



# LeTAG



Quarterly report / September 2025



## Word from Management

Hello,

At the beginning of the year, we talked about instability, mainly from an economic and political point of view. However, we underestimate the instability that can be created by the departure of a member of staff, which is inevitable year after year. Some departures are well planned and organized, while others are sudden and unexpected; some can be happy, while others can be dramatic.

In all cases, there will be consequences and steps to take to minimize the impact on the teams directly affected. We naturally tend to think of the negative effects of a departure, as it can have an immediate impact on our daily lives. But after a while, the positive consequences will take effect without us being able to make a direct connection. Opportunities are created, and the renewal of talent also brings new ideas and energizes the organizational culture. A departure can also be an opportunity to reorganize and optimize.

Far from being simple administrative transitions, departures involve major human, financial, and organizational issues. It is therefore our duty to transform these moments of change into real levers for improvement and innovation.

Thank you to all the members of this great ABF team who, throughout the departures, have demonstrated their ability to manage them in a humane way, which is the key factor in our success.

Marco Fortin,  
General Manager

### Upcoming Statutory Holidays

**Monday October 13<sup>th</sup> 2025:**

Thanksgiving Day

**Monday November 10<sup>th</sup> 2025:**

Remembrance Day



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# New projects



Square Seto 2—Gatineau, 1 200 MT



1950, Scott Street—Ottawa, 1 100 MT



Sports and Community Center  
Ville-Mont-Royal, 900 MT



## And not forgetting...

- ◆ Le Riviera PH1—Quebec, 2 000 MT
- ◆ Panora-Junic—Gatineau, 2 000 MT
- ◆ Habitation Tendance building A—St-Basile-le-Grand, 1 400 MT
- ◆ 22-01 Ste-Julie RL PH2—Ste-Julie, 1 200 MT
- ◆ Zen BB Development —Gatineau, 800 MT
- ◆ Radio 3 Quartier des lumières PH3—Montreal, 800 MT
- ◆ L Azur multifunctional building—Terrebonne, 700 MT
- ◆ Milebrook 2 building F—Pointe-aux-Trembles, 600 MT

# ABF events

On Thursday, July 10, the Victoriaville office employees participated in the **ABF 2025 Golf Open**.

Congratulations to Carl Chatman, Alexandre Fortin, Josée Rioux, and Aurée Guillemette, who took home the honors with a final score of **-3!**



# ABF events (continued)

On July 16, we celebrated Jacques Poisson's retirement after 23 years of dedicated service at our Victoriaville plant. Thank you, Jacques, for your valuable contribution and unwavering commitment!



## ABF events (continued)

To mark the start of summer vacation, our legends at the Victoriaville office and factory were treated to a special visit on Friday, July 18: the *Le Pouce* food truck stopped by our head office!

On the menu: delicious burgers served with fries or a generous helping of poutine. Yum!



## Special mentions of the quarter



The ABF management would like to warmly encourage our legend **François Laliberté**, who will be participating in the **Beneva Montreal Marathon** for the sixth consecutive year.

On September 21, he will take on the challenge of **running 42 km**. The entire ABF team is proud of you and sends you their best wishes, François!

# Your IT news

## Fooled by AI?

There is nothing amusing about the sophisticated scams that fraudsters create using artificial intelligence tools. While AI brings many positive innovations to our lives, in the wrong hands, it becomes a powerful weapon for creating more convincing and personalized scams.

### The growing threat of AI in Canada

The digital fraud landscape has changed dramatically, with AI making scams harder to detect than ever before. Nearly 75% of Canadians fear that their identity will be stolen due to advances in AI, but only about 20% feel confident in their ability to recognize AI-generated attempts to compromise their personal information. Worse still, the Better Business Bureau's 2024 Canadian Risk Report reveals this disturbing statistic: when Canadians are targeted by scammers, nearly 60% of them end up losing money. This high rate of "scam susceptibility" shows just how effective these deceptive tactics have become.

