

Proactive Disclosure – Executive Compensation

	Explanation	President	Vice Presidents
Total Compensation	Compensation is determined through performance metrics and an external compensation benchmarking review. The System CEO approves President's compensation each year and will review the compensation plan of each executive.	Dr. Andrew Falconer, President: \$240,000	Annualized base: \$170,000 to \$180,000 Angela Stanley, VP Patient Services and CNE, \$171,427 Marco Terlevic, VP Corporate Services & CFO, \$171,427 Sherri Ferguson, VP Quality, People & Performance Management, \$171,427 Gary Higgs, VP and CIO, \$171,427 Dr. Eric Hentschel, Vice President Medical Affairs: \$150,375 paid to Eric Hentschel Medicine Professional Corporation. Term: July 1, 2018 to June 30, 2021 Dr. Peter Potts, Common Chief of Staff (joint with GRH but listed compensation only for SMGH): \$167,500/annum plus a performance bonus up to 10% paid to Peter Potts Medicine Professional Corporation. Bonus: is compensation at risk Term: Oct 1, 2018 to Sep 30, 2023
Compensation at Risk (variable compensation)	Each year a range of the Executive's compensation is considered to be at risk and is held and measured against achievement of goals and objectives.	5%	3%
Automobile Allowance	An annual allowance is provided to off-set the costs of business related transportation.	\$7,200 car allowance	none
Severance	A one-time payment that is provided in the event of a need to terminate employment without cause.	12 months' notice or 12 months plus a month per every year up to a total of 24 months	Dr. Hentschel: 90 days written notice or lump sum payment equivalent to compensation for 90 days. Dr. Potts: 12 months' notice A. Stanley: 6 months base salary if service is less than 2 years but more than 1 year, 12 months base salary if service is 2 or more years

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			<p>M. Terlevic: 6 months base salary if service is less than 2 years but more than 1 year, 12 months base salary if service is 2 or more years .</p> <p>S. Ferguson: 6 months base salary if service is less than 2 years but more than 1 year, 12 months base salary if service is 2 or more years</p> <p>G. Higgs: 6 months base salary if service is less than 2 years but more than 1 year, 12 months base salary if service is 2 or more years</p>
Professional Membership Dues		Yes	<p>A. Stanley: Yes M, Terlevic: Yes S. Ferguson: Yes G, Higgs: Yes Dr. Potts: Annual Subsidy</p>
Education	An annual allowance available to off-set educational pursuits.	\$4,000	<p>Dr. Hentschel: \$5,000/annum Dr. Potts: \$6,000/annum</p>
Pension	The Hospital participates in HOOPP	Based on Service and Compensation (contributory)	<p>Based on Service and Compensation (contributory) Note: neither Dr. Hentschel nor Dr. Potts participate in the pension plan.</p>

Note: all executives pay standard staff parking rates.