



September 16, 2011

Mr. Don Halpert



Dear Don,

Re: Executive in Residence

This will confirm our agreement regarding this "Executive in Residence" position under the following provisions:

1. You will remain as Vice President, Human Resources until such time as a new person starts in that position.
2. At that time you will assume the position of Executive in Residence.
3. As Executive in Residence you will report to Lori Marshall but will work closely with me.
4. You will retain your current salary and benefits (including the 2% holdback) and receive any additional across-the-board increase given other management positions.
5. Current membership on the Accessibility Advisory Council and various commitments to the OHA may continue unless those are specifically for the Chief Human Resources Officer of TBRHSC.
6. You will confirm your plans to retire effective February 28, 2013.

It has been a pleasure working with you as my Vice President Human Resources. Thank you for your dedication and contribution to this organization. I look forward to our continued relationship as our Executive in Residence.

Sincerely,

A handwritten signature in black ink that reads "A. Robichaud".

Andrée G. Robichaud
President and CEO

c. Human Resources

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