

Mott Electric GP

WATTS NEW

ISSUE 12 · December 2016



Happy Holidays

Defining Mott's Core Values

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President's Message

Training and mentoring, equals succession and transition.

Succession has been a very well used term over the past 10 years. Rightly so, since lack of planning in this regard spells disaster for any organization.

At any time an individual may move, change careers or even just drop dead. Successful mentoring is the only solution to ensure that what no matter what the role, no one is irreplaceable and the organization isn't left vulnerable if the unthinkable happens.

Each of us must look at who could replace us. We need to measure our role in training and mentoring those aspiring candidates. Years ago, it was a common explanation to enthusiastic new comers that "I am not going anywhere." In the 90's the average age in our office was 48 years old. Well, without succession, simple math would dictate that the need for wheelchair access would be paramount.

To the immense credit of the entire company, we will see new faces in all areas from apprentices, journeymen and foremen to supers and project managers. Apprentices who came to work with us decades ago are now foremen, busy training the next generation of electricians. It is easy to see how fast time flies. We just recognized Ron Helmer for his 40 years working with Mott!

Training and mentoring, equals succession and transition. With ongoing dedicated efforts in those areas we can be confident in the future skills and leadership of the company so it can be successful in the ever-changing world ahead of us.

Best wishes to you and your families for the holiday Christmas season.

Cheers,

Danny Mott

THE GIFT OF GIVING



THANKS TO YOU... we raised \$179,859!!

Friday December 2, 2016 was our Day of Giving. Employees of Mott Electric and 4th Utility donated at least one hour's wages. The company matches the value of employee's donations plus the company adds the amount of the tax effect of each donation.

This year our donations totalled \$179,859, bringing the grand total up to \$903,422 since 1997. Thanks to everyone who contributed!

The Company will disperse the funds raised after the Charitable Committee has reviewed recipients recommended by employees. If you have any suggestions for funding please send your nominations to our Charitable Committee.

Defining Mott's CORE VALUES



Defining core values will help us find and retain employees who share our vision.

“It’s not hard to make decisions once you know what your values are.” – Roy E. Disney

When you hear that a company is exploring its core values it is natural to question the validity of that process. However once you really think about it, it becomes obvious why it is necessary in order for a business and its employees to thrive. Think of Mott functioning like your family or group of friends. You choose to share your life with people who hold similar beliefs and values as you. Because of it you are happier and stronger as individuals, as a group and as a community. When you throw a person or thing into the mix that does not share the same values it creates conflict, people become unhappy and the group breaks down. It works the same way for a business. Businesses who have a solid set of core values and who consciously live by them are stronger and have happier, more relaxed and productive people working for them than those that don't. Like with individuals, core values define a company's identity. They support its vision, shape its culture and reflect what it values as an organization.

For Mott Electric, like other companies, values have become important in an increasingly competitive market place. Our values help us find and retain employees that share our vision as well as for educating our clients and potential clients about who we really are and what we value as a company. Not only will our core values draw like minded people to the Mott Electric Family it will also help guide us, both as individuals and as a company, to make better decisions based on those shared values.

Better decisions will help us provide the highest possible quality of service and products that reflect these values and also provide everyone, clients and the Mott Electric family alike, something we all can be proud of and stand behind for generations to come.

Over the last year we have been working hard to define what Mott's values are. It has been an illuminating and exciting process for the team that is working on the project. With 86 years of history within our industry and community Mott already had a strong set of values within the existing company culture that we have been able to build upon, clarify and expand.

We are excited to announce that we are in the final stages of defining these values and putting them into a tangible form that we look forward too sharing with you and hearing about what you think over the next few months and for the official roll out in early 2017.

Mott Tenant Services, Vancouver: Re-energizing a Relic



The Sun Tower was completed in 1912. Originally called the World Building, it was the tallest building in the British Empire at 82 meters (269 feet).

The Sun Tower is located in historic Gastown, on the southeast corner of West Pender and Beatty Streets. It is a 17-storey office building that was completed in 1912 and has had extensive renovations in 2010 and 2011.

“Ian Collins and Todd Wiley are completing a project in the Sun Tower,” reports Howard Smith, Tenant Services Manager (Downtown Vancouver). “Their team is replacing the electrical services in one of the oldest heritage buildings in Vancouver.”

