

EMPLOYMENT AGREEMENT

August 7, 2020

Personal and Confidential

Ms. Bessy Leung

Dear Ms. Leung:

I am pleased to confirm my offer to you of the position Vice President, Support Services & Chief Financial Officer at the Centre for Addiction and Mental Health (CAMH), beginning September 8, 2020. Bessy, 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:

The base salary for the position is \$221,815.00 per annum.

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 and I will establish at the beginning of your assignment.

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.

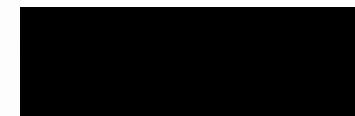
You will be enrolled in a pension plan through HOOPP. HOOPP is the Healthcare of Ontario Pension Plan and is a defined benefit plan. The Senior Management Benefits booklet will provide you with the details of other benefits, and you are eligible for six weeks' vacation per year.

As a member of the Executive Leadership Team, you will be provided with opportunities for education and personal development, details of which will be agreed upon with me.

Bessy, your credentials and background are an excellent match for this challenging and demanding role at CAMH. I have every confidence that you will achieve the goals and objectives of the Support Services and Finance teams. I am 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 me. Feel free to contact me if you have any questions.

Yours truly,



Dr. Catherine Zain
President and CEO



Signature

August 11, 2020

Date

Queen St. Site

1001 Queen St. W

Toronto, ON

M6K 1H4