

June 23, 2021

**Personal and Confidential**

Ms. Dionne Sinclair

Dear Ms. Sinclair:

We are pleased to confirm our offer to you of the position Vice President, Complex Care & Recovery & Chief Nursing Executive at the Centre for Addiction and Mental Health (CAMH), beginning July 26, 2021. Dionne, you join our executive team at a time of tremendous change and in this role, you will play an integral part.

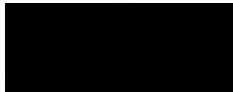
The complete terms and conditions for this appointment are as follows:

1. The base salary for the position is \$240,000 per annum.
2. In addition, there is provision for a performance bonus of up to 15% of the base salary. This performance pay is determined annually based on a series of preset goals and objectives that you we will establish at the beginning of your assignment.
3. Should CAMH terminate your services without cause, you will receive the higher of one year's salary in lieu of notice or the amount you are entitled to under common law.
4. You will be enrolled in a pension plan through HOOPP. HOOPP is the Healthcare of Ontario Pension Plan and is a defined benefit plan. The Senior Management Benefits booklet will provide you with the details of other benefits, and you are eligible for six weeks' vacation per year. These benefits will all commence immediately upon your start date.
5. As a member of the Executive Leadership Team, you will be provided with opportunities for education and personal development, details of which will be mutually agreed upon. This will include support to complete your PhD.

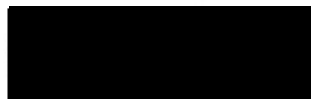
Dionne, your credentials and background are an excellent match for this challenging and demanding role at CAMH. We have every confidence that you will achieve the goals and objectives of the Complex Care and Recovery clinical portfolio and the Chief Nursing Executive. Your energy, work ethic, and positive attitude will be welcomed and embraced. We are delighted that you will be joining CAMH and our executive leadership team and look forward to working with you.

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


Yours truly,



Tracey MacArthur  
Senior Vice President &  
Chief Operating Officer



Catherine Zahra  
President & CEO



Ms. Dionne Sinclair

*June 23/2021*  
Date