“Our project involved moving the incoming service from the west side to the east side of the property,” said Ian Collins. “BC Hydro, City of Vancouver permitting and routing took 10 months due to the various underground utilities, including a massive TELUS duct bank and one large steam line. These are poorly documented, as this is one of the oldest parts of the city. The existing electrical service is a relic from the past, located under the city sidewalk beside the building and features a 7000V “High Voltage” incoming feed.” Collins adds, “The installation of the hydro civil work had to be done in two stages to accommodate Vancouver City water main installation and a 12-storey scaffold being used for the replacement of sandstone sculptures on the building façade.”

Collins points out, “While the actual electrical installation was straight forward, Dustin Freeman and Todd Wilely had to be creative in finding a route to the tie-in point. They saw devices that no one recognized. What was assumed to be power factor capacitors, proved to be old cable termination boxes. They worked on a Saturday tying into a panel that is older than Mott Electric. Also, our schedule was delayed due to a windstorm in October, but finally the new service was energized on November 5th.”

He adds, “In the last week the building owner requested that we install a 225 AMP feed up to the Roof for remedial work commencing November 7. Mark Wilson (Service PM) and Paul Wong took on that challenge identifying a route, testing for asbestos and coordinating a roof penetration and pulling the wiring through a combination of new and existing conduit in occupied space at odd hours. The job was completed ahead of schedule.”

“The removal of oil filled transformers is still left to do, but I am very impressed by the intelligence and dedication of all Mott team members that worked on this project,” said Collins.

Manager's Corner:

Graham Trafford, General Manager

As we head into the end of the year the company overall is very busy. In all divisions we have close to 350 people working in the field and we are building our office support staff as well. The estimating department is busy tendering projects and assembling proposals for clients and general contractors. Right now, all of our divisions are firing on all cylinders and we anticipate seeing this high level of activity carrying on into 2017. With all of the growth over the last few months come many new faces, so please take a minute and welcome our new team members.



Mott Electric GP Receives Silver Award of Excellence

The Vancouver Regional Construction Association (VRCA) has approximately 700 members and is British Columbia's largest regional construction association. They represent union and non-union, general and trade contractors, manufacturers, suppliers and professionals who service the industrial, commercial and institutional construction industry throughout the Lower Mainland. On October 5, 2016 Mott Electric GP received a Silver Award of Excellence from the VRCA for our work at the Marine Gateway project. The whole team that worked on this high profile project is to be congratulated.



Burnaby Board of Trade Nominates Mott Electric GP for Business of Excellence Award

On November 3, 2016 Mott Electric GP was nominated as a finalist in the Burnaby Business Excellence Awards, presented by the Burnaby Board of Trade and the City of Burnaby. The awards celebrate businesses, entrepreneurs and not-for-profit organizations for their contributions to the local economy and community.

When our company receives recognition in our industry and our community it is because of the teamwork, dedication and innovative thinking of all of our employees. Thanks to everyone for your contribution!

Howard Smith, Tenant Services Manager, Downtown Vancouver



We are starting to see some tenant work at the new TELUS Garden building in Vancouver on West Georgia with Bench Accounting taking occupancy of 3 floors. Brad Dimock is the Project Manager; Arvinder Rooprai is the site Foreman. We currently have ten people on site working on a tight schedule building their office.



Marine Gateway is the first major development along the Canada Line and the Cambie Corridor in Vancouver

We have also been contracted for tenant work at Marine Gateway. We have a two-month project underway for Townline Homes who is occupying one floor. Grace Kao is Project Manager and Sean Cowen is our site Foreman. Foreman Phil Marks has just completed 4-month installation of a new unit sub-distribution project for Backbone Data Centre in Vancouver.

The last of ten floors of the project for KPMG is under way. Project Manager Stephanie Howe and Foreman Sean Newcombe are building a very high-end conference floor with the latest lighting control technology serving multi-purpose and video conferencing rooms, estimated at \$1.2 million.

Dan Ternoway, Burnaby Service Division Manager



Langara College: Under a very tight schedule, we completed classroom renovations for the start of the fall semester. Project Manager Murray Davison, Foreman Brent McGuire and Lead Hand Rob Tuttle have delivered on time to meet our customer's deadlines.

(continued next page)

Manager's Corner *(Continued)*

Metro Vancouver, Langley WWTP: Our crew has worked very well together considering the usual Metro Vancouver budget restraints and scheduling issues. Project Manager: Murray Davisson, Foreman: Ben McCartney



Structa Wire: The project is on time for completion of their wire-mesh production line design build. Project Manager: Dan Ternoway, Foreman: Jon Smith, Foreman: Kyle Steel. Jon & Kyle have stepped up to provide a seamless installation for a fully automated assembly/welding line from less than complete drawings.



