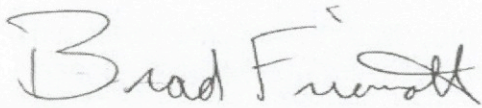


precedent. Accordingly, we would like to remind you to closely adhere to the confidentiality provisions contained herein.

We advise you to consult with an attorney regarding this letter prior to signing it.

If the foregoing is acceptable to you, please confirm your acceptance and agreement by signing, dating and returning the duplicate copy of this letter to Claudia Cecil no later than August 16, 2024. With the execution and return of this letter" and the expiration of the 7-day revocation period, this letter will constitute a final and binding agreement between us relating to the termination of your employment with the Corporation. If you do not timely confirm your acceptance, or revoke your acceptance, your employment will nonetheless remain terminated effective August 9, 2024.

Yours very truly,

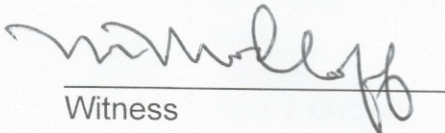


Brad Friemoth
Assistant General Manager

Employee Acknowledgment

I have read and understood the terms and conditions set out above regarding the termination of my employment with the Corporation, and I hereby agree to all terms and conditions including the Full and Final Release set out in this letter.

Executed this 14th day of August, 2024.


Witness
Reese Modloff