

Le TAG

Quarterly report / March 2021



Word from Management

Hi,

As you can see, this edition of our newspaper Le TAG has had a makeover. This new image supports all the **LEGENDARY** character of the company and its employees.

This year, ABF is celebrating its 45th year of operation, which has earned it the 186th rank of the 300 most sustainable SMEs in Quebec.

Since my arrival 3 years ago, I have seen how ABF can count on all of its employees in order to face all situations and thus quickly adapt to changes in the market and its environment.

After a year marked by Covid-19, 2021 has started off rather well with January and February being some of the best in our history. The encouraging economic outlook for the coming years, according to the various associations of the construction trades, should allow us to continue our growth and to remain a leader in the construction industry.

Attracting and retaining quality workforce will be at the heart of our concerns since it is with you that ABF has been able to prove its **"legendary reliability"** over the years and it is with you that we will continue to do it.

Be proud to participate in building our future!

Marco Fortin, General Manager

Upcoming Statutory Holidays

Friday April 2nd 2021:
Good Friday

Monday April 5th 2021:
Easter Monday

Monday May 24th 2021:
National Patriots' Day



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New projects



RC1 Solar Oria, Brossard—1300 MT



6095 Gouin West, Montreal—500 MT



STM Place St-Henri, Montreal—350 MT



Parks Canada Collection Storage Facility Construction, Gatineau—450 MT

And also without forgetting...

- ⇒ 37 des Cascades Road / Beauport (1 000 MT)
- ⇒ CDC Pavilion Complex / Valcartier (2 200 MT)
- ⇒ 1354 Carling Avenue / Ottawa (1 800 MT)
- ⇒ Romena / Montreal (615 MT)
- ⇒ Robert Group / Varennes (1 650 MT)

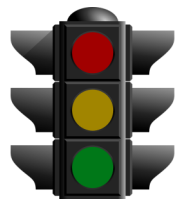


Selection, Mirabel—1 200 MT

ABF events



Here are our pickups and trucks featuring our new logo and brand signature!
Admit that they will not go unnoticed on the road? 😊



Your social club

The ABF social club is in charge of organizing several activities during the year, with the aim of fraternizing between colleagues in a context outside ABF.

We would like to introduce you to the committee members of your 2021 social club, so that you can refer to them in case of questions, suggestions and comments:

Christiane Oliveira, Erika Lynn Johnson, Guillaume Cayouette

Nancy Houle, Serge Gonthier

Do you want to be part of the social club? Nothing's easier! All you need to do is contact the ABF payroll department. A small contribution will be taken directly from your payroll and you can then take advantage of the many activities that will be offered! ☺



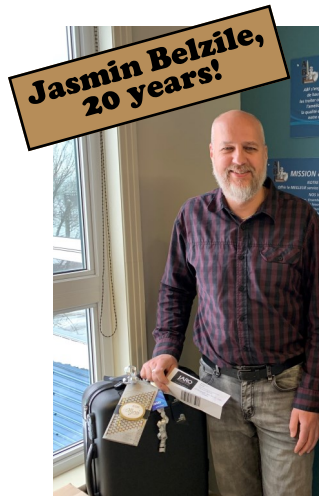
* The photo of the social club comes from the archives before the Covid-19 *

Special mentions of the quarter

We wish to recognize the work of our legends who have 10, 15, 20, 25 and 30 years of service within the company! Here are 2 legends taken from life! 😊



**Eric Moreau,
30 years!**



**Jasmin Belzile,
20 years!**

Here are the official photos of the **2020 Golden Rod** winners!
Congratulations to you!



Bruno Sarrazin



Guillaume Fallu



Jason De Sousa



Melanie Bergeron



Eric Bois

Your IT news

Cyber threats

Expansive and dangerous ransomware

Criminals who install ransomware encrypt data on a computer system and demand a ransom from the attacked organizations or individuals to recover it. A study by the Internet Society's Online Trust Alliance estimated that these attacks cost \$8 billion in 2018 alone.

However, according to a report from Symantec, ransomware would be down 20 percent in 2019. That statistic masks another: businesses, instead, saw a 12 percent increase.

"Early ransomware worked a bit like spam. Criminals would send emails to everyone hoping someone would take the bait. It wasn't very complex," says Kurt Baumgartner, senior security researcher at computer security company Kaspersky.

However, there is increasing sophistication, where criminals are targeting organizations like cities, hospitals and businesses. "An individual is only going to pay \$300 or \$400 to get their data back. These organizations sometimes pay millions, in part because of the insurance companies that allow them to," adds Kurt Baumgartner.