Douglas College (Level 0600 renovation): Project Manager: Brian McNeill, General Foreman: Dave Dinnell, Site Foreman: Fred Herrmann. Our team has met a very tight schedule and we have seen great execution by Brian, Dave, Fred and our crew to meet our customers' deadlines for the start of courses in the fall.

MTI and Division 8:

Peter Kuyvenhoven, Manager

Projects recently completed:

TELUS Cell Site: Tapestry at UBC. This is the first cell site project we have completed on a "green-roof" building. It included a full custom fiberglass shroud to hide antennas and complex steel framing to support fiberglass and antennas.



TELUS Cell Site: In-building coverage at Thompson Rivers University, Kamloops. Over 2 kilometers of coax cable were used for 81 antennas to cover the entire campus.



MTI has been upgrading **Ecomm's** radio network in Greater Vancouver. We have completed 6 sites, another is in progress and the 8th is scheduled for completion in 2017.

BC Hydro is modernizing their Protection and Control System from Powell River to Texada Island, including line-of-site surveys for new microwave links. Despite difficult weather conditions our crew got the work done.

Projects underway:



TELUS CRAN: MTI is switching sites over from Multimode to Single mode fibre. All call processing is being moved from the site level to being centralized at the local switch centre. This results in faster data speeds, low latency, and better call reliability.

TELUS at Vancouver International Airport (YVR): We have been contracted to pre-stage 23 racks of equipment for deployment to bring TELUS coverage inside YVR. Pre-building these racks will save TELUS over 50% compared to building them on site.



YVR is the second busiest airport in Canada with over 20 million passengers annually.



TELUS at Vancouver Aquarium: TELUS has contracted MTI for cell coverage inside the aquarium. Located outside the coverage areas of nearby cell sites, it covers approximately 9,000 square metres and has 166 aquatic displays. Attendance at Vancouver Aquarium has averaged over 1 million visitors for the past 4 years. Working around the display tanks and water conditioning equipment has been a challenge along with the complex building architecture. The project will be built in stages, so running cable between buildings and floors will take considerable planning.



MTI is back at BC Place Stadium converting it to CRAN and adding 2300 and 2600 MHz coverage.

Division 9:

Ellisha Mott, Manager

Mott Electric's Division 9 is working on the Falcon Project. They are installing the fibre optic network in multi-residential buildings in 9 communities around the province. Our team has grown to 150 with the support of a great group of individuals who have worked incredibly hard throughout the year. We are proud to boast that this work force includes over 10% women working as leads and splicers. This is far above the industry average.

TELUS has taken note of our expertise and have already given us a significant volume of work for 2017 and as we continue with our ongoing improvement of processes, we can hopefully become their preferred contractor for years to come.

We've had much positive feedback from the businesses and homeowners we've dealt with during this project. In 2017 we will interact with over 24,000 more TELUS' customers who will also hopefully be impressed with our engagement and the entire process of dealing with Mott Electric. If each of them told two people about the quality and character of our employees... that would be priceless.

I would personally like to thank everyone on the Division 9 team for their unbridled enthusiasm and efforts. I look forward to an ambitious 2017.

Who's New?

Burnaby Office (Division 1):

- Ken Crarer, *Estimator/project manager*
- Jamie Sparrow, *Estimator/project manager*
- Lorin Thomson-Howett, *Estimator/project manager*

Vancouver Office (Division 4):

- Ruby Cinco, *Reception*
- Kevin Selesky, *Estimator/project manager*
- Mark Wilson, *Estimator/project manager - Downtown Service Division*

Falcon Project (Division 9):

- Bruce Loewen, *Abbotsford Regional Field Manager*
- Michael Mach, *Project Coordinator*
- Nicky Scott, *Project Assistant*

Vancouver House Project:

- Francisco Tapia-Figueroa, *Site Project Coordinator*

Quotable Quotes:

"Accept that sometimes you are the pigeon and sometimes you are the statue!"

"Don't let someone else's opinion of you become your reality."

"Education is learning what you didn't even know you didn't know."

We Salute Our Long-Term Employees!

