

**SUMMARY OF CONTRACTUAL TERMS AND CONDITIONS
AS OF JUNE 2024
FOR**

LISA SMITH, VICE-PRESIDENT, MEDICINE & CHIEF NURSING EXECUTIVE

Element of Total Compensation Plan	Description	HSN Cost (Annual)
Base Salary	N/A	\$198,055
Performance Pay	Up to 10% of base salary based on achievement of pre-determined performance goals	\$0 - \$19,806
Length of Term	3 years – June 24, 2024 to June 23, 2027	N/A
Professional	Seminars and professional/college memberships are provided for work-related accountabilities	Subject to approval by President & CEO
Vacation / Paid Holidays	Seminars and professional/college memberships are provided for work-related accountabilities	Subject to approval by SVP, Patient Experience & Digital Transformation
Extended Health Care	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%	\$4,558
Dental	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%	\$1,524
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
Long Term Disability	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
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 (prorated in Year 1)
Healthcare of Ontario Pension Plan (HOOPP)	N/A	Waived
Termination	3 year fixed term agreement expiring June 23, 2027, with a 6-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 thereafter, 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.