### How AI makes scams more convincing

Thanks to tools like ChatGPT and other large language models, scammers can generate perfect, personalized messages that appear to come from legitimate organizations or trusted individuals. AI voice synthesis can create convincing voice messages that sound exactly like your loved ones, while deepfake technology produces realistic images and videos that pass the visual test. These technologies allow fraudsters to create highly personalized scams at scale, from fake family emergency calls to forged documents and websites that are impossible to distinguish from the real thing.

### Warning signs of AI-generated scams

Although artificial intelligence has made scams more sophisticated and difficult to detect, you are not defenseless. Knowing what to look for can still help you spot potential fraud. Even the most advanced AI systems leave subtle clues that something is wrong. Here are the main warning signs to watch out for:

#### They get the general facts right but lack personal details:

AI may know your name and job, but it omits important personal details. For example, a message purportedly sent by your sister may not mention her children's names correctly or may refer to events that never happened between you.

#### They create a false sense of urgency:

Be wary of messages that urge you to "act now" or claim that there is an emergency requiring immediate money transfers. Legitimate organizations rarely demand instant action.

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# Your IT news (continued)

## Foiled by AI? (continued)

### Something seems "off" in the videos or images

In AI-generated visuals, look for faces that don't quite look right, strange lip movements that don't match the words, or backgrounds that appear distorted or abnormally blurry.

### The writing seems abnormally perfect:

If an email or message is too polished, with impeccable grammar and formatting (unlike typical messages from friends or even businesses), it could be AI-generated content designed to look professional.

### **How to protect yourself from AI-powered scams**

Despite the increasing sophistication of AI-powered scams, you can still protect yourself by following these essential practices:

- 1– **Create a family password or secret question.** Come up with a simple code word or question that only your family members would know the answer to. If you receive a distress call claiming to be from a loved one, ask for this secret password before taking any action.
- 2– **Verify through a different channel.** If you receive a suspicious message that appears to be from a friend, family member, or organization, contact them through a different method than the one used to send the message.
- 3– **Do your research before acting.** If you have doubts about a company or an offer, do your own independent research. According to the Better Business Bureau's 2024 Risk Report for Canada, investment and cryptocurrency scams are currently the riskiest in Canada, with a susceptibility rate of nearly 88%.
- 4– **Use multi-factor authentication.** Enable multi-factor authentication on all your important accounts to add an extra layer of security beyond simple passwords. This is crucial because even if scammers use AI to guess your password or trick you into revealing it, they still can't access your accounts without the second verification factor (such as a code sent to your phone). More than 60% of Canadians already use this essential protection method.
- 5– **Trust your instincts.** If something doesn't seem right, it probably isn't. Take the time to verify before responding, even if the message creates a sense of urgency.

In conclusion, even as technology evolves, the fundamental principles for combating fraud remain the same: verify with the person or company sending the communication, question unusual requests, and trust your instincts when something seems suspicious. ♦♦♦♦♦

# Your HR news

## Creating meaning in your work

No matter where we work—in an office, on a construction site, or in a factory—we all need to feel that our work has meaning. This feeling does not depend solely on our position or responsibilities, but on how we perceive our contribution to something greater.

### Why meaning is essential

Meaning at work is what motivates us to get up in the morning with energy. It's what transforms a routine task into a rewarding mission. Studies show that employees who find meaning in their work are more engaged, more resilient, and happier.

« Happiness at work does not come from what we do, but from the meaning we give to what we do » – Frédéric Lenoir

### The importance of meaning at work

- ✓ **Meaning provides direction:** It helps us understand why our role matters, even in the simplest tasks.
- ✓ **It boosts motivation:** When we know our work has an impact, we are more motivated to do it well.
- ✓ **It promotes well-being:** Employees who find meaning in their work are less stressed and more satisfied.
- ✓ **It creates bonds:** Feeling useful in a team or project strengthens the sense of belonging.
- ✓ **It cuts across all fields:** Whether you're planning, building, or producing, your contribution is essential.

