



Date: December 12, 2011

Name: Steve Street

Title: V.P. Corporate Services and Planning

Date of Hire: April 12, 2011

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

Compensation

- Annual Salary: \$ 126,438.
- Five (5) 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 – prorated in first year.
- Compensation is subject to an "at risk" (clawback) equivalent to 2%, as outlined in the Quality Improvement Plan, prorated in first year.

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

- If terminated for any reason, other than just cause, provide minimum 5 months severance, which includes notice, within first 5 years of employment and an additional one month per year of service to a *maximum of 12 months* after five years of service.

Post Retirement Arrangements

- Not applicable

Allowable Perquisites

- Car Allowance \$500. per month

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
- Temporary accommodation allowance ended August 31, 2011.
- Moving Expenses paid, with a two year employment service agreement

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).