

The ADDENDUM shall be effective 01 APRIL 2019 and is an Addendum to the Executive Employment Contract which was effective 01 April 2017

BETWEEN:

KINGSTON HEALTH SCIENCES CENTRE (the Employer)

(Herein referred to as the "Hospital")

-and-

Mike McDonald (the Employee)

(Chief Nursing Executive & Executive Vice President, Patient Care & Community Partnerships)

The Executive Employment Contract shall be modified to reflect appointment to the role of Chief Nursing Executive & Executive Vice President, Patient Care & Community Partnerships. In addition, Section 6.0 Remuneration, Vacation and Benefits of the Executive Employment Contract shall be modified in compliance with the Compensation Framework Regulation under the *Broader Public Sector Executive Compensation Act (BPSECA)* whereby:

Section 6.1 of the Employee's Executive Employment Contract is replaced with the following:

Section 6.1 The Executive shall receive annual salary base of \$241,000.00 and a maximum annual performance pay of 10% of annual base salary, less applicable deductions. The salary shall be payable in equal payments on a bi-weekly basis.

This addendum shall be effective April 1, 2019.

All other terms and conditions of the Employee's Executive Employment Contract remain in effect.

IN WITNESS WHEREOF the parties hereto have cause this agreement to be executed:



Mike McDonald

For KINGSTON HEALTH SCIENCES
CENTRE



Dr. David Pichora, President & CEO