

January 7, 2020

EMPLOYMENT AGREEMENT

Personal and Confidential

Ms. Carrie Fletcher

Dear Carrie:

I am delighted to reconfirm your position of Vice-President (VP), People and Experience reporting to the CAMH President and CEO. Carrie, you are assuming additional assignments at a time of tremendous organizational change in which the People and Experience services work performance will continue to be pivotal.

As a result, your new salary for taking on these additional assignments and duties is \$220,480.00 per annum, effective January 1, 2020. Your maximum performance pay will be 15% of your base salary, to reflect the new assignments and responsibilities. Your pension, benefits and vacation will remain at their current level.

Carrie, thank you for your continued leadership and your willingness to take on and address our increasingly complex issues. CAMH's future as a leader in mental health care must be closely aligned with the work of our communities. Your skills, experience and ability to build relationships amongst our partners, and your stature with our employees uniquely position you for success in your expanded role.

I appreciate your support and I have every confidence that you will continue to achieve the goals and objectives of the VP, People and Experience. Thank you for taking on these additional assignments and I look forward to our continued working relationship.

Please sign back one copy of this offer letter and return to me and feel free to be in contact with me if you have any questions.

Sincerely,

Dr. Catherine Zahn
President and CEO

JANUARY 8, 2020

Signature

Date

cc: Carrie Fletcher

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