



SUMMARY of CONTRACTUAL TERMS and CONDITIONS as of APRIL 2019

for

**RHONDA WATSON**  
**VICE PRESIDENT, PEOPLE RELATIONS AND CORPORATE AFFAIRS**

Element of Total Compensation Plan	Description	HSN Cost (Annual)
Base Salary		\$181,330
Performance Pay	Up to 10% of base salary based on achievement of pre-determined performance goals	\$0 - \$18,133
Length of Term	3 years – January 1, 2018 – December 31, 2020	
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.	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%	\$1,441
Dental	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%	Waived
Semi Private Hospitalization	A benefit provided to all employees, hospital paid	\$39.12
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 0.87% + 8% PST = \$1,198	(Calculation 2.59% + 8% PST) = \$6,776
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 (\$55,900) + 9.2% over YMPE Cost to employee = \$15,362	For each \$1.00 employee contributes, HSN contributes \$1.26 = \$19,356
Termination	3 year fixed term agreement expiring December 31, 2020, 12 month renewal window. If the executive is terminated without cause, an allowance is provided to compensate for bridging to new employment	Notice equal to the lessor of 24 months or the remainder of the 3 year 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 15<sup>th</sup> of each year.