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December 20, 2011

Sonja Glass  
Chief Quality Officer

Re: Contract Terms and Executive Compensation Disclosure

Dear Sonja,

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 Chief Quality 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 Quality Officer.

**Salary and the QIP Plan, Pay for Performance**

The salary range assigned to your position is \$100,000 - \$125,000. Your current salary is \$114,000. 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.

