



September 30 2015

Mr. Lee Riggs
President USW Local 1944 (TWU)
5261 Lane Street
Burnaby, BC V5H 4A6

Dear Mr. Riggs,

In accordance with Article 19.02, this letter is to inform you that the Company intends to contract out the following work nationally when our internal resources are unavailable, or they are not efficiently able to meet business requirements due to location of resources, schedules, etc.

Wireless Site Audits, Inspections & Preventative Maintenance Activities

Our intent is to continue to use internal resources when they are able to meet our business requirements, but due to our aggressive projects schedules we must be able to ensure compliance with maintenance and health & safety standards as well as site audit requirements. For this reason we will contract out the work as required.

Yours truly,

A handwritten signature in blue ink, appearing to read 'Jennifer Connor', with a long horizontal flourish extending to the right.

Jennifer Connor
Director – Wireless Engineering, Operations, and Implementation

Cc: Jeffrey Foss, Labour Relations.