

COMPETITION TRIBUNAL

IN THE MATTER OF the *Competition Act*, R.S.C. 1985, c. C-34, and the *Competition Tribunal Rules*, SOR/2008-141;

AND IN THE MATTER OF the proposed acquisition of Recall Holdings Limited by Iron Mountain Incorporated;

AND IN THE MATTER OF the filing and registration of a consent agreement pursuant to sections 92 and 105 of the *Competition Act*.

B E T W E E N :

COMPETITION TRIBUNAL TRIBUNAL DE LA CONCURRENCE REGISTERED / ENREGISTRÉ FILED / PRODUIT  March 31, 2016 CT-2016-001  Jos LaRose for / pour REGISTRAR / REGISTRAIRE	
OTTAWA, ONT	# 2

THE COMMISSIONER OF COMPETITION

Applicant

– and –

IRON MOUNTAIN INCORPORATED

Respondent

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CONSENT AGREEMENT

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**RECITALS:**

**A.** Iron Mountain Incorporated (“**Iron Mountain**”) proposes to acquire the shares of Recall Holdings Limited (“**Recall**”) pursuant to a Scheme Implementation Deed dated June 8, 2015 (the “**Transaction**”).

**B.** The Commissioner has concluded that the Transaction is likely to result in a substantial lessening and/or prevention of competition in the supply of records management services in certain markets in Canada, and that the implementation of this Agreement is necessary to ensure that any substantial lessening and/or prevention of competition will not result from the Transaction.

**C.** Iron Mountain does not admit but will not for the purposes of this Agreement, including execution, registration, enforcement, variation or rescission, contest the Commissioner’s conclusions that (i) the Transaction is likely to result in a substantial lessening and/or prevention of competition in the supply of records management services in certain markets in Canada; and (ii) the implementation of this Agreement is necessary

to ensure that any substantial lessening and/or prevention of competition will not result from the Transaction.

**D.** Nothing in this Agreement affects any investigation, inquiry or proceeding other than under section 92 of the Act in respect of the Transaction.

**THEREFORE** Iron Mountain and the Commissioner agree as follows:

**I. DEFINITIONS**

[1] Whenever used in this Agreement, the following words and terms have the meanings set out below:

- (a) **“Act”** means the *Competition Act*, R.S.C. 1985, c. C-34, as amended;
- (b) **“Affiliate”** means, in respect of a Person, any other Person controlling, controlled by or under common control with such first Person, whether directly or indirectly, and **“control”** means directly or indirectly hold securities or other interests in a Person (i) to which are attached more than 50% of the votes that may be cast to elect directors or persons exercising similar functions or (ii) entitling the holder to receive more than 50% of the profits of the Person or more than 50% of its assets on dissolution;
- (c) **“Agreement”** means this Consent Agreement, including the schedules hereto, and references to a “Part”, “Section”, “Paragraph” or “Schedule” are, unless otherwise indicated, references to a part, section, paragraph or schedule of or to this Agreement;
- (d) **“Business Day”** means a day on which the Competition Bureau’s Gatineau, Quebec office is open for business;
- (e) **“Closing”** means the completion of the Transaction under the Transaction Agreement;
- (f) **“Closing Date”** means the date on which Closing occurs;
- (g) **“Commissioner”** means the Commissioner of Competition appointed under the Act and includes his authorized representatives;
- (h) **“Confidential Information”** means competitively sensitive, proprietary and all other information that is not in the public domain, and that is owned by or pertains to a Person or a Person’s business, and includes, but is not limited to, confidential information pertaining to manufacturing, operations and financial matters, customer lists, price lists, contracts, cost and revenue information, marketing methods, patents, technologies, processes, or other trade secrets;

- (i) **“Designated Personnel”** means the employees of Iron Mountain listed in Schedule D to this Agreement, as modified from time to time by agreement of Iron Mountain and the Commissioner, who shall have signed a confidentiality agreement in a form satisfactory to the Commissioner;
- (j) **“Divested Business”** means the records management business associated with each of the Divestiture Facilities, subject to Section 36 of this Agreement;
- (k) **“Divestiture”** means the sale, conveyance, transfer, assignment or other disposal of the Divestiture Assets to a Purchaser pursuant to this Agreement and with the prior approval of the Commissioner, such that Iron Mountain will have no direct or indirect interest in the Divestiture Assets, subject to Section 37 of this Agreement;
- (l) **“Divestiture Agreement”** means a binding and definitive agreement between Iron Mountain and a Purchaser to effect the Divestiture pursuant to this Agreement and subject to the prior approval of the Commissioner;
- (m) **“Divestiture Applicant”** means Iron Mountain during the Initial Sale Period or the Divestiture Trustee during the Divestiture Trustee Sale Period;
- (n) **“Divestiture Assets”** means all of the right, title and interest in, to and under, or relating to, the assets, property and undertakings owned or used by Iron Mountain or held by Iron Mountain for use in, or relating to, the Divested Business, including the Divestiture Facilities and the Divestiture Contracts, subject to Confidential Schedule B;
- (o) **“Divestiture Contracts”** has the meaning set out in Section 36;
- (p) **“Divestiture Facilities”** means the Iron Mountain Divestiture Facilities, the Recall Divestiture Facilities and the Divestiture Facility Assets;
- (q) **“Divestiture Facility Assets”** means the tangible and Intangible Assets used primarily in the operation of the Divestiture Facilities, including:
  - (i) fixed assets, vehicles, garages, capital equipment, personal property, inventory, office furniture, supplies and other tangible property;
  - (ii) licenses, permits and authorizations issued by any government organization;
  - (iii) operating agreements;

- (iv) safety procedures for the handling of materials and substances, quality assurance and control procedures, and all manuals and technical information; and
- (v) the right to use boxes in the Divestiture Facilities that display the Iron Mountain or Recall name and/or related logos and, at the option of the Purchaser, a license for any other use of the Recall name and related logos for a transitional period of between 3 and 12 months from the date of the Divestiture, but the Divestiture Facility Assets shall not otherwise include the right to use the Recall or Iron Mountain names or related logos.
- (r) **“Divestiture Process Agreement”** means the agreement described in Section 6 of this Agreement;
- (s) **“Divestiture Trustee”** means the Person appointed pursuant to Part III of this Agreement (or any substitute appointed thereto) and any employees, agents or other Persons acting for or on behalf of the Divestiture Trustee;
- (t) **“Divestiture Trustee Sale”** means the Divestiture to be conducted by the Divestiture Trustee pursuant to Part III of this Agreement;
- (u) **“Divestiture Trustee Sale Period”** means the 6 month period commencing upon expiry of the Initial Sale Period;
- (v) **“First Reference Date”** shall have the meaning set out in Paragraph 22(d) of this Agreement;
- (w) **“Hold Separate Assets”** means the Recall Divestiture Facilities and associated Divestiture Facility Assets;
- (x) **“Hold Separate Employees”** means those employees who are employed primarily in connection with the Hold Separate Assets, and **“Hold Separate Employee”** means any one of them;
- (y) **“Hold Separate Manager”** means the Person appointed pursuant to Part V of this Agreement (or any substitute appointed thereto) to manage the operation of the Hold Separate Assets, and any employees, agents or other Persons acting for or on behalf of the Hold Separate Manager;
- (z) **“Hold Separate Period”** means the period that commences at Closing and ends upon the completion of the Divestiture;
- (aa) **“Initial Sale Period”** means the period that commences at Closing and ends at the time set out in Confidential Schedule A to this Agreement;

