

June 28, 2016

Leah Biln
3609 14th Avenue
Castlegar BC
V1N 4J2

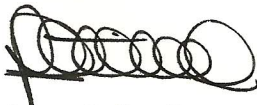
Dear Leah:

We are pleased to inform you that you have been approved for a merit-based salary increase. Your new annual salary has been approved at \$45,200.00, which is 85% of the job rate, retroactive to April 1, 2016.

Please contact Debra Stewart so that she can review the details with you on your retroactive amount that will be paid. If you have any questions regarding this salary change, please do not hesitate to give me or Debra a call.

Thank you for your hard work and contributions to the Trust.

Yours truly,



Johnny Strilaeff
VP & Chief Operating Officer