

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 safely, on time, and on budget, every time.



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The First Word From WB.....

It seems that on too many occasions I write this Insight article while on-board an airplane. This edition is another example of that. As many of you know RBI has been a member of a peer group for the past 3 years, and that's where I am currently heading. The peer group is comprised of the CEO's of 7 electrical contractors of similar size from all over North America. It's a diversified group of contractors who are dealing with similar and yet very different issues and market conditions. Each meeting is held at the offices of a peer group member, we hosted the last meeting in September 2014. This meeting is being held just outside Washington, DC.

Why do we meet? While some of us will spend Sunday morning playing a round of golf, that's where the social fun factor ends. Our business agenda begins over dinner on Sunday evening and continues for two very long days on Monday and Tuesday. I am the newest member of the group, as the original members have been meeting bi-annually for 8 years. Because of the length of time the group has been meeting, deep relationships have developed. I am honored that the others have allowed me to be included in those relationships.

Two senior consultants from FMI, a construction management consulting firm, together moderate our meetings. So for the next 3 days we will follow an agenda that will challenge each of us for what we are doing, and for what we are not doing within our organizations. Nothing is hidden as the group has full access to any and all information about each firm in the group. Because of the deep relationships that have developed, these company leaders have no hesitation in challenging each other. I have experienced the challenge, and while it may be uncomfortable being in the hot seat, I do believe being included in this group has had a positive impact on RBI. The real impact of the meetings has been on service to our clients as we have im-

plemented many of the best practices learned from the group. As always, I am excited to be attending this meeting and hopeful that the discussions will have a lasting impact on RBI, helping us be a place where people want to build their careers and where clients want to engage.

Just as the peer group is diverse, so is RBI. In a recent survey it was discovered that we have people on our team, in positions throughout our organization, that were born in no less than 17 countries. I am proud to say we are an equal opportunity employer. If a person has the values and skills that we need for a specific position they will receive fair consideration for the position, period. Under the leadership of Jason Braam we have significantly improved our "people management", which includes an emphasis on safety. We will continue to work hard on building a workplace that gives everyone the opportunity to grow and succeed. Just as I identified the peer group as a place to seek ways to improve RBI, I would love to hear your ideas on how we can improve, both in delivery of our services to our clients, and making RBI a great place to work. Call, email or send me a text, I mean it!

So thank you all for your efforts, continue to work safely, and for helping RBI be the best service provider we can be.

Wally Budgett

President, RBI





Business Development

Jason C. Bosnos
Director of Pre Construction

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.

The Strength of a Foundation Reflects the People Who Built It

I want to thank everyone who has welcomed me over these past weeks. As the Pre-Construction and Business Development Director, I'm more than honored to work for a company with such a strong foundation based on hard work, honor, integrity, and trust.

As I've looked into RBI's history, along with 60 years of service, you may wonder how strong can a company be? Well first off, 60 years of history speaks volumes in terms of longevity. It says a lot when you have that many years of strong customer satisfaction, and quality of service that far surpasses the expectations of our clients, and our goals.

As we journey forward and add to these building blocks, our strong roots will not allow our goals to crumble. Our future depends on solid practices like client relationships, pre-construction processes, budgeting and conceptual processes, accurate estimates and proposals, excellence in execution of project operations, and most importantly, the trust that RBI has built with our clients.

The road from the past challenges us to always ask: how are we doing, what do our clients think, and are we delivering our services consistently

from the pre-construction phase straight to the final delivery of the completed project? As these thoughts have gathered in my mind, I know they will always be part of RBI's quest for excellence.

In writing my first column for the RBI Insight newsletter, I hope to continually add to the solid foundation based on our core principles. The team focus is very important to me, as this is the vision of Robertson Bright. Our commitment to the electrical industry is by far, the most important aspect of what we do, and we will do everything we can to strengthen this.

RBI is in the midst of developing new processes to adapt to the ever changing marketplace we operate in from an international standpoint. From Toronto business ventures and seeking new opportunities, to Calgary's economic status of current and future construction needs, and into the Las Vegas market, with the growth resurgence in the great hospitality / gaming city.

We are continually striving for a strategic position in the marketplace. First, it starts with our clients, and next it involves RBI and our vision: can we meet our client's expectations and is RBI able to deliver what our client's over-

all goal is? We can answer these, YES we can.