- (bb) **“Intangible Assets”** means intellectual property of any nature and kind used in connection with or relating to the Divestiture Assets or Divested Business, including:
  - (i) patents, copyrights, trademarks and software;
  - (ii) trade dress, industrial designs, distinguishing guises, trade secrets, know-how, techniques, data, inventions, practices, methods and other confidential or proprietary technical, business, research, development and other information, and all rights in any jurisdiction to limit the use or disclosure thereof;
  - (iii) rights to obtain and file for patents and registrations thereof; and
  - (iv) rights to sue and recover damages or obtain injunctive relief for infringement, dilution, misappropriation, violation or breach of any of the foregoing;
- (cc) **“Iron Mountain”** means Iron Mountain Incorporated and its Affiliates and their directors, officers, employees, agents, representatives, successors and assigns;
- (dd) **“Iron Mountain’s Continuing Employees”** means those employees of Iron Mountain who are not employed in connection with the Hold Separate Assets;
- (ee) **“Iron Mountain Divestiture Facilities”** means the records management facilities or leases thereto at 6085 Irmin Street, Burnaby, BC, 2370 Walkley Road, Ottawa, ON, and, subject to Section 37 of this Agreement, 1209 Algoma Road, Ottawa, ON;
- (ff) **“Management Agreement”** means the agreement described in Section 26 of this Agreement;
- (gg) **“Monitor”** means the Person appointed pursuant to Part X of this Agreement (or any substitute appointed thereto), and any employees, agents or other Persons acting for or on behalf of the Monitor, provided that if no Monitor is appointed, other than in Part X of this Agreement, Monitor means the Commissioner;
- (hh) **“Monitor Agreement”** means the agreement described in Section 44 of this Agreement;
- (ii) **“Person”** means any individual, corporation or partnership, sole proprietorship, trust or other unincorporated organization capable of conducting business, and any Affiliates thereof;

- (jj) **“Preservation Assets”** means the Iron Mountain Divestiture Facilities and associated Divestiture Facility Assets;
- (kk) **“Purchaser”** means a Person that acquires Divestiture Assets pursuant to this Agreement and a Divestiture Agreement;
- (ll) **“Recall”** means Recall Holdings Limited and its Affiliates and their directors, officers, employees, agents, representatives, successors and assigns;
- (mm) **“Recall Divestiture Facilities”** means the records management facilities or leases thereto at 401-33rd NE – Bay 1, Calgary, AB, 11248-186 Street – Bays 12/13 and Bay 2, Warehouse D, Edmonton, AB, 6071 Burnside Court, Unit #1, Toronto, ON, 1550 Caterpillar Rd., Unit A, Toronto, ON, and 1135 Autoroute Chomedey 13, Laval, QC;
- (nn) **“Records”** means records within the meaning of subsection 2(1) of the Act;
- (oo) **“Second Reference Date”** shall have the meaning set out in Paragraph 22(e) of this Agreement;
- (pp) **“Third Party”** means any Person other than the Commissioner, Iron Mountain or the Purchaser;
- (qq) **“Transaction”** means the transaction described in the first recital to this Agreement;
- (rr) **“Transaction Agreement”** means the Scheme Implementation Deed dated June 8, 2015; and
- (ss) **“Tribunal”** means the Competition Tribunal established by the *Competition Tribunal Act*, R.S.C. 1985, c.19 (2<sup>nd</sup> Supp.).

## II. OBLIGATION TO COMPLETE DIVESTITURE

- [2] Iron Mountain shall use commercially reasonable efforts to complete the Divestiture.
- [3] During the Initial Sale Period, Iron Mountain shall use commercially reasonable efforts to complete the Divestiture in accordance with the provisions of this Part and Confidential Schedule A and subject to Part IV.
- [4] During the Initial Sale Period, Iron Mountain shall provide to the Commissioner and to the Monitor every 30 days a written report describing the progress of its efforts to effect the Divestiture. The report shall include a description of contacts, negotiations, due diligence and offers regarding the Divestiture Assets, the name, address and phone number of all parties contacted and of prospective Purchasers

who have come forward. Iron Mountain shall, within 3 Business Days, respond to any request by the Commissioner for additional information regarding the status of Iron Mountain's efforts to complete the Divestiture. An officer or other duly authorized representative of Iron Mountain shall certify that he or she has examined the information provided in any such response and that such information is, to the best of his or her knowledge and belief, correct and complete in all material respects.

**III. DIVESTITURE TRUSTEE SALE PROCESS**

- [5] In the event that Iron Mountain fails to complete the Divestiture during the Initial Sale Period, the Commissioner shall appoint a Divestiture Trustee to complete the Divestiture in accordance with this Agreement. Such appointment may be made at any time prior to the expiry of the Initial Sale Period or on such later date as the Commissioner determines.
- [6] Within 5 Business Days after the appointment of the Divestiture Trustee, Iron Mountain shall submit to the Commissioner for approval the terms of a proposed Divestiture Process Agreement with the Divestiture Trustee and the Commissioner that confers on the Divestiture Trustee all rights and powers necessary to permit the Divestiture Trustee to effect the Divestiture.
- [7] Within 5 Business Days after receipt of the proposed Divestiture Process Agreement referred to in Section 6, the Commissioner shall advise Iron Mountain whether or not he approves the terms of the proposed Divestiture Process Agreement. If the Commissioner does not approve the terms of the proposed Divestiture Process Agreement, he shall prescribe alternative terms that Iron Mountain shall incorporate into a final Divestiture Process Agreement with the Divestiture Trustee and the Commissioner.
- [8] Without limiting the Commissioner's discretion to require additional terms, Iron Mountain consents to the following terms and conditions regarding the Divestiture Trustee's rights, powers and duties, and shall include such terms in the Divestiture Process Agreement:
  - (a) The Divestiture Trustee shall complete the Divestiture as expeditiously as possible, and in any event prior to expiry of the Divestiture Trustee Sale Period.
  - (b) The Divestiture Trustee shall use reasonable efforts to negotiate terms and conditions for the Divestiture that are as favourable to Iron Mountain as are reasonably available at that time; however, the Divestiture shall not be subject to any minimum price. The Divestiture Trustee's opinion of what constitutes favourable terms and conditions and what constitutes reasonably available terms and conditions, is subject to review and approval by the Commissioner.

- (c) Subject to oversight and approval by the Commissioner, the Divestiture Trustee shall have full and exclusive authority during the Divestiture Trustee Sale Period:
  - (i) to complete the Divestiture in accordance with the provisions of this Part and Confidential Schedule B;
  - (ii) to solicit interest in a possible Divestiture by whatever process or procedure the Divestiture Trustee believes is suitable to allow a fair opportunity for one or more prospective good faith Purchasers to offer to acquire the Divestiture Assets, and for greater certainty, in determining whether to pursue negotiations with a prospective Purchaser, may have regard to the approval criteria in Section 23;
  - (iii) to enter into a Divestiture Agreement with a Purchaser that will be legally binding on Iron Mountain;
  - (iv) to negotiate reasonable commercial covenants, representations, warranties and indemnities to be included in a Divestiture Agreement; and
  - (v) to employ, at the expense of Iron Mountain, such consultants, accountants, legal counsel, investment bankers, business brokers, appraisers, and other representatives and assistants as the Divestiture Trustee believes are necessary to carry out the Divestiture Trustee's duties and responsibilities.
- (d) Where any Person makes a good faith inquiry respecting a possible purchase of Divestiture Assets, the Divestiture Trustee shall notify such Person that the Divestiture is being made and shall provide to such Person a copy of this Agreement, with the exception of the provisions hereof that are confidential pursuant to Section 70 of this Agreement.
- (e) Where, in the opinion of the Divestiture Trustee, a Person has a good faith interest in purchasing Divestiture Assets and has executed a confidentiality agreement, in a form satisfactory to the Commissioner, with the Divestiture Trustee protecting any Confidential Information that such Person may receive in the course of its due diligence review of the Divestiture Assets, the Divestiture Trustee shall:
  - (i) promptly provide to such Person all information respecting the Divestiture Assets that is determined by the Divestiture Trustee to be relevant and appropriate;
  - (ii) permit such Person to make reasonable inspection of the Divestiture Assets and of all financial, operational or other non-privileged Records and information, including Confidential Information, that may be relevant to the Divestiture; and



