



BUSINESS RESUMPTION PLAN
EMERGENCY RESPONSE PLAN

U-Pak Disposals Limited
15 Tidemore Avenue, Etobicoke, Ontario



QUICK REFERENCE GUIDE

(Recovery team contact information on next page)

- ◆ **Receive alert notification (p9) Normal business hours (p6) after hours (p6)**
- ◆ **Notify Recovery Team (p2, 9-10)**
- ◆ **Meet Recovery Team at Assembly Site (p5)**
 - **Location:**
 - **Time:**
 - **Contact Name:**
- ◆ **Use employee contact list (attach local list to the back of the plan) to notify appropriate additional personnel to:**
 - **Proceed to Assembly Site**
 - **If appropriate, bring resumption plan**
 - **Bring pertinent resources from home or off-site (p16)**
 - **DO NOT TALK TO THE NEWS MEDIA**
- ◆ **If directed, meet the Emergency Management Team at the Command Center**
 - **Location:**
 - **Time:**
 - **Phone Number:**
- ◆ **Document information provided at the briefing**
- ◆ **Report status of critical functions (p5) and potential concerns to the Emergency Management Team during the briefing**
- ◆ **Meet appropriate staff at Assembly Site (p6)**
- ◆ **Brief staff on the situation**
- ◆ **Begin team recovery activities (p7 & p21)**



Team Alert List

Team Leader: Tim O'Connor Jr.	Date/Time:	
Cell phone: 416-550-7099	Status:	
For Emergency:		
Contact: Brian O'Connor	Relation: Brother	Phone: 416-550-7102
The Team Leader calls the following:		
Alternate Team Leader: Mary Molony	Date/Time:	
Cell phone: 416-550-7119	Status:	
For Emergency:		
Contact: Paul Molony	Relation: Husband	Phone: 416-427-9749
Noel O'Connor	Date/Time:	
Cell phone: 416-550-7101	Status:	
Don Sisti	Date/Time:	
Cell phone: 416-550-7006	Status:	
Imelda D'Aversa	Date/Time:	
Cell phone: 416-5507103	Status:	
Peter Bogdan	Date/Time:	
Cell phone: 416-550-7013	Status:	

Record the date and time that each person was notified or last attempt made. Add the contact status BSY-Busy, NA-No Answer, PNA Person-not Available.

After the team notification has been completed. This checklist should be given to the Emergency Operations Center staff or Emergency Management Team.



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Primary Contact: Tom O'Connor Jr. Alternate: Mary Molony

Team Responsibilities:

When notified by the Emergency Management Team that the Business Resumption Plan (BRP) has been activated, the primary responsibilities of the team will be to use their resources to support the corporate recovery effort and to activate their Recovery procedures.

Team Leader Responsibilities / Checklist

Read the entire section before performing any assignments.

General

The Primary responsibility of the Team Leader is to provide *leadership* of the recovery team and coordinate support for the recovery effort. Other responsibilities include:

1. Participate in Resumption meetings with the Emergency Management Team.
2. Direct the Business Continuity efforts of your team.
3. Oversee communications activities of the team.
4. Coordinate with the Emergency Operations Center regarding all administrative issues.

Critical Functions

Restore the following critical functions:

RTO*	Critical Function
2 hours	Spill Containment
_____	_____
_____	_____

*** Recovery Time Objective (Amount of down time before outage threatens the survival of the company. RTO is determined by Senior Executives)**



Normal Business Hours Response

During an emergency that happens during normal business hours, follow the corporate emergency procedures to ensure the life and safety of all employees.

If the building is not accessible, the team personnel should assemble at:

- Primary site: to be determined by Team Leader Tim O'Connor Jr.
- Alternate site: to be determined by Team Leader Tim O'Connor Jr.

Immediate actions to be taken by the department leader or assigned alternate:

1. Take a head count to make sure all team members are safe and available. Notify the Emergency Management Team immediately if anyone is missing.
2. Look for a member of the Emergency Management Team to get instructions.
3. **Record all** the information and instructions given by the Emergency Management Team. Use the Notification Checklist located in this section as a guideline and work paper.
4. **Before** contacting anyone else review the Notification Procedure located in this section.
5. Notify department personnel not already notified. Use the Notification Call List located in this section; it contains a list of who to call and what information to pass on.
6. If instructed by the Emergency Management Team, activate the Recovery procedures are located in this section.

After Normal Business Hours Response

When notified by the Emergency Management Team that the Business Resumption Plan has been activated, the team leader will:

1. **Record all** the information and instructions given by the Emergency Management Team. Use the Notification Checklist located in this section as a guideline and work paper.
2. **Before** contacting anyone else review the Notification Procedure located in this section
3. You may be instructed to only notify your alternate team leader, your entire team or as many department personnel as possible. Use the Team Alert List located in the front of the plan or the Employee Call List located in the back of the plan. Record the status of all notifications and give the completed call list to the team leader.



