



ROBERTSON BRIGHT
Electrical & Communication Solutions

INSIGHT
VOLUME
25
FALL 2016

MISSION STATEMENT

Through the expertise of our team, we will provide our services to meet or exceed client expectations - safely, on time, every time.

VISION STATEMENT

To be an expanding, highly-profitable company providing best in class electrical and communication solutions.

EMBRACE CHANGE

Wally Budgell, President & CEO

For those who have been receiving the Insight for any length of time, you will notice that the look and format has changed. It's a little more well-defined and, perhaps, some will think it's bolder than before. I think that emulates what RBI has become- a little more well-defined. We are pushing the boundaries beyond our comfort zones and we are learning new things. We recently held a Project Management Summit in Mississauga, Canada where our management group from all our offices came together to hear about the latest industry trends, sharpen their skills and challenge each other to be better. It was a great two days of collaboration and strengthening of relationships, with many action-items that we will work diligently to accomplish. The event will have a lasting impact on RBI long into the future, as we are committed to implementing what we learned as we continually strive towards excellence in all areas.

We are also a little bolder. With the recent acquisition of Pacific Power & Systems in Northern California, we have welcomed another strong team into the RBI family, led by Mike & Linda Messer. Mike will continue to lead our team in Northern California as Regional General Manager. We have been awarded several large projects since we joined forces at the end of July, and it is really rewarding to see these positive synergies turn into project success in a very short period of time.

It is clear to me that our team is focused on our 2020 goals, as discussed in detail in the summer edition of the Insight. Everyone has a good understanding of what is required to meet those goals, and we strategically have the right people in the right positions so that we can optimize our potential. We all recognize that it's going to take some hard work and dedication to see the positive results, but it is also very exciting!

Change is difficult for many. In fact, it's difficult for most, but we realize that in order to accomplish our Mission and Vision-and to meet and exceed the expectations and satisfaction of our clients-we need to be focused on continual improvement. This means we must embrace change. So let's continue to be bold in our pursuit's and stay well-defined in all of our actions.

I hope you like the new look of the Insight, and the continued evolution of RBI. Thanks for helping RBI be the best service provider we can be.

We have now moved into the holiday season, having already celebrated Thanksgiving in Canada, with US Thanksgiving to follow, and then Christmas. I would like to wish everyone a joyous holiday season.

OUR STORY

Jason Bosnos, COO

After 63 years in business, do you ever wonder what our story is? In what we've done over these past years, have we embedded ourselves in the community? Have we positively impacted our clients? What have we done to perform work with true, intentional acts- and most importantly- provide significance to those around us?

This past holiday season, Wally provided us with a book by John Maxwell called Intentional Living. I've read a few of Mr. Maxwell's books before, but this was by far the most in-depth book I've read regarding how we can provide significance and intentional living in our lives, and in our work.

Over the years of providing electrical and communication services to our clients, there are always strengths and weaknesses we encounter. The question is: how do we handle them, and manage the span of the spectrum? When you lack the work which is needed to provide the means of keeping everyone busy, you tend to "up" the service you provide to your clients. When work is extremely busy, you might not tend to your clients as you should, and the service needed is reduced. In order to provide our clients with unconditional service- all the time- we need to provide them with intentional acts of doing what is right. We can't expect to succeed with doing things the "normal" way; we have to provide intentional and exceptional service-no matter what is happening in our business.

To provide significance with those around us, we need to invest in our people. Our success is not based just on our leadership; it's based on how we provide significance to others around us. If we make our people the first priority by coaching and supporting them, this will lead to their success. In turn, this will lead to the overall success of the company. When our people and company succeed, then that momentum will result in positive outcomes all around.

Success is not just built from being a company in business for 63 years, and it's not just because we've built large projects over time. Our success is attributed to intentional acts we've provided to our industry, and to our clients: we are diligent in understanding our client's needs; we continually provide "Best in Class" service; and we value our team by supporting and investing in their success.

With these qualities, we can achieve our Vision Statement: to be an expanding, highly-profitable company providing "Best in Class" electrical and communication solutions.

