rather complex, but the real meaning is that people are thinking! By looking at something that has been done over and over and asking the question...can we do it better? I have seen the same forward-thinking attitude



in the other branches as well. It was interesting to see the skid mounted job boxes and pipe racks going out to the Honda project. It all started with someone asking...how can we do this better?

I would like to ask everyone at RBI a simple question, is there one function in your control that could be improved? Just think of the power of each of us positively impacting one function in our operations. We all have different ideas; let's use that creativity to our advantage! Let's talk about it. Send me an email, give me a call, or talk to your manager.

RBI has a great past, so let's use what we have learned to make the future even better.

Brian Watson

VP of Construction
& Operations



**Leaders
become great,
not because
of their power,
but because
of their ability
to empower
others**

~ John Maxwell ~

The Second Word From WB

The good news keeps on coming at RBI, so much so that I had to get a second word in here! It gives me great pleasure to formally introduce the latest acquisition into the RBI Family: Ron Willett Contracting (1996) Limited, now re-branded as "Willett Contracting".

Like many electrical and communications contractors in Ontario, RBI had come to know and utilize the wide range of civil services offered through this quality firm over many years. So when this opportunity presented itself to us, we truly saw it as a win-win-win.

Win # 1 - RBI now has the ability in Ontario to self-perform our own project related civil requirements in-house.

Win # 2 - Willett Contracting now has a larger and stronger admin-

istration team via RBI's Head Office group that can support an existing and growing electrical contractor client base.

Win # 3 - When working directly for end user facility clients, Willett Contracting can now provide complete turnkey solutions when an electric and / or communication component exists.

We are so pleased that Mark Maxwell, former President of Willett has joined us and will serve as General Manager.

"Right from the start of this summer it became evident this was a great move for us to come together, thus enabling us to serve our clients better and grow the business. There is a need for quality contracting of Duct Banks, Trenching, Transformer / Generator / Equipment Pads, Pole Bases and Custom Projects and we are now that much better equipped to execute with excellence!"



~ Mark Maxwell, General Manager
Willett Contracting ~

To reach Mark for information or arrange for a quotation, please find his contact information below.

T: 905.846.9800

C: 416.899.0706

F: 905.813.8878

E: mark@willettcontracting.net

Wally Budgell

President, RBI



Below - a substation Willett Contracting recently completed including the transformer foundation, primary and secondary duct banks, gravel base, ground grid and fencing





Your biggest problem with email may not be the stream of messages floating into your inbox 24 / 7; the biggest problem may be your mindset. De-clutter your inbox, that will help you get a handle on it, and that's before you even check your emails. To end every day with a clear conscience, you'll need to address the underlying psychology behind how you view email.

Emails may limit your ability to do your best work, check these beliefs to see if they ring true for you:

You must always be available - you are interconnected with others 24 hours a day and feel obligated to be readily available. Does your best work happen during periods of isolation, when you're focused on an important task? Many people check email far more than necessary. Some helpful guidelines: if you receive fewer than 10 messages a day, don't check your inbox more than twice a day; 20 messages a day, restrain yourself to no more than three times a day. If you receive a high volume of messages or your success truly hinges on timely emailed responses, then 6 to 8 times a day is sensible.

It's ill-mannered not to reply - we were taught as youngsters that if someone contacts us, it's polite to respond, and some feel the world come crashing down if they don't respond in 20 minutes of receiving an email. Let's try and flip your mindset -it's rude to start a conversation if someone is busy or in the middle of another conversation. Essentially that's what email does, it interrupts us.

Short emails are rude - you can shred of your email time if you just keep your messages short. But that seems rude and even more impolite if someone has sent you a lengthy email, which seems to beg for a lengthy response. Again to the mindset shift and considered that lengthy emails are disrespectful of another person's time. In a way, you are being polite by responding and getting to the point.

The priorities of others are more important than yours - behind the urge to respond im-

Ontario Office News

Rob Osmond
Ontario General Manager



Living in Ontario has its unique experiences, especially during the summer months. I remember going to the CNE (Canadian National Exhibition) which has been a yearly time-honoured event for generations of Ontarians (founded in 1879). You'd hear the familiar street vendors every year shouting "Doggie, Doggie" trying to entice you to try and win a 4ft high stuffed animal. While all this was happening, in the back of your mind you knew that summer was coming to a close, and the Labour Day weekend would herald the end of summer activities, and back to school the students would go.

