TRIDEL<sup>®</sup> BUILT FOR LIFE

No.



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### TRIDEL COMMUNITY CULTURE BOOK

At Tridel, we're very much about building amazing communities, but the first COMM**UNITY** we truly build is our own. It's our ground zero.

It's a place that, while you may not recognize it at first, becomes your home away from home. A place filled with people that very quickly start to feel like family. A place you can be proud of. And once you've settled in, you'll start to see and feel the magnitude of *who* we are and *what* we do. Our impact. Our purpose. Our power.

Not the kind of power that some might think of... as in power "over" something or someone. But the power "to." The kind of power that truly invokes responsibility. The power to do **WHATEVER IT TAKES** to continue to be the best at what we do. The power to continue to deliver amazing communities. The power to continue to be a best place to work. The power to continue to develop the best talent that will shape the future. It is our responsibility, commitment and pleasure to make sure that you have what you need to do **WHATEVER IT TAKES**, and what you need to **be** and **give** your best.

To us, what it comes down to is quite simple. You need (and deserve) a culture in which you can SHINE. It is the only way that we will continue to solve problems, serve people and bring new innovations to what we do every day. That can only happen in a place where you are seen and heard. In a place where you feel safe, valued and respected. This is that culture. This is that place. This is Tridel.

Welcome to **TRIDEL**. Welcome to our COMM**UNITY**. **Welcome Home**.



ANDREA DELZOTTO EXECUTIVE SPONSOR, PEOPLE & CULTURE

### A HISTORY OF DOING WHATEVER IT TAKES

We all have the opportunity to be here today each one of us - as a result of the founder upon which our Group of Companies stems from, Jack DelZotto.



ack DelZotto left us a legacy. Our challenge is to uphold what he built. When you understand our roots and what we have become, it's easy to see that the philosophy of **WHATEVER IT TAKES** was ingrained in each of his sons.

Jack was an innovator of his time. His sons followed his lead and unbeknownst to them, created many Tridel "firsts" within the industry.

Our employees have continued this tradition.

A tradition of integrity, honesty, professionalism and teamwork. A heritage of excellence that is now our commitment and passion as Tridel employees to pass on. We create lifestyles for healthier, better places to live; that shape the social fabric of our city. At our core, we are a group of dedicated, passionate, creative individuals who want to make a positive impact and a meaningful difference in how people live. This type of thinking has allowed us to survive and thrive for over 85 years and to deliver over 85,000 homes to families across the Greater Toronto Area (GTA).

But it took a shared commitment of doing **WHATEVER IT TAKES** at every step of our journey to get here.

Throughout our history, we were always learning and wanting to do more; to have a bigger impact. Our first home was built in 1934 by Jack DelZotto and not long after, his sons took a risk and invented the condo lifestyle - a new idea of home and community.

Tridel was born. The rest is history. Our history.

# A CULTURE OF EXCELLENCE

Culture means different things to different people but to create excellence, decade after decade, you need to preserve what works best while allowing for change. While many of our values and beliefs may be rooted in our history, they live through every employee who does **WHATEVER IT TAKES** to carry on the proud tradition of Tridel.

We know that every new employee adds something great to our culture and while it is something that is always evolving, the most important aspects - our core beliefs and ideals - are timeless.

Our founder, Jack DelZotto inspired us to continuously do **WHATEVER IT TAKES** to be modern day pioneers. We wanted to share some of his wisdom - Jack-isms - with you because they can guide us as we travel on our continued journey of success.



**JACK-ISMS** 

COURAGE OVER COMFORT. **STRONG FOUNDATIONS, ALWAYS AND IN ALL THINGS.** TIME IS VALUABLE, **RESPECT IT & EVERYONE'S.** FAMILY AND PEOPLE FIRST, **EVERYTHING ELSE FOLLOWS.** WORK HARD IN THE PRESENT **BUT ALSO SMART,** SO YOU CAN INVENT THE FUTURE. **MISTAKES ARE LEARNING,** FAILURE IS TO NOT TRY. MAKE IT SAFE, FOR EVERYONE. **MEASURE TWICE, CUT ONCE. BUILDING TRUST, MATTERS MOST.** MAKE IT COUNT, EVERY TIME. **STAY HUMBLE. STAY HUNGRY.** 

### CULTURE CHALLENGE

Our culture is never static and is always growing. Through our collective character and approach to work, we know that Jack lives on in each of us, and we want to encourage new ideas for Jack-isms so we can continue to be inspired and maintain the quality of character that makes us great!



\*Our apologies, this QR code is only compatible with iPhone.

