

Victoria Scoffield

From: Paul Bonwick [paulbonwick@compenso.ca]
Sent: Tuesday, September 27, 2011 2:07 PM
To: John Glicksman
Subject: Compenso Agreement
Importance: High

Hi John:

I have had an opportunity to review the proposal discuss in your office last Thursday as it relates to my initial presentation. I will once again extend my sincere thanks for all the effort you have invested along with the perspective you have shared.

The confidence that Brian, yourself and other members of the Powerstream Team have demonstrated in my company is both humbling and appreciated. It sets the stage for me to ensure that the level of service you have come to expect will be maintained or exceeded.

It is in this regard, I agree to the payment terms as discussed. I agree that there will be no bonus attached in any way to the Collus initiative however I would appreciate consideration to treat the new payment terms retroactively.

I would submit that we include a bonus of 75K for each additional LDC with an additional bonuses of 100k paid at the five LDC consolidation mark and at the 10 LDC consolidation mark. I have based this scenario on an average of 100k bonus on additional LDCs subject to a larger success target.

Once again, please accept my thanks for all your efforts and cooperation as we continue to move forward.

Kindest Regards,
Paul

Hon. Paul Bonwick, P.C.

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