

# [BWM]

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# FROM THE EDITOR

**Dear Reader,**

Welcome to the latest issue of Business World Magazine. Once again, we've spoken to industry leaders in both the private and public sectors across the US and Canada, and we're excited to share their stories of success.

For this edition, we've turned our focus to Western Canada, the home of a number of acclaimed leaders from a variety of industries.

When it comes to steel fabrication, for example, one of the largest and most longstanding names is the Edmonton-based **Waiward**. They were founded over 40 years ago, and they have worked on some of the most challenging sites in the world. To learn about some of those projects – as well as the secret to the company's longevity and success – we spoke to Donny McCue, Vice President of Operations.

Meanwhile, in the field of erosion and sediment of control, we also highlighted **Give Back Contracting**, a company that has also worked on some of the most interesting projects in Western Canada and beyond. Constantine Grechko, a founding partner, walked us through some examples. He also explained the very serious commitment to 'giving back' that gives the company its name.

Another leader in their industry is **Evolve Design I Build**, a Kelowna-based business that is changing the way that the commercial interior design companies treat clients. They're doing this by providing a fully end-to-end service, one that's unique to Western Canada. Founder and owner Jules Galloway talked to us about her inspiration for that model, and her journey to implementing it. She also talked about the company's Tommie Award-winning work in the mental health and addiction space.

Those profiles – and many more like them – can be found in the coming pages. We hope you enjoy.

**All the best,  
The Editorial Team**

To reach our  
editorial staff  
with questions  
or comments  
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## **Publisher**

*Jermaine Poulsen*

## **Director of Operations**

*Mayanna Francis*

## **General Manager of Operations**

*Alexandra Box*

## **Research Team**

*Kristine Marigza*

## **Production Manager**

*Kristine Racho - Matugas*

## **Editor**

*Zach Janes*

## **Graphics Design**

*Pranim Thapa*

---

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Business World Magazine  
701 - 1120 Finch Ave W, Toronto  
Ontario, M3J 3H7  
T: 877 560 6875  
E: [admin@kingsleymediagroup.com](mailto:admin@kingsleymediagroup.com)





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*Doing things differently*













# Doing things differently

**E**volve Design | Build is a Kelowna-based company changing the way that the commercial interior design industry treats clients. From the start, they have set out to use their depth of experience and their network of contractors to simplify the process. Instead of leaving clients to run around, “joining the dots, fielding the trades, and trying to find some accountability,” the expert team at Evolve Design | Build have taken that accountability upon themselves.

*“It’s an amazing group of people, and everyone is working towards the same goal.”*



“We are the change that we want to see in the industry,” says Jules Galloway, founder and owner of the company. “We are proud to be different.”

For Evolve Design | Build, being different means providing a complete end-to-end service, from design through to building and beyond. They make sure clients have to deal with one single contact, and that the quality of their project is minded every

single step of the way – all for “incredibly reasonable fees,” Jules says.

Jules is a veteran of the design industry of more than 25 years, and she imported the company’s unique model from her native United Kingdom, where it is much more common than it is in Canada. When she moved to Kelowna in 2009, she witnessed a number of projects fail due to a lack



of accountability – “nobody was taking ownership of the project as a whole,” she recalls. She created Evolve Design | Build to remedy that problem.

“We knew that it wasn’t the way things were typically done over here, but it’s the way things should be done,” she says. “We’ve never looked back since.”

Today, Evolve Design | Build lives up to that original vision by providing a truly complete range of commercial interior services. They are the only

company of their kind that provides for every stage of a project’s life, from the beginning to the end. They do it all, including: feasibility and production analysis, RFP and budget analysis, workflow and space design, interior office design, furniture and fixtures, full build management, moving and installation, all the way to finishing and cleaning.

“We own it – the entire project,” Jules says. “We take accountability for everything that has to happen and we are the client’s biggest and best advocate. There isn’t anybody that





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does that except for us.”

The company’s full-service approach has proven to be successful, and the company has grown to the point where they can be selective of the jobs they undertake. One of their most important criteria is that they have to be involved early – that way, they can gain an intimate understanding of the client’s wants and needs, and they can best help find or make the exact right space for them.

