

Letter of Understanding #3

REGISTERED RETIREMENT SAVINGS PLAN

The Company acknowledges and is interested, and of course sees the absolute value in supporting staff to plan for long term stability. The Company, in its attempt to provide a registered retirement savings plan, will continue to explore options available with various providers.

It is understood that there some ongoing discussions with Canada Life currently and as such and once confirmed, the Parties agree to reconvene to discuss the likelihood of a registered retirement savings plan, no later than December 31, 2021

Signed the 20th day of September, 2021.

Per:
Cindy A. Lee
For the Union

Per:
Dalya Israel
For the Company