



Date: December 12, 2011

Name: Sherri Ferguson

Title: Chief Human Resources Officer

Date of Hire: March 10, 2008

Summary of Employment Terms and Conditions
As of December 12, 2011

Compensation

- Annual Salary: \$ 113,353.
- Six (6) Weeks paid Vacation
- On April 1st annually, choice of either one week's pay, or time off in lieu, to compensate for taking responsibility in the "Administration On-Call" roster
- Compensation is subject to an "at risk" (clawback) equivalent to 2%, as outlined in the Quality Improvement Plan.

Employee Benefits

- 100% of premiums paid for Extended Health Care, Dental, Group-Life Insurance equal to 2x salary, Accidental Death and Dismemberment Insurance, Short and Long Term Disability benefits.
- Hospitals of Ontario Pension Plan (HOOPP) Employee Pays their Contributory share as per the standard terms of the HOOPP plan
- Access to the standard Employee Assistance Program

Severance Arrangements

- Common- Law. No provision in employment contract.

Post Retirement Arrangements

- Not applicable

Allowable Perquisites

- Not applicable

Other:

- Professional Expenses, including annual dues for relevant membership(s) will be paid – *Please note, Ms. Sherri Ferguson has paid her professional fees personally, to date and has not made a claim for reimbursement*
- Paid professional time, reasonable conference, tuition and associated expenses upon receipt submission.
- Provision of laptop, PDA, cell phone and other appropriate technology as deemed necessary to perform effectively
- Mileage will be paid in accordance with governing policies

Note: All Senior Management Team Members are (cost) shared between the Groves Memorial Community Hospital (Fergus) and North Wellington Health Care (Palmerston and Mount Forest Sites).