

MEMORANDUM OF UNDERSTANDING

Between

SunHills Mining, LP ("the Company")

And

United Steel Workers  
Local 1595 ("the Union")

MOU-17-HV-01

Re: Start / End Times for Janitors

Whereas the parties are signatory to a collective agreement expiring March 31, 2017 and both parties agree to the terms of changing the hours of work as stated in the collective agreement for the janitors to provide services prior to shift change. The new shift times are as follows:

For 12 hours shifts:

Start time: 5:00 am  
End time: 5:00 pm

For 8 hour shifts – Lower Shop

Start time: 6:00 am  
End time: 2:00 pm

For 8 hour shifts – Upper Shop

Start time: 7:00 am  
End time: 3:00 pm

Either party may move to cancel this agreement with 60 days' notice.

This agreement is without precedent and is without prejudice.

Signed this 24 day of FEB, 2017 in Seba Beach, Alberta.

For the Union

  
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Roy Milne  
President  
USW Local 1595

For the Company

  
\_\_\_\_\_  
John Grayson  
Managing Director  
SunHills Mining