

Minto Environmental Report 2010

Making the world a better place



beinspired





Thinking Green...Living Greener

Minto believes that it has a corporate responsibility to the environment and that actively pursuing green initiatives is compatible with its growth and prosperity.

Through industry leadership, innovation, verification, reporting and employee engagement, Minto and its customers will continue to lower resource use and environmental impact.



Greenberg Family Business Values

We are committed to create a healthier planet. Where practical and cost efficient, we will reduce our consumption of natural resources, minimize waste, and help reduce green house gas emissions.

beinspired



LIFESTYLE

Our ability to create a way of life that people aspire to that includes comfort, work/life balance, health and well being

VALUE

Our ability to anticipate and meet the needs of our customers efficiently; more benefits for less relative cost

INNOVATION

Our dedication to challenging the status and finding a better way, delivering solutions that work

DESIGN

Our passion for creating places that inspire people both aesthetically and functionally

QUALITY

Our commitment to building communities that stand the test of time

SUSTAINABILITY

Our recognition that all actions today have consequences for the future and we will create communities that inspire life

2010 Ontario Green Builder of the Year



Ontario Home Builder's Association 2010 Awards of Distinction

Table of Contents

4	Message from the CEO
6	Minto's Footprint
7	Minto Offices
9	Report Highlights
11	Minto Apartments Limited
13	Minto Hospitality Group
15	Minto Commercial Properties Inc
17	Minto Communities Inc
19	Minto Florida
21	MintoUrban Development Services
22	Green Communities
23	Green Living Features
25	Environmental Achievements
27	Green Governance
28	Green Events
30	About Minto
31	Innovation



Message from CEO



In 2009, Minto took a major step towards prioritizing the company's conservation efforts with the release of our first Environmental Report – identifying Minto's impact on the environment. The Report provided a look into waste generation and consumption of natural resources for each operating group within Minto. This year, I am pleased to share Minto's second Environmental Report, expanded to provide information on our use of materials, electricity, natural gas, water, waste, and carbon dioxide. This enables us to identify areas of opportunity while emphasizing the impacts of reducing our consumption. Minto has been recognized for many green successes this past year and I am very proud of our conservation efforts across the entire company. In 2010, we celebrated the following environmental achievements:

- ▶ Minto was named Ontario Green Home Builder of the Year by the Ontario Home Builder's Association for the second time
- ▶ Minto Suite Hotel won a Green Leadership Award recognizing the team's outstanding green initiatives within the hospitality industry
- ▶ Minto Communities Inc received \$1 million in government funding for energy reducing initiatives in our Ampersand development in Chapman Mills – displaying the latest in innovative technology and exploring the feasibility of net zero homes on a community scale
- ▶ Minto Communities in Toronto built all their new homes to be ENERGY STAR® qualified

- ▶ MintoUrban Development Services continues to pursue LEED® Silver certification for each new condominium we build, with most achieving Gold certification
- ▶ Minto Florida certified all their new model homes under five different green certification programs that validate green features and benefits for home buyers
- ▶ Minto Apartments Limited achieved \$4.7 million dollars in annual energy and water savings
- ▶ Minto Commercial Properties launched the largest green living wall in Ottawa located in the retail concourse of Minto Place.
- ▶ Pursuing LEED® Platinum certification, 180 Kent is one of the largest green office buildings in Ottawa

These outstanding accomplishments were made possible by the collaborative efforts of Minto Green and our Operating Groups. I appreciate the dedication of all Minto employees who work to incorporate new green practices each and every day. Together we are making the world a better place.

To continue to be industry leaders in Green, we should all use this report to uncover further opportunities that will create value for our business, our employees and our customers. I encourage everyone to participate in and celebrate the continued success of Minto's environmental performance.



Roger Greenberg, CEO
The Minto Group

Minto's Footprint

As Minto's business continues to grow, we will continue with our mandate to reduce our annual consumption levels by incorporating resource reduction initiatives into our homes and communities.

