

Proactive Disclosure – Executive Compensation (July 2021 Update)



	Explanation	President & CEO	Chief of Staff	Executive Vice President
Annual Base Salary	Compensation is determined through performance metrics and an external compensation benchmarking review. The pay mix is composed of annual base salary and a performance-related pay which incorporates the current Quality Improvement Plan (“QIP”)	<p>Eric Vandewall, President & Chief Executive Officer annual base salary of \$420,304</p> <p>Renewal Agreement Term – June 15, 2019 to June 14, 2024</p>	<p>Dr. Ian Preyra, Chief of Staff: annual base salary of \$375,000</p> <p>Agreement Term – July 23, 2018 to July 22, 2023</p>	<p>Marco Terlevic Executive Vice President, Administration and Chief Financial Officer: annual base salary of \$267,000</p> <p>Leslie Motz Executive Vice President, Clinical and Chief Nursing Executive: annual base salary of \$275,00</p>
Compensation at Risk (variable compensation)	Each year a range of up to 5% of the Executive’s compensation is considered to be at risk and is held and measured against achievement of goals and objectives.	An “at risk” amount of between a range of a minimum of 1% up to a maximum of 5% of the base salary which will be earned through the achievement of the designated objectives outlined in the Hospital’s Quality Improvement Plan as required under the Excellent Care for All Act, 2010 (“ECFAA”) as approved by the Board by April 1 st of each fiscal year	An “at risk” amount representing up to 5% of the base salary shall be deducted and which, subject to Board approval, will be earned through the achievement of the designated objectives outlined in the Hospital’s Quality Improvement Plan as required under the Excellent Care for All Act, 2010 (“ECFAA”) as approved by the Board by April 1 st of each fiscal year and paid by June 30	
Benefits	Group Benefits coverage including dental, extended healthcare, deluxe travel coverage at the Executive level.	The Hospital shall pay one hundred percent (100%) of the premiums for the benefit coverage, except for those plans where the terms provide that the premium is either shared between the Employee and the Hospital or paid solely by the Employee.		

Pension	The Hospital participates in HOOPP (Healthcare of Ontario Pension Plan)	Based on Service and Compensation (contributory)		
Automobile Allowance	A monthly allowance is provided to offset the costs of business related transportation.	Monthly automobile allowance of \$1000 (One Thousand) dollars) plus tax, for local business travel. This allowance is considered a taxable benefit.	N/A	Monthly automobile allowance of \$904 (Nine Hundred and Four dollars) inclusive of tax, for local business travel. This allowance is considered a taxable benefit.
Professional Membership Dues	The Hospital shall pay directly or reimburse the Employee for the annual membership and/or association fees	Yes - for two professional associations or organizations	Yes - for one professional association or organization	Yes - for two professional associations or organizations
Severance	A one-time payment that is provided in the event of a need to terminate employment without cause.	<ul style="list-style-type: none"> During the first two (2) years of the Term by providing 12 (Twelve) months of working notice or six (6) months of salary and benefit continuation in lieu of working notice or a combination of working notice and salary benefit continuation in lieu of working notice; and After two (2) years of the Term, by providing the notice set out above plus one (1) additional month of working notice or one (1) month of salary and benefit continuation in lieu of working notice or a combination of working notice and salary and benefit continuation in lieu of working notice for each year of service after the first two (2) years of the Term up to a maximum limit of eighteen (18) months. Notice in respect of partial years of service shall be pro-rated. 		<ul style="list-style-type: none"> During the first two (2) years of employment by providing six (6) months of working notice or six (6) months of salary and benefit continuation in lieu of working notice or a combination of working notice and salary benefit continuation in lieu of working notice; and After two (2) years of employment, by providing the notice set out in section above plus one (1) month of working notice or one (1) month of salary and benefit continuation in lieu of working notice or a combination of working notice and salary and benefit continuation in lieu of working notice for each year of service after the first two (2) years of employment up to a maximum limit of eighteen (18) months. Notice in respect of partial years of service shall be pro-rated.

Note: all executives pay standard staff parking rates. The Employee is solely responsible for the cost of parking at the Hospital's facilities and shall not be entitled to reimbursement of