

MEMORANDUM OF UNDERSTANDING

Between

SunHills Mining LP ("the Company")

And

**United Steel Workers
Local 1595 ("the Union")**

MOU-17-HV-04

Re: Green Workers Initiative

The Company and Union mutually agree to have the Union JWH&SC Co-Chair work the 5 X 8 – hour shift (RJ) in support of the "Green Workers Initiative."

The following conditions will apply:

1. Overtime eligibility will be within the initiative (Article 16 will apply) but not eligible within their current permanent bid category.
2. Rate of pay will be at the members permanent bid category.
3. Vacation scheduled and previously approved during this period will be honoured.
4. Member will work under the direction of the Environmental Health and Safety Department.

Either party may move to cancel this agreement with 30 days' notice.

This agreement is without precedent and is without prejudice.

Signed this 14 day of December 2017 in Stony Plain, Alberta.

For the Union:



Roy Milne, President
USW Local 1595

For the Company:



Ryan Braden, Managing Director
SunHills Mining LP