

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

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

Element of Total Compensation Plan	Description	HSN Cost (Annual)
<b>Base Salary</b>	Based on 0.8 Full Time Equivalent (FTE) (30 hours per week)	\$272,727
<b>Performance Pay</b>	Up to 10% of base salary based on achievement of pre-determined performance goals.	\$0 - \$27,273
<b>Length of Term</b>	6 years – August 8, 2022 to August 7, 2028.	N/A
<b>Professional</b>	Seminars and professional/college memberships are provided for work-related accountabilities.	N/A
<b>Vacation / Paid Holidays</b>	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
<b>Extended Health Care</b>	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%.	\$4,786
<b>Dental</b>	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%.	\$1,600
<b>Semi Private Hospitalization</b>	A benefit provided to all employees, hospital paid.	\$100
<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. HSNRI pays the basic benefit; the employee pays the enhanced benefit. Cost to employee is 0.977% + 8% PST = \$2,878.	(Calculation 3.285% + 8% PST) = \$9,676
<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 HSNRI's contributions are required according to HOOPP. Cost to employee = \$23,516	For each \$1.00 employee contributes, HSN contributes \$1.26 = \$29,630
<b>Termination</b>	6-year fixed term agreement expiring August 7, 2028, with a 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.