
June 5, 2026

Private & Confidential

Navjit Sangha
13257 57 Ave,
Surrey BC
V3X 2S7

Re: Termination of Employment Without Cause

Dear Navjit,

This letter confirms that your employment with **Saltire Contracting Ltd.** will end effective **June 19, 2026**, which will be your last day of employment.

This decision is not a reflection of your performance or conduct. Rather, it is a business decision made by the Company.

You will continue to receive your regular wages through to your last day of employment on June 19, 2026. In addition, you will receive all outstanding wages, vacation pay, and any other amounts owing to you in accordance with the requirements of the **British Columbia Employment Standards Act**.

We ask that you continue to maintain the confidentiality of any proprietary or confidential information obtained during your employment with the Company.

We appreciate your contributions during your time with Saltire Contracting Ltd.

If you have any questions regarding your final pay, benefits, or the transition process, please contact myself, Scott Fraser at 604-783-3313 or Scott@saltirecontracting.com.

Sincerely,



Scott Fraser
Director
Saltire Contracting Ltd.

Employee Acknowledgement of Receipt

I acknowledge receipt of this letter on _____

Employee Name: _____

Employee Signature: _____