

# TOMLINSON *Times*

Internal Newsletter of R.W. Tomlinson Limited

Summer 2002

## 50<sup>th</sup> Anniversary

R.W. Tomlinson celebrates fifty years of trucking and construction this year. "I remember sitting at the kitchen table at 30 George Street, off Preston, at the age of seven, while my parents decided to purchase a dump truck at a cost of \$700," said Bill Tomlinson. A few years later they moved the vegetable garden, much to the displeasure of the neighbours, so that they could park a second truck. Since that time, we have been growing and expanding into new business lines.



Over the years, the expansion has included the purchase and formation of new companies such as Ontario Trap Rock and Tomlinson Environmental Services.

Another example of this growth and change was the recent amalgamation of Beaver, Tarcon and Tomlinson under the single operating name TOMLINSON. It is believed that operating as one company best positions the firm to respond competitively to recent developments in the marketplace.

Bill added, "It has been a long grind, and the larger we get, the more we have to depend on and trust others, such as the people reading this newsletter." Working together has seen the company through some rough patches over the past fifty years. Working together today, and in the future, will position us to maintain our competitive advantage over the next fifty years.

## Internal Newsletter Launched

It is with great pride that we have launched our new internal newsletter, **TOMLINSON Times**. The purpose of the newsletter is to help keep employees up-to-date on recent developments within R.W. Tomlinson Limited, to share our successes and help recognize the contributions (both to the firm and to our community) of the individuals that work at Tomlinson's. The launch of the newsletter is also in support of our 50<sup>th</sup> anniversary celebrations, which saw the introduction of our new corporate logo.

Ron Tomlinson said, "The timing of the launch of the newsletter is great given the results of our recent employee survey." The employee survey (see related story) revealed an interest in improving communications.

One of the regular features of the newsletter is *New Project Profiles*, which highlights some of the interesting and challenging projects that we are working on. Another regular feature will be *Employee Profiles*. While there are hundreds of employees that deserve to be profiled, we are looking to highlight individuals who bring a unique perspective that others within the firm would be interested in hearing.

It is our hope to publish the newsletter three times per year (spring, summer and fall). We are looking for volunteers that wish to serve on the **TOMLINSON Times** editorial board to suggest potential topics and stories for future newsletters. Please contact Ron Tomlinson if you are interested in helping.

TOMLINSON

## Employee Survey

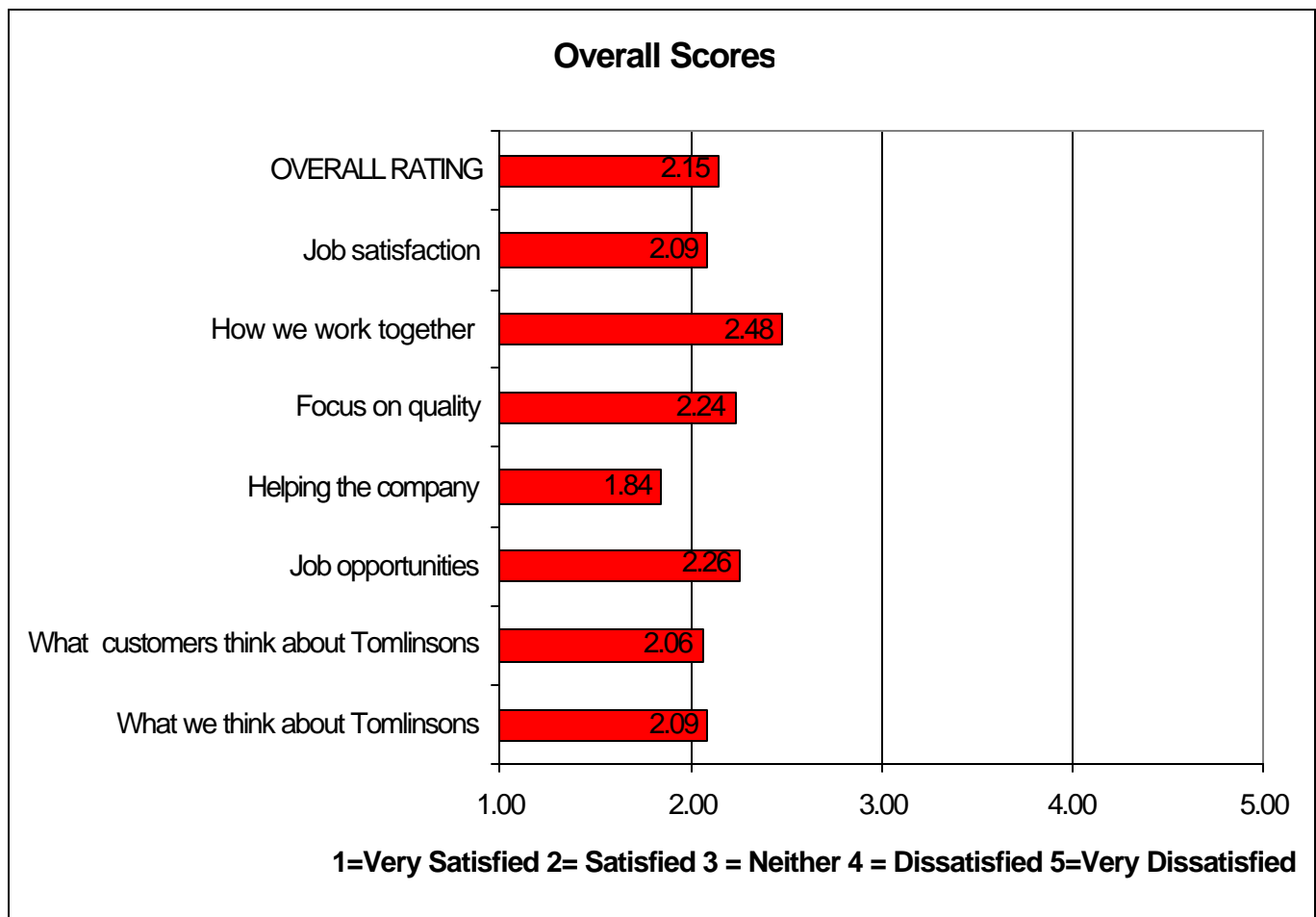
Earlier this summer, all Tomlinson management and staff were invited to complete a confidential employee survey. The purpose of the survey was to give employees an opportunity to aid us in keeping our commitment to our employees, our customers and our community. Thank you to the 40% of the employees who responded to the survey by the cut off date.

