



VAR-CONNECT

Varcon Construction Corporation Employees and Friends Newsletter

Issue #6, Summer 2014

Varcon Ranks No. 239 on the 2014 PROFIT 500 Magazine



Canadian Business and PROFIT Magazine unveils the 26th annual list of Canada's Fastest Growing Companies where Varcon ranked Number 239.

Published in the July issue, Varcon was listed with a five-year revenue growth of 234%.

"Varcon Construction is honored to be on the PROFIT 500 ranking", says CEO Vito Riccio. "This achievement reflects the strength of our company and the dedication of our team."

New Varcon Job Starting Soon

Reconstruction of Hwy #25 in Milton from Baseline to Britannia Road

Our scope includes approximately 3km of road reconstruction and 3km of concrete sewer pipe to be installed 60 feet underground next to the highway. Scope also



includes street lighting, 25 foot wide culverts and landscaping. Value \$38M

Project Team:

Sr. Estimator: Jeselton Dizon

Construction Manager: Mark Golding

General Supers: Danny Jennings

Project Manager: Paul Ficara

Site Superintendent: TBD

Even the Geese are crossing the Road to Varcon!



Varcon is always looking for strong talented individuals to help run and manage our projects. Visit our new Careers website to apply. www.varconconstruction.com

Project Update—Square One Park and Ride in Mississauga:

Square One Park and Ride is well underway and we are now pouring the formwork for the station building. Our focus has recently been on building the roads and underground services which involved running night crews over a three-week period.

This 2,500 square foot station will form the major hub for the Mississauga Transitway, an 18km system which when fully complete in 2016 will have 12 stations beginning at Winston Churchill Blvd in the west and ending at Renforth Drive in the east. This new GO Bus terminal building is located on Station Gate Road and will feature a climate-controlled waiting space, washrooms, indoor ticket sales and a customer service facility.



Ontario's Ministry of labour will focus on hazards that can result in falls during a safety blitz at construction sites this summer.



Falls are the number one cause of critical injuries and fatalities of workers at construction sites

in Ontario. Varcon is always working to improve the health and safety of our construction workers.

This summer, Ministry of Labour inspectors will visit construction sites to check we are in compliance with legislation and regulations.

To keep workers safe and prevent falls, the inspectors will be looking for:

- employers to ensure policies, programs and safe work practices are in place to

protect workers from fall hazards

- workers that are using ladders, mobile stands and platforms are properly trained and supervised
- workers are using appropriate fall protection systems, personal protective equipment and other safety devices
- openings in floors and work surfaces and walls are protected by guardrails or protective coverings.

Safety is a Priority at Varcon and the safety and well-being of our employees is our number one priority. Creating a safe work environment is part of our culture. We want everyone to go home safely at the end of every day.

Quality in Construction

submitted by Jeff Race



Now I'm not just referring to doing a "quality" job, no I am referring to the use of Quality principles in all aspects of construction. Has anyone watched the television show called "Extreme Makeover: Home Edition"? Back in 2008 the show asked a company to participate in building a 3000 sq.ft. home for a family experiencing hardship. There was a challenge though—the house had to be completed in 106 hours and be certified by a third party to Energy Star and green building standards. To be successful this would require out of the box thinking and exceptional project management. Before the company was asked to participate, they had already received multiple national quality, safety, environmental and customer satisfaction awards. The organizations use of quality management for years beforehand demonstrated that a systematic approach was integral to operations and its culture of improvement. However with 23 trades involved in this project, an extremely short timeframe, building certification and of course the usual project issues, this would prove to be a challenge of monumental proportions.

The team had 11 weeks before breaking ground to plan all aspects of design, the resources needed and create a construction process map. The team had to employ innovative solutions for potential constraints. They utilized quality techniques such as "Just in Time", DMAIC (define, measure analyse, improve and control), kaizen process mapping and had a mandate of zero defects. They created plans based on minutes and hours instead of days or weeks, constantly managed the shifting critical paths, held schedule reviews twice a day, established roles and responsibilities for team members from each trade, maintained strong communication, supervision, recognition and appreciation and took care of everyone on the job (150 people), which included unskilled volunteers. Everyone needed to pour their hearts into the project to make it a success. The required 106 hours to complete was shattered with a final timeline of 96 hours. The company was able to reduce time in all construction phases from the standard 255 hours down to 28 hours. Ultimately the lessons learned resulted in a 25% reduction in

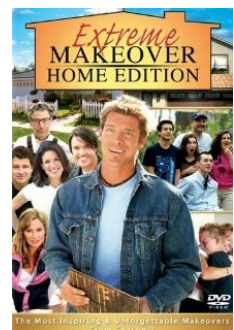
New Project Management Module within Jonas

Varcon is implementing a new Project Management module within our Accounting software, Jonas, which will provide more cost control and efficient processing of Changes, Purchases and Contract information for Project Managers. Change orders, purchase orders and their approvals will eventually originate within Jonas. This will alleviate some of the current accounting processes, paperwork and time lost waiting for approvals. Training will be delivered to all Project Managers and Coordinators to ensure a smooth transition to the new Project Management processes. The current implementation date is end of October 2014.

