



LeTAG



Quarterly report / December 2022

Word from Management

Hello everyone,

We are already at the end of the year. It will likely conclude this bullish economic cycle that we have just experienced. As in the past, a period of decline will most likely follow, which we hope will not be too long. During these downturns, caution is required and everyone's cooperation is essential to minimize the negative impacts.

It is in the more difficult times that we can truly recognize the best, those who stand out and find solutions to problems, those who do not get discouraged, who do not give up. ABF is fortunate to have some of the best people in the industry, and that's why we remain confident through bad cycles. We are an industry leader and will remain so!

While we will continue to invest in our equipment, integrate new technologies, and pursue digital and IT development, nothing will be possible without all of you. We would like to take this time of retrospection to say a huge THANK YOU to all ABF employees, on whom we can count to continue to participate in a legendary way to build our future!

On behalf of ourselves and the management, we wish you a very happy holiday season with your loved ones. Have fun, enjoy and be safe!

Happy Holidays and Happy New Year 2023!!!

Marco and François

Upcoming Statutory Holidays

December 26, 2022 to
January 6, 2023
(Holiday break)



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New projects



Ariela, Quebec, 1 000 MT



Le Racine, Vaudreuil-Dorion, 300 MT

And also without forgetting...

- * Le Riviera phase 1, Quebec, 1 500 MT
- * 126 York Street Hotel and Apartments, Ottawa, 2 600 MT

ABF events

Halloween 2022 in the offices



#1

Nancy Houle



#2

François Rousseau



#3

Jasmin Belzile



Érika Lynn Johnson



Martine Boucher



Renelle
Desjardins-Caron



Julie Deneault



Danya Turcotte



Cristiane Azevedo De Oliveira,
Karolane Ayotte
et Carole-Anne Bélanger

Your social club

Last Saturday, October 29th, the members of the ABF social club went to the haunted village of the Village Québécois d'Antan in Drummondville.

It seems that a few legends had "goosebumps"!! 😊



Special mentions of the quarter



Here, Philippe Isidoro with his daughter Livia, both proudly wearing the ABF colors!
Maybe she will be a future ABF legend?
Who knows! 😊

Congratulations to Gabriela Tanasa, Jean-Philippe Fafard, Julie Deneault and William Pellerin for participating in the "To work without a car" challenge organized by the City of Victoriaville.

Together, they travelled **493 km!** Congratulations!



Your training committee



On October 19, the Chantier OHS team attended the ACRGTQ 2022 prevention, health and occupational safety symposium.

Representatives from the Ministère des Transports and Hydro-Québec presented their issues in this area, ending with an occupational medicine workshop on mental health.

ACRGQTQ has confirmed that this event will become an annual ritual, ABF will certainly be there!

*In order from left to right :
Abderrehmane Terfia, Jean-Michel Millaire
and Marie-Ève Bernier*

On November 2, the HR team and part of the OHS team went to the CNESST's Grand Rendez-vous.

They attended several conferences during this event to learn about labor standards, pay equity and occupational health and safety in Quebec, in addition to meeting with several specialized suppliers.



*In order from left to right :
Marie-Ève Bernier, Renelle Desjardins-Caron,
Carole-Anne Bélanger and Karolane Ayotte*

Your IT news

Common Cyber Threats to Teleworkers

Whether you work from home, a coffee shop, hotel conference room or other remote location, cyber threats can come from unexpected sources and places. From unsecured networks to scams specifically targeting telecommuters who may not yet be accustomed to their new lives, it's critical to understand how cybercriminals can target people who work outside the main office.

Unsecured internet connections

Unsecured internet networks, such as an open Wi-Fi network in a public place, are access points that do not include security features such as passwords or authenticators. This lack of essential protection can make any data traveling over an unsecured network susceptible to theft or corruption.

Home Wi-Fi routers

Just because a Wi-Fi network, like your home's, has a password doesn't mean you're automatically protected from all cyber threats. Hackers can target Wi-Fi routers depending on the model and internet service provider, which can expose data that users believe is secure while working at home.

Weak or reused passwords

Telecommuters who use or reuse common or weak passwords on various platforms can put their confidential data in the crosshairs of a cybercriminal. All it takes is one compromised password for someone's identity to be stolen, their account to be locked down, or important personal or organizational information to be exposed.

Bait or physical theft

Baiting occurs when a victim is enticed to divulge confidential data, such as login credentials in exchange for an item or good, such as free music or a movie. However, baiting with

physical objects, such as a phone or flash drive deliberately left in a public place frequented by telecommuters, can also be used to steal data and conduct other malicious activities.

Emotions related to the new telecommuting routine

New telecommuters or employees settling into a hybrid work routine may be more susceptible to scams that specifically target those working outside of an office environment. Cybercriminals may exploit the anxiety or frustrations of working remotely to gain access to a user's device and entice them to disclose sensitive information.

Who can be targeted by these cyber attacks?

Anyone who works remotely or any organization with a primarily distributed workforce can be targeted. Hackers have a new target of choice: the telecommuter. Cybercriminals are taking advantage of the telecommuting shift to target the most vulnerable organizations and their employees. Without the security controls typically found in the office, workers can be more easily victimized.



