



Office of the President

St. John's, NL Canada A1C 5S7
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president@mun.ca www.mun.ca

November 17, 2022

Ms. Patricia Beh

s.40. (1)

Via email: [Redacted]

Dear Patricia:

Further to our recent discussions, I am pleased to offer you the position of Senior Advisor to the President, Government Relations and Strategic Initiatives. This position reports directly to me. This is a five-year contractual appointment with start date of February 13, 2023.

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The salary for this position is \$140,393 per year [Redacted] on the leadership group salary scales. Other conditions of your employment contract will be in accordance with those that apply to the senior management employees of the University generally. These conditions are outlined in detail in the University's "Guide for Non-Bargaining Unit Employees" which is available on the Department of Human Resources website <https://www.mun.ca/hr/myhr/my-employment/employee-guides/>. You will receive twenty (20) days of annual leave entitlement per fiscal year. Your participation in the University's benefits program and pension plan is mandatory. A full list of the employment benefits available to you is available on our website <http://www.mun.ca/hr/services/benefits/>. The probationary period for this position is one year. Should Memorial University terminate this contractual employment relationship without cause after your probationary period but prior to February 12, 2028, you will be provided with three (3) month's pay in lieu of notice.

You are entitled to a professional development allowance of \$10,000 per year. Any accumulation or carry-over of any unused portion of the allowance annually will need to be approved by my office.

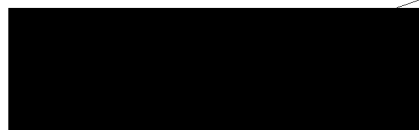
In addition, the University will reimburse 100% of the eligible costs of moving your household goods and furnishings and vehicle in accordance with the university's travel and relocation policy <https://www.mun.ca/policy/browse-or-search/browse-policies/university-policy/?policy=234>. In accordance with this policy, you will be expected to complete a two-year return-in-service if you accept relocation assistance.

I trust that the above adequately reflects our discussions and understandings and represents an offer that is acceptable to you. If so, I would ask that you signify your acceptance of this appointment by signing in the area indicated below and then returning one copy of this letter to me as soon as possible. You should retain the other copy for your records.

I look forward to working with you in this new role.

Sincerely,

s.40. (1)



Vianne Timmons, OC, Ph.D.
President and Vice-Chancellor

c: Mr. S. Dodge, Director, Human Resources

I have read the above and hereby signify my acceptance of the terms of the University's offer of employment for the position of Senior Advisor to the President, Government Relations and Strategic Initiatives, Memorial University.

Signature

Date