



Via email and Certified Mail

June 12, 2021

Steven Weiss, M.D.



Re: Notice of Termination of Agreement

Dear Dr. Weiss:

As you know the MCHS-NWWI Personnel Committee unanimously recommended that your Employment Agreement be terminated without cause pursuant to Section 14G of the agreement. The "not for cause" provision was relied on because the concerns that led to our recent investigation did not involve (1) misconduct that brought discredit to the Corporation; (2) persistent disregard for the terms of the agreement; and/or (3) demonstrated incompetence or negligence in the performance of your duties.

The recommendation reached by the Personnel Committee was accepted by the Board of Directors on Friday June 11, 2021 with all members voting in favor of ending your Employment Agreement with the exception of one abstaining member.

Even though the Board voted to end your Employment Agreement without cause, they also afforded you the same opportunity to resign as we did as your employer. The Board gave you until the close of business on Monday June 14, 2021 to do so. Since we did not receive any response from you or your attorney we have concluded that you decided you would not be resigning your employment.

As such, MCHS-Eau Claire Hospital, Inc. is providing you with written notice of termination of your Employment Agreement pursuant to section 14G of the agreement. Your employment will officially end on Monday September 13, 2021. While we have decided that you will not return to the clinic or hospital to see patients, you remain employed and will receive your salary and benefits for the next ninety (90) days. Any questions you may have about your pay and continuing benefits can be directed to Leslie Smith or Becky Bieno.

Sincerely,

A handwritten signature in black ink that reads "Richard Helmers MD".

Richard Helmers, M.D.
Regional Vice President – MCHS- NWWI

cc: Jason Craig
Robert Peck, M.D.
Catherine Schmidt, M.D.
Leslie Smith