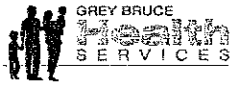
Quality Health Care
Right Here!



Grey Bruce
Health Services
P.O. Box 1800
1800 8th Street East
Owen Sound, ON
N4K 6M9
519 376 2121
www.gbhs.on.ca

December 20, 2011

Rebecca Cummings
Chief Human Resources Officer

Re: Contract Terms and Executive Compensation Disclosure

Dear Rebecca,

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 on June 15, 2009 as Chief Human Resources Officer 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 Chief Human Resources Officer.

Salary and the QIP Plan, Pay for Performance
The salary range assigned to your position is $112,787 - $140,984. Your current salary is $126,886. 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/Termination
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