

Schedule D

Human Resources

1 Hiring and Retention Requirements

- 1.1. The proponent is encouraged to consider hiring CMHC employees who are now internally providing survey enumeration, interview and data entry services as for positions related to this Agreement or other requirements that they may have. The proponent shall have the right but not the obligation to interview and make offers to CMHC staff who are performing the services. CMHC will support the proponent in coordinating interviews or meetings (as required) and if the proponent makes an offer to a CMHC employee, the start date shall be negotiated with CMHC.
- 1.2. Where the proponent makes an offer and the CMHC employee accepts the offer, the proponent shall notify CMHC of the conditions of the terms of their employment so that CMHC can use the information for the purposes of calculating any severance which may be payable to the employee. The proponent shall obtain all necessary approvals from the employee to ensure that the information can be released to CMHC.

2 Obligation to Disclose

- 2.1. The proponent shall disclose to CMHC the following information at the start date and provide an update of the information ten (10) business days following start date:
 - Names of the CMHC employees who have been or will be interviewed by the proponent;
 - Names of the CMHC employees who have received and accepted an offer of employment from the proponent; and
 - Sufficient information of the conditions contained in the offer or agreement of employment so that CMHC can determine the impact on any severance which may be payable to the employee by CMHC.
- 2.2. Furthermore, the proponent shall provide all additional information that is required by CMHC to satisfy its requirements in relation to the CMHC employees in a timely manner.

3 Provincial and Federal Laws

Without in any way limiting the generality, the proponent will, in interviewing and engaging CMHC staff, comply with all applicable laws.