



January 13, 2016

Mr. David Ceglie

Dear David:

I am very pleased to offer you the position of Vice President of Clinical Operations effective Monday, February 22, 2016.

We are prepared to offer you an annualized salary of \$160,000. Your current vacation entitlement of thirty (30) days per vacation year will continue, as will all other current terms and conditions of employment. The above is subject to pro-ration for partial years worked.

You are entitled to participate in the Hospital executive benefit plan. Enrollment and entitlements are subject to the terms and conditions of our policies with the benefit carriers. Please make an appointment with Sandy Wright at your earliest convenience to firm up details in that regard. As a full time employee, enrollment will continue in the Hospital pension plan.

With respect to cessation of employment provisions, the Hospital may terminate your employment at any time for just cause without notice or pay in lieu of notice. The Hospital may terminate your employment at any time without just cause by providing you with the equivalent of eighteen (18) months salary in lieu of notice, plus one (1) months salary in lieu of notice for each completed year of service worked from February 22, 2016, to a maximum of twenty-four (24) months salary in lieu of notice. In the absence of just cause, you will be entitled to continue in the Hospital's group benefit plans following termination in accordance with the Ontario Employment Standards Act.

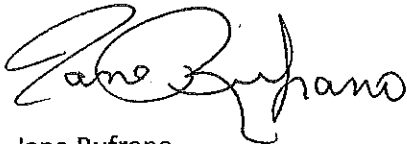
Your duties and responsibilities will be assigned to you by myself.

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I would appreciate your signing and returning a copy of this letter, indicating your acceptance of this appointment and the terms and conditions thereof.

We are very pleased that you have agreed to assume this very important leadership role and know that your experience and energy will be of great value to me and all of the staff of the Hotel Dieu Shaver.

Yours truly,



Jane Rufrano
Chief Executive Officer


David Ceglie

Date January 14 2016

c.c. Personnel File