

EMPLOYMENT AGREEMENT

Effective the 1st day of July, 2020

BETWEEN

THE OTTAWA HOSPITAL/L'HOPITAL D'OTTAWA

(the "**Hospital**")

– and –

CAMERON LOVE

(the "**Executive**")

The Hospital and the Executive have agreed to continue the employment relationship between the Hospital and the Executive in accordance with the terms and conditions set out herein.

1. **Duties**

- (a) The Hospital confirms the appointment of the Executive to the position of President and Chief Executive Officer of the Hospital, and the Executive indicates his acceptance of this appointment.
- (b) The Executive shall perform those duties as set out in the position description developed by the Hospital's Board of Governors ("**Board**") and attached as Schedule A, together with such other duties or amended duties ("new duties") as requested from time to time by the Board provided that new duties shall be commensurate with the Executive's role as President and Chief Executive Officer. The Executive shall make best efforts to achieve the 5-year objectives and goals set out in Schedule C.



2. **Term**

- (a) The Executive's appointment under this Agreement shall be effective as of July 1, 2020 and shall continue until June 30, 2025 (the "Term") unless terminated earlier in accordance with the provisions of this Agreement.

3. **Compensation**

- (a) The base salary of the Executive shall be five hundred and seventeen thousand seven hundred dollars (\$517,700) per annum.
- (b) The Executive's compensation shall be reviewed periodically to ensure that it reflects appropriate market comparators and the results of the performance evaluation described in paragraph (c) below. For the purposes of this Agreement, "appropriate market comparators" will mean positions of the equivalent scope and responsibility at the major Health Sciences Centres in Ontario including, but not limited to London Health Sciences Centre, Hamilton Health Sciences Centre, Sunnybrook Health Sciences Centre. The process for the determination of positions of equivalent scope and responsibility will be established in collaboration with the Executive, his colleagues and professional advice from recognized experts in the field. The Executive acknowledges that the salary in paragraph (a) is currently frozen pursuant to Regulation 406/18 under the *Broader Public Sector Executive Compensation Act 2014* and has remained unchanged since 2008. The Hospital agrees that the salary level will be adjusted in accordance with the criteria referenced herein at such time as applicable legislation shall allow such adjustment.
- (c) The Board, in consultation with the Executive, will set annual and long-term goals and objectives for the Executive. The Board and the Executive have agreed on the 5-year objectives and goals set out in Schedule C which are subject to annual review and adjustment and to the establishment of annual targets. The Board (or a committee of the Board) shall conduct a performance evaluation of the Executive in the 1st quarter of each compensation year, to determine the extent to which the Executive has been successful in achieving the goals and objectives set in the preceding compensation year. Upon completion of each such evaluation, the Board will determine whether the Executive is eligible to receive an annual lump sum payment, of up to 25% of his base salary, as an incentive payment in consideration of the achievement of the goals and objectives. If the Board determines that the Executive is entitled to any such bonus, the amount so awarded shall be paid to the Executive within 30 days of such determination. 20% of that incentive payment shall be based on attainment of Corporate Quality Improvement Plan goals in compliance with the provisions of the *Excellent Care for All Act, 2010*. The payment of performance bonuses to the Executive shall be

adjusted from time to time to ensure conformity with applicable legislation including the *Excellent Care for All Act, 2010*.

4. **Benefits**

- (a) The Executive will receive a car allowance of \$12,000 (twelve thousand dollars) per annum, which shall be used by the Executive for payment of automobile operating expenses (insurance, gasoline, regular maintenance).
- (b) The Executive will be entitled to the package of benefits which is made available to Hospital executives from time to time, which shall not be less than the current package as set out in summary form in Schedule B.

