



Office of the Chair, Board of Directors

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May 30, 2017

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, 2016 through to March 31, 2017 is now complete. In addition, the 2016/17 year end audited financial statements have been reviewed and approved by the Board of Directors.

On May 29th, 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 2016/17 you have earned 16.334 percent out of a maximum of 20 percent of your annual base salary as performance-based compensation. This will amount to a payment of \$56,876.38 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,

original signed

Philip J. Griffin, CPA, CA
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.