At RBI, we are planning for our future, and our clients' future, as we constantly seek to improve our business model. One who thinks a company can't improve every day, is one who is lost in their own world. This may be a harsh statement, but it is something we should live by. A company's self-improvement reflects a commitment to clients, the ability to have self-motivation, discipline, and always raising the bar of our business, not just for RBI, not just for our industry, but most importantly, for our clients' current and future aspirations.

With all this said, I want to again, thank everyone for this opportunity to become a part of the RBI team. I have searched a long time to become part of a family, a company with true vision, a company with people, who care about people and other's needs, their goals, and what they expect from a company like Robertson Bright.

Have a safe and wonderful upcoming winter, enjoy your families, and most importantly, be SAFE.

Jason C. Bosnos
Director of Pre-Construction



The View

Expectation... a strong belief that something will happen or is likely to in the future. A belief that someone will, or should achieve something.

So you're sitting in a wonderful restaurant, soft music is playing in the background and the lighting is perfect. You have been seated at the best table in the dining room. The reviews on Urban Spoon were fantastic and that's the reason you picked this spot. The hostess, after making sure you are comfortable, says John will be looking after you and will be right over.

After a long few minutes, John comes running by and says... "I'm really busy, not sure when I will get to you", and rushes off. When John finally does make it back to your table, you can't get the words out fast enough and he is gone again. Because you don't want to make a scene in the middle of the restaurant, you quietly wait for dinner. When dinner finally arrives, the steaks are over cooked and the rice is burnt. This experience does not meet your expectations.

Brian Watson
VP of Construction
& Operations

So now you have a choice. Some will call the manager over and complain about the sub-standard food and service, and others will quietly finish what they can and just leave. But with some certainty, you won't be coming back to that restaurant! You are also very likely to share your bad experience with family, friends and coworkers.

What type of service are we providing to our customers? Are we making a good impression by supplying consistent, prompt, courteous service? Have we been delivering innovative solutions and products that will not only meet our client's expectations, but surpass it? Are they telling us where we've fallen short, or are they just quietly leaving never to return?

Our customers come to us with an expectation... that we will provide them with what they need. It might be something small like making repairs to a machine, or a power supply that is not working correctly. It could be something much larger, perhaps a complete design / build of a production facility. The question we need to continually ask ourselves is... are we meeting their expectation?



We can do a great job of selling RBI with promotional materials, a fancy website, and saying the right things to potential clients, but... what is their experience after sitting down at the table? Are we running by saying... "Sorry, I am too busy to look after you!"

Are we taking the time to look at the situation from our customer's point of view? Are we being fair and reasonable? Please don't misunderstand what I am saying... there are those out in the market that would want to take advantage of us and we must use wisdom when dealing with every situation.

Please ask yourself this the next time you are communicating with a customer... Am I running by the table saying... "Hang on, I'm too busy to deal with you!"

Brian Watson
VP of Construction
& Operations

Diversity: the art of thinking independently together.
~Malcolm Forbes~



Treat employees like they make a difference, and they will.



Diversity in the world is a basic characteristic of human society, and also the key condition for a lively and dynamic world as we see today.
~Jinato Hu~

RBI Sparks on the Big Bike for Heart & Stroke



Many thanks to all the Big Bike participants: from front to back: Irene Moniz, Ross Armstrong, Waqar Syed, Emily Mercer, Chris Alsip, Carolyn Ferguson, Tahereh Hajipoor, Homa Hajipoor, Krista Budgell, Brittany Tetford, Kristen DeFreitas, Diana Issa, Amanda Gao, Adam Montgomery, Bradley Fisher & Brian Watson.

Charity Corner



The RBI Charity committee has been active this summer.



RBI's Ontario Division's Garry Bennett went on a trip of a lifetime to Africa to help out with a charity by the name of *Zambian Sunshine*. While Garry was there, he assisted in clearing land for access paths, a vegetable garden, a new storage building and a small area for the youngsters to play soccer. Pictured is Garry presenting the funds RBI raised to Kerry Reath for the feeding program she has developed to help some of Zambia's most at-risk children. Kerry has been involved for the past 14 years working with area orphanages, and is now concentrating her efforts in providing feeding programs in Zambia's NE rural communities for children under 5. Our gift goes a long way there, as the \$500.00 we sent covers the cost of food for the once a week high-nutrient meals for 100 children, for the entire month of August. These funds were raised by RBI's Charity committee at the Ontario Division's BBQ's held this year.

