

SNC-Lavalin Group Retirees' Association

YOUR BULLETIN

Vol. 18, No. 1, Spring 2021

A Word From Our Editor

While we thought that the worst of the storm was behind us due to the arrival of the vaccines, new variants of COVID-19 appeared and created a third wave of pandemic. However, as many of us have received the first dose of a vaccine, it gives us a sense of freedom as we are waiting for more flexibility in health measures.

There is at least a consolation, spring is here, and after spending several months indoors, we look forward to gradually return to a "normal" life and especially see our loved ones again. Hopefully, they will recognize us after all those months of being isolated!

It will not be possible to hold our May gathering at Le Bordelais, but we hope to be able to have our holiday lunch there in December; we will let you know if that is the case. We look forward to seeing you again. In the meantime, stay healthy and positive.

Happy reading!

Louise Pelletier

A Word From Our President

This is my first opportunity as President to contribute to the Association's Bulletin. Firstly, I would like to thank our colleague, Mario Gervais, for two reasons – first, for his dedication and generosity over the past 17 years, 12 of which as President of the Association. In addition to his efficiency within the Association, I can tell you that he also did an excellent and impressive job as representative of the retirees' interests in the Pension Committee. Having myself been a member of that committee for over eight years, I had the chance to see him in action!

I would also like to thank Mario for recommending me to the other Board members as his successor for the role of President of the Association... though I must admit that there were not too many candidates jostling at the doors! I also want to thank the Board members for their confidence in me. They are all very dedicated and they work hard to pursue the mission of the Association and keep its members informed. I am very proud to be a member of this Board and to have the opportunity to be working once again with former colleagues who became friends during my 29-year career at SNC-Lavalin.

In addition to Mario's retirement as President of the Association, the following are some highlights from the past six months:

René Champoux has decided to retire for a second time, this time from his position as Director and Treasurer of the Association. René, thank you for your dedication over the years. Francine Lavallée was kind enough to accept our invitation to step into René's position as Director and Treasurer. Welcome, Francine.

On February 25, 2021, David Gawish volunteered to join the employer's Pension Committee as a non-voting representative of non-active participants. Thank you, David.

And, to our surprise, after stepping down as member of the Board on February 11, Mario Gervais expressed his wish on February 25 to come back on the Board, but only as a director, not as president! The Board members welcomed him back with open arms. Thank you, Mario!

Yves Laverdière, President

Pension Committee for the Pension Plan for Executives and Employees of the SNC-Lavalin Group Inc.

The members of the committee are:

Hélène Beaulieu (employer)
Line Laperle (employer)
Marc-André Lacroix (employer)
Alexis Dubé (employer)
Yves Laverdière (representing non-active participants, voting member)
David Gawish (representing non-active participants, non-voting member)
Krikor Der-Ghazarian (representing active participants, voting member)
Andrée Charest, (independent member)

Your Executive Committee and Board for 2021

Yves Laverdière, President
Ivan Lamoureux, Vice-President, Webmaster
Francine Lavallée, Treasurer
Ramy K. Louis, Secretary

The other members are as follows:

Monique Aubertin, responsible for social events and coordinator of *Your Bulletin*
Pierre De Courval
Mario Gervais
Louise Pelletier, Editor of *Your Bulletin*

Financial situation of the pension fund as of December 31, 2020

- Net assets totalled \$62,945,180 (\$66.4M on December 31, 2019)
- The solvency ratio was 93.8% (corresponding to an asset shortfall of \$4,314,000)
- As per instructions from Retraite Québec, no actuarial valuation will be produced on December 31, 2020
- The employer contributed \$790,000 to the pension fund in 2020
- The plan had 357 retirees and beneficiaries.

Annual General Meeting (AGM)

Due to the pandemic, the 2020 AGM could not be held in October as usual. A virtual AGM was held on February 11, 2021. Twenty-one participants attended the meeting, and as a quorum of 15 members is

required, the meeting was declared legally constituted. Following his decision to resign as President of the Association, Mario Gervais chaired his last Annual General Meeting.

We make sure that members who are unable to attend annual meetings can be well informed through *Your Bulletin*.

We would like to acknowledge the excellent support provided by the Corporate Human Resources of the SNC-Lavalin Group.

Resignation of René Champoux

After more than 13 years on the Board of our Association, our loyal colleague René Champoux resigned as Treasurer on December 3, 2020. René joined the Board as a director in October 2007. He was appointed Vice-President in January 2009 and in December 2011 he also assumed the role of Treasurer. However, in October 2019 he expressed his wish to reduce his responsibilities and to step down as Vice-President, but to continue as Treasurer.

Throughout all those great years, René accomplished an exceptional job within the Association. He was methodical, thorough, rigorous and he was always present at our meetings. He also participated in collecting money at our social events. Everyone appreciated René and he showed us his deep sense of team spirit.

On behalf of all the retirees, we thank him for his resilience and his outstanding contribution to our Association. René, we wish you happiness and we hope you enjoy peacefully what you call your second retirement!

Tribute to Mario Gervais

As Yves mentioned previously, Mario Gervais has chosen to end his mandate as President of the SNC-Lavalin Group Retirees' Association. As the most senior member of the Board, I would like to give you the highlights of his journey within the Association.

Mario was elected as a director in October 2003 and was a member of the finance committee. In 2005 he served as Secretary-Treasurer and in January 2009 he was appointed President, a role he took on with tremendous dedication. From 2008 to 2021, he was the retirees' representative on the company's Pension Committee. Throughout his time on that committee he demonstrated outstanding financial skills, and he always made sure to ask the right questions and defend our interests. As a result of his presence on that committee, we were kept informed, through *Your Bulletin*, of the evolution of the pension fund as well as other relevant information.

