

**AMENDMENT NO. 1
EMPLOYMENT AGREEMENT BETWEEN
MCALESTER REGIONAL HEALTH CENTER AUTHORITY
AND**

DAVID KEITH

This Amendment No.1 to Employment Agreement (the "Amendment") is made and entered into as of the 12th day of April, 2020, by and between McAlester Regional Health Center Authority, an Oklahoma public trust ("Hospital") and David Keith ("Employee"). Hospital and Employee are hereinafter referred to as the "Parties."

RECITALS:

A. Hospital and Employee previously entered into an Employment Agreement effective September 19, 2015 (the "Agreement").

B. In light of the unforeseen COVID-19 pandemic, the Parties desire to amend the Agreement as set forth below.

In consideration of the foregoing, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Hospital and Employee agree as follows:

1. Employee base compensation rate as stated in the Agreement shall be temporarily reduced 6.25% effective April 12, 2020 and shall continue until as noted in B.2. below; and
2. The Employee base compensation rate shall be restored as soon as practical after the Hospital operation has returned to historic norms, as determined solely by the Hospital CEO or Board Chair; and
3. Any and all amounts the Employee is shorted and does not receive as a result of B.1. above shall be restored to the Employee through a retro-payment as soon as practical after the Hospital operation has returned to historic norms, as determined solely by the Hospital CEO or Board Chair; and
4. The terms of this Amendment will remain in effect until revised by the mutual, written agreement of the parties. The parties will re-evaluate the terms of this Amendment every 30 days, beginning May 1, 2020.
5. Except as set forth herein, the terms of the Agreement remain in full force and effect.

Effective as of the 1 day of April, 2020.

"HOSPITAL"

McAlester Regional Health Center Authority
1 Clark Bass Blvd.
McAlester, OK 74501

By: Weldon Smith

Name: Weldon Smith

Title: Chairman of Board of Trustees

"EMPLOYEE"

By: David Keith

Name: David Keith

Title: President/CEO