

SUMMARY OF OSLER EXECUTIVE CONTRACT VARIABLES

Item	ITEM	President & Chief Executive Officer	Interim Chief of Staff	Interim Executive Vice President, Quality, Medical and Academic Affairs	Executive Vice President, Clinical Operations	Vice President, Facility Operations, Redevelopment and IT, Chief Privacy Officer	Chief Finance Officer & Vice President, Finance & Organizational Performance	Vice President, People & Organizational Development	Vice President, Strategic Communications & Stakeholder Engagement	Chief Nursing Executive and AVP, Quality
1	Current Base Salary / Stipend	\$445,000.00	\$226,400.00	\$342,562.50	\$282,000.00	\$262,510.00	\$275,000.00	\$262,000.00	\$240,000.00	\$194,000.00
2	Performance Related At Risk Pay Maximum Eligibility (by Percentage)	8.8%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%
3	Taxable Monthly Automobile Allowance	\$1,500	\$650	\$950	\$950	\$950	\$950	\$950	\$950	\$800
4	Severance	24 months	n/a	n/a	12 initial to a maximum of 18 months	8 initial to a maximum of 18 months	8 initial to a maximum of 18 months	12 initial to a maximum of 18 months	12 initial to a maximum of 18 months	6 initial to a maximum of 12 months
5	Vacation (weeks per year)	6	6	6	6	6	6	6	6	5
6	Membership Fees, Professional Development and Reimbursements	Max of \$10,000 (Continuing Medical Education)	Max of \$5,000 (Continuing Medical Education)	Max of \$5,000 (Continuing Medical Education)	Approval required	Approval required	Approval required	Approval required	Approval required	Approval required
7	Basic Life Insurance - Basic Annual Earnings	3x	n/a	3x	3x	3x	3x	3x	3x	2x

Explanatory Notes:

Updated as of 16-Jun-2020