



LGL Limited environmental research associates, Head Office, King City, Ontario, Canada

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LGL Limited, environmental research associates is a Canadian company, with its head office located in King City, providing services in environmental research and consulting. Its clientele includes private landowners, corporations, First Nations, and government. It is one of the largest independent consulting firms in the field of biological study in North America. Although LGL is primarily a scientific research company, it successfully blends scientific research with consulting to the benefit of the clients.

The People

Founded in 1971, LGL was named after the founding partners of F. Aird Lewis (d. 2008), William Walker Hamilton (Bill) Gunn (1913-1984), and John Allen Livingston (1923-2006)

Working in a very competitive industry, the company attributes its success to the people in its organization. LGL staff work on various projects locally, nationally and around the globe. There are approximately 120 staff across North America with 90 in Canada and approximately 35 employees in the King City head office. Part-time and seasonal staff are hired as needed.

LGL operates like a family business, supportive of each other as staff and management, and sharing in the successes of the company. The range of experience includes students right out of universities and colleges from across the country to seasoned veterans who have been with the company since its beginnings 40 years ago.

Staff celebrates in a variety of ways, from a game of pick-up hockey to birthday cake at lunch to the annual Board Meeting held at a local establishment. It was recently decided that, instead of the usual Secret Santa gift-giving at the annual Christmas Party, gifts would be given to those in need served by the Children's Aid Society. The response was overwhelmingly generous.

Branch offices located in Burlington, ON, St. John's, NL and Sidney BC provide for movement within the company, as the offices work independently, with a high level of autonomy. The communication policies, including an open door policy, within the company are very efficient, creating a cooperative and collaborative working environment, in which there is a low staff turnover. This allows for consistency and continuity in working with clients.



There is constant awareness of the need to prepare the next stream of leaders within the company: challenging projects are offered for those who are ready; membership in professional organizations is encouraged; professional development is supported. Time is invested in training staff for new opportunities within the company. There is a variety of benefits in which the staff can share, including ownership in the company. Within this supportive working environment, the staff "steps up" to the demands of a very competitive industry, having fun while working hard and playing hard.

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The Product

Customer service is the product provided by LGL. The company conducts scientific research for a wide variety of purposes: reports, testimony of experts, panel studies, tribunals, consulting for individual home-owners, start-up or expansion needs for business, projects for First Nations, etc.

The first project was the Berger Inquiry in the Mackenzie Valley in the early 1970's, the first environmental assessment conducted in Canada. This was followed by the Polar Gas Project.

Greeneridge Sciences, Inc., part of the LGL Group of Companies, focuses on the effects of sound on marine animals. Under Greeneridge's auspices, the DASAR, one of the devices used, was designed, developed and manufactured. A King City company, Sigma Eight Inc., owned by Cam Grant, and in partnership with LGL, created a radio transmitter to be implanted in a species of small snakes, for the purpose of tracking the movement of the species. Sometimes, devices already available are adapted to meet the needs of the client. LGL collaborates effectively with other local companies such as Lotek Wireless Inc., a Newmarket company working with LGL's British Columbia office. LGL also teams with other consulting firms to provide a broader range of services.

The various projects create a steady need for innovative thinking and creative initiative. This has led to the development of computer software to be used internally, as a feature of integrated development of new 'tools'.

Creation of internal resources generates research material to be used for future projects. There is a continuous process

of identifying a need, and designing and providing a solution. The "Let's give it a go!" outlook promotes creative solutions to meet the needs of each individual client.

"Scientific integrity is unwavering, and credibility is everything. Our product helps the clients get where they want to go." (Grant Kauffman, V.P., Ontario Region)

The Performance

Founded in 1971, the company started in Toronto, and moved in 1986 to establish the head office at 22 Fisher Street in King City. The rural village location was central to easy access to a variety of transportation routes, and the building provided appropriate space for the operation. As the demand for LGL's innovative services increased, expansion on the Fisher Street property was completed in 2008. It is important to note that this expansion was designed to be in keeping with the design guidelines of the community to maintain the neighbourhood atmosphere of the street.

LGL's initial research projects, located in the Arctic, were managed by the Toronto office. About 20 years ago, recognizing the growing demand in Ontario for its services, LGL created the Ontario Group which focuses on the growing Ontario market. Since then, staff allocation has risen from 2 to 35 people to meet the significant increase in the demand in Ontario.

Overall company growth is in response to the demands of the market and, as such, fluctuates from year to year. Approximately 70% of the company's client base is made up of repeat

customers. Diversification has enabled the company to adapt to fluctuations in the economy. LGL has taken on projects addressing the environmental impact created by: the installation of infrastructure; use of green energy sources, like wind farms; mine remediation and monitoring. It works with multinational corporations to do underwater research using seismic exploration. Leading by example, the company is generously supportive of a wide variety of charitable organizations which act as stewards of the environment.

A reliable reputation of excellence has been created, and "If we shine in the eyes of the agencies we serve, those agencies promote us." (Grant Kauffman, V.P., Ontario Region) There is great pride in the work that is done by this highly educated, intelligent and eclectic group of people, and this creates positive energy. LGL aims to provide quality service to clients, while enjoying the work and the workplace. It is very rewarding to see the accomplishments of those who are LGL Limited environmental research associates. Celebrating their successes is integral to the success of the company.



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