This is Our Story....

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CALGARY NEWS

On August 5th, 2016 Robertson Bright Inc. moved into our new home at 1137 6027 79 Ave. SE that RBI teamed up with Clark Builders to develop. Darlene and her team worked tirelessly to get everything moved in, and thanks to her efforts we were able to transition to the new building and start work without a hitch.

- ▶ We were awarded the Rocky View County Building with Bird Construction. We will be able to really get at the pre-fabrication for this project because of the space we now have in our new building.
- ▶ We will be starting the administration portion on Fire Hall #16 renovation in January with PCL Construction. We have been on site for approximately 18 months working on the renovation.
- ▶ We will be starting on the Foothill Soccer Centre this fall with a scheduled completion for spring of 2017 with Ricklan Construction a design build project.
- ▶ We are working with Scott Builders on the FedEx Ground project.
- ▶ Elan Construction on Hungerford/Parallel 2 parking lot lighting.
- ▶ IMG on Regency Hotel Renovation, IMC on the Rugby Union Hall.
- ▶ Aztec Construction on AFSC a tenant fit-up in the Balzac area just north of Calgary.
- ▶ Service is still working hard to provide our clients the service they have come to expect from RBI. Some of our service clients include City of Calgary Fire Department, Ward and Burke, Wallace and Carey, St Mary's University, Royop North (LED lighting upgrade), Bethany Care Centre, and PBS Financial to name a few clients.



ALLAN MATSUDA EMPLOYEE SPOTLIGHT

Allan Matsuda is an Account Manager who started with Robertson Bright in March 2015. He brought with him a great clientele, and keeps consistently busy quoting projects and meeting new customers.

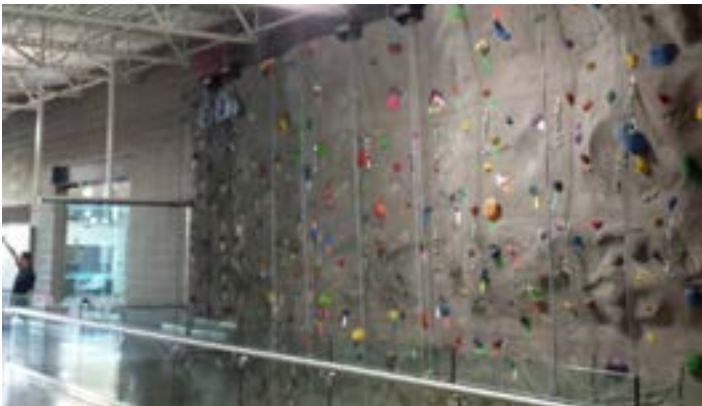
Allan came from a farming background and started helping his Uncle who was an electrician part time. He apprenticed as a power lineman up to a 3rd year apprentice, but decided that climbing poles in the middle of Alberta winters wasn't for him. Allan re-entered the electrical field and received his master's in the early 80's.

In 1983 Allan started his own business and operated it until 2009, when he decided he was going to retire. Thankfully for us, his retirement only lasted about 2 weeks! Allan really enjoys working here at RBI because everyone cooperates in giving a real team effort to meet all of the challenges of the business.

Allan's favorite sport is golf and he plans to make some time to get out there soon and hit some balls. Allan also enjoys going to concerts, theatre and just recently started camping.

HIGHLIGHT VIVO LIGHTING PROJECT

- ▶ We have completed the LED lighting upgrade at the Vivo recreation facility, which included the swimming pool, the reception desk, and other common areas throughout. Vivo is a wonderful organization because it's goal is to increase overall health in the community by encouraging everyone to be more active, more often.



LAMYA CATTONI EMPLOYEE SPOTLIGHT

We are excited to announce that on Monday, October 17th we welcomed Lamya Cattoni to the RBI team in Alberta as a Project Management Administrator. Lamya is coming to us from Anthem Properties and has over 15 years of experience in project administration.

We look forward to the experience that Lamya will bring with her to the RBI team in helping us reach our 2020 goal!

