



Ms. Lynne Pay
Vice President of Corporate Services

December 12, 2011

Dear Ms. Pay:

I am writing for the purpose of summarizing the remunerative terms of your employment as Vice President of Corporate Services with the Hotel Dieu Shaver Health and Rehabilitation Centre.

Your annual salary is \$170,000 effective April 1, 2009. Your current paid vacation entitlement is seven (7) weeks per year. You are entitled to participate in the Hospital executive benefit plan, including dental, extended health insurance, life insurance, and accidental death and dismemberment insurance. Enrolment and entitlements are subject to the terms and conditions of the Hospital's policy with the benefit carrier. You are also entitled to participate in the Hospital administered Short Term Disability Plan and in the pension plan (HOOPP).

Your employment is for an indefinite term. In the event of termination by the Hospital without cause, you will be entitled to twenty-four (24) months salary, to be paid by salary, benefit, and pension continuance or by lump sum, at your election.

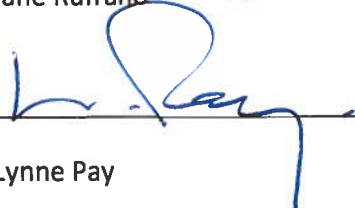
If the terms and conditions as outlined above are accurate, please sign and return the letter, indicating your agreement thereto.




Jane Rufrano



Date



Lynne Pay



Date