



Troy La Londe  
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August 2, 2016

Glenn Rosko

**RE: Incident Investigation**

Dear Mr. Rosko:

This letter is in regard to an incident that took place on or around March 4, 2016 where an investigation ensued over the issue of some gloves that were initially believed to be Evraz property taken without authorization.

After further review of the investigation it has been concluded that there was no evidence that you, Mr. Rosko were involved in theft or violated any Company policy. The Company regrets any embarrassment caused by the investigation and all records have been removed from your file on this matter.

If you should have any questions or wish to discuss any matter, please do not hesitate to contact me.

Sincerely,

Troy La Londe  
Senior Manager Human Resources  
EVRAZ North America  
Regina Operations

Copy: Union Local