

June 10, 2020

Dr. Andrew Webb



Dear Dr. Webb,

This letter will confirm your transition to permanent full time in your current position of Vice President, Innovation, Quality and Medicine, effective June 22, 2020.

In accordance with the approved Sault Area Hospital Executive Compensation Framework your annual salary will be \$334,476.56, payable bi-weekly and subject to any and all necessary withholdings and deductions as required by applicable laws. You will continue to make contributions to the Healthcare of Ontario Pension Plan (HOOPP) and as a full time Executive you are eligible for benefits as outlined in the attached summary. Your vacation accrual will remain at 12%. You continue to be eligible to earn pay for performance based on the results of the goals and targets established for your role and as outlined in the Executive Compensation Framework. Please note that executive salaries and benefits are currently frozen based on direction from government.

The Executive Compensation Framework includes criteria specific to without cause termination. Sault Area Hospital may terminate your employment without just cause upon providing written notice to you or payment in lieu of such written notice. In the event of termination without cause, as per the approved framework, you shall receive in lieu of notice and in satisfaction of all claims and demands for termination pay or severance pay arising from statute or at common law, a minimum of 12 months' salary to a maximum of 24 months' salary, based on tenure and service. Any payment made in lieu of notice may be paid by the hospital, in its sole discretion, either by way of salary continuance or by way of a lump sum payment. Benefits will continue only as prescribed by the Employment Standards Act of Ontario, as amended from time to time.

Andy, I look forward to your future contributions and am pleased that Sault Area Hospital will continue to benefit from the experience, knowledge and support you bring to your team. If you have any further questions or comments regarding this employment letter, please feel free to contact me. To indicate acceptance of this offer, please sign below and return to me.

Sincerely,



Wendy Hansson
President and CEO

cc: Personnel File

I have read, understand and accepted the terms and conditions as outlined above.



Signature

June 12, 2020

Date