

Evolution of the 'New' Cole Engineering Group

Since its inception, the founding vision of Cole Engineering Group has been to maximize the synergy within a client-focused, values-driven civil engineering company. In the fall of 2010, Scott Cole, Chairman & CEO, with unanimous support of the Board, appointed Eric MacDonald as President to increase the company's momentum, and together, have brought this vision to fruition.

As we look ahead to 2011, the buzz words at Cole Engineering are 'reinventing ourselves' and 'company growth'. From mid 2009 to the end of 2010 the company has enhanced its organization structure with the introduction of consulting services within a new Environmental Sciences and Engineering division. This area has seen rapid growth and has been a major contributor to the reinvention of the firm now looking beyond the 'norm' of company development, and toward enhanced opportunities.

At the 2010 Company Holiday Party, Eric noted that "a key feature of Cole Engineering's development during the past year was growth within the company." Eric went on to say "companies which do not grow - stagnate." Growth is a natural life process; it relates to the development of intellect; growth being forward momentum that strengthens, builds knowledge and experience, and encourages new challenges.

We have set the stage for growth over this past year while maintaining a high level of service delivery – a trait that is being increasingly neglected in the industry. The company has refined its image by relocating to a larger single-tenant building, allowing for greater capacity in space and client service. We have refined our areas of business, so as to work in synergy with one another and have introduced a new business approach to strengthen our leadership and guide our corporate development. With our solid foundation of experienced staff, our management team and staff at all levels look forward with excitement to working with our clients.

Moving forward in 2011, the company has launched a significant recruiting campaign in the UK, to bring to the GTA, world-wide experienced engineers in the practice of water and wastewater consulting engineering. This initiative is strategic to the development of Cole Engineering becoming a leading company in the consulting industry. Our intent is to introduce to the consulting sector world-renowned engineers who bring with them unique and innovative processes and fresh approaches to engineering solutions that will enhance the consulting industry and thereby enhance our company strengths and skills. Eric further elaborates "most importantly, we recognize that it is through our staff that we realize our greatest resource, and to that end, we have introduced the opportunity for all staff to hold ownership in the company."

Cole Engineering Group Ltd. is a true employee-owned company that has grown from 70 staff at the beginning of 2009 to greater than 160 at the end of 2010 . . . as we continue to expand our resources, to evolve and advance strongly toward what we feel will be a promising year.



FEATURED PROJECT: Enhancement of Windermere Basin

Environmental Assessment, Preliminary Design, Detailed Design, Contract Administration/Inspection



One of Cole Engineering's notable projects, Windermere Basin, is located at the mouth of the Red Hill Creek and can be seen while driving along the QEW just east of the Burlington Skyway. The Windermere Basin area has historically been the site of significant lake filling activities. In 1988, a remedial program to reconfigure and rehabilitate the Basin was conducted by Public Works Canada on behalf of the Hamilton Harbour Commission (HHC). The work, which was completed in 1990, involved the construction of a series of containment cells situated around the perimeter of the Basin; the dredging of the Basin to remove a large quantity of contaminated sediments which were deposited into the newly constructed containment cells, and the additional dredging of a portion of the Basin which created a sediment trap to capture future sediments entering the Basin.

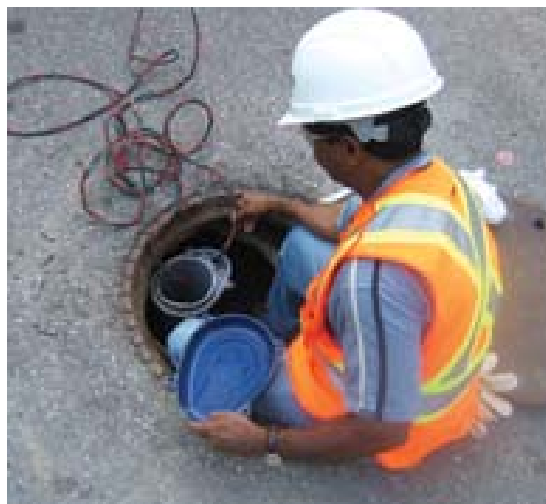


The Enhancement project will see the creation of an 11 ha coastal wetland that has been endorsed by the Hamilton Harbour Remedial Action Plan and will assist in the delisting of Hamilton Harbour as an Area of Concern. The new wetland will also increase diversity of habitat within the Basin, and offer opportunities for passive recreation for City residents and tourists. The wetland, in comparison to its existing conditions, will offer a greater variety of bird watching and lookout opportunities, and will tie-in to the previous work conducted by the Hamilton Waterfront Trust on the eastern property of the Basin lands. The project will assist in creating a natural eastern gateway to the City and a significant positive public profile for the City will be generated.

