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Subject: LCP Supply Chain: Organizational Announcement
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As a result of our continuing efforts to achieve stellar team effectiveness, we are pleased to announce the following:

Pat Hussey: Pat will formally assume the role of Supply Chain Manager for the integrated Supply Chain team. All Supply Chain team members (SLI and Nalcor) will report directly to Pat. Pat will continue to report directly to Lance Clarke (Nalcor's Business Services Manager), and Pat will have a functional reporting line to Normand.

Ed Over: Ed will take on the role of Sr. Advisor – Commercial Strategies. In this strategic role, Ed will provide commercial leadership and market intelligence in the contracting and management of high-value contract/commitment packages critical to project success, as well as provide commercial support to Nalcor as required by project finance activities. Ed will report directly to Normand, with functional reporting to Lance.

These organizational improvements are fully aligned with your feedback from the recently held Team Effectiveness sessions. In particular, these organizational initiatives will go a long way in providing Supply Chain role clarity, and will serve to further pave the way for the project success that we all strive for.

Please give your full support to Ed and Pat.

Thanks,

Ron and Normand