5. **Expenses**

- (a) The Executive shall be reimbursed for all authorized travelling and other out-of-pocket expenses actually and properly incurred by him in connection with his duties hereunder. "Authorized" expenses include expenses that are either (i) incurred in accordance with established Hospital policy or (ii) approved in advance by the Chair of the Board. For all such expenses, the Executive shall furnish to the Hospital statements and receipts as and when required by the Hospital.
- (b) The Executive shall also be reimbursed the cost of such professional memberships as are agreed to by the Chair of the Board and all expenses incurred by him in connection with pre-approved conferences. The expenses so incurred by the Executive are subject to the approval of the Chair of the Board.

6. **Authority**

The Executive shall have, subject to the general or specific instructions and directions of the Board and the bylaws and the policies of the Hospital, the *Public Hospitals Act* (Ontario) and other applicable laws and government policy and directions, full power and authority to manage and direct the operational business and affairs of the Hospital, including power and authority to enter into contracts, engagements or commitments relating to the Hospital's operations of every nature or kind in the name of and on behalf of the Hospital and to engage and employ and to dismiss all managers and other employees and agents of the Hospital.

7. Service

- (a) The Executive, throughout the term of his appointment, shall devote his full-time and attention to the business of the Hospital, and shall not, without the prior consent in writing of the Chair of the Board, undertake any other business or become a director, officer, agent, or employee of any other corporation, firm or individual.
- (b) The Executive shall well and faithfully serve the Hospital and use his best efforts to promote the interests thereof.

8. Confidentiality

- (a) All confidential information of the Hospital, whether it is developed by the Executive during his period of employment or by others employed or engaged by or associated with the Hospital, is the exclusive property of the Hospital and shall all times be regarded, treated and protected as such. "Confidential information" includes, without limitation, information and facts relating to the operation and affairs of the Hospital or any of its related or associated entities, including without limitation the Ottawa Hospital Foundation, the Heart Institute and the OHRI.
- (b) The Executive shall not disclose Confidential Information to any person or use any Confidential Information (other than as necessary in carrying out the Executive's duties on behalf of the Hospital) at any time during or subsequent to his period of employment without first obtaining the consent of the Chair of the Board, and the Executive shall take all reasonable precautions to prevent inadvertent disclosure of any such Confidential Information.
- (c) Within five (5) days after the termination of the Executive's employment by the Hospital for any reason, or of receipt by the Executive of the Hospital's written request, the Executive shall promptly deliver to the Hospital all property belonging to the Hospital, including without limitation all Confidential Information of the Hospital (in whatever form) that is in the Executive's possession or under the Executive's control.
- (d) Nothing in this Section precludes the Executive from disclosing or using Confidential Information of the Hospital at any time if:
 - (i) such Confidential Information is available to the public or in the public domain at the time of such disclosure or use, without breach of this Agreement;

- (ii) disclosure of such Confidential Information is required to be made by any law, regulation, governmental body, or authority or by court order, provided that, before disclosure is made, notice of the requirement is provided to the Hospital, and to the extent possible in the circumstances, the Hospital is afforded an opportunity to dispute the requirement; or
- (iii) such Confidential Information becomes available to the Executive on a non-confidential basis from a source other than the Hospital without breach of this Agreement.

9. Vacation

The Executive shall be entitled to six (6) weeks' vacation during each year, to be taken at times convenient to and mutually agreed upon by the Chair of the Board and the Executive. Should the Executive require annual vacation greater than 30 days for any reason, he is encouraged to discuss such a request with the Chair. Vacation will not be accrued in the system but must be reported so that the organization is able to accurately track usage. Vacation entitlements will be reset to zero annually as of April 1st.

Any vacation earned in a year must be used in that year or will be lost without any right to payment in lieu thereof unless there is approval in writing from the Chair of the Board to carry over into the next compensation year, except to the extent otherwise required by the *Employment Standards Act*.

