



June 10, 2020

TO WHOM IT MAY CONCERN:

Re: George Atis' Legal Work on Buck's Procurement Initiative

I am writing this letter on behalf of George, with whom I worked extensively on Buck's procurement initiative shortly after it became a stand-alone operating company (again) in August 2018; before then, it was a division of another technology services company.

Buck's procurement initiative involved negotiating with various suppliers to "stand-up" its infrastructure, including payment, sales, contract management, video conferencing, corporate travel, desktop management (leasing and service), recruiting, and staffing, to name a few.

George and I worked closely on all of the forgoing contracts over a 12-month period and despite the fact that almost all of the suppliers we dealt with were "SaaS" providers with set terms and conditions ("Ts and Cs"), George and I managed to get better Ts and Cs for Buck by leveraging our experience, my 30+ years as a CPO and George's 25+ years as a tech lawyer, advising both sides (i.e. buyers and vendors) of the table.

Given the multitude of suppliers that we had to contract with in a short period of time, George developed a "**Contracting with Buck - Quick Assessment Questionnaire**" which included 10 key vetting questions to determine if the supplier in issue would be a good fit with Buck's contracting expectations. This questionnaire saved us time and legal fees in the contracting cycle.

George's work was excellent, timely, clear and concise and his negotiation style struck a good balance between affable and tough, when called for. Both he and I were put in very difficult contracting negotiations with strict timelines and each time, we concluded a fair or favorable deal for our mutual client.

I would be delighted to speak to you about George's skill sets and the person I experienced in my time working with him.

Buck Global, LLC

A handwritten signature in blue ink, appearing to read "Mark James".

Mark James
Chief Procurement Officer
Buck

George Atis (Corporate)

From: Rothwell, Tracey <Tracey.Rothwell@REDACTED>
Sent: March 15, 2019 11:43 AM
To: Di Cesare, Walter
Cc: George Atis (Corporate)
Subject: CenturyLink Contract Execution

Good morning,

Taking the opportunity to thank both yourself and George for your direction and support on the CenturyLink contract. Very pleased to share with you that we obtained signatures late last evening. This will allow the IT team from Europe to focus on their in country requirements for growing their business and sets India and China on the right path to success.

It has been a true pleasure working with George. His knowledge and attention to the details of the master agreement, positive, yet very effective negotiation style and work ethic, is what brought this over the finish line for us. Thank you George.

Cheers,

Tracey Rothwell

Senior Manager, Contracts, IT Vendor Management
Corporate

Brookfield Renewable

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T 819-561-2722 ext. REDACTED C 613-REDACTED

Tracey.Rothwell@REDACTED
www.brookfieldrenewable.com

George Atis (Corporate)

From: Bernstein, Rod (External) <Rod.Bernstein@REDACTED>
Sent: September 26, 2018 4:57 PM
To: James, Mark; Davidson, Michael (External); Kays, Jeffrey (External)
Cc: George Atis (Corporate)
Subject: RE: Ultimate Contract...ready to sign

Mark,

Great to hear such praise for George. Of course, it comes as no surprise. Glad to hear about the win.

Regards,

Rod

From: James, Mark
Sent: Wednesday, September 26, 2018 4:39 PM
To: Davidson, Michael (External) <Michael.Davidson@REDACTED>; Kays, Jeffrey (External) <Jeffrey.Kays@REDACTED>
Cc: George Atis (Corporate) <george@georgejatis.com>; Bernstein, Rod (External) <Rod.Bernstein@REDACTED>
Subject: RE: Ultimate Contract...ready to sign

Michael,

Thank you for the kind words, this was truly a team effort and represents a great deal for Buck.

Mark

From: Davidson, Michael (External)
Sent: Wednesday, September 26, 2018 4:27 PM
To: Kays, Jeffrey (External) <Jeffrey.Kays@REDACTED>
Cc: James, Mark <Mark.James@REDACTED>; George Atis (Corporate) <george@georgejatis.com>; Bernstein, Rod (External) <Rod.Bernstein@REDACTED>
Subject: Re: Ultimate Contract...ready to sign

This is amazing and a very welcome note. Jeff, you are singing everyone's praises here and it goes without saying that none of this would have happened without you leading the charge. I appreciate all that the three of you have accomplished here and may even sleep tonight knowing one down, one to go.

