

PROVINCE OF ALBERTA
SEVERANCE AGREEMENT

THIS AGREEMENT dated the 15 day of March, 2017 is made between

THE PARTIES:

**HER MAJESTY THE QUEEN IN RIGHT OF
ALBERTA
AS REPRESENTED BY THE MINISTER OF TREASURY BOARD AND FINANCE
(the "Employer")**

-and-

**DWIGHT WILLIAM ROBINSON
OF ST. ALBERT, ALBERTA
(the "Employee")**

WHEREAS the Employer and the Employee have mutually agreed to resolve all outstanding issues in relation to the end of the employment relationship.

THEREFORE, the Parties agree as follows:

1. The Employee's employment with the Employer will end effective March 15, 2017.
2. The Employer will pay as a severance payment to the Employee the sum of \$165,808.82 less any withholdings required by law.
3. If during the period March 15, 2017 to September 13, 2017 a "Department" as defined in the Public Service Act or a "Provincial Agency" as defined in the Financial Administration Act:

(a) employs the Employee on a full or part time basis, or

(b) retains the Employee, either directly or indirectly, on a fee for service basis through a corporation that utilizes the services of the Employee, to provide services to the Department or Provincial Agency.

the gross amounts paid by the Department or Provincial Agency to the Employee or the corporation, as the case may be during such period, shall be paid by the Employee to the Minister forthwith following completion of the period. In no case shall the Employee be obliged to repay an amount greater than the amount paid by the Minister to the Employee pursuant to paragraph 2.

4. In consideration of the payment referred to in paragraph 2, the Employee releases and discharges the Employer, the Government of Alberta and its employees from any and all claims or claims for benefits, including illness benefits, which the Employee had, now has or may in the future have:
 - a) arising out of or related to his employment and the termination of his employment with the Employer, or

- b) under the Alberta Human Rights Act and the Employment Standards Code and or any regulations passed under these Acts.
5. The Employee is a Designated Office Holder and all of the provisions contained in Part 2 of the Public Service Act, including but not limited to, the post-employment restrictions apply to the Employee.
 6. It is understood that the waiver and release contained in paragraph 4, does not apply to any benefits to which the Employee is entitled by virtue of participation in the Management Employees Pension Plan.
 7. It is agreed that this written instrument embodies the entire agreement of the parties hereto with regard to the matters dealt with herein and that no understanding of agreements, verbal or otherwise, exist between the parties except as herein expressed.
 8. This agreement is binding on the Parties' and is intended to deal fully and finally with the Parties' respective legal rights.
 9. The obligation to maintain confidentiality of any matter or thing which comes to the knowledge of the Employee by reason of his employment as Chief Executive Officer of the Alberta Gaming and Liquor Commission will survive this agreement. The Employee may only release such information with the written consent of the Employer.
 10. The Employee agrees that this Agreement and any records and information created or collected pursuant to the Employee's employment (including but not limited to the Employees name, classification, salary, benefits or employment responsibilities) may be disclosed by the Employer. Decisions about disclosure are in the Employer's sole discretion.
 11. This agreement is governed by the laws of Alberta.

WITNESS _____

HER MAJESTY THE QUEEN IN
RIGHT OF ALBERTA, AS REPRESENTED BY
THE MINISTER, TREASURY BOARD AND
FINANCE

WITNESS _____

EMPLOYEE
