

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

this issue

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The First Word From WB.....

Welcome to 2015!

It's hard to believe just how fast last year flew by. Time continues to march on, but the march seems to be moving faster every year. 2014 produced continued growth at all RBI locations. We seem to have the Great Recession firmly behind us and now have hopes for balanced growth for the next few years. We need to be thankful for loyal customers who continue to trust us to service their requirements, both large and small.

Have you considered who your customer is? While many of us have the opportunity to interact with our external customers directly, many within the RBI team do not. Does that mean you don't have direct contact with your customer? I think you do. Regardless of your current role on our team, you are providing a service or fulfilling a need for someone.

I recently read an article written by Jim Mathis describing an experience he had on a business trip. (Jim Mathis is an international certified speaking professional, executive coach and author. You can learn more about Jim at www.jimmathis.com. I would encourage you to sign up for his (free) monthly e-newsletter. It's a must read for me.) Jim was flying to a speaking engagement. While en-route he began to feel ill. By the time he reached his hotel he felt really sick. While checking in it was clear to the front desk clerk that Jim was not feeling well. A few brief minutes after settling into his room, there was a knock on the door. Frank (the front desk clerk) had taken the initiative to have a soup tray sent to Jim's room in hopes it would help him feel better. That's customer service! It's going above and beyond the expected.

You can go on our website under Press Releases to read the entire article, or go to: <http://www.rbigroup.net/wp-content/uploads/2014/12/Jim-Mathis-Lets-be-Frank-Is-your-Service-Valuable.pdf>. It's a great read.

Great customer service is what keeps customers coming back. That's why companies like Nordstrom and Amazon are dominating their market space - and it's great customer service that will keep our customers coming back for our services.

All this has me thinking about how I can better service my customer this year. For me, that happens to include every one of you on the RBI team. I intend to go out of my way to provide each of you with exceptional support this year, so in turn you can pass on the same level of service to your customer.

I believe we already provide exceptional customer service, so improving it may be difficult, but it's possible. Let me know what you think, and thanks for helping RBI be the best service provider we can be.

Wally Budgell
President, RBI





Business Development

Dave Graham
VP Business Development

humbling and wonderful.

Bulembu (www.bulembu.org) is gaining more and more notoriety in their amazing quest including two separate visits over that past few years by The Tenors, which can be viewed at: <http://youtu.be/8Tx-SVc1s6I>.

So what do I do with this experience since coming back to my North American life? First of all, I continue to be in awe of so many people who day-in day-out serve people in a way that is so giving, and often in very uncomfortable conditions. And they do it on purpose! There are also many similar stories from the organization that Wally mentioned in the "First Word from WB" in the Fall 2014 Insight regarding *Opportunity International* that speaks to the same passion. I reflect on the amazing opportunities we have in this great continent. I have a totally renewed perspective as well on what we all too often complain about in our daily lives. Certainly not to say we don't have tragedies and terrible circumstances here as well, but they fade pretty quickly when looking through the eyes of Swaziland.

And speaking of opportunities, since being in Africa I have travelled to many RBI job sites in Nevada, Alberta and Ontario. I met with many RBI staff and clients, some of whom I met with for the first time. Here too I was inspired, for when I see what is being accomplished often in some pretty challenging circumstances - be it weather, scheduling, complexity, etc. - we are certainly rising to meet the challenge! Without trying to sound over dramatic, words like creativity, ingenuity, vision, compassion, faith, overwhelming, challenging, giving, and receiving come to mind - perhaps yes in a different way than Swaziland, but still very inspiring!

And our clients? Across all branches our growing list of clientele include the *who's who* of well renowned general contractors, sub-contractors, consultants, owners and manufacturers. This is something we as RBI staff can all take pride in for sure.

Keep up the great work fellow "RBI-ers", and keep inspiring us all to continue doing great things in 2015!

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.

Restore a Town, Transform a Nation

My wife Judy and I had the good fortune this past fall to travel for two weeks with her two sisters and their husbands to South Africa, Zimbabwe and Swaziland.

It was definitely one of those lifetime adventures that we will never forget. It wasn't really even on our "Bucket List", but the opportunity came quickly through a wonderful set of circumstances, and before we knew it we were off on this adventure that required a total of nine flights by the time we returned home.