- (iii) give such Person as full and complete access as is reasonable in the circumstances to the personnel involved in managing the Divestiture Assets.
  - (f) The Divestiture Trustee shall have no obligation or authority to operate or maintain the Divestiture Assets.
  - (g) The Divestiture Trustee shall provide to the Commissioner and to the Monitor, within 14 days after the later of the Divestiture Trustee's appointment and the commencement of the Divestiture Trustee Sale Period and thereafter every 21 days, a written report describing the progress of the Divestiture Trustee's efforts to complete the Divestiture. The report shall include a description of contacts, negotiations, due diligence and offers regarding the Divestiture Assets, the name, address and phone number of all parties contacted and of prospective Purchasers who have come forward. The Divestiture Trustee shall, within 3 Business Days, respond to any request by the Commissioner for additional information regarding the status of the Divestiture Trustee's efforts to complete the Divestiture.
  - (h) The Divestiture Trustee shall notify Iron Mountain and the Commissioner immediately upon the signing of any letter of intent or agreement in principle relating to the Divestiture Assets, and shall provide to Iron Mountain a copy of any executed Divestiture Agreement upon receipt of the Commissioner's approval of the Divestiture contemplated in such Divestiture Agreement.
- [9] Iron Mountain shall not be involved in the Divestiture process during the Divestiture Trustee Sale Period or in any negotiations with prospective Purchasers undertaken by the Divestiture Trustee, nor will Iron Mountain have contact with prospective Purchasers during the Divestiture Trustee Sale Period, except with the prior approval of the Monitor or any communications relating to the transfer of customer inventory in the ordinary course and unrelated to the Divestiture process.
- [10] Subject to any legally recognized privilege, Iron Mountain and the Hold Separate Manager shall provide to the Divestiture Trustee full and complete access to all personnel, Records, information (including Confidential Information) and facilities relating to the Divestiture Assets, to enable the Divestiture Trustee to conduct its own investigation of the Divestiture Assets and to provide access and information to prospective Purchasers.
- [11] Iron Mountain shall take no action that interferes with or impedes, directly or indirectly, the Divestiture Trustee's efforts to complete the Divestiture.
- [12] Iron Mountain and the Hold Separate Manager shall fully and promptly respond to all requests from the Divestiture Trustee and shall provide all information the Divestiture Trustee may request. Iron Mountain shall identify an individual who

shall have primary responsibility for fully and promptly responding to such requests from the Divestiture Trustee on behalf of Iron Mountain.

- [13] Iron Mountain will do all such acts and execute all such documents, and will cause the doing of all such acts and the execution of all such documents as are within its power to cause the doing or execution of, as may be reasonably necessary to ensure that the Divestiture Assets are divested in the Divestiture Trustee Sale Period and that agreements entered into by the Divestiture Trustee are binding upon and enforceable against Iron Mountain.
- [14] Iron Mountain shall be responsible for all reasonable fees and expenses properly charged or incurred by the Divestiture Trustee in the course of carrying out the Divestiture Trustee's duties and responsibilities under this Agreement. The Divestiture Trustee shall serve without bond or security, and shall account for all fees and expenses incurred. Iron Mountain shall pay all reasonable invoices submitted by the Divestiture Trustee within 30 days after receipt and, without limiting this obligation, Iron Mountain shall comply with any agreement it reaches with the Divestiture Trustee regarding interest on late payments. In the event of any dispute: (i) such invoice shall be subject to the approval of the Commissioner; and (ii) Iron Mountain shall promptly pay any invoice approved by the Commissioner. Any outstanding monies owed to the Divestiture Trustee by Iron Mountain shall be paid out of the proceeds of the Divestiture.
- [15] Iron Mountain shall indemnify the Divestiture Trustee and hold the Divestiture Trustee harmless against any losses, claims, damages, liabilities or expenses arising out of, or in connection with, the performance of the Divestiture Trustee's duties, including all reasonable fees of counsel and other expenses incurred in connection with the preparation or defence of any claim, whether or not resulting in any liability, except to the extent that such losses, claims, damages, liabilities, or expenses result from malfeasance, gross negligence or bad faith by the Divestiture Trustee.
- [16] Iron Mountain shall indemnify the Commissioner and hold the Commissioner harmless against any losses, claims, damages, liabilities or expenses arising out of, or in connection with, the performance of the Divestiture Trustee's duties, including all reasonable fees of counsel and other expenses incurred in connection with the preparation or defence of any claim, whether or not resulting in any liability.
- [17] If the Commissioner determines that the Divestiture Trustee has ceased to act or has failed to act diligently, the Commissioner may remove the Divestiture Trustee and appoint a substitute Divestiture Trustee. The provisions of this Agreement respecting the Divestiture Trustee shall apply in the same manner to any substitute Divestiture Trustee.
- [18] Iron Mountain may require the Divestiture Trustee and each of the Divestiture Trustee's consultants, accountants, legal counsel, investment bankers, business

brokers, appraisers, and other representatives and assistants to sign an appropriate confidentiality agreement in a form satisfactory to the Commissioner; provided, however, that such agreement shall not restrict the Divestiture Trustee from providing any information to the Commissioner.

- [19] The Commissioner may require the Divestiture Trustee and each of the Divestiture Trustee's consultants, accountants, legal counsel, investment bankers, business brokers, appraisers, and other representatives and assistants to sign an appropriate confidentiality agreement relating to materials and information the Divestiture Trustee may receive from the Commissioner in connection with the performance of the Divestiture Trustee's duties.
- [20] Notwithstanding any term of this Agreement, the rights, powers and duties of the Divestiture Trustee under this Agreement shall not expire until the Divestiture is completed.

#### **IV. COMMISSIONER APPROVAL OF DIVESTITURE**

- [21] Unless otherwise determined by the Commissioner in accordance with Confidential Schedule B, the Divestiture shall be made to a single Purchaser and may proceed only with the prior approval of the Commissioner in accordance with this Part. For greater certainty, if a Divestiture is a notifiable transaction nothing in this Agreement affects the operation of Part IX of the Act.
- [22] The Divestiture Applicant shall comply with the following process for seeking and obtaining a decision of the Commissioner regarding his approval of a proposed Divestiture:
- (a) The Divestiture Applicant shall promptly:
    - (i) inform the Commissioner of any negotiations with a prospective Purchaser that may lead to a Divestiture; and
    - (ii) forward to the Commissioner copies of any agreement that is signed with a prospective Purchaser, including non-binding expressions of interest.
  - (b) The Divestiture Applicant shall immediately notify the Commissioner that it intends to enter a Divestiture Agreement with a prospective Purchaser, or has entered into an agreement that, if approved by the Commissioner, will be a Divestiture Agreement within the meaning of this Agreement. If the Divestiture Applicant has entered into or intends to enter into more than one agreement in respect of the same Divestiture Assets, the Divestiture Applicant shall identify the agreement in respect of which it seeks the Commissioner's approval and the remainder of this Part shall apply only to that agreement unless the Divestiture Applicant designates a substitute agreement.

- (c) The notice described in Paragraph 22(b) shall be in writing and shall include: the identity of the proposed Purchaser; the details of the proposed Divestiture Agreement and any related agreements; customer lists with data sufficient to show that the requirements of Section 36 of this Agreement are met; and information concerning whether and how the proposed Purchaser would, in the view of the Divestiture Applicant, likely satisfy the terms of this Agreement.
  
- (d) Within 14 days following receipt of the notice described in Paragraph 22(b), the Commissioner may request additional information concerning the proposed Divestiture from any or all of Iron Mountain, the Monitor, the Hold Separate Manager, the prospective Purchaser and, in the Divestiture Trustee Sale Period, the Divestiture Trustee. These Persons shall each provide any additional information requested from them. When they have provided a complete response to the Commissioner's request, these Persons shall comply with the following procedures:
  - (i) the Divestiture Trustee shall provide written confirmation to the Commissioner that the Divestiture Trustee has provided to the Commissioner all additional information requested from the Divestiture Trustee;
  - (ii) the Monitor shall provide written confirmation to the Commissioner that the Monitor has provided to the Commissioner all additional information requested from the Monitor;
  - (iii) an officer or other duly authorized representative of Iron Mountain shall certify that he or she has examined the additional information provided by Iron Mountain in response to the Commissioner's request and that such information is, to the best of his or her knowledge and belief, correct and complete in all material respects;
  - (iv) an officer or other duly authorized representative of the Hold Separate Manager shall certify that he or she has examined the additional information provided by the Hold Separate Manager in response to the Commissioner's request and that such information is, to the best of his or her knowledge and belief, correct and complete in all material respects; and
  - (v) an officer or other duly authorized representative of the prospective Purchaser shall certify that he or she has examined the additional information provided by the prospective Purchaser in response to the Commissioner's request and that such information is, to the best of his or her knowledge and belief, correct and complete in all material respects.