10. Termination

The parties understand and agree that this Agreement and the Executive's employment may be terminated in the following manner during its Term, effective June 30, 2025 or during any period of continued employment following the Term in the circumstances set out below:

- (a) By the Executive, at any time, for any reason, on the giving of sixty (60) days' notice. The Hospital may waive this notice upon providing payment of total compensation for the balance of such notice period including incentive payment based on the Executive's most recent incentive payment.
- (b) By the Hospital, in its absolute discretion, for just cause. For purposes of defining "just cause" in this Agreement, "**just cause**" includes, without limitation:
 - (i) any material breach of the provisions of this Agreement;
 - (ii) any conduct which tends to bring the Hospital into disrepute; or

- (iii) conviction of the Executive of a criminal offence punishable by indictment.
- (c) By the Hospital in its absolute discretion and for any reasons without just cause or by electing not to renew this Agreement beyond June 30, 2025, on paying to the Executive termination pay, in an amount equal eighteen (18) months' total compensation including incentive payment based on the Executive's most recent incentive payment. At the sole discretion of the Hospital, termination pay may be paid to the Executive in monthly installments. If the Executive finds employment within the notice period, the Hospital shall not be entitled to set off against the payments owing to the Hospital under this paragraph 10 (c) any amounts received by the Executive from such employment, save and except where the new employment is with another hospital or other publicly funded institution, in which case, all payments under this clause shall cease as of the date that the Executive commences such employment. Under no circumstances, however, shall the Executive receive an amount of termination pay which is less than his entitlements under the *Employment Standards Act*, as amended including termination pay, severance pay and continuation of benefit coverages as prescribed in the Act. In the event that any of the Executive's entitlements under the *Employment Standards Act* exceed the contractual provisions of this Employment Agreement, then those *Employment Standards Act* entitlements are deemed to be incorporated herein and shall replace the said contractual provisions in this Agreement.
- (d) Where the Hospital terminates the employment of the Executive under paragraph (c) above, the Hospital shall also pay to the executive any vacation entitlement accrued up to the date of the expiry of the notice of termination prescribed in the Employment Standards Act ("Statutory Notice Period"). The Hospital shall continue payment of its HOOPP contributions and shall arrange for continuation of the Executive's long-term disability insurance and health insurance coverage during the Statutory Notice Period or such further period as might be provided herein. In the event that the long-term disability or health insurance coverages are not available during such period, the Hospital shall pay to the Executive an amount equal to the cost paid by the Hospital for such coverage determined as of the date of the termination.
- (e) In the event of termination without just cause or upon the Hospital electing not to renew this Agreement beyond June 30, 2025, the Hospital shall provide the Executive with the services of an outplacement counselling firm on a full-service basis subject to a reasonable cost limit.
- (f) The Executive acknowledges that the payments contemplated herein are reasonable and that they are paid in full and final satisfaction of all claims, whether at common law or under the *Employment Standards Act*, which the Executive may have for wrongful dismissal, severance pay, termination pay or other damages arising from the termination of employment. The Executive waives any claim to any other payment or benefits from the Hospital.

- (g) The parties understand and agree that the giving of notice or the payment of pay in lieu of notice by the Hospital to the Executive on termination of the Executive's employment shall not prevent the Hospital from alleging that just cause exists for the termination.

11. **Assignment of Rights**

The rights, which accrue to the Hospital under this Agreement, shall pass to its successors or assignee. The rights of the Executive under this Agreement will not be assignable or transferable in any manner.

12. **Notices**

Any notice required or permitted to be given to the Executive shall be sufficiently given if deliverable to the Executive personally or mailed by registered mail to his address last known to the Hospital. Any notice required or permitted to be given to the Hospital shall be sufficiently given if mailed by registered mail to the Hospital to the attention of the Board Chair.

13. **Severability**

In the event that any provision or part of this Agreement shall be deemed void or invalid by a court of competent jurisdiction, the remaining provisions or parts shall be and remain in full force and effect.

14. **Waiver**

No waiver by either party of any breach of any provisions herein shall constitute a waiver of the provision except with respect to the particular breach giving rise to the waiver.

