



SENIOR LEADERSHIP TEAM EXECUTIVE COMPENSATION

Collingwood General & Marine Hospital has a comprehensive executive performance management program. Each year, members of the Senior Leadership Team have their performance measured through metrics that are tied directly to the annual compensation of the executive. A special sub-committee of the Hospital's Board of Trustees reviews the compensation and performance of the Chief Executive Officer (CEO) each year and makes an assessment of whether or not the CEO has succeeded in achieving annual goals and objectives. This yearly evaluation is tied to compensation.

Performance Management Program Components

The performance management program integrates and aligns the following key components into one program:

1. Performance Evaluation Program

Annually the performance of each senior leader is measured against leadership competencies and annual goals. The performance evaluation process for the CEO includes a 360-measurement that solicits feedback from superiors, subordinates and peers.

2. Performance Goals

In addition to assessment through the performance evaluation program, each year executives must set goals that are related to the Quality of Improvement Plan (QIP), which is aligned to the quality of our patient care.

3. Compensation Program

The CEO's compensation is determined and approved by the Performance & Compensation Committee of the Board of Directors. All executive compensation is determined through the above performance metrics as well as a robust external benchmarking analysis.

COMPONENTS OF COMPENSATION PROGRAM

	Explanation	CEO	Vice Presidents
Total Compensation <i>(Reported on the Public Sector Salary Disclosure)</i>	Compensation is determined through performance metrics and an external compensation benchmarking review. * The CEO has the ability to earn money from other ventures while employed by the Hospital through a negotiated agreement.	Linda Davis: \$199,602	Norah Holder: 120,510 <i>(VP Patient Services & Chief Nursing Officer)</i> Michael Lacroix: 110,000 <i>(Chief Financial Officer)</i>
Compensation At Risk	Each year a portion of the executive's compensation is considered to be at risk and is held and measured against achievement of goals and objectives.	0 - 9.0%	0 - 4.0%
Benefit Provision	An annual benefit program is provided to all non-union staff which includes extended health care, disability, and insurance coverage.	www.claimsecure.com	www.claimsecure.com
Auto Allowance	An auto allowance is provided to the CEO to offset the costs of business related transportation.	\$6,000	NA

Parking	Parking is provided and is charged to the senior leader.
Severance	Severance is only provided upon termination to mitigate financial loss until another position can be found. There is <u>no</u> voluntary resignation allowance or retirement allowance
RRSP Contributions Mortgage Assistance Club Membership	No senior leader has any other financial assistance or club membership built into their employment agreement.

Please note: Executive letters of employment and additional information is available upon request. Please contact the FIPPA Office CGMH:

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