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November 20, 2023

Ms. Natasha Comte  
Director, Corporate Services & CFO  
Services de santé de Chapleau Health Services  
6 Broomhead Road, Chapleau ON, P0M 1K0

Dear Natasha,

This letter confirms your appointment to the position of Director, Corporate Services & CFO (Chief Financial Officer) at Chapleau Health, subsequent to our recent organizational restructuring. This letter is an amendment to your employment agreement, and complimentary to your return of service agreement.

Your adjusted compensation was informed by: the Executive Compensation Framework currently in place; your current pay; comparable positions in similarly sized hospitals with similar portfolios and responsibilities, and legislated restrictions on executive compensation for hospitals in Ontario.

Your total annual salary will be \$117,199, currently the top of the Salary and Performance Related Pay Cap. Of this amount, \$2,197.75 or just over 1.9% is considered performance related pay, subject to your annual performance review. The total will be payable bi-weekly, subject to withholdings and deductions as required by applicable laws.

Your vacation will accrue at the rate of six (6) weeks per annum. Other benefits currently permitted remain in place. The Employment Standards Act and applicable legislation in the province of Ontario governs any future termination. In the event of a change in legislation, policy or significant change in the Executive Compensation Framework, your terms and conditions will be reviewed and may be adjusted as permitted.

Chapleau Health is committed to providing employment accommodation in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require or wish to discuss employment accommodation, please contact me at your convenience.

Natasha, your commitment to Chapleau Health is much appreciated. I wish you continued success in your career, and I am thankful that you are a part of our leadership team.

Sincerely,

Acceptance by:

Dawn Morissette  
Chief Executive Officer

Natasha Comte  
Director, Corporate Services

**Mission**

A rural integrated health care model providing a full spectrum of services in English and French.

Un modèle de soins de santé intégrés en milieu rural, offrant une gamme complète de services en anglais et en français.

**Vision**

A sustainable, isolated rural health care hub, focused on safe, quality, effective, patient centred care.

Un carrefour viable de soins de santé, en milieu rural et isolé, qui est axé sur la sécurité, la qualité et l'efficacité des soins aux patients.