



**Mike Couto**  
Senior Director, Human Resources  
**Expertech Network Installation Inc.**  
240 Attwell Drive  
Toronto, Ontario M9W 5B2  
**Telephone:** (416) 213-6506  
**Fax:** (416) 213-9760  
**EMail :** mcouto@Expertech.Net

**By Fax and e-mail**  
**Original by Mail**

December 8, 2009

Ms. Janice McClelland  
National Representative  
Communications, Energy and  
Paperworkers Union of Canada  
5915, Airport Road  
Suite 510  
Mississauga, Ontario L4V 1T1

Mr. Alain Portelance  
Représentant National  
Syndicat canadien des communications,  
de l'énergie et du papier  
565, boul Crémazie Est, bureau 9100  
Montréal, Québec H2M 2V6

Subject: Notice re Reduced Work Week

Dear Ms. McClelland and Mr. Portelance,

The Company has finalized a review of its workload and corresponding staffing requirements for 2010. Based on this, we have determined that we may be required to schedule some or all of our full-time craft & services employees to a reduced work week during some or all of the designated low periods. As such, this letter is intended to be our official notice for 2010 as required under the Memorandum of Agreement on Reduced Work Week. We will also be advising the craft & services employees of the Company's decision on this matter.

Please note that the Company will provide the required 14 days notice when we intend to implement a reduced work week period. Until such notice is provided, the full-time employees will remain working their usual full-time hours.

Please contact me should you have any questions.

Yours Truly,

A handwritten signature in black ink, appearing to read "Mike Couto".

Mike Couto  
Senior Director, Human Resources  
Expertech Network Installation Inc.

c.c.: Annie Ménard  
Farshad Kajouii  
Mike Mifsud  
Lynn Loewen