



To: All Bargaining Unit Employees
Date: May 12, 2020
Re: Profit Sharing Plan

4th Quarter Results

Our financial performance for the fourth quarter of 2019 resulted in profit sharing payment for employees under the Quarterly Bonus Plan. The payout will be \$0.36 per eligible hour. The bonus payment for qualifying employees will be deposited into your bank account by May 15, 2020.

Looking Forward

Our business faces unprecedented economic and market conditions triggered by the COVID-19 pandemic and oil price collapse. Even as some provinces take steps toward re-opening economies, we still face challenges and are adapting to new realities.

Through all of that, our highest priority remains the health and safety of all our employees.

Looking forward, we continue to work on improving our operational performance with a focus on the quality of the products we produce, controlling costs and delivering on our commitments to our customers.

Thank you,

A handwritten signature in blue ink, appearing to read "M. Perkins".

Matthew Perkins,
Senior Vice-President, Canadian Operations