ONTARIO NEWS

- ▶ We are finishing up on the London street Dam project.
- ▶ We are at the midway point with Bishop Strachan school.
- ▶ Scarborough Civic Centre fire alarm projects now have a full complement of electricians working daily.
- ▶ We are continuing with our ongoing electrical maintenance of Lakeridge Hospitals and they have added two more hospitals to their portfolio.
- ▶ We are just starting Georgina Waste Transfer Station project in Barrie and 195 Joseph St. in Kitchener which is an old Tannery bldg. that is being converted to commercial offices.
- ▶ We have small service based projects that are keeping our electricians busy and hope to add to our electrician staff soon as we are developing work with Facility management companies to bolster our service work.



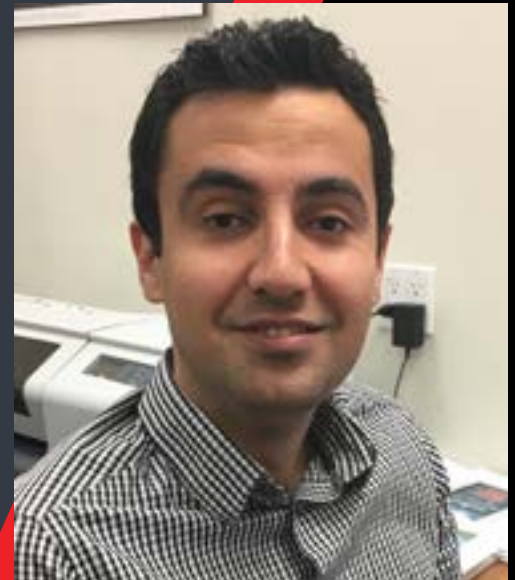
HIGHLIGHT BRAMPTON WAREHOUSE

- ▶ There were 24 Air handling Units (AHU's) installed on the roof, each weighing 25 tons. This was done by a helicopter and was quite a fascinating feat to watch. It took 3 minutes to place each unit totaling in at only 2 hours of helicopter air time.
- ▶ We installed 3 new 600A 600V panels dedicated to feed these units, as each unit will feed from 50 A 600V breaker.
- ▶ All feeds were installed on the roof of the warehouse using Teck Cables placed on a system designed by the Mississauga prefabrication team.



MOHSEN MANOUCHEHRI EMPLOYEE SPOTLIGHT

On Monday, October 3rd we welcomed Mohsen Manouchehri to the RBI team in Mississauga as an Electrical CAD Designer. Mohsen is coming to us from PaAm Engineers and has experience in electrical engineering specializing in design, institutional, commercial, data center, and industrial projects. Mohsen also holds a Master's degree in Electrical Engineering. Welcome to the RBI team!



LAS VEGAS NEWS

- ▶ **Pahrump VA Hospital** - This 20,000 square foot hospital has been completed from the ground up and now serves the community in Pahrump, NV.
- ▶ **CCSD/Galleria School** - A new design elementary school, consisting of four separate concrete buildings. 80% of the concrete tilt panel walls are standing, and overhead steel is being installed. RBI conduit work on the inside of the exterior walls, in the pour strips, and exterior wire pulling are all in full-go. Site work continues with Nevada Energy, installation of the crosswalk zone electrical signage, and site lighting. Interior framed walls will follow with all overhead and underground rough-in beginning over the next few weeks.
- ▶ **St. Rose Skilled Nursing** - A New 30,000 square foot building adjacent to the client's assisted living facility. The Pad and underground work is complete, and framing of the structure is about 70% complete. We have started on the overhead and wall rough-in and we are looking forward to the building being "dried in" so we can finish this 63 bed facility.
- ▶ **Mountains Edge Marketplace** - This new shopping center has Albertsons as the anchor tenant. Multiple pads for banks, fast food, etc. The trenching for Pads A&B is complete with trenching 80% for the balance of the parking lot and surrounding areas behind Albertsons. The conduit is in, and the pre-cast light pole bases have started arriving from Oregon. Installation of bases and wire will follow over the next couple of weeks.
- ▶ **Pad B/Dr. Bashy** - A new, ground up, 13,000 square foot facility with a tenant already taking one side of the building, with the other side to be speculative space. Framing is complete and the rough-in is finished. The switch gear will arrive shortly and will begin installation. This facility will be completed in November.
- ▶ **Kapex** - A 35,000 square foot indoor agriculture facility. The underground for the main building is complete and we are ready to begin work in the production building. The interior build-out of the facility will start sometime next month and that is the bulk of the work.
- ▶ **Ecology Auto** - After a redesign of the project, and relocation of all the street-lights, we will be installing the underground conduit and cabling shortly for the new light fixtures. This will allow for the overhead pole that is in the middle of the street to be removed.



