



August 3, 2020

As a valued member of my team and of the Rodd family, I wanted to take this opportunity to thank you for your hard work and your dedication.

Throughout the past five months we have had to overcome obstacles that no one saw coming. From stay at home orders to watching the number of active cases rise and fall in each of the three provinces we have properties in. For some of you that meant a few short months off before your property opened back up and for others, it is a bit of a longer wait unfortunately. However, I want to thank each and every one of you for your patience as we all work through this together. For those of you back to work, I want to thank you for embracing the new normal and doing everything in your power to ensure our guests have a safe and memorable experience with us; for embracing the new cleaning protocols, the list could go on and on. Let's just leave it at I am beyond proud for how well each of you has adapted. For those of you not back to work yet, I want to thank you again for your patience and understanding through these trying times. I would love nothing more than to get you all back to work and have all of our properties open again, and it will happen in due time.

I truly believe we are a "Rodd family" and we are so fortunate to have such dedicated individuals such as yourselves working for us.

Thank you all again,

A handwritten signature in black ink, appearing to read "Mark Rodd".

Mark Rodd  
President & CEO