

May 4, 2018

Jennifer Learning
PO Box 1624
Atikokan, ON
P0T 1C0

Re: Executive Compensation

Dear Jennifer

The purpose of this letter is to inform you about your compensation for the fiscal year 2018-2019.

On April 20, 2018, the Atikokan General Hospital (AGH) received approval from the Ministry of Health and Long Term Care for our Executive Compensation Program. In accordance with our approved Program, the following changes have been approved by the Board of Directors with regards to your compensation:

1. Effective April 20, 2018, your base salary will increase from \$100,000 per annum to \$109,553.07 per annum. Note that the prior year's rate must apply for the period of April 1 – 19, 2018.
2. In recognition of your performance, you have been awarded performance pay in the amount of \$3,286.59. You will receive this pay on your next pay cheque.

Going forward, our Executive Compensation Program includes provisions for the following:

- Annual reviews of the salary range for your position, so as to ensure that your compensation is aligned with market comparators.
- Annual reviews of the sum total of monies available to AGH for executive remuneration (the "Executive Pay Envelope").
- Performance pay eligibility. Candidacy for performance pay is determined by your success in achieving performance targets mutually set between yourself and your manager.

The above factors will be considered with respect to future compensation adjustments.

Jennifer, we thank you for everything that you do here at AGH, and we look forward to working with you in the future.

Sincerely,



Doug Moynihan BA, MBA, CHRL
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