4. If instructed by the Emergency Management Team, report to the Emergency Operations Center
5. If instructed by the Emergency Management Team to activate your Recovery Team, procedures are located in this section.
6. When you activate your team, have them meet you at the primary or alternate meeting place.

Team Recovery

Business Resumption Plan Copies

The team leader should ensure that sufficient copies of the Business Resumption Plan are available.

Cellular Phone (TBD)

The team leader has a cellular phone for team use. The Emergency Management Team should be notified immediately of the cellular phone number.

Team Workarea

The Emergency Management Team will provide the team with a workarea for their use. Use the Business Recovery Workarea Checklist in the appendix to ensure that the area is setup to match the requirements that the Recovery Team will need to support the recovery operation and resume essential business functions.

Notifications

Provide notification of the problem to vendors. The information provided should be reviewed with the Emergency Management Team before calling.

Team Recovery Steps

The following recovery actions are to be used as a guide. During a real disaster circumstances may dictate that some or all of the steps documented may have to be altered. The team leader should use his/her judgment while managing the recovery operation.

1. The team leader should contact the Emergency Management Team to find out:
 - When voice communications will be available at the workarea.
 - When servers will be operational and how current the master files will be.
2. Departmental Meeting:

Key department personnel should meet to determine actions to be taken and establish the priority of restoring business functions based on the workarea and resources available. The department leader should explain the goals and objectives identified by the Emergency Management Team.



- a. Review tasks to be performed and assign personnel.
- b. Personnel should be assigned to contact vendors and advise them about the situation and when they can expect service to be restored. Use the Vendor Notification in the appendix for contact information.
- c. Determine if some personnel will have to travel to the business recovery site.
- d. Distribute copies of any forms that will be needed during the recovery operation.
- e. Distribute copies of the news media statement that has been prepared. Copies can be obtained from the Emergency Management Team. Instruct everyone not to makes statements to the news media.
- f. Personnel should be assigned to provide recovery support needed by other teams, as needed.
- g. Identify the category in which personnel should be alerted. Consider:
 - Personnel that might be need to give aid to other teams / departments.
 - Personnel that will be needed at the workarea to resume normal business functions.
 - Personnel who should stay home and remain on standby (they will be needed when the initial group needs rest).
3. Contact personnel that will be needed to report to the assigned workarea.
4. Designate space for personnel reporting to the workarea.
5. Implement procedures to resume time dependent functions based on the priority established.
6. Instruct all department personnel to carry photo identification with them at all times and be prepared to show it to security or local authorities.
7. As progress continues during the recovery operation, the team should be prepared to move back to the affected facility and resume normal business operations.

Personnel Location Form

After the department personnel have been deployed, the department leader should complete the Personnel Location Control Form in the appendix. Completed forms should be sent to the Administrative Team to allow location tracking of all employees. Continue to update the information throughout each day of the recovery operation.

Status Report

The department leader should prepare written status reports frequently for the Emergency Management Team to keep them apprised of the current situation. Use the Status Report Form in the appendix as a guide.

.



Notification

Notification Checklist

When notified by the Emergency Management Team that the Business Resumption Plan (BRP) has been activated, the team leader or alternate should record the following information that will be passed along to department personnel:

1. Brief description of the problem: _____

2. Location of the Emergency Operations Center: _____

3. Phone number to contact the Emergency Operations Center: _____

4. Any immediate support requested by the Emergency Management Team:

5. Whether or not the facility can be entered: Yes () No ()

6. If the facility can not be entered, the location that the team should use for a workarea or meeting place:



Notification Procedure

The team leader, alternate or assigned individual upon activation of the Business Resumption Plan will contact team personnel using the following procedure:

During notifications of an alert or declared disaster, use this procedure to alert all personnel. **Read the procedures thoroughly prior to making a call.** By using the following instructions, you will not unnecessarily alarm family members of an employee who was working at the affected site at the time of the disaster.

Place phone call and say, “May I speak with (individual)?”

1. If available, provide the information you called to convey.
 - Remind the person to make no public statements about the situation.
 - Remind the person not to call co-workers (unless instructed to) and to advise their family not to call other employees.
 - Record the information in the contact status column.
2. If not available, say, “Where may I reach (individual)?”
 - If at any location other than the data center, get the phone number. Call the other location and providing the information you wanted to convey.
 - If the individual was working at the affected site, indicate that you will reach the individual there. **DO NOT discuss the disaster with the person answering the phone.**
 - Immediately notify the Emergency Operations Center.
 - Record the information in the contact status column.
3. If contact is made with an answering machine: Make no statement regarding the situation.
 - Provide the phone number to call at Emergency Operations Center; ask that the employee make contact at that number as soon as possible.
 - Record the information in the contact status column.
4. If no answer:
 - Record the information in the contact status column.
5. If no answer and the individual has a beeper:
 - Place a call to the beeper number.
 - Enter the number of the Emergency Operations Center for the individual to call.
 - Record the information in the contact status column.