The date on which the last of the Divestiture Trustee, Iron Mountain, the Monitor, the Hold Separate Manager and the prospective Purchaser provides to the Commissioner a confirmation or certification required under this Paragraph is the “**First Reference Date**”.

- (e) Within 7 days after the First Reference Date, the Commissioner may request further additional information concerning the proposed Divestiture from any or all of the Persons identified in Paragraph 22(d). These Persons shall each provide any further additional information requested from them. When they have provided a complete response to the Commissioner’s request, if any, these Persons shall comply with the procedures outlined in Paragraph 22(d) in regard to the further additional information provided. The date on which the last of the Divestiture Trustee, Iron Mountain, the Monitor, the Hold Separate Manager and the prospective Purchaser provides to the Commissioner a confirmation or certification required under this Paragraph is the “**Second Reference Date**”.
- (f) The Commissioner shall notify the Divestiture Applicant of the approval of, or the objection to, the proposed Divestiture as soon as possible, and in any event within 14 days after the date on which the Commissioner receives the notice described in Paragraph 22(b) or, if he requests any additional information under Paragraph 22(d) or further additional information under Paragraph 22(e), within 14 days after the later of:
  - (i) the First Reference Date; and
  - (ii) the Second Reference Date, if any.
- (g) The Commissioner’s determination as to whether to approve a proposed Divestiture shall be in writing.

[23] In exercising his discretion to determine whether to approve a proposed Divestiture, the Commissioner shall take into account the likely impact of the Divestiture on competition, and may consider any other factor he considers relevant. Prior to granting his approval, the Commissioner must also be satisfied that:

- (a) the proposed Purchaser is fully independent of and operates at arm’s length from Iron Mountain;
- (b) Iron Mountain will have no direct or indirect interest in the Divestiture Assets following the Divestiture, subject to Section 37 of this Agreement;
- (c) the proposed Purchaser is committed to carrying on the Divested Business;
- (d) the proposed Purchaser has the managerial, operational and financial capability to compete effectively in the supply of records management services in Canada; and

- (e) the proposed Purchaser will (i) if the Commissioner grants his approval during the Initial Sale Period, complete the Divestiture prior to the expiry of the Initial Sale Period; or (ii) if the Commissioner grants his approval during the Divestiture Trustee Sale Period, complete the Divestiture during the Divestiture Trustee Sale Period.

**V. HOLD SEPARATE**

**[24]** During the Hold Separate Period, Iron Mountain shall:

- (a) hold the Hold Separate Assets separate, apart and independent of Iron Mountain and shall confer on the Hold Separate Manager all rights and powers necessary to conduct the business of the Hold Separate Assets;
- (b) not exercise direction or control over, or influence directly or indirectly, the Hold Separate Assets or the Hold Separate Manager; and
- (c) take no action that interferes with or impedes, directly or indirectly, the Hold Separate Manager's duties and responsibilities.

**[25]** Prior to or at Closing, the Commissioner shall appoint a Hold Separate Manager, responsible for managing and operating the Hold Separate Assets independently of Iron Mountain during the Hold Separate Period.

**[26]** Within 5 Business Days after the appointment of the Hold Separate Manager, Iron Mountain shall submit to the Commissioner for approval the terms of a proposed Management Agreement with the Hold Separate Manager and the Commissioner that confers on the Hold Separate Manager all rights and powers necessary to permit the Hold Separate Manager to manage and operate the Hold Separate Assets independently of Iron Mountain during the Hold Separate Period in accordance with this Agreement.

**[27]** Within 5 Business Days after receipt of the proposed Management Agreement referred to in Section 26, the Commissioner shall advise Iron Mountain whether or not he approves the terms of the proposed Management Agreement. If the Commissioner does not approve the terms of the proposed Management Agreement, he shall prescribe alternative terms for the Management Agreement that Iron Mountain shall incorporate into a final Management Agreement with the Hold Separate Manager and the Commissioner.

**[28]** Without limiting the Commissioner's discretion to require additional terms, Iron Mountain consents to the following terms and conditions regarding the Hold Separate Manager's rights, powers and duties, and shall include such terms in the Management Agreement:

- (a) The Hold Separate Manager shall report solely and exclusively to the Monitor.

- (b) The Hold Separate Manager shall not have any involvement with, or receive any Confidential Information respecting, the businesses or assets of Iron Mountain other than in respect of the Hold Separate Assets.
- (c) Subject to the oversight of the Monitor, the Hold Separate Manager shall manage and maintain the operation of the Hold Separate Assets independently and separately from Iron Mountain, in the regular and ordinary course of business and in accordance with past practice, and shall use commercially reasonable efforts to ensure the ongoing economic viability, marketability and competitiveness of the Hold Separate Assets.
- (d) Without limiting the generality of Paragraph 28(c) above, the Hold Separate Manager shall:
  - (i) maintain and hold the Hold Separate Assets in good condition and repair, normal wear and tear excepted, and to standards at least equal to those that existed prior to the date of this Agreement;
  - (ii) take all commercially reasonable steps to honour all customer contracts and to maintain quality and service standards for customers of the Hold Separate Assets at least equal to those that existed prior to the date of this Agreement;
  - (iii) not knowingly take or allow to be taken any action that adversely affects the competitiveness, operations, financial status or value of the Hold Separate Assets;
  - (iv) not alter or cause to be altered, to any material extent, the management of the Hold Separate Assets as it existed prior to the date of this Agreement, except with the prior approval of the Monitor;
  - (v) not terminate or alter any employment, salary or benefit agreements, as they existed at the date of this Agreement, for Persons employed in connection with the Hold Separate Assets, except with the prior approval of the Monitor;
  - (vi) ensure that the Hold Separate Assets are staffed with sufficient employees to ensure their viability and competitiveness, including by replacing any departing employees with other qualified employees subject to the prior approval of the Monitor; and
  - (vii) maintain service levels and payment terms consistent with the practices of Recall that existed, with respect to the Hold Separate Assets, prior to the date of this Agreement.
- (e) Iron Mountain shall provide sufficient financial resources, including general funds, capital funds, working capital and reimbursement for any

operating, capital or other losses, to permit the Hold Separate Manager to comply with its obligations under this Section. The Hold Separate Manager, subject to the prior approval of the Monitor, may request funds at any time to comply with its obligations under this Section, and Iron Mountain shall comply with any such request. If the Monitor believes that Iron Mountain has not provided, is not providing or will not provide sufficient financial and other resources under this Paragraph to permit the Hold Separate Manager to comply with its obligations under this Section, the Monitor shall forthwith refer the matter to the Commissioner, who shall make a final determination respecting the financial and other resources that Iron Mountain must provide. The Commissioner may also make such a determination in circumstances where there is no Monitor. Iron Mountain shall comply with any determination made by the Commissioner on this issue.

- (f) The Hold Separate Manager shall have no financial interests affected by Iron Mountain's revenues, profits or profit margins, except for any pre-existing financial interests disclosed to and approved by the Commissioner and reasonable incentives that Iron Mountain shall provide to the Hold Separate Manager to undertake this position. The Monitor shall determine the type and value of such incentives, which shall include continuation of all employee benefits, and such additional incentives as the Monitor determines may be necessary to assure the continuation and prevent any diminution of the viability, marketability and competitiveness of the Hold Separate Assets.
- (g) In addition to those Persons employed in connection with the Hold Separate Assets on the Closing Date, the Hold Separate Manager may employ such other Persons as the Monitor believes are necessary to assist the Hold Separate Manager in managing and operating the Hold Separate Assets.
- (h) Subject to any legally recognized privilege, the Hold Separate Manager shall provide to the Monitor full and complete access to all personnel, Records, information (including Confidential Information) and facilities relevant to monitoring Iron Mountain's compliance with this Agreement.
- (i) The Hold Separate Manager shall fully and promptly respond to all requests from the Monitor and shall provide all information the Monitor may request.
- (j) Iron Mountain shall, at the request of the Hold Separate Manager, provide managerial, administrative and operational resources of Iron Mountain as required for the operation of the Hold Separate Assets, including:
  - (i) human resources and payroll;



- (ii) accounts payable systems;
- (iii) occupational health and safety;
- (iv) services related to environmental permitting and liability;
- (v) insurance, including notification of claims for which coverage is sought;
- (vi) financial services, including banking, financial reporting, accounting and tax services; and
- (vii) legal and regulatory compliance services, including compliance with reporting obligations and compliance with obligations applicable to operation as part of a real estate investment trust.

