

Laurentian University

(1827-1828)

E. The specific Terms and Conditions of Dr. % U R X Z H U ¶ V D S S R L Q W P H contained in a separate agreement between Laurentian and Dr. Brouwer.

2. Compensation Arrang ements

A. During the Secondment, 4 X H H Q ¶ V University will pay Dr. Brouwer her current base salary of \$306,942, less statutory deductions, as an Academic administrator. This amount will not be subject to annual increase during the Secondment. Dr. Brouwer shall continue to participate in all 4 X H H Q ¶ V University group benefits

full quarterly cost of the Compensation Arrangements applicable to Dr. Brouwer as described in Sections 2.A and 2.B above. Laurentian shall reimburse 4 X H H by such mechanism as the two Parties may agree, within 30 days of the date of each such invoice. If Laurentian defaults R Q D Q \ S D \ P H Q W G X U L Q J W K H 6 H F R Q G P H Q W 4 X H Secondment and shall have no obligations whatsoever, financial or otherwise, to Laurentian. Early Termination of the Secondment pursuant to this Paragraph 2.E. does not limit the remedies in law, F R Q W U D F W R U H T X L W \ W K D W H L W K H have 4 X H H Q ¶ V pursue for losses arising from such Early Termination.

F. During the Secondment, Dr. Brouwer shall be entitled to reimbursement for out-of-pocket expenses, including expenses for travel, relocation, meals and hospitality and other expenses associated with the Secondment. Laurentian will reimburse Dr. Brouwer directly for these expenses L Q D F F R U G D Q F H Z L W K / D X U H Q W L D Q ¶ V H [policies.

G. During the Secondment, Laurentian shall reimburse Dr. Brouwer directly for actual housing expenses that shall not exceed a total amount of \$33,479 per annum. Reimbursement by Laurentian to Dr. Brouwer will be made on a monthly basis and will be prorated for any partial month(s).

H. 4 X H H ¶ V Laurentian acknowledge that Dr. Brouwer ¶ V duties as Interim Provost while at the same time remaining an employee and tenured faculty member of 4 X H H ¶ V not constitute a conflict of interest under the policies of either institution or at common law. Dr. Brouwer agrees that she shall not conduct any business on behalf of 4 X H H ¶ V ¶ Vg the Secondment, except for continuing her current supervision of graduate students, post-doctoral fellows, or visiting scholar and her research, as specifically agreed between the Parties.

G. As Interim Provost, Dr. Brouwer agrees she shall act at all times in the best interest of Laurentian and shall not allow her ongoing appointment at 4 X H H ¶ V ¶ V influence her assessment of such interests in any way.

H. At the conclusion of the Secondment, Dr. Brouwer shall return to her position as a full-time tenured faculty member at 4 X H H ¶ V ¶ V otherwise agreed between Dr. Brouwer and 4 X H H. Q ¶ V

5. Choice of Law

... shall be governed by and construed in accordance with the laws of the Province of Ontario and the laws of Canada applicable in Ontario.

6. Relationship of the Parties

The relationship between Laurentian and Queen's established by this Supplemental Agreement shall be

... as the parties have intended, and shall not be construed as (1) to give either Party the right or obligations of the other Party; (2) to constitute the other Party, or as partners, joint venturers, co-owners or otherwise as participants in any joint undertaking; or (3) to allow either Party to (a) create or assume any

... any person, firm, or entity that such Party has any right or power to enter into any

... and is generally

... or that of their duly authorized representatives

On behalf of Queen's University

[Redacted Signature]

December 1, 2022

[Redacted Signature]
Interim Provost and Vice Principal
(Academic)

[Redacted Signature]

(Article 11.6)

[Redacted Signature]

Date of signature

Chair