



February 7th, 2019

Isabelle Miller
President
Telecommunications Workers Union
5261 Lane Street
Burnaby, B.C
V5H 4A6

Dear Ms. Miller,

In accordance with article 19.02 of the Collective Agreement between TELUS and the USW/TWU National Local 1944, we hereby notify you of TELUS's intent to outsource portions of work associated with our payroll functions.

This decision represents our continuing efforts to focus team members on high value growth areas, reduce operational cost and improve business flexibility.

Please contact Nancy Ackerman at 705-720-4132 if you require further information.

Sincerely,

A handwritten signature in black ink, appearing to be 'Cathy Parry', with a stylized flourish at the end.

Cathy Parry
Director, People and Culture

Cc: Nancy Ackerman, Sr. Labour Relations Consultant