

SCHEDULE A – APPENDIX 3

LETTERS TO CLASS MEMBERS BY DIRECT MAIL

Text for letter from RCMP Commissioner to Primary Class Members and accompanying Notice of Certification and Settlement Approval:

RE: Merlo and Davidson Federal Court class action alleging gender and/or sexual orientation based discrimination, bullying and harassment against female RCMP members and public service employees

I am pleased that the parties in this litigation have reached a settlement agreement.

This agreement will now be submitted to the court for its review and approval. If the court approves the settlement it will then be implemented. The settlement has two main components: a) change initiatives to be implemented by the RCMP; and b) a claims process to be administered by retired jurist the Honourable Michel Bastarache.

Historically, harassment in the RCMP has been a cultural problem. It is unacceptable. I and my senior management are committed to continuing to build on broad efforts that support a respectful and inclusive workplace.

You will find enclosed a Notice of Certification and Settlement Approval Hearing which provides more detail and information regarding who you should contact for more information about the terms of the proposed settlement and about making a Claim.

Text for Letter from RCMP Commissioner to Primary Class Members and accompanying Notice of Settlement:

RE: Merlo and Davidson Federal Court class action alleging gender and/or sexual orientation based discrimination, bullying and harassment against female RCMP members and public service employees

By letter dated XXXX you were advised that the parties in this litigation reached a settlement agreement which was subject to the approval of the Federal Court. I am pleased to advise that the Honourable Judge XXXX of the Federal Court approved the Settlement onDATE.

Enclosed please find a Notice of Settlement Approval which provides more detail about the Settlement and the process for making a Claim, including contacts from whom you can obtain more information.