Thanks,

Michael Davidson

CHRO

Buck

155 Wellington Street West, Suite 3000
Toronto, ON M5V 3H1

T: 416.644.9255
M: 416.274.9243

From: Kays, Jeffrey (External)
Sent: Wednesday, September 26, 2018 4:23 PM
To: Davidson, Michael (External); Bernstein, Rod (External)
Cc: James, Mark; George Atis (Corporate)
Subject: Ultimate Contract...ready to sign

Michael,

We have finalized the Ultimate contract and it will be routed for your signature shortly. We have done well with this contract and it represents the sort of collaboration we were hoping for in a partner. They noted their flexibility in the selection process, and it held true through our negotiations. Mark was instrumental in providing industry guidance, experience and set a positive tone by which we worked both internally and with Ultimate. We are lucky to have him...and all his stories.

Rod,

I know you know George from previous experience...so this will come as no surprise. He is brilliant. Thorough. And passionate. He knows what he is doing and he made a huge difference in advancing our cause across several key negotiation points. His diverse background (both client and vendor sides) in SAAS was a differentiator. When something like this closes out, I think about whether I would work with someone again if I had the chance. It is a no-brainer with George.

While I would like to celebrate this a bit more, we are off to the next key contract...Celergo. They have our (milk toast) redlines that are necessary and they are already behaving better in terms of engagement. With schedule related issues, we will be hard pressed to meet later this week and are target mid-next week for a call to review positions. I am confident that we have the team to run this to ground in the right way to gain closure.

All for now.

jfk

Jeff Kays
Principal, Management Consulting

BUCK
Dallas/Fort Worth
P 682-300-1356
jeffrey.kays@REDACTED

July 6, 2016

SUBJECT: GEORGE ATIS' LEGAL SERVICES ON OUR IT OUTSOURCING DEAL

To whom it may concern,

We chose George to represent SNC-Lavalin as lead outside counsel for an IT outsourcing transaction (\$500M / 12-years / Multi-Tower / Closed May 2016) because he has deep experience in this area of law, his retainer was flexible and met our budget, and he knew the vendor quite well.

George joined an SNC-Lavalin team comprising an outsourcing consultancy, IT and business leaders and lawyers. He prepared the MSA and several of the legal schedules (based on his concise, plain-English precedents) and customized them for our needs and risk-tolerances. He walked us through the rationale for each major clause and prepared us and our consultant for the negotiation of the MSA and schedules. And, he executed against a tight negotiation schedule – *on time and on budget*.

He was very efficient and politely-firm and effective at the negotiation table. He kept us informed after each major phase of the negotiation via his various reporting tools (e.g. his *GJA Deal Docs Status Tracker* precedent), which helped us identify the major legal (and business) risks and decide whether the deal was a “Go” or “No-Go”.

I would highly recommend George to any company looking for a highly-skilled lawyer to handle a large IT outsourcing deal within a defined negotiation timeframe.

Yours truly,



Hartland J. A. Paterson
Executive Vice-President and General Counsel

Legal Affairs and Ethics and Compliance

From: keith.d.sharpe@REDACTED
To: duc.nguyen@REDACTED
Subject: Legal Counsel [Praise for GJA's Work]
Date: November 4, 2014 12:24:49 PM

Duc, it is my understanding that the firm is evaluating how it sources its outside legal services. The word on the street is that we are going to a small number of large law firms as the source for legal support going forward. I understand the logic behind that and having worked for the firm for 29+ years I have seen us use this path before. The challenge for those of us who need legal assistance with our contracts is that this approach puts the burden on us to make sure the firms interests are covered. We are most successful when the business side and the legal side work as a team to best position the firm in a contractual arrangement. What I have experienced in the past is that we get the "associates" from the large law firms who have a fine education but limited practical application of the law. They also lack an understanding of our business and the risks we are trying to manage. So we basically get a trainee that then requires one of the business MD's to increase their involvement in the process to make sure we are balanced properly from a commercial/contractual standpoint. This is in sharp contrast to my recent experience working with George Atis on a contract with Direct Energy. George brought experience, an understanding of our business and also a clear insight into the firms position on all of what I would call technical T&C's that a business person has no business messing with. George reflects the type of legal counsel that we need, one that is a teammate in the process not a trainee.

It is my hope that we will strike a balance between consolidation of services and retention of legal services from individuals that know us, are people we trust and most importantly get us into the best contractual position possible. I would be happy to discuss this with you if you would like.

