

Pre-Employment

(Pre-Injury)

Status

*"the company has confirmation that you had a pre-existing injury before you came to work with this company, your job duties as a professional driver has nothing to do with your current injury; it is related to your old injury."*

Senior Official

October 18, 1995

*2 Investigation letters confirm there is no medical evidence to support that I came to the company with a pre-existing back injury.*

Workers' Compensation Board

June 8, 11, 1998

*Investigation letter confirms there is no medical evidence to support that I came to the company with a pre-existing back injury.*


Workers' Compensation Board

November 6, 1998

*"we can only conclude that the employee continues to suffer from a condition that may have resulted or suffered from his previous injuries."*

Claims Co-ordinator Compliance and Safety Department

January 26, 1999




FEBRUARY 19, 1991

TO WHOM IT MAY CONCERN

BOB SILUCH WAS A DRIVER FOR A CONTRACTED CARRIER ON  
LINEHAUL RUN BETWEEN EDMONTON AND REGINA.  
HIS WORK ON THE RUN WAS EXCELLENT. THE SOLE REASON FOR HIM  
NOT RUNNING THIS PARTICULAR RUN WAS A DISPUTE BETWEEN  
AND HIS EMPLOYER, TRANSPORT. I WOULD NOT  
HESITATE TO RECOMMEND BOB TO ANY COMPANY AND IN FACT  
RECOMMENDED HIM TO THE NEW CONTRACT HOLDER FOR THIS RUN

REGARDS

OPERATIONS MANAGER



June 10, 1992


To whom it may concern,

**Re: Bob Siluch**

During the 5 years that I have known Bob, he has proven to be both reliable and responsible in his work habits, you could always count on Bob to complete the task at hand.

I would recommend Bob for any position in which his skills and abilities could best be used.

Yours truly,

  
Operations Manager

# TRANSPORT

June 11, 1992

To Whom It May Concern:

Robert Siluch has worked for                      Transport  
for the last five years. He began in July of 1987.

As a truck driver we had no problems with him and  
he performed his duties as required with little or no  
problems. He was a valued employee and I would  
recommend him highly for any position he is ap-  
plying for.

If you have any questions feel free to call me,

Yours tryly,

Manager

## College

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May 12, 1994

Bob Siluch

Dear Bob:

I am sending you a shirt that you earned for your excellent participation and improvement in your fitness class. I had hoped to give it to you at the graduation luncheon, but you weren't there. I saw you several times after that but my mind must have been on hold, for I obviously forgot to present you with your shirt.

Never-the-less, please accept this shirt as a memento of your experience here at AVC, and certainly best wishes to you in your future. I especially enjoyed having you in our fitness class because you exemplified so much what I was trying to accomplish - that is trying to show the benefits of regular exercise. Your positive spirit was appreciated and I know enjoyed your company on many of the runs.

Adios and keep the pace!

Sincerely:

Co-ordinator  
Campus Recreation



October 29, 1994

Dear Robert;

On behalf of management...welcome...and congratulations on becoming a permanent staff member of.

Until now, you have been employed as a temporary staff member on a three month probation period. During this time, your supervisors have had the opportunity to evaluate you, your knowledge of the Company's policies and procedures and your job performance. At the same time, you have had the opportunity to evaluate the Company and its' merits where you are concerned, both now, and in the future. We trust that you understand and recognize the reasons for the probation period.

Your successful completion of the probation period is the result of the positive evaluations of each of us and that in itself is most encouraging. It is encouraging because working together as a team has been one of the major reasons for the success of The . over the past four decades and for the reputation we have earned within the trucking industry. Our motto: "Since 1947...A Family Affair" is one which we do our utmost to uphold.

You are now in a position to help us further promote our success and reputation with; a responsible attitude, teamwork spirit and the sincerity of your efforts. In return, the Company will provide you with fair monetary returns, an opportunity to participate in our Deferred Profit Sharing Plan and a secure future.

Again, I welcome you and your family to and wish you the best for the future.

Sincerely,

President