# THE HERE

ur COMMUNITY of employees started with the "four brothers". Angelo, Elvio, Leo and Harvey did WHATEVER IT TAKES to carry on the legacy that Jack established. The principals that guided them was based on teamwork, open communication and commitment to each other's shared success. This is how they influenced the Canadian development industry and redefined us as more than just a builder.

They changed the way people interact with our city. They developed Tridel beyond construction to a Group of Companies, which expands our ability to provide market leading experience for our customers.

While our city changed and grew, so did their understanding of what is takes to be a leader. Just as they learned from Jack, we have learned from them.

They taught us the value of our collective impact and that no one is an expert at everything; success relies on everyone's talent.

They taught us that to remain competitive, we must always challenge the status quo; a problem today becomes tomorrow's innovation.

They taught us that the most valuable ideas come from our COMM**UNITY** of employees and customers; get to know them and build relationships.

They believed that a brand is built from the inside out and while it is Tridel that gets the spotlight, it is the people that build the brand.

This culture of innovation was set nearly eighty years ago and is still just as powerful today.

#### We are BUILT FOR LIFE.

### WHAT'S IN A NAME?

Our name comes from our founder Jack DelZotto whose three sons - Angelo, Elvio and Leo put the 'tri' in Tridel and in the triangle that symbolizes both our unity and strength.

Our iconic **D** is embedded in each of the Tridel Group of Companies' logos. It is a powerful image that reinforces the integrity of our **Built for Life** brand, which is not just a basic trademark but rather a 'trustmark' that inspires our employees and customers to the larger brand promise of the **TRIDEL COMMUNITY**.

### HARNESSING THE POWER OF PURPOSE & OUR PEOPLE:

PERATING ONNITEE A

t Tridel, we have a unique way of doing business which allows us to remain agile, relevant and strong.

Our culture is born from our values, with an all-star team of seasoned industry professionals - the Operating Committee - that represent and guide the day-to-day professional management of our organization.

It's the fusion of entrepreneurial spirit from our founders, long-term vision, and our impeccable execution that has allowed us to consistently lead the way and strive for ever increasing standards of excellence in our industry. It is by encouraging and sponsoring new ideas from the next generation of leaders that we continue to be the first to market with a new range of innovative products and services.

It is a synergistic approach combined with a clarity of shared purpose that leads to year-over-year, decade-after-decade of success. It is our "blueprint" for creating significant competitive advantage, delivering stellar communities and commitment from both our valued employees and customers.

### THE TRIDEL ADVISORY BOARD

Our professional management team, all of whom have decades of experience in multiple disciplines, work with ownership through an Advisory Board to ensure that we balance the needs of our primary stakeholders: customers, communities, employees and shareholders.

Our Tridel culture, which is truly our DNA, is embodied in our Core Values that guide our decisions every day.

# THE POWER TO DO WHATEVER IT TAKES

Ithough our brand is well known, our uniqueness is because of the talented individuals that make up our Company.

You are some of the most passionate and driven employees in the industry. It is because of you that we can develop some of the largest and most complex projects within Toronto.

You might work within one of the hundreds of roles that we offer, however, we know that your interests and experiences extend far beyond your everyday job. It is your diversity of thought that allows us to be innovative, forward-thinking and change-makers.



### **WE BELIEVE** YOU HAVE THE POWER TO:



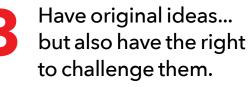
Do the right thing, for the right reasons.





Be inclusive of people while embracing diversity of thought and ideas.









Understand that every job and every person is important.



Take risks and make mistakes, but also prevent and learn from them. Realize that we are not a collection of individual heroes, but a pro-team of high performers.

