



Office of the Chair, Board of  
Directors 268 Grosvenor St, PO Box  
5777 London, ON N6A 4V2  
T: 519 646-6100 ext. 64202

June 9, 2016

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, 2015 through to March 31, 2016 is now complete. In addition, the 2015/16 year end audited financial statements have been reviewed and approved by the Board of Directors.

On May 30<sup>th</sup>, 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 2015/16 you have earned 15.88 percent out of a maximum of 20 percent of your annual base salary as performance-based compensation. This will amount to a payment of \$56,762.34 as a result of the total performance fund available. This will be paid out to you on the next available 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,

Philip J. Griffin  
Chair, Board of Directors

Cc: Margaret Kellow, Vice Chair, Board of Directors  
Karen Stone, VP Human Resources and Facilities  
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](http://sjhc.london.on.ca)