

ENGLEHART AND DISTRICT HOSPITAL

"Together, We Care"

October 16, 2019

Sean Conroy
481 Blackwall Street
Haileybury, ON
P0J 1K0

Dear Sean:

We are pleased to offer you the position of Interim President & Chief Executive Officer ("CEO") at the Englehart and Kirkland District Hospitals ("EDH & KDH"). This interim position is as of November 4, 2019 and will continue until such date as the Board determines, currently estimated to be not later than March 31, 2020. As Interim President & CEO, you will report to the Hospital Board of Directors through the Board Chair on a regular basis on the operations of the Hospital and shall attend, as required, by the *Public Hospitals Act* (Ontario), Board and Board Committee meetings as the *CEO*.

Your employment status as permanent full-time Vice President, Corporate Services & Chief Financial Officer and all associated conditions of employment shall remain the same with the following exceptions for the duration of this agreement:

1. Effective November 4, 2020, you will be compensated in the amount of \$117.95 per hour to a maximum of thirty-seven and one half (37.5) hours per week.
2. You will continue to provide the services of Vice President, Corporate Services & Chief Financial Officer in addition to the added duties and responsibilities of the Interim President & Chief Executive Officer role.
3. The following human resources decisions must be reviewed and approved by the Board of Directors prior to implementation:
 - Proposed changes to staffing configurations
 - Termination of the employment of any management or executive staff
 - Hiring of any management or executive staff
4. Should the Board find it necessary to terminate this agreement, you will be notified in person and by letter. The termination will be effective on the date presented and any wages outstanding (at the higher rate) will be paid accordingly. Upon termination of this agreement, you will revert to your position of Vice President, Corporate Services & Chief Financial Officer and the terms of employment as outlined in your original contract. For added clarity, there will be no additional or special severance payments or arrangements paid to you in the capacity of an Interim President & CEO.

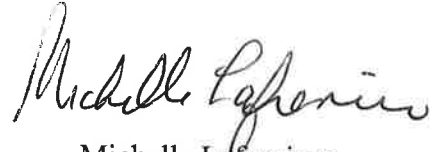
5. This Agreement does not preclude you from applying for the position of permanent President & CEO.

Sean, we look forward to working with you in this interim capacity.

Yours sincerely,





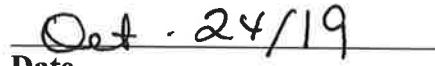
Chester Jobson
Board Co-Chair
Englehart and District Hospital



Michelle Lafreniere
Board Co-Chair
Kirkland and District Hospital

ACKNOWLEDGEMENT

Please signify your acceptance of, and agreement with, this offer by signing both copies of this letter and returning one copy to me.


Sean Conroy
Date
Witness
Date

P.O Box 69 61 Fifth Street Englehart, Ontario P0J 1H0
Telephone: (705) 544-2301 Facsimile: (705) 544-5222