

SUMMARY of CONTRACTUAL TERMS and CONDITIONS as of APRIL 2023

for

**KELLI-ANN LEMIEUX  
PRESIDENT, SUDBURY VASCULAR LAB**

<b>Element of Total Compensation Plan</b>	<b>Description</b>	<b>SVL Cost (Annual)</b>
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	4 years - April 18, 2022 – May 11, 2026	
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
Enhanced Long Term Disability	An income replacement benefit provided after a 15 week qualifying period. Cost to employee is 1.086% + 8% PST = \$139	(Calculation 3.65% + 8% PST) = \$465
Healthcare of Ontario Pension Plan (HOOPP)	All full time employees are enrolled in HOOPP Cost to employee = \$1,085	For each \$1.00 employee contributes, Employer contributes \$1.26 = \$1,367

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 15<sup>th</sup> of each year.