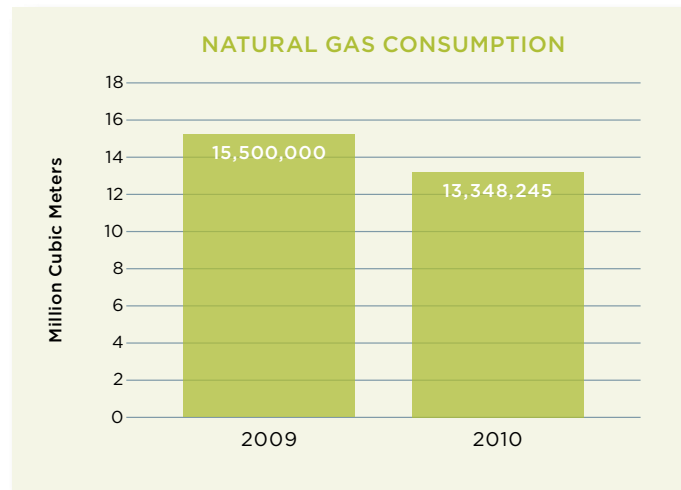
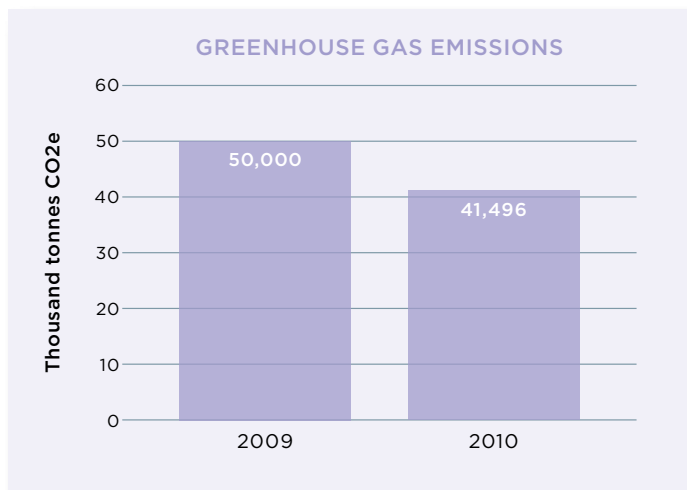
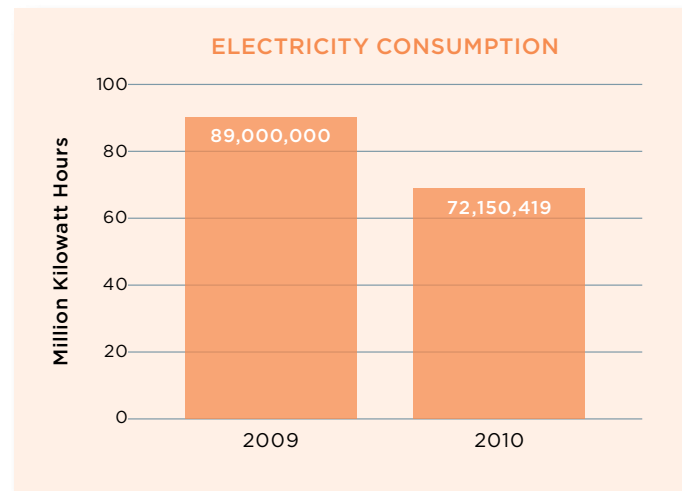
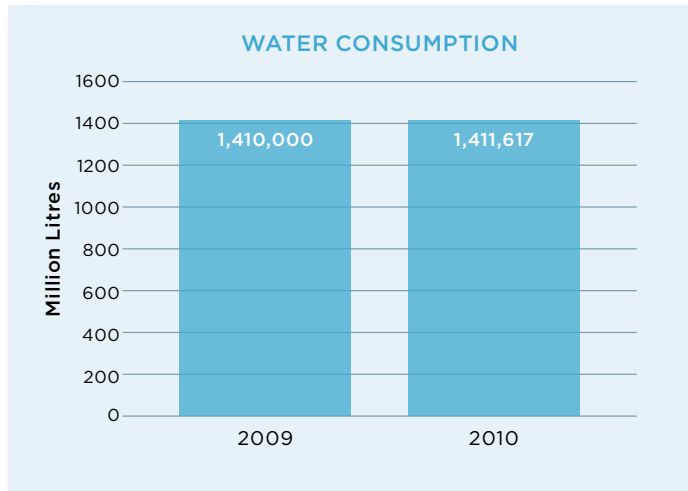


Chart data includes water consumed, electricity consumed, natural gas consumed, and GreenHouse Gas Emissions for Minto Apartments Limited, MintoUrban Development Services, Minto Hospitality Group, Minto Communities Inc, and Minto Commercial Properties Inc.

Minto Offices

In 2010, Minto employees actively participated in the greening efforts of our offices. Initiatives included a Minto Green Office Certification Program, created by Minto's Green Champions and participation in green activities during Earth Week to promote awareness. As our green culture evolves, Minto employees continue to empower each other and inspire small ideas that create the biggest impact.

Travel	Total	Per Employee
Employee Ground Travel	765,000 Km	640 Km
Employee Air Travel	1,320,000 Km	1,100 Km
Office Supplies	Total	Per Employee
Copy Paper	6,600,000 Sheets	5,530 Sheets
Office Waste	Total	Per Employee
Waste to Landfill	29,400 Kg	130 Kg
Recycled Waste	31,700 Kg	140 Kg

Employee travel and copy paper accounts for 1,192 Minto employees
Waste is tracked in Minto Offices located at 2239 Yonge St. Toronto,
180 Kent Street Ottawa, and 2241 West Sample Rd. Florida



Video Conferencing saved 1,440 tonnes of GreenHouse Gases (GHG).