This summer the Ontario branch has secured some incredible projects. In Alliston, Ontario we are completing an expansion to the Honda Canada Facility. Chris, Kevin and the team have been laying the ground work all summer and now the project has hit full stride. The steel is up and our work is now the main focus of the project. Congratulations to the team for keeping on track, and on time.

Another project we were awarded this summer is already in the final stages. We were given the opportunity to move a major data centre in the GTA that houses an array of 90 servers that is critical

to support numerous major banks across Canada. Not only did our team handle the move with excellence, they went above and beyond the project scope and fulfilled every aspect of the project with skill and professionalism. Well done to Andy, Eric, Rick, Ozzie, and the team. We received a great response from our customer who understood that we had not just completed the project, but sought to build a long-lasting partnership. It's exciting to be a part of such an exciting and dynamic team.

As our capabilities continue to broaden into the electrical design / build field, our prefabrication department has proven to be successful in streamlining the construction process. As well our communications team, especially in regards to our fibre optic proficiencies, continue to grow with teams moving into new territories even as far north as Cochrane, Ontario.

Everyone this summer has been asked to go a little farther, or come up with a more efficient way of approaching a project because of the increased work load. Thank you to our RBI Ontario Team, and keep up the good work. I'm looking forward to seeing what the Fall season has to bring.

Rob Osmond,
Ontario General Manager

When is a Sea Can, not a Sea Can?



Employee Spotlight



Garry Bennett has been the Service Manager at RBI for the last five years. He is an integral part of our team, and there's no one in our group that doesn't make contact with him at least once a week. Garry handles all incoming service requests and is responsible for scheduling the manpower for the service team, as well as the construction and communication departments.

Garry and his wife Myrna have been married for 44 years and still are having a blast on the journey of life. They like spending time with family, and going riding on Garry's motorcycle. PS - I like the Jeff Gordon shirt....

Alberta Office News

I seem to be saying similar things in each issue of the Insight, but it's true that we have a great team of people. We couldn't do what we do without great leadership from our President Wally Budgell, right up thru the ranks to our foremen.

Since the spring we have been very active in our estimating department. We were successful with a RFPQ with PCL for the City of Calgary Fire Department. This was due to the hard work of the estimating department, and the VP of Business Development Dave Graham. From that RFPQ we were successful in landing the *CFD Phase 4* project. This is our branch's first project with PCL, and we are looking forward to working with them and providing an excellent product / service to the Calgary Fire Department (that they deserve).

We also have been busy finalizing details for the Stonegate

Buildings A & E, and the Great Plains project that we successfully quoted to Maple Reinders. These 3 buildings will still be starting in September 2014, so we are going to be busy throughout 2014 / 2015. A few months' ago we were awarded Gordon Food Services, also with Maple Reinders which will be hitting its stride in September as well.

We have several projects with Scott Builders at different stages. We are just finishing up with the Aviation Crossing, Polish Canadian Club, Panterra 10, and the Calgary Fire Department's Vehicle Storage facility just to name a few. Scott Builders has been a great partner for many years. We are continuing this partnership with the Calgary Soccer Center, which will also be finishing soon. Some additional projects that we are working on are Compass Compression, Kootney / Panterra 4, and the Tribal Intermodal terminal.

I would be remiss in not mentioning other great companies that we have worked with in the past and continue today – IMG Construction, Tull Proper-

ties, Karson Builders, True Construction and Extencicare.

Our Service team is always busy from doing small voice / data installs, lighting repairs, to small equipment hook ups for companies like Solis Food Services. We also continue to work for the City of Calgary Fire Department by providing our services to their 40 fire halls and several other buildings that house the CFD staff.

