

To all employees,

After much preparation, the Union and the Company met with the Special Officers, Vince Ready and Corinn Bell, appointed by the Labor Minister in Kamloops Friday April 6, 2018.

The Parties spent the entire day outlining the current issues and proposed a timeline to start resolving them. Under counsel from both Ready and Bell, the parties were advised to resolve as many of their issues as possible internally prior to relying on a third party to enforce orders.

We have agreed to meet during the month of April to attempt to resolve all outstanding issues. We believe there is a good possibility of alignment on many of the issues we discussed on Friday and we are optimistic that the Parties are moving forward in a positive direction. If we cannot resolve the issues, we will return in front of the officers for a final, and binding, decision.

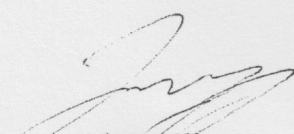
Our priorities will be to resolve the pension calculation, interpretation issues with new language around contracting out, its application, and unresolved contracting out disputes.

One of the things that we talked about was credibility, and how it is a commodity that can be burnt quickly. We have given our commitment to work through the issues, to get to a point where both parties can work together. It will require both parties to communicate more effectively, and also remain committed to improving the relationship at the worksite.

Thank you for everyone's continued support and patience. Issues that have taken years to manifest cannot be resolved overnight, but having open dialogue about the existing issues is a positive step forward in making THVCP a united and constructive workplace.

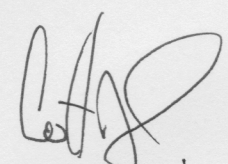
As soon as we agree on dates for future meetings, we will send further correspondence.

In solidarity,



Kyle Wolff

President – USW Local 7619



Geoff Brick

General Manager
Highland Valley Copper