

COMPONENTS OF COMPENSATION PROGRAM

Hotel Dieu Shaver Health and Rehabilitation Centre

	Explanation	CEO and CFO Jane Rufrano	Chief of Staff Dr. John Luce	V.P. Corporate Lynne Pay	V.P. Clinical and CNO Carolyn Bergeron
Total Compensation <i>(Reported on 2010 Salary Disclosure)</i>	Compensation is determined through performance evaluation and an external compensation benchmarking review.	\$236,385	\$143,500	\$170,000	\$166,260
Compensation at Risk	Component of executive's base annual salary at risk and measured against achievement of quality goals	5%	5%	5%	5%
Auto Allowance	An annual allowance provided to offset the costs of business related transportation	\$12,000	n/a	n/a	n/a
Severance	Severance is <u>only</u> provided in the event of termination of the employee by the Hospital without cause. There is NO voluntary resignation allowance or retirement allowance provided.	24 months	n/a	24 months	n/a
Parking		Designated parking spot is provided and cost is included in salary.	Designated parking spot is provided and cost is included in stipend.	n/a	n/a