**[29]** Iron Mountain shall be responsible for all reasonable fees and expenses properly charged or incurred by the Hold Separate Manager in the course of carrying out the Hold Separate Manager's duties under this Agreement. The Hold Separate Manager shall serve without bond or security, and shall account for all fees and expenses incurred. Iron Mountain shall pay all reasonable invoices submitted by the Hold Separate Manager within 30 days after receipt and, without limiting this obligation, Iron Mountain shall comply with any agreement it reaches with the Hold Separate Manager regarding interest on late payments. In the event of any dispute: (i) such invoice shall be subject to the approval of the Commissioner; and (ii) Iron Mountain shall promptly pay any invoice approved by the Commissioner.

**[30]** Iron Mountain shall indemnify the Hold Separate Manager and hold the Hold Separate Manager harmless against any losses, claims, damages, liabilities or expenses arising out of, or in connection with, the performance of the Hold Separate Manager's duties, including all reasonable fees of counsel and other expenses incurred in connection with the preparation or defence of any claim, whether or not resulting in any liability, except to the extent that such losses, claims, damages, liabilities, or expenses result from malfeasance, gross negligence or bad faith by the Hold Separate Manager.

**[31]** If the Commissioner determines that the Hold Separate Manager has ceased to act or has failed to act diligently, the Commissioner may remove the Hold Separate Manager and appoint a substitute Hold Separate Manager. The provisions of this Agreement respecting the Hold Separate Manager shall apply in the same manner to any substitute Hold Separate Manager.

**[32]** Iron Mountain and the Hold Separate Manager shall jointly implement, and at all times during the Hold Separate Period maintain in operation, a system, as approved by the Monitor in consultation with the Commissioner of access and data controls to prevent unauthorized access to or dissemination of Confidential Information. The system shall include the following protocols:

- (a) The Monitor shall review all proposed communications between the Hold Separate Manager and Iron Mountain before such communications occur.
- (b) Iron Mountain's Continuing Employees shall not receive, have access to or use any Confidential Information respecting the Hold Separate Assets. If any of Iron Mountain's Continuing Employees possesses Confidential Information respecting the Hold Separate Assets as of the date of this Agreement, such Person shall, within 5 Business Days following appointment of the Hold Separate Manager, (i) deliver any Records containing such Confidential Information to the Hold Separate Manager (or, at the Hold Separate Manager's option, destroy such Records) and a signed statement confirming that he or she is no longer in possession of any Records containing Confidential Information respecting the Hold Separate Assets; and (ii) submit to the Monitor a signed statement confirming that he or she undertakes not to share any Confidential Information respecting the Hold Separate Assets with any of Iron Mountain's Continuing Employees; but (iii) shall not be required to destroy any computer records or files containing Confidential Information which have been created pursuant to automatic archiving and back-up procedures which cannot reasonably be deleted.
- (c) Notwithstanding Paragraph 32(b), Designated Personnel of Iron Mountain may receive financial and operational information relating to the Hold Separate Assets only to the extent necessary to comply with securities laws, prepare financial and regulatory reports, tax returns, administer employee benefits, defend litigation, identify Divestiture Contracts pursuant to Section 36 of this Agreement, and comply with this Agreement. Any such information shall be: (i) reviewed by the Monitor prior to its receipt by any Designated Personnel; (ii) maintained in a separate confidential file that is accessible only to the Designated Personnel; and (iii) used only for the purposes set forth in this Section.
- (d) Neither the Hold Separate Manager nor any Hold Separate Employee shall receive, have access to or use any Confidential Information relating to Iron Mountain's businesses other than the Hold Separate Assets.

**VI. PRESERVATION OF IRON MOUNTAIN DIVESTITURE ASSETS**

[33] In order to preserve the Preservation Assets pending completion of the Divestiture, Iron Mountain shall maintain the economic viability, marketability and competitiveness of the Preservation Assets and Divested Business, and shall comply with any decision of or direction given by the Monitor that relates to preservation of the Preservation Assets. Until Closing, Iron Mountain shall make reasonable efforts to ensure that Recall preserves the Hold Separate Assets in a manner consistent with this Part VI of this Agreement. Without limiting the generality of the foregoing, Iron Mountain shall:

- (a) maintain and hold the Preservation Assets in good condition and repair, normal wear and tear excepted, and to standards that are, in the view of the Monitor, at least equal to those that existed at Closing;
- (b) ensure that the management and operation of the Preservation Assets continues in the ordinary course of business and in a manner that is, in the view of the Monitor, reasonably consistent in nature, scope and magnitude with past practices and generally accepted industry practices, and in compliance with all applicable laws;
- (c) not knowingly take or allow to be taken any action that, in the view of the Monitor, adversely affects the competitiveness, operations, financial status or value, viability and saleability of the Preservation Assets;
- (d) ensure that the Preservation Assets are not engaged in any type of business other than the type of business conducted as of the date of this Agreement, except with the prior approval of the Monitor and the Commissioner;
- (e) maintain all approvals, registrations, consents, licences, permits, waivers, and other authorizations that are, in Monitor's view subject to consultation with Iron Mountain, advisable for the operation of the Preservation Assets and Divested Business;
- (f) take commercially reasonable steps to honour all customer contracts and to maintain quality and service standards for customers of the Preservation Assets that are, in the view of the Monitor, at least equal to the standards that existed during the fiscal year prior to this Agreement;
- (g) not curtail marketing, sales, promotional or other activities of the Preservation Assets or Divested Business, except with the prior approval of the Monitor;
- (h) not alter, or cause to be altered, the management of the Preservation Assets as it existed during the fiscal year prior to the date of this Agreement, except with the prior approval of the Monitor;
- (i) not terminate or alter any employment, salary or benefit agreements, as they existed at the date of this Agreement, for Persons employed primarily in connection with the Preservation Assets, with the exception of any alterations that are also made to the employment, salary or benefit agreements for Iron Mountain's Continuing Employees or with the prior approval of the Monitor;
- (j) ensure that the Preservation Assets are staffed with sufficient employees to ensure their viability and competitiveness, including by replacing any departing employees with other qualified employees provided that the Monitor has approved both the qualifications and the need for such replacement employees;

- (k) maintain service levels and payment terms consistent with the practices of Iron Mountain that existed, with respect to the Preservation Assets, during the fiscal year prior to the date of this Agreement; and
  - (l) maintain in accordance with generally accepted accounting principles, separate and adequate financial ledger books and records of material financial information with respect to the Preservation Assets and the Divested Business.
- [34] Pending completion of the Divestiture, Iron Mountain shall not, without the Commissioner's prior written approval:
- (a) create any new encumbrances on the Preservation Assets or Divested Business, other than ordinary course obligations that are not due or delinquent;
  - (b) enter into, withdraw from, amend or otherwise take steps to alter any obligations in material contracts relating to the Preservation Assets or Divested Business, except as necessary to comply with this Agreement; or
  - (c) make any material changes to the Preservation Assets or Divested Business, except as required to comply with this Agreement.
- [35] Iron Mountain shall provide sufficient financial resources, including general funds, capital funds, working capital and reimbursement for any operating, capital or other losses, to maintain the Preservation Assets in accordance with this Part. If the Monitor believes that Iron Mountain has not provided, is not providing or will not provide sufficient financial and other resources under this Part, the Monitor shall forthwith refer the matter to the Commissioner, who shall make a final determination respecting the financial and other resources that Iron Mountain must provide. Iron Mountain shall comply with any determination made by the Commissioner on this issue.

