



MANAGEMENT COMMUNICATION

TO: All the employees of *Brent Gedak Welding Ltd.*

As President of *Brent Gedak Welding Ltd.* I want to advise all our workers that I will make every effort necessary to insure your work environment is a safe one.

As we continue to grow as a company we will also continue to evolve and expand our Safety Program. As Industry standards change so too will the safety requirements to keep up with them. It is our commitment to incorporate these requirements into our Safety Program as required.

The development towards a Safety Culture at BGW and our forward thinking in regards to new policies continues to demonstrate that we are committed to a level of safety that is not only comparable, but in many ways exceeds the minimal standards set out by the business community and customers we serve and are accountable to.

More importantly our past and present achievements continue to demonstrate our commitment to keep all workers safe.

I want to thank you all for your hard work, and for your commitment in helping to achieve this level of safety in our workplace.

Sincerely

A handwritten signature in black ink, appearing to read "Brent Gedak", is written over a horizontal line.

Brent Gedak

January 6, 2016