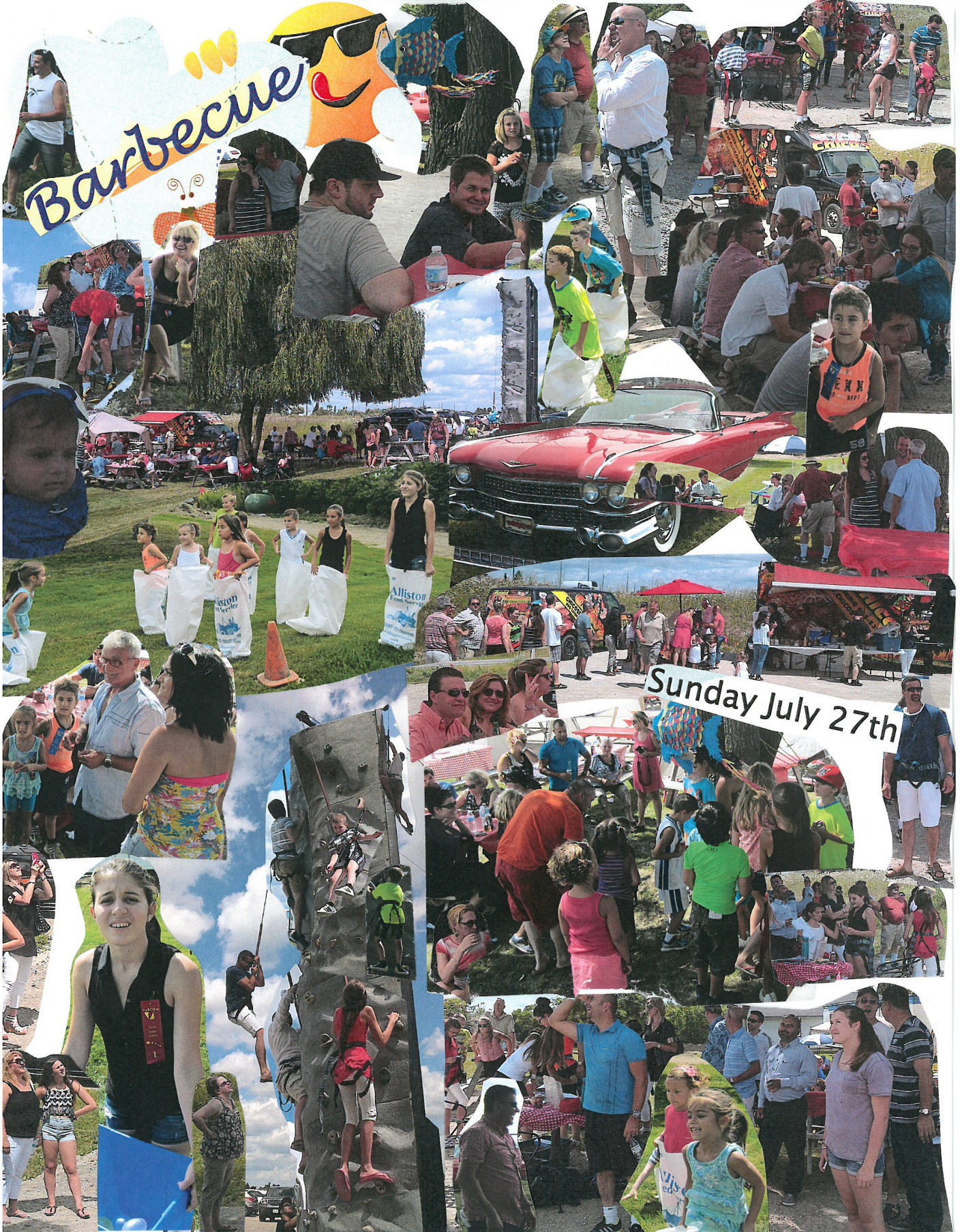
the company's standard construction schedule, which was already an industry benchmark.

The experience tested the company's quality management systems, processes and tools and withstood the test. Without quality, the project would have started from a blank sheet of paper and relied on ad-hoc approaches. This would have created confusion, panic and overrun schedules. Out of the box thinking and leaving ones comfort zone were the underlying themes of this project. A company seeking to set new bars, break expectations and create a dynamic team-focus will reap the reward with significant opportunities. Quality Management and culture are essential to making a challenge such as this, a success.

