



Frequently Asked Questions for Former Employees of Rambler Metals and Mining Canada Limited and 1948565 Ontario Inc.

On February 27, 2023, Rambler Metals and Mining Canada Limited and 1948565 Ontario Inc. (collectively, the “**Companies**”) applied for and received an order (“**Initial Order**”) for protection pursuant to the *Companies’ Creditors Arrangement Act* (the “**CCAA Proceedings**”) from the Supreme Court of Newfoundland and Labrador (the “**Court**”). Grant Thornton Limited (“**Monitor**”) has been appointed by the Court as Monitor in these CCAA Proceedings.

On March 7, 2023, the CCAA Proceedings were affirmed by the Court granting an Amended and Restated Initial Order which, among other things, provided the Companies’ with an extension of the stay of proceedings to advance a restructuring plan up to May 19, 2023.

Subsequently, on March 15, 2023, the Companies made application to the Court to undertake a sale and investment solicitation process (“**SISP**”) to find a buyer or investor for the business, with assistance of the Monitor. The Sales and Investment Solicitation Process Order (“**SISP Order**”) was granted on this date by the Court, as well as a Further Amended and Restated Initial Order (“**FARIO**”). Copies of the various orders in these CCAA Proceedings, as well as the Monitor’s reporting thereon, are available on the Monitor’s website at www.grantthornton.ca/rambler.

Due to financial constraints as described further in the Companies’ press release on March 30, 2023, the Companies with support of the Monitor and the DIP Lenders determined it was imperative that the operations be transitioned into Warm Idle in order to continue the SISP in the CCAA Proceedings and find a viable restructuring path for the business. Therefore, there was a need for the Company to terminate the employment of the majority of the Companies’ employees (“**Terminated Employees**”) at that time.

To provide additional information to the Terminated Employees, summarized below are the answers to some questions which have been raised:

1. Will Terminated Employees receive their Record of Employment (ROE) and T4 Documents?

ROE’s have been uploaded electronically to Service Canada for all Terminated Employees after final payments were issued and you can view them at your My Service Canada account.

If you are still in need of a copy of your 2022 T4 and are unable to access it on the My Service Canada account, requests can be made to Bonnie Matthews at bmatthews@ramblermines.com. 2023 T4’s will be processed by the Companies by February 2024.

2. When will the Companies’ medical and dental benefits be terminated, and will Terminated Employees be given an option to continue to pay for individual medical and benefits?

Medical and dental benefits through the Companies will cease on the date of termination. For the majority of Terminated Employees, this was March 30, 2023.



Terminated Employees have the option to continue to pay for the premiums associated with their medical and dental benefits through conversion to an individual benefits plan, as indicated in the email communication from Bonnie Matthews on March 31, 2023. The options paperwork included in that email provided details on the process to continue with the benefits plan.

3. Should I wait to apply for Employment Insurance Benefits?

No. You should apply for EI Benefits immediately after your employment is terminated.

4. Is there a reference number required to apply for Employment Insurance Benefits?

In this case, there is no reference number required to apply for EI Benefits.

5. Will Terminated Employees be paid termination pay in lieu of notice?

Terminated Employees are entitled to 8 weeks' pay in lieu of notice pursuant to the Labour Standards Act of Newfoundland and Labrador. However, due to the material adverse change in the Companies' operations and the ongoing restructuring efforts through the CCAA Proceedings, the Companies do not have sufficient funds to pay these amounts owing. Terminated Employees should include their claim for any balances owed for pay in lieu of notice under the WEPP, discussed below.

6. Will employees who were terminated be paid accrued vacation pay?

The Companies previously provided a payout to all employees of any accrued vacation pay balance up to, and including, December 31, 2022. However, due to the material adverse change in the Companies' operations, there are insufficient funds to pay accrued vacation pay balances from January 1, 2023, to the date of termination. Terminated Employees should include their claim for any balances owed for vacation pay under the WEPP, discussed below.

7. Are employees eligible for compensation under the Wage Earners Protection Program (WEPP)?

The WEPP is a federal government program administered by Service Canada to provide financial relief to employees who are owed eligible wages, and the employer has filed for proceedings under the CCAA, bankruptcy or has been placed into receivership. Eligible employees can receive up to a maximum of \$8,278.83 (*maximum for 2023*).

