

September 1, 2017

Mr. Damian Jankowicz
Personal and Confidential

Dear Damian:

RE: Base Salary Adjustment

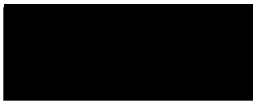
I asked Human Resources to initiate a review of your current position relative to accountability, complexity, scope, and workload. Your current duties were compared to the accountabilities of your initial position at the time of your appointment to Vice-President, Information Management, CIO and CPO.

On review of your job responsibilities and in recognition of the increased workload that has been assigned to you over the past years, I am pleased to inform you that your base salary has been reassessed. Effective September 1, 2017, your base salary will be adjusted by 15% from \$200,000.00 per annum to \$230,000.00 per annum.

I want to thank you for your continued leadership and your willingness to take on and address increasingly complex issues. CAMH's future as a leader in addiction and mental health closely align with our community and that is an acknowledgement of you and your group's work.

Your continued support to me is sincerely appreciated and I have every confidence that you will achieve the goal and objectives of the Information Management, CIO and CPO Group. As always, I look forward to working with you.

Sincerely,



Catherine Zahn
President and CEO

cc: Lecia Hanycz