MEMORANDUM

To: All Employees

c: Boards of Directors
Union Representatives

From: Michael Angemeer
John Sanderson

Date: February 14, 2019

Re: Merger Update

We hope that Wiarton Willie's prediction of an early spring holds true because we deserve a break from the cold and snow! It seems like the past few weeks we've experienced a weekly storm – from snow and ice pellets to freezing rain and strong winds. Thank you to everyone for keeping safety top-of-mind during these conditions.

On January 23rd, we shared the organization structure for Elexicon Energy – showing the Executive Office, Manager and Supervisor positions – along with job descriptions for positions reporting directly to the President and CEO of Elexicon Energy. The window for applying to these positions has now passed.

Last week, we provided an updated Q&A document which included an estimated timeframe for the resume and interview process, and as promised, we are happy to share the managers' job descriptions with you at this time. Employees are invited to apply for these positions by February 28th. Salaries for these positions are being finalized and will be shared very soon. The job descriptions are based on the best information we have at this time and will be subject to change as we move through the VP interview process. The supervisors' job descriptions will be made available next week.

Applicants can send a cover letter and their resume to Norm Fraser at NormDFraser@gmail.com.

If you have any questions or concerns about the application or interview process, please do not hesitate to contact Norm by email.

Sincerely,

Michael Angemeer
President & CEO
Veridian Corporation

John Sanderson
President & CEO
Whitby Hydro Energy Corporation