



EnCana Corporation

EnCana on 8th
1800 855 2nd Street SW
PO Box 2850
Calgary AB Canada T2P 2S5

tel: (403) 645-2000

www.encana.com

January 14th, 2010

Gary Palmer
EnCana Corporation

Dear Gary:

Thank you for your hard work on the Vendors and Contracts team on the TWO.2 program this past year. You played an important role in successfully splitting the EnCana IT environment to create a fully functioning, independent IT environment for Cenovus Energy.

Your involvement and dedication was essential in achieving amazing results. This was a daunting task with a compressed schedule. We required focus, creativity, dedication and strong negotiation skills; all of which you brought to the table. I truly appreciate your contribution to the success of this project. Without your efforts, we could not have achieved our goals.

I would also like to thank your family and friends who have been patient, understanding and sacrificed time with you during the project.

Gary, I wish you all the best with your future endeavors. I hope we get the chance to work together again in the future.

Sincerely,

A handwritten signature in black ink, appearing to read "RP", is written over a light blue horizontal line.

Ryan Pavelich
Chief Information Officer
EnCana Corporation