



Date: December 12, 2011

Name: Marsha Martin

Title: Chief Financial Officer

Date of Hire: July 3, 2007

Promoted to Chief Financial Officer: November 1, 2010

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

**Compensation**

- Annual Salary: \$ 118,306.
- Five (5) Weeks paid Vacation
- On April 1<sup>st</sup> 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**

- Maintains original condition of employment, with Groves Memorial Community Hospital (GMCH), which provides for benefit coverage continuation on early retirement to age 65 for extended health care, dental and semi-private benefits.

**Allowable Perquisites**

- Not applicable

**Other:**

- Professional Expenses, including annual dues for relevant membership(s) will be paid
- 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).*