



Su Min Lee
412-40 Gerrard St. East
Toronto, ON
M5B 2E8

November 13, 2014

Dear Su Min,

I am pleased to offer you employment on the terms and conditions set out in this letter.

Position: Pastry Cook

Department: Kitchen

Reporting to: Executive Chef

Start Date: November 13, 2014

***Background Check Required:** No

***Credit Check Required:** No

Rate of Pay: \$15.75

(Starting)

Rate of Pay: \$17.50

(After 60 Shifts)

POSITION

Your position will be at the Delta Toronto (the "Hotel"), starting effective the date outlined above or a mutually agreed upon date.

DUTIES AND RESPONSIBILITIES

Your duties and responsibilities are outlined in the position description and may be changed from time to time. You may be assigned to other positions by the Hotel depending on business needs. Our Code of Ethics outlines our workplace expectations and you will receive a copy during your orientation.

RATE OF PAY AND HOURS OF WORK

The starting rate of pay for this position is outlined above and will be your rate of pay for the first 60 shifts of employment. Thereafter, your pay will be increased to the full rate of pay for your position.

Your scheduled hours of work may vary based on seasonal fluctuations and according to the requirements of your department. You will be paid on a bi-weekly basis in accordance with the Hotel's regular payroll processing schedule.

ORIENTATION PERIOD

Your employment will be subject to an initial orientation period of three months and your employment may be discontinued at any time for any reason during this period without notice or pay in lieu of notice.

DEVELOPMENT REVIEWS

You will receive a development review after 90 days in your role. You will also receive an annual development review.

EMPLOYEE BENEFITS

In order to be eligible to participate in the Delta Toronto Extended Health and Dental benefit plan, you must work an average of 26 (twenty-six) or more hours per week for a minimum of 12 consecutive weeks. If you are transferring from another Delta Hotel and are currently participating in the benefit plan, your eligibility will be transferred to the Delta Toronto plan. The benefit plan is a condition of employment and is based on a cost sharing program; \$25.00/month single coverage and \$57/month family coverage (plus applicable taxes). Upon meeting the eligibility requirements, you will be contacted by People Resources with enrollment information.

VACATION AND STATUTORY HOLIDAYS

As per Delta Hotels and Resorts policy, you will be eligible for: 1 day of vacation earned per 25 working days with less than one year of service; 2 weeks of vacation after one year of service; 3 weeks vacation in the 3rd year of service; 4 weeks in the 7th year; and, 5 weeks in the 16th year. Employees' vacation accrual is based upon a calendar year. Vacation is to be taken in accordance with the Hotel's vacation policy.

Statutory holidays will be paid in accordance with the *Employment Standards Act* of Ontario. As a condition of employment you are required to be available to work on provincial statutory holidays. If you are transferring from another Delta Hotel, you will continue to accrue vacation based on your company start date.

LAY-OFF

Given the nature of the hotel industry, staffing requirements are subject to (seasonal) fluctuation and you may be subject to temporary lay-off and recall from time to time during your employment. All temporary lay offs will be carried out in accordance with the provincial employment standards legislation in effect at that time.

DISCONTINUANCE OF EMPLOYMENT

After successful completion of the orientation period, the Hotel may discontinue your employment without cause on providing notice or payment in lieu of such notice as required by the provincial employment standards legislation in force at the time of your discontinuance of employment.

The Hotel may discontinue your employment at any time for cause without notice or payment in lieu of notice.

For greater certainty, you agree that the Hotel's maximum liability arising on your discontinuance of employment related to any claim for notice, payment in lieu of notice, severance pay or wrongful dismissal shall be limited to the notice or payment in lieu of such notice in the amount specified in the *Employment Standards Act of Ontario*.

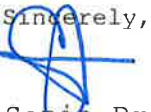
You may at any time resign from your employment upon providing the Hotel with no less than two weeks' notice of your resignation.

PRE-EMPLOYMENT PROCESS

Hotel colleagues may be required to obtain a security clearance. This offer of employment is contingent on successful completion of the security clearance and of background and reference checks.

I am delighted to have you join the Delta Toronto team and I look forward to working with you in the opening of the company's newest hotel. This is an exciting time for Delta Hotels and Resorts and I couldn't think of a better person to be part of the Delta Toronto opening team!

Sincerely,


Sonia Brock
Director of People Resources
sonia.brock@deltahotels.com

ACCEPTANCE OF EMPLOYMENT OFFER

I, hereby acknowledge receipt of this letter of offer for Delta Toronto in the Southcore Financial Centre, and agree to the terms and conditions as contained herein.

Su Min Lee

Date Signed

Witness Name

Witness Initials