

AGREEMENT AMENDMENT

This amending agreement (the "Amending Agreement") is by and between:

HOTEL-DIEU GRACE HEALTHCARE
(herein called the "Hospital")

- and -

DR. ANDREA STEEN
(herein called the "Executive")

WHEREAS the Executive and the Hospital have entered into an agreement dated as of the 31st day of October, 2016 (the "Agreement") whereby, on the terms and conditions set out in the Agreement, the Executive shall be retained by the Hospital; and

WHEREAS the Executive and the Hospital wish to amend the Agreement for their mutual benefit;

NOW THEREFORE, in consideration of the mutual covenants and other good and valuable consideration, the parties hereby agree that the Agreement shall be amended as follows:

1. Section 5.1(a) of the Agreement shall be amended, by adding the following:

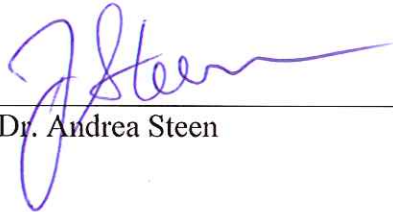
"5(iii). Effective as of April 1, 2018, the Executive shall be entitled to participate in the pay-for-performance and other provisions contained in the Hospital's Executive Compensation Policy and Framework (the "Framework"). The Hospital reserves the right to amend or revoke the Framework at any time. The parties further agree that if in future legislation mandates that the Executive's stipends or other compensation be reduced in order to effect pay-for-performance or otherwise, the Executive's stipends or other compensation may be reduced as required in order to comply with applicable legislation."

2. Effective as of April 1, 2018, the last sentence of Section 7.2 of the Agreement shall be deleted, and as of such date, the Executive shall not receive an allowance for professional or leadership development fees.

Except as outlined herein, all of the existing terms of the Agreement will continue to apply in full.


IN WITNESS WHEREOF the parties hereto duly execute this Amending Agreement.

Sept 4 2018
Date


Dr. Andrea Steen

HOTEL-DIEU GRACE HEALTHCARE

Sept 4 / 18
Date


For HDGH:

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