For the researcher, it's a mistake to pay that much. "It makes crime attractive and it has a snowball effect," he says. "It's not that there will be more ransomware in the next few years, but the attacks will be bigger," also argues David Masson, national director of cyber defense firm Darktrace for Canada.

Infrastructure targeted

"Ransomware that targets computer networks today will also affect infrastructure networks," predicts David Masson. For this former intelligence officer in Canada (CSIS) and England (MI5), connected buildings and smart cities represent new touch points for criminals to launch their attacks.

In a 2018 report on domestic cyber threats, the Canadian Centre for Cybersecurity rightly estimated that it was "highly unlikely" that a foreign state would intentionally disrupt Canada's critical infrastructure if there was no hostile international climate, but that "the introduction of more internet-connected devices made critical infrastructure providers more susceptible to less sophisticated cyber threat actors, such as cyber criminals."

"After all, you can make a lot more money attacking infrastructure than you can attacking a library's computer network," Masson says.

These attacks could be facilitated by another trend we're already seeing, "cybercrime as a service," where larger players rent their services or tools to other criminals.

Continued on next page

Your IT news (continued)

Machine learning in the hands of cybercriminals

Machine learning is used in industries of all kinds, and cybercriminals are no exception. However, it remains to be seen how far this technology will be adopted.

"In the next few years, we're going to see an attack powered entirely by machine learning, which will be able to move through a network undetected and without human involvement," predicts David Masson of Darktrace. For Masson, the adoption of artificial intelligence by cybercriminals could, among other things, enable them to carry out large-scale attacks that were once reserved for nation-states with large resources.

Kurt Baumgartner, for his part, is more tempered. "It's difficult to gather data on the use of artificial intelligence by attackers at the moment," he says. The Kaspersky researcher concedes, however, that machine learning has a lot of potential for certain tasks, such as identifying targets to attack.

For him, however, it is clear that cybercriminals will use tools developed with artificial intelligence. With the 2020 U.S. elections, for example, we can expect a lot of abuse related to hyper trusting and photo and video editing. "Many advanced technologies related to machine learning can be used to create a story that can be damaging to an individual," he reminds.

New heights for false flags

Hackers are getting better and better at covering their tracks in cyber attacks by trying to place blame on others. Indeed, the sophistication of false flags reached new heights in 2018, with the Olympic Destroyer attack on the Winter Olympics in Pyeongchang.

"We are going to see more and more false flag attacks. And not just to avoid blame and attribution, but as a form of attack in itself," predicts Kurt Baumgartner of Kaspersky. False flags will therefore not only be used to put researchers on the wrong track, but also to actively place blame on an adversary, a way to kill two birds with one stone with an attack.

The threats of 2019 are still very real

Unfortunately, the threats of 2021 won't replace those of 2020, reminds Masarah Paquet-Clouston, a researcher for the IT security firm GoSecure.

"We can still expect significant data leaks," she predicts. For her, the presence of older computer systems in particular will continue to cause trouble. "These systems cannot cope with sophisticated attacks," she explains. The use of weak passwords will also continue to be a significant risk. "Until these vulnerabilities are addressed, they can still create big problems," laments Masarah Paquet-Clouston.

Even if cybercriminals evolve in 2021, others will continue to exploit the current vulnerabilities, which are still far too numerous. ♦♦♦♦♦

(Source: L'actualité of 13/12/2019)

Occupational Health & Safety

Falling... Could get you carried away!

Falling constitutes a real and ever-present danger for each one of us, whether at work, at play or at home. The consequences of a simple loss of balance at ground level can be just as serious as those of a several-meter plunge. They range from bruises and back aches to partial or total paralysis, and even, in some cases, death.

Foreseeable or not?

◆ **The unforeseeable fall**

This kind of fall is not related to the situation. It is caused by an uncontrollable object or event for which there are no particular warning signs.

◆ **Falling brought about by carelessness**

Although the situation itself and/or certain warning signs may call for caution, the safety measures required by the environment or the material involved are often consciously neglected.

◆ **Environment-related falls**

In some cases, the geographical location or the very nature of the environment (heights, narrow passages, slippery surfaces, uneven floors, etc.) are a definite source of danger and remind so despite the application of all appropriate safety measures.

◆ **Falling caused by faulty equipment**

Even when the proper safety measures have been applied, some of the equipment used (ropes, ladders or fasteners) may suffer from latent structural defects, damage or wear which can cause it to break.