Mutual respect for each other; and for ideas, time and well-being



**10** Show appreciation for a job well done.



# WHATEVER IT TAKES.







YOU ARE OUR MAIN PRIORITY

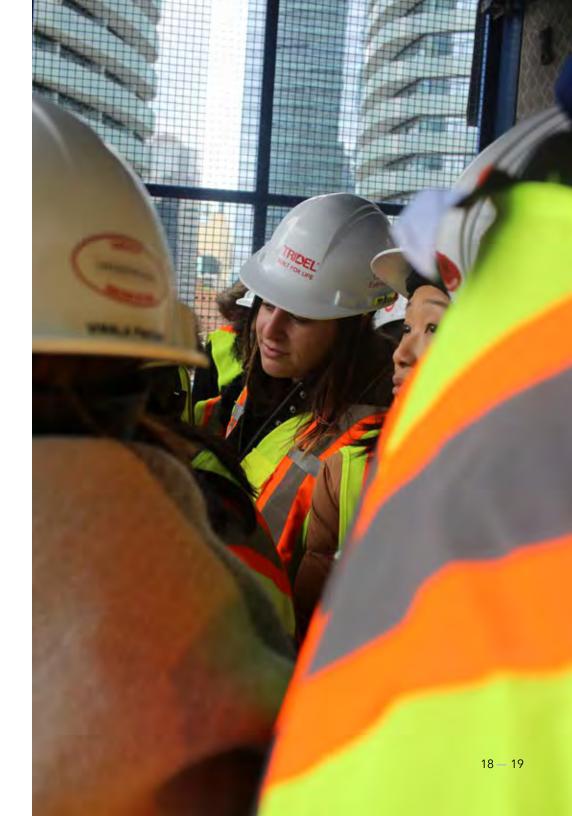
A workplace should be a safe place. Not just physically, but also psychologically.

our safety, and that of our trades and customers, is never compromised.

Our Joint Health & Safety Committee and Safety teams ensure we are proactively monitoring the safety of our workplaces and communities while our Talent Development and Human Resource teams looks for ways to improve your health and wellness.

Where we work, safety is everyone's responsibility; if you see something, we want you to say something.





### DEVELOPING OUR LEADERS OF TODAY & TONORROW

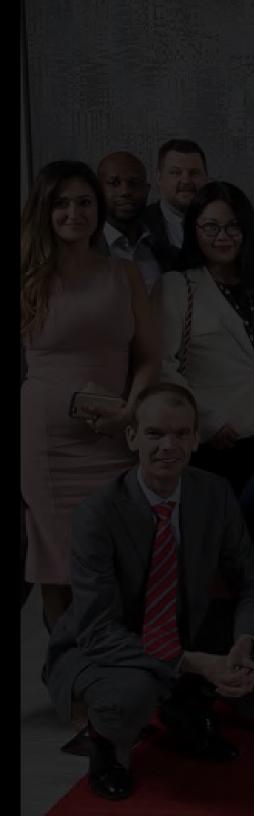


### We believe that shared power doesn't diminish power - it increases it, and leadership can and should belong to many.

2018 was a monumental year as we launched our Leadership 101 development program! Our leadership team is dedicated to ensuring they are leading in the right way to harness your ideas and ensure you have the "power to."



# STRAIGHT FROM





### STRAIGHT FROM THE TOP

"Every step our employees take, ensures that we continue to be the market leader in our industry, and to be the very best at what we do."

**DINO CARMEL** President & CEO, Deltera

"We're a team, a collective, and we share our successes. As we continue to grow, one thing remains true - we're stronger together."

JIM RITCHIE EVP, Sales & Marketing

### STRAIGHT FROM THE TOP

"I am consistently impressed with the pride that motivates all of our team members. With this energy, in 2018 we successfully completed thousands of homes for our Deltera and Tridel customers."

**GREG NEVISON** EVP, Construction "It is really amazing when you see a team come together and accomplish great things. Our committed group of employees is what made it possible to deliver 1,700 new homes in 2018. Truly a team effort."

BRUNO GIANCOLA SVP, Project Management

### STRAIGHT FROM THE TOP

"Our team's uncompromised dedication is what makes us so unique it's how we continue to deliver quality homes, decade after decade."

PETER MENEGUZZI VP, Construction

"Our diversity of thoughts, ideas and people make us strong in our ability to build what matters most for our customers and employees - trust."

**DANIELLE FEIDLER** SVP, Brand Experience

### STRAIGHT FROM THE TOP

### "It is because of our team's ability to come together in relentless pursuit of achieving our vision that we are successful."

LEN GIGLIOTTI SVP, Finance & Corporate Services "We manage professionally so we do the things that not only benefit this generation, but all of those that follow."

MARK WITKOWSKI SVP, Asset Management

### STRAIGHT FROM THE TOP

"Being part of such an iconic brand is what helps drive us individually and as teams. Watching this dedicated "family" grow over the past 25 years and witnessing all the successes we collectively achieved through the hard work and "never give up attitude" of each employee makes me proud and excited to walk in the front doors every day."

MARIO CIMICATA VP, 3<sup>rd</sup> Party Construction Management



# LIFE@TRIDELHE YEAR S ANESONE

See what our Tridel-ers have to say about some of their most memorable moments of the year!

WE BREAK GROUND. WE BUILD. WE INNOVATE WE TOP-OFF. WE WORK HARD. WE HAVE FUN. WE PLAY HARD. WE EAT. WE DRINK. WE LAUGH. WE WIN. WE GATHER. WE GOLF. WE PARTY. WE DIG. WE CARVE. WE DANCE. WE ENCOURAGE. WE SUPPORT. WE LIVE. WE CREATE. WE TEACH. WE DISCOVER. WE COMPETE. WE DRAW. WE PAINT. WE BOX. WE CELEBRATE.











