MEMORANDUM

To: All Employees

c: Boards of Directors
Union Representatives

From: Michael Angemeer
John Sanderson

Date: December 20, 2018

Re: Merger Update

A few weeks ago the Communications Working Group shared "launch news", the first issue in their series of merger staff newsletters to keep employees updated and informed on the merger process, important milestones, fun and interesting facts about our two companies and other useful information. We hope that you found the newsletter informative, and encourage you to submit story ideas and suggestions to Angie Valentine or Chris Mace to ensure the publication is a valuable resource for merger information.

A few questions that were asked often during the Merger Chats were "Will I have to re-apply for my position?" and "Will there be layoffs as a result of the merger?" Significant progress has been made towards finalizing the organizational structure for the new company and phase one of this process is now complete.

We are pleased to advise that all regular non-supervisory staff (both union and non-union) will not be required to re-apply for their jobs. Upon the first day of the merger, non-supervisory staff will continue in their current positions. While the integration process will take many months or years to fully implement, no layoffs of non-supervisory staff are planned. Once we receive Ontario Energy Board approval for the merger, all non-supervisory staff will receive appropriate communications regarding work assignments.

Work has now started on finalizing the process for the management positions, and we will work with our management staff to inform them as to how this process will rollout. We anticipate that this process will take a few weeks. Once complete, we will be in a position to publish the full organizational chart, and be ready for "Day 1" as a new company.

In closing, on behalf of our respective Boards of Directors and management teams, we wish you and your families a very safe and happy holiday season. Thank you once again for your support during this process.

Sincerely,

Michael Angemeer
President & CEO
Veridian Corporation

John Sanderson
President & CEO
Whitby Hydro Energy Corporation