I thought it fitting that, during our initial flight over the Atlantic, I watched "Invictus", a movie starring Morgan Freeman as Nelson Mandela and Matt Damon as the captain of the South African 1995 rugby team the Springboks. (Sidebar note: I had Springbok at a restaurant among many other new delicacies I tried, but that's for another story.) The movie based on an actual set of events gave me a small, renewed glimpse into that nation's troubled history. Right from the beginning when we arrived in Cape Town, went up and hiked around Table Mountain viewing Robben Island where Nelson Mandela had been imprisoned for 18 of his 27 years, through to our departure two weeks later from Johannesburg, so many of my pre-conceived notions about Africa were blown away.

Beyond spending a great time together, we travelled from the southern tip of South Africa, hiking

around Victoria Falls in Zimbabwe, and did two safaris in the 7,580 square mile Kruger Park. But the primary reason for the trip was to travel to a small town in Swaziland called Bulembu. Bulembu is not only the name of the town, but it also serves as the name of the organization that is driving renewed life into this area that had been shut down after sixty years of mining asbestos ceased in 2001.

By way of background, the nation of Swaziland has a population of approximately one million, of which 38% have HIV/AIDS. It has approximately 120,000 orphans and vulnerable children, and almost 78% of Swazis live below the poverty line, with two-thirds living on less than \$1 a day. Staggering statistics. Bulembu's vision is to provide sustainable and responsible orphan care that is *not* supported by handouts, but by the profits of the new "enterprises" within the town itself. Timber, honey, bottled spring water, a dairy, a bakery and a lodge are all thriving and growing businesses that are supporting this initiative. The current goal is to see 100% enterprise-supported orphan care for 2000 orphans by 2020.

After spending the first couple of days there, words like creativity, ingenuity, vision, compassion, faith, overwhelming, challenging, giving, and receiving came to mind. I had the honour one day of spending some one-on-one time with a couple of the eight-year-old residents who read part of their favourite books to me in English. It was both



The View

Change... Our lives are impacted by change each day. Some of the changes we experience are good and some we could really do without. The one fact we all face is that change happens whether we want it to or not. We can try and fight change, or even try and reduce the impact; however, most of the time we battle against a foe that cannot be defeated.

When I think about change within Robertson Bright, I tend to dwell on the people that I have worked with in the past. Some have gone and some still remain. I can say that I have learned from all the people I have worked with – in some cases what to do, and from others, what not to do.

I am confident of one fact: at Robertson Bright we are and will continue to see change within the market, and we need to encourage a proactive attitude towards these changes. I was reading an article on the weekend about a leader's ability to

Brian Watson

VP of Construction

"see around the corner", or anticipate what's going to happen in the future. Without the attitude of anticipation, it is very easy to be left behind in our fast-paced business environment.

Please don't think that I am saying everything is going to change overnight. We have solid operational procedures that go back many years; in fact they go back many generations. In part, we have to thank those people in past leadership roles for the systems we have in place today. It is very important that we recognize and continue to uphold those core values and procedures every day.

However, as we have been currently focusing on a number of reporting processes, the one aspect of change that we all need to understand is that positive change takes hard work and a lot of combined effort.

As we continue to look at our systems and ask the question "Can we do it better?" it is going to take the



effort of our entire team to work through the new processes, flush out the problems and implement the changes necessary to improve the whole process.

I would also like to plant a seed as the New Year begins... "Continuing Education". I would like to challenge each team member to make 2015 the year of Continuing Education. Perhaps each of us has a different definition. However, let's take the time to talk about it! Send me an email or give me a call and we can discuss what it means to you!

Brian Watson

**VP of Construction
& Operations**

Well done is better than well said.

~Benjamin Franklin~

Nothing is so contagious as enthusiasm.

~Samuel Taylor Coleridge~

Service Recognition Awards



Left - Recently at the Ontario Branch's' open house, several long-term RBI employees received their service recognition awards. From left are: presenter Brian Watson (VP of Construction / Operations), Andrew Grant (25 years), Rob Walker (20 years), Dave Hicks (25 years), and presenter Dave Graham (VP of Business Development).

Right - Rick Burfield received his 25 year recognition award from Rob Osmond (GM of Ontario).



If we don't take care of our customers, someone else will.

~Unknown~

Ontario Office News

Rob Osmond
Ontario General Manager



Courage to Lead

It's finally Christmas time and winter in Ontario has come early; even our annual Christmas party was postponed for a week due to a snowstorm blowing in from the east. We can plan and strategize to the best of our abilities, take into account every possible scenario that could affect a project, but sometimes we can be hit by a storm from the east or something that surprises us. A professional golfer once said most professionals can hit the ball well from the fairway, it's a bad bounce or the ball ending up behind a tree that separates the Pros from the Joes.

