

**Summary of Contractual Terms and Conditions as of November 8, 2023**  
**DR. PAUL WOODS**  
**INCOMING PRESIDENT AND CHIEF EXECUTIVE OFFICER**

<b>Contractual Elements</b>	<b>Details of Contractual Terms</b>
Original Hire Date	January 3, 2024
Date of Signed Employment Contract	November 8, 2023
Length of Contract	Indefinite
Current Annual Base Salary	\$473,800
Current Performance Based Compensation (held and measured against achievement of goals & objectives)	Up to 10%
Current Annual Paid Vacation Entitlement	Six weeks
Annual Membership/Development Fees	\$5,000
Benefit Plan	Yes
Annual Health Care Spending Account	\$3,000
Group Life Insurance	3x annual salary
Basic Accidental, Death & Dismemberment Insurance	3x annual salary
Short Term Disability Plan	Standard HOODIP plan
Long Term Disability Plan	Up to 100% of annual salary
Pension Plan (HOOPP)	Yes
Hospitalization Coverage	Standard non-union plan. Premiums are 100% hospital paid
Extended Health Care Coverage	Standard non-union plan. Premiums are 100% hospital paid
Dental Coverage	Standard non-union plan. Premiums are 100% hospital paid
Optional Life	Standard non-union plan. Premiums are 100% employee paid
Out of Country Travel Assistance Coverage	Standard non-union plan. Premiums are 100% hospital paid
Retirement Benefits	Yes, to age 65. Premiums are 100% hospital paid
Required Notice of Resignation	Two months
Severance on Termination Without Cause	Up to 18 months, based on years of service
Benefits on Termination Without Cause	Up to 18 months, based on years of service
Pension on Termination Without Cause	Up to 18 months, based on years of service