



Sisters, Brothers,

This morning, we met with representatives from Bell Canada and Expertech in Montreal. This was the first in a series of meetings to come.

We are now in a position to share Bell's planned timeline with you:

- 1- The transfer notice will be sent on November 13, 2025.
- 2- All members who receive this notice will be offered a voluntary departure program. They will have one week to decide whether to accept the transfer to Bell. Each voluntary departure will save one job.

OR

All members who do not receive a transfer offer will receive a termination letter. The company has confirmed that laid-off members will be paid for two weeks while awaiting the conclusion of the voluntary departure process. A lump sum payment will be given to all members who are not transferred to Bell.

- 3- The final transfer to Bell is scheduled for January 25, 2026.

Several important points remain under discussion.

You will understand the sensitivity of this issue and the importance of exercising discretion in this type of situation.

The next meeting will take place next Tuesday.

Solidarity,

Your Integration Committee,

Patrick Léveillé
Gaétan Turcotte
Michel Du Cap, Rep. National
Jean-Stéphane Mayer, Assistant to the National President

Patricia Bond
Paulo Duarte
Kevin Klan
Robin Dudley, National Rep.