Be a Warrior, not a Worrier.

#### YOGA GROUP (LYNN B., LAURA H., RAYNA R.)





When I learned more about Tridel and the DelZotto family during Tridel 101, it was my dream to meet and chat with them to get more energy from such great industry titans.

I was fortunate to meet with Leo DelZotto at the Golf Tournament within the first couple of months after joining the Tridel family. The quick chat was very evocative, robust and I felt delighted to be a part of the Tridel family.

PADDY K.

Small acts of kindness, when multiplied by millions can transform the world!

#### **SOPHIA P.**

My 2 favourite moments from 2018 are Children Christmas Party and Tridel Site Tour.

#### DIANA Y.





fun, makes you forget that you have a deadline to meet. You go back to work after and feel refreshed. I love my job. ANONYMOUS

I love the environment

and employees. Social

Committee activities let

routine of work. Always

you get-out of the ordinary

I must thank Del for giving me the opportunity to knock an item off my lifetime bucket list. Performing stand-up for the first time in my life, in front of all my colleagues, and enjoying the high that comes from performing and making people laugh was perhaps one of my favourite moments of the year!

#### MARYAN F.

Good things come in threes!

The 2018 Tridel Annual Golf Tournament was an event to remember in many ways. It was a perfect stress free day on a picturesque landscape with great teammates. As well as being my first golf tournament, first attempt at golfing, first Oyster Bar - yum yum.

#### ALEXIS M.

One of my favourite moments this year was the opportunity to participate in the OFAY (Opportunities for All Youth) Job Fair. Ensuring that all of our city's youth, regardless of economic circumstance, have the ability to meet with prospective employers and the opportunity to build a rewarding career with them.

#### **ROBYN K.**

38-39



My best moment of the year was when we were collecting gifts/Santa Sacks for our Leslie Nymark Community. I was so thrilled to see the contribution from everyone! Together we gathered 30 Santa Sacks, 4 large boxes of toys and crafts and 15 of gift cards (value of \$500).

#### ELENA K.

Our favourite Tridel moment this year was when our team won the best Interior Design Team award at the 2018 BILD awards for a second time in a row.

This was truly a memorable night for our team. Other than receiving an award, receiving the support and encouragements from our Tridel family was what we remembered the most. It is our privilege to design for the best builder in Canada that supports what we do!

INTERIOR DESIGN TEAM



My favourite moment of the year is hard to say because there are so many good ones. One of my favourite moments was my first day at Tridel and having the opportunity to meet the exceptional team that makes up the Tridel family. Beyond that, I would say that organizing the Rooftop Campout that involved Tridel hosting **Toronto Firefighters on** the roof of Ten York while raising funds for Muscular Dystrophy Canada or maybe it was spreading the very positive message about BOLT to all corners of our great city.

#### JUSTIN VD.

I love getting to know everyone I work with and feeling comfortable in a new environment. The social events that keep our day going.

#### **ANONYMOUS**

Del's 50th anniversary cruise party, where I had the privilege of helping make it happen. Del's excellent and dynamic team work and support of my awesome colleagues, made me feel proud to be part of a big and amazing family.

#### **ELHAM A.**



My favourite experience was taking the hoist elevator up to the 32nd floor of Islington Terrace. Such a unique experience and what a spectacular view of Toronto

Always a great time with Team Bianca at our 2nd Annual Holiday Luncheon.

#### ALICIA P.



I love the efforts being made to incorporate two companies into one culture (DelSuites and Del Condominium Rentals). One example where this was exemplified was when we had the 12 days of Christmas event organized by the Social Committee. The events were interactive and inclusive for everyone! This is what helps unite people. Promoting employee happiness is when organizations thrive!

The Social Committee has helped create a culture of unity, employee engagement and socialization. Thank you Social Committee!

#### **SUELYN B.**



My favourite Tridel moments were those where my team came together for food; be it for coffee & cookies, team lunches or

be it for coffee & cookies, team lunches or birthday lunches. It was always a delight seeing my colleagues laugh, unwind, get refueled and refreshed. If I had to choose one of these moments, it would be Chau and Justin's birthday lunch. Seeing the glee on their faces when they saw there was a cake with candles was awe-inspiring. It's wonderful working for a company that gives so much... food!

CAMEIL M.

