

# AMA GROUP

April 21, 2022

Ben Fraser  
Delivered via Email

Dear Ben,

**Re: Your Role**

We recently advised you that AMA GROUP is committed to supporting our staff and the customers we serve by adhering to the requirements of the current Public Health Order released on 7 October 2021. At that time, we advised you that to meet the inherent requirements of our service roles, we require all site-based staff to attend their workplace on a regular basis. Your role is defined as service-based role.

In our correspondence, you were further advised that we would require evidence of your compliance with the Public Health Order before being able to resume your duties. We also advised that we would be reviewing this situation on a regular basis.

We now offer you one final opportunity to provide us with evidence that you can meet the requirements of the Public Health Order. We would ask that you provide us with any such evidence by no later than 28 April 2022.

Should we not receive such evidence, we will deem that you are unable to meet the requirements of the Public Health Order which also means you are unable to meet the inherent requirements of your role. It is at that point that we will consider terminating your employment.

While we respect everyone's decision to receive the COVID-19 vaccination, AMA Group is required to abide by the current Public Health Order. Therefore, we cannot allow any staff member who has not provided evidence of their compliance with the Public Health Order to attend our sites. However, we encourage you to remain in regular contact with us to inform us of any changes in your situation.

If you have any questions or concerns, please do not hesitate to contact me.

Yours sincerely,



**Tarnia Sniadala**  
GM Human Resources, Non-Drive and Heavy