



NAV CANADA BARGAINING  
AGENTS ASSOCIATION

ASSOCIATION DES AGENTS  
NÉGOCIATEURS DE NAV CANADA

December 15, 2020

**Via E-Mail**

Mr. Marc Courtois  
Chairman, Board of Directors  
NAV CANADA  
77 Metcalfe Street  
Ottawa ON K1P 5L6

Dear Mr. Courtois:

This letter serves to provide notice to NAV CANADA that the NAV CANADA Bargaining Agents Association (the "NCBAA") hereby removes Mr. Umar Sheikh, one of its nominee directors, from the board of directors of NAV CANADA (the "Board") pursuant Article III (h) of the NAV CANADA By-laws (the "By-laws") with effect on end of business day January 6, 2021.

In accordance with Article III (b) (ii) of the By-laws, this letter also serves to provide notice that Mr. Peter Duffey will be filling this vacancy on the Board with effect on January 7, 2021

Further, in accordance with Article III (g) (vi) of the By-laws, Mr. Duffey will hold office for the balance of the term of Mr. Sheikh, which ends at the Annual Meeting of NAV CANADA in 2022.

Attached for your information is Mr. Duffey's curriculum vitae.

If you require any additional information, please do not hesitate to contact me.

Sincerely,

Michael Simard  
Chairman, NCBAA

Encl.