2010 Report Highlights

28% more energy efficient than a typical Florida home - Minto Florida

44% annual reduction in water consumption - Minto Apartments Limited

71% waste diversion rate - Minto Communities Inc

17,947 tonnes of greenhouse gas eliminated

91% construction waste diversion rate - MintoUrban Development Services

94% waste diversion rate - 2239 Yonge Street, Toronto Office

20% improvement in water savings from 2009 - MintoUrban Development Services



MINTO APARTMENTS LIMITED

25% Reduction in Electricity

31% Reduction in Natural Gas

44% Reduction in Water



Minto Apartments Limited

Minto Apartments Limited (MAL) has created a culture of conservation in its operations that has seen an investment of \$17 million over the last 11 years. MAL properties has achieved a 30% reduction in energy and reduced its water consumption by 44% - totaling \$4.7 million in savings for 2010. Minto Apartments also created a waste audit process and in 2010, 44% of their apartment portfolio waste was diverted from landfill.

Energy Consumed	Total	Per Suite	2009 Per Suite
Electricity	35,112,000 KWh	3,900 KWh	3,940 KWh
Natural Gas	10,937,000 m ³	1,200 m ³	1,380 m ³
Water Consumed	Total	Per Suite	2009 Per Suite
Water	1,207,000,000 L	135,000 L	140,000 L
Resident Waste	Total	Per Suite	
Waste to Landfill	4,460,000 Kg	390 Kg	
Waste Recycled	3,573,000 Kg	310 Kg	
Materials Used	Total		
Paints and Coatings	64,400 L		
Carpet	29,800 m ²		
Cleaning Chemicals	6,700 L		



MAL's 2010 environmental impact tracked energy, water and waste in 8,974 suites. Materials were tracked on a per building basis



2010 Energy & Water Savings

Electricity
10,700,000 KWh

Natural Gas
4,640,000 m³

Water
862,000,000 L

Actual energy and water savings measured in 8,974 suites.



2010 saw the installation of solar panels on 1210 Meadowlands Drive in Ottawa. To date the solar array has produced 9,600 KWh saving 49% of Meadowland's yearly electricity consumption.



Minto Suite Hotel

OTTAWA



4 GREEN KEY RATING

Hotel Association
of Canada Green Key
Eco-Rating Program

WINNER

Hotelier Magazine's
Green Leadership Award
for Outstanding Green
Performance within the
Hospitality Industry

4 LEAF STATUS

Audubon
International
Green Leaf
Program

Minto Hospitality Group

Minto Hospitality Group (MHG) inspires a culture of green for its employees and its guests. Minto Suite Hotel offers an array of green features that have resulted in outstanding energy and water savings. The efforts of Minto Suite Hotel and Minto Furnished Suites staff have enabled Minto to be recognized as a leading green performer within the hospitality industry.

Energy Consumed	Total	Per Suite	2009 Per Suite
Electricity	8,054,000 KWh	13,000 KWh	13,000 KWh
Natural Gas	503,000 m ³	800 m ³	1,040 m ³
Water Consumed	Total	Per Suite	2009 Per Suite
Water	93,700,000 L	156,000 L	177,000 L
Materials Used	Total	Per Suite	
Cleaning Chemicals	3,100 L	5 L	
Waste	Total	Per Suite	
Waste to Landfill	192,000 Kg	360 Kg	
Waste Recycled	125,000 Kg	230 Kg	

MHG's 2010 environmental impact tracked consumption in Minto Suite Hotel and MintoYorkville.



 MintoYorkville

2010 Energy & Water Savings

Electricity
2,827,900 KWh

Natural Gas
106,000 m³

Water
53,000,000 L

Actual energy and water savings measured in 600 suites at Minto Yorkville and Minto Suite Hotel.



Minto Hospitality Group demonstrated their passion for Green by creating a video that won first prize in an internal Minto competition. Hotel staff inspired all Minto employees by displaying their enthusiasm for the environment.

180 KENT STREET

- features one of the largest living walls in Ottawa
- uses 70% less tap water than a typical commercial building

Minto Commercial Properties Inc.

Minto Commercial Properties Inc (MCPI) is committed to identifying environmental opportunities in all of its properties. Tenants in Minto's commercial spaces are engaged in green and over 95% have applied for LEED®-CI certification. In 2010, 180 Kent Street saves 55% of water and 52% of energy compared to a commercial tower built to model energy code for buildings standards.

