



TBT ENGINEERING LIMITED

Down to Earth Consulting

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Established in 1969 in Thunder Bay, TBT Engineering Limited (TBTE) is a leading consulting engineering company in Northwestern Ontario. With over 130 full-time professionals and technical staff, and up to 70 seasonal team members, TBTE serves a wide range of public and private clients across various industries.

TBTE's comprehensive approach is structured around four pillars: Earth and Environmental, Materials Engineering, Building Engineering, and Infrastructure Engineering. This multifaceted strategy enables TBTE to deliver well-rounded and thorough solutions to its clients.

TBTE has expanded its expertise through strategic acquisitions, including Profor Engineering Services Limited in 2015, which added Mechanical and Electrical Engineering Consulting to its offerings. In 2017, TBTE acquired the legal survey assets of EXP Consulting in Fort Frances and Dryden, as well as the legal survey records of Ross Johnson in Kenora in 2019. In 2023, TBTE expanded south with the opening of a Collingwood office.

TBTE is committed to supporting Indigenous groups and communities through formal partnerships, Memorandums of Understanding, Joint Ventures, and Agreements with First Nation and Métis communities across Northern Ontario. As a Corporate Member of both the Canadian Council for Aboriginal Business (CCAB) and the Anishnawbe Business Professional Association (ABPA), TBTE demonstrates its dedication to Indigenous inclusion and collaboration. Since 2023, TBTE has been majority woman-owned, underscoring its commitment to diversity and addressing pressing current issues.

Known for its industry leadership, TBTE collaborates closely with stakeholders to plan, design, and execute projects in sectors such as Infrastructure, Education, First Nations, Government, Mining, Energy, and Transportation Services. Licensed to practice in Ontario, TBTE operates a certified materials testing laboratory that adheres to standards like CSA, CCIL, MTO-LS, OPSS, AASHTO, and ASTM.

At TBTE, delivering personalized services tailored to each client's needs throughout all project phases is a priority. By emphasizing communication and prompt responses, TBTE ensures project objectives are met with precision and excellence. This commitment to client satisfaction, along with a proven track record of completing projects on time and within budget, has established TBTE's reputation for longevity and success in the industry, fostering enduring relationships with clients who repeatedly choose TBTE for their engineering needs across diverse sectors.

PRINCIPALS:

- Liana Frenette, B.A. B.Ed. – Chief Executive Officer
- Robert Frenette, P.Eng. – Managing Director
- Sarah Frenette HBS, B.Ed – Chief Administration Officer
- Scott Peterson, P.Geo – President
- Jeffery Peterson, P.Geo. – Chief Growth Officer

TBT ENGINEERING SERVICES:

MATERIALS ENGINEERING	EARTH & ENVIRONMENTAL ENGINEERING	BUILDING SCIENCES	INFRASTRUCTURE
LABORATORY SERVICES	GEOTECHNICAL ENGINEERING	STRUCTURAL ENGINEERING	CONTRACT ADMINISTRATION
FIELD TESTING & INSPECTION	PAVEMENT ENGINEERING	ELECTRICAL ENGINEERING	HIGHWAY & ROADWAY ENGINEERING
DRILLING SERVICES	ENVIRONMENTAL SERVICES	MECHANICAL ENGINEERING	MUNICIPAL ENGINEERING
	GEOLOGICAL SERVICES	COMMISSIONING	LEGAL SURVEYS
		PROJECT MANAGEMENT	ENGINEERING SURVEYS

CIVIL SERVICES:

TBTE provides complete Civil Engineering services for water and sewer, septic fields, site plan control agreements, site drainage approvals, surveying and topographical data, parking lots, road improvements, new road construction, and highway maintenance systems. We manage all aspects of civil engineering projects, including consulting, researching, planning, designing, and construction. We can provide feasibility studies to outline project scope, summarize possible alternatives, assumptions, any environmental and social considerations, economic justification, as well as interim and final reports.

