

## Summary of Contractual Terms and Conditions as of JUNE 2024

for

### LISA SMITH – ADVISOR

Element of Total Compensation Plan	Description	HSNRI Cost (Annual)
Base Salary		\$38,309
Performance Pay	Up to 10% of base salary based on achievement of pre-determined performance goals set by the board	\$0 - \$3,830
Length of Term	3 years - June 24, 2024 – June 23, 2027	
Vacation	Eligible for absent time with payment per annum. Vacation days will be taken at the same time as those taken from HSN	7 weeks
Healthcare of Ontario Pension Plan (HOOPP)	N/A	Waived

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.