Energy Consumed	Total	Per Sq Ft	2009 Per Sq Ft
Electricity	23,384,263 KWh	15.5 KWh	18 KWh
Natural Gas	469,911 m ³	31 m ³	19 m ³
Water Consumed	Total	Per Sq Ft	2009 Per Sq Ft
Water	97,400,000 L	64.7 L	57.2 L
Materials Used	Total	Per 1000 Sq Ft	
Concrete	200 m ³	3 m ³	
Steel	76 tonnes	1 tonne	
Masonry	9 m ³	.13 m ³	
Paints & Coatings	1,417 L	1 L	
Carpet	7,826 m ²	.005 m ²	
Cleaning Supplies	8,029 L	5 L	
Waste	Total	Per Sq Ft	
Waste to Landfill	635,279 Kg	.42 Kg	
Waste Recycled	427,757 Kg	.28 Kg	

MCPI's 2010 environmental impact tracked the materials used in building renovations and the energy and water consumption of 15 properties



2010 Energy & Water Savings

Electricity
2,790,000 KWh

Natural Gas
18,800 m³

Water
30,400,000 L

Green Power Purchased
1,700,000 KWh

Actual energy and water savings measured in 180 Kent Street



180 Kent Street captures rainwater and uses it to irrigate the green roof and plumbing on selected floors.

- 100% of all homes built in 2010 are ENERGY STAR Qualified



Minto Communities Inc.

Minto Communities Inc (MCI) launched one of Canada's greenest developments, Ampersand at Chapman Mills in Ottawa Ontario. Minto is engaged with the Asia Pacific Partnership on Clean Development and Climate to explore the feasibility of bringing net zero homes to the community level and act as a benchmark for future communities. Minto has also been given the opportunity by the Canada Mortgage and Housing Corporation and Natural Resources Canada to participate in its Equilibrium Communities initiative - focused on discovering best practices for sustainable communities. Minto Communities has demonstrated continuous improvement in their environmental practices and is now committed to the development of four LEED® for Homes communities (Ampersand, Quarry Glen, Stonefield Flats, and Arcadia).

Energy Consumed	Total	Per Home	2009 Per Home
Electricity	1,960,000 KWh	1,780 KWh	1,760 KWh
Natural Gas	1,362,000 m ³	1,150 m ³	1,340 m ³
Water Consumed	Total	Per Home	2009 Per Home
Water	8,820,000 L	7,000 L	7,000 L
Material Used	Total	Per Home	
Concrete	54,400 m ³	50 m ³	
Steel	1,310 tonnes	1.2 tonnes	
Lumber	30,600 m ³	30 m ³	
Masonry	6,710 m ³	5.6 m ³	
Paints & Coatings	196,000 L	180 L	
Carpet	201,000 m ²	180 m ²	
Construction Waste	Total	Per Home	
Waste to Landfill	2,700,000 Kg	2,200 Kg	
Waste Recycled	5,120,000 Kg	4,200 Kg	



MCI's 2010 environmental impact tracked the construction of 1,200 homes.



The solar array at Inspiration - the Minto ecohome generated over 7,700 KWh of clean renewable electricity.



2010 Energy & Water Savings

Electricity
1,104,000 KWh

Natural Gas
1,190,000 m³

Water
8,770,000 L

Toronto and Ottawa savings are based on annual designed savings for 726 ENERGY STAR built homes.

CASCADA

- is Minto Florida's first development to certify its model homes
- receives the 2010 Aurora award for best energy efficient home



Minto Florida

Minto Florida's communities (MFLA) provide home owners with convenient green features and amenities that promote green living within the community. Model homes in each new community are verified green by LEED® for Homes, ENERGY STAR®, Florida Green Building Coalition, FPL BuildSMART, and National Green Building Program. Homes will be built to meet the green standards of each of these green certification programs. Minto Florida uses green as a product differentiator and their commitment to energy efficiency has lead to average home owner electricity savings of \$750 in 2010.

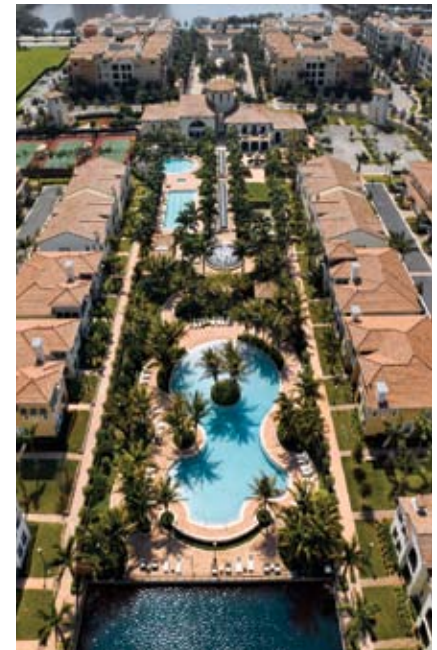
Energy Consumed	Total	Per Home	2009 Per Home
Electricity	2,036,000 KWh	9,000 KWh	406 KWh
Natural Gas	16,960 m ³	70 m ³	
Water Consumed	Total	Per Home	2009 Per Home
Water	4,200,000 L	18,000 L	7,000 L
Materials Used	Total	Per Home	
Concrete	12,600 m ³	60 m ³	
Steel	400 tonnes	2 tonnes	
Lumber	17,300 m ³	80 m ³	
Masonry	880 m ³	4 m ³	
Paints & Coatings	79,000 L	340 L	
Carpet	26,600 m ²	120 m ²	
Waste	Total	Per Home	
Waste to Landfill	1,410,000 Kg	6,100 Kg	
Waste Recycled	1,110,000 Kg	4,800 Kg	



Minto Florida's environmental impact tracked the construction of 220 homes



Select Florida communities utilize water from their storm water retention ponds to irrigate their landscape and vegetation. The irrigation systems also use time of day and moisture sensors to regulate and conserve water use.