Keith D. Sharpe

Accenture

Managing Director

Accenture Operations - Resources Energy

Email – keith.d.sharpe@READCTED

Cell – 830.998.REDACTED

Austin, TX 78746

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George J. Atis (Corporate)

From: john.l.coffey@accenture.com
Sent: December-23-13 11:46 AM
To: bola.ajala@accenture.com; george@georgejatis.com
Cc: duc.nguyen@accenture.com
Subject: THANK YOU

Bola and George,

As we head into the holiday season, I wanted to wish you both a wonderful holiday season with your families. **THANK YOU both for your superb support of the HESS team.** In FY 13 we generated over \$96M in sales and \$47M in Revenue. You supported us every step of the way! We are on a path to achieve Diamond status in FY14....our Hess delivery team now numbers over 400 resources worldwide. **We are grateful to have you both supporting us with contract matters. Your responsiveness and timely counsel to our team have made a real difference in helping us close deals at speed and grow this strategic relationship with HESS.**

Thank you for your support and looking forward to continuing our successful partnership in the New Year

All the best,
John

John L. Coffey
Managing Director
Accenture
Office: 267-216-1013
Mobile: 610-368-5454
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John.L.Coffey@accenture.com

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www.accenture.com

From: anand.swaminathan@redacted
To: george@georgejatis.com
Subject: Visa - Feedback re George Atis" Negotiation Style
Date: June-23-11 6:52:31 PM

FYI...

Anand Swaminathan
Executive Partner
Accenture, Financial Services
415-537-5321 office | 914-525-REDACTED mobile |
216-535-6281 fax anand.swaminathan@REDACTED | AOL IM:
AnandREDACTED

From: Swaminathan, Anand
Sent: Thursday, June 23, 2011 3:52 PM
To: Hermiz, Aram D.
Cc: Rjeily, Anthony; Voelker, Bruce D.; Spears, Stephen D.; Kim, James; DelSanto, John L.
Subject: Visa MSA

Hi Aram,

First off, thanks for your help and support on helping us finalize the MSA for Visa! I also want to thank Steve and Jim for their contributions.

In particular, I want to extend a very special thanks to George for the tremendous effort he put in to get this MSA done in exactly 5 weeks (to the day) from when we received it from Visa. George worked very hard to be extremely responsive at all times and his style at the negotiation table was excellent. When I met with Marina (Visa's head of global sourcing – she reports to Visa's general counsel), she couldn't stop saying enough nice things about working with George, his style, his approach to laying out issues, and even his approach to disagreeing with Marina! She said George always took the time to explain Accenture's perspectives and he even helped Marina at times overcome the concerns she had about language Accenture needed in the agreement. Marina is actually a very experienced lawyer and she was the assistant general counsel at Providian (she knew us from that large deal we did).

One item to note... Marina told me that Visa is going to issue the outsourcing MSA to us and Infosys in about 10 days (we're the two "Tier 1 Vendors" they considering along with their Tier 2s for AO). There is a large AO RFP that will follow once that MSA is done (500+ seats is the way she described it). She has specifically requested that Accenture bring George and Frank (our LBN) to the table to complete that agreement because of the style as well as the familiarity now that they have with Visa. Marina will once again be leading it from the Visa side. It will be good to make sure we have George on deck for this.

It has been a pleasure to work with George on this and I attribute a large part of the success to how well George (and Frank) worked with Visa throughout the last 5 weeks!

Thanks for your support in assigning George to support this MSA effort!



April 7, 2009

To Whom It May Concern:

This letter is in reference to the services of George Atis, in his role as legal counsel for a recent IT Outsourcing deal. The successfully closed deal is a 10 year, \$182 million deal whereby CGI will provide IT Infrastructure as well as application development and maintenance services to Foresters. [Press release date was March 25, 2009 and is widely available on line.]

George's role was the opposing counsel representing CGI's interests.

We would recommend George's services (on either side of the negotiations) based on the following:

1. He understands what is currently being signed in the market and what is fair, and uses this knowledge to broker a mutually satisfactory deal. By recognizing and supporting what is fair to both sides, he was able to become a trusted part of the process by all involved, which was essential in getting the deal done.
2. He focuses on win-win solutions. George understands the workings of IT outsourcing arrangements and what makes them successful beyond the legal terms. As such he is able to steer conversations towards making the pie bigger, rather than fighting over the crumbs. Ultimately, this is what makes deals like this worth doing, and he helps make that happen.
3. Despite some intense and lengthy negotiations, George maintained a professional and likeable persona throughout. His integrity was never once called into question. He always delivered what he had agreed to and when.
4. George was seemingly always available and worked tirelessly on various tasks to keep the process moving and get the deal done. He never once said "I'm too busy." or "That is not my job."
5. As he is not part of a large law firm, we never suffered from over-delegation to junior lawyers, nor broken communication between sets of lawyers.

In sum, George was an exemplary professional in his role and we would enthusiastically recommend him for similar roles.

