



March 9, 2018

To: Regional Vice Presidents
Branches & Facilities

End of Career (EOC) TOIL Reminder

Please remember that if you are considering adding to your end of career (EOC) TOIL bank, your request must be submitted to NAV Canada by March 31, 2018.

If you do not advise the Company of your intention to add, your TOIL will be paid out April 1, 2018 per normal.

On behalf of the Executive Board,

Peter Duffey
President

Doug Best
Executive Vice President