



## Questions & Answers

### Active Employees

**What do I do if I have questions?**

For questions relating to the CCAA proceedings, you can reach the Monitor at 514 856-4155 or by email at [aveos@fticonsulting.com](mailto:aveos@fticonsulting.com). Information with respect to the CCAA proceedings is posted on the Monitor's website [cfcanada.fticonsulting.com/aveos](http://cfcanada.fticonsulting.com/aveos).

**Will employees be paid for days worked?**

The Company's intention is to pay base wages earned prior to the date of the CCAA filing (March 19, 2012). A further order from the CCAA court is required. We are working as quickly as possible and expect to be in court next week.

Wages earned on or after March 19, 2012 are approved and expected to be paid by March 30. You will be paid on an ongoing basis for work performed.

Please continue to visit the website at [www.aveos.com](http://www.aveos.com) for updates on your pay.

**Will I continue to receive my employee benefits?**

The employee benefits plan continues.

**Will I be reimbursed for health care expenses?**

Yes, you will be reimbursed for health care expenses as per the stipulations in your plan.

**Will I continue to have coverage by my insurance provider?**

Employees' insurance coverage will remain in effect.

**Is the pension plan still active?**

You will continue accruing credited service under the pension plan.

**Will we be reimbursed for any expense monies owed to us?**

Aveos will reimburse employees for approved expenses. All employees should submit their claims at your earliest convenience so that the Chief Restructuring Officer and the Monitor can properly assess the total value of the outstanding claims.

There is a manual process provided to submit your expense claims. Please complete your expense claim form and submit to 2311 Alfred-Nobel Boulevard, St-Laurent, Quebec H4S 2B6, directly.

**What does the CCAA filing mean for the Company's pension plans and their assets?**

Pension fund assets are held separately from the Company's assets. They are not subject to claims by the Company's creditors and can't be used to satisfy other financial obligations of the Company such as obligations owing to secured creditors or trade creditors.



**Who can I contact about my pension?**

You can obtain further information about your pension by calling by contacting your pension administrator.

For the Aveos Defined Benefit Plan:

Aon Hewitt:

1-877-331-8251

[aveos@aon.ca](mailto:aveos@aon.ca)

For the Aveos Defined Contribution Pension Plan:

Manulife:

1-888-727-7760

[www.manuvie.ca/PRO](http://www.manuvie.ca/PRO)

**What do I do if I have other questions?**

For questions relating to the CCAA proceedings, you can contact the Monitor at:

Phone: 514 856-4155 or 416 649-8099

Fax: 416 649 8101

Email: [aveos@fticonsulting.com](mailto:aveos@fticonsulting.com)

Website: [cfcanada.fticonsulting.com/aveos](http://cfcanada.fticonsulting.com/aveos)

**Where do I get updates on the situation at Aveos?**

Please consult the [www.aveos.com](http://www.aveos.com) website for up-to-date information.