



SUMMARY of CONTRACTUAL TERMS and CONDITIONS as of APRIL 2019

for

**DR. JOHN A. FENTON  
CHIEF OF STAFF**

<b>Element of Total Compensation Plan</b>	<b>Description</b>	<b>HSN Cost (Annual)</b>
Base Salary	Based on 15 hours per week	\$150,000
Performance Pay	Up to 10% of base salary based on achievement of pre-determined goals set by the Board	\$0 - \$15,000
Length of Term	36 months – July 3, 2017 to July 2, 2020	
Professional	Seminars and professional/college memberships are provided for work-related accountabilities	Subject to approval by Board Chair of the HSN Board of Directors
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.	5 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%	\$3,348
Dental	A package available to all managers. The cost is split between the employee and the hospital – 25%/75%	\$1,209
Semi Private Hospitalization	A benefit provided to all employees, hospital paid	\$94
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)	HSN's contributions are calculated according to HOOPP Calculation 6.9% of earnings up to YMPE (\$55,900) + 9.2% over YMPE Cost to employee = \$12,480	\$15,725
Termination	Termination and Severance are based on legislative requirements as set out in the Ontario <i>Employment Standards Act</i> .	Contract Ends – July 2, 2020

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.