RBI was awarded the contract for a 240,000 sq.ft. expansion to the Honda Automotive plant in Alliston this spring, and not only has winter started early, but we saw record numbers of rain and storms throughout the summer. This had delayed the progress of the project, not allowing the civil trades to get to a point where we could get to our work.

As the January 30th deadline approached, we were also asked to accelerate the deadline to just before Christmas. Knowing that we have a great team in place, we were confident that we could lead the trades and rise to the

demands of this aggressive schedule, and go above and beyond for our customer. Even as I write this article, we have approximately 50 men and women onsite working days, nights and weekend shifts to make this a reality. This has only been made possible by the collective knowledge and expertise of our team in place at Honda, and all the support staff that helps us coordinate/schedule the manpower and ensure the on-time delivery of materials onsite. Well done, field and office staff, for all your hard work!

A few weeks ago I had the honour of attending the grand opening of a new Level 3 car charger that we installed at PowerStream's main office. This new charger connects DC energy directly to the vehicle's batteries and decreases the charging time substantially. The time now to fully charge a vehicle is down to just 30 minutes with this system.

Just last week a friend of mine purchased a new BMW I3 that is fully electric. He's in the east end and realized he didn't have enough charge to get home to Brampton. I had mentioned the new charger to him. He was able to charge his car

with enough electricity to get home in 10 minutes, and made it there with 2 km left on his range. Had this been a Level 2 charger, it would have taken more than an hour to charge! It's exciting to be working with such technologically advanced customers and being able to grow with them. And it's a good thing when RBI brings our expertise to the table, and we all achieve the benefits.

Sometimes around the jobsite we are asked to complete the impossible, and we jokingly say, "Well if it was easy, they would have chosen somebody else to do it." Remember it's our courage as leaders in our industry that sets us apart from the competition.

Congratulations on a great year, RBI, and I am looking forward to another amazing year ahead.

Merry Christmas and have a happy, prosperous New Year.

Rob Osmond,
Ontario General Manager



Above - Grand opening of a new Level 3 car charger that we installed at PowerStream.

Below - Several senior staff members toured Honda recently including from left Steve Hennessy, George Ourumis, Waqar Syed and Dave Graham.



Above - Honda electrical room
Below - Honda exterior view.



Employee Spotlight

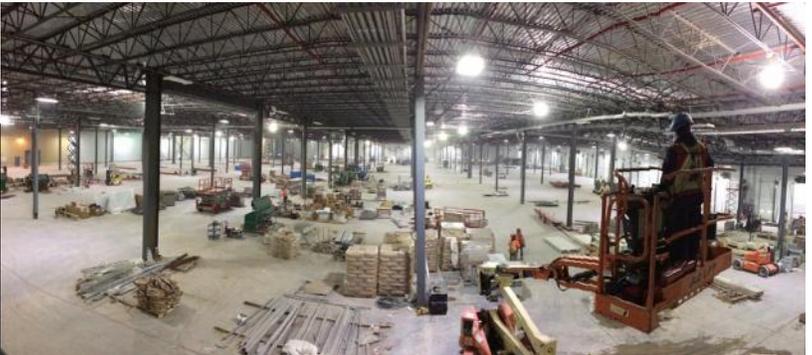
Rick Walker has worked at RBI for 18 years, and has seen many changes over the years. Rick is a great asset to RBI, supervising many projects and doing estimates, and is a crucial part of our service team.



(Picture - bottom left) Rick is part of a Renos for Heroes project overseeing a team of RBI volunteers completing the electrical for a 22ft x 22ft

woodworking shop for Chris Koldt, a wounded Canadian Armed Forces Veteran returning home. Rick is not only a skilled electrician but has extensive training in many systems including fire alarm.

Rick and his wife Wendy have been married 22 years and have two sons, Chris and Eric. Rick loves hockey and spends most of his time at the rink as a certified trainer. Over the last 10 years he's enjoyed the intense games his son Chris played as an AAA goalie (including the



potential NHL players they played with / against). He now helps coach Eric as a defenseman, as one goalie in the family is enough. See you at the rink!

Alberta Office News

Hellen Keller was once asked if there was anything worse than being blind. She replied, "The only thing worse than being blind is having sight but no vision." It is Robertson Bright's vision to grow the company by strengthening our existing relationships with our existing clients, staff and suppliers, while striving to develop new ones.

