

CONTRACT OF EMPLOYMENT
(Senior Officer)

01 BETWEEN:
.....
.....

(hereinafter referred to as the "Employer")

02 AND:
.....
.....

(hereinafter referred to as the "Senior Officer")

(the Employer and the Senior Officer are hereinafter collectively referred to as the "Parties")

PREAMBLE

WHEREAS the Employer wishes to hire the Senior Officer as

WHEREAS the Senior Officer wishes to accept the employment offer after having been informed of the Employer's policies and conditions of employment;

WHEREAS the Parties wish to evidence their agreement in writing;

WHEREAS the Parties have the capacity and powers to enter into and perform the undertakings set forth in this Agreement;

NOW THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1.00 PREAMBLE

The preamble hereto shall form an integral part hereof.

2.00 OBJECT

2.01 Position Title

The Employer hereby hires the Senior Officer as

03 2.02 Main Duties and Responsibilities

Without being restrictive, and subject to modification (in the latter case, by prior notice from the Employer), the Senior Officer's main duties and responsibilities shall be as follows:

- to execute the duties and to assume the responsibilities normally tied to this position;
- to execute, by delegation, all or part of the powers of the of the Employer, except those that cannot be delegated by law;

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| | |
| Employer | Senior Off. |

- to sign any document or contract in the name of the Employer, except when the amount in question exceeds dollars (\$.....); in such case, the Senior Officer shall obtain the prior authorization from the of the Employer;
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2.03 Immediate Supervisor

The Senior Officer shall report directly to, in the position of, or to any other person designated by the Employer.

2.04 Work Place

The Senior Officer's work place shall be located at, or at any other place required for the efficient operation of the Employer's business.

2.05 Driver's License and Vehicle

During the entire term of this Agreement, the Senior Officer shall hold a valid driver's license and shall be in a position to use his vehicle for work.

3.00 CONSIDERATION

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3.01 Salary

In consideration for the Senior Officer's performance of his work, the Employer shall pay the Senior Officer an annual salary of dollars (\$.....). This salary shall be revised annually, on the hiring anniversary date, based on an assessment of the Senior Officer's performance and the Employer's financial situation. The said salary (less any legal and contributory deductions) shall be payable on the of every by cheque or by direct deposit to the Senior Officer's bank account, at the Employer's option.

3.02 Overtime

All overtime worked by the Senior Officer shall be subject to prior approval by the Employer. If requested by the Senior Officer, the Employer may, in lieu of paying any overtime, grant a leave equivalent to the period of overtime worked, increased by fifty percent (50%).

3.03 Specific Benefits

The Senior Officer's position shall entitle him to the following benefits: (specify)

- *motor vehicle supplied by the Employer*
- *motor vehicle allowance*
- *expense account*
- *profit-sharing plan*
- *share purchase plan*
- *performance bonus*
- *membership in a fitness, social or golf club*
- *payment or reimbursement of professional membership fees*
- *conference registration (including transportation and lodging)*
- *training or development courses*
- *retirement plan*
- *etc.*

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Employer Senior Off.
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