*“It represented a brand new philosophy around mental health and addiction.”*

“We have a reputation for being incredibly thorough,” Jules says. “I believe that’s quite appealing to clients. I think it’s what makes us stand out.”

Also appealing is the company’s high standard of quality control, which is backed by “very tight systems.” Those systems ensure that every project is executed the right way, and that no detail is overlooked.

“There are many moving parts to what we do, so we make sure every member of the team is well versed in how the project needs to be conducted, and in what order everything needs to happen,” Jules explains.

“And we’re very strict on our project schedules,” she adds. “Schedules are addressed daily to make sure that everything is on track. We make sure we’re never missing anything.”

That level of to detail would not be possible, however, without a “truly incredible team” – which is how Jules describes the company’s entire staff, including their project managers, co-ordinators, designers, accountants, and assistants.

“It’s an amazing group of people, and everyone is working towards the same goal,” Jules says.





# Making a difference

Over the years, Evolve Design | Build's togetherness has translated to continuous success and acclaim. Their passion, coupled with the premium standard of quality, has earned them a long list of repeat clients, testimonials, and even industry awards.

Most recently, the company was recognized by the 2018 Tommie Awards, which are given out by the Canadian Home Builders' Association (CHBA) in celebration of the best home builders in the Central Okanagan. Those awards showcase vision, talent and commitment – all of which Evolve Design | Build displayed on their Foundry Kelowna project, which received a Gold Award for 'Excellence in Innovative Construction / Architecture / Design.'

"We were absolutely blown away," Jules says of that victory. "We knew we were a finalist, but we didn't for one moment think we would win against the monster companies that were nominated in that category – the kind of companies that are incredibly successful and turn out 10 to 15 Tommie Award winning jobs every year. As young as we are, to

be up against that, and to make that splash – it’s just absolutely mind blowing. Even talking about it now gives me goose bumps.”

The award-winning project, Foundry Kelowna, is a wellness centre operated by the Canadian Mental Health Association (CMHA). It was designed to be a place where any youth or parent in the community can find “easy access to the help they need, when they need it,” the CHMA states.

“It represented a brand new philosophy around mental health and addiction,” Jules explains. “It brings all of the caregivers into the same space, and allows them to provide really integrated and personal care. It’s a very meaningful project.”

Evolve Design | Build were invited to participate in that project several







years ago, and they jumped at the chance. Jules and her team were excited to be involved in such a meaningful space, one that would make such a difference in so many lives. They took the opportunity very seriously.

“We spent 100’s of hours interviewing people who were involved in child and youth mental health,” she says. “We really wanted to understand their day-to-day needs, and we wanted to help them create a space where they could make the most difference in people’s lives.”

Jules is incredibly proud of that project due to the social wellness role it will perform in the community. From a design perspective, she was also delighted with what it looked like.

“It’s bright, it’s bodacious,” she says. “It uses all sorts of different fabrics and materials – but it’s also very considered. We factored in that there would be young people using the facility that may be on the autistic spectrum, so we made sure the colors, materials and patterns that we used would not affect them negatively.”

Jules and her team also factored in that it was a new



concept, and that the operators might see fit to change the layout in the future if it turned out that would better suit their needs. By installing a demountable wall system, the company made sure they had that option.

In addition to the thoughtful design, Jules also credits the success of the project to the company's roster of subcontractors and tradespeople. Working under Evolve Design | Build's model is different than the typical model of working directly for the client, but Jules says they all adapted and performed extremely well.

"It was amazing to see how everyone worked incredibly well together under our leadership," she says. "We had HVAC guys lending electrical guys their ladders, and we had electrical guys holding up a piece of millwork for the millworkers."

"They were all working together, and my experience in construction is that's very rarely the case," she adds. "But by the end of the project, they were all saying how amazing it was to work in this structure. They were crucial to the project's success."

Jules also credits the client on the project, the CHMA in Kelowna. Without their vision and trust, Jules says, none of it would have been possible.

The CHMA, in turn, have equally high praise for Evolve Design | Build – for the quality of their work, and for the efficacy of their process.

