

## Statement from Mike Crean, CEO of Kearney Funeral Services

Further to your request I wanted to get back to you as promised about the allegations made by Ms. Bissonette against Mr. Rostek and our Company. Like all companies Kearney Funeral Services has to address issues relating to the conduct of employees from time to time. Kearney's preference in dealing with inter-personal matters is to address them confidentially. Kearney cares about all its employees, including Ms. Bissonette and Mr. Rostek. It has taken steps that it believes were compassionate and reasonable when these employees presented challenges to the Company.

Kearney addressed the issue between Ms. Bissonette and Mr. Rostek as soon as it was brought to the attention of the Company, consistent with its workplace policies and WorkSafe BC guidelines, including the reporting of Ms. Bissonette's allegations to Work Safe BC. It was concluded that some unwelcome conduct had occurred and that Mr. Rostek's practice of changing into his work clothes in his office had to change. Mr. Rostek has written an apology to Ms. Bissonette.

The Company concluded that appropriate remedial steps could be taken to address the situation that arose, without anyone losing their job. However, rather than listening to the Company's proposed assurances, and Mr. Rostek's apology, and returning to work with these assurances, Ms. Bissonette insisted that Mr. Rostek's employment be terminated, and required that interactions with the Company to discuss her return to work be undertaken in the presence of a lawyer. And rather than participating in a process to make the situation better, Ms. Bissonette chose to resign.

Kearney believes it took all reasonable steps to alleviate the situation. As Ms. Bissonette has decided to pursue this matter before the courts, the Company will have no further comment.

Thank you,

Mike Crean