

SUMMARY of CONTRACTUAL TERMS and CONDITIONS as of OCTOBER 2023
for
DR. PANKAJ BHATIA
CHIEF OF STAFF

Element of Total Compensation Plan	Description	HSN Cost (Annual)
Base Salary	Based on 28.5 hours per week	\$225,000
Performance Pay	Up to 10% of base salary based on achievement of pre-determined performance goals	\$0 - \$22,500
Length of Term	36 months – October 30, 2023 to October 29, 2026	
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 pay in lieu of vacation.	8%
Healthcare of Ontario Pension Plan (HOOPP)	All full time employees are enrolled in HOOPP and HSN's contributions are required according to HOOPP Calculation 6.9% of earnings up to YMPE (\$66,600) + 9.2% over YMPE Cost to employee = \$19,169	\$24,153
Termination	Three-year fixed term agreement expiring October 29, 2026; six-month renewal window. Termination and Severance are based on legislative requirements as set out in the Ontario <i>Employment Standards Act</i> .	Contract ends October 29, 2026.

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.