

SUMMARY of CONTRACTUAL TERMS and CONDITIONS as of APRIL 2023

for

**DR. ROBERT OHLE
VICE PRESIDENT, ACADEMIC RESEARCH IMPACT**

Element of Total Compensation Plan	Description	HSNRI Cost (Annual)
Base Salary	Based on 0.8 Full Time Equivalent (FTE) (30 hours per week)	\$272,727
Performance Pay	Up to 10% of base salary based on achievement of pre-determined performance goals set by the board	\$0 - \$3,831
Length of Term	6 years – August 8, 2022 – August 7, 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, unless exceptionally approved by the President and Chief Executive Officer (6 weeks at 0.8 FTE = 24 days)	6 weeks + non-union paid holidays
Extended Health Care	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%	\$4,144
Dental	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%	\$1,386
Semi Private Hospitalization	A benefit provided to all employees, hospital paid	\$95
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 = \$3,199	(Calculation 3.65% + 8% PST) = \$10,751
Health Spending Account	An allowance provided to provide reimbursement for health and dental related expenses that are not covered under the benefit program	\$1,150
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 = \$23,560	For each \$1.00 employee contributes, HSN contributes \$1.26 = \$29,685
Termination	6 year fixed term agreement expiring August 7, 2028, 6 month renewal window. If the executive is terminated without cause, an allowance is provided to compensate for bridging to new employment	In accordance with the notice and severance entitlement under Employment Standards Act

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.