Story by Leonard, Denis, Zajicek, Gary "A Place to Call Home", *Quality Progress Magazine*, April 2014 Ed, pg.34



Sunshine, Great Food and Fun was had by All!



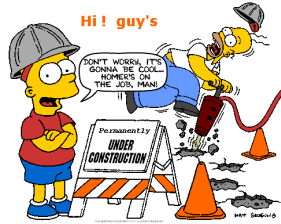


New Office Staff:

Anthony Brady, Site Superintendent
Surekha Jacob, Estimator
Ashwani Khullar, Co-Op Co-ordinator
Richard Lewy, Site Superintendent
Anita Rani, Site Administrator
Randy Walker, M&E Commissioning
Jeremy Whitehead, Manager, Civil/MTO Operations

New Field Employees:

Ade Adesina
Jeremy Tang
Roberto Dasilva
Local 18—Carpenters, Hamilton
Erik Climenhage
Dave Haist
John Hudson



Robert Kearns
Cameron Lebrasseur
Chad Poitras
Bobby Sauer
Jeremy Smalley
Glen Trapnell
Lyal Whiteoaks
Local 27—Carpenters, Toronto
Local 183—Labourers, Toronto
Dionicio Andoque-Barrera
Arturo Chiarot
Jason Lewis
Shawn Malik
Jose Nunes
Daniel Santos
Jason Teixeira

Dwight Wright
Local 247—Labourers, Kingston
Joshua Pelletier
Local 793—Operators, Toronto
Mychael Miller
Scott Monroe
Jason Patsas
Trevor Prentice
David Wakunick
Local 837—Labourers, Hamilton
Dalton Walsh



Carlo Paura is the proud Father of new Baby Girl Jessica, born June 21, 2014 at 7lbs 6oz. Mother Roxanne and Sisters, Samantha & Nicky are thrilled about the new arrival. Congratulations to this growing family.

We need your contributions for future publications. Let us know when there is a newborn, wedding, milestone event, anniversary or a community or charity event that you're involved in. We want to share our wonderful news with other Varcon employees.

WELLNESS

Lower your cancer risk, increase your energy and improve your heart's health with these incredibly nutritious food combinations

Apples and Raspberries—the antioxidant ellagic acid (found in raspberries, pomegranates, walnuts and cranberries) enhanced the ability of quercetin (an antioxidant found in apples, grapes, onions and buckwheat) to kill off cancerous cells.



Soba Noodles and Broccoli—When bad LDL cholesterol particles are oxidized, they are more likely to become plaque in artery walls, leading to heart disease. Antioxidants rutin and vitamin C work synergistically to halt LDL oxidation. Rutin is in buckwheat (a Japanese staple found in pasta) and vitamin C is in many fruits and vegetables, including broccoli, citrus fruits and tomatoes.

Onions and Chickpeas—sulfur compounds in onions, garlic and leeks can help you absorb more iron and zinc from grains and legumes, including chickpeas. Iron is involved in oxygen transport in the body so an iron deficiency can cause fatigue and brain fog.

Tofu and Jalapeños—Genistein (an isoflavone with disease-fighting properties found in soy foods such as edamame and tofu) plus capsaicin (an antioxidant that gives chili peppers and jalapeños a fiery kick) help tame inflammation. Chronic inflammation in the body is known to be a risk factor for heart disease and cancer. Capsaicin also helps reduce blood pressure, offering even more heart-healthy benefits.

Green Tea and Lemon Juice—Catechins are powerful antioxidants found in green tea and adding a splash of citrus juice from lemon, lime or grapefruit to green tea reduces the breakdown of its catechins in our digestive system, making them even more readily absorbed by the body.

Salmon and Sesame Seeds—Just 3 ounces (about half a can) of salmon provides more than the daily requirement of Vitamin D. Reduce PMS symptoms by ensuring you get enough calcium (found in sesame seeds, almonds and leafy greens such as kale) and Vitamin D.



Yogurt and Bananas—Exercise burns glucose and its important to replenish your blood sugar levels and protein by having the perfect snack combining a carbohydrate (banana) with protein (yogurt). This will help prevent sugar levels from rising too quickly.

Wine with Fish—My favourite combination! As little as one glass of wine (whether you prefer Chardonnay or Merlot) a day increases your blood levels of the disease-fighting omega-3 fats found in fish such as trout, salmon and sardines. The polyphenol antioxidants in wine may also be important for omega-3 absorption. Warning—too much alcohol is associated with increased breast cancer risk so limit wine consumption to one or two glasses a day.