WEPP is administered in accordance with the *Wage Earners Protection Program Act*. For more information on WEPP, please visit Service Canada's dedicated website to the program: [Wage Earner Protection Program - Canada.ca](https://www.servicecanada.gc.ca/eng/employment-employment-protection-program-protection-program-canada.ca)

For CCAA proceedings, Service Canada requires a court order must be issued to state that the terminated employees are eligible for WEPP. On April 6, 2023, the Company was issued an order ("WEPP Order") by the Court declaring that the former employees terminated by Rambler on March 30, 2023, qualify for WEPP. A copy of the WEPP Order can be found on the Monitor's website: www.GrantThornton.ca/Rambler



The WEPP Order has been accepted by Service Canada effective April 6, 2023. According to the *Wage Earners Protection Act*, the Monitor has 45 days to submit the applicable forms to Service Canada. An extension has been granted by Service Canada, making the new deadline **June 30, 2023**.

8. What amounts are eligible to be paid under WEPP?

Eligible wages which are covered under WEPP during the eligibility period include:

- a. Wages:
 - i. Including salaries, commissions, compensation for services rendered, gratuities accounted for by the former employer, production bonuses and shift premiums.
- b. Disbursements of a travelling salesperson;
- c. Vacation pay; and
- d. Termination or severance pay.

The Companies will be paying Terminated Employees their wages for the hours worked up to their termination date as per their employment contracts.

Vacation pay and termination/severance pay will not be paid by the Companies, and therefore should be claimed by Terminated Employees in their WEPP applications.

The final determination of what amounts, if any, up to the maximum claim amount of \$8,278.83 will be paid out to Terminated Employees under WEPP is made by Service Canada **and is not a decision of the Companies**.

9. What happens to Terminated Employees' claims if they are owed more than \$8,278.83?

If an employee is owed for eligible wages as defined by WEPP above and beyond the maximum eligible claim amount of \$8,278.83 (for 2023), the employee would be eligible to file a claim in the CCAA Proceedings as a creditor. A claims process has not been determined at this time in the CCAA Proceedings, and the Companies with the assistance of the Monitor and the Court will determine if a claims process will be applicable following the conclusion of the SISP.

10. What will happen to the mine? Is there the possibility that operations will be restarted, and employees will get their jobs back?

It is our hope that the SISP will be successful in finding a buyer or investment for the business/assets and that a new owner will operate the mine and hire back employees. However, at this time we cannot guarantee the outcome of the SISP and whether the Companies' attempts to find a buyer will be successful.

11. Are all employees being terminated?

Most employees have been terminated, except a portion who are being maintained to support matters relating to security and to assist in maintaining the assets of the Companies during Warm Idle while the SISP proceeds.



12. How do I retrieve my personal belongings from site?

Employees can reach out to Bonnie Matthews at bmatthews@ramblermines.com to schedule a time to retrieve personal belongings.

13. When will WEPP packages be sent to all eligible employees?

The Companies are currently working with the Monitor to gather the required information for WEPP. Terminated Employees will be contacted once WEPP packages have been prepared and sent out via email.

Your WEPP package will contain all of the information the Monitor will require from you to ensure that Service Canada can process your claim. You will be required to fill out and return this package to the Monitor to initiate the WEPP claim process.

To ensure timely delivery of your WEPP package to you, please ensure that Bonnie Matthews (bmatthews@ramblermines.com) has your most up to date email and contact information.

14. What is the processing time for my application in order to receive funds from Service Canada?

Once the Monitor has received substantially all of the proof of claim forms from Terminated Employees for WEPP claims, and the employees have completed their application with Service Canada, the Monitor will submit the required forms to Service Canada to begin its review process. The Monitor will update its website to address Terminated Employees on when the forms have been sent to Service Canada.

Once the forms have been submitted to Service Canada, Terminated Employees are encouraged to contact Service Canada directly to inquire about their application and payment status.

Due to the strike of federal government employees who are members of the Public Service Alliance of Canada, processing time for WEPP applications received may be delayed. This will have no impact on the Monitor providing all information required to Service Canada by the given deadline on June 30, 2023, but may impact Service Canada's processing times for payments to be received by employees. **The processing times for WEPP claims are out of the Companies' and the Monitor's control.**

Further information on CCAA proceedings can be found on the Monitor's website at:

www.GrantThornton.ca/Rambler