MEMORANDUM

To: All Employees

c: Boards of Directors
Union Representatives

From: Michael Angemeer
John Sanderson

Date: January 15, 2019

Re: Merger Update

By now you should have received an invitation to join the Brand Working Group and Branding Consultant – Cinnamon Toast – on Thursday at the Ajax Convention Centre. The group will unveil the name, logo and key brand elements of the new energy corporation and its non-regulated businesses. We look forward to celebrating this exciting and historic event with staff.

Prior to the Christmas break we shared the news 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.

We are pleased to provide you with a further update. Over the course of the next week, the role descriptions for the direct reports to the President & CEO of the new energy corporation will be posted. The deadline for applications is February 1, 2019, and the selection process will be completed by February 15, 2019. It's anticipated the posting of the roles for the remainder of the management positions will occur the week of February 11.

The role descriptions will be shared via email, posted on our respective intranets and bulletin boards. For those interested in applying, details will be provided on the application process. All staff will have access to all job descriptions for all levels. Additionally, staff are encouraged to apply for roles in which they have an interest and experience.

If you have any questions or concerns, please do not hesitate to contact either one of us.

Sincerely,

Michael Angemeer
President & CEO
Veridian Corporation

John Sanderson
President & CEO
Whitby Hydro Energy Corporation