

The ADDENDUM shall be effective January 4, 2021 and is an Addendum to the Executive Employment Contract which was effective 01 April 2017

BETWEEN:

KINGSTON HEALTH SCIENCES CENTRE (the Employer)

(Herein referred to as the "Hospital")

-and-

Dr. Michael Fitzpatrick (the Employee)

(Chief of Staff & Vice President, Medical Affairs, herein referred to as the "COS")

Section 2.0 - Professional Responsibilities of the Executive Employment Contract shall be modified as follows:

Section 2.2 of the Employee's Executive Employment Contract is replaced with the following:

The Executive will devote the equivalent of 4 days a week working time and attention to his duties. The Hospital acknowledges and supports that the Executive shall be entitled to practice medicine consistent with the discharge of his duties pursuant to the Agreement. It is understood that any material changes outside of these parameters would be discussed by all parties signatory to this Agreement and documented in writing.

Section 6.0 - Remuneration, Vacation and Benefits of the Executive Employment Contract shall be modified as follows:

Section 6.1 of the Employee's Executive Employment Contract is replaced with the following:

The Executive shall receive annual salary base of \$296,800 and a maximum annual performance pay of 10% of annual base salary, less applicable deductions. The salary shall be payable in equal payments on a bi-weekly basis.

This addendum shall be effective January 4, 2021.

All other terms and conditions of the Employee's Executive Employment Contract remain in effect.

IN WITNESS WHEREOF the parties hereto have cause this agreement to be executed:

For KINGSTON HEALTH SCIENCES CENTRE:



Dr. Michael Fitzpatrick
Chief of Staff & Vice President
Medical Affairs



Dr. David Pichora
President and CEO



David O'Toole
Chair, Board of Directors