**VII. DIVESTITURE CONTRACTS, ALGOMA LEASE AND THIRD PARTY CONSENTS**

- [36] Prior to the Divestiture, Iron Mountain shall identify to the Commissioner, the Monitor and the Purchaser the customer contracts to be divested (the “**Divestiture Contracts**”). If, within 30 days after the date of registration of this Agreement a Recall customer notifies Iron Mountain in writing that it wishes its records management business in one or more cities with a Divestiture Facility to be divested, the Divestiture Contracts shall include the customer’s records management business in that city or cities. If, within 30 days after the date of registration of this Agreement an Iron Mountain customer with at least 25% of its Ottawa or Vancouver records management business in a Divestiture Facility notifies Iron Mountain in writing that it wishes its record management business in that city or those cities to be divested, the Divestiture Contracts shall include the

customer's records management business in the relevant city or cities. The Divestiture Contracts in respect of each city for the Divestiture Facilities shall have an aggregate revenue value, and an aggregate revenue value per cubic foot, of not less than 95% of the amounts set out in Confidential Schedule B, provided that the combined aggregate revenue value for all Divestiture Facilities shall be not less than the combined aggregate revenue value for all Divestiture Facilities set out in Confidential Schedule B. For greater certainty, Iron Mountain may retain the business of customers currently using one or more Divestiture Facility provided that it substitutes business such that the aggregate revenue, and aggregate revenue per cubic foot, of the Divestiture Facilities in a city is not materially less than the amounts set out in Confidential Schedule B. Iron Mountain shall bear any expenses, including the expense of relocating boxes, associated with such customer substitution.

- [37] Iron Mountain shall have no obligation to divest its real property at 1209 Algoma Road, Ottawa, ON. The Divestiture Facilities shall include a 20 year lease for that property on usual commercial terms, subject to early termination by the Purchaser on 6 months' notice (or any shorter notice period provided for by the lease). Iron Mountain shall ensure that Iron Mountain has no access to the Purchaser's Confidential Information as a result of the lease arrangement.
- [38] It shall be a condition in any Divestiture Agreement (whether negotiated by Iron Mountain or by the Divestiture Trustee) that Iron Mountain shall, as a condition of closing, obtain any consents and waivers from Third Parties that are necessary to permit the assignment to, and assumption by, a Purchaser of all material contracts, approvals and authorizations relating to the Divestiture Assets; provided, however, that Iron Mountain may satisfy this requirement by certifying that the Purchaser has executed agreements directly with one or more Third Parties which make such assignment and assumption unnecessary.

## **VIII. EMPLOYEES**

- [39] Iron Mountain (during the Initial Sale Period), the Divestiture Trustee (during the Divestiture Trustee Sale Period) and the Hold Separate Manager (for the Hold Separate Employees) shall provide to any prospective Purchaser, the Commissioner and the Monitor information relating to the employees who are employed primarily in connection with the Divested Business (including the Hold Separate Assets), to enable such Purchaser to make decisions regarding offers of employment to such employees. The Monitor shall review the information provided to ensure that it is sufficient to enable the Purchaser to make such decisions.
- [40] Iron Mountain shall:
- (a) not interfere, directly or indirectly, with any negotiations by a Purchaser to employ any employees who are employed primarily in connection with the Divested Business;

- (b) not offer any incentive to such employees to decline employment with the Purchaser or to accept other employment with Iron Mountain;
- (c) remove any impediment that may deter such employees from accepting employment with the Purchaser;
- (d) waive any non-compete provisions of employment or other contracts that could impair the ability of such employees to be employed by the Purchaser; and
- (e) pay or transfer to or maintain for the employees subsequently employed by the Purchaser all current and accrued bonuses, pensions and other current and accrued benefits to which such employees would otherwise have been entitled as at the completion of the Divestiture had they remained in the employment of Iron Mountain.

[41] For a period of one year following completion of the Divestiture, Iron Mountain shall not, without the prior written consent of the Commissioner, directly or indirectly solicit or employ any Persons employed in connection with the Divested Business who has accepted an offer of employment with the Purchaser unless such Person's employment has been terminated by the Purchaser.

**IX. FAILURE OF DIVESTITURE TRUSTEE SALE**

[42] If, by the end of the Divestiture Trustee Sale Period, the Divestiture has not been completed, or if the Commissioner is of the opinion that the Divestiture likely will not be completed prior to the end of the Divestiture Trustee Sale Period, the Commissioner may apply to the Tribunal, at his election, for either (i) such order as is necessary to complete the Divestiture; or (ii) such order as is necessary to ensure that the Transaction is not likely to prevent or lessen competition substantially.

**X. MONITOR**

[43] The Commissioner shall appoint a Monitor, responsible for monitoring compliance by Iron Mountain with this Agreement. Such appointment may occur at any time following registration of this Agreement. A reference in this Agreement to specific monitoring functions or tasks that are to be undertaken by the Monitor shall in no way detract from the Monitor's general right, power and duty to monitor all aspects of Iron Mountain's compliance with this Agreement.

[44] Within 5 Business Days after the appointment of the Monitor, Iron Mountain shall submit to the Commissioner for approval the terms of a proposed Monitor Agreement with the Monitor and the Commissioner that confers on the Monitor all rights and powers necessary to permit the Monitor to monitor compliance by Iron Mountain with this Agreement.

- [45] Within 5 Business Days after receipt of the proposed Monitor Agreement referred to in Section 44, the Commissioner shall advise Iron Mountain whether or not he approves the terms of the proposed Monitor Agreement. If the Commissioner does not approve the terms of the proposed Monitor Agreement, he shall prescribe alternative terms for the Monitor Agreement that Iron Mountain shall incorporate into a final Monitor Agreement with the Monitor and the Commissioner.
- [46] Iron Mountain consents to the following terms and conditions regarding the Monitor's rights, powers and duties and shall include such terms in the Monitor Agreement:
- (a) The Monitor shall have the power and authority to monitor Iron Mountain's compliance with this Agreement, and shall exercise such power and authority and carry out the duties and responsibilities of the Monitor in a manner consistent with the purposes of this Agreement and in consultation with the Commissioner.
  - (b) The Monitor shall have the authority to employ, at the expense of Iron Mountain, such consultants, accountants, legal counsel and other representatives and assistants as the Monitor believes are necessary to carry out the Monitor's duties and responsibilities.
  - (c) The Monitor shall have no obligation or authority to operate or maintain the Divestiture Assets or Hold Separate Assets.
  - (d) The Monitor shall act for the sole benefit of the Commissioner, maintain all confidences and avoid any conflict of interest.
  - (e) The Monitor shall have no duties of good faith, of a fiduciary nature, or otherwise, to Iron Mountain.
  - (f) The Monitor shall provide to the Commissioner every 30 days after the date of the Monitor's appointment until the Divestiture is complete and annually thereafter, a written report concerning performance by Iron Mountain of its obligations under this Agreement. The Monitor shall, within 3 Business Days, respond to any request by the Commissioner for additional information regarding Iron Mountain's compliance.
- [47] Subject to any legally recognized privilege, Iron Mountain shall provide to the Monitor full and complete access to all personnel, Records, information (including Confidential Information) and facilities relevant to monitoring Iron Mountain's compliance with this Agreement.
- [48] Iron Mountain shall take no action that interferes with or impedes, directly or indirectly, the Monitor's efforts to monitor Iron Mountain's compliance with this Agreement.

- [49] Iron Mountain shall fully and promptly respond to all requests from the Monitor and shall provide all information the Monitor may request, subject to any legally recognized privilege. Iron Mountain shall identify an individual who shall have primary responsibility for fully and promptly responding to such requests from the Monitor on behalf of Iron Mountain.
- [50] Iron Mountain may require the Monitor and each of the Monitor's consultants, accountants, legal counsel and other representatives and assistants to sign an appropriate confidentiality agreement in a form satisfactory to the Commissioner; provided, however, that such agreement shall not restrict the Monitor from providing any information to the Commissioner.
- [51] The Commissioner may require the Monitor and each of the Monitor's consultants, accountants, legal counsel and other representatives and assistants to sign an appropriate confidentiality agreement relating to materials and information the Monitor may receive from the Commissioner in connection with the performance of the Monitor's duties.
- [52] Iron Mountain shall be responsible for all reasonable fees and expenses properly charged or incurred by the Monitor in the course of carrying out the Monitor's duties under this Agreement. The Monitor shall serve without bond or security, and shall account for all fees and expenses incurred. Iron Mountain shall pay all reasonable invoices submitted by the Monitor within 30 days after receipt and, without limiting this obligation, Iron Mountain shall comply with any agreement it reaches with the Monitor regarding interest on late payments. In the event of any dispute: (i) such invoice shall be subject to the approval of the Commissioner; and (ii) Iron Mountain shall promptly pay any invoice approved by the Commissioner. Any outstanding monies owed to the Monitor by Iron Mountain shall be paid out of the proceeds of the Divestiture.
- [53] Iron Mountain shall indemnify the Monitor and hold the Monitor harmless against any losses, claims, damages, liabilities or expenses arising out of, or in connection with, the performance of the Monitor's duties, including all reasonable fees of counsel and other expenses incurred in connection with the preparation or defence of any claim, whether or not resulting in any liability, except to the extent that such losses, claims, damages, liabilities, or expenses result from malfeasance, gross negligence or bad faith by the Monitor.
- [54] If the Commissioner determines that the Monitor has ceased to act or has failed to act diligently, the Commissioner may remove the Monitor and appoint a substitute Monitor. The provisions of this Agreement respecting the Monitor shall apply in the same manner to any substitute Monitor.
- [55] The Monitor shall serve for such time as is necessary to monitor Iron Mountain's compliance with this Agreement.