Notification Call List

Using the team member contact list in the front of the plan, the team leader, alternate or assigned individual should convey the following information when contacting the team personnel:

- Brief description of the problem.
- Location of the Emergency Operations Center and / or the Business Recovery Site
- Phone number of the Emergency Operations Center.
- Immediate actions to be taken.
- Whether or not the facility can be entered.
- Location and time the team should meet.
- All team members should carry photo identification with them at all times and be prepared to show it to security or local authorities.
- Instruct everyone notified not to make any statements to the media.

All callers should record status of everyone they call, noting the time the call was placed and whether the person was contacted. Make a reasonable number of attempts if the phone was busy or there was no answer. Forward the completed list to the EOC and the staff will continue to attempt to contact team members.



Business Recovery Work area Checklist

Work area Scenarios

The Emergency Management Team will provide the team leader with a workarea for the team to use. One of the following is the most likely scenario that will take place.

1. **Work area at the location, if the facility is accessible.**
The Emergency Management Team will provide information about what area the team can use.
2. **Work area at a vendor Business Recovery Site, if the site is not available.**
The Emergency Management Team will provide information about what area to use and the estimated time before terminals and communications to the backup site will be available.

Workarea Requirements

The following lists the minimum requirements for the team at the workarea recovery location. Copiers and FAX machines will be available at the workarea for all teams to share.

Space in square feet: 3000sq ft

Office Furniture: Desks: 20 Chairs: 20 File Cabinets: 10

Other Furniture: _____

Telephone Equipment

Phone Type: Desk Sets Number of Phones: 15

Computer Equipment:

Desk Top: 20 all connected to server

Resources Required over Time

The following two forms are used to plan the arrival of recovery resources to the Workarea. List only the increased amounts in each column. For example the team needs 35 people over all. They assign 15 at the 24 hours slot, another 5 in the 48 hours slot and 15 more in the 72 hours slot.



Resources Required Over Time

Function / Resources	24 hours	48 hours	72 hours	1 week	2 weeks	1 month
<i>Dispatch</i>						
Staff	4					
Area size	300sq ft					
Desks	4					
Chairs	4					
Telephones	4					
Faxes						
PCs	4					
Printers	2					
(Other)	Time clock					
<i>Office</i>						
Staff	2		10			
Area size	100 sq ft		500sq ft			
Desks	2		10			
Chairs	2		10			
Telephones	2		10			
Faxes	1		0			
PCs	2		10			
Printers	1		2			
(Other)						
<i>Cust. Serv. Sales</i>						
Staff		4	2			
Area size		200sq ft	100 sq ft			
Desks		4	2			
Chairs		4	2			
Telephones		4	2			
Faxes						
PCs		4	2			
Printers		2	1			
(Other)						



Resources Required Over Time (Consolidated)

Function / Resources	24 hours	48 hours	72 hours	1 week	2 weeks	1 month
All team functions						
Staff	6	4	12			
Area size	400	200	600			
Desks	6	4	12			
Chairs	6	4	12			
Telephones	6	4	12			
Faxes	1					
PCs	6	4	12			
Printers	3	2	3			
(Other)Time clock	1					

List only the increased amounts in each column. For example the team needs 35 people over all. They assign 15 at the 24 hours slot, another 5 in the 48 hours slot and 15 more in the 72 hours slot.



Off Site Stored Materials

Copies of critical documents, computer/PC back up floppies and tapes, critical supplies etc. may be available from a number of sources:

- Other First Bank facilities may have similar resources or copies of critical documents.
- Clients or contractors may have copies of critical documents.
- Commercial storage facilities will usually pick up back up tapes and documents and store them in a climate controlled and secure area.

Recovery Box

Consider creating a “Recovery Box” for your business unit. This Recovery Box could contain specific items that your business unit would need if your building were not accessible. Some items that could be contained in this box include:

- Copies of forms your business unit would need right away
- Copies of Procedure Manuals
- A small supply of unique supplies your business unit would need right away

This box must, of course, be stored at an off-site location. The box and an inventory listing of its contents are both critical records and should be documented as such.