The Head Office, Ontario Division, and Impact Technical Products' group combined their efforts to put together a Heart and Stroke Big Bike Team in August. The team raised \$1,635.00, including a charity committee donation of \$750.00. This event was organized by Irene Moniz and Car-

Ontario Office News

About 725 Kilometres north of Toronto is a small town named Cochrane with a new large solar farm. A 10 MW ground mounted photovoltaic solar farm with 45,000 to 55,000 solar panels. Our crews have been up enjoying the great white north, keeping watch for the occasional wild animal and keeping the truck out of the mud. RBI was contracted to complete the fiber terminations for the site's communication system. We have also had our crews working on the Kingston Solar Farm (Picture with crew) as well. One of the largest solar farms in Canada, it will provide power for approximately 17,000 homes.

RBI is part of the construction team working on The Bishop Strachan School (BSS). This is a Canadian day and boarding school for girls. The School has approximately 900 students, including 80 boarding students ranging from Junior Kindergarten to Grade 12

(approximately ages 4 – 17). The School is named after John Strachan, the first Anglican bishop of Toronto, and was founded by John Langtry in 1867. The founders' intention was to educate girls to be leaders. Once completed the new space will include a collaboration space, an art studio, music room, theatre and an idea lab.

Work is starting on the lighting retrofit we are completing at the Direct Energy Centre located within the Exhibition Grounds in Toronto. We are replacing almost 700 fixtures with energy saving LED fixtures. Working in such a large building will certainly add complexity to the project.

Robertson Bright is proud to be a partner with PowerStream as they pilot a Virtual Power Plant project using residential solar-storage technology with 20 residential customers within the utility's service territory. This innovative pilot project will evaluate the customer, conservation, grid and utility business benefits of these integrated solar-storage systems.

The pilot will enable participating customers to displace a significant portion of the elec-

Brian Watson

Ontario General Manager



tricity they source from the grid and better manage the electricity that they do use, resulting in reduced energy costs, lowered carbon footprint and improved efficiency. The systems will also be used by the utility to contribute to grid reliability and resiliency. To see more about this exciting project please visit: <http://blog.powerstream.ca/2015/09/powerstream-offer-unique-residential-solar-storage-program/#sthash.HT7EgZ0M.dpuf>

Estimating has been very busy and we are seeing a steady flow of projects and opportunities for us to pursue. Despite the negative news we have been hearing lately, we continue to see opportunities in the market place.

As the leaves are beginning to change, the temperatures start to drop... let me be the first to wish you a very Merry Christmas!

Brian Watson

Ontario General Manager



Employee Spotlight



Chris Johnson is the newest member of the RBI Ontario team in the position of Buyer. He has been in the electrical

game since 1980 with Nedco and has been in quotations, inside and outside sales.

He has lived in Burlington for the last 40 years with his wife Donna. Chris has two adult children, Brian and Jennifer and two wonderful grandchildren. Chris has been a competitive bagpipe player for the last 40 years, and is a three time North American Champion, with numerous top ten world champion finishes. Chris is the closest we have to a Rock Star here at RBI, as he has played on stage with Paul McCartney and Rod Stewart.



Alberta Office News

Brian Stoddart

Alberta General Manager

As much as I enjoy the summer with the great weather and outdoor functions, I am always glad when school is back in. It seems to create a sense of normalcy and most people are getting back into a solid work routine. This also includes the people we need to speak with on pending projects. They are typically back to work and discussions can be had, and progress can be made once again.

We have had some major projects finishing up in the last couple of months with Maple Reinders, Scott Builders and IMG Design Build, so the work load has leveled off. We have other projects that will fill the void – most of them are targeted to be completed in the next four to six months. Some of these projects are with Seko Construction – Young Energy, and we have more with Scott Builders – Sage Energy Expan-

sion, Panterra 3 Paint Booth, and the Calgary Heavy Truck addition.

Other projects we have started or are going to start in the near future are the Kohl & Frisch (relocation), Recall Total Information (record storage addition), BOST Upstream/Downstream with Ward & Burke, the Delta Facility Maintenance with Elan Construction, and the Delta Hotel / Firehall #1 Plaza upgrade with Ellis Don.

I am still optimistic about the construction future in Calgary and area. We still are getting many opportunities to quote projects from existing and new construction companies, and I am very hopeful that the last



quarter of the year we will start to move out of this recession.

The Service Department continues to remain busy, which is being led by Rob Davidson. Tim McArthur and Allan Matsuda are hitting on all cylinders that feed into the service / maintenance part of the Robertson Bright work load.

A big part of our team that we don't always mention is the office staff. I would like to thank them for keeping the ship moving forward with the mountain of paperwork that is processed daily. You all do an amazing job.

