



130 Pippin Road, Unit B,
Vaughan, ON
L4K 4X9

May 20th, 2020

Private & Confidential

"Hand delivered"

Anne Vu

Dear Anne:

This letter is in response to your letter dated April 21st, 2020 received by email on May 3rd, 2020.

As we discussed, Alexander Dennis takes employee concerns and its duty to investigate them very seriously. Alexander Dennis does not tolerate breaches of Company Policy or the law in our workplace. Employees are encouraged to raise any concerns with management, without fear of any retaliation against them for doing so.

In my capacity as Head of Human Resources for North America, I have gathered available evidence and interviewed witnesses identified such that our investigation is now complete. The evidence available from this investigation does not support a conclusion that Bruce McLean yelled at you on April 21st or April 27th, 2020.

Your letter also indicates that your lead hand Andrea Hood "has too much criticism and fault-finding with anger and raised voices". The evidence available from this investigation does not support a conclusion that Andrea has acted in anger or with a raised voice towards you. There are changes taking place within the Materials function and Andrea is working with her team to ensure materials are put away in an accurate manner. Andrea is providing detailed direction to her entire team to ensure the correct actions are taken.

The evidence available from this investigation does not support a conclusion that you have been a victim of workplace bullying and harassment.

We have taken the appropriate action regarding allegations that have been substantiated to ensure similar conduct does not happen in the future. Privacy considerations limit our ability to share further information with you.

With regards to the last point raised in your letter requesting a return to an Electrical/Mechanical position, we will reconfirm what has already been communicated to you in the letter dated April 2, 2020 that you have been transferred to a Material Handler role on a permanent basis over a year ago. This is the role that you are assigned. We trust you will do your best to carry out the job responsibilities assigned to you in this role.

Thank you for bringing this matter to our attention.

Sincerely,

ALEXANDER DENNIS (CANADA) INC.

Karen Ritchie
Head of Human Resources North America

Copy Anne Vu employee file