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To: gbennett@nlh.nl.ca
Subject: Meeting today
Date: Friday, January 13, 2006 12:07:52 PM

Gilbert

I want to meet with you today (4.30Pm) because I have a dilemma, Yesterday I was offered a full time position on The Hebron Project in Calgary. I need to get back to them on Monday with a response. I have not made any firm and fixed decisions and hoped to gain some better idea regarding the Labrador Hydro Project and my involvement in that Project as you see it. I guess I have some concerns that I need to resolve. I hope you can help me to do that . The main points I have are:

Looking at the Project schedule I see 3 years before Project Sanction, my rates are high and I am conscious of the fact that this is a Crown Corporation and so I do not see funding being available to cover my costs on a continuous full time basis pre sanction or post sanction.

I am not quite sure of how consultants fit in the project organization, at the moment I have a set of deliverables to provide associated with the Project Execution Plan and Contracting Strategy but I am not sure of the position or role that I am expected to fulfill after that , other than provide input and advice on specific topics and issues. I would like to know what the future holds because in all honesty, it could be that I would not enjoy that role or be best suited to it.

Tenure - currently the Project is funded until March 31 and so is my contract with a 24 hr notice period either way .I understand the reasons for that but it does not give much in the way of comfort or forward planning

You, Ed and the team have treated me very well and the last thing I want to do is let you down or be disloyal, hence my dilemma . I had put off the Hebron job last year because the role I was to take up (RFO Ready For Operations) I felt was too early and I would be underused and would become bored, so I took the Husky Startup Manager role instead. This time they have come up with another solution, I would be taking up a role initially in the Commercial team and then moving over to RFO at a more opportune time, later in 2006 or early 2007, they just seem to want me onboard.

In these matters It has been my experience that it is best to be up front and open and make a decision based on the facts available, I know Hebron is not for sure either and will take that into account

Regards Paul

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