



October 22, 2025

Jonathan Co
228 Edgemont Estates Dr. NW
Calgary T3A 2M3
CANADA
Attn: mr.jonathan.co@gmail.com

Dear Mr. Co:

Your employment with Stage 3 Separation Canada, Inc. (the "Company") is terminated effective immediately for just cause based on your continued failure to timely submit timecards after numerous warnings, showing up late for work today and for not following Company protocols.

Your final pay, including all accrued but unused vacation pay to today's date, if any, will be deposited into your account in the normal course. Since your employment has been terminated for just cause, you are not entitled to any severance. Your Record of Employment will be filed shortly.

The above satisfies our obligations under both the Alberta *Employment Standards Code* and your January 2, 2024, Employment Agreement.

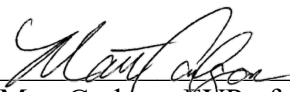
All your benefits cease effective immediately. You may be able to convert some of your benefits to individual plans. Should you wish to take advantage of any conversion rights that you may have you must contact Manulife for (i) group retirement at 1-888-713-7788, and (ii) health and dental plans, at 1-800-268-6195 to arrange conversion and you must make all such health and dental arrangements not later than 31 days from the date of this letter.

Please ensure all company property, if any, is returned to the Company immediately.

If you have any questions, you may contact the undersigned at 713-868-4040.

Yours truly,

Stage 3 Separation Canada Inc.

By: 
Matt Carlson, EVP of Administration