Fall is fast approaching as is noted by the changing colours and falling leaves, which means winter is around the corner. Here in the West that can only mean one thing...brrrrrr.

Brian Stoddart
Alberta General Manager

Scott Builders
– Kootenay /
Panterra Unit 4



Tyler Robinson started with Robertson Bright in December of 2013. His position here at that time was the truck driver / warehouse per-

son. He was delivering material, cleaning out sites, picking orders and after a few months he became an indentured apprentice and moved into the field.

Tyler is now a 2nd year apprentice and will be attending SAIT at the end of October. Some of the sites Tyler has been on has been the Honda Pro-Am project, Tribal Intermodal, Crossfield Gas Station, and the Gordon Food Services site.

These past few months Tyler has been in the office helping out in the purchaser position. He has enjoyed his time working with everyone here at RBI both on site and in the office.

During his off time you will find him either golfing, fishing or playing hockey. This will be his second year playing in the "Heritage Junior Hockey League" with the Cochrane Generals. He is their goalie.

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oyn Ferguson. All the participants had a blast as we rode the 35 person bike escorted by police, and received encouragement from passing pedestrians, motorists, buses, and numerous waving onlookers. A good time was had by all (Picture Page 3)

Here are other donations recently made:

July 9th, 2015 - Alberta Cancer \$200.00 –Supporting Safety person Sondra in Calgary

July 13th, 2015 - The Alzheimer Society of Peel in memory of Rudy Hochrein

July 13th, 2015 - Prostate Cancer – in memory of Rudy Hochrein

August 31st, 2015 - The Women's Centre of Halton \$2,500.00

August 24th, 2015 - Opportunity International - \$200.00

September 8th, 2015 - The Princess Margret Cancer Foundation \$200.00- Road Hockey to Conquer Cancer event

September 13th, 2015 - YFC London – \$250.00

Please contact us with any opportunities or suggestions that you may have.

Ross Armstrong @ ext 223
rossa@rbigroup.net

Diana Issa @ ext 207
dianai@rbigroup.net

Darlene Stoddart @ ext 453
darlenes@rbigroup.net

Mary Reed @ ext 501
maryr@rbigroup.net



Diversity@RBI

Wally brought up the very timely topic of workplace diversity in *The First Word From WB*. He mentioned that our team is comprised of people born in at least 17 countries. Imagine if we stepped back one or two more generations, and I would venture that the figure would easily double or even triple.

Historically there has been numerous reasons for people to take the giant step and immigrate to a new country. Disaster and misfortune are an excellent source of motivation, making people dream of a better life for their families. Some of the greatest immigration numbers have occurred in 1845-52 during the potato famine, or 1930 after the great depression, and nothing like a World War or grand-scale religious persecution to get people packing, which is still very evident today. North America is a fine example of a wonderful melting pot of diverse people and cultures.

The fact that we celebrate RBI's diversity is not just great for the human factor, it also provides excellent opportunity for financial gain. Our global diversity allows RBI to build a team that brings different experiences and perspectives to the table. Collectively we have access to greater innovations which enhances our creativity and leads to better decision making and problem solving.

Fortune 500 Companies have long understood the power of diversity in the workforce including heavy hitters such as 3M, Coca-Cola, General Electric, Hewlett-Packard, Intel, Johnson & Johnson, Kraft Foods, Microsoft, Nike, Procter &

Nevada Office News

The close of summer comes to Nevada with the combined exhale from all those who are ready for the 107 degree days to be over once again for another year. As we move into the fall months here, we are proud to be completing a few landmark-style projects. One of these is the new Gaudin Porsche facility at Hwy 215 and Rainbow (pictured below). This facility has turned out beautifully, and we are very proud of our partnership with Boyd Martin Construction, and the resulting project turnover.

We also recently completed a new fueling tank station at the Nellis Air Force Base with Rockford Construction. This project like many others with Rockford, has its challenges with timing and coordinating our work with existing base operations, but we were able to finish it on time and turn it over to the owner when expected.

We are just starting another new medical facility project with Kittrell Jensen, The Desert Or-

thopedic Center. This project continues a strong push for RBI with regards to the pursuit of work in the medical field, and we are happy to be growing our skill set in that marketplace.

Additionally we have multiple indoor agricultural projects under way with CEI Builders, and those are very much fast-tracked for completion with our targeted date being in the New Year.

The new Las Vegas Day School project with Boyd Martin Construction also has recently kicked off and the new gymnasium will begin vertical construction shortly.

