

**Tillsonburg District Memorial Hospital**  
Components of Executive Compensation

Explanation	President/Chief Executive Officer (Integrated position with Alexandra Hospital, Ingersoll)	Vice President/Chief Financial Officer (Integrated position with Alexandra Hospital, Ingersoll)	Vice President/Chief Nursing Executive (Integrated position with Alexandra Hospital, Ingersoll)
Current Salary	\$200,000.00 (effective September 25, 2017)	\$134,750.00 (effective June 1, 2010)	\$121,275.00 (effective May 30, 2016)
Pay for Performance	\$10,000 related to Quality Improvement Plan	\$2750 related to Quality Improvement Plan	\$2475 related to Quality Improvement Plan
Benefits	Same as Management Group: Extended Health, Dental, Long Term Disability & Life Insurance		
Auto Allowance / Mileage	Mileage 45 cents per km	Mileage 45 cents per km	Mileage 45 cents per km
Severance provisions (only executed in the event that a position is terminated without cause and it is not a retirement fund or allowance.	Provision for maximum of up to 18 months	No specified severance provisions	No specified severance provisions
Parking	Available to at no cost to all employees, including senior leaders		
Supplemental Executive Retirement Plans (S.E.R.P.), Registered Retirement Savings Plan (R.R.S.P.), Mortgage Assistance, Club Membership	No senior leader has any other financial assistance or club membership built into their executive contract.		
Contracts	<u><a href="#">2017 Pres/CEO</a></u>	<u><a href="#">2013 VP/CFO</a></u>	<u><a href="#">2016 VP/CNE</a></u>

For additional information, contact the TDMH Board Chair at [mail@tdmh.on.ca](mailto:mail@tdmh.on.ca) or 519 842 3611 Ext. 5303.