### How to cultivate meaning every day

- ✓ **Remember the purpose:** What is the point of what I'm doing? Who benefits from it?
- ✓ **Share your successes:** Talking about your achievements with your coworkers is a way of valuing your role.
- ✓ **Ask for feedback:** Knowing that our work is appreciated reinforces our sense of usefulness.
- ✓ **Contribute to a cause:** Participating in collective or community projects related to the company can rekindle a sense of mission.

### Together, we give meaning

Creating meaning in your work also means bringing it to life around you. By valuing the efforts of others and highlighting their contributions, we participate in a culture where everyone feels useful and recognized.

So, whether you're planning a project, welding a part, or coordinating a team, remember: your work has meaning. And that meaning is what connects us all.

Human resources team

# Occupational Health & Safety

## Put an end to negativity and aggression!

At work, negative attitudes and aggressive behavior create an unfavorable atmosphere and affect everyone's quality of life.

### Beware of troublemakers!

Negativity and aggression usually manifest themselves in easily identifiable behaviors, such as:

- ◆ **The killjoy:** questions everything, complains constantly, criticizes everything, and often uses phrases such as "it's always the same", "it's pointless", etc.
- ◆ **The grumpy person:** is impatient or angry, dramatizes everything, slams doors and drawers, uses a contemptuous or ironic tone, etc.

In most cases, these behaviors can be explained by stress, frustration, feelings of powerlessness or insecurity, or a lack of self-confidence.

### Remain calm in the face of threats

When dealing with negative or aggressive people, it is important not to let their actions ruin your life. To do this:

- ◆ Refrain from responding to attacks or paying attention to negative criticism.
- ◆ Avoid any gestures or statements that could fuel aggression or negativity.
- ◆ Stay calm and remain objective.
- ◆ Calmly let the other person know that their behavior is upsetting you.
- ◆ If the behavior persists or escalates, ask a third party (supervisor, mediator, etc.) to intervene.

### Don't be the problem...

If you feel that you are being criticized for being aggressive or negative, here are a few tips for you:

- ◆ **Take care of your image:** a neat appearance and a healthy look help you feel more positive.
- ◆ **Be careful with what you say:** use positive phrases and replace stock responses with more dynamic expressions.
- ◆ **Give compliments:** you will feel good, and the compliments you receive in return will help you stay positive.
- ◆ **Take your mind off things:** use your breaks and free time to get some fresh air and occupy your mind with something else.
- ◆ **Vary your routine:** change your route to work, try new things (activities, cooking, etc.).

### Talk about it!

If something is bothering you or making you angry, talk to someone who will listen and help you. Similarly, if someone close to you seems troubled, invite them to talk about it.

**Questions? Contact your OHS team!**

# New employees

Name	Department	Name	Department
Alain Deschesnes	Construction site	Jean-Sébastien Laflamme-Moreau	Construction site
Axel Ruben Mellado Garcia	Factories	Jessen Legros	Construction site
Benoît Laflamme	Construction site	Mario Roberto Juarez Cho	Factories
Brandon Leadbeater	Construction site	Martin Lafournaise Robichaud	Construction site
Carlos Alberto Diaz Daiz	Factories	Maxime Gallant	Construction site
Cédrik Mayrand-Houle	Offices	Noël Djimguirguide	Factories
Dany Josue Lopez	Factories	Olivier Lamarre-Allard	Construction site
Derek Lechasseur	Construction site	Patrick Ibrahim	Construction site
Érik Joseph Desjardins	Construction site	Robert Devey-Bujold	Construction site
Félix-Antoine Leroux	Construction site	Saul David Vazquez Carrillo	Factories
Harshpreet Singh	Construction site	Tanhia Hernandez Barba	Construction site
Isaac Cole	Construction site	Tarik Moudoud	Offices
Jacob Sénéchal	Construction site	Vincent Bastien	Construction site
Jacques Junior Adja	Construction site	Wilmer Fernando Orellana Gonzalez	Factories
Jaimy Malenfant	Construction site	Zachary Crook	Construction site

Welcome to all new employees into the ABF family! 😊

**Contact me!**

Contact me to obtain or submit additional information:

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