



LeTAG

Quarterly report / June 2022



Word from Management

Hello to all,

We are currently living in a period of instability and therefore, rather unpredictable. Whether it is the meteoric rise in the price of raw materials, including our steel, the price of gasoline, housing, etc.. In addition to this, the war in Ukraine, the resumption of demand following the abolition of sanitary measures throughout the world contribute to amplify inflation to the point of a risk of recession on the horizon.

ABF must therefore deal with all these factors in order to reduce risks and ensure the hoped-for growth in the years to come. Since the beginning of the year, we have strengthened and expanded our teams to be able to support this continued growth. Our order book is still full, but certain pressure tactics and the lack of manpower in all the construction trades mean that several projects are slowing down, not only for ABF, but for the entire market.

As in the past, ABF will continue to strive to remain the "leader" in its industry. With the commitment of all our employees, we are confident that we will achieve our goals for the coming years!

Thank you and stay safe!

Marco Fortin, General Manager

Upcoming Statutory Holidays

Friday June 24th 2022:
St-Jean-Baptiste Day

Friday July 1st 2022:
Canada Day

Monday September 5th 2022:
Labor Day



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ABF Management wishes you a nice summer vacation!



News projects



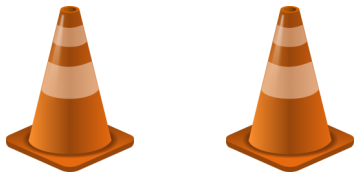
Le Gatsby, Montreal, 500 MT



Evol phase 2, St-Jean-sur-Richelieu, 600 MT



Senior's House and alternatives,
Carignan, 550 MT



And also without forgetting...

- ◆ Innomalt, Becancour, 450 MT
- ◆ Laframboise Complex phase 4, St-Hyacinthe, 550 MT
- ◆ Carrefour Cité tower 1, Gatineau, 2 600 MT
- ◆ Emeraude, Candiac, 550 MT
- ◆ Beechwood II, Ottawa, 1 100 MT
- ◆ Varennes Carbon Recycling, Varennes, 700 MT
- ◆ VM Pierre-Dupuy Avenue, Montréal, 500 MT

ABF events

On June 15th, Victoriaville's office and plant employees were able to enjoy the Crystalina food-truck that had moved directly into the parking lot. Each employee present was able to enjoy a delicious frozen treat. 😊



Thank you to the management for this beautiful attention!

Your Social Club

On March 27th, the members of the ABF social club and their families went to the Érablière Prince in St-Wenceslas, to enjoy a traditional sugar shack meal.

Here are some pictures of this great day, where young and old had a lot of fun!



Special mentions of the quarter

Today we would like to recognize one of our legends.

Not only for his work at ABF, but also for his dedication and involvement in improving the living conditions of families living with a child with a disability. For many years now, he has been working to help families who are struggling to keep their heads above water despite the severity of their child's disability.

Congratulations Martin Houle (from the estimation department) for receiving the National Assembly medal on May 13th!

We are fortunate to have a legend of your calibre on our team!



Your financial news

The puzzle of sharing family expenses

Done well, it ensures equality in the couple. If it's not done properly, it can leave one of the spouses out in the cold. If only there were a foolproof way to find the right formula...

Deciding to live together is a big step in a couple's life, but it comes with a big inconvenience: bills. If you're looking for the best way to pay them together, INRS professor H el ene Belleau may be disappointed: "There's no magic formula.

Even after surveying thousands of Quebecers on this subject, she found no two couples managed money in exactly the same way. However, three broad categories emerged: pooling of income and expenses (used by 54% of couples), sharing of expenses only (37%) and the allowance (9%), where one spouse pays the other to cover household needs (especially among couples with a huge wage gap).

These models are not fixed in time," she says. A young couple may start out by sharing expenses 50-50, then move to pooling when a child arrives. Another couple may opt for an allowance for a few months in the event of job loss or illness.

Each approach has its advantages and disadvantages. Pooling simplifies management-no need to calculate who should pay what or how much-but tensions can arise if one person makes an expenditure that seems unwarranted to the other. The allowance gives some autonomy to the person with little or no income, as long as the amount is really adapted to his or her needs and those of the household. And expense sharing provides a sense of independence, as everyone feels they are contributing equally, but it is more complex to manage. There is also a hidden risk in sharing expenses, whether it is 50-50, pro-rated or adjusted for the number of children in blended families: if left unchecked, it can lead to the impoverishment of one partner.

Take lovers who share expenses half and half. As long as their incomes are similar, no problem. But if there's a wage gap, things can get tricky. "A couple's standard of living is often based on the higher income," notes Belleau. You buy better restaurants, go on foreign vacations, rent a bigger car. The person who earns the least may then "have difficulty paying off debts or putting money aside. They may have to dip into their savings or even go into debt to their spouse.

In the worst case, this can lead to insolvency. "I see it in cases," says Guylaine Houle, vice-president of Pierre Roy & Associates, an insolvency trustee firm. "People live together, and the person who earns the least - often the wife - still pays half the expenses. The reality is she can't afford it." Dividing the bills proportionally mitigates this risk, and in fact, this is the avenue chosen by 57% of couples who share expenses. However, the risk of impoverishment remains, "especially for couples with a large salary gap," says Belleau. To find out if this is the case for you, do the math and see how much money you would have left at the end of the month. Is it enough to cover your personal expenses and savings? What about your partner? Is it enough? Most importantly, is it fair?

