

The ADDENDUM shall be effective 07 May 2018 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. David Pichora (the Employee)

(President & Chief Executive Officer)

Section 6.0 Remuneration, Vacation and Benefits of the Executive Employment Contract shall be modified in compliance with the Executive Compensation Framework Regulation under the *Broader Public Sector Executive Compensation Act (BPSECA)* and the corresponding approved Kingston Health Sciences Centre Executive Compensation Framework.

This addendum shall be effective 07 May 2018 with no changes to overall total compensation.

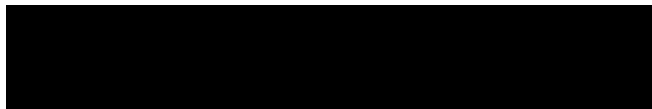
Section 6.1 of the Employee's Executive Employment Contract will be adjusted with the following:

Section 6.1 The Executive shall receive annual salary base of **\$486,956** and a maximum annual performance pay of **15%** of annual base salary, less applicable deductions. The salary shall be payable in equal payments on a bi-weekly basis.

Effective 07 May 2021, Section 6.1 of the Employee's Executive Employment Contract will be subjected to alignment to the KHSC Executive Compensation Framework Tier 1 annual base salary and performance pay percentage.

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:



Dr. David Pichora, President & Chief Executive Officer

For KINGSTON HEALTH SCIENCES CENTRE



David O'Toole, Board Chair