"Working with Jules and the team at Evolve as an absolute pleasure,"





said Shelagh Turner, Executive Director. “They embraced CMHA and the Foundry Kelowna project from the start and made it easy to navigate the building process and make decisions for a fantastic result. The Evolve team do great work.”

Since completing Foundry Kelowna, and earning that praise, Evolve Design | Build have worked with many other not-for-profit clients. Moving forward, they hope to work with many more. They have already designed more Foundry projects for the CHMA, they have worked with Metro Community on projects benefiting the homeless, and they are currently working on the Sheldon Kennedy Child Advocacy Centre in Calgary, as well as a Child Advocacy Centre in Kelowna.

Overall, the not-for-profit sector is one that excites and motivates Jules and her team, and she sees

the company going further in that direction in the future.

Jules also sees the company winning more awards. Now that they have set that bar for themselves, they want to keep raising it higher.

“We’re going to continue to grow, and continue to get better,” Jules concludes.

***For more on Evolve Design | Build, their range of services, and their social media – and to get in touch with Jules and her team – visit <http://evolveinteriors.ca/>***





# Being the best

**G**ive Back Contracting is a business with a mission. They provide erosion control and slope stabilization construction solutions on some of the most interesting projects in Western Canada, and they do it while Giving Back. They pride themselves on giving back to the environment, their employees and the communities in which they work.

The company specialises in erosion and sediment control (E&SC), a niche in which they have the knowledge and expertise to tackle any











any challenge, no matter how large or small. They do everything from product installations to complete environmental project management construction and consulting. All the while, they always ensure the integrity of the environment and the safety of their staff. They get the best out of their people by investing in their professional development and empowerment. Every full-time employee pays that investment forward by volunteering in an ongoing,

active role in their local community.

They all “give back,” says Constantine Grechko, a founding partner of the company. It’s not just the name of the business. It’s at the core of everything they do.

“We believe that giving back is an essential part of our day-to-day operation,” he says. “It’s the driving force of our organization.”





Constantine – who also serves the company in a Business Development and Estimating role – started Give Back Contracting with his business partner in 2015. At that time, the requirements relating to erosion and sediment control were increasing substantially in Alberta. Clients not only needed the related products to keep up with the increase of the E&SC scope of work, but they needed contractors to install them. Many existing landscaping companies

and earthwork contractors preferred to stay away due to how complex and labour intensive the work was.

Give Back Contracting was formed to provide an alternative to those companies, and to fulfill that growing need in the market. In less than two weeks, they had over \$300,000 worth of work scheduled – including a significant project on Highway 63,







where they installed an erosion control blanket and permeable ditch barrier.

The name for the company, Constantine says, originally came naturally from the service they performed. By performing reclamation and erosion control work, they are giving back to the environment by restoring it and preventing damage during the construction process. The meaning of the name evolved,

however, when his business partner Sam Whitehouse came aboard early in the company's life.

Sam has always been passionate about community involvement, and he quickly made that passion a core value of the business. He also helped spearhead the company's operations and safety procedures – which have led to a perfect safety track record and good standing for all major safety qualifications.

Led by both Constantine and Sam, Give Back Contracting has grown significantly since commencement, at least doubling in size every year.





Today, they have offices in Edmonton, Alberta, and Regina, Saskatchewan, and operate throughout the entire Western Canada region. They now service a wide range of commercial and industrial clients, while specializing in retaining walls construction, hydro seeding, and installation of erosion and sediment control products. They also take pride in providing customized maintenance solutions, including landscaping maintenance, winter snow removal, and ice management services.

According to Constantine, clients in need of those services gravitate towards Give Back Contracting for a number of reasons. The list starts with how actively the company pursues work, and how effectively they promote themselves to clients.

“We have a lot of competitive edges, and that’s a big reason for our fast growth,” Constantine says. “One edge is our sales and customer service.”

“Most landscaping contractors don’t have a designated business development person to chase work. There tends to be a lot of complacency in Western Canada within the landscaping industry. I come from a product sales background, which is a totally different world, and we’ve implemented a lot

of those principles in our company, which helps us attract clients.”