I love knowing I've helped our clients find their new home; be it newlyweds, first time parents, retirees who are downsizing... One particular client at 101 Erskine came to all his showings and move-in inspection with his mom. The joy on her face on how proud and happy she was with her son's new home was incredible!

**ELIZABETH M.** 

DelSuites - We have an intimate team and the company empowers everyone to give feedback and ideas to make changes for the betterment and success of the company.

**SUELYN B.** 



As with every year, Tridel's Sales Team continued to make great memories in 2018.

The highlight of the year for us would be our retreat to Ottawa!

#WorkHard #PlayHarder! #WeAreFamily #TridelSalesTeam

ANITA Z.



One of my favourite moments of the year was participating in the Tridel tour. Going from site to site, I saw all of the ways that Tridel works efficiently and effectively which allowed me to learn a lot! I was able to meet and connect with many new people and to get a better understanding of what their daily life within Tridel consists of. Seeing the overall picture, and understanding what Tridel does as a whole, the trip gave me a sense of pride as I am also a part of this amazing company!

#### **VICTORIA L.**

Andrea's speech during the Long-Term Service Awards. When she asked her father why me and her father said because I want you "to have power." The "power TO DO." It was inspiring, and to see a woman leading keeps me excited of great things to come.

#### ENID B.

My favourite moment of the year was our Christmas event. It was the first department event I helped plan. We went to the Rec Room and it was amazing to see everyone bond as a team. I also loved the moment when we were able to move out our old space into the new one. We managed to move all our belongings, and still have support center answer emergency calls. I honestly just love our team's flexibility and their ability to help with a smile!

#### VILIRSA R.

The best part about working for DCRI are the great events our social committee organizes for the team. It helps to have a break from work to laugh with my colleagues. My highlight - the magic show at our office! The bonus, both DCRI and Del Suites got to enjoy!

LATOYA M.





I am proud and grateful to be a part of the Tridel Take Action Team. It makes me happy to know that we have a positive impact on people's lives and the environment. I am also happy to bring these amazing initiatives to Del Property Management.

The picture attached was taken at a volunteer event by SQ. I had a great time. I helped hand out food to the community. We had a booth for kids. The kids were really shy so I opened a bottle of bubbles and started blowing bubbles to get the attention of the children and the event was a blast.

#### AMNA M.

My favourite moment of the year would have to be when we got our occupancy permit for the Village by Main Station. Everyone on the team had worked so hard and overcame some really tough challenges to get this occupancy permit. There was a time when we honestly had some doubt that we would be able to pull it off but when we did it was such an amazing feeling. Knowing that all of the hard work had finally paid off. This project that was just a pile of drawings on my desk when I started working at Deltera 3 years ago had now become a real building with people living in it.

#### **ADRIAN P.**





I took my daughter to help at the Bowery Project for planting vegetables in 2018.

We really enjoyed it.

#### **SHERRY L.**

Everyone is family. We have different backgrounds, age groups, and lifestyles; yet we are interconnected. There's a common thread that runs amongst us that "just knows" we're in this together. Everyone is part of the process. From forming a company culture to hiring decisions to what-are-we-having-forlunch, everyone's participation and input are not only welcome but expected.

#### ENID B.

Since it was my first time golfing, I had a great time trying not to miss the ball! It was a beautiful day to spend outdoors with the team from the office! Just perfect!"

**VERONICA Z.** 

Shortly after I started working at Tridel, I got to be a part of the amazing team that organized the Annual Update. We all worked together to make this event a success. The event was enjoyed by everyone, and it was wonderful to see the team's efforts materialize in front of such a large and engaging audience. It was a lot of fun.

**ANDREEA A.** 



My favourite moment of the year was the Tridel Golf Tournament.

Spending a day on the links with good conversations, a great golf course, and most importantly great people was a real treat. It really made me feel the family atmosphere of Tridel and I could not get the smile off my face the entire day....when I wasn't putting.

**OFIR S.** 

Nothing distills Tridel's culture better than September 2018 for me. I was scheduled to go on a 2 week vacation which was years in the making and meant much to me and my family on a spiritual level. However, the trip had one roadblock after another, so much that 2 days before my departure, I had lost all hope of making the trip happen. Throughout that week, I had my friends and colleagues and Tridel constantly ask me about the status of my trip, and when things finally fell in place, they formed a guard of honour from my office to the exit, and cheered me on as a farewell to a once in a lifetime trip. The feeling that people I work with truly and deeply care for my personal wellbeing and genuinely took part in my happiness is why I am proud to work at Tridel and consider them family.

#### **ABBAS A.**

Being able to conquer my fear of heights during a rock climbing event.

**DEVYN H.** 







Some of Development's favourite moment of the year was going to visit Santa!

