

SUMMARY of CONTRACTUAL TERMS and CONDITIONS as of FEBRUARY 2024

for

**DAVID McNEIL**

**HSNRI PRESIDENT & CHIEF EXECUTIVE OFFICER**

Element of Total Compensation Plan	Description	HSNRI Cost (Annual)
Base Salary		\$80,206
Performance Pay	Up to 15% of base salary based on achievement of pre-determined performance goals set by the board	\$0 - \$12,031
Length of Term	5 years – October 16, 2023 – October 15, 2028	
Professional	Seminars and professional/college memberships are provided for work-related accountabilities	N/A
Vacation	Eligible for absent time with payment per annum. Unused days will not be carried forward to the following year, and are forfeited without any additional payment or accrual value. Vacation days will be taken at the same time as those taken from HSN	7 weeks
Extended Health Care	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%	N/A
Dental	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%	N/A
Semi Private Hospitalization	A benefit provided to all employees, hospital paid	N/A
Sick Leave	All employees are eligible for 15 weeks of sick leave benefit	Eligible
Enhanced Long Term Disability	An income replacement benefit provided to all managers after a 15 week qualifying period. HSNRI pays the basic benefit, the employee pays the enhanced benefit. Cost to employee is 1.086% + 8% PST = \$941	(Calculation 3.65% + 8% PST) = \$3,162
Health Spending Account	An allowance provided to provide reimbursement for health and dental related expenses that are not covered under the benefit program	N/A
Healthcare of Ontario Pension Plan (HOOPP)	All full time employees are enrolled in HOOPP and HSNRI's contributions are required according to HOOPP Cost to employee = \$7,379	For each \$1.00 employee contributes, HSN contributes \$1.26 = \$9,298
Termination	Five year fixed term agreement expiring October 15, 2028 six-month renewal window. If the executive is terminated without cause, an allowance is provided to compensate for bridging to new employment	The lesser of: 12 months if terminated within the first year of agreement, plus 1 month per completed year of service, to a maximum of 18 months, or the remainder of the term

Unless otherwise required, the above summary is reviewed annually and adjusted as required at the beginning of each fiscal year to factor in any changes to contract terms and/or benefit premiums. Updates are posted by June 15th of each year.