We had a busy summer and now we are into September. It's tough to believe we're going into fall as we've already had our first dump of snow, and before we know it Christmas will be here. Between now and the first of the New Year we will be adding quality staff to manage the work load. It's an exciting time for RBI Calgary and I am looking forward to the challenges ahead of us. Make no mistake the going may get tough, but nothing worthwhile is ever easy. Thank you to all our staff for your continued hard work and enthusiasm.

Brian Stoddart
Alberta General Manager



(Below) Martin Brower – RBI supplied / installed a substantial generator to supply power for the entire building should an electrical outage occur. This required the modification of the existing service to accommodate the new system. Logistically it presented some challenges as we had to run the building for 30 hours on a temporary generator while the changes to existing service / equipment were being made.



(Below) Polish Canadian Cultural Centre – This design / build is an addition to a 35 year old facility. The addition is located on the right side of the building, and will provide a new banquet hall to this busy community hub. Included in our scope of work was the installation / incorporation of a new main service c/w tie into the existing, and complete electrical, lighting, data / communications and security infrastructures.



(Below) Riley Boivin, Scott Johnstone and Chris Snelling working at the Jaymont Mcknight Industrial site (in the mud) after our big snowfall.



Rob Davidson - Service Technician

Rob started with Robertson Bright in 2008, then left for a short period of time but returned again in 2013.

He has been in the electrical trade for the past 15 years and has acquired his master's papers in both BC and Alberta. Currently Rob is in the office helping out in the service department, and has also taken on the role of team leader on some of our smaller project work.

In Rob's career he has always been in the service industry. He likes the variety, fast pace, and the challenges that service work offers, because you never know what the next job will bring.

In Rob's spare time he likes to fly fish in our mountain streams and ride his Harley with friends.

mediately can lurk in unconscious belief that the other person's priorities, as expressed in the email, are vital. But you have your own priorities, and in most cases, they're more important.

Your inbox can serve as a to-do list - we fall in the trap of leaving emails in our inbox as a reminder to act on them. This creates stress and anxiety every time we glance at the messages. It's the worst way to run a to-do list. Instead, write any task coming from the email on your to-do list (try using the app Sticky Notes on your desktop or your Outlook Calendar). You don't want a scattered to-do list, and you want a central location that you can count on.

Once you've shed these limiting beliefs, consider some new habits:

Schedule email processing times, and do them in batches. Pick low energy parts of your day for email.

Turn off notifications that remind you when a message arrives. It will only distract you from the tasks at hand. *Private usage of personal or company wireless devices should have apps like Facebook, texting or private email accounts muted during your regular working hours. Kindly catch up with friends and family only during your lunch break.*

Sort messages and folders - example - named project folders, suppliers, branch locations, specific companies or people you regularly communicate with.

Handle each message once - don't check email on your phone when shopping or jogging where responses are impossible. That's simply a waste of time. Look at an email once and then respond.

Eliminate pointless emails - the various newsletters and other material that are of little interest. Even if you don't normally read them, it takes energy and time to dispose of them, instead unsubscribe.

Calculate the value of your time according to your pay, and keep that in mind when juggling email.

Although we all count on this vital communication method, like most things we do every day, it requires common sense in how it's used and managed.

Nevada Office News

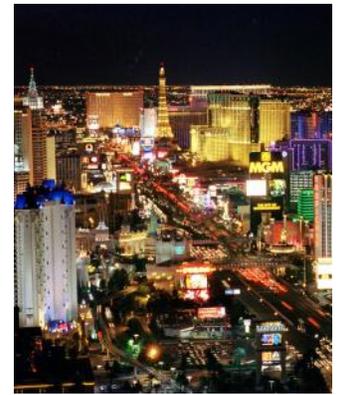
Heading into fall has provided a nice let up in the high temperatures, but no let up on the project delivery front. Both the Tapia Bros. Food Services and Fire Station #108 for the City of Las Vegas are now occupied and fully completed. We have also recently completed a remodel on the Carnival Bar in the Gold Spike Casino and a Café Rio restaurant remodel. The Army Reserve Center continues its march towards completion with an anticipated turnover date just after the New Year. Our parking facility for the Ford dealer on the south end of the valley is also nearly complete, and this work's completion will allow us to begin construction on the new Gaudin Porsche dealership this fall.

