

This Secondment Agreement dated November __W, 2022 3 \$ J U H H P D I H E W n t i o n

BETWEEN:

Laurentian University
(her H D I W a d r e n t i a n ')

- and ±

York University
(her H D I W o r k U 3

- and ±

Dr. Sheila Embleton
(her H D I W o r k U n i v e r s i t y ')

Dr. Embleton is a tenured Professor at York University.

This Agreement records the agreement of all parties with respect to the secondment of Dr. Embleton by York University to Laurentian University to be appointed as Interim President and Vice-Chancellor at Laurentian University.

In consideration of the mutual promises contained herein, the Parties agree as follows:

1. Secondment

- A. Dr. Embleton shall be seconded to Laurentian University and appointed as Interim President and Vice-Chancellor effective January 1, 2023 and until the commencement of a new President, unless earlier terminated in D F F R U G D Q F H Z L W K W K L V D . J U H H P D I H E W n t i o n that this H 7 H U P appointment shall be for period of (15) fifteen months but in any event shall not extend beyond November 30, 2024. The Term shall also include any period of administrative leave accrued by Dr. Embleton pursuant to her appointment as Interim President.
- B. The secondment and this Agreement may be terminated before the expiry of the P

Term, Laurentian shall have no obligations under this Agreement to Dr. Embleton or to York following the date of termination, except to York

University to pay secondment costs pursuant to this Agreement up to the date of termination.

- C. York University agrees to the full-time secondment of Dr. Embleton to Laurentian University for the Term of this Agreement. During the secondment, Dr. Embleton will be released from all duties at York University and will relinquish her role as Chief Steward for YUFA. During her secondment she shall devote herself to such duties as may be assigned to her by Laurentian University. For clarity, nothing in this Agreement prohibits Dr. Embleton from being consulted by YUFA in connection with file-specific issues arising from files under her carriage in her prior role as Chief Steward for YUFA.
- D. For the secondment and duration of this Agreement Dr. Embleton will continue to be employed by York University and to hold her tenured position.
- E. The provisions of this Agreement are contained in a separate agreement between Laurentian and Dr. Embleton.

2. Compensation Arrangements

- A. During the Term, York University will pay Dr. Embleton her current base salary as a faculty member of \$315,984.72, less statutory deductions. Dr. Embleton shall continue to participate in all York faculty member pension and group benefits and any other applicable employee benefits. For clarity, Dr. Embleton shall remain on York University payroll, and will continue to make all employee payments and deductions thereunder, and all applicable employer contributions will continue to be made by York University. For clarity, Dr. Embleton will not participate in Laurentian employee benefits or pension plan.
- B. In addition, Laurentian University will pay Dr. Embleton an annual salary top-up of \$24,015.28, less statutory deductions, in recognition of her taking on the role of Interim President at Laurentian University. The salary top-up will be paid on a monthly basis and prorated for any part of a month worked.
- C. During the Term, York University will track Dr. Embleton's salary as a faculty member of York University which will be adjusted

York University, her salary will be increased by the same increases that would have been applied to her salary had she been a faculty member of York during the Term.

- D. Any service counted towards research and sabbatical leave at York University shall be frozen at the commencement of the Term, and Dr. Embleton

- I. As Interim President and Vice Chancellor, Dr. Embleton agrees she shall act at all times in thmaT2.344 TftthmaT2s(ct)3 ()29 (in)-5 (te)-7 aT2s(ct)3 ()29(t

Dr. Sheila Embleton
127 Fifth Avenue
Woodbridge ON L4L 6Z5

5. Choice of Law

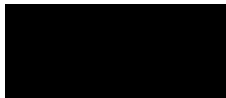
This Agreement shall be governed by and interpreted in accordance with the laws of the Province of Ontario.

6. Relationship of the Parties

The relationship of Laurentian and York established by this Secondment Agreement is that of independent parties, and nothing in this Agreement shall be construed: (1) to give either party the right or power to direct or control the daily activities of the other party; (2) to construe the parties as principal and agent, employer and employee, partners, joint ventures, co-owners or otherwise as participants in a joint undertaking; or (3) to allow either party (a) to create or assume any obligation on behalf of the other party for any purpose whatsoever or (b) to represent any person, firm, or entity that such party has any right or power to enter into any binding obligation on the other party's behalf.

In witness to this Agreement, the Parties have hereby subscribed by their signatures or that of their duly authorized representatives.

On behalf of York University



Dr. Rhonda Lenton
President and Vice Chancellor

Date of signature

On behalf of Laurentian University



Chair

Date of signature



Dr. Sheila Embleton

Date of signature