

AMENDMENT TO EMPLOYMENT AGREEMENT

THIS AMENDMENT TO EMPLOYMENT AGREEMENT is made this 22nd day of February, 2024

BETWEEN:

HEALTH SCIENCES NORTH RESEARCH INSTITUTE

a corporation incorporated under the laws of the Province of Ontario

(hereinafter called the "Institute")

- and -

DAVID McNEIL

(hereinafter called the "Executive")

[each a "Party", collectively the "Parties"]

This Amendment to Employment Agreement amends and modifies as follows the Employment Agreement dated September 28, 2023 made and entered into by the Parties hereto. Any term not defined herein will have the meaning ascribed to it in the Employment Agreement.

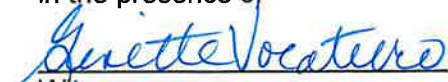
1. Article 5 is deleted and replaced with the following:

5. *The Executive shall be entitled to **35 vacation days** per calendar year without loss of salary, prorated to the Executive's start date. Unused days will not be carried forward to the following year and are forfeited without any additional payment or accrual value, except to the extent required in order to comply with the minimum vacation requirements under the ESA. Absences of greater than three (3) consecutive weeks must be approved by the Board in advance. The Executive will inform the Board Chair if away on vacation or for any other reason for five (5) or more business days. It is understood and agreed that vacation days will be taken at the same time as those taken from the Hospital.*

DATED AT Sudbury, Ontario, this 22nd day of February, 2024.

SIGNED, SEALED AND DELIVERED


in the presence of


Witness



David McNeil

Health Sciences North Research Institute



Per: Stéphan Plante, Board Chair