

From: Paul Harrington
To: [Bennett, Gilbert](#)
Subject: Fwd: PM Contract Changes
Date: Thursday, June 2, 2016 11:25:01 AM

Gilbert

Pls find attached a private email from Greg.

This reaction is indicative of the uncertainty and mistrust that now exists. We need Greg to finish this Project and he is suggesting a change to his termination and a completion bonus. The completion bonus will be approx 150 days .

I am compromised here because I have sent a letter to you today seeking confirmation that there are no errors and omissions present under my contract and I am seeking a 3 months notice period.

So please consider and revert

Regards Paul

Sent from my iPhone

Begin forwarded message:

From: VF Solutions <[vfsolutions@](#)<[REDACTED]>>
Date: June 1, 2016 at 9:50:58 PM NDT
To: Paul Harrington <[pharrington@](#)<[REDACTED]>>
Subject: PM Contract Changes

Paul,

I have been discussing with Jason the potential organizational outcomes of the VP changes, which seem inevitable, and I have been reflecting on the same. I feel that I am in an extremely vulnerable position that is deteriorating because of the current lack of certainty around support for the project team, coupled with the termination terms in my contract with LCMC and the lack of a completion bonus. I wanted to email you off the record and would like to discuss tomorrow (I think Ron has a meeting called at 8:30 with the same flavour), but would like to discuss privately. My contract structure predates project sanction and has not been adjusted since to reflect what I would consider reasonable project terms with respect to termination (10 days included) and or completion bonus (excluded). I think it would be prudent to modify my contract while the current structure is in place, to ensure reasonable terms are executed in the event of either a sudden directed departure or fairness with the potential addition of more responsibility (C4-SOBI potential merger). I have taken SOBI from the riskiest part of the project to something that doesn't even register in terms of risk, insurance, cost, schedule, etc, and has required minimal upper management intervention. I am committed to completing SOBI and other potential scopes, even with structure changes and the deteriorating political climate (which has made it difficult for myself and my family from a personal perspective).

I would like to discuss amending my contract immediately to include a completion bonus that is payable irrespective of termination cause or terminating party. The completion bonus to be equal to 2 days payout at my most recent daily rate for each month my company has held and fulfilled a contract with Nalcor, LCMC, or any of it's subsidiaries. For clarity, the counting of months would start as of February 01, 2010, my first day on the project.

I am sending this through unofficial channels to discuss prior to formally requesting. Look forward to discussing tomorrow.

Cheers,
Greg