15. **Entire Agreement**

This Agreement constitutes the entire agreement between the Hospital and the Executive and all promises, representations, understandings, arrangements and prior agreements are merged into and superseded by this Agreement. This Agreement revokes and supersedes any prior agreement between the Executive and the Hospital respecting the employment of the Executive and each of the parties release and forever discharge the other of and from all manner of actions, causes of action, claims and demands under or in respect of any such agreement.

16. **Modification**

Any modification of this Agreement must be in writing and signed by the parties.

17. **Headings**

The headings used in this Agreement are for convenience only and are not to be construed in any way as additions to or limitations of the covenants and agreements contained in it.

18. **Time**

Time shall be of the essence in this Agreement.

19. **Governing Law**

This Agreement shall be construed in accordance with the laws of Ontario.

20. **Independent Legal Advice**

The Executive confirms that, prior to the execution of the Agreement, he had a full and complete opportunity to obtain independent legal advice and representation and that he has either done so or has freely chosen not to obtain such advice. The Hospital will reimburse the Executive for reasonable legal fees incurred by the Executive in connection with the preparation of the Agreement upon provision of one or more legal accounts in respect thereof.

21 - **Dispute Resolution**

Any issues arising out of the application, interpretation or administration of this Agreement shall be determined by final and binding arbitration pursuant to the *Arbitration Act*. The Arbitrator shall be appointed in accordance with the *Arbitration Act* and the Arbitrator shall have the power to award compensation, or damages in case of breach of the terms this Agreement. However, the Arbitrator shall not have the power to order reinstatement of the Executive nor shall he/she have the power to amend, or alter in any way the terms of this Agreement.


IN WITNESS WHEREOF this Agreement has been executed by the parties to it, this 22 day of January, 2020 in the City of Ottawa, the Province of Ontario.

SIGNED, SEALED & DELIVERED
In the presence of:

**THE OTTAWA
HOSPITAL/L'HOPITAL D'OTTAWA**



Per: Katherine Cotton
Chair of the Board



Witness



Cameron Love

Schedule A
Position Description
THE OTTAWA HOSPITAL
President and Chief Executive Officer (“CEO”)

The President & Chief Executive Officer (President & CEO) primary mandate is to drive innovation, promote a team-based culture, build strong community relationships, and ensure that The Ottawa Hospital continues to provide excellent, world-class, quality patient care in an ever-evolving, health care environment.

The Ottawa Hospital (TOH) has a national and international reputation as a great place in which to work, to pursue training in a health care profession, to conduct world class research, and most importantly, for its excellence in patient care.

The President & CEO plays a central role in advancing this reputation and ensuring TOH continues to evolve and innovate to meet the needs of its 1.3 million patients across the region and beyond.

Reporting to, and working closely with, a voluntary Board of Governors comprised of 20 elected and ex-officio members, the President & CEO facilitates and oversees the development, enablement and support of The Ottawa Hospital’s vision and mandate as a leading academic health science centre in Canada, and North America. In doing so, the President & CEO provides proactive leadership and guidance to the TOH Senior Leadership Team which directs the overall operation of the Hospital consistent with its mission, values, and strategic direction.

The President & CEO plays a fundamental role in advancing The Hospital’s vision and strategy guiding the growth of clinical, research and educational programs while simultaneously enabling a renewed commitment, ownership and energy across the hospital towards achievement of TOH’s strategic goals.

Working closely with the Ottawa Hospital Research Institute (OHRI) and University of Ottawa Heart Institute (UOHI) Boards of Directors and Senior Management Teams, the President & CEO supports OHRI’s and UOHI’s respective visions to steward world-renowned research and emerging initiatives to develop 21st century health solutions focused on, and inspired by, patients.

As a key ambassador of TOH, the President & CEO actively manages relationships with key health officials at the provincial and federal levels, as well as with academic, community and health care partners across the region.

In addition, the President & CEO plays a health system leadership role as a member of various local, provincial and national organizations that share TOH’s mission and vision.