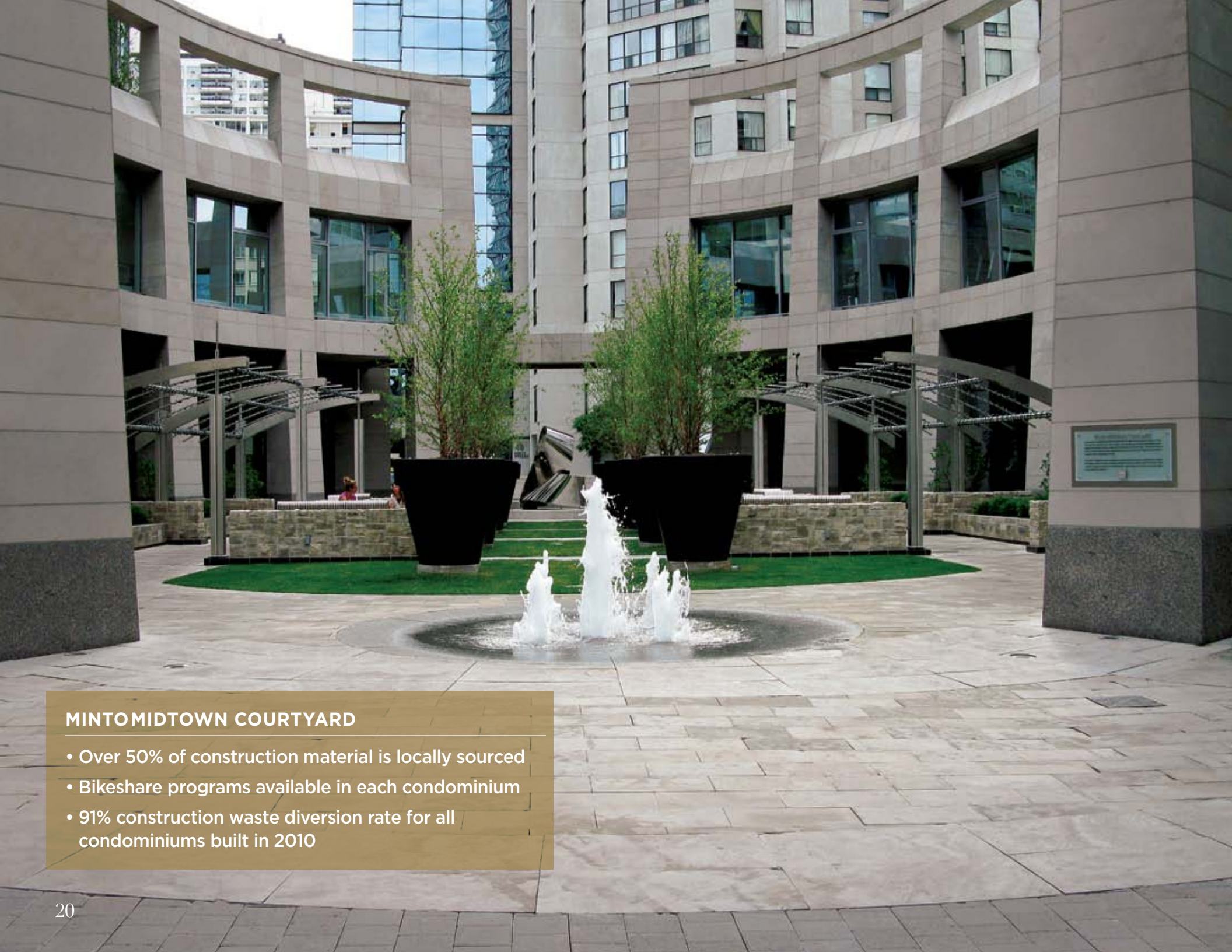
Artesia

2010 Energy & Water Savings

Electricity
949,000 KWh

Water
10,000,000 m³

Florida's savings are based on annual designed savings for 220 built homes



MINT MIDTOWN COURTYARD

- Over 50% of construction material is locally sourced
- Bikeshare programs available in each condominium
- 91% construction waste diversion rate for all condominiums built in 2010

