



# Timmins and District Hospital L'Hôpital de Timmins et du district

February 8, 2022

Mike Resetar  
Vice-President People/Director  
of Operations  
Timmins & District Hospital  
700 Ross Avenue East  
Timmins, Ontario  
P4N 8P2  
(705) 267-6374  
Fax: (705) 360-6008  
E-mail: mresetar@tadh.com  
www.tadh.com

Mr. Marc Demers

Dear Mr. Demers,

I am pleased to offer you the position of Full-time Vice-President Corporate/  
Chief Financial Officer pending the successful completion of a medical.

This offer of employment is extended on the following terms and conditions:

1. The start date for the position is April 4, 2022.
2. The starting salary for the position will be \$168,636 per year.
3. The parties are in agreement to a flexible work arrangement where work duties can be performed on-site or at home. The flexible work arrangement will be based on the operational needs of the hospital as determined by the Chief Executive Officer.
4. Upon your start date you are entitled to 5 weeks of vacation. Vacation is an earned benefit and for the purpose of calculating vacation entitlement, the hospital's vacation year is from April 1<sup>st</sup> to March 31<sup>st</sup>. Entitlement will increase according to the Hospital policy upon accumulation of additional years of service.
5. This role will require you to perform senior management on-call duties approximately every 4 weeks. As per the senior management on-call process you will be remunerated 75 hours of vacation time for being on call the entire year. This can be taken as time in lieu or paid out at your discretion.
6. A Vulnerable Criminal Reference Check is mandatory and must be provided within 10 days of the date of hire. The Hospital may deny employment or continued employment to individuals with a criminal record in accordance with the criminal reference check policy.
7. Upon your start date, you will be eligible for the hospital's benefit package. You will find listed on the next page, the benefits in which you are entitled:

700, avenue Ross Est  
Timmins (Ontario)  
P4N 8P2  
(705) 267-6374  
Télééc. : (705) 360-6008  
e-mail : mresetar@tadh.com  
www.tadh.com

| <b>Benefit</b>                            | <b>Premium</b>             |
|---|----------------------------|
| Life Insurance/AD&D                       | 100% employer paid         |
| Short- and Long-term Disability           | 100% employer paid         |
| Extended Health Care (optional)           | 75% employer paid          |
| Dental Benefit (optional)                 | 75% employer paid          |
| Hospitals of Ontario Pension Plan (HOOPP) | As per the plan provisions |
| Health Spending Account (\$1,000/annum)   | 100% employer paid         |

You are scheduled for Hospital Orientation on April 7, 2022. Orientation will take place in the Main Classroom located behind the Lecture Theatre and will commence at 8:45 a.m. You will need to bring a Void cheque and your SIN card.

You will receive an email from Occupational Health Services outlining your preplacement requirements which includes completing a medical history questionnaire, immunization review, mask fit testing and work fit assessment if required for the position awarded. This is mandatory for all new employees joining Timmins and District Hospital and it is your responsibility to arrange this immediately.

We look forward to you joining our team.

Sincerely,

Michael Resetar  
Vice-President People/Director of Operations  
Timmins and District Hospital

Read and Accepted by:

Digitally signed by Marc Demers  
Date: 2022.02.08 20:33:39 -05'00'

Marc Demers