

February 22, 2019

Attention: Bruce Power Supplier

Re: Bruce Power Recruitment Process Expectations

The nuclear industry is undergoing major renewal across Ontario, which includes various refurbishment and construction projects taking place on an ongoing basis for the next several years. In order to continue to support a strong nuclear industry in Ontario, we would like to inform you of our expectations with respect to your recruitment practices during this exciting time.

Bruce Power Recruitment Process Expectations

1. All Suppliers listed in Appendix A, and such others as may be added from time to time, are encouraged to engage in good faith hiring practices, including:
 - a. respecting the individual employment rights of regular, temporary, and contract personnel (“**Personnel**”);
 - b. if an applicant for a position in your organization is employed with (i) another nuclear utility in Ontario, or (ii) another Bruce Power supplier, and is one of many top applicants, supplier is encouraged to make reasonable efforts to consider another top applicant; and
 - c. if the top applicant for a position in your organization is employed with (i) another nuclear utility in Ontario, or (ii) another Bruce Power supplier, supplier is encouraged to seek the applicant’s consent to discuss her application with her current employer.
2. Public solicitations for employment and/or recruitment activities should not be directed at, or otherwise directly targeting, the Personnel of (i) another nuclear utility in Ontario, or (ii) another Bruce Power supplier.
3. Bruce Power’s interests and the interests of the Ontario nuclear industry more generally, should be considered in all applicable recruitment activities.

Bruce Power recognizes that suppliers may have entered into agreements with Bruce Power and/or other nuclear utilities that do not accord with the Bruce Power Recruitment Process Expectations. For clarity, the Bruce Power Recruitment Process Expectations are



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non-binding and are not intended to limit, amend or otherwise derogate from any binding legal agreements entered into by the supplier.

That said, we would like you to voluntarily recognize the intent of this expectation letter by signing back below and returning this to Jennifer Tuer, Manager Strategic Sourcing at Jennifer.tuer@brucepower.com.

All Suppliers who have signed back the Bruce Power Recruitment Process Expectations will be named on our Bruce Power website.

If you have any questions or concerns, please feel free to reach out to Jennifer Tuer, Manager Strategic Sourcing at Jennifer.tuer@brucepower.com.

Regards,

Richard Horrobin
Managing Director and Vice President
Bruce Power Supply Chain

By signing below, _____ voluntarily recognizes the importance of the Bruce Power Recruitment Process Expectations and agrees to make efforts to comply with it.

Per: _____

Per: _____

APPENDIX A
List of Suppliers

- | | | | |
|-----|-------------------------------|-----|------------------------|
| 1. | 2M Power | 37. | NA Engineering |
| 2. | Abraflex | 38. | Nuclear Promise X Inc. |
| 3. | Acuren | 39. | Nuvia |
| 4. | AECL | 40. | OCNI |
| 5. | Aecon | 41. | PCL Constructors |
| 6. | AECOM | 42. | PTAG |
| 7. | Alberici | 43. | Promation |
| 8. | APTIM | 44. | Rankin Construction |
| 9. | BC Instruments | 45. | Rolls-Royce |
| 10. | Black & McDonald | 46. | RCM Technologies |
| 11. | Bird | 47. | Renew |
| 12. | BCI | 48. | Sierra Systems |
| 13. | BWXT (Owen Sound) | 49. | Sargent & Lundy |
| 14. | Brotech Precision | 50. | Shoreline Power Group |
| 15. | Burns & McDonnell | 51. | Shawcor |
| 16. | Cahill | 52. | Stantec |
| 17. | Canadian Nuclear Laboratories | 53. | Siemens |
| 18. | Candu Energy/SNC Lavalin | 54. | Tetrattech |
| 19. | Crane | 55. | Westinghouse |
| 20. | CRG Energy | 56. | WorleyParsons |
| 21. | CTS North America | | |
| 22. | Energy Solutions | | |
| 23. | EMC | | |
| 24. | Framatome | | |
| 25. | Fox | | |
| 26. | GE | | |
| 27. | Hatch | | |
| 28. | HydroAire | | |
| 29. | Ian Martin Group | | |
| 30. | Kinectrics | | |
| 31. | Levitt-Safety | | |
| 32. | Liburdi | | |
| 33. | Laker Energy Products | | |
| 34. | Lakeside Process | | |
| 35. | Magil | | |
| 36. | Modus Strategic Solutions | | |