**XI. COMPLIANCE**

- [56] Within 5 Business Days after the Closing Date, Iron Mountain shall provide written confirmation to the Commissioner of the date on which the Transaction was completed.
- [57] Iron Mountain shall provide a copy of this Agreement to each of its own and its Affiliates' directors, officers, employees and agents having managerial responsibility for any obligations under this Agreement, within 5 Business Days after the date of registration of this Agreement. Iron Mountain shall ensure that its directors, officers, employees and agents with responsibility for any obligations under this Agreement receive sufficient training respecting Iron Mountain's responsibilities and duties under this Agreement, and the steps that such individuals must take in order to comply with this Agreement.
- [58] Iron Mountain shall not, for a period of 10 years after the date when the Divestiture is completed, directly or indirectly acquire any interest in the Divestiture Assets without the prior written approval of the Commissioner.
- [59] For a period of 2 years after the date when the Divestiture is completed, Iron Mountain shall not, without providing advance written notification to the Commissioner in the manner described in this Section, directly or indirectly:
- (a) acquire any assets or shares of, or any other interest in, any multi-city records management services provider in Vancouver, Calgary, Edmonton, Toronto, Ottawa and/or Montreal; or
  - (b) acquire any assets or shares of, or any other interest in, any records management services business in Vancouver, Calgary, Edmonton, Toronto, Ottawa and/or Montreal.

If a transaction described in (a) or (b) is one for which notice is not required under section 114 of the Act, Iron Mountain shall supply to the Commissioner the information described in section 16 of the *Notifiable Transactions Regulations* at least 30 days before completing such transaction. Iron Mountain shall certify such information in the same manner as would be required if section 118 of the Act applied. The Commissioner may accept a competitive impact brief from Iron Mountain instead of such information. The Commissioner may, within 30 days after receiving the information described in this Section, request that Iron Mountain supply additional information that is relevant to the Commissioner's assessment of the transaction. In the event that the Commissioner issues such a request for additional information, Iron Mountain shall supply information to the Commissioner in the form specified by the Commissioner and shall not complete such transaction until at least 30 days after Iron Mountain has supplied all such requested information in the form specified by the Commissioner.

- [60]** Six months after the date of registration of this Agreement and annually on the six month anniversary of the date of registration, and at such other times as the Commissioner may require, Iron Mountain shall file an affidavit or certificate, substantially in the form of Schedule C to this Agreement, certifying its compliance with Parts VIII and XI of this Agreement and setting out the following information in detail:
- (a) the steps taken to ensure compliance;
  - (b) the controls in place to verify compliance; and
  - (c) the names and titles of employees who have oversight of compliance.
- [61]** If any of Iron Mountain, the Hold Separate Manager, the Divestiture Trustee or the Monitor becomes aware that there has been a breach or possible breach of any of the terms of this Agreement, such Person shall, within 5 Business Days after becoming aware of the breach or possible breach, notify the Commissioner thereof, and shall provide details sufficient to describe the nature, date and effect (actual and anticipated) of the breach or possible breach, provided that notification of a possible breach is not required if such Person determines within those 5 Business Days that it could not reasonably be considered a breach of any of the terms of this Agreement. Iron Mountain shall provide confirmation of its compliance with this provision in all affidavits and certificates of compliance filed with the Commissioner pursuant to Section 60 of this Agreement.
- [62]** Iron Mountain shall notify the Commissioner at least 30 days prior to:
- (a) any proposed dissolution of Iron Mountain; or
  - (b) any other change in Iron Mountain if such change may affect compliance obligations arising out of this Agreement including, but not limited to, a reorganization, material acquisition, disposition or transfer of assets, or any fundamental change for purposes of Iron Mountain's incorporating statute.
- [63]** For purposes of determining or securing compliance with this Agreement, and subject to any legally recognized privilege, Iron Mountain shall, upon written request given at least 5 Business Days in advance to Iron Mountain, permit any authorized representative(s) of the Commissioner, without restraint or interference:
- (a) to access, during regular office hours of Iron Mountain on any Business Day(s), all facilities and to inspect and copy all Records in the possession or control of Iron Mountain related to compliance with this Agreement, which copying services shall be provided by Iron Mountain at its expense; and

- (b) to interview such officers, directors or employees of Iron Mountain as the Commissioner requests regarding such matters.

**XII. DURATION**

[64] This Agreement shall become effective on the date when it is registered, and shall remain in effect for 10 years following the Divestiture, except that Parts II, III, IV, V, VI and VII of this Agreement shall be effective only until the Divestiture is completed.

**XIII. NOTICES**

[65] A notice or other communication required or permitted to be given under this Agreement is valid if it is:

- (a) in writing and delivered by personal delivery, registered mail, courier service, facsimile or electronic mail; and
- (b) addressed to the receiving party at the address(es) listed below, or to any other address designated by the receiving party in accordance with this Section.

if to the Commissioner:

Commissioner of Competition  
Competition Bureau Canada  
Place du Portage, 21st Floor  
50 Victoria Street, Phase I  
Gatineau, Quebec K1A 0C9

Attention: Commissioner of Competition  
Fax: (819) 953-5013  
Email address: MergerNotification@canada.ca

with copies to:

Executive Director and Senior General Counsel  
Competition Bureau Legal Services  
Department of Justice  
Place du Portage, 22nd Floor  
50 Victoria Street, Phase I  
Gatineau, Quebec K1A 0C9  
Fax: (819) 953-9267  
Email address: jonathan.chaplan@canada.ca

if to Iron Mountain:

Chief Executive Officer and President  
Iron Mountain Incorporated  
One Federal Street  
Boston, MA 02110  
USA  
Fax: (617) 451-0409

with copies to:

General Counsel & Corporate Secretary  
Iron Mountain Incorporated  
One Federal Street  
Boston, MA 02110  
USA  
Fax: (617) 451-0409

and:

Adam Fanaki  
Davies Ward Phillips & Vineberg LLP  
155 Wellington Street West  
Toronto, Ontario  
M5V 3J7  
Fax: (416) 863-0871  
Email address: AFanaki@dwpv.com

**[66]** A notice or other communication under this Agreement is effective on the day that it is received by the receiving party and is deemed to have been received as follows:

- (a) if it is delivered in person, by registered mail or by courier, upon receipt as indicated by the date on the signed receipt;
- (b) if it is delivered by facsimile, upon receipt as indicated by the time and date on the facsimile confirmation slip; or
- (c) if it is delivered by electronic mail, when the recipient, by an email sent to the email address for the sender stated in this Section or by a notice delivered by another method in accordance with this Section, acknowledges having received that email, with an automatic “read receipt” not constituting acknowledgment of an email for purposes of this Section.

If a notice or other communication is received after 5:00 p.m. local time, or on a day that is not a Business Day, it shall be deemed to have been received on the next Business Day.

[67] Notwithstanding Sections 65 and 66, a notice or other communication that is not communicated in accordance with Sections 65 and 66 is valid if a representative of the party to this Agreement that is the recipient of such communication confirms the receipt of such communication and does not, at the time of such confirmation, request that it be delivered differently.

