

LETTER OF UNDERSTANDING

Between

CANOE FOREST PRODUCTS LTD.

And

UNITED STEELWORKERS, LOCAL 1-417

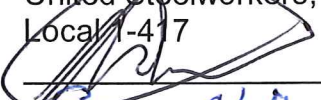
Re: Family Day

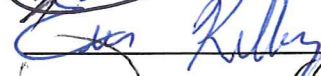
Employees shall be scheduled, qualified and paid in observance of Family Day as per Article XIII-Statutory Holidays and Floating Holiday with the understanding and agreement that:

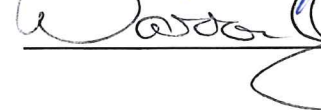
- (1) At the discretion of the management of the particular operation, Family Day will be observed as either a Statutory Holiday on the second Monday of February or a Floating Holiday between January 1 and June 30.
- (2) This determination must be made and conveyed to employees prior to the end of a calendar year.

Signed this 20TH day of DECEMBER, 2012.

Signed on behalf of:
United Steelworkers,
Local 1-417







Signed on behalf of:
Canoe Forest Products Ltd.