#### **JASON S.**



Getting consensus to move ahead on one of the largest Canadian district energy installations at the Well.

#### **ADRIAN W.**

My favourite moment this year was my first Tridel Annual Golf Tournament this past July. It was a great day to get to know many of my Team mates during the very beginning of my time at Tridel.

# **MICHELLE P.**



My favourite moment was the Golf Tournament; it was such a great day full of weather, spirit, and team morale! The whole event was organized very well, and it was all for a good cause! We got to experience a sport that wasn't our forte, but we managed to pull through with memories, eventful stories, and even a tan!

**KATRINA F.** 



The family values of the company really shined through at the Christmas Party. It was great being able to put names to faces of all the people I email daily and to be able to see those who started with me but work on site.

#### SARAH T.

My first day at Tridel was quite exciting, I was able to learn about our projects and meet new people. In just a few weeks of being a part of Tridel, I was able to experience a few of the events - one of them being our Tridel Tour to many of the great sites. This was quite an experience and I was able to see how Tridel's many projects begin. It's almost unbelievable of how magnificent Tridel completes their work from a giant hole in the land, which turns into a beautiful building in which people live! Unlike many companies, Tridel shows great importance of fellowship, strength, family and encouragement. Being able to not just see but also feel these values has made me **VERY PROUD** to work for Tridel.

Everyone has a role in life, a job to do and dreams they want to make a reality. Some want to be successful on their own, but Tridel shares their accomplishments and shows their appreciation for the hard work and contributions of **everyone everyday**, whether it be the contribution of the weather that allows the trades to complete their tasks, the sunlight that shines on the buildings, or the chirping birds on the trees to make these dreams genuine.

"Just as a person may feel sick - A Doctor believes they can be healed, Just as a student feels they are unable to complete homework - The Teacher believes they can do it, Just as some people may see an open muddy field - Tridel sees room for Success"

#### **MICHELLE U.**

Being on CBC The National was quite the experience. And to share that live with my family was something I'll never forget.

#### LUKE J.

Annual Customer Care Christmas gathering.

#### ZACHARY R.





My first day at Tridel was one of the most memorable and welcoming first days of any job, I've ever had. From spending my whole day with Aqib doing Tridel 101 with a GoPro camera, to my lovingly decorated desk complete with my FAVE Courage over Comfort mug, to meeting a new team of individuals who would grow to be like family. Thank you Andrea DZ., Aqib Z., Danielle F., Christina L., Jacinta G., Joanne B., Marc S., and Stephanie A., for making my first day at Tridel so memorable.

#### AMINA Y.O.



I remember my first day - better yet my first week...

On my second day at Tridel I took part in an evening homeowner seminar. During a break, I took a moment to get some fresh air. It was then I noticed that I had a flat tire.

I was so embarrassed to inform Marc and Kyle of my situation. Being that it was a homeowner seminar we were all dressed to impress; dressed in suits. Without hesitation, they both volunteered to help change my tire. It was an amazing feeling to know that even on my second day we are a team, no matter the circumstances.

Family values are the core of Tridel, and I experienced that on my first week working with the company.

### **DUWAYNE R.**

I really appreciate how everybody has been so welcoming since my first day with the Company. Thank you all for your positive attitude and good energy. Looking forward for what is to come next.

# BARBARA F.

The top 2018 moment from the Ten York Customer Care team was the day we attended the Blue Jays game with construction - the construction team had just received occupancy for the largest number of floors ever achieved in one occupancy permit and we celebrated the achievement by going to Steam Whistle and then to the SkyDome and watched the Blue Jays play the Oakland A's. The Jays lost, but the real win was the friends we made along the way.

#### TEN YORK CUSTOMER CARE TEAM





My favourite moment was having fun at office during the Canada Day BBQ.

#### HANNAH H.

**Christmas Party. Everyone is** always in a rush and constantly working on different projects and customer related concerns through out the year and we hardly have time to just stop and reflect. Therefore, this was a really nice team moment to wrap up an amazing year where we could just have great conversations, laugh and have a great time in a relaxed atmosphere. It is really great to have a team time where I am able to reflect and appreciate my team and their constant support.

#### **OKSANA S.**

Diwali is celebrated by Hindus all over the world and it marks the start of the Hindu New Year. To keep up with the tradition of celebrating the festival with family and friends, I decided to bring samosas and gulab jamun (Indian version of Timbits but more sweet) on Thursday, November 8 (New Years Day). My favourite moment was the excitement and the celebratory vibe that I received from so many Tridel family members. It made my Diwali more memorable and special.