HIGHLIGHT CIGAR BOX PROJECT

- ▶ RBI is proud to have completed another great project with ABG Builders in Las Vegas. This Design-Build project saw us remodeling the existing 2,230 square foot space to incorporate a custom humidor. The project was complete with high-end lighting and finishes throughout to accommodate the most discerning cigar enthusiast.

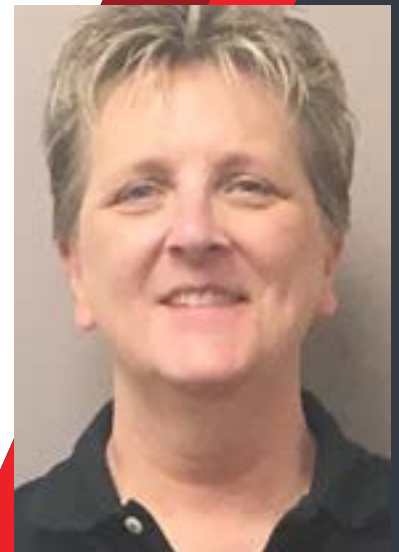


JANIEL JENSEN-YEP EMPLOYEE SPOTLIGHT

Janiel joined the RBI Las Vegas team back in August and has definitely hit the ground running! She has over 19 years of project management experience with a background in government, commercial, and industrial electrical contracts and has worked with Century Electric, Cupertino Electric, and G&G Systems as a Project Manager.

Janiel was born and raised in Southern Cali and lived in Utah for ten years before moving to Las Vegas. She enjoys traveling, going to the movies, Disneyland, attending musicals at the Smith Center, and playing with her three puppies Jackson, Max & Madison. She also has two beautiful grandchildren, Emory and Ryland. Janiel is a history buff who loves going to museums, and ultimately hopes to visit the Smithsonian.

Welcome to the team, JJ!





Announcement

July 29, 2016

Robertson Bright Industries, LLC Acquires Pacific Power & Systems, Inc.

Mississauga, Ontario, Canada based Robertson Bright Inc. is pleased to announce that it's subsidiary, Nevada based Robertson Bright Industries, LLC has acquired Pacific Power & Systems, Inc. located in Fairfield, California.

Pacific Power & Systems, Inc. was established in 1999 and has a highly skilled team and many well-established clients throughout Northern California. The acquisition allows Robertson Bright an increased ability to serve its clients in construction, service, and the low-voltage/network communication marketplaces, now into California.

Under the arrangement, Pacific Power & Systems, Inc. will operate as a subsidiary of Robertson Bright Industries, LLC. This mutually beneficial relationship will increase the level of services both companies will provide to their existing clients as well as providing synergies allowing further expansion of services by utilizing their combined expertise in Electrical Service & Installations, Design Build Industrial-Commercial-Institutional Electrical Projects, Large Electrical Construction, Fire Alarm, Network Communications, and Infrared Thermography, to name a few sectors.

Robertson Bright Inc., with Canadian offices in Mississauga, Ontario and Calgary, Alberta, and through it's subsidiary Robertson Bright Industries, LLC will continue to operate Pacific Power & Systems Inc. from its existing offices at 4970 Peabody Road, Fairfield, California.

Mike Messer, former President of Pacific Power & Systems will remain with the firm as Regional General Manager. The closing date of the transaction is July 29, 2016.

