



Grey Bruce
Health Services
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Owen Sound, ON
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☎ 519 376 2121
www.gbhs.on.ca

December 20, 2011

Martin Mazza
Vice President Finance & Support Services

Re: Contract Terms and Executive Compensation Disclosure

Dear Martin,

GBHS is accountable to the communities we serve. One of the many transparency measures that GBHS supports is the public disclosure of its executive's employment contracts.

The following information is a detailed summary further to your appointment as Vice President Finance & Support Services for GBHS. This contract has been constructed to summarize current employment agreement provisions and make the information accessible and understandable to the public.

Employment Status

You are currently classified as a full time employee in the position of Vice President Finance & Support Services.

Salary and the QIP Plan, Pay for Performance

The salary range assigned to your position is \$135,900 - \$174,447. Your current salary is \$165,187. In keeping with the Excellent Care For All Act (ECFAA), further movement within your pay range is tied to the performance indicators identified in the Quality Improvement Plan (QIP) as well as performance targets established as part of your annual performance review.

In keeping with the Compensation Restraint Act there will be no economic adjustments to existing pay ranges between March 24, 2010 and March 31, 2012.

Benefits & Pension

You qualify for the non-union benefit package as outlined in our benefit policy and you are a member of the Hospital's of Ontario Pension Plan.

Travel and Reimbursement of Expenses

You are reimbursed for travel on hospital business at the current corporate rate of \$0.40/km and expenses are reimbursed in keeping with Hospital policy.



Parking

Parking fees are deducted from your bi-weekly pay at the rate of \$0.252 per paid hour. Alternatively, you may purchase a weekly pass for \$20.00 or a monthly pass for \$50.00 from the Business Office.

Professional Development/Associations

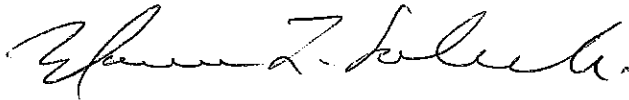
Professional development financial support is made in accordance with the Corporate Education policy #IV-40. GBHS will provide financial support for membership with one professional association relevant to your current position.

Resignation

The Hospital requests a minimum of four (4) weeks notice of your intent to resign from your position. No severance is payable in the event of your voluntary resignation.

Please sign and date this letter below as an indication of your understanding of the current terms of your employment status.

Sincerely,



Maureen Solecki
President and CEO

DECLARATION

I understand and agree this letter accurately summarizes the conditions of my employment as outlined above and I am aware this letter will be posted on the GBHS website.



Employee Signature

DEC. 21/11

Date