

SUMMARY of CONTRACTUAL TERMS and CONDITIONS as of APRIL 2022

for

NATALIE AUBIN
REGIONAL VICE PRESIDENT, CANCER CARE and
VICE PRESIDENT, SOCIAL ACCOUNTABILITY

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 - April 18, 2022 – April 14, 2028	
Professional	Seminars and professional/college memberships are provided for work-related accountabilities	Subject to approval by SVP Patient Experience & Digital Transformation
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.	6 weeks + non-union paid holidays
Automobile Allowance	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%	\$3,947
Extended Health Care	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%	\$1,320
Dental	A benefit provided to all employees, hospital paid	\$95
Semi Private Hospitalization	All employees are eligible for 15 weeks of sick leave benefit	Eligible
Sick Leave	An income replacement benefit provided to all managers after a 15 week qualifying period. The cost is split between the employee and the hospital – 25%/75% Cost to employee is 1.136% + 8% PST = \$2,909	(Calculation 4.153% + 8% PST)* = \$8,884
Enhanced Long Term Disability	An allowance provided to provide reimbursement for health and dental related expenses that are not covered under the benefit program	\$1,150
Health Spending Account	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
Healthcare of Ontario Pension Plan (HOOPP)	6 year fixed term agreement expiring April 14, 2028, 6 month renewal window. If the executive is terminated without cause, an allowance is provided to compensate for bridging to new employment	12 months + 1 month for each completed year of service greater than 2 for a maximum severance of 24 months
Termination	6 year fixed term agreement expiring May 1, 2028, 6 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 24 months

* Rates subject to change effective April 2022

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.