

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. Mike Fitzpatrick (the Employee)

(Vice President, Medical & Academic Affairs)

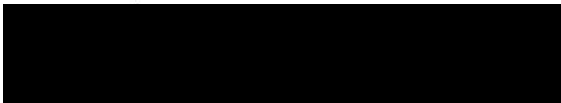
Section 6.0 Remuneration, Vacation and Benefits of the Executive Employment Contract shall be modified in compliance with the Executive Compensation Framework Regulation under the *Broader Public Sector Executive Compensation Act* (BPSECA) and the corresponding approved Kingston Health Sciences Centre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

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 2 annual base salary and performance pay percentage.

This addendum shall be effective 07 May 2018.

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. Mike Fitzpatrick, Vice President,
Medical & Academic Affairs

For KINGSTON HEALTH SCIENCES
CENTRE



Dr. David Pichora, President & CEO