Led by Mark Bassingthwaite, P.Eng. the Water Resources group began this multi-phase project in the summer of 2007 with Municipal Class Environmental Assessment and Federal Environmental Assessment being completed in May 2008 and detailed design completed in December 2009. After successfully acquiring all approvals, Cole Engineering prepared tender documents for construction of the Basin to begin in Spring 2010. During construction, which will be completed by the Fall of 2012, Jawaid Khan will be providing full-time Site Inspection services.

Kudos to the project team for successfully completing this complex and exciting project.

FEATURED PROJECT: SUNCOR Operations and Training Program for Sites Across Ontario



In an effort to aid SUNCOR with their nation-wide initiative to maintain/increase the water and wastewater systems presently in place, Cole Engineering, in association with SENES Consultants, is pleased to provide our engineering expertise toward this endeavour. The scope of the project involves the inspection, assessment and recommendations for safe water and wastewater usage of selected Petro-Canada facilities throughout Central Ontario. These facilities are generally used for bulk fuel storage and wholesale (gas stations). At each site, our team inspects and assesses water supply, wastewater treatment and disposal by performing site safety surveys, identifying water and wastewater systems, reviewing water system piping connections, recording GPS coordinates for major components, and preparing flow schematics. They assess the risks of well contamination, perform on-site water quality tests, collect raw water samples for chemical and microbiological analyses, review wastewater system components and piping connections, and assess wastewater handling processes/capacity of the system.

We cheer on the project team of Desmond Verasammy and Rob Western, and commend them for their diligence in completing the inspections and reports for the 21 sites in Ontario. Safe travels gentlemen.



CLIENT-WISE:

BuzzSaw® Web Access ... Increasing Our Client Service

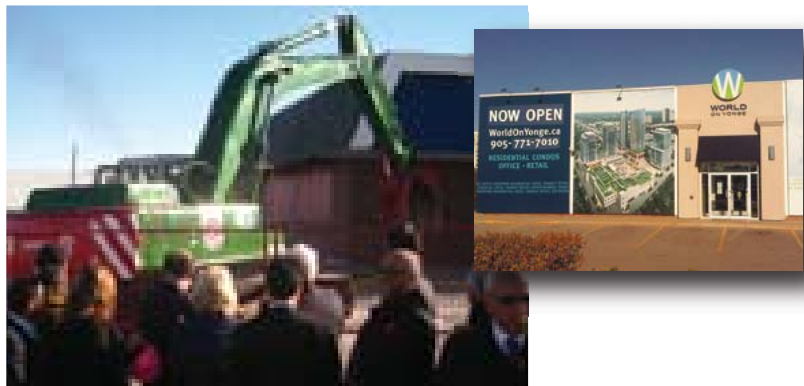
Despite popular belief, BuzzSaw® is not the latest “Home Improvement” tool that runs on battery power and makes a sound similar to a jet engine; it is more like a “Workflow Improvement” tool. This tool, introduced to Cole Engineering through Jeff Lyons, is an AutoDesk® client/consultant collaborative software which brings many unique benefits into a project. BuzzSaw® enables project teams to centralize and securely exchange project information which enhances team collaboration and supports information workflows. Already in full swing, BuzzSaw® has a “CLIENT LOGIN” link on the Cole Engineering Home page: ColeEngineering.ca. If you are interested in seeing how this software can save you time on your project along with many other benefits, please call Jeff Lyons at extension 339. © Copyright 2010 Autodesk, Inc. All rights reserved.

Improving Water Quality in the Region of Peel

With over 22 years of experience designing water storage projects and completing over 20 in-ground and elevated reservoirs in Ontario, the structural group of the company is working closely with the Regional Municipality of Peel to develop design standards for new underground reservoirs and provide recommendations for improvements to six existing reservoirs. The key elements include water retaining design, water mixing and circulation and the protection of potable water against foreign material ingress. The project involves working with Ryerson University’s computer model (CFD) by utilizing thousands of mesh elements to simulate criteria of water mixing temperature, stratifications and circulations inside water storage tanks. This project is focused on improving water quality beyond current standards for water storage systems.

