



LeTAG

Quarterly report / March 2022



Word from Management

Hello everyone,

It is with great pleasure that I sign this March 2022 edition of the Tag.

The last two years have been a challenge for you, the employees, and the management. The company and its staff have faced the same challenges as usual, in addition to dealing with the famous Covid that never ends.

What a capacity to adapt we have demonstrated, it is truly incredible to see with hindsight all the situations and changes of course we had to deal with during this pandemic. Today, we see the light again and we can say **MISION ACCOMPLISHED**, because the worst is over.

I would like to congratulate you for the way you have managed to get through this personal and professional ordeal for which no one had the tools and the experience of the past. I want you to know that ABF management has done its best under the circumstances and will continue to do everything possible to support you.

They say that adversity makes us stronger, so if that is the case, we will all come out of this damn pandemic stronger and I truly believe that we will appreciate more the little things in our daily lives that we took for granted.

Let's get back to the business. As you know, the construction industry is still very strong and this year is going to be another busy one. There are several large projects on the table and hopefully they will move forward, as ABF intends to continue to be at the forefront of this industry. However, we must be cautious with inflation and the upcoming elections for both levels of government.

At ABF, we are deploying all sorts of new strategies to better surround our world and also to attract new talent. We have had to be very open and persistent in adjusting over the past few years and that continues. The industry and the market are evolving at a rapid pace. I am extremely proud of the adjustments made by the entire team.

The cultural, generational and workplace changes have been faster in the last 3-4 years than in the first 30 years of my career at ABF, which is saying a lot.

In closing, I would like to thank you for your support and wish you a year of normalcy.

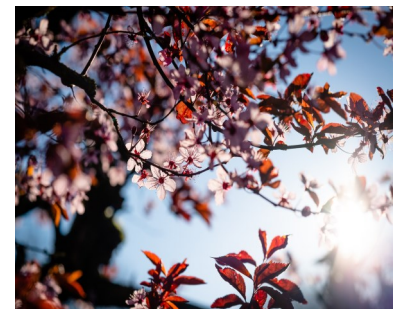
Eric Bernier, President

Upcoming Statutory Holidays:

Friday April 15th 2022:
Good Friday

Monday April 18th 2022:
Easter Monday

Monday May 23rd 2022:
National Patriots' Day



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New projects



New wastewater treatment plant,
Terrebonne—1400 MT



Drinking water plant, Drummondville
1200 MT



Police station and justice, Levis
700 MT



Benmore sur le Parc, Quebec
900 MT

And also without forgetting...

- ⇒ Dussault Complex 303 units, Gatineau (1400 MT)
- ⇒ Galiléo Phases 2 and 3, Quebec (1200 MT)
- ⇒ Symphonia Phase 2B, Ile-des-Sœurs (3300 MT)
- ⇒ Lux Place, Ottawa (3500 MT)
- ⇒ OCH Mikinak Development, Ottawa (1100 MT)

ABF events



At the beginning of 2022, ABF employees received a gift bag containing 2 bottles of privately imported premium wine from the company's management. A gift that was well appreciated by all the legends!

Let's raise our glasses to ABF management!



At the beginning of January, we received our new Hyundai 130D-9 forklift, which is used at our Victoriaville plant.

We see on the picture Tobi Fortier, who is a user of this new toy!

ABF events (continued)

We have learned that a naughty elf played a few tricks in the estimation department the week before Christmas!
Stephan Hamel was one of his victims!

Naughty little elf! ☺



We snapped a few photos of the office staff, who were already in the holiday spirit the week before Christmas!
Congratulations on your initiative!



ABF events (continued)

Over the past few months, we have been reorganizing our offices in Chateaugay. Here are the offices before the renovations:



ABF events (continued)

Here are the offices after the renovations:



Your Social Club



A few days before the vacation season, the ABF Social Club Committee surprised its office and plant members by giving them each a bag filled with local products!

They were able to discover products from the Fromagerie du Presbytère as well as from Charcuteries La Cantina, all of which came with a wooden board made by a local craftsman.

How many of you tasted these products with the wine given by the management? It was a real treat!

Special mentions of the quarter

Here are the official photos of the **2021 Golden Rod winners!**
Congratulations to all of you!



Donald Cadran
Worksites



Eric Lechasseur
Worksites



Casey Lanthier
Worksites



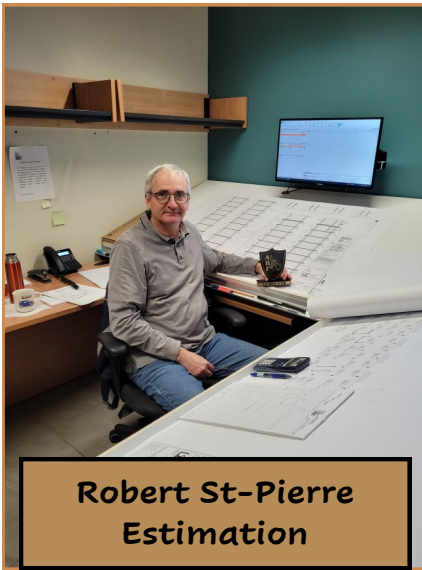
Jean-François
Houle / Plants



Alexandre Gagné
Execution

Special mentions of the quarter (continued)

Continuation of the winners of the **Golden Rod 2021!**



Did you notice that the Golden Rod trophy got a makeover?

Your financial news

Save thousands of dollars at the grocery store!

Is your grocery bill hurting your wallet? Here's a mobile app that cuts food prices by 40%!