MintoUrban Development Services

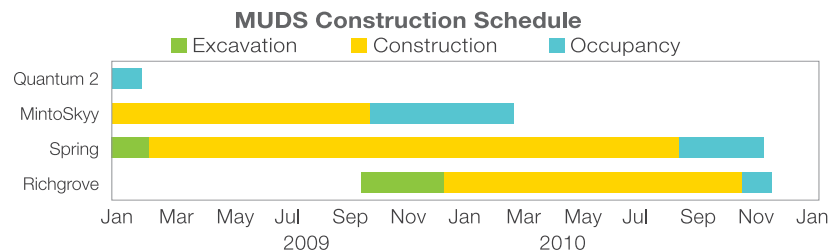
MintoUrban Development Services (MUDS) creates sustainable communities that inspire residents to embrace healthier lifestyles. Minto condominiums demonstrate green spaces that offer smart design features, are in close proximity to neighborhood amenities, and offer an abundance of services exclusive to condominium residents; such as bike and car share programs. MUDS has a commitment to meeting the standards of LEED® Silver certification in all of their condominiums.

Energy Consumed	Total	2009 Total
Electricity	1,600,000 KWh	93,000 KWh
Natural Gas	60,100 m ³	122,000 m ³
Water Consumed	Total	2009 Total
Water	210,000 L	116,000 L
Construction Waste	Total	2009 Total
Waste to Landfill	492,000 Kg	127,000 Kg
Waste Recycled	4,110,000 Kg	1,713,000 Kg

Materials Used	Total
Concrete	110 m ³
Steel	2,080 tonnes
Lumber	1,900 m ³
Masonry	900 m ³
Paints & Coatings	20,100 L
Carpet	30,200 m ²
Cleaning Supplies	6,320 L



Consumption of energy, water and materials in Minto's High-Rise Developments will vary greatly year to year dependant on the stage of construction.



Water and energy consumed includes the construction of Spring@MintoGardens and MintoSkyy
 Materials include Spring@MintoGardens, Richgrove Towns and MintoSkyy
 Cleaning chemicals include MintoMidtown, Spring@MintoGardens and MintoSkyy
 Construction Waste includes Spring@MintoGardens, MintoSkyy, Richgrove Towns, Lonsdale and Minto775 King West



2010 Energy & Water Savings

Electricity
4,7670,000 KWh

Natural Gas
1,240,000 m³

Water
116,000,000 L

Green Power Purchased
1,950,000 KWh

*MintoSkyy and MintoMidtown
actual energy and water savings*



MintoUrban Development Services has certified the most LEED® multi-residential condominiums in Toronto. Including the largest multi-residential LEED® certified condominium in North America, MintoMidtown.

Green Communities

Green Condominiums

Green Condominiums	Certification
Radiance@MintoGardens	LEED Silver Certified
MintoRoehampton	LEED Gold Certified
MintoMidtown	LEED Gold Certified
MintoSkyy	LEED Silver Candidate
Spring@MintoGardens	LEED Silver Candidate
Richgrove TownHomes	LEED Silver Candidate
Minto775 King West	LEED Gold Candidate

Green Homes

Green Homes	Certification
Harvest Hills Saunders Model Home	LEED Silver Certified
Inspiration the Minto ecohome	LEED Platinum Certified
StoneField Flats	LEED Silver Candidate
Ampersand	LEED Silver Candidate
Olympia	Florida Power and Light
Artesia	Florida Power and Light
TownPark	Florida Power and Light
Vilas by the Sea	Florida Power and Light
PortoSol	Florida Power and Light
Cascada	Minto Blue
Avalon	ENERGY STAR Qualified
Arcadia	LEED for Homes Candidate
Harvest Hills	ENERGY STAR Qualified
Mahogany	ENERGY STAR Qualified
TrailsEdge	ENERGY STAR Qualified
Roxborough	ENERGY STAR Qualified
Morgan's Grant	ENERGY STAR Qualified
Chapman Mills	ENERGY STAR Qualified
Spring Farm	ENERGY STAR Qualified
Credit Ridge	ENERGY STAR Qualified
Quarry Glen	LEED for Homes Candidate



Green Living Features

Minto provides a wide range of green features and initiatives that inspire customers in our communities to live greener.

