



Office of the Chair, Board of Directors
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June 5, 2015

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, 2014 through to March 31, 2015 is now complete. In addition, the 2014/15 year end audited financial statements have been reviewed and approved by the Board of Directors.

On May 25th, by unanimous consent, the Board of Directors, St. Joseph's Health Care, London approved the recommendation of the Executive Committee of the Board that based on the annual CEO performance evaluation review of 2015 you have earned 14.25 per cent out of a maximum of 20 per cent of your annual base salary as performance-based compensation. This will amount to \$55,575 out of a possible \$78,000 payout. This will be paid out to you on the June 19th pay.

Gillian, you continue to have the Board's full support, which you have earned through your inspired and innovative leadership. Your personal commitment and professional dedication to the Vision of the organization - to earn complete confidence – are evident in every aspect of your performance as you live the mission, vision and values of St. Joseph's Health Care, London

Yours sincerely,

Margaret McLaughlin
Chair, Board of Directors

cc: Phil Griffin, Vice Chair, Board of Directors
Karen Stone, VP Human Resources and Facilities
HR file

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