



EXECUTIVE UPDATE

I would like to thank the ATI family for their efforts in ATI's transformation and a successful June 30th year end. Last summer, ATI started the ERP transition to Acumatica allowing for our data to be collected in one place, improve reporting, and allow ATI Canada to progress into a dynamic people organization. It was not an easy process, and we appreciate everyone working through the challenges and changes and sharing your frustrations along the way.

As we head into the fall, our annual performance review process and one-on-one interviews have been completed. We listened to the feedback from last year and made changes to the process to ensure that everyone received a one-on-one meeting from their supervisor(s). I am pleased to say that 88% of our employees provided feedback in the employee engagement survey, exceeding the previous year's response rate. The management team reviews all employee feedback when considering policy and organizational changes and, where possible, makes changes to the organization.

The bonus program, employee engagement survey, and performance review are all part of ATI Canada's core values. The employee engagement survey allows for our team to voice their concerns or celebrate the wins. The performance review allows for an annual touchpoint to ensure that our team members receive a conversation specific to themselves identifying strengths or areas of improvement. The surveys and results are tools used to assist in calculating the performance bonus along with the compensation structure, policy guidelines, survey deadlines, and overall company performance. ATI Canada is pleased to advise that all performance bonuses will be paid out by the end of October with all qualifying team member letters to be distributed by October 27, 2023.

Jennifer Kolesar-Lafaut - Director of Business Operations



Refer a mechanic and receive up to \$1500!

EMPLOYEES OF THE MONTH

JULY

Paul Gutek- Western Region
 Shane MacPherson - NR Shop

AUGUST

Mitchell Lott - CST Coal
 Caleb Krikke- NR Shop

SEPTEMBER

Sean Quinn - NACG Aurora

WELCOME TO THE TEAM

Daniel Fieder - Big Horse Ekati
 Christopher Murray - Conuma

MANAGERS UPDATE

Once again, the warm weather of summer has left us, and we brace for another wonderful Canadian winter. If you have been at this game long enough, you know that mining is a world in its own right.

We have had some minor setbacks, but at the same time have had our share of wins. Our fleet is in the best shape it has been in a long time, tooling costs are way down, manpower has stabilized, and we have an amazing team.

I am excited to see what Q4 brings and for the first time in a very long time, I am actually looking forward to winter this year.

Alex Jurich
Regional Manager – Western Region

FLEET UPDATE

With summer ending and fall being in full swing, a review of the past quarter has revealed a decrease in not only our running repair expenses, but also a decrease in our tooling expenses. This accomplishment is not only due to the use of our current processes and procedures, but is in large part due to the efforts made by our team members on a day-to-day basis. I want to express my thanks to both regions for making this accomplishment possible.

Additionally, I want to encourage any field team members to please reach out to myself directly with any ideas or suggestions they may have regarding the fleet. Please feel free to call/text me at 403-803-8442, or send me an email chris.lakie@aticanada.ca

Thanks again for the hard work this quarter, I look forward to see what we can accomplish in the next one!

Chris Lakie
Fleet & Compliance Officer

SAFETY MOMENT

As we approach the winter season, we recognize the potential risks it brings. This can be while on shift, as you are working in freezing temperatures and unpredictable weather. Or, this can be on your days off, as you enjoy outdoor activities with your family. Whether you are on site, or on a snowmobile, we encourage you to operate safely.



Year end is approaching fast! This means your CPP and EI contributions will be resetting for the first pay period of 2024. Quick reminder to update your mailing address and tax forms before December 31, 2023 if required.

To update your mailing address, please complete the Workhub Personal Information Change Request form. To update your tax forms, please reach out to the payroll department directly at payroll@aticanada.ca.

