

Executive Contracts - Summary of History - January 1, 2007 to January 3, 2011:

<b>Position:</b>	Sr. Director, Capital Planning & Engineering			<b>Incumbent:</b>	Ed Cousineau
<b>Date</b>	<b>Nature of Change</b>	<b>Supporting Document</b>	<b>Base Annual Salary</b>	<b>Benefits - Terms &amp; Conditions of Employment</b> <i>(eg., vacation, stats, life, extended health)</i>	<b>Perks</b>
01-Jun-11	Promotion	Letter	112,000 subject to 3% holdback	Management Benefit Pkg.	




Riverside Health Care Facilities Inc.

110 Victoria Avenue  
Fort Frances, Ontario  
P9A 2B7

Phone: 807-274-3266  
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E-mail: [riverside@rhcf.on.ca](mailto:riverside@rhcf.on.ca)  
[www.riversidehealthcare.ca](http://www.riversidehealthcare.ca)

June 13, 2011  
ADM-599

Ed Cousineau  


Dear Ed:

RE: Senior Director, Capital Planning and Engineering

I am pleased to offer you the position as Senior Director, Capital Planning and Engineering with Riverside Health Care Facilities Inc.

Effective June 1, 2011, your salary will be \$112,000 per annum (subject to 3% clawback for ECFA).

Thank you Ed for your dedication and commitment over the years, and we do appreciate all that you contribute to the organization.

As confirmation of your acceptance of our offer, please sign the attached copy of this letter and return to me as soon as possible.

Yours truly,



Wayne Woods  
President & Chief Executive Officer

/dc

c: Payroll

TERMS AND CONDITIONS OF EMPLOYMENT  
Management Staff

1. Probationary Period: Six Months (renewable if necessary)
2. Vacation: 4 weeks after 1 year of service  
5 weeks after 7 years of service  
6 weeks after 20 years of service  
7 weeks after 25 years of service
3. Statutory Holidays: Eleven (11) days per year + four (4) floating days
4. Sick leave: H.O.O.D.I.P. Short-term Plan – 100% Employer funded.
5. H.O.O.D.I.P. (Long Term Disability): 100% Employer paid.
6. Group Life Insurance: Basic of \$5,000.00 or coverage two times annual salary.  
100% Employer paid.  
  
Accidental Death and Dismemberment: Coverage equal to that of Group Life coverage. 100% Employer paid.
7. Voluntary Life Insurance: Elective coverage available 1X, 2X or 3X salary.  
Employee pays full premium.
8. Extended Health Benefits – 100% Employer paid.
9. Must be physically capable of performing the essential duties of the job.
10. Compliance with all applicable policies, procedures and regulations (including future amendments).

NOTE: Enrolment in benefit plans, etc. are in accordance with Personnel Policies and the terms of each respective plan.