Specific Duties and Responsibilities

The President & CEO's specific duties and responsibilities fall under four general headings:

1. Vision, Mission & Strategic Direction
2. People & Organizational Leadership
3. External Relations & Stakeholder Engagement
4. Operational Performance & Hospital Management

1. Vision, Mission & Strategic Direction

The President & CEO:

- Works with the Board of Governors and the Administrative and Medical Leadership Teams, with input from stakeholders, to develop the strategic plan, establish key priorities and review and update TOH's mission, vision and values.
- Supports the overall Leadership Team in the implementation of the strategic plan against key performance metrics as the Hospital strives to meet the four strategic goals of better patient experience, better staff experience, better value at less cost, and healthier populations.
- Encourages the Board, TOH, OHRI and UOHI Leadership Teams to challenge the status quo by identifying new innovative models and strategies for health care delivery to strengthen the quality of care for patients while using more cost effective and efficient models of delivery.
- Leads transformational/systems change and capacity building, during a period of fiscal constraint, to ensure that TOH and its partners continue to meet the evolving needs of local/regional patient populations.

2. People & Organizational Leadership

The President & CEO:

- Promotes a high-performing, team environment and just organizational culture that reflects TOH's mission, vision and values.
- Mentors, empowers and manages TOH's Leadership Team, promoting opportunities for career development and professional and personal growth.
- Leads and supports initiatives (with The Ottawa Hospital Research Institute, University of Ottawa and University of Ottawa Heart Institute) to attract the best and the brightest clinical, research and education leaders/talent to Ottawa.
- Champions and participates in human resource/succession planning to ensure appropriate talent strategies are in place to attract, retain and develop members of the executive team and other key leaders within TOH.
- Champions activities and hospital-wide initiatives to advance diversity, inclusivity and equity across TOH.
- Sets the tone for a safe and just culture, to mitigate risk and ensure continuous improvement with regards to staff and patient safety.
- Leads the Hospital in becoming the most accessible health care institution in the region while striving to meet the needs of the culturally diverse community we serve.

3. External Relations & Stakeholder Engagement

The President & CEO:

- Ensures strong relationships with the TOH Chief of Staff, TOH Leadership Team, the University of Ottawa, OHRI, University of Ottawa Heart Institute, as well as TOH's other hospital and community partners across the region.
- Works collaboratively with The Ottawa Hospital Foundation to develop short and long-term strategies to support key organizational goals and associated financial needs.
- Leads and plays a key advocacy and fundraising role in TOH's ongoing evolution and growth.
- With local and provincial partners, champions and drives health system transformation, innovation and investment across the region.
- Engages governments and key health officials, including government and elected, at the local, provincial and federal levels, advocating for health policies and funding that support TOH clinical, education and research mandates.
- Working in close partnership with the integrated Ontario Health agency, advocates and enhances TOH leadership position as an acute care provider and academic centre at the OHT level.
- Builds and maintains meaningful relationships with volunteers, donors, patient groups, and corporate partners across the region.
- Represents TOH as an authoritative and respected voice on professional associations at the provincial and national level.

4. Operational Performance & Hospital Management

The President & CEO:

- Has accountability for the prudent financial and administrative leadership of TOH's operations, ensuring the Hospital is accountable to its funders, donors and the local community that it serves.
- Ensures operations, programs and processes reflect and adhere to sound business principles, practices and discipline.
- Supervises the development and execution of annual operating plans, budgets, and key performance indicators.
- Supports TOH's high-performing, governance structure ensuring an engaged Board of Governors, strong partnership with senior management, and effective and timely communications and reporting.
- Supports efforts to optimize the skills and knowledge of staff (physicians, employees and volunteers) and to streamline work processes, the utilization of medications, supplies and diagnostic tools.
- Ensures proper controls, planning, oversight, reporting, regulatory and legal compliance, and risk management measures for effective governance and management.

