

From: ronpower@lowerchurchillproject.ca
To: [Paul Harrington](#)
Cc: [Jason Kean](#); [Scott O'Brien](#); [Robert Woolgar](#); [Lance Clarke](#)
Subject: Re: CH0009 org chart issues
Date: Wednesday, October 21, 2015 9:03:48 PM

Paul - I met today on site with several team members and we have come up with an action plan for Barnard to action. I will send the notes to you as soon as I send this.
Regards

Sent from my iPad

> On Oct 21, 2015, at 6:59 PM, Paul Harrington <PHarrington@lowerchurchillproject.ca> wrote:
>
> Ron
> Thanks for the marked up chart and your reservations regarding the experience of the team put forward.
> Our dilemma is we are very near the end of the LNTP and we are committed with the JV selected and we have run out of leverage with the JV and have no choice but to sign the contract. I do appreciate the comments you have provided and without delaying the contract execution any further I am asking you and those copied here how we can protect ourselves. My thought would be to say we reserve our rights to remove anyone we do not feel after a 60 day probation period to be suitable based on performance. I am somewhat reassured that we do not have concerns on performance overall to date however we need to be able to weed out under performers.
> Also. The current work tasks are not in the more complex and demanding RCC areas although I do see that they need to get the cofferdams built correctly so perhaps the team we have although not on paper the best we would like can achieve the work that we need to execute this coming months but reserve the right to expect a step change in experience when we start the more challenging tasks
> I am on site tomorrow and look forward to a way forward with you on this one.
> I do appreciate your views but we must commit on this soon
> Regards Paul
>
> Sent from my iPad