Our Sunset Surgery Center project is also headed towards a wrap-up in November, and we are excited to turn this project over and continue with additional opportunities in the medical field. We will be working on a

large greenhouse project for the Clark County School District this fall, as well as a small remodel project in Sandy Valley, NV. on the existing school facility. Our "distribution center" customers are also starting to ramp up for the coming holiday season with upgrades and additions that will help them meet the growing demand for their services as well.

Lastly, our Nursing College for the Nevada State University in Henderson is now well underway and our partnership with Ledor Construction on this project has been fruitful. This jobsite is being called by some as the largest single construction site in Southern Nevada right now, and we are proud to have a role in the expansion of this university. With a turnover of the 3 story teaching facility in June of 2015, we have a full plate with the installation of all the high and low voltage systems on this building. Future opportunities are starting to pop up all over the valley and we are looking forward to the opportunities RBI will have moving forward with this overall growth in mind. Our continued growth is a credit to our team and the execution of each of our individual members.

Greg Crader
General Manager



RBI's Nevada branch was proud to participate in the complete electrical installation of Fire Station 108, located in Las Vegas. This building was created to be energy efficient, and will be seeking LEED-Certification.

RBI worked together with Core Construction, to build this 7,640-square-foot, two-bay, drive-through station that will be home to one engine company and one rescue unit. This station was built with the utmost attention to craftsmanship in mind and boasts a full service kitchen, gym, day room and dorm facilities.

All lighting is LED and controlled by sensing technology throughout that dims as people leave the room, or if the sunshine outside is sufficient for lighting. These lights are also interconnected to the alarm system, which will activate in the dorm rooms when an alarm is sounded. Other aspects of the job include full generator backup and complete data / communications infrastructure.



Employee Spotlight



The Las Vegas Office would like to welcome Paul Okashige onboard.

As our Low Voltage Systems Manager, Paul comes to us with over 10 years' experience in low voltage. Paul has also worked with high voltage, life safety systems - fire alarm design / installation and smoke control design / installation. In the Las Vegas area, Paul has worked on the Centennial Hills Hospital, Grandview Towers and the Smith Center for the Performing Arts to name a few.



RBI Ontario will be applying for COR status in the following weeks.

The Benefits of COR

Attract More Business - By achieving COR™, employers are able to demonstrate to buyers of construction that their health and safety management system has been developed, implemented, and evaluated on an annual basis through comprehensive internal and external audits.

Accountability - Audits will typically include interviews, documentation review, and observation techniques to evaluate how well the employer is able to identify, assess, and control risks to workers.

Canada Wide Recognition - The audit criteria used by COR™ are recognized by industries throughout Canada. Your company will be part of a nationwide network participating in and promoting health and safety excellence.

Increased Bidding Opportunities - Firms that are registered in the COR™ program may qualify ahead of others for certain jobs. Buyers of construction often make COR™ a requirement for contractors bidding on jobs in order to be more confident in the contractor's health and safety performance.

Safer Work Environment - Protecting the health and safety of all workers at all times is the right thing to do. Effective development and maintenance of a health and safety management system is a proactive approach to eliminating workplace injuries and illnesses. **Alberta has achieved COR status many years ago.** They feel the biggest result is the confidence level their staff feels, and the voice it has given them to protect themselves and others.

Make the RBI Brand Stronger - A firm's corporate image will be enhanced within the industry and community. Commitment to a strong culture of safety will attract safety-conscious workers.

What do RBI's employees need to know and do in order to comply with the COR certification:

Policy Statement - What does the RBI safety policy statement say?

Hazard Analysis - What hazards are you and your coworkers exposed to, and what controls are in place?

Safe Work Practices - Do you know or have access to the safe work practices / procedures for each job you do?

Company Rules - What are the company rules regarding safety?

Personal Protective Equipment - Do you know how to use

RBI Safety Matters

your PPE and take care of it?

Preventive Maintenance - What PM measures are part of your job?

Training & Communication - Are you taking part in training or tool box talks, and communicating with management?

Workplace Inspections - Are you doing your hazard assessments, and are you handing them in regularly?