A handwritten signature in black ink, appearing to read "Peter Sweers", written over a horizontal line.

Peter Sweers
SVP and CIO
Foresters

A handwritten signature in blue ink, appearing to read "Jeff Flanagan", written over a horizontal line.

Jeff Flanagan
AVP Vendor Management
Foresters

January 16, 2001



Ms. Jane Sullivan Roberts
ShawPittman
2300 N Street, NW
Washington, DC 20037-1128

Dear Jane,

I wanted to take a moment to formally document the performance of the ShawPittman team that worked on the Convergys contract with me. During the several months it took to complete the deal, both George Atis and Shannon Arnold proved invaluable assets to our successful outcome.

George added to the team in several ways. First, he was a powerful and consistent advocate for XM's best legal interests throughout the negotiations. His insistence that Convergys respect standard practices, in respect to terms and conditions, ensured that we would have a contract that protects us. George was also a great counter to me during the negotiation sessions. There were times that we deliberately chose the "good cop – bad cop" roles, but at other times those roles simply happened naturally due to George's attention to my unspoken lead or his response to my level of frustration with a particular issue. George was also very perceptive in that he knew the appropriate time to let me do the speaking and when it was time to step in as our counsel.

George did an excellent job leading the drafting aspects of this project. He ensured that our position started out strong and left room for flexibility to modify as we negotiated. George also did a fabulous job of meeting my style needs by producing a document that was concise, direct and in proper English. He worked very well with Shannon Arnold as they labored many long hours to produce our documentation. In addition to their written work, George and Shannon also had a very natural style of interaction during the negotiation sessions.

Shannon too played a very important role in the final result. I must commend her on her amazing memory for the details of the agreement and how they evolved during the course of much iteration. Shannon could always be counted on to find the proper reference any time we were developing arguments. Shannon also did an outstanding research job, finding other agreements that dealt with the issues we faced. As a result of the research, both in ShawPittman archives and on the web, we were able to arrive at several key points armored with facts that supported positions and caused the resulting compromises to move in our favor.

Shannon was also critical in keeping the entire process coordinated and organized. Her preparedness for meetings was top notch and she won't have to use a gym, just continue to carry all the documentation for her various projects.

Ms. Jane Sullivan Roberts

Page 2

In addition to their clear competence with the legal details, Shannon and George were a pleasure to work with on an interpersonal level. They made a process that is often frustrating very easy to manage. I really enjoyed working with them both on this project and would be very happy to have them work on any future projects under my direction.

Again, please extend my thanks and congratulations to both George and Shannon on a job well done. The Convergys project is well under way and we are very pleased with the current results.

Best regards,

A handwritten signature in black ink, reading "Melanie Stensrud". The signature is written in a cursive style with a large initial "M" and a long, sweeping underline.

Melanie Stensrud

TO WHOM IT MAY CONCERN:

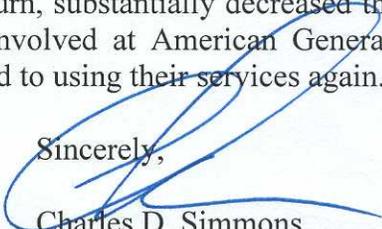
I have had the pleasure of working with Shaw Pittman, specifically Mr. Bill Peters and Mr. George Atis, with regard to the contracting process for a large data outsourcing project. At their request, I would like to address the quality and intensity of their work on that project.

I have been fortunate enough to have extensive experience leading negotiations for technology contracts concerning satellite launches, marine drilling and construction projects and communications systems involving hundreds of millions of dollars while in private practice and as in-house counsel. I have worked with many good attorney's over the years. In their area of expertise, I consider both Bill and George to be top notch.

In fact, it is difficult not to say too much good about the service which Bill and George provided. Bill and George are consummate legal professionals whose ethics and decorum are beyond reproach. Over the six to eight month process of issuing requests for proposals and negotiating complex business and legal terms, it became clear that Bill and George had an excellent ability to hold the line on important issues, quickly decipher complex and often convoluted legal documents, reach well reasoned and farsighted conclusions on difficult proposals, and turn around extensive and complex legal drafts with numerous changes in perfect order. And despite the long hours involved, they did all this with a good spirit which not only provided leverage in negotiations but gained the respect of all parties.

Simply put, Bill and George form the best legal negotiation team I have witnessed. Their work was exemplary. They made a substantial difference in the quality of the contract for the project, which in turn, substantially decreased the risks associated with the contract. I believe all those involved at American General were extremely pleased with their work. We look forward to using their services again.

Sincerely,



Charles D. Simmons
Senior Counsel