Critical Resources to Be Retrieved

Many incidents do not completely destroy contents of offices. Depending on the circumstances, it might be possible to clean and dry paper, microfilm or microfiche. Even if computer diskettes, tapes and hard drives have been water, smoke or soot damaged, it might be possible to extract the information from them. Do not attempt to do this yourself. Contact your technical support area or facilities staff for help when the incident occurs.

Following the incident, if authorities and your facilities staff determine your affected building is safe to enter, you might be allowed into your building for a short time. This could be for as little as 15 minutes or one half-hour. Create a list of the critical items that you would need to retrieve if you could get into your building. This assumes, of course, that the items are salvageable.

You should list these items in order of importance.

Some examples of items you might need to retrieve include: computer disks, computers, selected paper files and work in process.

Examples of items that you should not list include: family pictures, unimportant files and information that are duplicated somewhere else.



Personnel Location Control Form

Make additional copies as needed

COMPLETE DAILY
FORWARD TO THE CRISIS MANAGEMENT TEAM

Date: ____/____/____

Completed by: _____

Operations Team

Name	Recovery Location	Phone Number	Work Schedule From	To
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____



Status Report Form

Make additional copies as needed

Use this form to log significant recovery activities.

The team leader is required to submit written recovery status reports daily. Submit completed status reports to the Emergency Management Team. This status report may be submitted handwritten as long as it is legible.

Date: ___ / ___ / ___

Time: ___ : ___ AM / PM

Name: _____

Department: **Operations Team**

Comments: _____

Conclusions: _____



Recovery Preparedness

Team plans are intended to be living documents. They should reflect the latest information available. Team Leaders are responsible for reviewing and updating their plans on a semiannual basis.

The Team Leader, alternate Team Leader and other individuals who have copies of the team plan will be sent updates each time the plan is changed. The accepted practice is to print and distribute only the page or pages have been changed rather than the entire plan.

Semiannual Plan Review

(Updates due April 1 and October 1)

Team Leader and Alternate Team Leader. This section identifies the persons assigned in the leadership positions. The team leader to identify changes in assigned personnel should review it.

Recovery Team Alert List. This section provides contact information for all personnel assigned to the team. This list is prone to change since team members may leave or join the team, names may change due to marriage and contact information may change. The team leader should send a copy of the Recovery Team Alert List to each team member to review and update.

Critical Functions List. This section, found in Team Leader Responsibilities, identifies the critical functions that apply to the team. The Team Leader will review the functions to determine that they are accurate.

Team Recovery Steps. This section identifies the strategies for recovery of critical functions. The team leader will review this list to determine that the strategies are meeting the current business objectives and accurately reflect the best possible solution.

Vendor and Customer Lists. This section identifies the contact information for critical vendors and customers. The team leader will review this list to determine that the list is complete and accurate.

Workarea Requirements. This section identifies critical resources required to support the recovery at the work area site. The team leader will review this list to determine that the list is complete and accurate.

Off Site stored Materials. This section identifies critical records or resources stored off site. The team leader will review this list to determine that the list is complete and accurate.



Training and Exercises

Updated plans are not enough if the people assigned to recovery teams don't know what is expected of them. Team members should receive training on recovery concepts in general and their team's functions in particular. Exercises help identify needed improvements in strategies and plans. Exercises also give team members valuable experience in dealing with the challenges inherent in recovery operations.

The Business Continuity Group conducts training and exercises.

Team Member Orientation. This is a one-hour overview of the Business Continuity Program. Each team member should attend once per year. It is also available for the general employee population.

Team Exercise. The entire team participates in a two-hour tabletop exercise with a focus on their recovery strategies.

Team Leader Exercise. All the team leaders and Alternate Team Leaders participate in a two-hour tabletop exercise with a focus on facility wide recovery.

Functional Exercise. Actual hands-on test of hardware or connectivity capability at Work Area Recovery Centers. Actual use of alternate (manual) production process at the home or alternate facility.

Activity Schedule

This document allows Team Leaders to track their own plan review, training and exercise activities for the year. The Business Continuity Group will periodically request a copy of the document to review the team's preparedness status. A new document will be started each year. The Business Continuity Group will keep each year's completed activity schedule on file for audit purposes.



ACTIVITY SCHEDULE

Plan Reviews

Enter the dates when plan reviews were conducted.

Plan Holders	Due Apr 1	Due Oct 1
Team Leader Tim O'Connor Jr.		
Alt. Team Leader Mary Molony		
Noel O'Connor		
Don Sisti		
Imelda D'Aversa		
Peter Bogdan		

Training / Exercises

Enter the dates and number of participants for each activity. Each exercise type is expected to be conducted at least once per year.

Activity	Date Conducted	# of Participants	Comments
Orientation			
Team Exercise			
Team Leader Ex			
Functional Exercise			