

**February 15, 2019**

**TO: All Active Employees of Erwin Hymer Group North America, Inc. (the “Company”)**

Dear Valued Employee:

As you may be aware, this afternoon the Ontario Superior Court of Justice (Commercial List) (the “**Court**”) granted an order (the “**Appointment Order**”) pursuant to the *Bankruptcy and Insolvency Act* and the *Courts of Justice Act* appointing Alvarez & Marsal Canada Inc. as Receiver of the assets, undertakings and properties of the Company (the “**Receivership Proceedings**”). Information relating to the Receivership Proceedings will be posted on the Receiver’s website at [www.alvarezandmarsal.com/EHGNA](http://www.alvarezandmarsal.com/EHGNA).

As a result of the Appointment Order, we regret to confirm that your employment with the Company has been terminated effective February 15, 2019 (the “**Separation Date**”), immediately prior to the appointment of the Receiver. You will of course receive any accrued but unpaid base wages owing up to the Separation Date in accordance with the Company’s normal payroll practices, and will receive accrued but unpaid vacation pay and approved unpaid employee expense reimbursements up to the Separation Date, as soon as practicable. Because of the Receivership Proceedings, no further amounts will be paid to you in respect of the termination of your employment at this time.

We expect participation in the Company’s health and dental group benefit plans, if any, will end on February 28, 2019, however we are still working on confirming coverage. Any other benefits, including health care spending amounts, ceased as of the Separation Date. We strongly encourage you to make whatever arrangements for replacement benefit coverage as you deem appropriate.

Please be informed that the *Wage Earner Protection Program Act* S.C. 2005, c.47, s. 1 (“**WEPPA**”) establishes a program for making payments to individuals in respect of wages owed to them by employers who are bankrupt or subject to receivership. WEPPA covers wages that are outstanding that were earned during the six-month period before the date of bankruptcy or of the receiver’s appointment, up to a maximum of seven times the maximum weekly insurable earnings under the *Employment Insurance Act* (\$7,148), less certain prescribed amounts. Note that certain individuals (including officers and directors of the employer) may not be eligible to receive a payment under WEPPA.

In order to apply for a payment under WEPPA, an individual must first file a proof of claim with the Receiver. Proof of claim forms, completion instructions, and additional information in respect of WEPPA will be mailed by the Receiver to your address on file with the Company and will be posted to the Receiver’s website at [www.alvarezandmarsal.com/EHGNA](http://www.alvarezandmarsal.com/EHGNA).

The Company will be providing Records of Employment (ROE) to Service Canada in the normal course, which can be accessed on Service Canada’s online ROE web service. Your ROE will be required for you to determine if you may be entitled to employment insurance benefits.

Please note that the Receiver is exploring realization options, and may be able to identify a purchaser willing to re-hire certain employees, in which case, such employees will be notified.

We remind you that you continue to be bound by your obligations to maintain confidential information about the Company strictly confidential. In addition, you must immediately return to the Company all Company property in your possession.

On behalf of the Erwin Hymer Group North America, thank you for your contributions to the Company.

Should you have any questions concerning the above, please contact the Receiver at [EHGNAreceiver@alvarezandmarsal.com](mailto:EHGNAreceiver@alvarezandmarsal.com).

We wish you success in your future career endeavours.

Sincerely,

**ALVAREZ & MARSAL CANADA INC.**, in its capacity as Court Appointed Receiver of Erwin Hymer Group North America, Inc. and not in its personal capacity