

Office of the President  
901 King Street West  
Suite 500  
Toronto, Ontario  
Canada M5V 3H5  
Tel: 416 95-6076  
Fax: 416 93-1288

Bureau de la Présidente  
901, rue King Ouest  
Bureau 500  
Toronto (Ontario)  
Canada M5V 3H5  
Tél. : 416 95-6076  
Télééc. : 416 93-1288

www.camh.net



camh

Centre for Addiction and Mental Health  
Centre de toxicomanie et de santé mentale

August 3, 2011

**Personal & Confidential**

Ms. Sarah Downey



*-PERSONAL INFORMATION  
REMOVED-*

**EMPLOYMENT AGREEMENT**

Dear Sarah:

I am delighted to confirm my offer to you of the position of Executive Vice President, Clinical Programs at the Centre for Addiction and Mental Health (CAMH).

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

1. The salary for this position is \$260,000.00 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 at the beginning of your employment.
3. The benefits package is fully paid for by CAMH and includes Long and Short Term Disability, extended health care, dental and life insurance. Details are included with this letter.
4. You will be required to join the HOOPP pension plan. CAMH will make both the employee and employer portions of pension contributions on your behalf at no cost to you.
5. Should CAMH terminate your services without cause, you will be entitled to the higher of one year's salary in lieu of notice or whatever amount you are entitled to under common law.
6. As a member of CAMH's Executive Leadership Team, you will be provided with opportunities for education and personal development, details of which will be agreed to with me.
7. You are entitled to six weeks vacation per year.
8. This appointment will be effective Monday, October 17, 2011.
9. Enclosed in your information package is a copy of CAMH's Code of Conduct booklet. I will meet with you in the near future to review and confirm your understanding of CAMH's standards of corporate and individual behaviour.

... 2

A PAHO/WHO  
Collaborating Centre  
Un Centre collaborateur  
OPS/OMS

Fully affiliated with the  
University of Toronto  
Affilié à part entière  
à l'Université de Toronto

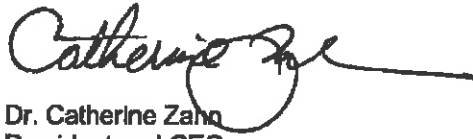
Ms. Sarah Downey  
Page 2

CAMH has a common start date for all new employees and the effective date of your appointment is tied to that date. Mandatory orientation and safety training will take place on the second and third days of that week. We'll provide you with more details once we receive your acceptance of this offer.

I am delighted that you will be joining us at this exciting time for CAMH and I look forward to working with you.

Please feel free to contact me or Bill Manley, Acting Vice President, Human Resources and Organizational Development, if you have any questions. If not, would you be good enough to sign back one copy of this offer letter and return it to me.

Sincerely,



Dr. Catherine Zahn  
President and CEO

/lh

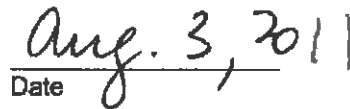
cc: Eric Preston, Vice President  
Human Resources and Organizational Development

Encl.

---

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

  
Signature

  
Date