



INFORMATION BULLETIN TO EXPERTECH CEP CRAFT & SERVICES & ASSOCIATES MEMBERS

MEMORANDA OF AGREEMENT RE PROFIT SHARING PLAN

A Memorandum of Agreement regarding Profit Sharing Plan is found in both the Expertech Craft and Services and Associates Collective Agreements.

This Memorandum of Agreement provides for profit sharing if Expertech's Net Income is not less than 3.5% of Consolidated Revenues.

If that trigger is met for the calendar year 2009, then there is a profit sharing entitlement for Expertech Associates and for Expertech Class I Technicians.

Expertech has advised the Union that the trigger has not been met.

March 8, 2010, the Union wrote Expertech and we have requested that they provide the Union with the primary financial documents that they have relied on to come to their conclusion. The Union has advised the Company that we wish to review these documents with rank and file representatives from the Craft & Services and Associates' Bargaining Committees, as per the Memoranda on Profit Sharing.

We will advise you of the result.

Janice McClelland,
CEP National Representative,
Ontario Region.

JMc:lmc
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March 11, 2010