Years of Employment		Years of Employment	
30 to 40 Years of Employment		10 to 20 Years of Employment	
Ron Helmer	40 years	Brad Andrews	18 years
Carlo Bertelli	33	Tim Braun	19
Bruce Mackay	33	Dave Buchanan	19
Dan Mott	34	Rob Campo	16
Eugen Sawka	34	Darren Cheng	11
Graham Trafford	34	Ian Collins	15
20 to 30 Years of Employment		Rick Corness, Sr.	12
Richard Barkess	21 years	Doug Cronan	17
Dave Billson	25	Gil DaSilva	13
Rob Brett	26	Dave Dinnell	13
Glen Bzowy	21	Gord Denham	18
Terri Chase	27	Charlie Ferguson	12
Les Elliott	21	Darren Flint	17
Des Farrelly	20	Bryce Fraser	10
Jeff Fauth	22	Linda Giene	12
Kelly Fenner	27	John Goutsis	19
Bob Gajsek	26	Amy Gullett	10
Bonnie Harvey	21	Greg Head	10
Larry Hawkrige	28	Pete Hummel	18
Fred Herrmann	26	George Ingham	15
Jason Horton	20	Yan Isaev	10
Doug Morley	21	Eduardo Jimenez	14
Doug Murray	22	Jim Johnston	11
Glen Murray	21	Grace Kao	18
Henry Siemens	21	James Kennedy	13
Dan Ternoway	25	Ted Klages	12
Bob Thomas	21	Kon Kmet	15
Paul Wong	21	Mat Kowalewski	10
		Richard Kugler	12
		Pete Kuyvenhoven	13
		Brian Lawson	14
		D'Arcy Leoppy	19
		Will Leung	13
		John Macphail	10
		Carlo Magno	12
		Rasti Maymandi	13
		Vito Michelangelo	15
		Elvin Narain	11
		Dave Netik	17
		Shawn Newcombe	12
		Peter Sawka	11
		Lei Shi	10
		Brad Solven	12
		Lou Teixeira	15
		Nathan Townsend	14
		Steve Waller	13
		Justin Warren	15
		Grant Wilson	12
		Todd Willey	19



Safety First!

Perry Harvey,
Occupational Health & Safety Specialist

The Certificate of Recognition (COR) Audit for 2016...



What is COR?

COR recognizes and rewards Companies who go beyond the legal WorkSafeBC requirements by following a best practice approach to operating a health and safety program, and an injury management & return to work program.

What was the 2016 COR Audit Results?

The Company failed the health and safety program COR audit. This was due to the preventative maintenance portion of the audit that scored 41%. The Company passed the injury management & return to work program audit with 82% overall.

What are some of the corrective actions?

- Implement a preventative maintenance (PM) system to inventory all PM items and have those items maintained according to a proper schedule (Responsible: Senior Management, Maintenance Manager, and Maintenance Coordinator(s)).
- Perform regular documented (company form) inspections; for example, bi-weekly inspections for project/worksites, monthly inspections for Office/shop/warehouse locations, pre-shift inspections for scissor/boom lift, forklifts, cranes, scaffolds, fall protection equipment, etc. (Responsible: Div. Managers, Project Managers, Foremen, Workers who operator mobile equipment).
- Ensure workers are formally trained when required; for example, arc flash safety training, scissor or boom lift training, confined space entry training, fall protection training, first aid training, etc. (Responsible: Div. Managers, Project Managers, Foremen, Workers).
- Ensure that workers receive a young and new worker orientation (site-specific) before they start work onsite (Responsible: Foremen).



Winter Driving Safety Tips

- **Give yourself extra time.** Adjust your work schedule, if possible, so you're not rushing.
- **Drop your speed.** The posted speed limit is for ideal road conditions. In winter, slow it down - no matter how skilled you are as a driver.
- **Follow at a safe distance.** It takes longer to stop on a slippery road. Leave at least four seconds between you and the vehicle in front.

- **Watch for black ice.** Shaded areas, bridges, and overpasses freeze sooner than other areas – even in sunshine. Slow down. Don't be fooled. Black ice is invisible.
- **Avoid sudden acceleration, braking, and turning.** Do everything gently and gradually to avoid spinning your tires or vehicle.
- **Know how to handle a skid.** If you begin to skid, ease off the brake or accelerator and steer smoothly in the direction you want to go.
- **Follow the company's safety policies and safe work procedures.** Help out your co-workers by reporting hazards such as poor weather, vehicle, or road conditions to your supervisor.
- **If you're stuck or stranded, follow the company's procedures.** Stay with your vehicle for warmth and safety. Call for roadside assistance if needed. If it's an emergency, call 911.

CBI Health Group: Stay at Work / Return to Work Process

What is the CBI Health Group?

The CBI Health Group is designed to provide an injured or ill employee with immediate and expedited:

- Medical assistance (medical clinic),
- Diagnostic and treatment services; and
- Physiotherapy.

