

EMPLOYMENT AGREEMENT

August 3, 2021

Personal and Confidential

Ms. Tracey MacArthur

Dear Ms. MacArthur:

On behalf of the CAMH Board of Trustees, I am pleased to confirm our offer to you, a 12-month term as President and Chief Executive Officer at the Centre for Addiction and Mental Health (CAMH), effective September 7, 2021 through to September 6, 2022. Tracey, on behalf of the Board of Trustees, I am tremendously grateful for you to step in to this role for this term while the organization undergoes a fulsome recruitment for the permanent incumbent. You are fully eligible to apply for the permanent role should you wish. Following this term, should you choose not to apply for the permanent role, or are not chosen as the permanent incumbent, you will return to your role as Senior Vice President and Chief Operating Officer with your current compensation and benefits.

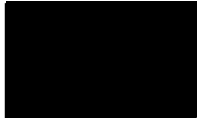
The complete terms and conditions for this 12-month appointment are as follows:

1. The base salary for the position is \$540,000- per annum.
2. In addition, there is provision for a performance bonus of up to 25% of the base salary. This performance pay is determined annually based on a series of preset goals and objectives that we will establish at the beginning of your contract assignment.
3. Should CAMH terminate your services without cause, you will receive one year's salary in lieu of notice and in addition to 1 year's salary in lieu; you will receive 1 month of severance for each year of service to CAMH.
4. You will continue to be enrolled in HOOPP. HOOPP is the Healthcare of Ontario Pension Plan and is a defined benefit plan. You will also continue your enrollment in the Senior Management benefits plan, and be eligible for six weeks' vacation per year. All other terms of your current employment not otherwise updated in this agreement will also continue to apply.
5. As President & CEO, you will be provided with opportunities for education and personal development, details of which will be agreed upon with the Chair of the Board of Trustees.
6. You will agree to comply with all organizational policies and procedures, and all regulatory and legislated requirements.

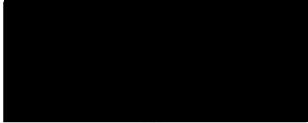
Tracey, your credentials, background, knowledge of the organization and healthcare system, in addition to your internal and external reputation make you an excellent match for this challenging and demanding role at CAMH. We have every confidence that you will achieve the goals and objectives of the organization's One CAMH strategic plan. The board is delighted to be working with you in this capacity for the next year.

Please sign back one copy of this offer letter and return it to me. Feel free to contact me if you have any questions.

Yours truly,



Medhat Mahdy
Chair, CAMH
Board of Trustees



Signature
Tracey MacArthur

Aug 4/21

Date