It was Mario who, in 2011, started the trend of taking pictures during our social events. He would greet the retirees in the lobby of the restaurant and would take them outside for a photo. Ever since then, there have been photos in *Your Bulletin*, to everyone's great pleasure, especially for those who cannot take part in our activities.

As President, Mario was always present and he completed a phenomenal term. Throughout his second career, we benefited from his outstanding commitment, availability, resilience, ability to bring people together and his generous contribution to our group. Mario has always recognized the work of his colleagues on the Board and shown his appreciation. On a personal note, I carpooled with him during all these years, and he would make a huge detour to pick me up at home and drive me to Le

Bordelais, which I greatly appreciated. Mario is a generous man who is attentive to everyone's needs, and he is always willing to help.

And then, at the February 25 Board meeting, he surprised us by announcing that he wanted to come back on the Board as a director. He was warmly greeted and we hope that he will stay with us for a long time.

In conclusion, we sincerely thank you Mario for all the work you have accomplished and for your continued cooperation. Thank you so much.

Monique Aubertin

Lunch at Le Bordelais

Last December's gathering at Le Bordelais was cancelled due to the pandemic. It was very deceiving as it is our most popular event. Unfortunately, it will be the case for our next May lunch. However, now that the vaccines have arrived, we are hopeful that the December 2 lunch will take place!

Day of golf

Fortunately, we are still allowed to play golf! We will be holding our regular day of golf on August 9 at the Club de Golf Rive-Sud in Saint-Basile-Le-Grand. Please note that date, golf lovers!

As *Your Bulletin* is not mailed out, only those of you who have provided us with an email address will receive this invitation. However, if you are aware of any retirees who would be interested in joining us in this great day, but do not receive *Your Bulletin*, please let them know. To make your reservation, please contact Monique Aubertin at: mgaubertin@gmail.com or 450-670-5192. We will also get in touch with the regular participants in early July.

Website

Our Association's website was originally created from the classic Google Site platform. Google recently decided to discontinue the classic version and create a new one, forcing us to switch to their new format. This migration has caused some delays in updating our website and we apologize for that.

The Association's website provides information on the activities, links to photo albums of our latest activities, as well as recent Bulletins and news from our members. Due to COVID, there has not been much information to post lately.

Our Association's website address is: www.arsncl.com

You can also do a Google search by typing our name:

SNC-Lavalin Group Retirees' Association

The Association's email address: arsncl@gmail.com

As in past years, we invite you to get involved with the website by sending us your comments, questions on the pension plan, anecdotes and memories, pictures (old and new), as well as news about how you and your retired colleagues are doing.

The email is still the fastest way of sending you the latest news, publications and invitations from the Association. Again, we invite you to contact us if your email address changes, as several emails are returned to us for addresses not found.

Ivan Lamoureux, Vice-President

News from a few retirees

We would love to update you on a few retirees but unfortunately we have not received much news! Do you have something to share for the next Bulletin? Obviously, the lockdown raises concern on many things, but some of you may have some interesting stories that you would like to share. Please send them in, we would love to read them!

Our dearly departed



Rita Lucis-Dellière, on November 22, 2020 at 96. Rita had a wonderful 35-year career at SNC. She broke down barriers in 1951 when she became the engineering firm's first female draftsperson! In fact, at the end of her three-month probation period, Emil Nenniger called her to his office to tell her he was fully satisfied with her work and that she would receive the same salary as her male colleagues!

It was at SNC that she met Maurice Dellière, the love of her life, while training him. Rita was a brave, courageous and intelligent woman. Although she was a woman of few words, Rita liked to say, "You catch more flies with honey than vinegar." To everyone's delight, Rita and Maurice both attended our December 2014 dinner, which is when this nice picture was taken.

Arnold Longworth, on November 25, at 94. Arnold worked as an electrical engineer from 1984 to 1997. It would appear that he worked for WP London in Ontario.



Alfred R. Hull, on December 4, at 93. Alf, as he was lovingly known, was originally from England and he first worked as a structural draftsperson for WP London in Ontario in 1985 and then for SNC until 1994.

Alf had a sharp mind and a mischievous sense of humour; he was also a jazz lover who played guitar, and he was a great storyteller. For his pleasure, he liked solving algebra problems and reading history and science books. However, he considered his family as his greatest achievement.



Arif Husain, on December 28, at 88. Arif had a rewarding career at SNC-Lavalin from 1973 to 1994 as a qualified senior civil engineer with international training and work experience. He travelled around the world with his family while working on SNC projects, including many major ones in Turkey, Jamaica, Ecuador, Bolivia, Mexico, and numerous others in Canada.

In addition to focusing on his work during his international assignments, he found the time to discover new cultures and languages, explore the countries and their attractions and enjoy local food and events. Throughout all those opportunities, he made sure to keep his family members involved by having them visit his work sites and by organizing gatherings and dinners with his colleagues. He built lasting friendships and rewarding business relationships. He was dedicated and loved his work. His enthusiasm and warm personality earned him the respect and trust of his business partners, colleagues and superiors. In the years following his retirement, he continued to meet retired SNC colleagues at annual retiree lunches to share old memories.

He was a passionate explorer and photographer, and the photographic chronical of his trips and adventures keep all his wonderful memories alive. Some of his pictures were published in the SNC Horizon newsletter. Arif, we will miss you.



Fleurette Ratel, on March 4, 2021 at 92. From 1971 to 1991, Fleurette first worked at DGB, a subsidiary of SNC, then in the finance department under Marcel Groleau, whom she eventually followed to Reprotech. Fleurette was known for her phenomenal memory and, of course, the high quality of her work.

We extend our deepest condolences to their families.

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