For more information, or if you have any questions please contact:

Wally Budgell
President & CEO

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Or

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Regional General Manager
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PROJECT MANAGEMENT SUMMIT

On September 16th and 17th, we held our annual Project Management Leadership Summit. Delegates from all branches descended on Toronto to strategize and collaborate with one another, as we reviewed our processes and procedures at all levels. The goal was to better equip our field staff as they navigate the construction battlefield as we march towards 2020.



FMI MEETING

Wally recently attended the FMI Peer Group Conference in Boston, MA, where he spent a couple days with this great group of gentleman. The FMI Peer Group experience is a unique forum for construction industry leaders to collaborate on proven success strategies and enhancing profit.

RICK WALKER 20 YEARS

RBI honors Rick Walker for 20 years of dedicated service. Rick started as an electrician and now is an Account Representative managing a large client base, many of them he met while working as an electrician. We are lucky to have Rick as part of the team, and we look forward to another milestone anniversary with him. Thank you Rick for all your hard work and for helping make RBI as successful as it is today.



DIANA ISSA 15 YEARS

Diana Issa is the Accounts Payable Supervisor based out of our Home Office branch in Mississauga, Ontario. We appreciate and value everything that she has done to help make RBI a successful company and we can't thank her enough for the 15 years of dedicated service. Diana always has a positive, friendly, and professional attitude, and her hard work and loyalty is an inspiration to all of us.

ANNIVERSARIES

Chris Snelling	5	Don Runne	11	Dave Hicks	27
Danny Rodriguez	5	Scott Johnstone	11	John Edge	28
Greg Cooper	5	Steve Thomson	11	Mark Little	28
John Haney	5	Steve Roberts	13	George Ferguson	31
Jeremy Franklin	6	Steve Brown	17	Dan Mahoney	37
Rob Davidson	7	Ozzie Dabo	20	Jim Willshaw	39
Darlene Stoddart	8	Rick Walker	20		
Jose Martinez	10	Steve Booth	22		

IN OTHER NEWS

FOREMAN'S MEETING LAS VEGAS

Jason Bosnos was leading the monthly Foreman's meeting back in August, where we had invited our account representatives from QED and NedCo to come in. There is a ton of knowledge to be shared between the group and meetings like this are critical to our success.



NORTHSTAR BBQ

North Star Equipment Rentals, which is owned by Clark Builders, sponsored a BBQ for the Calgary team at our new location back in August. It was tough to get the field guys off the Man Lifts that we frequently rent from Northstar, but there ended up being a great turnout. Everyone had a nice time and really enjoyed the BBQ.

MIKE & LINDA

PP&S/RBI was honored to attend the 2016 Honeywell Annual Partner "ONE CONFERENCE" in Orlando, Florida earlier this month. After 25 years of representing Gamewell-FCI, we continued our education by attending a variety of sessions dealing with product knowledge, sales improvement, and leadership/marketing programs. We appreciated the conference and what Honeywell represents for our industry, and most importantly, for our clients.



THANKSGIVING

In honor of the Canada Thanksgiving holiday, the Las Vegas branch celebrated with "The Bobbie" turkey sandwiches for lunch!



BRIAN TRAVIS

Congratulations to Brian Travis and his beautiful bride Lorna, who were married on September 3, here in Las Vegas. All of us at RBI wish the newlyweds a lifetime of happiness.



KIRK HOCHREIN

Kirk Hochrein, General Manager for Ontario, got engaged to Monica Estrada in July. They plan to wed next year. Congratulations from the entire RBI team!

GIVE A LITTLE. **HELP A LOT.**

The RBI Charity Committee has been hard at work over the summer collecting donations for various causes. We are proud to have been able to support the following groups:

Cowboys For A Cure	\$200.00
Trillium Health Partners	\$200.00
Re Generation	\$250.00
Conquer Cancer	\$200.00
Stars Air Ambulance	\$200.00
Agape Home	\$400.00
	+ and counting!



RBI thinks globally. We are raising money for a non-profit organization to build a children's home in Thailand. Agape Home (Nikki's Place) is a children's home in Chiang Mai, Thailand, where more than 100 children aged newborn to 24 years are living with HIV. Agape is currently striving to raise money to build an additional home on its property that would house some of the older children who are currently living in the main building. And we want to help!

