

May 17<sup>th</sup>, 2023

**PERSONAL AND CONFIDENTIAL**

**Delivered via email**

lone@catalyst.earth

Dear Zubair:

Further to our virtual meeting we confirm that we advised you that PCI Geomatics has made the decision to terminate your employment effective as of May 17<sup>th</sup>, 2023.

In order to assist you we are prepared to offer the following exit strategy:

1. You will continue to receive your current salary and all benefits for 2 weeks representing your statutory entitlement under your respective provincial legislation, *Employment Standards Act. SO 2000*; or the *Act Representing Labour Standards Ch N-1.1*;
2. Thereafter subject to your agreement and providing us with the attached Release you will continue to receive your regular salary and benefits (described more fully below) for 6 weeks until July 12<sup>th</sup>, 2023 less usual statutory deductions. This payment includes any and all notice or pay in lieu of notice as well as Severance Pay you may be entitled to under applicable employment standards legislation and common law precedent.
3. We will continue your benefits including health and dental plan, through the period described in paragraph 2. Your STD / LTD coverage will cease at the conclusion of the term set out in paragraph 1.
4. You will be paid in full for vacation earned but not taken up until the conclusion of the Notice Period in paragraph 1 with the payment being made at that time.
5. You will be paid for any outstanding business-related expenses in accordance with PCI's policies.
6. We would ask that you return all office property, to a designated location by May 24<sup>th</sup>, 2023. The company email account is to be deleted from your phone by May 18<sup>th</sup>, 2023 (end of business day).
7. Your Record of Employment will be filed electronically with Service Canada at the conclusion of the severance period or earlier if required.
8. It is a condition of the above-noted terms that you agree to sign the attached Release and Indemnity by May 24<sup>th</sup>, 2023. Should you choose to not accept the above your salary and benefits will continue as set out in paragraph 1. You will receive any statutory Severance Payment you are entitled to in a lump sum less usual deductions.

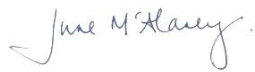
In keeping with your general obligation of confidentiality regarding the Company's information you agree to not disclose the contents of this letter save and except your family, financial and legal advisors. We note to you that the attached Release requires

that you keep the details of this offer confidential. Further you agree that you have duty of keep in confidence any PCI information that is or may be confidential in nature, or a trade secret or any information considered to be proprietary information of PCI or its affiliates.

The company in preparation of this offer has consulted legal counsel and recommends that you seek independent legal advice. We would like to thank you for your contribution to PCI Geomatics. If you have any questions or require clarification of any of the matters in this letter, please contact June McAlarey, President & CEO, at [mcalarey@catalyst.earth](mailto:mcalarey@catalyst.earth).

Please indicate your acceptance of the above-noted terms by signing and returning the enclosed copy of this letter, and the Release and Indemnity to June McAlarey by no later than **May 24<sup>th</sup>, 2023**.

Yours sincerely



June McAlarey  
President and CEO, PCI Geomatics

I have read, understand and hereby voluntarily accept the above-noted terms after having had the opportunity to seek independent legal advice.

Date: \_\_\_\_\_

Signature: \_\_\_\_\_