(Continued on the next page)

Your financial news (continued)

The puzzle of sharing family expenses (continued)

Another source of inequity for spouses who share expenses on a pro-rata basis is forgetting... expenses or income. Two examples appear on your pay stub. There's group insurance, which if it covers your entire family, should be considered at least part of a shared expense, even if it's taken out of one person's paycheck. On the income side, there are contributions to a pension plan or other group savings vehicle, which should be included in the pro-rata calculation.

The other challenge for those who choose to share expenses is defining the categories of "joint expenses" and "personal expenses. Let's say you're asked to categorize the following: clothing, internet connection, food. Is that easy? But chances are your answers will differ from those of another couple - or even your partner.

Take clothing, which is often seen as a personal expense. "I know of one couple who decided to pay for maternity clothes together," says Professor H el ene Belleau.

The Internet is for everyone. Except that "if someone is editing video at home for work and needs a lot of bandwidth, it shouldn't be entirely common," says financial planner Fabien Major of Major Gestion Priv ee.

Okay, but food, in a couple, is shared, right? Not sure you would say the same thing if your partner had three hungry teenagers from a previous marriage...

Another risk in the allocation of expenses comes from what is not quite a mortgage. "A mortgage is forced savings," says financial planner Julie Gauthier of MD Financial Management. If there is only one owner, balancing expenses by giving the bills to one and the mortgage to the other is the best way to get poor. If there is a separation, one will leave with his or her bags, while the other will still have the house.

This type of situation usually occurs when a person was a landlord before the couple formed. It's normal not to want to share the property with a new flame, just as it's normal for the new flame to pay her share for housing. "The important thing is to find an ar-

range-ment that allows the non-owner to save as well," says Julie Gauthier. This could be, for example, by determining that a portion of the non-owner's retirement savings is a common expense.

"The important thing is to find an arrangement that allows the non-owner to save too," says Julie Gauthier. This could be, for example, by determining that a portion of the non-owner's retirement savings is a joint expense.

The moral of the exercise, as you will have understood, is that each situation is unique. Above all, before agreeing to a joint expense, ask yourself who in the couple will really benefit from it. ◆◆◆◆◆

Source: L'Actualit e, March 2022

Occupational Health & Safety

To ensure your safety... you must start by behaving safely!

Preventing accidents in the workplace is not just a matter of enforcing all applicable safety rules. It also requires everyone to adopt safer attitudes and behaviors.

Values everyone should value

The values and principles underlying safe behaviors find their inspiration in good old common sense. These principles are the basic guidelines everyone should observe to insure their safety at work as in their everyday life. They are:

- ✱ **Caution:** people who are naturally cautious are likely to be more careful at work. They are usually more meticulous and less likely to take risks.
- ✱ **Tidiness and cleanliness:** at work and elsewhere, the habit of keeping one's immediate surroundings clean and orderly goes a long way in preventing accidents.
- ✱ **A healthy lifestyle:** people who maintain wholesome habits like eating well and exercising regularly are generally more alert and efficient on the job.
- ✱ **The sense of responsibility:** when people care about the environment, their safety and that of the people around them, they are more inclined to enforce safety rules, to pay special attention to the condition of the material they use, and to show respect for other people's property.

Habits worth picking...

The surest way to survive an accident is to avoid it. To turn the odds in your favor...

- ✱ **Always be prepared:** getting enough sleep, staying fit and doing warm-up exercises before going to work can significantly reduce the risk of accident and injury.
- ✱ **Avoid distractions:** Many high-risk tasks demand all of your attention. Sources of distraction, both external (noise, coactivity, etc.) and internal (stress, personal problems, etc.), should therefore be kept under control.
- ✱ **Follow proper working procedures:** lack of skills and proper knowledge often results in unnecessary efforts and regrettable errors.
- ✱ **Use the right tools:** using inadequate tools or using tools inadequately can result in serious injuries.
- ✱ **Take the initiative:** everyone can must help improve safety by reporting hazards and playing a active part in the search for implementation of proper corrective measures.

To ignore danger is to take a losing wager!

Remember that the worst accidents are caused by haste, routine, carelessness and overt-confidence. It's when you start forgetting about it that danger remembers you! ◆◆◆

Questions? Contact your H&S team!

New ABF's employees

Name	Department	Name	Department
Alana Alves Ribeiro	Offices	Kyle Turcotte	Factories
Angie Picard-Chenard	Offices	Lucas Zeler	Factories
Baquer Al-Jammasi	Worksites	Martin Houle	Offices
Brandon Element	Worksites	Martin Rivest	Factories
Cedric Guerin	Worksites	Mathieu Archambault	Factories
David Leblanc	Worksites	Maurice Jr Hogue II	Factories
Dustin Lafrance	Worksites	Michael Gosselin	Factories
Fabrice Bastien	Worksites	Mickael Palma	Worksites
Farid Baziz	Offices	Nicolas Athansopoulos Deer	Worksites
Felix Brisson	Worksites	Patrick Tremblay	Worksites
Gabriel Jacques	Offices	Petr Zadvornov	Worksites
Jonathan Charles	Worksites	Pierre Galarneau	Offices
Jose Gil Antonio Alvarado Juarez	Factories	Robert Boucher	Worksites
Julie Deneault	Offices	Sage Zacharie	Worksites
Julien-Axel Legare	Offices	Samuel Larocque	Worksites
Justin Gervais	Factories	Steve Beaudin	Factories
Justin Leblanc	Worksites	Steven Chevalier	Worksites
Kevin Labonte	Worksites	Vincent Turcotte	Worksites
Kohle Dowdall	Worksites		

Welcome to all new employees to the ABF family! 😊

Contact me!

Contact me to obtain or submit additional information:

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