Investigations & Reporting - Do you know what to do in case of an incident?

Legislation - Do you know your workers duties and rights?

Occupational Health - Do you know the occupational health issues that affect you, and how to protect yourself?

First Aid - Who is the trained first aider on your site?

Health & Safety Representative / Joint Health and Safety Committee - Who are your worker reps?

Workplace Violence & Harassment - Do you know the company policy and program?

If you can answer yes to all these questions, then you're ready. If not, we all have some work to do. Not only will each of us be responsible to know the rules and follow them, this process makes you an active participant in the entire process. 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.

Charity Corner



The RBI Charity committee has been active this summer starting out with our World Cup Pool, which was a lot of fun and had many employees participate.

A variety of donations have been made including the including the Calgary Inter-Faith Food Bank, Calgary Sport Chek Mother's Day Run & Walk, YWCA Peterborough, Princess Margaret Cancer Foundation, and the Alberta Cancer Centre.



The Ontario branch is looking for volunteers for an upcoming Renos For Heroes project.

Hundreds of Canadian military personnel have lost limbs since the Afghan mission began in 2002 and hundreds more have been seriously wounded. After months or even years of painful rehabilitation, too many of these brave men and women are still having problems trying to live a normal life in their own homes, with their families.

Renos For Heroes was founded by Toronto-based contractor Jim Caruk, the host of HGTV's Real Renos and Handyman Superstar Challenge. Let's help our heroes regain full mobility and independent lives that we all take for granted. If you'd like to participate, please contact Ross Armstrong for more details.

To volunteer or suggest new charity activities, please contact:

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

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

Darlene Stoddart @ ext. 453,
darlenes@rbigroup.net



The only person you should try to be better than, is the person you were yesterday.

Calgary

Johny Andric	Oct-30
Ryan Caban	Sep-30
Duncan Clark	Sep-09
Rob Davidson	Nov-03
Stephen Dawson	Nov-13
Jeffrey Goulding	Nov-30
Adam Gray	Oct-23
Edvir Hidri	Nov-09
Mark Hood	Oct-05
Chris Jonathan	Sep-07
Rick McMurray	Nov-04
Adrian Miln	Oct-06
Randall Rivers	Sep-07
Chris Snelling	Dec-05
Eric Verdone	Nov-06
Joe Voros	Sep-24

Peterborough

David Bremner	Dec-31
Stephen Brown	Nov-07
Kevin Donnelly	Oct-15
David Hicks	Sep-11
Chad Simard	Oct-23
Dean Spencer	Oct-26
Keith VanHoekelen	Dec-17
Robert White	Dec-02

Head Office

Wally Budgell	Nov-26
Carolyn Ferguson	Dec-03
Bradley Fisher	Nov-20
Irene Moniz	Oct-04
Vernon Presley	Oct-25
Suhail Razick	Nov-04
Waqar Syed	Dec-24

Mississauga

Eric Anderson	Oct-09
Wes Balogh	Oct-08
Garry Bennett	Oct-18
Steve Booth	Oct-18
Colin Burton	Sep-09
Peter Darnbrough	Nov-16
Frank Didio	Sep-26
Dragan Elez	Nov-10
Andrew Grant	Oct-07
Pavo Katicic	Oct-10
Justin Lenarcic	Oct-29
Kimoy Letren	Oct-29
Christian Lowden	Sep-27
Henry Lukassen	Dec-17
Rob Osmond	Nov-27
Karlo Petines	Dec-11
Vikesh Sedov	Nov-21
Gordon Storey	Oct-13
Steven Thomson	Sep-29
Nick Troupis	Sep-15
David Wheelan	Nov-22

Birthdays



Las Vegas

Robert Adair	Dec-19
Travis Gerling	Oct-18
Ron Johnson	Nov-19
Justyn McConnell	Nov-12
Jasmine Pickett	Dec-31
Ivan Ramirez	Dec-11
Thomas Sadorf	Dec-03
Merle Slack	Dec-25
Albert Valinoti	Oct-08
Kanainoa Woods	Sep-30

Willet Contracting

Dean Harris	Nov-23
Mark Maxwell	Nov-15



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