Your HR news

In this column, as a follow-up to previous publications, we have chosen to address the theme of the human resources management practice that contributes greatly to the mobilization and commitment of employees to the organization, namely :

Reception and integration

Work-life balance	Leadership
Communication and participation	Performance evaluation
The selection	Reception and integration
Training and development (Volum 17, number 4, December 2021)	Remuneration
Social benefits	The organization of work
The characteristics of the job	

Réf : Professeur Fabi et ses collaborateurs (2010)

A well-established welcoming process promotes, among other things, employee mobilization, attraction and retention, better communication and reduced turnover.

It is important to know that the first impression is crucial and that a warm welcome promotes mobilization and the employer brand to create a strong commitment.

Here are the 4 steps to make the welcome and integration a success:

- Preparation:** You must be ready and organized (announcement to the team in place, preparation of the workstation, equipment, documents to be signed...).
- Welcome:** Presentation of the organization, its members, the tasks that the person will have to perform.
- Integration:** This is the period during which the person is in the process of learning, and therefore developing their professional and relational skills.
- Follow-up:** It is important to meet with the employee after a few days and then again after a few weeks to validate his or her impressions and ensure that everything is in order.

In conclusion, remember that it is important to welcome new employees so that they develop a sense of belonging to the company. Although ABF has greatly improved its welcoming process over the past few years, there is always room for improvement and all employees contribute to the integration of new employees.

Don't hesitate to reach out to them and include them in your discussions, invite them to dinner, ask them if they need help. It is partly because of your welcome that they will decide if they want to be part of our team for many years.

The Human Resources Team

Occupational Health & Safety

In order to act safely... stop and look around

At your workplace, making sure everything is safe (or should be) the norm. Whether one systematically monitors the surroundings and the people within the perimeter according to a determined procedure, and process the data in order to act accordingly, or one has simply seen a risk and has advised both workmates and those in charge of health and safety about it, our sense of observation is a proven and efficient tool to prevent accidents.

Being observant, that is, staying alert to detect risk and danger, is behavior we all have to adopt... and encourage!

Be a keen observer

It may happen that we simply come across a safety risk. Though this random finding is certainly useful, leaving safety up to chance is definitely not enough. Carefully planning observation activities is essential:

- ✓ What are our targets and what criteria will we use?
- ✓ Which areas and individuals will we focus on?
- ✓ What follow-up methods will be employed to reinforce or modify the situations and behaviors observed?

Useful habits

- ✓ Talk: observation activities can and must spark discussions about work-related safety.
- ✓ Ask questions: observation should prompt the question “why”. “Why do we perform this task in this manner?” “Why follow these steps?” “Why do it with this equipment?”
- ✓ Think « behavior »: safety inspections focus a lot on equipment, machines and tools. Observation centers on the person.
- ✓ Teamwork: two observers are better than one! Ideally, these two people should come from different backgrounds. Consequently, they will see things differently.
- ✓ Be thorough: systematically and regularly inspect every work environment.
- ✓ Encourage and congratulate: an observation activity is also an excellent opportunity to notice good safety practices. Positive reinforcement is a must!

Observer fatigue

A decrease in observation performance can occur, resulting in fewer inspections and fewer incidents reported. This is often what is called “observer fatigue”. If observation activities are always performed by the same people, you can expect a drop in vigilance. This phenomenon can be countered by assigning different observers, by making sure the observers are motivated by their workmates, and by acting according to their observations. Nothing can boost the observers’ satisfaction like seeing how their efforts have improved a situation; benefiting both themselves and everyone involved. ♦♦♦♦♦

Questions? Contact your H&S team!

New ABF's employees

Name	Department
Alex Michaud	Worksite
Angel Lazcares Morales	Worksite
Cédrik Archambault	Worksite
Charles Fagnant	Worksite
Dave Campeau-Fontaine	Offices
David Duggan Taze	Worksite
Emile McInnis	Worksite
Éric Chassé	Factories
Éric Omar Gomez Reyes	Factories
Francis Côté Dalard	Worksite
François Larocque	Delivery
François Patenaude	Worksite
Frédéric Côté	Worksite
Gabriel Martel Nadeau	Worksite
Grégory McLeish	Worksite

Name	Department
Grégory Rodriguez	Worksite
Jean-Claude Jr Leblanc	Worksite
José Gagné	Worksite
Madoche Arelus	Worksite
Maxime Breton	Worksite
Maxime Landry-Picotte	Worksite
Nicolas Cavuoto	Worksite
Peter-Joseph Benavides-Flores	Worksite
Phil Childs	Delivery
Renelle Desjardins-Caron	Offices
Samuel Cormier	Worksite
Sylvain Thibault	Worksite
Thierry Linsifort	Worksite
Torres Arias Mauricio	Factories
Yaye Yarame Boye Ndiaye	Offices

Welcome to all new employees to the ABF family! 😊

Contact me!

Contact me to obtain or submit additional information :

Mélanie Boucher

(819) 758-7501 Extension 248

mboucher@abf-inc.com