



September 27, 2021

PRIVATE & CONFIDENTIAL

Andrew J. Hatnay
Direct Dial: 416-595-2083
Direct Fax: 416-204-2872
ahatnay@kmlaw.ca

Via Regular Mail

**TO: Eligible Former Employees of Quality Meat Packers Limited
and Toronto Abattoirs Limited**

Dear Sir or Madam:

Re: Update on the Status of Settlement
Debbie Abreu et al. v. Quality Meat Packers Ltd. et al., Court File No. CV-16-522350
UFCW Local 175 v. Quality Meat Packers Limited et al.
Ontario Labour Relations Board, File Nos. 2693-18-R and 0243-20-ES

We are writing to provide an update on the status of the settlement we achieved in the above proceedings and the payments to be made to eligible former employees of QMP and TAL.

As part of the settlement arrangement, income tax withholdings must be calculated on each person's settlement share, withheld at source, and then remitted to Canada Revenue Agency, along with the preparation of T4 slips for each employee. We have performed those calculations, however, in accordance with the Settlement Agreement, the accountants for QMP/TAL are currently reviewing the calculations to ensure that they agree with them. Once they have informed us that those calculations and other procedures for the tax withholdings and T4 preparations are acceptable to them, we can proceed with the distribution.

We are actively engaged with their accountants and hope to have confirmation that the accounting methodology is acceptable soon. While we cannot provide a definitive date by which the distributions will be sent out to each employee, we hope that the accounting verification will be completed over the next few weeks after which, we will proceed with the distributions.

Secondly, it is important that the employee information and personal data on our distribution lists are accurate and complete, and that we have all the necessary information to be able to make the distributions and prepare and process the income tax withholding and T4 slips. We are constantly updating and verifying the employees' information to ensure they are up to date and accurate. We recently discovered that certain employees on our lists do not have Social Insurance Numbers

recorded. We have written to those employees individually and asked for their SIN be sent to us as soon as possible. We are in the process of receiving that information from the affected employees and recording it in our records.

It is our intention to have all the distributions completed as soon as possible. We appreciate your patience as we deal with the number of administrative issues and income tax issues to ensure that the distribution can proceed accurately for all eligible employees and the affected parties.

Should you have any question in the interim, please do not hesitate to contact our toll-free hotline we set up for the QMP/TAL employees at 1-833-630-1787 or email at qmpsettlement@kmlaw.ca.

Yours truly,

KOSKIE MINSKY LLP

A handwritten signature in black ink, appearing to read "Andrew J. Hatnay". The signature is fluid and cursive, with a prominent flourish at the end.

Andrew J. Hatnay

AJH:vdl

c Clients
Daniel Anisfeld, *Koskie Minsky LLP*
Sydney Edmonds, *Koskie Minsky LLP*
Natercia McLellan, Communications Manager, *Koskie Minsky LLP*