Schedule B

Benefit Package Summary

Short Term Disability Plan: Executive is eligible for the short-term disability plan, funded by the Hospital, which provides for 85 days' coverage at 100% of Executive's salary.

Long-Term Disability Plan (LTD): Executive is provided with coverage up to a maximum monthly benefit of \$20,000. However, proof of good health is required for coverage in excess of \$15,000 per month. Coverage is as follows:

- Less than 20 years of service = 66.67% of monthly earnings;
- Between 20 and 30 years of service = 70% of monthly earnings;
- More than 30 years of service = 75% of monthly earnings.

The cost of premiums is covered by the Hospital. For the full details of the terms, conditions and limitations of this benefit refer to your Sun Life Group Benefits Booklet.

Group Life Insurance: Executive is provided with Group Life Insurance coverage of 2.5 times the annual basic earnings to a maximum of \$1,200,000. The cost of the premiums is covered by the Hospital, this is a taxable benefit. Note that the Group Life Insurance drops to \$10,000 at age 65 and terminates at age 70. For the full details of the terms, conditions and limitations of this benefit refer to your Group Benefits Booklet.

Individual Life Insurance Policy: An additional individual policy 3595876 in the amount of \$1,000,000 has been purchased in your name. The cost of the premiums is covered by the Hospital, this is a taxable benefit. For the full details of the terms, conditions and limitations of this benefit refer to your individual policy.

Accidental Death & Dismemberment: Executive is provided with coverage of four (4) times the annual basic earnings. The maximum amount of coverage is \$2,500,000. The cost of the premiums is covered by the Hospital, this is a taxable benefit. This coverage terminates at age 70. Note that this coverage is subject to change, as such the policy in effect at the date of claim will apply.

Dental and Extended Health Care Plan: The cost of premiums is covered by the Hospital. For the full details of the terms, conditions and limitations of these benefits refer to your Benefit Booklet.

Health Care Spending Account: In addition to your Dental and Extended Health care Plan, you have access to a Health Care Spending Account (HCSA). The Hospital will allocate an annual credit of \$4,000 into your account and you can then claim against these credits to pay for a wide variety of health and dental expenses. Canada Revenue Agency guidelines allow you to carry forward unused credits one benefit year and use them to pay for the following year's expenses. If any credits carried forward remain unused at the end of the second benefit year, they will be lost. Expenses must be claimed in the year they are incurred. For more information on the types of expenses that are eligible, visit the Canada Revenue Agency website. Go to www.cra-arc.gc.ca. This plan is administered by the Hospital's benefit plan administrator.

Schedule C
CEO 5-year objectives and goals

These objectives will be discussed between the Executive and the Chair.

The Ottawa Hospital Benefit Sheet

President & Chief Executive Officer Permanent Full Time

STAT HOLIDAYS: 12 days per year

New Year's Day	Victoria Day	Thanksgiving Day
Family Day	Canada Day	Remembrance Day
Good Friday	Civic Holiday	Christmas Day
Easter Monday	Labour Day	Boxing Day

VACATION:

25 days after 1 year
30 days after 10 years

SICK LEAVE PLAN:

Waiting period: 3 months following hire
Short Term Sick Leave: First 17 weeks (85 working days) at 72 2/3% or 100% of salary based on length of employment.
Long Term Disability: Applies after the 17th week.

PLANS:	Hospital's Share of Premium Cost	Premium Cost to the Hospital per pay (before provincial tax)	Executive's Share of Premium Cost	Premium Cost to the executives per pay (before provincial tax)
Semi Private Hospital	100%	Single – \$1.26 Family – \$3.13	_____	No cost to the employee
Extended Health (includes Travel Insurance)	100%	Single – \$50.65 Family – \$135.31	_____	No cost to the employee
Dental	100%	Single – \$30.21 Family – \$70.08	_____	No cost to the employee
Long Term Disability (LTD)	100%	Based on employee's salary and years of service	_____	No cost to the employee
Life Insurance	100%	Subject to description provided in Employee Agreement	_____	No cost to the employee
Accidental Death & Dismemberment	100%	Based on 4 X annual salary	_____	No cost to the employee
Voluntary Life Insurance	_____	_____	100%	Based on executives gender and age bands
Pension Plan (HOOPP – Healthcare of Ontario Pension Plan)	1.26 x the employee's contribution	Enrollment is compulsory on employment date	6.9% to YMPE* 9.2% over YMPE*	6.9% to YMPE* 9.2% over YMPE*

