

**AMENDMENT NO.2  
EMPLOYMENT AGREEMENT BETWEEN  
MCALESTER REGIONAL HEALTH CENTER AUTHORITY**

**AND**

**DAVID KEITH**

This Amendment No.2 to Employment Agreement (the "Amendment") is made and entered into as of the 21st day of September, 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 ("Agreement") effective the 19<sup>th</sup> day of September 2015 by and between McAlester Regional Health Center Authority and David Keith; and
- B. Hospital and Employee previously entered into an Amendment No.1 ("Amendment") to the Agreement made and entered into as of the 12th day of April 2020, by and between McAlester Regional Health Center Authority and David Keith; and
- C. In light of the unforeseen COVID-19 pandemic, the Amendment temporarily reduced the base compensation rate as stated in the Agreement by 6.25% effective April 12, 2020 and shall continue until the Hospital operation has returned to historic norms, as determined solely by the Hospital CEO and Board Chair; and
- D. Any and all amounts the Employee is shorted and does not receive as a result of the Amendment. 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 and Board Chair; and
- E. The terms of the Amendment will remain in effect until revised by the mutual, written agreement of the parties. The parties will re-evaluate the terms of the Amendment every 30 days, beginning May 1, 2020.

**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. Amendment to Agreement made and entered into as of the 12th day of April 2020, by and between McAlester Regional Health Center Authority and David Keith shall be revised; and
2. Employee base compensation rate temporarily reduced by 6.25% as stated in Amendment effective April 12, 2020 shall be withdrawn and restored to the base compensation rate as stated in Agreement effective the 19<sup>th</sup> day of September 2015; and
3. Any and all amounts Employee was shorted and did not receive as a result of the temporary reduction of 6.25% shall be restored through a retro-payment as soon as practical by the Hospital.

**Effective as of the 21 day of September 2020.**

**"HOSPITAL"**

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

By: 

Name: Mary Shannon

Title: Chairwoman of Board of Trustees

**"EMPLOYEE"**

By: 

Name: David Keith

Title: President/CEO