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**Muskrat Falls Corporation****Corporate Office**

500 Columbus Drive  
P. O. Box 15000, Stn. A  
St. John's, NL Canada A1B 0M4

**Lower Churchill Project Operations Office**

350 Torbay Road, Suite 2  
St. John's, NL Canada A1A 4E1

8-Dec-2014

**CONFIDENTIAL****ASTALDI Canada Inc.**

358 Hamilton River Road  
Happy Valley-Goose Bay, NL  
AOP 1C0 Canada

LTR-CH0007001-0368

**Attention:** Jose Alves, Project Manager**Subject:** Agreement No.: CH0007- 001**Title:** Construction of Intake and Powerhouse, Spillway and Transition Dams**Re:** Mr. Bill Knox and Mr. Roy Collier becoming Astaldi employees

Dear Sir,

Through the working groups and initiatives being executed by Company and Contractor over the past months, it has become clear to Contractor that it needed to bolster the Contractor's construction management team with construction managers that have extensive knowledge of Canadian and Newfoundland cold climate civil mega-project construction. It is on this basis, that at Contractor's request, two members of the Company construction team have agreed to join the Contractor's team.

The Company supports the desires of the Contractor and the individuals and wishes to clarify the following to further aid in the transition:

- Effective close of business on 4-Dec-2014, both Mr. Bill Knox and Mr. Roy Collier will no longer be employees of the Company (Muskrat Falls Corporation or Nalcor Energy Company) but will represent the Contractor after that date.
- In lieu of notice to the employees and to facilitate the transition and allow Contractor the time to finalize its employment contracts with the employees, Company will pay the employees salaries, as per their contracts with the Company, up to and including 31-Dec-2014.

Company wishes all parties the utmost success and look forward to continued positive interactions in the future.

a Nalcor Energy company

Please reply with your acknowledgement and acceptance of the above.

Regards,

**Muskrat Falls Corporation**

A handwritten signature in black ink, appearing to read 'Desmond Tranquilla', with a stylized flourish at the end.

**Desmond Tranquilla, Deputy Company Representative and Site Manager**

cc: S. O'Brien, R. Power, L. Clarke

# Construction Effective January 2015

