



**SUMMARY OF CONTRACTUAL TERMS AND CONDITIONS  
AS OF APRIL 2024  
FOR  
DR. PANKAJ BHATIA, CHIEF OF STAFF**

<b>Element of Total Compensation Plan</b>	<b>Description</b>	<b>HSN Cost (Annual)</b>
<b>Base Salary</b>	Based on 28.5 hours per week	\$225,000
<b>Performance Pay</b>	Up to 10% of base salary based on achievement of pre-determined performance goals.	\$0 - \$22,500
<b>Length of Term</b>	36 months – October 30, 2023 to October 29, 2026	N/A
<b>Professional</b>	Seminars and professional/college memberships are provided for work-related accountabilities.	Subject to approval by Board Chair of the HSN Board of Directors
<b>Vacation / Paid Holidays</b>	Eligible for pay in lieu of vacation.	8%
<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 = \$19,125	For each \$1.00 employee contributes, HSN contributes \$1.26 = \$24,097
<b>Termination</b>	3 year fixed term agreement expiring October 29, 2026, with a 6-month renewal window. Termination and Severance are based on legislative requirements as set out in the Ontario <i>Employment Standards Act</i> .	Contract ends October 29, 2026.

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.