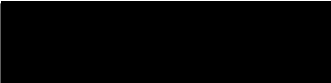


**MICHAEL
GARRON
HOSPITAL**

TORONTO EAST HEALTH NETWORK

August 30, 2017

Irene Andress



RE: Promotion

Dear Irene:

I am pleased to confirm your promotion to the role of Vice President Patient Experience, Chief Nursing Executive & Health Professions (VP Patient Experience, CNE & HP), reporting to me, effective October 2, 2017.

In recognition of this appointment, your new annual base salary will be \$203,500.00. Your salary and any variable compensation will be re-examined as part of the Executive Compensation Framework development process and may change once a new program for all Executives is approved. All other terms and conditions of your employment remain unchanged.

Irene, I am delighted that you have accepted this opportunity and I am confident that you will continue to make a significant contribution to Michael Garron Hospital as our Vice President Patient Experience, Chief Nursing Executive & Health Professions. I wish you every success in your new role.

Sincerely,



Sarah Downey
President & CEO

Cc: Human Resources



**TORONTO EAST
GENERAL HOSPITAL**

Personal & Confidential

May 23, 2012

Irene Andress
Toronto East General Hospital
825 Coxwell Avenue
Toronto, Ontario
M4C 3E7

☼ **Toronto East General
Hospital**
Tel: (416) 461-8272
Fax: (416) 469-6106
825 Coxwell Ave.
Toronto, ON
M4C 3E7
www.tegh.on.ca

☼ **South East Toronto
Family Health Team**
Tel: (416) 469-6464
Fax: (416) 469-6164
840 Coxwell Ave.
Toronto, ON
M4C 5T2

☼ **Community
Outreach Services**
Tel: (416) 461-2000
Fax: (416) 461-2222
177 Danforth Ave.
Suite 203
Toronto, ON
M4K 1N2

☼ **Withdrawal
Management Centre**
Tel: (416) 461-2010
Fax: (416) 461-1164
985 Danforth Ave.
Toronto, ON
M4J 1M1

RE: PROMOTION TO CHIEF NURSING EXECUTIVE

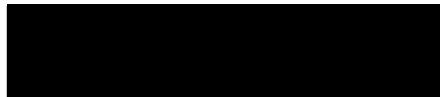
Dear Irene;

I am pleased to confirm your promotion to the role of Chief Nursing Executive for Toronto East General Hospital reporting to the President and Chief Executive Officer. In addition to the role of Chief Nursing Executive you will retain your current role as Director, Emergency, Medicine, NRT and Patient Flow reporting to Carmine Stumpo, Vice President Programs. Your promotion is effective May 22, 2012.

In recognition of this promotion, your hourly rate of pay will be increased to \$94.87, \$185,000 annually. You will also participate in the Executive Health and Welfare Benefit Plan. Please contact Kristen Winter to discuss the details of the plan.

Irene, I am pleased that you have accepted this opportunity and I am confident that you will make a significant contribution to Toronto East General as our Chief Nursing Executive.

Yours truly,



Rob Devitt
Toronto East General Hospital
President and CEO

c.c. Human Resources

ORDER OF EXCELLENCE