# VINOD C.

My favourite time was when the Sales & Marketing team went to Ottawa for the Retreat in August.

It was extremely well organized, we visited different parts of Ottawa and shared lunches and dinners together.

We definitely got to know each other better and had a fun time. We have a great Sales & Marketing team.

#### MARISA F.





#### Our involvement in the Ten Yok intelligent home initiative. After working on the intelligent building concept for over a year it was incredibly exciting for us to see it finally become a reality at Ten York.

#### BRAD B.

One of my favourite Tridel moments of the year was at our Annual Employee Meeting held at Yorkdale Mall late September of 2018.

It was truly an eye-opener to see all (or I should say most of) our Tridel people that barely fit into a Movie Theatre, to feel all the energy radiating from all of us, to listen to the presentations made by the Higher Management and to be part of such an amazing organization !

The theme and slogan chosen could not have been better: "Whatever it Takes" ! Brilliant! So true and so applicable to our line of work! "Chapeau bas !" to all that have worked together to provide such a successful event !

### LIVIU V.

A wildly group of design panda's takes over the design studio for Halloween.

JIM S.

Being part of, and attending, the Annual Update was a highlight of 2018. Nothing beats the feeling of the entire organization coming together to witness all that we have accomplished!

**JACINTA G.** 



Heights training for Customer Care. The funniest training I've ever had!

OLYA S.

Fighting for the cause!

#### **BEVERLY R.**



It's always a fun night volunteering for BOLT Casino Night. It's amazing to see the impact this foundation has on shaping the lives of youth in Toronto.

#### **CHRISTINA L**.





The people I work with; there is such synergy we all have that just makes working together so much better. There is really not one moment I can single out because everything we did as a team (like the team building activities & special events) brought me joy & satisfaction. Knowing that at the end of the day, that bring us closer together as a Del Rentals family.

#### **ANONYMOUS**

My favourite moment is when I joined Tridel!

I was overwhelmed by all the warm welcomes from the teammates.

Immediately apparent is the wonderful Tridel Culture...I told myself that this is the right place for me to be!

IAN T.





Moving into our new HR services office, the bright room, with the skylights and neat desks! Wow! And the great new lunch room, Jack's Place, is just down the hall. A nice new change to enjoy working in.

#### SANDY A.





This year's special moment for me was being part of a team that was able to express our thanks and admiration for Luke D. (by PIMPING HIS RIDE), who performs his responsibilities with confidence, excitement and is always able to make our day a little more interesting and helps put a big smile on our faces. Its important for us to recognize all our employees, their contributions and that every person in our Tridel Family is key to the environment we have created and excel in.

#### MARIO C.

With a new baby, the coffee machine at Jack's Place has been great!

WILLIAM D.

As a new employee my first time experience at the Annual Update - with so much passion and energy was a memorable way to be introduced to Tridel.

#### MARK W.

Bonding with the team as we climbed some sweet routes!

AQIB Z.





My favourite moment of 2018 was our Team Retreat to Boston. We all had such an amazing time together and really bonded!

DIANA F.

My favourite moment was being able to help out at the Leslie Nymark Holiday Dinner. It was great seeing the kids receive the toys we collected over the holidays.

#### MICAH P.



#### Service Awards Ceremony is the 'Star' of all the events at Tridel.

I always witness employees who are living proof of continuing commitment and their incredible journey at Tridel.

It always leaves me in awe!

ANCHAL S.



My favourite moment was the "Hollywood" production of the video orientation back in May 2018 and the bowling day organized for Tridel employees.

#### DANIEL DS.

The staff are my highlight. There is such great team dynamic and everyone is always there for each other. We had such a busy year with all the new builds that became available and although at times it was stressful or overwhelming, looking back we conquered so much together as a team and had a successful year!

# ANONYMOUS

Taking the at hoist at Ten York for the first time after 25 years with the company.

#### JULIA K.H.



- 1. 2018 Spring Dinner celebration
- 2. 2018 Sales Team group pic
- 3. Sales ladies having fun at Aqualuna's Luxury Realtor Event
- 4. Sales Christmas party 2018
- 5. Auberge purchaser appreciation event at The Lobby

# WINNIE C.

#### #plaid4dad moment at The Well Satellite Office

#### DAVE E.



My favourite moments from 2018 were:

- 1. Gaining insight and perspective throughout the Leadership Training program.
- 2.Participating in a successful transition of the next generation of Deltera Company Update curators.
- 3.Sharing experiences and building relationships with a variety of individuals and teams.

4.Singing a duet with Jim R."