“And we don’t just stick to one region,” he continues. “We tackle all of Western Canada – including Regina, Saskatoon, Edmonton, Fort McMurray, Calgary, Grand Prairie, Lethbridge, and more. We’ve done significant projects all over.”

Give Back Contracting backs up their self-promotion with extremely high-quality customer service. In fact, Constantine says that’s an even more important competitive advantage.

“We really service the hell out of clients,” he says. “We have a lot to prove, so we make sure we go out of our way to give that extra customer care. We make sure we’re visiting with them on a regular basis, that we’re showing

our faces, that we're asking the right questions and providing the right products and solutions."

The company also fosters strong relationships with their staff members. They develop them not just as professionals, but as people. They help them set both personal and professional goals, and then encourage them to complete them by providing planning and guidance throughout the process and offering bonuses. They also empower their employees by giving them more responsibilities when they want them, and by maintaining a flat company hierarchy, where everyone's input is valued and considered.

"Our giving back strategy is not just about giving back to the community, it's about giving back to the people who work within our



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company as well,” Constantine says.

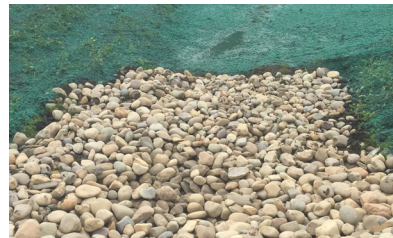
Then there’s the company’s technological edge – Give Back Contracting uses technology specifically designed for the purpose of installing erosion control products, allowing them to offer lower prices than their competitors.

Finally, Give Back Contracting is set apart by their reliability. Clients want their jobs done on time and within budget, and that’s what Give Back Contracting provides on a consistent basis.





# Changing the industry



As a result of their myriad competitive advantages, Give Back Contracting has earned the loyalty of a number of longstanding clients. Many of those relationships started with one small project, Constantine says, “but they were so impressed by our pricing, execution, and how we carry ourselves as a company, that they soon gave us all their E&SC work.”

One high profile example of the company’s high standard of performance into translating into continuous work is their experience at Suncor Fort Hills, the largest open pit mine site currently under construction in Alberta.

Give Back Contracting has been working at Fort Hills for three years now for several general contractors. They earned the first project there on

the strength of Constantine's and Sam's previous relationships, as well as their high standard of safety. They started on just one small site, but over the past three years have worked on four more.

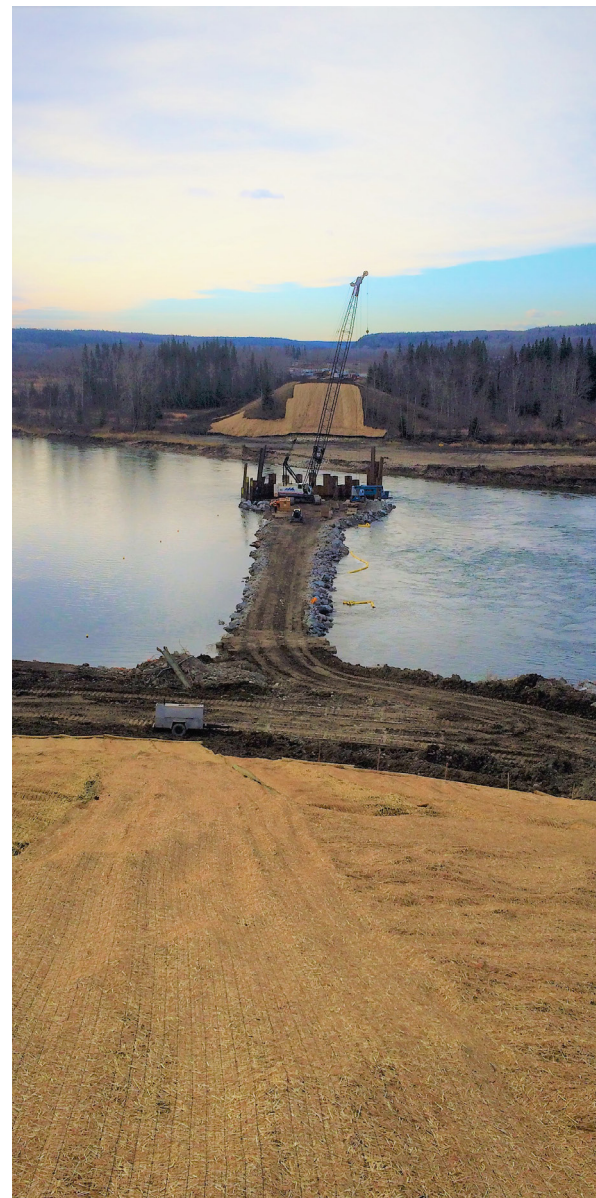
After word spread of the quality of work they were doing at Fort Hills, Give Back Contracting was also hired by additional contractors, who have a strong presence at Fort Hills as well as other industrial sites in the province. Give Back Contracting acquired new erosion control technology specifically for work in that area, and they were able to save the clients a lot of money as a result.

