

Lecia Hanycz

From: Eric Preston
Sent: Thursday, April 14, 2011 3:38 PM
To: Lecia Hanycz
Subject: FW:

From: Catherine Zahn
Sent: Thursday, April 14, 2011 11:47 AM
To: Rani Srivastava
Cc: Eric Preston
Subject: RE:

Eric,
This will confirm that Rani's salary increase should take effect as of April 1, 2011.
Thanks
Catherine

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] → NOT RELATED TO SALARY INCREASE -

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www.camh.net



October 19, 2010

Personal & Confidential

Dr. Rani Srivastava
CAMH
Queen St. Site

EMPLOYMENT AGREEMENT

Dear Rani:

I am delighted to confirm my offer to you for the position of Chief of Nursing Practice and Professional Services at the Centre for Addiction and Mental Health (CAMH).

This appointment recognizes your knowledge and experience in nursing leadership and presents an opportunity for you to make a significant contribution to CAMH as a member of the executive team. I'm pleased at the progress you have made and am looking forward to our work together. Your salary will be increased to \$180,000. This represents an increase of approximately 40% from your current rate. As your role becomes fully developed over the next year, assuming satisfactory performance and no changes in our external financial or salary constraints, you will receive an increase to the minimum of the salary range (currently \$207,000) in recognition of the importance of this position for CAMH.

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

1. The salary for this position is \$180,000.00 per annum.
2. There is provision for a performance pay bonus of up to 15%. This performance pay is determined annually based on a series of pre-set goals and objectives that you and I will establish within the next month of your employment.
3. You will continue to receive your CAMH benefits package. This is fully paid for by CAMH and includes Long and Short Term Disability, extended health care, dental and life insurance.

... 2

Dr. Rani Srivastava
Page 2

4. You will continue to be a member of the HOOPP pension plan.
5. You are entitled to six weeks vacation per year.
6. This appointment will be effective June 1, 2010

Rani, I am delighted that you will be taking on this exciting role for CAMH. Please sign back one copy of this offer letter and return it to me. Feel free to contact me or Eric Preston if you have any questions.

Sincerely,




Dr. Catherine Zahn
President and CEO
CAMH

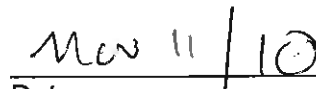
/lh

cc: Eric Preston, Vice President
Human Resources and Organizational Development

Encl.

I have read and accept the offer as outlined in the Employment Agreement.


Signature


Date