

January 7, 2020

EMPLOYMENT AGREEMENT

Personal and Confidential

Ms. Tracey MacArthur



Dear Tracey:

I am delighted to offer you the position of Senior Vice-President (SVP) and Chief Operating Officer reporting to the CAMH President and CEO. Tracey, you are assuming these additional duties at a time of tremendous organizational change in which the clinical programs performance will be pivotal.

The salary for this newly combined position is \$297,000.00 per annum, effective January 1, 2020. Your maximum performance pay will be 15% of your base salary, to reflect the new responsibilities of Chief Operating Officer. Your pension, benefits and vacation will remain at their current level.

Tracey, 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 achieve the goals and objectives of the SVP and Chief Operating Officer Role. Thank you for taking on these additional duties 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



Signature

Date

Jan 8/20

cc: Carrie Fletcher

Queen St. Site
1001 Queen St. W
Toronto, ON
M6K 1H4