#### XIV. GENERAL

[68] In this Agreement:

- (a) **Number and Gender** – Unless the context otherwise requires, words importing the singular include the plural and vice versa and words importing gender include all genders.
- (b) **Time Periods** – Computation of time periods shall be in accordance with the *Interpretation Act*, R.S.C. 1985, c. I-21, and the definition of “holiday” in the *Interpretation Act* shall include Saturday.

[69] The Commissioner shall file this Agreement with the Tribunal for registration in accordance with section 105 of the Act. Iron Mountain hereby consents to such registration. Following the filing of this Agreement, the Commissioner shall promptly issue a letter to Iron Mountain indicating that, subject to the implementation of this Agreement, the Commissioner does not intend to make an application under section 92 of the Act in respect of the Transaction.

[70] Information in Confidential Schedule A shall be made public upon the expiry of the Initial Sale Period, and information in Confidential Schedule B shall be made public in accordance with the provisions of that Schedule, provided, however, the Commissioner may communicate or allow to be communicated such information for the purposes of the administration or enforcement of the Act.

[71] The Commissioner may, after informing Iron Mountain, extend any of the time periods contemplated by this Agreement other than Sections 58, 59 and 64. If any time period is extended, the Commissioner shall promptly notify Iron Mountain of the revised time period.

[72] Nothing in this Agreement precludes Iron Mountain or the Commissioner from bringing an application under section 106 of the Act. Iron Mountain will not, for the purposes of this Agreement, including execution, registration, enforcement, variation or rescission, contest the Commissioner’s conclusions that: (i) the Transaction is likely to result in a substantial lessening and/or prevention of competition in the supply of records management services in certain markets in Canada; and (ii) the implementation of this Agreement is necessary to ensure that any substantial lessening and/or prevention of competition will not result from the Transaction.

- [73] Iron Mountain attorns to the jurisdiction of the Tribunal for the purposes of this Agreement and any proceeding initiated by the Commissioner relating to this Agreement.
- [74] This Agreement constitutes the entire agreement between the Commissioner and Iron Mountain, and supersedes all prior agreements, understandings, negotiations and discussions, whether written or oral, with respect to the subject matter hereof.
- [75] This Agreement shall be governed by and interpreted in accordance with the laws of Ontario and the laws of Canada applicable therein, without applying any otherwise applicable conflict of law rules.
- [76] In the event of a dispute regarding compliance with or the interpretation, implementation or application of this Agreement, the Commissioner or Iron Mountain may apply to the Tribunal for directions or an order. In the event of any discrepancy between the English language version of this Agreement and the French language version of this Agreement, the English language version of this Agreement shall prevail. In no event shall any dispute suspend the Initial Sale Period or the Divestiture Trustee Sale Period.
- [77] This Agreement may be executed in two or more counterparts, each of which shall be an original instrument, but all of which shall constitute one and the same Agreement.

[The remainder of the page is intentionally blank.]

The undersigned hereby agree to the filing of this Agreement with the Tribunal for registration.

DATED this 31<sup>st</sup> day of March, 2016

**COMMISSIONER OF COMPETITION**

[Original signed by John Pecman]\_\_\_\_\_

Name: John Pecman

Title: Commissioner of Competition

**IRON MOUNTAIN INCORPORATED**

[Original signed by William Meaney]\_\_\_\_\_

I/We have authority to bind the corporation

Name: William Meaney

Title: President and Chief Executive Officer

**CONFIDENTIAL SCHEDULE A  
INITIAL SALE PERIOD**

**[CONFIDENTIAL]**



**CONFIDENTIAL SCHEDULE B**

**DIVESTITURE CONTRACTS AND DIVESTITURE TRUSTEE SALE TERMS**

**[CONFIDENTIAL]**

SCHEDULE C

FORM OF COMPLIANCE CERTIFICATION/AFFIDAVIT

I, **[name]**, of **[place]**, hereby certify<sup>1</sup> in accordance with the terms of the Registered Consent Agreement dated • between Iron Mountain Incorporated (“Iron Mountain”) and the Commissioner of Competition, that:

1. I am the **[title]** of Iron Mountain, and have personal knowledge of the matters deposed to herein, unless they are stated to be on information and belief, in which cases I state the source of such information and believe it to be true.
2. On **[date]**, Iron Mountain entered into a Consent Agreement (the “Consent Agreement”) with the Commissioner of Competition (the “Commissioner”) in connection with its proposed acquisition of Recall Holdings Limited (the “Transaction”).
3. The Transaction closed on **[date]** (the “Closing Date”).<sup>2</sup>
4. The Divestiture (as defined in the Consent Agreement) to **[Purchaser]** was completed on **[date]**.
5. Pursuant to Section 60 of the Consent Agreement, Iron Mountain is required to file **[annual reports/reports when requested by the Commissioner]** certifying its compliance with Parts VIII and XI of the Consent Agreement.

**Oversight of Compliance**

6. **[Names/titles]** have primary responsibility for overseeing compliance with this Agreement.

**Closing Date**

7. Pursuant to Section 55 of the Consent Agreement, Iron Mountain is required to provide written confirmation to the Commissioner of the date on which the Transaction was completed. Such notice was provided on **[date]**.

**Circulation of Consent Agreement**

8. Pursuant to Section 57 of the Consent Agreement, Iron Mountain is required to provide a copy of the Consent Agreement to each of its own and its Affiliates’ directors, officers, employees and agents having managerial responsibility for any obligations under the Consent Agreement, within 5 Business Days after the date

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<sup>1</sup> If this is drafted as an affidavit, the words “hereby certify” should be removed and should be replaced with “make oath and say”. An affidavit should be sworn under oath. A certification should be certified by a Commissioner for taking affidavits.

<sup>2</sup> Paragraphs 3, 4, 7 and 8 need only be included in the first certification/affidavit.

of registration of the Consent Agreement. The Consent Agreement was circulated by **[whom]** to **[provide list]** on **[dates]**.

9. Pursuant to Section 57 of the Consent Agreement, Iron Mountain is required to ensure that its directors, officers, employees and agents with responsibility for any obligations under the Consent Agreement receive sufficient training respecting Iron Mountain's responsibilities and duties under the Consent Agreement. The following training has been provided: **[provide list of who was trained and by whom as well as a general statement of the content of the training]**

**Employees**

10. Sections 40 and 41 of the Consent Agreement require Iron Mountain to take various steps in regard to its employees who are employed primarily in connection with the Divestiture Assets. Iron Mountain has fully complied with the terms of those Sections and, more particularly:

**[Note: Describe steps taken to facilitate employee transfer to Purchaser, having regard to the terms of Sections 40 and 41; provide data on the # of employees who have transferred to the Purchaser.]**

**Notification of Breach**

11. Based on my personal knowledge and my inquiries of **[provide names]**, I am not aware of any breach or possible breach of any of the terms of the Consent Agreement within the meaning of Section 61 of the Consent Agreement.

DATED ●.

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Commissioner of Oaths

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Name and Title of Certifying Officer

**SCHEDULE D**

**DESIGNATED PERSONNEL**

**Divestiture Process Team**

Todd Koopersmith – SVP, Corporate Development  
Dan Allen – Manager, Corporate Development  
Tom Walton – Analyst, Corporate Development

**Legal Team**

Ernie Cloutier – General Counsel  
Jason Lomax – Chief Compliance Officer  
Nina Andersson-Willard – Direct, Senior Counsel M&A  
Deborah Marson – Deputy General Counsel (Commercial Contracts)

**Financial Reporting Team**

Dave Kimmel – VP, North America FP&A  
Vivian Ki – Finance Manager, Canada  
Khalid Mezban – Territory Finance Manager, Canada  
Mike Matarese – Director, Tax

**Recall Financial Reporting Team**

Ben Nicholson – CFO, North America  
James Mok – Finance Director, North America

**Operational Team – Employees, Contracts, and Payments**

Sonya Ansari – Director, HR  
Ivy Voyce – Contracts Administration, Canada  
Janet Schmutz – Collections Supervisor, Accounts Receivable  
Mike Richardson – VP, Employee Relations  
Tony Clark – Systems & IT, Recall

**Real Estate and Building Optimization**

Rob Reynolds – SVP, North America Business Office