In case you fall

Whenever you cannot prevent falling, you must try your best to limit the consequences of the impact as much as possible. The following advice is meant to help you accomplish this:

- ◆ Try to position yourself so as to control and absorb the shock of the impact either with your legs or your arms;

- ◆ Free your hands of any object in order to control your landing and therefore avoid causing additional or more severe injuries;
- ◆ Protect your head at all cost!

Some falls do not have immediate apparent consequences and do not require the intervention of emergency services. Even in such cases, it is very important that you see a doctor as soon as possible in order to make sure there is no hidden injury.

Ways to prevent

You can reduce the risk of falling or limit the number of falls, especially in high-risk situations, simply by:

- ◆ Following all task-related safety procedures;
- ◆ Having sufficient knowledge of the task to be accomplished;
- ◆ Knowing the function and the limitations of related safety equipment;
- ◆ Having, as much as possible, an easy-access path, free of any obstruction;
- ◆ Maintaining a high level of awareness at all times and concentrating on what you are doing;
- ◆ Making sure that the material and equipment used (ladders, scaffolds, cables, etc.) have been thoroughly inspected.



Questions? Contact your H&S team!

Tips for a successful teleworking experience

Over the course of 2020, telecommuting has gone mainstream and the trend is not about to fade away. Here are some tips on how to conduct your work like from home.

Maintain a routine

Telecommuting can have a significant impact on mental health. There is a great risk of feeling isolated due to the lack of social interaction. It is important to keep in touch with colleagues on a daily basis, whether it is through a video call or a chat, just as it is beneficial to get outside every day. Defining your work area at home and maintaining a routine similar to that of a typical day at the office, while not neglecting the lunch break, will help you avoid falling into the trap of blurring (when the boundary between professional and personal life becomes blurred), a path that often leads to burn-out.

It is important to include physical activities in your routine, such as walking, yoga, or short strength training exercises to be done every day at home. This can significantly reduce the effects of stress and the risk of psychological distress. Another way to take care of your mental health is to use the time you save from commuting to do meditation and breathing exercises.

Adopt a good posture

A stationary computer with a mouse, separate keyboard and monitor is ideal. If you must work with a laptop, use books or a stand to raise it so that the top of the screen is at eye level. For good ergonomics, keep your head and body straight. Your knees should be at a 90 degree angle to the floor and your feet should be flat. Adjustable armrests on your chair are not necessary as it is recommended to rest your forearms on the desk.

Taking microbreaks also helps to avoid muscle pain. Every half hour, we take a few minutes to get up, walk around a bit and relax our shoulders, in order to promote blood circulation and relieve stress. To reduce eye strain, we apply the 20-20-20 rule: every 20 minutes, we leave the screen for 20 seconds and look further away, more than 20 feet.

Equipment that can make a difference

Light is a must! Good lighting is an important factor for concentration, health, mood and motivation. The ideal lighting is a combination of indirect natural light, general lighting and task lighting on the desk. Although not as essential, other accessories can be very helpful. Noise-cancelling headphones for better concentration, blue-light filtering glasses to soothe the eyes, a neck and shoulder massager, all can help improve your well-being as a teleworker.

Telecommuting, insurance and taxes

Even though there is no obligation in this area, it is advisable to mention to your home insurer that you telecommute from home. The insurer can then review your file, bring up aspects that you may not have thought of and even offer you discounts on your home and auto insurance.

If you use your car less, your premium could be lowered. Business mileage, annual mileage, use of the vehicle outside Quebec and the number of drivers are all elements that can be revised to save you a few dollars.

Finally, if you work mainly from home, it is possible to deduct from your taxes certain expenses in proportion to your work use (Internet connection, paper, ink cartridges...). Remember to keep all your proof of payment for your next tax return.



(Source: CAA Quebec, Spring 2021)

New ABF's employees

Name	Department
Bruno-Alberto Carrasco-Rosendo	Factory
David Latuya	Worksite
Deivi Cuenu Cuerdo	Factory
Jean-Jacques Drapeau	Factory
Jean-Philippe Forgues	Worksite
Jordan Tyler Wong	Worksite
Josh Meunier	Factory
Melyssa Mory Corbeil	Factory
Moustafa El-Shebshiry	Office
Patricia Albeiro	Office
Patrick Paré	Worksite
Raymond Paradis	Worksite
Richard Jr Roberge	Factory
Rock Carrière	Worksite
Rory Servage	Worksite
Shaun Melnyk	Worksite
Shirley Gagnon	Office
Stephan Milhomme	Worksite

Welcome to all new employees to the
ABF family! 😊

Contact me!

Contact me to obtain or submit
additional information:

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