

September 16, 2021

Dr. Carmine Simone

Re: Vice President, Medical of the Toronto East Health Network/ Michael Garron Hospital  
Contract

Dear Carmine:

I am pleased to confirm your appointment for a five-year term, as the Vice President, Medical of the Toronto East Health Network/ Michael Garron Hospital (TEHN) commencing October 1, 2021. This term is renewable for one additional 5-year term, based on the mutual agreement between you and the President & CEO, following a formal review process which will be determined at a later time.

You have indicated that your preference is to enter into a contractual relationship rather than an employment agreement with the hospital, as such the following terms will apply.

#### Position and Duties:

You will serve as the Vice President, Medical undertaking those duties described in the Public Hospitals Act, the TEHN Administrative and Medical Professional Staff By-law and the position description. The Vice President, Medical position has been categorized as parttime reflecting an approximate time commitment of at least 2.5 days per week. This appointment is at the pleasure of the President and CEO and will be subject to the renewal provisions noted above.

#### Compensation and Benefits:

You will be paid an annual compensation of \$225,000 in equal monthly payments of \$18,750 and have the potential to earn up to 10% of the base salary in a performance incentive, at the discretion of the Board of Directors. Details of the performance incentive plan and performance indicators on which the performance incentive will be based will follow at a later date.

You will have 15 vacation days per year to be taken at a mutually agreed to time by the President & CEO.

TEHN will cover the cost of professional development and attendance at relevant conferences to a maximum of \$10,000 with the prior approval of the CEO and submission of receipts.

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You will be responsible for your own Medical and Dental benefit coverage, as well as Life Insurance, Long Term Disability and Pension]RRSP retirement plans.

Additionally, since you will not be provided with a dedicated administrative office, the hospital will reduce the rent for your office in the Ken and Marilyn Thomson Patient Care Centre by 50%, to reflect your leadership role. Should you no longer serve as the Vice President, Medical, you will be charged full rent.

You will also be provided the services of an administrative support role as vacation backfill for your personal administrative support person.

#### Performance Review:

Annually, I will undertake a review of your performance. Each year objectives will be developed and mutually agreed on by you and me, including the annual Quality Improvement Plan and Corporate Objectives to which the Executive Team is committed to achieving. This will serve as the basis upon which your performance and any incentive compensation entitlement will be determined.

#### Termination of Contract:

This contract will terminate on October 1, 2026, unless a second 5-year term is agreed upon. Your contract with TEHN can be terminated by the Hospital at any time without cause prior to the expiry of this contract, by providing you three (3) months' working notice or payment in lieu of notice.

Should you decide to terminate this contract prior to its expiry, you are required to provide the Hospital with at least three (3) months' notice, in writing, and you will not be entitled to any form of payment in lieu of notice.

I look forward to working with you in your role as Vice President, Medical.

Please indicate your acceptance of this contract by signing all three copies and returning two copies to me and retaining one for your records.

Sincerely,

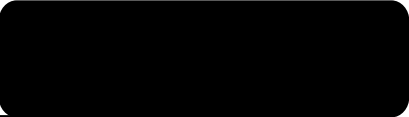


Sarah Downey  
President & CEO  
Michael Garron Hospital, a division of Toronto East Health Network

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I AGREE TO THE ABOVE CONTRACTUAL TERMS AND CONDITIONS



Dr. Carmine Simone

SEP 16 2021

Date

MICHAEL  
GARRON  
HOSPITAL

TORONTO EAST HEALTH NETWORK

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