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A WORD FROM THE PRESIDENT



Hello everyone!

Here we are near the start of a New Year.

Overall, 2015 was a fairly difficult year, but it's almost behind us and we're now looking forward.

I want to mention that an employee who made an amazing contribution to our company's successes will be retiring. More than an employee, he was a major partner and manager in the company: Mr. Gaetan Ducharme, eng.

Gaetan joined the company in 2000. Following a distinguished career with Entreprise Vibec Inc., Gaetan started at ABF when the position of Vice-President of Construction was created for him. And to think that in the beginning, we wondered if Gaetan would be busy enough to work full-time...

Gaetan played an essential role in the company's growth and development, being in charge of the entire implementation aspect until the addition of 2 more Vice-Presidents of Construction in 2010. His arrival allowed me to focus on developing the company, which stepped up our progress.

Since 2010, Gaetan has been working tirelessly on preparing compensation applications, internal systems, mentoring people internally, litigations, etc. He's been preparing his departure with part-time work for the past few years.

The good news is that Gaetan will be retaining his ties with ABF by acting as consultant on various files to be completed or to come. He'll keep the same email address and phone number, so you'll know how to reach him if the need arises.

Have a great retirement, Gaetan, it's thoroughly deserved!

I want to end by wishing all of you a wonderful Holiday season! Make the most of this moment by resting and recharging!

Eric Bernier, President



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Good news!

Here are a few of the projects recently obtained by ABF:

- * Ottawa Art Gallery / Ottawa
- * SQI Centre Famille-Enfant / Drummondville
- * Phase 2 of Manoir Brossard / Brossard
- * AMT Maintenance Centre, Pointe-St-Charles/Montreal



ARTICLE: QUEBECKERS SMALLEST SPENDERS IN CANADA

Quebeckers anticipate spending on average \$450 per person on their Christmas gift purchases this year, according to a survey commissioned by CIBC Bank, the results of which were published in early December of 2015.

Across Canada, consumers estimate they'll allocate \$625 to the purchase of presents, a significant 26% increase compared to last year's Holiday season, when Canadians intended to spend on average \$517 to spoil their loved ones.

It's in Quebec that the average intended expenses are the lowest in the country. This places *la Belle Province* behind the Atlantic Provinces (\$867), Ontario (\$759), Manitoba/Saskatchewan (\$709), Alberta (\$649) and British Columbia (\$557).

However, nearly six out of ten respondents (55%) indicate that they might inject more into the economy, for instance by making impulse purchases. On the other hand, 39% of persons questioned will be strictly adhering to their budget, while a smaller portion representing 6% of people surveyed haven't set any limits.

To compare last year's survey with this year's, 22% of respondents said they exceeded their Holiday budget in 2014.

Over-55s Spend More

It's people aged 55 and over who will be spoiling their loved ones the most (\$758) if they stick with their anticipated spending, ahead of 35-54s (\$706) and 18-24s (\$464). This last group may spend more in restaurants or for various activities such as skiing.

How much will YOU be spending on Christmas presents this year?

Source: Agence QMI (01/12/2015)



**The Management wishes you
a very happy Holiday season! Take this opportunity
to spend time with your family!**

HALLOWEEN

ABF's management organized a Halloween costume contest for its office staff. Here are a few photos :



Marie-Josée Blais



Jasmin Belzile



Gabriel Boucher-Lampron



Melanie Bergeron



Sylvie T. Pruneau



Danya Turcotte



Melanie Boucher



Nancy Houle

And the winners are :



1st prize:
Luc Renaud



2nd prize:
Josee Rioux



3rd prize:
Maxime Brunet

**Congratulations to everyone
for your amazing costumes!**

OCCUPATIONAL HEALTH AND SAFETY

Freezing temperatures, harsh winds, knee-deep snow, deadly ice... For outdoor workers, wintertime means additional hazards to deal with.

A chilling reality

In the winter, anyone working outdoors must be aware of the additional risks associated with this season, namely hypothermia, frostbite and falls. Various environmental factors like wind (wind-chill factor), freezing rain (slippery surfaces) and snow flurries (reduces visibility) can make things even worse.

Hot tips for cold weather

Here is how you can prevent the cold season from sending chills down your back:

❄ **Dress warmly**

For maximum protection against the cold, wear multiple layers of clothes (see opposite page).

