



# MEMORANDUM



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To: All Employees  
C: Boards of Directors  
Union Representatives

From: Rob Scarffe  
John Sanderson

Date: March 14, 2019

**Re: Merger Update**

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We are quickly closing in on April 1<sup>st</sup>, the day each of us has circled on our calendar when we merge our two companies to form Elexicon Energy. A lot of work has been done up to this point, and there is still much more to do to make sure we are ready for “Day 1” and beyond.

Our previous communication identified head offices for Elexicon Energy (Veridian building) and Elexicon Group (Whitby building), department locations and that no moves would occur on April 1<sup>st</sup>. A re-location plan will be rolled out in the coming weeks so do not pack your boxes just yet.

On another note, we would like to take this opportunity to apologize for the delays in providing you with staff announcements, job descriptions and salary bands. As you can expect, there are a lot of moving parts to a merger, and we want to ensure that things are done right. Rest assured, each of you will be transferred to the new company on April 1<sup>st</sup>, and you should continue to carry on with your existing duties, responsibilities and reporting relationships.

We are not veering from the original plan. The Vice Presidents will be selected first and announced very soon, followed by managers and then supervisors. However, some of these events will not be finalized until after April 1<sup>st</sup>.

Another communication will be shared soon with details on what to expect on the days and weeks after “Day 1”.

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

Sincerely,

Rob Scarffe  
Interim President & CEO  
Veridian Corporation

John Sanderson  
President & CEO  
Whitby Hydro Energy Corporation