As seen in the figure below, employees are generally satisfied. They thought Tomlinson's was an organization focused on quality; were generally satisfied with the company and their jobs and liked working at Tomlinson's. In particular, employees were satisfied with the quality of our goods and services, helping the company, working with one another and our suppliers to improve service, and taking responsibility.

Of course the survey also pointed out some opportunities for improvement, including; improved internal communications and increased recognition for outstanding contributions to the company.

Preliminary results were shared with supervisors and foreman. As a result, working groups have been established to develop solutions to some initial issues. Management would be interested in hearing more from you with your suggestions to make Tomlinson's an even better place to work.

**TOMLINSON**



### New Shovel at Tatlock

To further improve our level of service to OMYA at the calcium carbonate quarry near Tatlock, Tomlinson’s has invested in a Caterpillar 385. This shovel is currently one of only three in Ontario. It weighs in at 200,000 lbs. and has a 6.25 cubic yard bucket. Putting the size of the 385 in perspective, it takes three floats to move it from site to site. As can be seen in the photo below, operator Lucien Lalonde can load a truck in 3-4 passes, or in one minute, 19 seconds.



According to Tatlock manager, Steve McAlpine, “The 385 improves the cycle times and productivity of the quarry crew.”

TOMLINSON

### Tomlinson to the Rescue

Earlier this spring, R.W. Tomlinson made a major donation to the Township of Osgoode Care Centre in support of their capital expansion project. The assistance, valued at \$30,000 involved donating the expertise and equipment to build a storm water management pond.



TOMLINSON



### Wasn’t that a PARTY?

The July 7th Tomlinson Family Picnic was a great success with approximately 250 in attendance to enjoy some great food, fun, games and lots of activities for the young ones. This year’s picnic, held at Ron Tomlinson’s house, featured a wide arrange of activities for the young, and young at heart. A special thanks goes to Joanne Macdonald and her committee for helping to organize the event

TOMLINSON

### New Project Profiles

**Highway 417 Expansion:** This \$18 Million project involves extending the 4-lane highway 6 kilometers to Arnprior. The project includes excavation, grading, granular base, hot mix paving and the construction of two bridges. According to Richard Irving, vice-president Highway Division, one of the unique features of this project is the construction of bridge ramps while dealing with unstable ground conditions. “To overcome this construction challenge, we are placing 6,000 cubic meters of expanded polystyrene and bringing in 100,000 tonnes of steel slag as light weight fill material,” said Irving. The steel slag is transported from Hamilton to Prescott by barge and then trucked to site.

**Queensway Bridges:** “This project takes dedication and teamwork,” said Project Manager Garry Carriveau. “We could not undertake this project without the support of our labour force,” he added. The project involves making concrete repairs to Queensway bridge decks at Island Park, Carling Avenue, Clyde and Kirkwood. Starting in July and ending later this fall, the project involves working through five weekends. Working around the clock from 10:00 on Friday night to 6:00 Monday morning, five separate teams of 8 to 20 workers, strip off asphalt, chip out concrete, sand blast, pour new “Fast Track” concrete and pave. Of course, the project also involves logistics associated with traffic control, the installation of false decking, and working around events at the Corel Centre.

**Ottawa International Airport:** Since the spring of 2001, Tomlinson’s has been working with the Airport authority. Last fall we installed 20,000 tonnes of asphalt and 9,000 cubic meters of concrete in resurfacing work for aprons and taxi ways. This year we started road excavation, granulars, concrete work, paving, landscaping and tree planting for all the roadways to the new parking structure and terminal building. In addition, Tomlinson’s is a subcontractor to PCL Construction for the excavation of the new terminal building, as well as working inside the terminal for fine excavation and backfill for mechanical and electrical. According to Project Manager Pierre Robert, “This is a very challenging project given the diversity of the work being done.” What has made the project even more challenging was the security issues around and post the September 11 terrorist attacks.

TOMLINSON

## Employee Profiles

An important feature of this newsletter will be featuring some of our employees. We are pleased to profile in this inaugural issue of **TOMLINSON Times**, two of our longest serving employees, Marcel Bisson and



Albert Panazzola (retired but still shows up at work). Both started with the firm in 1972. Marcel shows up every morning at 4:20 a.m. to prepare the garage for the mechanics. Asked how he could work for one company for so many years he responds, “When you get along with the bosses, what can you do?” “The only reason he retired, was that his knees were sore,” said Albert. Both men agree that they have seen constant change working at Tomlinson’s. With new equipment and new projects, things just kept getting bigger, faster and smarter. Marcel added. “It’s a good company to work for.”

TOMLINSON

## Our Company

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

## Our Commitment

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.