

From: scottobrien@lowerchurchillproject.ca
To: [Robert Woolgar](#)
Subject: Fwd: Resignation
Date: Wednesday, May 28, 2014 8:22:51 AM
Attachments: [.png](#)
[Ted Vanwyk Resignation.pdf](#)

Scott O'Brien

Project Manager - Muskrat Falls Generation

PROJECT DELIVERY TEAM

Lower Churchill Project

t. [709 570-5987](tel:7095705987) c. [709-764-6537](tel:7097646537)

e. ScottO'Brien@lowerchurchillproject.ca

w. muskratfalls.nalcorenergy.com

Begin forwarded message:

From: "Faustina Cornick"
<FaustinaCornick@lowerchurchillproject.ca>

Date: May 28, 2014 at 8:17:32 AM NDT

To: "Ron Power" <RonPower@lowerchurchillproject.ca>, "Scott O'Brien" <ScottOBrien@lowerchurchillproject.ca>, "Jason Kean" <JasonKean@lowerchurchillproject.ca>, "Brian Crawley" <BrianCrawley@lowerchurchillproject.ca>

Subject: Fw: Resignation

see below

you may have this already.

Faustina Cornick

Human Resources Manager

PROJECT DELIVERY TEAM

Lower Churchill Project

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e. FaustinaCornick@lowerchurchillproject.ca

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You owe it to yourself, and your family, to make it home safely every day. What have you done today so that nobody gets hurt?

----- Forwarded by Faustina Cornick/NLHydro on 05/28/2014 08:16 AM -----

From: Ted Vanwyk/NLHydro

To: Desmond Tranquilla/NLHydro@NLHYDRO,

Cc: Faustina Cornick/NLHydro@NLHYDRO, Brian Cottrell/NLHydro@NLHYDRO

Date: 05/28/2014 08:15 AM

Subject: Resignation

As discussed, I am leaving the project. My last day on site will be June 10. My formal notification letter is attached.

Regards,

Ted

(See attached file: Ted Vanwyk Resignation.pdf)

Ted Vanwyk

Muskrat Falls Site Management

PROJECT DELIVERY TEAM

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May 28, 2014

Goose Bay, Newfoundland and Labrador

Desmond Tranquilla, Site Manager
Lower Churchill Project
Goose Bay, Newfoundland and Labrador

Dear Des:

This is my notification that June 10, 2014 will be my last day on site at Muskrat Falls. I will not be returning to the Lower Churchill Project after my next home leave. That scheduled return date was June 23, 2014. My reason for leaving is that the conditions of the work are not as anticipated. Under the current conditions, I do not feel that I can continue to meaningfully contribute to the project and perform as expected.

I like construction management work because it gives one the ability to be creative and to plan, organize and control work activities, work sequences and subsequent completion of the work. Job satisfaction comes from seeing work completed as you believe it should be done. On the Lower Churchill Project, construction management is now directed by Nalcor in St. John's and on site we are the eyes and ears for others to organize high level meetings with the contractor and to make decisions. The contractor is fast learning that the decision making is done in St. John's, not at the site. This undermines our authority and significantly reduces our ability to manage as I believe we should be doing. Other issues that reduce our ability to effectively manage the contractor at the site includes the lack of an agreed schedule, no site based planners, no data on earned and spent manual manhours, an unworkable approval process for contractor craft timesheets, increased intrusion by others into management of specific contractor activities, restrictions in document flow back to the contractor and Nalcor's unwillingness to take risks and direct the contractor. I can provide details on these issues if requested.

I am disappointed how this has all turned out. I have significant experience on large direct hire projects, on large projects with Building Trades labour and on large projects where labour was fully reimbursable. But I am unable to use this experience where I do not get all of the information and others are making the decisions. I was always willing to travel away from home for interesting and challenging work. I am unwilling to travel to just fill a position on a project.

Regards,



Ted Vanwyk