### **MICHAEL M.**

DCRI is a friendly working place. Everyone on the team is like family. I look forward to going to work everyday. My highlight was the Tridel 101 tour to of our new buildings. I joined the one visiting 101 Erskine, Aqualina and Sherwood at Huntington. Great experience with new technology in the buildings and the elevator outside the building. I had more things to share with the new homeowners when they join our Company.

### **ANONYMOUS**

Golf Tournament - Without fail, this is one of my favourite events, and I look forward to it every year. As a team, we practiced our swing in the weeks leading up to the tournament at the driving range. - Annual Update - The event was huge and we had so much amazing content to share with the organization, not to mention to be truly proud of, and the celebration to follow really reminds me that we work for a family company. - Waterfront 10K - a great extra-curricular event that we started a run club for, and had multiple departments join in on. Come Race Day, there were about 7 or 8 of us that ran it together! We all met at the finish line to congratulate each other as we completed what was a 'first 10K' for most of us! - Ten York Rooftop Event - How often are you on the roof of one of the city's tallest towers? Enough said. - The Lobby - Opening 'The Lobby: A Tridel Meeting Place' was a culmination of hard work by many people, and it looks amazing. This will be a huge bonus for our customers, and makes us stand out as a leader in our industry.

NISA A.





# CULTURE IS AT THE CORE OF COMMUNITY

And community extends beyond our own.



Tridel employees celebrating the rich history of the Alexandra Park community at the annual Back to the Block celebration.



TEAM

Tridel employees show their green thumbs while activating the Bowery Project's urban farm for the season.

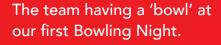
56 - 57

Tridel employees and their families participating in the Cardiac Foundations' Walk of Life.

> TEAM TRIDEL

UN RUN

162 93



#### **TRIDEL COMM**

CULTURE BOOK V.II

The Take Action team volunteering at the Leslie Nymark Holiday Party.

Doing our part to clean our

Packing backpacks for our annual back to school supply drive. This year we raised over 55 backpacks full of supplies!

The Take Action team tours the We Foundation and delivers a cheque to build two wells in developing communities.



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FREE THE CHILDREN

FREE THE CHILDREN \$5,000.00 TRIDEL CORPORATION

# JPPORTUNI ALL YOUTH

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When Tridel became the developer partner in the Opportunities for All Youth coalition and Justin Trudeau joined the event!



Hosting Toronto fire fighters in Canada's highest rooftop campout at Ten York.

TRIDEL

Celebrating diversity and participating in Pride.

Showing our Canadian spirit at our annual Canada Day BBQ hosted by our Social Committee.

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TRIDEL COMMUNITY CULTURE BOOK V.II

# YOU HAVE THE POWER

We hope you had as much fun reading our second Annual Culture Book as we've had making it for you. The purpose of our Culture Book is to give you a glimpse of what life at Tridel is like and as I am sure you've discovered, it's pretty awesome! We have something something quite special and we know it: our culture. We are proud of it and we all work to preserve and protect it. We all feel a part of something bigger than ourselves. When you build homes for families and shape cities, we realize it doesn't get any better, or nobler than that. What makes our culture? You do.

You have the **POWER** to make us greater than we've ever been before. Because, while our family values-driven culture is uniquely ours, it also grows and changes with every new employee who choses to make our Tridel Community of employees their second family.

Our culture is not static, it is dynamic.

Even though we are 80 years young, we still have continued to remain aggressive with our ideas and innovations, which has led to rapid growth year after year. As we continue to grow and hire new people, we need to be sure that they not only understand and become part of our existing culture but that their unique perspectives, ideas and insights make it stronger.

Our commitment to you and every new employee is to create a positive "best place to work" experience. To surround you with unique individuals, who aspire to the same values, encourage collaborative teamwork and share a deep respect for the diversity of new thoughts and ideas.

What do we expect from you? Everything.

The founding family, leaders and employees that came before us gave us a challenge to do more and to become our very best. They gave us the POWER and the serious responsibility to grow and shape our future together. To carry on that tradition of excellence of personal and professional success that we all enjoy and contribute to today.

You have the power. If you are willing to be great and to do **WHATEVER IT TAKES** then you will be bound by nothing but your imagination. And like us, you will answer only to progress and the unlimited potential of our incredible, amazing, unique and of course fun, culture.

Join us.



DANIELLE FEIDLER SVP BRAND EXPERIENCE CHAIR OF PEOPLE & CULTURE

TRIDEL COMMUNITY CULTURE BOOK V.II

# THE LAST WORD

So now it's time for you to continue our legacy...

# AND DO WHATEVER IT TAKES

TRIDEL COMMUNITY CULTURE BOOK V.II

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