"Most of the projects that we tackle are major, well known projects, with a lot at stake," Constantine says. "We were able to show a high level of

professionalism and service on them, and that's led to a lot of work to this day."

Moving forward, Give Back Contracting aims to maintain that high standard of quality and service on projects all across the country. Their detailed business plan, which they update every year, calls for the company to first grow further in Saskatchewan, where they already have a presence, and then British Columbia, where they planning to perform work in the near future. From there, they aim to expand across all of Canada, and eventually, North America.

"We believe that with our standards of doing business – which are uncommon in our sector – there's no limit to how far we can go," Constantine says. "We think we can change the industry





for the better, one branch at a time.”

Even as the company grows in size and reach, however, they will not grow their range of services. Their goal is not to be a landscaping or earthworks company that does everything, but instead a company that is the best at what they do – which is erosion control and slope stabilization construction solutions.

Also, the company will continue giving back, in all respects – giving back to the environment, their people, and their communities. That’s something that they truly want to be the best at.



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*For more information on Give Back Contracting, including their full range of products and services, and more on their past projects, visit <https://www.givebackcontracting.com/>*

*More on their past projects, visit <https://www.givebackcontracting.com>*









# Passion and integrity

**V**ision Pacific is a home-building company among the elite in Whistler, British Columbia. Since incorporating almost 25 years ago, they have grown and flourished, steadily building built a portfolio of satisfied clients and award-winning homes. Today, they have the resources, expertise, and vision to deliver new homes and renovations of the absolute finest quality.

*“We’re very passionate about our community and our projects.”*



At the helm of the company is founder and owner Tim Regan, whose career in construction goes back to his time in university – when he purchased, renovated, and flipped his first home. He enjoyed the process so much that he made building his full time job, eventually commencing Vision Pacific in 1993. What set the company apart then are the same values that set the company apart now.

“We’re very passionate about our community and our projects,” Tim says. “From the inception, we’ve always operated with integrity, and with respect for our employees and clients. That’s our ethos, and the company has always mirrored that.”

What has changed, however, is the company’s scope of work. Tim and his team started off doing modest custom builds and renovations. They built



a reputation for quality that eventually allowed them to take their first steps in the higher end of the market, where they found immediate success.

“Our look was fresh, and our skillset separated us from the market at the time,” Tim recalls. “We quickly became a dominant name in Whistler for building high end products. At one point, we had built seven of the Top 10 highest selling homes in Whistler.”

Today, clients in that luxury home sector still gravitate towards Vision

Pacific due to Tim’s passion for building. He “sweats every detail,” he says, and clients have come to recognise that. He also employs a team of similarly passionate project managers and site supervisors – many of whom are longstanding.

“We have a team philosophy,” Tim says. “Everyone truly cares about their work, and that attitude is infectious on-site.”

“We have a really great group of employees,” says Jennifer Patterson, also an owner in the business. “Many of them have worked with us for a long time, which is rare in the construction community. People in the industry tend to bounce around – especially where we live, in Whistler, which is quite transient – but we have a very high level of retention.”









*“We work hard to make sure everyone on the team is having a good experience, as well as a profitable one.”*

“We have people who have shown great loyalty to our company,” she continues. “In return, we make sure we treat them very well and respect their craftsmanship. We make sure everyone feels like part of the team, and we know everyone takes pride in the work they do.”