STRUCTURAL SERVICES:

Our Structural Engineering division includes highly skilled professionals dedicated to providing quality services on a wide range of projects through the planning, investigation, design, and construction phases. Areas of design include roofing, foundations, wood, steel, concrete, masonry, and precast structures for both new and renovated buildings. Licensed to practice in Ontario and Manitoba, our team is always looking for the next challenge and is excited to work with new and existing clients. Our clientele includes school boards, First Nations, municipal and provincial governments, builders, developers, contractors, and several public and private organizations.



AREAS OF EXPERTISE

- STRUCTURAL ENGINEERING
- MECHANICAL ENGINEERING
- ELECTRICAL ENGINEERING
- INDUSTRIAL ENGINEERING
- ENVIRONMENTAL SERVICES
- LEGAL SURVEYS & PLANS
- GEOTECHNICAL ENGINEERING
- CONTRACT ADMINISTRATION
- TRANSPORTATION ENGINEERING
- CONSTRUCTION MATERIALS TESTING
- DRILLING SERVICES & DRILL RENTALS
- GEOLOGICAL SERVICES
- COMMISSIONING SERVICES
- LEED COORDINATION
- PROJECT MANAGEMENT

MECHANICAL SERVICES:

Heating, ventilating, and air conditioning systems within a facility are critical to a healthy workplace, and, when designed properly, will operate with the lowest possible cost to the owner over the life of the equipment. Similarly, building plumbing designs that fully consider the latest in water conservation technologies inevitably translate to significant operating costs savings over the life of the facility. Comfort, versatility, and energy efficiency are just some of the important considerations our engineers incorporate into our mechanical designs. Our engineers and designers carry out detailed heating and cooling load analysis utilizing computerized energy modeling software prior to making equipment selections. Right sizing equipment is just a first step for ensuring good performance with minimal operating cost. TBTE can provide high quality mechanical HVAC and plumbing designs for new and existing facilities. Our design philosophies fully consider green building and sustainable design principles.

ELECTRICAL SERVICES:

Power and lighting requirements are a core business of electrical consulting. We provide value engineering utilizing the latest codes and industry standards, and we take innovative approaches to system design and product selection. TBTE has extensive experience and understanding of the latest in efficient electrical products and applications, resulting in the lowest lifecycle costs and years of energy savings.

As a mandatory code requirement, the protection of the occupants in a building is carefully reviewed by our electrical technical staff. Often working with other consultants, a coordinated approach is taken to all life safety items, such as fire alarms, sprinklers, extinguishers, smoke and heat detection, monitoring, emergency lighting, way finding, and backup power. Coordination of design and provision for IT, video, phone lines, and building security is essential to a modern building design. In collaboration with our clients, we review and confirm all aspects of the design and implementation to ensure a smooth transition at the time of occupancy.

GEOTECHNICAL/GEOLOGICAL ENGINEERING:

TBTE has a full Geotechnical and Geological department providing engineering design for a wide range of engineering services. TBTE provides design and contract administration services for both shallow and deep foundation design, networking with TBTE's Structural department to ensure that performance of the structure exceeds the expectations of our client. TBTE also performs preload design of sensitive soil structures and monitors the performance of the foundation using installed instrumentation, such as pore-water piezometers and slope inclinometers, to ensure performance of the design. TBTE's Geotechnical department conducts slope stability designs for roads and works in coordination with our Highways and Drilling divisions, along with our certified laboratory, to ensure the absolute best quality for our clients.

BUILDING SCIENCES SERVICES:

TBTE provides many services in the Building Sciences. In the past, TBTE has been involved in building condition assessments, building energy audits, re-roofing and insulating, foundation and structure waterproofing, masonry façade rehabilitation, window replacement, whole building modeling, and infrared investigations, providing solutions to extend or protect the client's assets for the long term.

ENVIRONMENTAL SERVICES:

TBTE offers a wide range of Environmental Engineering services as one of Northern Ontario's largest and most diverse team of technical experts. TBTE offers environmental sampling, environmental assessments, archeological, monitoring and remediation, building assessments, permitting and impact assessment (including all field study components), and a broad range of terrestrial and aquatic biological services.

LEGAL SURVEYS:

TBTE has Ontario Land Surveyors with surveying offices located in Thunder Bay, Fort Frances, and Dryden Ontario to service the Northwest.