LIFESTYLE - Healthy and Comfortable Spaces

- Heat Recovery Ventilators
- Bike Share Programs
- Low Volatile Organic Compound (VOC) Paints
- Green Label Carpets

VALUE - Your Best Investment

- Salt Water Pool (Minto Suite Hotel)
- Dual Flush Toilets
- Efficient Lighting
- Individual Suite Metering
- Low Flow Shower Heads

DESIGN - Smart Convenient Green Features

- All-Off Switch
- Green Plugs
- ENERGY STAR Appliances

INNOVATION - Delivering Solutions that Work

- Solar Panels
- Rain Water Harvesting
- Green Roofs

QUALITY - Certified Green

- LEED® Certified Homes
- ENERGY STAR® Rated Homes
- BuildSMART Homes

SUSTAINABILITY - Livable Communities and Protecting our Planet

- Multi-Chute Recycling
- Built-in Kitchen Recycling Centers
- Locally Sourced Building Materials





Environmental Achievements

- 2010** Green Builder of the Year - Ontario Home Builders' Association
- 2010** Finalist - Corporate Environmental Excellence, GLOBE Foundation
- 2010** Green Leadership Award from Hotelier Magazine for Minto Suite Hotel
- 2010** Aurora Award for Best Energy Efficient Home was awarded to Minto Communities LLC for Cascada community in Cooper City, Florida
- 2010** Audubon Green Leaf Eco Program - Four Leaf, for Minto Suite Hotel (2006 - 2010)
- 2009** Hotel Association of Canada - 4 key Eco-Rating for Minto Suite Hotel
- 2009** Greenest Home of the Year Award from - Inspiration the Minto ecohome
- 2009** Industry Leadership Award from the Canada Green Building Council
- 2008** Green Builder of the Year from Ontario Home Builders' Association
- 2008** Hydro Ottawa - Conservation Honor Roll
- 2008** BOME BEST (formerly GO GREEN PLUS) designation for Minto Place office towers
- 2008** Rex Green Award of the Year from the Greater Toronto Chapter of the National Association of Industrial and Office Properties.
- 2008** ecoEnergy - Natural Resources of Canada - Roehampton & Midtown
- 2007** BOMA Go Green Plus, Minto Place
- 2007** FRPO Environmental Excellence Award for Minto Roehampton
- 2007** City Livability Urban Leadership Award, Canadian Urban Institute
- 2006** City of Toronto Green Award of Excellence for Water Efficiency
- 2006** Globe Award finalist for Excellence in Urban Sustainability
- 2005** City of Toronto Green Award of Excellence for Resource Conservation
- 2005** Natural Resources Canada Energy Efficiency Award



Green Governance

MINTO GREEN TEAM

Minto's Green Team has travelled around the world educating industry groups and investigating new technologies and opportunities for greener communities. Minto's Green Team works in collaboration with all Minto Groups to continuously identify new opportunities to enhance and create products and services that contribute to a healthier planet. They help to improve energy efficiency and reduce Minto's resource consumption by tracking and reporting on energy and water savings - ensuring our buildings are operating as efficiently as possible. In 2011, Minto's Green Team will continue to focus on enhancing Minto's green culture, creating value and investigating new innovative strategies.

STRATEGIC GREEN COMMITTEE

Establishes environmental strategies for each operating group within Minto.

GREEN COUNCIL

Oversees the implementation of environmental strategies set by the Strategic Green Committee and identifies areas of opportunity for each Operating Group. Some key accomplishments this year included the approval of a green messaging and innovation strategy, and Post Occupancy Evaluations that measure the impact of green features for Minto's customers.

GREEN TASK FORCES

Engages each operating group to measure the impact of their environmental performance and oversees the implementation of green plans for each development. Some key accomplishments this year included the creation of green packages to be offered in the decor centres, and Minto Apartments (MAL) created a waste audit process for each of its properties.

GREEN CHAMPIONS

Empowers the green culture at Minto and promotes environmental awareness through green events and sharing stories. Champions look at the day to day operations of our offices and are continuing to improve our green practices. Some key accomplishments this year included Minto's Green Office Certification Program and increased participation in green events.



Minto's Green Events



Richmond Hill, 20 minute makeover, April 2010



Ottawa, cleaning the capital, April 2010



Florida, coastal clean-up, September 2010



Toronto, 20 minute makeover, April 2010



Toronto, 20 minute makeover, April 2010



Florida, coastal clean-up, September 2010

About Minto

Established in 1955, Minto is a fully integrated real estate, development, construction and property management company with operations in Toronto, Ottawa and Florida. Minto has built over 70,000 new homes and apartments, manages more than 14,000 rental suites, owns and operates Minto Suite Hotel and owns and manages 2.7 million square feet of office, retail and industrial space. With many national and internationally recognized building and innovation firsts, Minto continues to lower the environmental impact of its land development, construction and building operations.

Minto is continuously identifying new opportunities to enhance and create products and services for the people who live and work in Minto's communities. This has resulted in such empowerment features as:

- ▶ Individual metering of units for electricity and water
- ▶ All-off switch to encourage resident conservation
- ▶ Green Plugs to eliminate the ever increasing "phantom" loads

Minto continues its extensive research and development - rethinking how the company designs and constructs its homes and buildings. Minto inspired innovations help define homes and communities of the future. Such innovations include:

- ▶ Motion-detecting light sensors for stairwells and service areas
- ▶ HRV fan coils for heating and cooling individual suites while vastly improving air quality
- ▶ Micro turbine power generation
- ▶ Solar energy use
- ▶ Harvesting Rainwater

Lifestyle, Value, Design, Innovation, Quality, and Sustainability are what maintain Minto's long-standing green industry leadership.