The same is true of the company’s roster of subcontractors and tradespeople. Jennifer says that they highly value those partners, and their treatment reflects that – they make sure everyone is paid on time, shown respect on site, and that the working conditions are pristine.

“We work hard to make sure everyone on the team is having a good experience, as well as a profitable one,” she explains.

That team also includes the client on the project – no matter who they are, or what their budget is.

In recent years, in addition to their “ultra-high-end” work, Vision Pacific has transitioned into doing employee housing – as much or more than anyone else in the Whistler market, Tim estimates. The same competitive edges have applied.

"We understand everyone is working hard for their money," Tim says. "So no matter who our client is, we give them the same attention."

"That's what we're known for in the community. We really care about what we're building. It doesn't matter if this is your fourth property, or if it's your only property and you have a limited budget – we're providing the same attention to detail."

Doing work in the employee housing market, where budgets are lower, has also sharpened the company's ability to accurately budget a project. This has given Vision Pacific another point of difference at all levels of the industry.

"We've become market leaders in our ability to forecast expenses," Tim says. "We've adopted a lot of emerging technology, and we spend a great team of time learning all our subcontractors pricing formulas. We know exactly what things should cost."

"We communicate that cost to our clients right at the beginning," he adds. "We have all the hard conversations right away, so everyone knows what they're getting into. Then when we execute, we do what we say we're going to do."

That budgeting accuracy – and the transparency with clients that comes with it – has resulted in some very positive relationships. According to both Tim and Jennifer, the majority of their past clients remain personal friends today.



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# Never compromising

Over the years, Vision Pacific's passion has been consistently recognized not just by clients, but by the industry at large. As the company has grown, so has its profile, and so has its awards chest. Since 2002, the company has been highlighted in publications like Dream House and LuxuryRealEstate.com Magazine. They have also won a long list of awards from the Canadian Home Builders' Association (CHBA), including a number of Silver and Gold Georgie Awards – which are handed out annually by the CHBA's British Columbia branch, and are recognised nationally as an industry stamp of quality.

The Georgie categories Vision Pacific have won or been finalists in are numerous. They include: Excellence in Kitchen Design, Excellence in Master Suite Design, Best Single Family Detached Home, Best Estate Residence, Best Interior Design Custom Residence, Best Single Family over \$2 million, Best Single Family over \$5 million, and more.

Most recently, at the 2018 CHBA National Awards for Housing Excellence, Vision Pacific was a finalist in the category for 'Detached Homes – Custom

| 2,500 to 3,500 square feet.' Those awards recognize the very best in Canadian homebuilding, and were narrowed down from hundreds of submissions from across the country.

"That's very flattering," Tim says of the recognition. "Our team works very, very hard, and it's always great when they are awarded for it."

This year, the home that earned the judges' attention was called the SK Residence, and was located in the residential area of White Gold.

Vision Pacific was referred to the client on that project by the architect, who they had worked with previously. As with all their projects, Tim and Jennifer made sure to sit down with all parties first and make sure everyone's







expectations were aligned.

“When building a house together, you form a very long and often intense relationship,” Tim explains. “A lot of decisions and emotions come into it. We make sure we vet our clients beforehand, and let our clients vet us. We make sure everyone knows what to expect in terms of cost, timing, and quality.”



On that project, Tim says the fit was “very, very, good,” and that they really enjoyed building that home. In particular, he was proud of how successfully every detail came together. He says the project team spent a lot of time beforehand making sure every element of the building lined up and performed optimally.

“We put in a lot of work making sure the details were right,” he says, “and it was very, very successful in the end.”

Moving forward, the company aims to replicate that success on every project to come – no matter the cost, and no matter the sector. They intend to consider their upcoming work very carefully, and only take on the projects where they feel their passion and integrity will be put to the greatest use.







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Employee housing is one area where they feel like that's the case. According to Tim and Jennifer, those projects are among the most personally rewarding, and they hope to deliver more along the same lines.

