

Dear Fred Webberking,

Your management team knows that you are exhausted from the hard work being done amidst an ongoing pandemic, but we wish to encourage everyone to keep on doing their best. With a little bit more effort, we are sure to accomplish the enormous task set before us. Now, more than ever, we are putting confidence in teamwork from all employees, as well as the desire and initiative to achieve our goals.

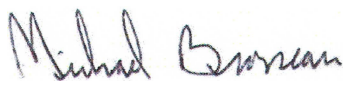
We are thankful you are a member of our team. Last year was a year that required great flexibility on everyone's part and the ability to pivot and adapt quickly. We greatly appreciate the tremendous difference you are making here. We are pleased to inform you that on Friday, April 16, 2021, you will receive the following (effective March 28<sup>th</sup>):

A pay increase of 1.00%.

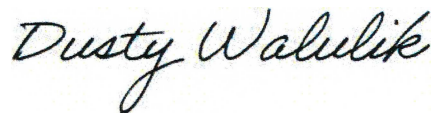
Your new annual salary will be \$ [REDACTED]

We sincerely thank you for your ongoing commitment and we look forward to your continued efforts with the same enthusiasm in 2021 and beyond. With the strong and motivated team we have, we are sure our company is going to rise higher. Together, we will be World Class!

Kind regards,



Mike Brosseau



Dusty Walulik