Project Manager:	Bobby Yu, P. Eng.	Construction Management:	Tanny Tsang, P.Eng.
Design Manager:	Jeff Radley, P.Eng.	Project Assurance:	Bill Kong, P.Eng.
Project Engineers:	Johnny Pang, P.Eng. Maggy Au, P.Eng.		

FEATURED PROJECT: Ground-breaking at 7171 Yonge Street



Residents, dignitaries and property owners looked on as the demolition of “the old” made way for “the new” at the ground-breaking ceremonies which took place in November of 2010. Cole Engineering provided traffic engineering services to Liberty Development Corporation with a Transportation Impact Study in support of the Official Plan and Zoning By-law amendment applications for the proposed re-development of the property located at 7171 Yonge Street in the Town of Markham. The study included a traffic and transit assessment of the existing and future traffic conditions based on a number of recently announced transit initiatives for the Yonge Street Corridor. Co-ordination with the Town of Markham’s Yonge-Steeles Corridor Study and the Yonge Street Corridor Public Transit Improvements EA Study was an essential component of the project for the successful development of a transit modal split in keeping with Regional goals.

Welcome Aboard Mr. Ray Bacquie from all of us at Cole Engineering Group Ltd.

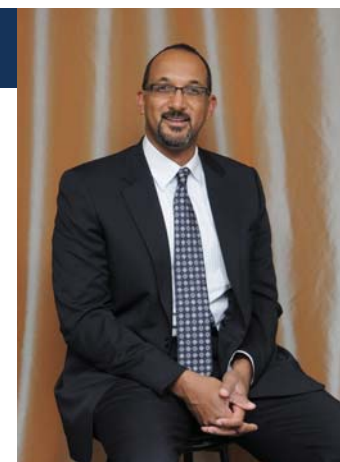
It is with great pleasure we announce that Ray Bacquie has joined the Cole Engineering Group team as Vice President of Transportation. Ray brings 25 years of experience in all areas of transportation planning and design. He will be leading a team providing services in Transportation Master Plans, Environmental Assessments, Detail Design, Traffic Planning, Active Transportation, Traffic Operations and Road Safety.

“We are excited to have Ray on board - he shares our enthusiasm for engineering excellence, unparalleled client service and is a strong team player; he’s a great fit here.” Scott R. Cole, CEO.

Previously Ray served as Vice President of HDR/iTRANS for 13 years, and held management positions with the Region of Peel and Metropolitan Toronto. Ray’s focus has been developing transportation infrastructure solutions that balance operational needs and community objectives. He has worked for most municipalities within southern Ontario, and represented municipalities province-wide as President and Board Member of the Ontario Traffic Conference.

Kim Nystrom will continue to lead the Traffic Business Unit within the Division. Together Ray and Kim offer 55 years of experience in traffic impact and expert evidence.

With our growing company of 160+ technical and support staff, we look forward to providing a full scope of infrastructure solutions to our clients.



Ray Bacquie P.ENG., AVS
Vice President Transportation
rbacquie@coleengineering.ca

BUSINESS UPDATE: Pursuing and Implementing a Growth Strategy in These Challenging Times

As presented in September’s biannual Staff Breakfast Meeting, our principals brought forth a message that was both informative and inspiring. The message “strive for L.I.F.E.” pertains to the management of the company’s growth.

L.I.F.E. is an acronym: **Lead** with integrity, fairness and vision; **Integrate** our engineering disciplines (our 15 Business Units) to support and compliment one another; **Financial** management and awareness required when managing our clients’ projects and our business as we continue toward sustainability and growth; and, **Empowerment** of our staff by encouraging their talents to flourish, and by embracing their entrepreneurial spirit.

A stronger, ‘new’ Cole Engineering Group still maintains rock-solid core values. The commitment we make to each other by working together, communicating well, resolving conflicts and embracing our individual and collective strengths, ultimately helps us to face an inevitable, albeit change, through diversity in our growing numbers. By acknowledging our L.I.F.E. principle, we will stay focused on delivering excellence in our engineering assignments.

