

- (i) salaries, wages and any other amounts paid or payable for and in relation to all personnel, excluding off-site management (but including off-site management specifically managing the Immovable but who are not on-site because there are insufficient facilities for them) but including supervisory and administrative personnel employed to carry out the maintenance, management and operation of the Immovable, and all contributions and premiums towards fringe benefits, unemployment and worker's compensation insurance, pension plan contributions and similar premiums and contributions and all costs of any independent contractors employed in the repair, care, maintenance, management, supervision and operation of the Immovable;
- (j) the share of the costs relating to the truck dock paid by the Government of Canada pursuant to the terms of the Deed of Sale and Servitude registered at the Montreal Registry Office under number 4721907 and related cost-sharing provisions in the said deed and the share of the costs relating to the atrium and the drop-off lands (*servitude de passage pour la terrasse et le débarcadère*) referred to in the said deed;
- (k) where not already included in the computation of the actual cost, an administrative fee equal to five per cent (5%) of the above Maintenance and Operating Costs.

2. Where the Maintenance and Operating Costs for any given year of the Occupancy Period vary by more than ten per cent (10%) from the Maintenance and Operating Costs of the previous year, the representatives of the Government of Canada on the Committee described in Article III of this Supplementary Agreement, must obtain the approval of any such increase or decrease from the representatives of the Organization on the Committee, which shall not be unreasonably withheld.