

SUMMARY of CONTRACTUAL TERMS and CONDITIONS as of APRIL 2022

for

**DOMINIC GIROUX, HSNRI PRESIDENT & CHIEF EXECUTIVE OFFICER**

Element of Total Compensation Plan	Description	HSNRI Cost (Annual)
Base Salary		\$80,206
Performance Pay	Up to 15% of base salary based on achievement of pre-determined performance goals set by the board	\$0 - \$12,030
Length of Term	5 years – October 2, 2017 – October 1, 2027	
Professional	Seminars and professional/college memberships are provided for work-related accountabilities	N/A
Vacation	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 HSN	7 weeks
Automobile Allowance	Executive is provided an allowance to offset the costs of business related transportation	N/A
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 = \$1,124	(Calculation 4.361% + 8% PST) = \$3,778
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 = \$7,379	For each \$1.00 employee contributes, HSN contributes \$1.26 = \$9,298
Termination	Five year fixed term agreement expiring October 10, 2027 six-month renewal window. If the executive is terminated without cause, an allowance is provided to compensate for bridging to new employment	The lesser of 18 months + 1 month per completed year of service, to a maximum of 24 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.