

SUMMARY of CONTRACTUAL TERMS and CONDITIONS as of APRIL 2023

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 1.086% + 8% PST = \$139 | (Calculation 3.65% + 8% PST) = \$465 |
| 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 |

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.