



March 18, 2009

Newsletter To All Staff

These are unsettled times:

The economy seems to be on the minds of everyone and all over the news these days. The doom and gloom stories abound but we have chosen not to participate in this recession. Alberta Glass is feeling the pinch in some areas due to this uncertain economy but we are in the fortunate position of having enough work to carry us through the next two years. ***None of our major projects have been cancelled*** although some of the long term projects we have been working on have been delayed or put on hold. Because of our backlog in work ***we continue to grow and expand*** our offices (again) and are looking for offsite space to house some of our equipment and inventory. We have 4 staff in our downtown office and one in our site office in Edmonton.

The Alberta Government along with the feds are taking steps to keep the economy going and stimulus seems to be the word of the day. Some of this stimulus will affect us as new schools, hospitals and jobs like the science centre and zoo get funding and move forward. We assure you we are paying attention to what is happening around us and will do what it takes to keep moving forward. We are still seeing new projects announced and getting tendered and we think ***this is a sign that the worst is almost over.***

Employee reviews:

Alberta Glass, through our skilled and committed staff (you!) continue to provide our customers with a top notch product on time and done right. We appreciate both your commitment to performing at such a high level and your loyalty to Alberta Glass. We have completed our reviews and we are pleased to be in a position that when others are laying off and cutting back, we are hiring and able to give ***wage increases to all our employees in the range of 3%.*** These are higher than most other industries. Many of you also will get increases due to moving up in your apprenticeships and in accepting new duties and responsibilities.

Now Hiring:

We are now well over 100 people and we are seeing some relief in the availability of experienced workers. We expect to be hiring 8 to 10 more tradespeople in April/May and another 10 to 12 in Sept/Oct. Word of mouth is still the best advertising and we appreciate you ***getting the word out among those you know in our trade.***

Policy Manual:

We are pleased to launch our revised policy manual and these will be distributed to all the offices and sites. Thank you to the HR staff who did the lions share of the work and editing in bringing these to print. We have made it in a format where we can exchange and update pages as required. ***All employees have access to these manuals*** but we will not be issuing one to each employee.

Some important dates coming up are:

- Mar 27th & Apr 3rd Hockey at Chestermere 10:45 pm
- May 31st 2009 Flames win Stanley Cup beating Boston in 6 games ☺
- June 6th 2009 Golf Tournament at Beaver Dam, 1PM start
- June 25th 2009 Summer Bonus
- July 3rd 2009 Stampede Bar B Que and open house (parade day)
- September 1st World Skills Competition Stampede Park/SAIT
- September 7th Labor Day Classic McMahon stadium
- September 15th Wage review

We thank you for your hard work and loyalty and we appreciate your integrity and efforts in working productively, looking after our materials, tools and equipment and ***most importantly looking after each other by being part of a safe work environment.***

The Management Team