

March 5, 2018

Suzanne Legue

Dear Suzanne,

I have recently been informed by the Chair of the Royal Victoria Regional Health Centre Board of Directors that the Minister of Health and Long Term Care has approved RVH to proceed with posting and executing the final RVH Executive Compensation program. As such, at this time, the program indicates the following adjustment to your compensation package:

Level VP III:

Current Total Compensation: \$191,500 (inclusive of \$15K at risk)

New Maximum Base Salary: \$203,800 per annum

Performance: 4% of your base salary

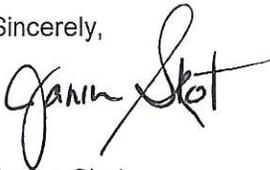
Total Potential Compensation: \$212,000

**2017/18 Actual Adjustment: \$201,919**

This adjustment (to \$201,919) is retroactive to September 1, 2017.

Suzanne, thank you for your dedication and service to RVH, our Patients and our Community.

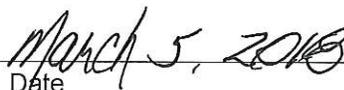
Sincerely,



Janice Skot  
President & CEO

I have read and understood the terms of employment outlined in this letter, and by signing this letter, I am indicating my acceptance.

  
Suzanne Legue, VP Strategy, Communications  
& Stakeholder Relations

  
Date



October 6<sup>th</sup>, 2015

Suzanne Legue

Dear Suzanne,

On behalf of Royal Victoria Regional Health Centre (RVH), I am delighted to offer you the promotion to Vice President Strategy, Communications and Stakeholder Relations at RVH commencing October 7, 2015.

Reporting to the President and CEO, your annual salary will be \$176,500. Additionally, you will be eligible for performance compensation up to \$15,000, calculated on an annual basis, based on the achievement of annual goals, including but not limited to the annual Quality Improvement Plan, which are to be negotiated with the President and CEO.

The acceptance of this offer signifies your continued commitment to our *My Care* strategy. Based on the work of the Studer Group, it is mandatory that you continue to maintain the philosophy, demonstrate the values and lead others in the adoption of our *My Care* strategy.

Given your 19 years of service, your vacation entitlement will not change.

You will be entitled to a benefits package as outlined in the attached 'Executive Full-Time Employee Total Rewards and Benefits Summary'. This includes Extended Health Care and Dental Coverage, Life Insurance, AD&D, Short Term and Long Term Disability Coverage.

As you know, life-long learning is valued at RVH and you will be encouraged to continue to attend annual health care conferences to assist in achieving your personal learning objectives mutually agreeable to you and the President and CEO. RVH will reimburse you for expenses you reasonably incur to attend such conferences. RVH will cover the expense of annual professional dues as appropriate. Additionally, we continue to expect that you will attend and provide oversight leadership for all RVH sponsored Leadership Excellence Institutes (LEI) sessions.

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You will be entitled to a car allowance of \$650 per month.

In keeping with our strategic direction of promoting health and well-being, you are also entitled to an annual health and wellness spending account up to a maximum of \$3,500.

In this role, you are required to participate in a rotating SLT On-Call schedule shared with other members of the senior team. On-call training is provided and you are encouraged to schedule it at a time convenient for you.

You may terminate your employment at any time by providing RVH with ninety (90) days written notice. RVH may waive all or part of the notice period, in its discretion, by providing you with pay in lieu of notice.

RVH may terminate your employment at any time, without notice, for just cause.

RVH may terminate your employment, without cause, by providing you with one (1) months' notice or, at RVH's option, pay in lieu of notice for each year or part year of employment thereafter up to a maximum of eighteen (18) months.

RVH's obligation towards you will be subject to your obligation to make reasonable efforts to obtain alternative employment or self-employment, and, if requested to do so, to provide reasonable evidence of such efforts.

In the event of termination of employment, pension benefits will not accrue beyond your last day of active employment and the provision of short-term and long-term disability and life insurance will be limited to the notice period contemplated in the *Employment Standards Act*. Extended health and dental coverage will continue until the earlier of the end of the notice period referred to above, and the date on which you obtain alternative employment or become self-employed.

Congratulations Suzanne! We are thrilled that you will continue to bring great leadership and enthusiasm to RVH and believe that this expanded role offers an exciting career opportunity for you. After you have considered this offer, please acknowledge your acceptance by signing and returning to Lisa Webster at your earliest convenience.

Sincerely,

Janice M. Skot, MHSc, CHE  
President and Chief Executive Officer

Attachment

I \_\_\_\_\_ have read, understand and accept the above offer of employment.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

By signing above you have indicated your acceptance of our offer of employment.