

SUMMARY of CONTRACTUAL TERMS and CONDITIONS as of APRIL 2022

for

**Natalie Aubin**

**Advisor**

Element of Total Compensation Plan	Description	HSNRI Cost (Annual)
Base Salary		\$11,786
Performance Pay	Up to 10% of base salary based on achievement of pre-determined performance goals set by the board	\$0 - \$1,179
Length of Term	6 years - April 18, 2022 – April 14, 2028	
Professional	Seminars and professional/college memberships are provided for work-related accountabilities	N/A
Vacation	Eligible for absent time with payment per annum. Vacation days will be taken at the same time as those taken from HSN	6 weeks
Extended Health Care	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%	N/A
Dental	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%	N/A
Semi Private Hospitalization	A benefit provided to all employees, hospital paid	N/A
Sick Leave	All employees are eligible for 15 weeks of sick leave benefit	Eligible
Enhanced Long Term Disability	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 1.297%+8% PST = \$166	(Calculation 4.361% + 8% PST)* = \$556
Health Spending Account	An allowance provided to provide reimbursement for health and dental related expenses that are not covered under the benefit program	N/A
Healthcare of Ontario Pension Plan (HOOPP)	All full time employees are enrolled in HOOPP and HSNRI's contributions are required according to HOOPP Cost to employee = \$1,085	For each \$1.00 employee contributes, HSN contributes \$1.26 = \$1,367
Termination	If the executive is terminated without cause, an allowance is provided to compensate for bridging to new employment	12 months + 1 month per completed year of service greater than 2 for a maximum severance of 24 months

\* Rate subject to change effective April 2022

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.