

SUMMARY of CONTRACTUAL TERMS and CONDITIONS as of APRIL 2022

for

**ANTHONY KEATING
PRESIDENT AND CHIEF DEVELOPMENT OFFICER,
FOUNDATIONS and VOLUNTEER GROUPS**

| Element of Total Compensation Plan | Description | HSN Cost (Annual) |
|--|--|---|
| Base Salary | | \$198,055 |
| Performance Pay | Up to 10% of base salary based on achievement of pre-determined performance goals | \$0 – \$19,805 |
| Length of Term | 6 years – June 24, 2019 – June 23, 2025 | |
| Relocation Allowance | Resignation prior to the completion of the 6 year renewable term will result in a deduction from final pay prorated for the proportion of the 6 year term not completed | \$10,000 |
| Professional | Seminars and professional/college memberships are provided for work-related accountabilities | Subject to approval by President & CEO |
| Vacation / Paid Holidays | Eligible for absent time with payment per annum. Unused days will not be carried forward unless exceptionally approved by the Performance Review Committee. | 6 weeks + non-union paid holidays |
| Extended Health Care | A package available to all managers. The cost is split between the employee and the hospital – 25%/75% | \$3,947 |
| Dental | A package available to all managers. The cost is split between the employee and the hospital – 25%/75% | \$1,320 |
| Semi Private Hospitalization | A benefit provided to all employees, hospital paid | \$95 |
| Sick Leave | All employees are eligible for 15 weeks of sick leave benefit | Eligible |
| 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 1.297% + 8% PST = 2,775 | (Calculation 4.361% + 8% PST) = 9,329 |
| Health Spending Account | An allowance provided to provide reimbursement for health and dental related expenses that are not covered under the benefit program | \$1,150 |
| 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(\$64,900) + 9.2% over YMPE Cost to employee = \$16,729 | For each \$1.00 employee contributes, HSN contributes \$1.26 = \$21,078 |
| Termination | 6 year fixed term agreement expiring June 23, 2025, 12 month renewal window. If the executive is terminated without cause, an allowance is provided to compensate for bridging to new employment | 12 months plus one month for each completed year of service greater than two, to a maximum of 18 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.