In the years to come, Minto will continue to create better places that inspire life.



Innovation

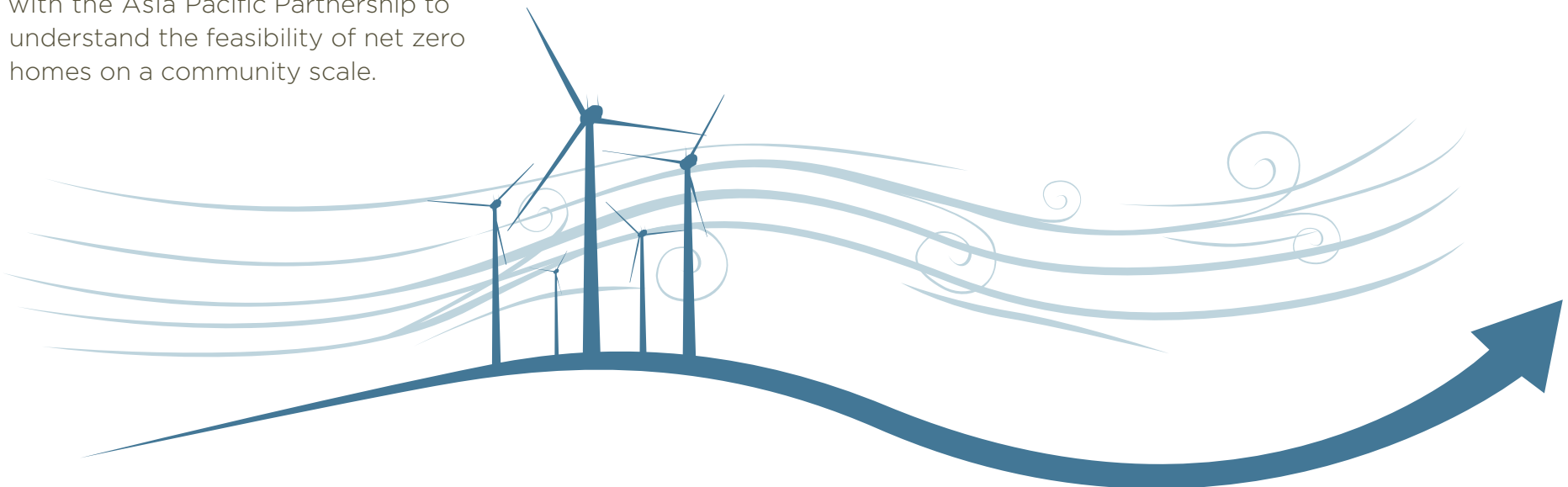
Innovation is an integral part of an overall company vision to maintain a leadership role in sustainable construction and operating practices. To remain competitive, it is critical for Minto to pilot and commercialize new integrative technologies.

Research and developing innovative strategies for technologies, materials and building practices will create value for our business, and move Minto towards a restorative future.

To continue with previous successes and reduce our dependency on fossil fuels, it is vital that Minto creates alliances with local utilities, financial institutions and other potential funding stakeholders.

In 2010 Minto was successful in obtaining funding from federal agencies including:

- ▶ \$550,000 for research in sustainable communities with Canadian Mortgage and Housing Corporation and Natural Resources Canada
- ▶ \$500,000 for the testing of innovative technologies with the Asia Pacific Partnership to understand the feasibility of net zero homes on a community scale.



About this publication

THE MINTO GREEN TEAM would like to acknowledge the efforts of each Operating Group for their contribution to this report and thank the following employees for their efforts in data collection.

Damien Auriat, Karen Baldock, Paul Berthiaume, Renee Bobula, Jasmin Brisson, Enrico Camasso, Ivan Del Castillo, Carole Collins, Lilliam Costello, Gwen Cox Christine DeAngeles, Patricia DeGasperis, Oryst Deneka, Serge Desjardins, Melissa Dillon, Kevin Doyle, Patt Duncan, Alan Gremillion, Tim Hood, Andre Houde, Lucian Ionescu, Beverly Johnson, Bill Kavouris, Kathy Knight, Jennifer Laurant, Zainna Lewis, Candy Luk, Steve Maber, Cheryl Margeson, John McIntyre, Cathy Murray, Pascale Newry, Tram Nguyen, Brena Padaloy, Frank Pagliuca, Ginny Peck, Matthew Pirzada, Kyle Pittaway, Randall Profitt, Frank Puchiele, Kim Quach, Kyle Rainbow, Guy Ratchford, John Reid, Marc Robinson, Blair Spencer, Asma Syed, Norma Touranqeau, Richard Tremblay, Stephen Villeneuve, Scott Yake, and Linda Yonke.



beinspired

www.minto.com