The "Smashed Pig" will be a great spot to grab some good BBQ and brews on your next visit to downtown Las Vegas! We started this project recently with Tre' Builders and with the restaurant location right on Fremont Street, to say we have a small footprint to work in would be a huge understatement. This restaurant / bar will be open in early

Greg Crader

Nevada General Manager



October, just in time for the fall rush of activities downtown.

Also by the time of the Insight printing, we will be wrapping up a significant upgrade to the runway and taxiway lighting system at Creech Air Force Base in Indian Springs, NV. This upgrade has been performed in just 7 weeks, with a very well planned scope of work and the carefully coordinated efforts of all the contracting partners, we've collectively stepped up to deliver this work in a timely manner.

Thanks again to all the hard work of the Nevada group for successfully completing the recent projects and starting the new ones!

Greg Crader

Nevada General Manager



Employee Spotlight



Sean Venable came to us about a year ago and has

quickly developed a reputation for his hard work and ownership of the projects he has been assigned. Sean is currently the Foreman for our Bravo and Foxtrot runway lighting project at Creech Air Force Base, and is responsible for the replacement of some existing incandescent runway fixtures, and adding about 60 new LED runway / taxiway lights.

In his free time, Sean enjoys horseback riding on his ranch in Arizona, as well as a couple of not so common hobbies: solving the Rubik's Cube and riding a unicycle (but not at the same time, that would be a real trick!) We are happy to have Sean on our team, and we look forward to his continued leadership within our organization.



We are all safety leaders?

In August I had the privilege of attending the Global Leadership Summit, with 250,000 other people at various sites all across North America. The summit consisted of two back-to-back days of presentations and talks from well-known authors, speakers and leaders. I felt that a number of the resounding themes presented had key transferability to safety, with the crucial recurring echo being that we are all leaders, regardless of our organizational titles. Taking the theme of leading where you are, I have bridged parallels to each of our day-to-day lives, and our impact on safety at RBI below:

Excellence. Do you aim to be good and safe at your job, or are you striving to be great and a safety leader? Most people don't simply start out being great at something, but rather grow into greatness through grit, persistence, hard work, pushing beyond mediocrity, and not taking chances. How do you approach your job, and how do you approach safety? Do you simply go through the motions to do what is required, or do you strive to understand the big picture, and make an impact by aiming to delight our customers, and exceed expectations in words, actions and plans on a consistent day in and day out basis?

Collaboration. Did you know that it has been proven that we do our best when we help others suc-

RBI Safety Matters

ceed? When you aim to be the best that you can be, while demonstrating a focus to help others, you send a clear message that you understand your contribution to the team, and thereby express that no one at RBI functions alone. Whether you are on a site or in the office, when you focus on working as a team and visualize how intertwined each of our roles are, it becomes clear that we need each other to succeed collectively, for any of our individual successes to attain optimal results. Many of our own personal victories couldn't be possible without the assistance of our colleagues, so we can't be afraid to ask for help when we need it. And correspondingly, it's critical to look at a request for help that you may receive as the queue to help making a situation better for our coworkers, and not simply leaving it for someone else to lend that hand of assistance. With each of us being an active player, consistently viewing safety as "my responsibility", we can eliminate the attitude portrayal of "it's not my job".

Improvement. Can you approach and reframe your own failures as positive growth opportunities? Failures in our jobs are a given, but it is how we approach and respond to our failures that determines our ultimate success. Will you use your failures as a learning opportunity to forge onwards, or will you simply give up if you do not succeed the first time? Using our workplace incidents (Near Misses or Accidents) as Opportunities for Improvement (OFI's as I like to call them), focuses our attentions on prevention, with the real gain occurring when we collectively participate in implementing appropriate measures to reduce the chance for recurrence of incidents. I heard Brian Houston express the axiom that "Every season is filled with lessons". We can adopt this ap-

proach by reviewing where we've identified a Near Miss or Accident, identifying the source of the unsafe practice, and taking preventative steps to implement the learning from the lessons to make RBI a safer place for everyone.

Planning. Did you know that RBI has a safety manual with documented procedures and instructions for almost every key task where there is potential for injury? Has your insight and input been requested and incorporated into our safety manual policies? Do you plan to approach your daily activities in alignment with RBI's documented safety protocols and expectations, or do you do your own thing? If we are going to have a world class "RBI Way" of executing, then each of us needs to ensure that we follow our safety policies consistently, with our systems being in alignment with industry best practices. If you have stumbled across weaknesses in any of our safety policies or procedures, then let's have a chat to review and implement possible adjustments. Planning for safety is a collective responsibility, and we want you to be able to return home at the end of each day, just as you arrived in the morning.

