

December 12, 2011

Dr. Howard Barbaree  
Interim Vice President, Research and Academics

Dear Howard,

As you know, the hospital has established variable compensation under the *Excellent Care for All Act* effective April 1, 2011. The *Act* provides that, as a member of the senior team, a percentage of your compensation is tied to the results of the yearly Quality Improvement Plan.

The hospital has targeted 3% of compensation as at risk. Each senior team member participating in variable compensation is held accountable for each item identified in the Quality Improvement Plan and each target is equally weighted. The amount available and payable to you for each item is dependent on the level of achievement of the objective.

Payout will be calculated after the completion of the fiscal year 2011-12, based on an evaluation of the organization's performance for each objective.

Please contact me if you have any questions regarding this process.

Yours truly,



Carol Lambie  
President & Chief Executive Officer  
Waypoint Centre for Mental Health Care

[clambie@waypointcentre.ca](mailto:clambie@waypointcentre.ca)

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Interim Vice President, Research and Academics

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earnings; you will also have the option to purchase additional optional life insurance  
*AD&D*: not offered by MHCP; we offer *Critical Illness insurance* with 100% premium paid by MHCP (lump sum payment of \$20,000 with 22 major illnesses covered)  
*Short-term sick plan*: 100% salary paid for the first 22.5 hours of illness and 75% of salary paid for the next 25 weeks (based on 18.75 hours per week)  
*Long-term disability insurance*: 66.2/3% of gross salary at the date of disability; premium is 85% paid by MHCP  
*HOOPP*: under the terms of the plan, you are eligible to join HOOPP through MHCP as of September 13, 2010 with contributions based on your earnings at MHCP.

I have attached a fuller outline of our benefits package as well as a document further outlining the terms and conditions of employment for the management group.


You will meet with Human Resources during your first week to discuss conditions of employment and benefit entitlements. You will need to bring the following documents with you in order to be entered into our payroll system:

1. Your original social insurance card
2. Your original birth certificate (Canadian passport or citizenship document is acceptable in absence of a birth certificate)
3. A void cheque

Please sign below to indicate that you accept this offer of employment, and return this original document to me by June 30, 2010.

Welcome to the Mental Health Centre Penetanguishene. I look forward to working with you.

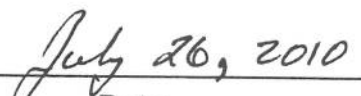
Sincerely,

  
\_\_\_\_\_  
Carol Lambie  
Chief Executive Officer

cc: Corporate Employee File

I have read, understood and accepted the terms and conditions of employment as outlined above.

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Date