* YMPE: Yearly Maximum Pensionable Earnings

- Executive's coverage also includes a "Cost Plus" plan in the amount of \$4,000 per annum for extra expenses Executive may incur under the Health & Dental plans.
- This benefit sheet is intended to supplement the official text of the Non-Union Terms of Reference and Working Conditions.
- In cases of conflict between this summary sheet and the Non-Union Terms of Reference and Working Conditions, the latter shall govern.
- For any additional information, please contact the Executive Vice-President and Chief Human Resources officer at regare@toh.ca.

L'Hôpital d'Ottawa

Sommaire des avantages sociaux

Président et chef de la direction

Permanent à temps plein

JOURS FÉRIÉS : 12 jours par année

Jour de l'An	Jour de la Reine	Action de Grâce
Jour de la Famille	Fête du Canada	Jour du souvenir
Vendredi saint	Congé civique	Noël
Lundi de Pâques	Fête du travail	Lendemain de Noël

CONGÉS ANNUELS :

25 jours après 1 an
30 jours après 10 ans

RÉGIME DE

CONGÉS DE MALADIE : Période d'attente : 3 mois après la date d'embauche

Congé de maladie de courte durée : 17 premières semaines (85 jours ouvrables) 72 2/3% ou 100% salaire selon les années de service

Invalidité de longue durée : S'applique après la 17^e semaine.

RÉGIMES :	Cotisation de l'hôpital	Coût pour l'hôpital par paie (Avant la taxe provinciale)	Cotisation de l'exécutif	Coût pour l'exécutif par paie (Avant la taxe provinciale)
Hospitalisation en chambre semi-privée	100%	Personne seule – 1,26 \$ Famille – 3,13 \$	-----	Aucun coût pour l'employé
Assurance-maladie complémentaire	100%	Personne seule – 50,65 \$ Famille – 135,31 \$	-----	Aucun coût pour l'employé
Dentaire	100%	Personne seule – 30,21 \$ Famille – 70,08 \$	-----	Aucun coût pour l'employé
Invalidité de longue durée (ILD)	100%	Basé sur le salaire de l'employé et les années de services	-----	Aucun coût pour l'employé
Assurance-vie	100%	Sujet à la description confirmée dans l'offre d'embauche	-----	Aucun coût pour l'employé
Assurance en cas de décès ou mutilation par accident	100%	4 X le salaire annuel	-----	Aucun coût pour l'employé
Assurance-vie facultative	-----	-----	100%	Basé sur le sexe et l'âge de l'employé
Régime de retraite (HOOPP – Healthcare of Ontario Pension Plan)	1,26 x la contribution de l'employé	La cotisation est obligatoire à la date d'embauche	6,9% jusqu'au MGA* 9,2% au-dessus du MGA*	6,9% jusqu'au MGA* 9,2% au-dessus du MGA*

*MGAP : Maximum des gains annuels ouvrant droit à pension

- L'exécutif est aussi assuré avec un plan « Cost Plus » au montant de 4,000 \$ par année pour couvrir les dépenses additionnelles dans ces plans.
- Ce sommaire des avantages sociaux s'ajoute au texte officiel des Modalités d'emploi et Conditions de travail.
- En cas de conflit entre ce sommaire des avantages sociaux et les Modalités d'emploi et Conditions de travail, le second prévaut.
- Pour toute information additionnelle, veuillez écrire à la Vice-présidente et chef des Ressources humaines à regare@toh.ca.