



November 16, 2009

Jane Rufrano
C.E.O. / C.F.O.
Hotel Dieu Shaver Health and Rehabilitation Centre

Re: Performance Evaluation 2009 / 2010

Dear Jane:

Further to the performance evaluation undertaken for the year 2009, we are pleased to offer you the following adjustments to your compensation effective April 1, 2009

1. An annual salary of \$236,385 representing a 2% increase over the previous salary commitment.
2. A car allowance of \$12,000 per year (taxable benefit), representing an increase of \$2,000 over the previous agreed amount.
3. An additional 1 week vacation for the 2009 – 10 year.

Jane, we thank you for the excellent leadership you are providing at Hotel Dieu Shaver Health and Rehabilitation Centre and for your continued commitment to our Mission, Vision and Values.

Yours very truly,

A handwritten signature in blue ink, appearing to read "Ron McTavish".

Dr. Ron McTavish
Chair, Board of Directors
Hotel Dieu Shaver Health and Rehabilitation Centre