CONSTRUCTION SURVEYS:

TBTE has survey staff to provide construction and topographical surveys for various engineering assignments, utilizing the most updated modelling software.

MATERIALS TESTING LAB:

Our state-of-the-art certified materials testing laboratory has 6,100 sq. ft. for testing concrete, aggregates, soils, and asphalt to CSA, CCIL, MTO-LS, OPSS, AASHTO, and ASTM standards. Our 16 trained staff in the lab have vast experience on many different project assignments.

DRILLING SERVICES:

TBTE's in-house drill rigs and equipment ensure optimal project scheduling, and our knowledgeable staff use cutting edge technology and equipment, from split spoon sampling to hollow or solid stem auguring for geotechnical investigations.

DIVERSITY AND INCLUSION

Mission:

To provide our clients with exceptional service and innovative solutions through an emphasis on quality, integrity, safety, cost-effectiveness, responsiveness, and timeliness. Our employees will be client-dedicated and environmentally sensitive, and they will uphold the highest professional standards in the practices of engineering, technical services, and land surveying.

Vision:

To be leaders in professional engineering and technical services for the communities in which we work by providing exceptional service to our clients and satisfying careers for our employees through integrity, hard work, accountability, and honesty in a collaborative and solution-orientated environment.

Values:

Client Satisfaction: Our clientele is our most important company asset and we are committed to servicing their needs. We are dedicated to not only achieving, but exceeding client expectations.

Employee Satisfaction: Our company's most important and valued resource is our experienced and trained professional, technical, and support staff.

Relationships: We have positive, long-term relationships with our customers, joint-venture partners, business partners, subcontractors, suppliers, and colleagues that are built on trust, respect, and collaboration.

Professional & Ethical Integrity: We employ the highest level of professional and ethical standards and believe that our projects reflect who we are as a company. In providing professional services, we are dedicated to competence, honesty, fairness, dependability, and excellence.

Quality: We are committed to striving for excellence and doing it right the first time. Our reputation stands on our delivered services to every client and every community we serve.

Social Responsibility: We are committed to making a positive contribution to the well-being of our staff and the communities in which we operate, and to assist in improving the quality of life in communities where we work by respecting local cultures, engaging local people, and protecting the environment.

CLUTURE:

Our Environment: We actively build a diverse, inclusive, and collaborative work environment where all views are welcome, respect is the norm, openness is encouraged, and teamwork and merit are cornerstones. We are proud of what we do and how we do it, which is why we enjoy doing it.

Our People: We inspire each other with important work full of purpose, challenging development opportunities, and rewarding careers. We consistently aspire to be the employer of choice in our industry.

Our Teams: We believe that teamwork produces superior results to the capabilities of one individual performing alone. We believe that an open culture characterized by mutual respect, the sharing of ideas, and a commitment to common goals contributes to the overall productivity of our firm. Our philosophy states that each team member plays an important role in our company by providing individual expertise and a distinctive perspective to each project in which they are involved. We openly share relevant information and contribute to the success of others by assisting one another with problem solving, meeting deadlines, and working efficiently. We ask for and welcome assistance and guidance in addition to freely offering and supplying our own counsel and advice.

Our Efficiency & Improvement: We remain accountable to our clients for the efficient execution of any project. We will work to identify and execute cost savings and improvements wherever we can. We will continuously look for ways to improve our services by ensuring the latest technology, training, education, and research.

Our Safety & Health: We are relentless in keeping people safe from harm, and we continuously strive to provide and improve our healthy and safe work environment. We understand that safety is everyone's responsibility, and we commit to look out for each other in all work environments. We are committed to ensuring a healthy workplace for both physical and mental health.

Our Respect: Everyone feels recognized for their contributions and we make no distinction based on position. Everyone recognizes the uniqueness of each individual. We treat people with respect and dignity. We listen actively. We communicate in a timely and forthright manner. We never undermine colleagues.

Our Trust: Everyone will do what is best for the client, each other, and the company. Everyone takes commitments responsibly and always keeps their word. Everyone will perform their jobs, accept accountability, and demonstrate openness and honesty in coworker and business relationships.

