

# TOMLINSON *Times*

Internal Newsletter of R.W. Tomlinson Limited

Spring 2003

## **Our Vision for 2003**

As outlined in "Our Commitment" (see back page), *R.W. Tomlinson Limited provides the highest standard of quality in service and product. We provide the safest work environment for our employees, our customers and our community. We support an environment in which our employees can take pride in themselves and the company.*

We are convinced that providing happy and productive employees with a safe and rewarding work environment is the key to our success. We believe that we have the industry's best employees and professional managers and engineers. By providing them with the best tools (the biggest shovels, the best trucks, state-of-the-art scientific and engineering equipment) R.W. Tomlinson Limited will continue to grow and prosper. Over the winter we have continued to make improvements to our facilities (see related story on next page).

We look forward to a busy year. Last year started off spotty, but picked up through the year. This year we have a reasonable amount of work on hand to start the season, and look forward to building that business volume throughout the summer and fall.

To help build that business volume we have started a bridge division, and have already been awarded a 2-year contract to build two bridges on Sussex Drive. (See New Projects) This new division places Tomlinson in a more competitive position to undertake major highway construction and rehabilitation projects.

We also see another busy year at Ontario Trap Rock (OTR). We hope to increase our effectiveness through some new equipment (crushing, screening, conveying) that is currently being installed.

From an employee and management perspective, the amalgamation is now 95% complete. This successful amalgamation should aid in a more harmonious relationship throughout the company, and better position the Tomlinson name in the community.

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## **Trillium Award**

The Ontario Hot Mix Producers Association (OHMPA) recently awarded the Moodie Drive plant the Trillium Award for Excellence in Asphalt Plant Operations.



The Tomlinson plant achieved top scores in every category, including: appearance, operations, environmental, safety and community relations.

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## Recent Improvements

As mentioned in the article on page 1, R.W. Tomlinson continues to make investments into new equipment and plant improvements. Every year we review our infrastructure and identify priorities to make updates that will improve our efficiency and competitiveness. This winter we undertook a number of improvements at the Rideau Road quarry site including:

- < Replaced the old building with a modern weigh scale facility to improve visibility and traffic flow.
- < Undertook a major overhaul, which included a complete redesign of the asphalt cement storage system.
- < Installed new stacking conveyors to improve product consistency and help assist customers and field crews to load out quicker.



*New Rideau Road Weigh Station*

We also made improvements to our lab, including the purchase of a gyratory compactor to assist us in the use of superpave technology.

Improvements at the Springhill Landfill Site included the installation of new weigh scales.



*Bill Tomlinson and Richard Poulin meeting with Ontario Minister of Energy John Baird to outline the science of asphalt mixes in our materials testing and quality control lab.*

As previously mentioned, we are currently installing new crushing, screening, and conveying equipment at our OTR quarry near Sault Ste. Marie to increase effectiveness and reduce emissions.

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## Asphalt beats Concrete

The decision was in favour of R.W. Tomlinson Limited in the case of a \$20-million project on the 417 East. This was the first tender of asphalt versus concrete. As a result of a math error in the concrete tender it had originally appeared that the concrete was \$50,000 cheaper. In fact, concrete was really \$340,000 more expensive.

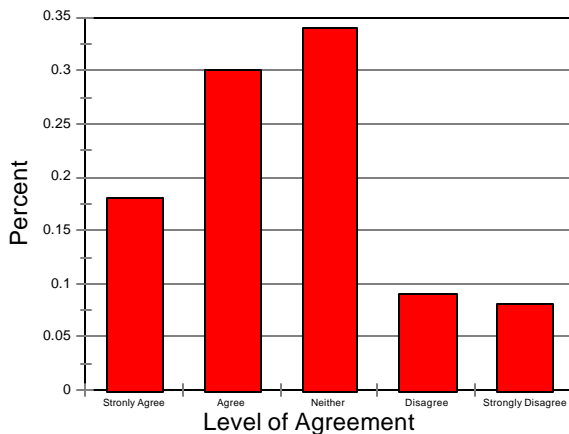
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### Ottawa Area Survey Results

