

TBT Engineering Limited is a Thunder Bay based engineering consulting firm with active projects throughout Northern Ontario and beyond. The company grew from two young entrepreneurs, Rob and Liana Frenette, to a staff complement of 150.

The company was chosen as a Champion Employer for the Local Employment Planning Council's Baakaakonaanan Ishkwaandemonan Project because of their commitment to a diverse workforce, along with open and transparent hiring practices and ties to Northern Ontario.

The Ozaanaman Engineering company with three First Nation partners is only one example of TBT Engineering's commitment to building meaningful relationships, equal partnerships and quality infrastructure and employment within Indigenous communities across our region; an example of working everyday towards the eventual goal of true reconciliation.

Since the late 90s, the company has followed a strategic growth strategy that has resulted in service diversification across a wide range of consulting engineering disciplines and complimentary services. Guided by the philosophy "Doing things right has never done us wrong," TBTE continues to grow – not only in terms of service capacity, but also human resources.

The company has grown from the two technicians it started out with in 1995 to over 100 current full-time technical and professional staff, which includes; engineers, geologists, biologists, surveyors, technologists, technicians, administrators and drillers; and approximately 50 seasonal or part-time employees.

TBT Engineering strongly values a corporate culture that is fun and safety-conscious for all its employees. "This success doesn't really belong to me but rather to the women and men who have worked side by side with me with the same goal of creating a company where we want to be, where we have fun, where we collectively believe in providing exceptional service and where we care about each other and the community," says Liana.

Indeed, whether by fostering employee creativity or ensuring a project team goes the extra mile for a client, TBT Engineering has worked hard to build a first-rate reputation over the years.

"It's really hard to build a good reputation and it is easy to lose it," says Rob Frenette. "TBT Engineering goes the extra mile every day to do what is right for our clients, our employees, and the communities in which we all live, work and play".