We would love for the collective efforts of the global RBI team to make this international dream a reality, in approximately one year.

IT'S SUPER EASY!

We have set up a method to donate directly from our weekly pays. Or we can take donations at any of our branches. If you have any questions or want to find out how you can help, please contact info@rbigroup.net.

All donations are tax deductible in both the United States and Canada, so we will arrange for you to receive a tax receipt for your donation.

TRAINING & DEVELOPMENT

Jason Braam, Director of Human Resources & Safety

On August 11th and 12th, the RBI management team attended the Global Leadership Summit (GLS), an annual leadership development event simulcast from Chicago across Canada and the United States. Delegates from RBI attended this simulcast event at locations in Sacramento, Las Vegas and Mississauga with over 100,000 other leaders across North America. RBI's leadership team participated in and benefited from two days packed with teaching from faculty that included talks from Melinda Gates, Alan Mulally, Patrick Lencioni, Chris McChensney, Horst Schulze, Dr. Travis Bradberry and John Maxwell, plus many others. A couple of the key topic headings included: "The Lenses of Leadership" and "The Art of Working Together."

Why would RBI invest two full days of critical management time in training? A key reason for RBI to send a group of delegates can be summed up in the Bill Hybels' quote "everyone wins when a leader gets better." With continuous training and development being central to the RBI culture, and a critical component of RBI's ongoing success as an organization, this event contained many of the ingredients that RBI values. The management at RBI strives to model participation in educational and development activities, seeking to paint a vivid and compelling picture of the future that is envisioned for the organization. By sharing the plans and vision for the next number of years, RBI is striving to produce passion in our people that will perpetuate the team to drive to get from our "Here," our current situation, to the "There," our 2020 goal. As a next step and to learn more, you can download the GLSnext app from GooglePlay or the App Store from where you can watch videos, be inspired by daily quotes and use the 6x6 tool to accomplish your leadership goals.

Similar to the GLS, RBI also hosts its own home grown, internal growth events. The RBI Project Management Summit brought together the members of RBI's project management teams from Calgary, Fairfield, Las Vegas and Mississauga to the training room in Ontario for two days of in-depth discussions where there was a focus on the RBI-Way, Best in Class processes, and the necessity for continual improvement in policy, procedure and process.

Now the hard work truly begins. The RBI teams have been challenged to identify key take-away items and follow up action items, from each of these events which will put into practice what was learned at each of the events.





CYBER SECURITY

Bradley Fisher, Manager of Information Technology

Have you ever received an email that looks like it came from someone you know, but the contents are questionable? e.g. “I need you to transfer these funds ASAP.”

You’re not alone; this happens all the time and it is called email spoofing. Think of sending an envelope in the mail: there is nothing stopping you from writing a fake return address on the back.

October was National Cyber Security Awareness Month, an annual campaign to raise awareness about a very important topic that affects all of us.

Computer viruses have been around since the early seventies. It’s obvious that computing has evolved so much since then, and so have the threats. They’re more complex, better disguised and can be far more devastating.

As we equip our team members with new technology and further develop our processes to utilize mobile applications and cloud services, we also increase our vulnerability.

This expansion of RBI’s network means we have more devices to protect and a higher volume of traffic to monitor.

After a recent cyber-attack at RBI (in which no data was lost or compromised), we determined it was critical to upgrade our infrastructure to better protect our data and our clients.

We partnered with Mississauga-based IT consultancy Mantralogix, and upgraded to WatchGuard’s next generation firewalls to provide unified threat management and secure links between each of our branches and the field. This new hardware has been paired with Anti-Malware software by Malwarebytes, which complements our existing Anti-Virus by Symantec.

All of this, in conjunction with a strengthened password policy and raising employee awareness, means that RBI is serious about digital security and when you do business with us, it’s a CONNECTION YOU CAN TRUST!

BRANCH LOCATIONS

ONTARIO

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ALBERTA

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