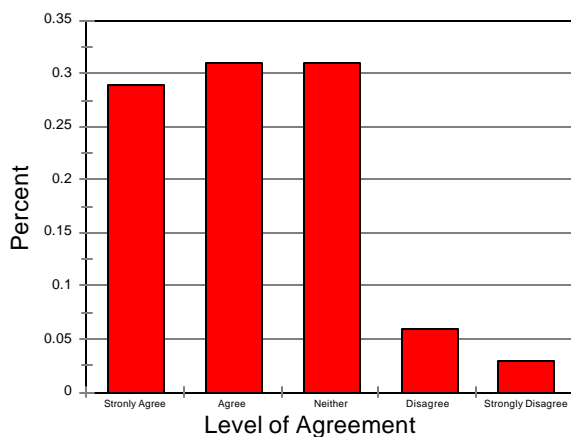
R.W. Tomlinson recently undertook a survey of Ottawa area residents to assess their opinions about quarry expansions and road improvements. The results of the survey of 1,350 households revealed that residents strongly supported the expansion of existing quarries within the city boundaries and that the City of Ottawa should be spending more on road improvements.

#### Employee Survey - Wave 2

The City of Ottawa should support the expansion of existing quarries within the city boundaries so as to minimize construction costs and reduce environmental impacts



road improvements



Many of you will recall participating in a confidential employee survey last summer. The purpose of this survey was to give employees an opportunity to aid us in keeping our commitment to our employees, our customers and our community.

Last year’s survey results, which were shared with you in the *Tomlinson Times*, revealed employees were generally satisfied, but that there were some opportunities for improvement. We are planning to repeat the survey in early summer to track our progress and to hear your suggestions. Please keep an eye out for this year’s follow-up survey.

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#### Tatlock Union Vote

In a decisive 27 to 2 vote, ninety-three percent of eligible Tatlock workers voted to remain non-union. This even exceeded the 85% vote to remain non-union by Ontario Trap Rock employees last year.

Bill Tomlinson noted that he was, “happy that the vote was conclusive.” He added that “we will work hard to avoid a situation arising in the future.” Part of the solution proposed is to establish an Employee Relations Committee.

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## New Project Profiles

**By-town Bridges:** R.W. Tomlinson Limited has been awarded a \$14-million project to build two bridges over the Rideau River on Sussex Drive. While Tomlinson has been involved in bridge rehabilitation in the past, this is the first major project for the firm's new bridge building division. "This two-year project helps position us for future business on the Queensway and other large projects that involve bridges," said Bert Hendriks.

**Soil Rehabilitation:** During the winter months Tomlinson undertook two soil rehabilitation projects. The Appleford Street Project, conducted on behalf of Minto, involved rehabilitating soil from an old school site that had been contaminated with oil leaking from a storage tank. The second smaller project involved a site rehabilitation project on Startup Road for Ron Engineering.

According to Jim Blake, "both of these projects are significant in terms of a new type of work being conducted by Tomlinson, and the fact that they were completed during the winter when we historically have not been busy."

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## Employee Profiles

### Noel Yantha

Noel Yantha, a.k.a., the "Master Blaster" is responsible for all of Tomlinson's drilling and blasting. His responsibilities take him from Ottawa to Lanark to Sault Ste. Marie, and wherever else his special talents are required.

Noel joined Tomlinson thirteen years ago and has spent all of his life in the business. He started out as a kid playing with dynamite with his dad who

was a bush worker. He has enjoyed working with Tomlinson and with the owners whom he says. "Talk to you." He likes to remind people that Ronnie Tomlinson was his powder helper at one time.



His advice to anyone getting into the business - be prepared for a dirty job, but one that will give you a challenge every day.

## Our Company

R.W. Tomlinson Limited provides construction, aggregates, asphalt and environmental services to the public and private sectors.

## Our Commitment

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