In 2014, our Calgary branch had the good fortune to start partnering with the great people at Maple Reinders. I've mentioned them in the past, but they're worth a second shout out. We're teaming with them at the Gordon Food Services project, which is a design/build project that is due for completion in the spring. Two more projects we are partnering on are the Stonegate Buildings A & E, and the Great Plains building. Both of these projects are targeted for mid-2015.

Robertson Bright continues to work with Scott Builders with both design/build, and plans and specification projects including: McKnight Jaymont Industrial, Calgary Fire Department Vehicle Storage Building, Aviation Crossing and the Calgary Soccer Centre are finished or are slated for completion by the end of 2014. Other projects with Scott Builders that are in different stages of completion or design are: Kwan Commercial Retail Unit, Tribal Intermodal One, Calgary Heavy Truck, Kootney / Panterra 4, Compass Compression, and Larmar Property. Scott Builders have been a great partner of RBI's for many years and we anticipate many more.

Parts of November were bitter cold, but the construction area kept pushing through. I am always amazed by the intestinal fortitude of the guys working out in the elements. December has brought a welcomed break in the weather and will get us one step closer to the projects getting closed up for winter and heated.

Brian Stoddart Alberta General Manager



It takes good people to maintain our customer/client base, and I believe our team is doing a great job of maintaining and growing the RBI brand. We have recently added Niall Duffy to the team as a project manager. He has been with us for about 4 months. Rob Davidson has stepped in to help us out with some smaller projects, and is organizing the service guys with Mark Hood, our Purchaser/Service Coordinator.

By the time you read this version of Insight, Gerry Stoddart will be 3 months from completing his 46th year on the tools. Gerry has spent most of his career in service, other than about 10 years in maintenance for an airline. The last 15 years Gerry has run a service truck for RBI, and he is now a major player in servicing the Calgary Fire Department.

We look forward to a great 2015.

Brian Stoddart
Alberta General Manager

RBI Safety Matters

When is it time to change our expectations? What does it have to cost us to consider a shift in thinking?

In mid-August, an RBI'er was doing something he's done a hundred times: alone, he edged himself into a storage trailer looking for material for one of the crews. He could have been any one of us at any of our jobsites. Like the majority of our coworkers, he prides himself on getting his job done as quickly as possible. What could happen?

Our fellow worker lost his balance while climbing up and over other stored items, and although he was grasping for something to grab onto, nothing was around. He fell hard on his right side. With a sickening feeling, he knew the break was bad, so he shifted his body slightly, and held his useless arm as close to his side as possible. He realized no one could see him, and if he yelled, likely no one would hear him either. Even though he had his cell phone with him, it was in a pocket that he was unable to reach because of how he was positioned. Fortunately after a time a co-worker finally did hear his faint cry, and soon help was there.

Luckily, he'd followed his instincts and kept his arm close to his body unmoved. This resulted in the best possible outcome, and 20 weeks later, although he's still going to physio, he has regained most of the range of movement in his right arm.

What did it cost him? Let's look at the moment he was released that night and was sent home from the hospital with his arm still tightly bound against his body and unmovable for the next 6 weeks. He's right handed, so he had to re-learn writing, typing, using a knife to cut his food, dressing, etc. with his left hand. Imagine his shock and horror when nature called? The pain in the first week was pretty bad, but what was



Employee Spotlight



Randy Davis has been with Robertson

Bright since March 2014 in the capacity of service technician. Randy has been in the electrical trade for 34 years in the Calgary area - 13 working in downtown high rises and 20 plus years doing service work.

He really enjoys working with RBI and likes the great people and work ethic. He welcomes the challenges that come up every day in service, and the fast pace makes the days fly by.

In Randy's spare time he loves to camp, go fishing and sit by the fire pit with a cold beer and friends. He likes to cruise in his restored 1968 Firebird, and fly remote controlled planes/helicopters, and enjoys getting in 18 holes of golf and having a few pints with the boys on the 19th.

Randy is also a musical guy who plays instruments and sings in the evenings and weekends (drums and a refurbished 1897 grand piano).

worse was losing his ability to drive; and thereby his independence. He'd been driving since he'd been 16. Having to ask for help for everything... And to add insult to injury, it was motorcycle season, and it was finally warm (it had been raining almost every weekend so far that summer).

