

SUMMARY of CONTRACTUAL TERMS and CONDITIONS as of APRIL 2022

for

**DR. JOHN A. FENTON
CHIEF OF STAFF**

Element of Total Compensation Plan	Description	HSN Cost (Annual)
Base Salary	Based on 22.5 hours per week	\$225,000
Performance Pay	Up to 10% of base salary based on achievement of pre-determined goals set by the Board	\$0 - \$22,500
Length of Term	36 months – July 3, 2017 to June 30, 2023	
Professional	Seminars and professional/college memberships are provided for work-related accountabilities	Subject to approval by Board Chair of the HSN Board of Directors
Vacation / Paid Holidays	Eligible for absent time with payment per annum. Unused days will not be carried forward to the following year, and are forfeited without any additional payment or accrual value.	5 weeks + non-union paid holidays
Healthcare of Ontario Pension Plan (HOOPP)	HSN's contributions are calculated according to HOOPP Calculation 6.9% of earnings up to YMPE (\$64,900) + 9.2% over YMPE Cost to employee = \$19,208	\$24,202
Termination	Termination and Severance are based on legislative requirements as set out in the Ontario <i>Employment Standards Act</i> .	Contract Ends – June 30, 2023

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.