Our Competitive Advantage: Time management is highly prioritized and we deliver work on time to both internal and external clients. We work to reduce time required to perform tasks by removing needless steps. We act in a timely fashion to accomplish our goals and meet commitments in a professional manner. We respond to questions and issues immediately or as soon as appropriate information is available.

TBT ENGINEERING'S INDIGENOUS CORPORATE POLICY:

The Truth and Reconciliation Commission Action #92 calls upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous peoples as a Reconciliation framework, and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. TBTE has made a commitment to contribute towards Reconciliation by acknowledging wrongs in Canada's past and the need to create a better future by addressing the challenges of today.

TBTE will work with integrity in partnership with Indigenous peoples and communities in a manner that is in keeping with trust, respect, and integrity. TBTE is dedicated to growing and promoting exemplary relationships with Indigenous peoples, businesses, and communities throughout Canada. The Company will employ Indigenous peoples, as well as conduct business with Indigenous entrepreneurs and Indigenous development corporations. TBTE currently participates with Indigenous communities through formal business ventures, partnerships, Memorandums of Understanding, and informal partnerships.

This policy applies to all employees, divisions, and business units within TBT Engineering in Canada, as well as to Indigenous peoples, businesses, and communities seeking to work with or grow relationships with the Company. TBT Engineering will enter into mutually beneficial joint ventures and partnerships, as well as other agreements and understandings, which bring value to the Company and to the Indigenous peoples, businesses, and communities in which we work.

TBT Engineering aspires to be an "Employer of Choice" with Indigenous peoples. TBT Engineering is dedicated to creating a workplace which is inclusive, and which honors the history, culture, and heritage of Indigenous peoples. TBT Engineering will foster respectful relationships amongst community partners while recognizing that it takes time to develop knowledge, experience deep understandings, and establish trust and respect.

TBT Engineering recognizes that the safety and security of future generations is integral to the Indigenous worldview and fundamental to the decision-making processes of Indigenous peoples.

TBT Engineering is committed to providing opportunities to Indigenous communities to assist with economic development and community wellness and capacity building through the employment of Indigenous peoples and support for the development of Indigenous businesses.

TBT ENGINEERING'S INDIGENOUS CORPORATE POLICY:

Requirements

TBT Engineering requires that company directors, managers, and employees, as well as subcontractors and service providers:

1. Promote positive relations with Indigenous peoples, communities, and businesses always;
2. Provide employment opportunities to Indigenous peoples and businesses;
3. Procure goods and services and promote and participate in viable and competitive procurement opportunities with Indigenous businesses.

Principles

TBT Engineering will adhere to the following principles in the implementation of its Indigenous Corporate Policy:

1. Respect and transparency are important in TBT Engineering's discussions and transactions with Indigenous peoples, businesses, and communities;
2. Trust is built and earned and stands up as the foundation of any good relationship;
3. Business relationships and transactions must be fair and equitable for all parties;
4. TBT Engineering will act with good will and intent in all of its Indigenous initiatives;
5. The Company will seek to be a model for exemplary Indigenous relations;
6. Indigenous employment practices will be characterized by fairness, reasonableness, and an absence of bias and harassment; and
7. The Company embraces diversity and inclusion as vital components of a successful, engaging, and productive workplace.

TBT Engineering's Participation and Support for Inclusion and Diversity

- Thunder Bay Regional Health Sciences Foundation
- North Superior Workforce Planning Board
- Workplace Wellness Advisory Committee Thunder Bay District Health Unit
- Northern Ontario Francophone Immigration Network
- Diversity Thunder Bay
- Thunder Bay Pride
- Our Kids Count
- Pro Kids
- George Jeffrey Children's Centre
- Habitat for Humanity
- PARO Centre for Women's Enterprise
- Salvation Army
- Roots To Harvest
- Thunder Bay Indigenous Friendship Centre
- Elevate NWO
- Black History Month Celebrations
- Pow-Wows Support throughout the Region
- Anishinabek Employment and Training Services Internships
- International Engineering Business & Safety Management Internships