

SUMMARY of CONTRACTUAL TERMS and CONDITIONS as of FEBRUARY 2024
for
DAVID McNEIL
HSN PRESIDENT AND CHIEF EXECUTIVE OFFICER

Element of Total Compensation Plan	Description	HSN Cost (Annual)
Base Salary		\$320,824
Performance Pay	Up to 15% of base salary based on achievement of pre-determined performance goals set by the Board	\$0 - \$48,124
Length of Term	5 years – October 16, 2023 – October 15, 2028	
Professional	Seminars and professional/college memberships are provided for work-related accountabilities	Maximum of \$15,500
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. Vacation days will be taken at the same time as those taken from HSNRI	7 weeks + non-union paid holidays
Automobile Allowance	Executive is provided an allowance to offset the costs of business related transportation	\$12,000
Extended Health Care	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%	TBD
Dental	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%	TBD
Semi Private Hospitalization	A benefit provided to all employees, hospital paid	TBD
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. HSN pays the basic benefit, the employee pays the enhanced benefit. Cost to employee is 1.086% + 8% PST = \$3,763	(Calculation 3.65% + 8% PST) = \$12,647
Health Spending Account	An allowance provided to provide reimbursement for health and dental related expenses that are not covered under the benefit program	TBD
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 = \$27,984	For each \$1.00 employee contributes, HSN contributes \$1.26 = \$35,260
Termination	Five year fixed term agreement expiring October 15, 2028 six-month renewal window. If the executive is terminated without cause, an allowance is provided to compensate for bridging to new employment	The lessor of: 12 months if terminated within the first year of agreement, plus 1 month per completed year of service, to a maximum of 18 months, or the remainder of the term

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.