



MEMORANDUM

To: All Employees
From: Michael Angemeer
John Sanderson
Date: February 27, 2019
Re: **Merger Update**

C: Boards of Directors
Union Representatives

Mother Nature unleashed powerful winds on much of Ontario this past Sunday and into Monday morning, causing power outages, closing roadways and causing major collisions. Our infrastructure held firm, with only a few scattered power outages throughout our service territories.

On February 14th, the managers' job descriptions were made available. Please be advised that we have extended the application deadline to March 7th. To apply, send a cover letter and your resume to Norm Fraser at NormDFraser@gmail.com. Salary bands for these positions are still being finalized and will be shared soon. The supervisors' job descriptions have been delayed until further notice, and for this we apologize.

The interview process to select CEOs for Elexicon Energy and Elexicon Group is currently underway. Successful candidates of the Vice President positions – those that will report directly to the President and CEO of Elexicon Energy – will be announced soon.

We would also like to share some other important news that most of you have been waiting to hear – where you will be sitting on “Day 1” and head office locations. The following information is pending no technical difficulties and the availability of a relocation service provider:

- The Veridian building in Ajax will be the head office for Elexicon Energy.
- The Whitby building will be the head office for Elexicon Group.
- All Veridian employees in Ajax will stay in the building with the exception of Finance, Regulatory, Metering and Clarington's substation staff. These departments will relocate to the Whitby building.
- All Whitby Hydro employees will relocate to the Veridian building with the exception of Finance, Regulatory, two to four customer service representatives and the West Operations Team (manager, supervisors and linepersons). These departments will remain in the Whitby building. Some Finance staff will be attached to the Engineering and Operations Project Management staff at the Veridian building.
- There will be no wholesale moves on April 1st. The relocation plan will be rolled out in the weeks following the merger and you will have plenty of notice. Don't pack your boxes just yet.

Now that we have explained all the movements that are going to occur over time, the Veridian building will be referred to as Elexicon Ajax and the Whitby building will be referred to as Elexicon Whitby going forward.

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

Sincerely,



Michael Angemeer
President & CEO
Veridian Corporation



John Sanderson
President & CEO
Whitby Hydro Energy Corporation