If you eat chickpeas five nights a week to cut down on your grocery bill, the Quebec-based Food Hero app should appeal to you. It allows you to save an average of 40% on the price of food, including meat. How does it work? By recovering grocery store waste.

Food Hero "does not sell expired products, ever," says its founder, Jonathan Defoy. Instead, the company has signed agreements with Sobeys (IGA, Rachelle Béry, Les Marchés Tradition) and Metro so that their stores can post on its platform the food they want to sell quickly. [Update: Loblaws-owned banners (Provigo and Maxi) use a similar application, FlashFood].

If they are there, they may indeed be foods near their expiration date. But sometimes it's just surplus. "Grocery stores operate on a just-in-time basis [meaning they store little product in advance, relying on frequent deliveries] and have limited storage space," explains the entrepreneur. To accommodate new arrivals, they have to make room on the shelves and remove products."

Many of these foods were simply thrown away. Now they get a second chance on Food Hero, and everyone wins: the environment, the grocery stores and, of course, the consumers. According to Jonathan Defoy, regular users can save up to \$2,000 a year!

How can you benefit? Simply download the app, available on iOS and Android, and then create an account.

The application will automatically detect participating grocery stores near you - there are nearly 300 in Quebec - and then display the food items offered in the various categories: meat, fish and seafood, dairy products, fruits and vegetables, prepared meals... In short, everything you would normally find in a store, including chickpeas, if you have developed a taste for them.

Select what you are interested in, then pay. The products will be frozen or refrigerated if necessary to ensure freshness, and you will have 48 hours to pick them up at the customer service counter of your grocery store. There is nothing to stop you from purchasing food at multiple locations, but it will be up to you to go to each location.

The main drawback of Food Hero is that the application is a victim of its popularity. More than 600,000 Quebecers have already downloaded it, and the most interesting products go quickly. "We don't have enough merchandise," admits Jonathan Defoy.

To increase your chances of getting your hands on the most tempting foods and discounts, the entrepreneur advises opening the application at 10 a.m. and 3:30 p.m., the times when new products are added. Fewer users also log in on Sundays, Mondays and Tuesdays, so the competition is less fierce on those days.

As with any platform that offers discounts, avoid giving in to the squirrel syndrome. A savings quickly turns into an expense if your fridge, freezer and pantry are already overflowing. The last thing you want is for the losses you avoid in grocery stores to become yours...



Source: L'actualité (12/02/2022)

Occupational Health & Safety

Knowing how to work as a team... a guarantee of success!

Today, teamwork plays a central role in the pursuit of business and the achievement of goals in almost every organization.

Teamwork is...

A team can be defined as a group of people working together to accomplish certain tasks or achieve a common goal. From this perspective, working effectively in a team means:

- ◉ Contributing positively to the group dynamic by putting in one's share of effort, formulating relevant and constructive opinions, and being a good listener and open-minded to one's teammates.
- ◉ Know the tasks to be accomplished, develop an effective work method and take initiatives to achieve the objectives.
- ◉ Assume responsibility for others and the organization, perform tasks and encourage participation by all.
- ◉ Maintain harmonious relationships by demonstrating enthusiasm and solidarity, recognizing the contribution of others, and contributing positively to the resolution of problems and conflicts.

Strength in numbers

The effectiveness of a team depends largely on the cohesion that exists within it. But in the context of work, where you don't choose your teammates, achieving this cohesion can be a challenge itself. It requires team members' commitment to a common goal and sustained effort on the part of everyone. Here are some guidelines to help you achieve this::

- ◉ Get to know your team members.
- ◉ Make sure your understanding of the teams' goals and tasks is the same as your team members'.
- ◉ Together, allocate tasks in a optimal and fair manner,

taking into account the abilities of each person.

- ◉ Collectively monitor the accomplishment of each person's tasks within the group.
- ◉ Discuss how the team is doing and what improvements can be made if necessary.
- ◉ Be receptive to the opinions and suggestions of others.
- ◉ Work together to find solutions when you encounter difficulties.
- ◉ Resolve conflicts promptly when they arise.
- ◉ Be welcoming to newcomers to your teams, and share your knowledge and experience with them to facilitate their integration into the group.
- ◉ Be diligent and punctual.
- ◉ Cultivate a sense of belonging, goodwill, mutual support and respect.

Pitfalls to avoid

Working in a team means working with people whose culture, values and expectations are different from yours. Differences of opinion are therefore inevitable, even normal. The important thing is to remain open and not judge people or their points of view.



Questions? Contact your H&S teams!

New ABF's employees

Name	Department	Name	Department
Alana Alves Ribeiro	Offices	Joshua Bard Bedard	Worksites
Alexandre Surprenant	Factories	Marie-Eve Bernier	Offices
Charles Boulanger	Delivery	Mathieu Guerin	Factories
David Paulhus	Worksites	Mathieu Richard	Worksites
Eric Duguay	Worksites	Mattis Martel-	Factories
Eric Henry	Worksites	Maxim G. Bourdages	Worksites
Fouzi Bouaita	Offices	Maxime Savard Menard	Worksites
Jacques Jr St-Onge	Factories	Michel Pinard	Delivery
Jean Agagnier	Factories	Mohamed Rida	Factories
Jerry Cassamajor	Worksites	Nathan Marcotte	Factories
Josee Grenon	Offices	Vincent Barrette	Worksites

Welcome to all new employees to the ABF family! 😊

Contact me!

Contact me to obtain or submit additional information:

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