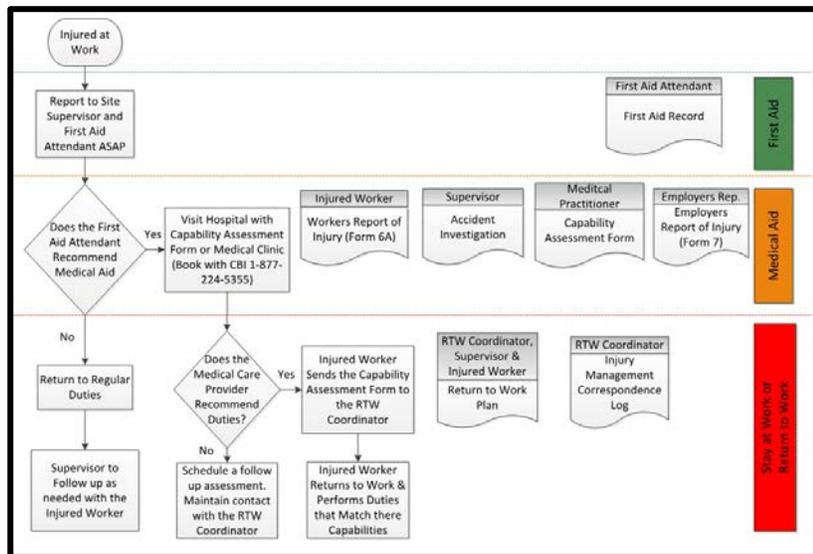
This medical service provides earlier access to Medical Doctors, Specialists, Physiotherapist, Diagnostic testing such as MRI, CT, bone scans and earlier surgical dates.

To locate the nearest CBI Health Group clinic call 1-877-224-5355.

NOT FOR USE IN 911 EMERGENCIES OR IF THE WORKER FELL OR RECEIVED BLUNT TRAUMA.

The goal is to get the worker examined, treated, their capabilities assessed, and back to work performing regular duties or light/modified duties depending on the type of injury, with no time loss (meaning, no lost time after the date of injury).

Here is a simple process map to follow if a worker gets injured at work:



We Keep Good Companies!

Here are some client comments we have received about our people and projects:

“...professionalism...completed in time and on budget... an overall successful project...”

I would like to thank Mott Electric for the long hours and hard work that went into the Marine Gateway Project.

Mott's professionalism and expertise helped to ensure that the overall project was a success. The office staff would quickly attend to issues and were ahead on their paperwork. The field supervision was always available to discuss aspects of the project and engage in coordination with the subcontractors. The field staff was dedicated to the project goals and the project was always properly staffed.

Marine Gateway was completed for one of Ledcor's key clients... it was completed on time and on budget and it was an overall successful project. Mott played a big part in that success.

Jonathan J. Boyce
Senior Project Manager
Ledcor Construction Limited

“...excellence, leadership and unsurpassed value...”

I would like to express our appreciation for the outstanding contributions of your team on the BCIT Goard Way Project. Your commitment to the project was consistent with PCL's vision of aspiring to provide excellence, leadership and unsurpassed value to the owner. PCL appreciates all the hard work and long hours your firm has contributed. The effort of... Pete Joseph and Carlo Bertelli towards meeting the phased milestones and consistently demonstrating a proactive approach during all phases of the project, contributed to Goard Way Utility Renewal's successful completion. We look forward to future opportunities... we would not hesitate to recommend your company...

Francisco Arguello
Project Manager
PCL Constructors Westcoast Inc.

“...responsive and positive in their approach...”

Mott Electric worked... as a subcontractor recently on a challenging and complex project where they installed the electrical infrastructure for lighting and to power an elevator, including a separate electrical kiosk. We found them responsive and positive in their approach... Both Boyd Prasad (Project Manager)...and Dave Dinnell (Site Foreman) added in a professional manner and provided excellent service. We would have no hesitation to work with Mott Electric on any future projects...

Richard Lyell
General Manager
B&B Heavy Civil Construction

“...very professional and diligent, responsible, hard-working, and effective communicators...”

This is written to express our complete satisfaction with the services provided by Mott Electric GP in replacing the Nurse Call System in the Surgical Suite at the UBC Hospital, Vancouver, BC. The services were provided in a professional manner, with a very stringent and rigorous schedule and for a very reasonable fee. It was a pleasure working with Boyd Prasad (Project Manager) and Derrick Meadows (Site Foreman). They provided an array of alternatives to get their team to complete the work; not only on time, but also ahead of schedule, which was the project's biggest constraint and risk. They were very professional and diligent, responsible, hard-working, and effective communicators.

Belinada Graham, PMP, BC
Project Manager
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