As per our usual method of operation, we immediately arranged for a return to work, and this fellow was set up to work from home (his position allowed such flexibility). But was the cost too high? And how about his previous expectations (nothing will happen, I've done this a hundred times before)? How would you feel if you'd been in his shoes? Would you consider a shift in your thinking?

As we move through our jobs day-to-day, try some of the following: clean up cluttered storage spaces, make sure you have a clear path in and out of areas you need to enter, and make good housekeeping a priority. Failure to do this alone causes the highest percentage of accidents companywide. For the most part, if we all cleaned up after ourselves, it would never get to be a huge issue.

Make sure someone always knows where you are if you have to work alone, especially if a potentially harmful hazard exists in your work area. Our service coordinators are the primary contacts for our techs, and your updates allow them to know your whereabouts. On large construction sites use the buddy system or work within line of sight of each other (if possible). Maintain a viable and reliable method of communicating with someone close by, regardless of where you are. If you are working deep in a basement or another structure where the walls are too thick with concrete to reasonably expect to get cell phone reception, test/use walkie-talkies, or arrange check-in schedules. Always be able to call for help.

Safety is a choice, and one worth making.

Nevada Office News

Winter in Las Vegas can be mistaken for an early fall day nearly anywhere else, but we'll take it. Winter of 2014-15 is now upon us and we are starting and finishing projects both large and small. Recently we have completed the Sunset Surgery Center and the Summerlin Medical Office Building tenant improvements. We're off to begin a Raising Canes restaurant as well as 2 floors of remodel work in a downtown office building. Our customers in the Distribution Center markets have also recently made significant upgrades to existing facilities, and RBI has been an integral part of the completion.

Gaudin Ford and Gaudin Porsche remain a staple of our workload with the new Porsche facility going vertical at the time of writing. This project has had many challenges in getting off the ground and addressing all the underground issues, and has proven to be time consuming. We will begin work at the College of Southern Nevada soon on a remodel

project of the existing Veterinarian areas with CORE Construction. The Low Voltage group has also recently completed a significant upgrade to the Fire Alarm systems at multiple Costco locations. RBI's high and low voltage departments also recently completed an upgrade to the facilities at Sandy Valley Elementary School, just south of Las Vegas.

Work at the Army Reserve Center is drawing to a close and we should be off site by early spring. This project for the Army Core of Engineers has been ongoing for over a year, and the tenant is anxious to use the new facility for training and storage. Our group has done a really good job with this challenging project. We maintained very stringent safety policies, provided all *made in USA* materials, and were able to deliver a quality product to our

Greg Crader
General Manager



client. Everyone associated with this project has much to be proud of.

Work continues to progress on the Nevada State College Nursing Building with Ledcor Construction. This 3-story building will be turned over in mid-spring, and we are well on our way to this goal with wall and overhead rough-ins complete, and trim finishes set to begin after the New Year. All things considered a very busy time, and a very busy crew at RBI Las Vegas.

May we all have a safe and prosperous New Year!

Greg Crader

Nevada General Manager

Below - Nevada State Nursing College



Employee Spot-



Jose Llamas - Foreman

Jose has been with RBI for a couple of years and is currently serving as the General Foreman on the Army Reserve Project. Jose brings a depth of experience to RBI from past projects and work in the field, and has done a very good job of managing the on-site day-to-day activities of the Army Reserve work.

Jose enjoys working out and the outdoors. He commutes to Southern California regularly to visit family and yet never misses a day. We are happy to have men with character like Jose. He is a great example of the type of people who have allowed RBI to grow and expand our footprint in Southern Nevada.

This is the first RBI Insight since Willett Contracting has joined forces with RBI. To give you a little background, Ron Willett Contracting Limited was started in 1979 by Ron Willett, a former Black and McDonald employee. Ron began mainly working for Brampton Hydro, and from there branched out to work for a few electrical contractors. I purchased Willett contracting in 1996, as I had been their competitor for 6 years. As Ron had serviced his customers with good quality work and fair pricing, it was hard to compete with him. His customers were so loyal, they felt no need to try another contractor. At that point it was either purchase RWC and keep his customer base happy with the same formula Ron had always used to grow the company, or go work for him.

When I approached Ron with idea of purchasing the company, it was good timing for both of us. Brampton Hydro had changed their bidding process and now all tenders were open to non-union trades and were going through City Hall. Ron was at retirement age at this time and was not keen on starting over. As they say, "As one door closes, another one opens." That open door was an



Employee Spotlight



Joe Harrison



opportunity to purchase RWC at a price I could afford. Through the years we built up a loyal customer base using that formula to provide quality civil work at a fair price.

