MEMORANDUM

To: All Employees

c: Boards of Directors
Union Representatives

From: Michael Angemeer
John Sanderson

Date: January 23, 2019

Re: Merger Update

Thank you to those of you who were able to attend last week's brand unveiling event. We received a lot of positive comments, feedback and congratulatory messages on the new name and logo from you and from people in the industry. We're looking forward to rolling out a brand awareness campaign to inform and educate our customers on our new look. For those of you who were unable or couldn't attend, the presentation that was delivered by our brand agency Cinnamon Toast will be circulated in the coming days. There is also a video that will be circulated after that.

Our last update on January 15th communicated that the role descriptions for the direct reports to the President and CEO of the new energy corporation would be posted this week. We are happy to share with you the organization structure for Elexicon Energy – showing the Executive Office, Manager and Supervisor positions – along with the job descriptions for positions reporting directly to the President and CEO of Elexicon Energy.

Employees are invited to apply for these positions by February 5th. Applicants can send a cover letter and their resume to Norm Fraser at NormDFraser@gmail.com. The interview team will consist of John Sanderson, Michael Angemeer, Norm Fraser and an independent HR Consultant. Applicants will be required to complete a short assessment.

We are still on track to share the manager and supervisor positions during the week of February 11th.

A Q&A document has been provided. If you have any further questions, please do not hesitate to contact Norm Fraser.

Sincerely,

Michael Angemeer
President & CEO
Veridian Corporation

John Sanderson
President & CEO
Whitby Hydro Energy Corporation