



January 23, 2010

Mr. Warren Macdonald
Warren Macdonald Unlimited Inc.
PO Box 235
Winlaw, BC V0G 2J0

Dear Warren:

I wanted to send this short note to thank you for joining us at our HR Forum on November 18, 2009, here in Fort McMurray. Your presentation was the highlight of the event and people are still commenting to me on how you have changed their perspective.

You were bang on in understanding the challenges we face and connecting your own story to ours in a way we could all relate. You got it!

You inspired our people to pick themselves up and feel good about themselves and what they do, despite their past and current challenges. This shift in perception, I'm sure, will prove invaluable as we move forward.

Again, Warren, thank you very much!

Sincerely,

A handwritten signature in black ink, appearing to read "M. Cachia". The signature is fluid and cursive, with a long horizontal stroke at the end.

Mike Cachia
Team Leader, Recruitment