

LETTER OF UNDERSTANDING

BETWEEN:

BRITISH COLUMBIA HYDRO AND POWER AUTHORITY
(the "Employer")

AND:

MOVEUP
(Operating as Canadian Office and Professional Employees' Union, Local 378)
(the "Union")

Re: Powertech Gainsharing for Fiscal 2021

With respect to Powertech gainsharing calculation for fiscal 2021, based on Corporate results, the Corporate multiplier would be 0%. Based on the exceptional circumstances of the past year, on a without precedent or prejudice basis and at the sole discretion of the Employer, the Corporate multiplier for the F21 Powertech gainsharing program will be set at 0.5%.

This is done on an exception basis and non-binding on any future years or results.

Signed this 1st day of June 2021.

For the Union:



Alina Teymory

For the Employer:



Ryan Kuramoto