"Being in the grocery store with my kids, and having people who were stressed with their living conditions come to us and be friendly and happy and appreciative – that means as much to me as any award," Tim says.

"It's a small town, and we see our customers all about town," Jennifer adds. "It's really great when we can make a difference in people's lives. We like doing that a lot."

The company also likes the size they are at. With the amount of work they currently have, they

ensure personal hands-on service and a high level of quality for every client – and those are not standards they will ever compromise on. They also value maintaining a life and work balance, as Tim and Jennifer both have families, and are both active volunteers in the Whistler community.

"We want to stick to the formula," Tim says. "We want to continue delivering great projects, and continue operating with passion and integrity."

"We want to do what we do," Jennifer agrees. "And we want to do it the best of our ability."













## Unmatched experience

**W**aiward is one of Canada's largest and most longstanding names when it comes to steel fabrication and construction services. Founded over 40 years ago, they have become one of the leaders in the industry, have grown to service multiple sectors across Western Canada and around the world. They are known for their unwavering commitment to safety and quality, and for working with "the best clients on the best projects," says Donny McCue, Vice President of Operations.





One such project is the recently-completed Cutbank Ridge Program in Northeast British Columbia. Over three phases of that project, Waiward has detailed, supplied, fabricated, and delivered more than 17,000 tonnes of structural and miscellaneous steel.

According to Donny, Waiward earned that project – and many exciting projects like it, across a number of industry sectors – due to their “unmatched experience and expertise.”

“We have worked on some of the most challenging sites in the world,” he says. “We have decades of experience in structural steel



fabrication, construction, engineering and drafting. That experience allows us to reduce or eliminate safety incidents, quality challenges, and schedule delays.”

“We reduce risk for our clients,” he adds. “We give them peace of mind. They can trust us to deliver exactly what they need, when they need it.”

Donny first joined Waiward in the early '90s, but the company's history dates back all the way to 1972. It was then that founders Donald J. Oborowsky and

Theodore Degner the company, at first as a miscellaneous steel fabricator in a facility in Edmonton's West End. In the decades since, they have invested heavily in state-of-the-art production technology, expanded their activities, and upgraded their facilities and workforce – all while remaining Edmonton-based. In 2015, the business was purchased by the Hillcore Group, a leading Canadian investment firm.

Over the years, Donny has witnessed first-hand Waiward's growth and evolution. He's seen the company's projects grow larger and more complex, and their reach expand from Alberta, to Western Canada, to overseas. A lot has changed over time, Donny says, but one thing that hasn't is the company's quality of work.









*“Forward programming and scheduling was a key focus on that project.”*

“I’ve worked for a lot of different companies, and erected a lot of steel from all over the world,” he says. “Waiward steel was, and still is, the best.”

“Waiward is looked at as a leader in the market, and not only in Alberta,” he adds. “Anybody who knows the company in North America respects us for what we’ve done and can do. That’s why I wanted to be part of the team in the first place, and why I’m very proud and happy to be in the position I’m in now.”

Donny is not the only long-term Waiward team member, and the reasons for his loyalty are not unique. Many employees have been with the business for over a decade, with some as longstanding as 25 years, and they all share something in common.

“Our employees are proud of who they work for,” Donny says. “We work hard to build a company culture that is all about team-building, and all about caring and respect.”

As a result of that culture, Waiward has fostered one of Canada’s largest and best-trained structural steel fabrication and construction crews. They have also acquired some of the most knowledgeable and meticulous engineers and draftsmen. They have retained these team members by giving them personalized training, educational opportunities, and empowering their professional development. Most importantly, they always look out for their safety.

“Getting our employees home safely, every single day, is our top priority,” Donny says. “Nothing is more important – because we’re nothing without our people.”

# Getting better every day

According to Donny, much of Waiward's longevity and success is a credit to the calibre of the company's workforce. He says their continuous improvements and achievements have allowed the company to deliver projects in progressively safer, timelier, and more effective ways.

"Our people are the biggest driver of our success," he says. "They set us apart."

Waiward's team is not all that sets the company apart, however. The company also stands out due to their overwhelming capacity

their fabrication facility, located in east Edmonton, is one of the largest in the country, with 216,000 square feet of fabrication space on 16 acres of land. They also have a 36,000 square foot onsite blasting and painting operation that can handle any project coating requirements.