As with all things, the types of work evolved. The tender process now wanted communications, high voltage and standby power all in one tidy package. I was slowly being eliminated by the companies that could be that single source. That's when I started to think about selling to a company that could help RWC stay viable in this new marketplace. Talking to Wally over lunch one day, I realized that RBI had everything but the civil work. It was a lot easier for RBI to outsource civil work than it was for RWC to put together all the disciplines that RBI possessed. Wally and I came to an agreement for RBI to purchase RWC, and we were newly branded as Willett Contracting,

a Division of Robertson Bright Inc.

My first weeks at RBI were quite an eye opener. I was introduced to various divisions and people in them who could add strength and knowledge to my division. As weeks went by I realized that everybody was equally important to the outcome of a quote. It felt good to be a part of a special team. I feel the future will be successful in this environment, and thank all the people involved.

Mark Maxwell
General Manager

Right Top - Solar pad installation for Markham District Hydro's test site. Right Bottom - CAT generator was installed for a Bell Canada TV's head quarters.



Joe has been with Willett for 20 years and possesses all the knowledge that is required in this business. He has been a pleasure to work with as, when given a task, he will do everything in his power to make sure it gets done right the first time, regardless of the conditions. He works well with his coworkers, and over the last 20 years there has been a lot. Joe can do every facet of the job from driving/operating all large equipment, to installing duct banks and generator pads.

Joe lives in Shelburne with his wife Barb. He has a daughter currently attending teachers college.

Charity Corner



This past October, RBI was involved with raising money for the Opportunity International Canada / USA, an organization which helps people with micro-financing assistance in 22 countries. This particular event was called the "Day of Opportunity", and RBI agreed to provide a 2X match for every dollar contributed by an RBI employee. Our RBI team was very generous with their donations, and with the RBI match we as a group we were able to contribute \$4,790.00 to this worthy cause.

In the last Insight, RBI Ontario was looking for volunteers for the Renos for Heroes project. This particular project is helping a veteran build a workshop at his home. The RBI team, led by Rick Walker, has completed the electrical rough-in of the project and will be returning to complete it when they are ready for the next phase.

This year at the Christmas party in Ontario, there will be a raffle, and the profits will be split between Renos for Heroes and Eva's Initiatives which helps homeless at-risk youth with safe shelter, food, and much more.

To volunteer or suggest new charity activities, please contact:

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

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

Time is free, but it's
priceless. You can't
own it, but you use
it. You can't keep it,
but you spend it.
Once you've lost it,
you can never get it
back.



Time flies. It's up to
you to be the
navigator.
~Robert Orben~

Calgary

Ryan Forrieter	Jan 13
Landon Kilburn	Mar 02
Locksley Mclean	Jan 06
Kieran Mumford	Jan 06
Jeff Neville	Jan 22
Andrew Newman	Feb 03
Scott Winslow	Mar 21

Mississauga

Ross Armstrong	Jan 18
Rolf Banninger	Feb 12
George Boneschansker	Feb 03
Ozzie Dabo	Mar 17
Marc Dodsworth	Jan 22
Pat Greisberg	Feb 22
Sean Keddo-Green	Mar 16
Seval Reid	Mar 29
Tim Reilly	Jan 26
Rob Walker	Jan 31

Impact Technical

Chris Alsip	Mar-13
Emily Mercer	Mar-06

Birthdays



Peterborough

Mark Bolton	Feb 19
Rick Burfield	Mar 29
Kevin Crowley	Jan 16
Stephen Hennessy	Feb 06
Darren Mahoney	Mar 08
Don Penticost	Jan 02
Kevin VanAlstyne	Mar 12

Head Office

Dave Graham	Feb 14
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Las Vegas

Greg Crader	Jan-24
Dominic DePalma	Jan-13
Jeremy Franklin	Feb-15
Christopher Gale	Feb-15
Jose Gonzalez	Mar-14
John Haney	Mar-11
Jose Martinez	Feb-15
Glen Nelson	Mar-05
Lawrence Nelson	Mar-10
Justin Ng	Mar-10
David Okashige	Feb-04
Paul Okashige	Feb-04
Jason Ruk	Jan-28
Valentin Sotelo	Jan-17
Elehu Tolbert	Jan-06
Sean Venable	Feb-19



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