



Office of the Chair, Board of Directors

268 Grosvenor St, PO Box 5777

London, ON N6A 4V2

T: 519 646-6100 ext. 64202

May 30, 2014

Dr. Gillian Kernaghan
President and Chief Executive Officer
St. Joseph's Health Care London

Dear Dr. Kernaghan:

In accordance with the terms and conditions of your employment contract, the annual review of your performance for the time period of April 1, 2013 through to March 31, 2014 is now complete. In addition, the 2013/14 year end audited financial statements have been reviewed and approved by the Board of Directors.

As discussed, a full review of your performance has informed the eligibility of your performance-based compensation and you have earned 14.5 per cent of your base salary equating to \$56,550, less all applicable statutory deductions and pension contributions as approved by the Board of Directors. This will be paid out to you on June 19, 2014.

Gillian, on behalf of our Board of Directors I would like to once again express our appreciation for your leadership to St. Joseph's. These continue to be very challenging times for the healthcare sector and you continue to demonstrate your commitment to ensuring St. Joseph's remains focused on the important contribution we make to our community.

Yours sincerely,

Margaret McLaughlin
Chair, Board of Directors

Cc: Phil Griffin, Vice Chair, Board of Directors
HR File

CARING FOR THE BODY, MIND & SPIRIT SINCE 1869

Renowned for compassionate care, St. Joseph's is one of the best academic health care organizations in Canada dedicated to helping people live to their fullest by minimizing the effects of injury, disease and disability through excellence in care, teaching and research.



sjhc.london.on.ca

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June 10, 2013

Dr. Gillian Kernaghan
President and CEO
St. Joseph's Health Care London

Dear Gillian:

In accordance with the terms and conditions of your employment contract, the annual review of your performance for the time period of April 1, 2012 through to March 31, 2013 is now complete. In addition, the 2012/2013 year end audited financial statements have been reviewed and approved by the Board of Directors.

As we have discussed, Bill 55 – Strong Action for Ontario Act (Budget Measures) 2012 received Royal Assent on June 20, 2012 and amendments were made to the Broader Public Sector Accountability Act, 2010. Section 7 of the Act provides that “every designated employer shall ensure that its performance pay envelope for any performance cycle falling, in whole or in part, within the restraint period does not exceed its performance pay envelope for the last performance cycle...” At this time there is no determined date for when these restraint measures will be lifted.

As discussed, a full review of your performance has informed the eligibility of your performance-based compensation and you have earned 18.51 percent of your base salary equating to \$72,189. However, in order to remain in compliance with the restrictions under Bill 55, and to support your recommendation to redistribute a portion of your earned performance pay from the total performance pay envelope to the earned performance pay of your senior leaders, your lump sum payment will be \$56,720.68 representing 14.5% of your base salary, less all applicable statutory deductions and pension contributions as approved by the Board of Directors on May 27, 2013. This will be paid out to you on June 20th, 2013.

Gillian, our Board of Directors is appreciative of your generosity and continues to be very impressed with your leadership as well as the progress you have made moving the organization's strategic plan goals forward.

Yours sincerely.

Mārcella Grāil
Chair, Board of Directors

CC: Margaret McLaughlin, Vice-Chair, Board of Directors
HR File



Office of the Chair, Board of Directors

268 Grosvenor St., PO Box 5777
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August 8, 2012

Private and Confidential

Dr. Gillian Kernaghan
President and CEO
St. Joseph's Health Care, London

Dear Gillian:

In accordance with the terms and conditions of your employment contract, the annual review of your performance for the time period of April 1, 2011 through to March 31, 2012 is now complete. In addition, the 2011/2012 year end audited financial statements have been reviewed and approved by the Board of Directors.

As discussed, a full review of your performance has informed the eligibility of your performance-based compensation. I am pleased to advise you that on July 26, 2012 the Board of Directors approved a lump sum payment of \$63,180 which represents 16.2% of your base salary, less all applicable statutory deductions and pension contributions. This will be paid out to you on August 16, 2012.

Our Board of Directors continues to be very impressed with your leadership and the new three year strategic plan you have championed for the organization.

Yours sincerely,

Marcella Grail
Chair, Board of Directors

CC: Margaret McLaughlin, Vice-Chair, Board of Directors
HR File



Office of the Chair, Board of Directors

268 Grosvenor St., PO Box 5777
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June 3, 2011

Private and Confidential

Dr. Gillian Kernaghan
President and CEO
St. Joseph's Health Care, London

Dear Gillian:

In accordance with the terms and conditions of your employment contract, the fiscal 10/11 Board of Directors review of your performance for the time period of October 4, 2010 until March 31, 2011 is complete. In addition, the 2010/2011 year end audited financial statements have been reviewed and approved by the Board of Directors. As discussed, your employment contract indicates an annual review of performance to inform the eligibility of performance-based compensation. Based on this review, I am confirming that you will receive a lump sum payment in the amount of \$38,700 less all applicable statutory deductions and pension contributions. This will be paid out to you on June 9, 2011.

The Board of Directors continues to be very impressed with your leadership and how successfully you have moved into your role as CEO. I look forward to finalizing your goals for next year and personally wish you continued success.

Yours sincerely,

Gerald Killan
Chair, Board of Directors

CC: Marcie Grail, Vice-Chair, Board of Directors
HR File