As a result of that capacity, Waiward can sustain fabrication production levels that few competitors can match.

On top of that, Waiward has considerable procurement power. Over time, they have developed strong strategic partnerships with a number of proven suppliers and subcontractors across Canada. This access means they are well equipped to meet challenging timelines, and they can adapt to changes in project scopes and schedules.



Then there's the company's multi-disciplinary approach. When called upon, Waiward can provide an "end-to-end service," spanning from the early stages of planning and design, to the procurement, fabrication, and installation of the steel. By providing this complete service, they can help reduce costs for the client by optimizing their design, mitigating delays along the way, and ultimately ensuring accuracy.

In addition – and as previously mentioned – Waiward is also set apart by their exceptional reputation for safety. In 2017, the company was even lauded in the Canada West Foundation report, in an article on the country's workplace safety issues and how Waiward was raising the bar in the industry for safety and competence. They have also won awards for safety from the Ironworker Management Progressive Action Cooperative Trust (IMPACT), and have racked up millions of working man hours Lost-Time



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“We have established a culture of safety, and we’re getting better every day,” Donny reiterates.

Waiward has been recognised by other prestigious awards and publications as well. For example, they have been named one of Canada’s Best Managed Companies 13 times, many times with platinum status. That awards program celebrates the top private businesses in Canada with revenue over \$15 million. Nominees undergo a rigorous application process, and are evaluated in four key areas: strategy, capability, commitment, and financials. The winners are chosen from hundreds of applicants, and Waiward is proud of their history of recognition.



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# Building relationships

Over the years, Waiward has detailed, supplied, and installed steelwork for a long list of clients, on a wide variety of projects throughout Canada. Their portfolio has included: hydrogen plants, power plants, mining and extraction projects, conveyors and material handling systems, bridges, process structures, and more.

In the process structures market alone, Waiward has supplied hundreds of thousands of tons of steelwork to a number of high profile projects. Their involvement has encompassed everything from material procurement, to detailing, fabrication, shop painting, shop fireproofing, and erection. Project examples include Suncor's 45,000 ton Millennium Project, Shell Canada's 29,000 ton Jackpine project, and – as previously mentioned – the three phases of Encana's 17,000 ton Cutbank Ridge Project.

The client on the Cutbank Ridge Project was Fluor, a global company that had been selected by the Cutbank Ridge Partnership to execute the engineering, procurement, and construction management for three similar sweet gas plant projects near Dawson Creek, British Columbia. In turn, Fluor contracted Waiward to provide the steel fabrication services for the three plants.

Donny is particularly proud of the company's work on that project because of the trust Fluor placed in Waiward, and because Waiward was able to reward that trust with an exceptional result.

"We have lots of competition, not just in Canada, but North America, and worldwide," he says. "For them to come to us for that fabrication – that says a lot about our company, in my opinion."

"Fortunately, we were very satisfied, and the client was very satisfied," he adds. "We've built a very strong relationship there."

As evidence of the strength of that relationship, Waiward has recently started fabrication on the first phase of a new project with Fluor, which will involve roughly 10,000 tonnes of steel. Once again,

Donny is proud of the trust and confidence being placed in Waiward, over all their competition both domestically and overseas.

Moving forward, Waiward aims to continue earning that level of trust from clients, and to grow as a result. In particular, they aim to expand their construction division, and they are currently in the process of acquiring the certifications across Western Canada that will enable that expansion. They have also formed a partner company with a First Nations group with the goal of employing more Aboriginal Canadians, and acquiring more work in the northern parts of Western Canada.

"There are great opportunities there for Waiward and for the Aboriginal community," Donny says.

Most importantly, the company aims to continue raising their high standard of quality and efficiency, even as they get bigger. According to Donny, the team at Waiward will never rest on their laurels or accept "good enough" as a standard.

"You're only as good as your last job," he says. "We keep that in mind every day."





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*For more on Waiward, including their services, values, and vision – as well as more on their past and present projects – visit <http://www.waiward.com/>*



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