Together let's plan for excellence as a team using our failures as lessons to drive ongoing safety improvements throughout the organization.

Jason Braam
Director of HR & Safety



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Gamble, Reebok and Xerox who have all supported affirmative action already in 2003. These companies understood the power of attracting a workforce comprised of people who shared a wide variety of experiences and talents that create a global mindset.

McKinsey & Company is a global consulting firm with offices in 107 countries. When they examined data sets for companies across a range of industries in Canada, Latin America, the United Kingdom, and the United States, the findings were clear:

Companies in the top quartile for racial and ethnic diversity are 35 % more likely to have financial returns above their respective national industry medians.

Companies in the top quartile for gender diversity are 15 % more likely to have financial returns above their respective national industry medians.

Companies in the bottom quartile both for gender and for ethnicity and race are statistically less likely to achieve above-average financial returns than the average companies in the data set (that is, bottom-quartile companies are lagging rather than merely not leading).

In the United States, there is a linear relationship between racial and ethnic diversity and better financial performance: for every 10 % increase in racial and ethnic diversity on the senior-executive team, earnings before interest and taxes rise 0.8 %.

It becomes pretty clear that the global trend of creating leadership built on the shared knowledge and experience is a solid business practice. That's particularly true for attracting, developing, mentoring, sponsoring, and retaining the next generation of global leaders at all levels of our organizations. Given the higher returns that diversity is expected to bring, investing now will help RBI pull further ahead and dawdlers will fall further behind.

Irene Moniz
Manager of Corporate Services

Anniversaries

Alberta

Taylor Bartel	Nov-18	1
Tanya Brown	Nov-17	1
Bryson Busby	Nov-17	1
Randy Clifford	Nov-12	1
Sherwin Contillo	Oct-13	1
Larry German	Oct-27	1
Klaus Hagen	Dec-01	1
Manny Hernandez	Nov-17	1
Scott Johnstone	Oct-24	10
Kathleen Martin	Dec-01	1
Tim McArthur	Dec-01	1
Andrew Newman	Dec-01	1
Don Runne	Oct-12	10
Tracy Schultz	Nov-04	1

Head Office

Bradley Fisher	Jul-30	1
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Nevada

Chris Beaulieu	Jul-24	1
Osmund Closas	Aug-28	1
Chris Cross	Sep-29	1
Richard Monk	Sep-13	1
Larry Nelson	Sep-29	1
Justin Ng	Aug-25	1
Matt Weber	Aug-10	5

Ontario

Matt Pickard	Oct-21	1
Steve Thomson	Nov-21	10

Celebrating years 1, 5,
10, 15, 20, etc.

Alberta

Johny Andric	Oct-30
Darryl Bradley	Dec-14
Tanya Brown	Nov-29
Sherwin Contillo	Nov-02
Rob Davidson	Nov-03
Stephen Dawson	Nov-13
Manny Hernandez	Dec-28
Eddy Hidri	Nov-09
Dez Horwood	Nov-07
James Martino	Nov-18
Rick McMurray	Nov-04
Colin McNair	Dec-13
Adrian Miln	Oct-06
Patrick Rondeau	Nov-03
Tracy Schultz	Dec-04
Chris Snelling	Dec-05
Andrew Swain	Oct-11

Head Office

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

Ontario

Wes Balogh	Oct-08
Garry Bennett	Oct-18
Steve Booth	Oct-18
David Bremner	Dec-31
Steve Brown	Nov-07
Kevin Donnelly	Oct-15
Greg Hill	Dec-18
Justin Lenarcic	Oct-29
Henry Lukassen	Dec-17
Julian McNaughton	Nov-19
Karlo Petines	Dec-11
Keith VanHoekelen	Dec-17

Nevada

Osmund Closas	Nov-05
Ron Johnson	Nov-19
Richard Monk	Dec-06
Ivan Ramirez	Dec-11

Birthdays



RBI Insight - Issue 21 - Fall 2015



Branch Office Locations:



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

Tel: 403-277-3077, Fax: 403-230-3986

Nevada - 5125 S. Valley View Blvd., Las Vegas, NV 89118

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

Ontario / HO - 2875 Argentia Road, Unit 1, Mississauga, ON, L5N 8G6

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

618 Neal Drive, PO Box 1048, Peterborough, ON, K9J 7A5

Tel: 705-742-5447, Toll Free: 1-866-442-5447, Fax: 705-742-3139

www.rbigroup.net



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