

**SUMMARY OF CONTRACTUAL TERMS AND CONDITIONS  
AS OF APRIL 2024  
FOR  
ANTHONY KEATING, PRESIDENT & CHIEF DEVELOPMENT OFFICER, FOUNDATIONS &  
VOLUNTEER GROUPS**

Element of Total Compensation Plan	Description	HSN Cost (Annual)
<b>Base Salary</b>	N/A	\$198,055
<b>Performance Pay</b>	Up to 10% of base salary based on achievement of pre-determined performance goals.	\$0 - \$19,806
<b>Length of Term</b>	6 years – June 24, 2019 – June 23, 2025	N/A
<b>Relocation Allowance</b>	Resignation prior to the completion of the 6-year renewable term will result in a deduction from final pay prorated for the proportion of the 6-year term not completed.	\$10,000
<b>Professional</b>	Seminars and professional/college memberships are provided for work-related accountabilities.	Subject to approval by President & CEO
<b>Vacation / Paid Holidays</b>	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.	6 weeks + non-union paid holidays
<b>Extended Health Care</b>	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%.	\$4,558
<b>Dental</b>	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%.	\$1,524
<b>Semi Private Hospitalization</b>	A benefit provided to all employees, hospital paid.	\$95
<b>Sick Leave</b>	All employees are eligible for 15 weeks of sick leave benefit.	Eligible
<b>Enhanced Long Term Disability</b>	An income replacement benefit provided to all managers after a 15-week qualifying period. HSN pays the basic benefit; the employee pays the enhanced benefit. Cost to employee is 0.977% + 8% PST = \$2,090.	(Calculation 3.285% + 8% PST) = \$7,027
<b>Health Spending Account</b>	An allowance provided to provide reimbursement for health and dental related expenses that are not covered under the benefit program	\$1,150
<b>Healthcare of Ontario Pension Plan (HOOPP)</b>	All full time employees are enrolled in HOOPP and HSN's contributions are required according to HOOPP Calculation 6.9% of earnings up to YMPE (\$68,500) + 9.2% over YMPE Cost to employee = \$16,646	For each \$1.00 employee contributes, HSN contributes \$1.26 = \$20,974
<b>Termination</b>	6 year fixed term agreement expiring June 23, 2025, with a 12-month renewal window. If the executive is terminated without cause, an allowance is provided to compensate for bridging to new employment.	12 months plus one month for each completed year of service greater than two, to a maximum of 18 months

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.