❄ **Keep your feet warm**

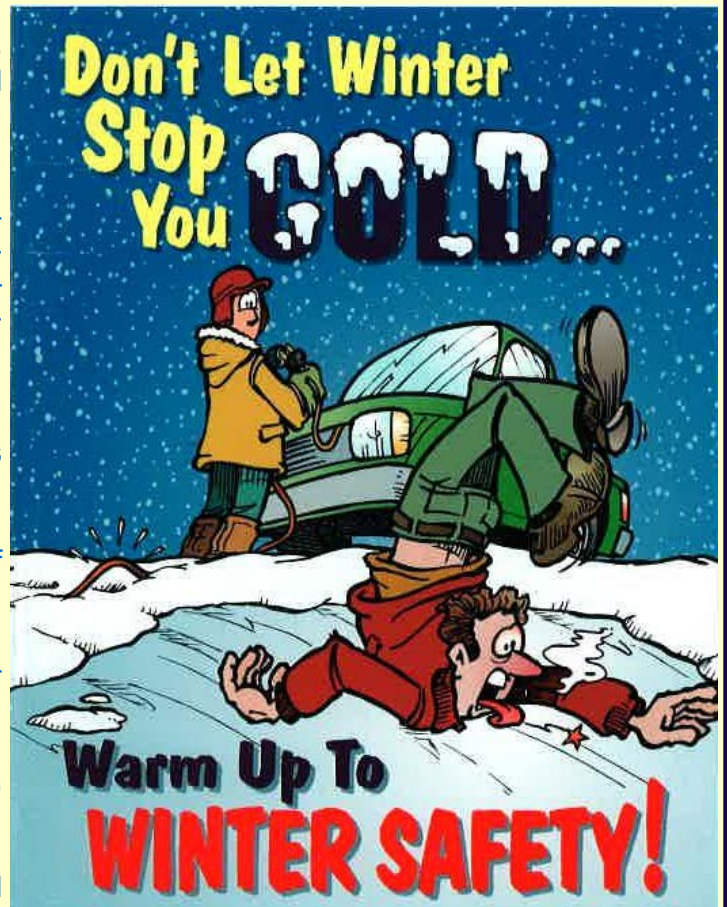
Wear insulated and waterproof boots with non-slip soles and, if required, protective toecaps and sole plates.

❄ **Protect your extremities**

Your feet, hands and head are particularly vulnerable to exposure, so keep them covered.

❄ **Wear your protective gear**

Wearing warm clothes should not prevent you from also wearing all the protective gear that you need to do your job safely.



❄ **Remove snow and ice**

Be sure to have shovel and some thawing agent on hand in order to remove any snow or ice from your work area.

❄ **Eliminate traps**

Tidy up and clearly identify any dangerous spot (hole, slippery surface, etc.) that a layer of snow might cover and turn into a hidden trap.

Keep your cool... and stay warm

To protect yourself efficiently against the cold, apply the layering principle:

1. The inner layer lets your skin breathe and keeps you dry by letting perspiration out (ex.: polypropylene, silk).
2. The middle layer is an insulating layer made of wool or synthetic fibres with similar properties, i.e. that keeps you warm even when it's wet.
3. The outer layer is a windproof and waterproof garment designed to keep the cold and humidity outside and the warmth inside while providing adequate ventilation.

Give winter the cold shoulder

A winter-specific diet and lots of exercises can increase your stamina when working in cold weather. In any event, you should always pay attention to symptoms of frostbite (stinging, pain, etc.) or hypothermia (intense shivering, confusion, etc.). Should you experience any of those symptoms, head immediately for a warm and dry place.

Alain Perron, Health and Safety Manager

W
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R
D

Down

1. Don't drink any to warm yourself up.
2. Hard to do when you're too cold.
3. Parts of your body through that are the most vulnerable to the effects of cold weather.
4. Keeps you warm even when it's wet.

Across

5. Combination of heavy drifting snow and cold temperature.
6. Happens when body temperature drops below normal as a result of exposure.
7. Injury caused by exposure to intense cold.
8. Storm with heavy snowfall.

1. Alcohol 2. Think 3. Extremities 4. Wool
 5. Blizzard 6. Hypothermia 7. Frostbite 8. Snowstorm