



June 2011

To: All Shareholders

Re: Equity Incentive Plan

At the 24th April 2000 Annual General Meeting, the shareholders approved the establishment of an Equity Incentive Plan (The Plan), designed to attract and retain Executive Officers and other key employees of the Company and its affiliates. Under the terms of the Plan, the Finance, Compensation and Corporate Governance Committee of the Board of Directors was authorized to award up to 350,000 common shares in the Company to eligible participants. A further 350,000 shares were added for distribution in 2006, following a recommendation by the Board of Directors to the shareholders, which the shareholders accepted by acclamation. We are now approaching the maximum number of shares that may be distributed under the Plan.

At its meeting on 1st April 2011, the Board of Directors approved a further 200,000 shares for distribution under the Plan. Thus, pursuant to Section 11, the Directors have now amended the Plan to increase the maximum number of available shares thereunder from 700,000 to 900,000. All other terms and conditions of the Plan remain the same.

The Shareholders are now asked to confirm this amendment to the Plan.

A handwritten signature in black ink that reads 'R. John Wight'.

R. John Wight, C.A., CPCU
President and Chief Executive Officer