

	Explanation	President	Vice Presidents
Total Compensation	Compensation is determined through performance metrics and an external compensation benchmarking review. The St. Joseph's Hospital System (SJHS) CEO approves President's compensation each year and will review the compensation plan of each executive.	Lee Fairclough, President: \$240,000. (SMGH) \$60,000. (SJHS)	Annualized Salary Grid: \$158,382. - \$177,693. Leisa Faulkner, Interim VP Patient Services and CNE, \$162,782 Cathy Bailey, VP Corporate Services & CFO, \$171,582 Sherri Ferguson, VP Quality, People & Performance Management, \$177,693 Gary Higgs, VP and CIO, \$177,693 VP Medical Affairs: Vacant Dr. Peter Potts, Joint 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 actually 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 specified goals and objectives (QIP – Quality Improvement Plan)	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. Potts: 12 months' notice L. Faulkner: Currently, in an interim role C. Bailey: 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. 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

Proactive Disclosure – Executive Compensation

			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
Professional Membership Dues		Yes	L. Faulkner: Yes C. Bailey: Yes S. Ferguson: Yes G, Higgs: Yes Dr. Potts: Annual Subsidy
Education	An annual allowance available to off-set educational pursuits.	\$4,000	Dr. Potts: \$6,000/annum
Pension	The Hospital participates in Healthcare of Ontario Pension Plan (HOOPP) – Defined benefit Plan	Based on Service and Compensation (contributory)	Based on Service and Compensation (contributory) Note: VP Medical Affairs and Joint Chief of Staff do not participate in the pension plan.

Note: all executives pay standard staff parking rates.