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www.camh.net



camh

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

October 3, 2006

Private and Confidential

Mr. Dev Chopra
Executive Vice President, Corporate Services and Redevelopment
Centre for Addiction and Mental Health
Queen Street Site

Dear Dev:

Further to our discussion of September 29, 2006 I am writing to confirm your new compensation and title effective October 1, 2006.

I have reviewed your compensation with three issues in mind:

- 1) Your new responsibilities, particularly in overseeing the Redevelopment Project including the hands-on responsibilities you have since the departure of Elisabeth Strobach.
- 2) New comparators in the hospital industry at your level (though it is difficult to exactly compare positions in the teaching hospitals).
- 3) Your salary progression, together with benefits and deferred income since 2002.

Based on this review I am confirming a 10% increase in your base compensation as of October 1, 2006. It is clear that you have assumed a very significant extra responsibility with Ms. Strobach's departure.

I have also suggested that we monitor this level of compensation in April 2007, keeping in mind the above three factors. In keeping with the changes in personnel, roles and compensation, we have agreed that your new title should be, 'Executive Vice President, Corporate Services and Redevelopment.'

Thank you again for the outstanding work you have done this summer on the Redevelopment Project, the Operating Plan, and in settling new members of your team.

With best wishes.

Sincerely yours,

Paul E. Gankel, MD, FRCP(C)
President and CEO

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April 29, 2005

PERSONAL AND CONFIDENTIAL

Mr. Dev Chopra
Executive Vice President, Corporate Services
Centre for Addiction and Mental Health
1001, Queen Street West
Toronto, ON M6J 1H4

Dear Mr. Chopra

RE: YOUR EMPLOYMENT AGREEMENT

We have agreed to add the following Retiring Allowance provision to your employment Agreement as constituted in letters dated April 24, 2003 and July 15, 2003.

Retiring Allowance: Upon expiry or termination of your Employment Agreement or any successor thereto, CAMH will pay to you a retiring allowance equal to 10% of your total base salary plus interest thereon at a rate per annum equal to interest payable by CAMH's banker on its guaranteed investment certificates from time to time, for the period starting April 1, 2004 to the last day of your active employment at CAMH. Interest will be applied each year to the total accumulated retiring allowance as at the end of the fiscal year.

If this agreement terminates due to your death, you hereby direct CAMH to pay, and CAMH hereby agrees to pay, the aggregate accrued retiring allowance, including interest, to your wife [REDACTED], or in the event she pre deceases you, to be shared equally among your surviving daughters [REDACTED].

Sincerely,

- PERSONAL INFORMATION
REMOVED -


Paul E. Garfinkel, MD, FRCP(C)
President and CEO

Transforming Lives - Transformer des vies



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for Addiction and
Mental Health
Centre de
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July 15, 2003

PRIVATE AND CONFIDENTIAL

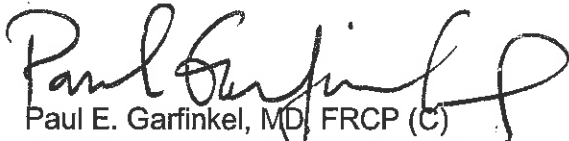
Mr. Dev Chopra
Executive Vice President, Corporate Services
Centre for Addiction and Mental Health
1001 Queen Street West
Toronto, Ontario
M6J 1H4

Dear Dev,

I am writing to you regarding the obligations of yourself and the Centre for Addiction and Mental Health (CAMH) in the event of termination of your services from CAMH either voluntarily or without cause. Should you decide to leave CAMH voluntarily for any reason, you are required to provide, in writing, three months notice or a mutually agreed upon period of time. If, however, there is a decision to terminate your employment without cause, CAMH will provide you with eighteen months' notice or payment in lieu of notice, or to what you would be entitled to receive under the provisions of the Employment Standards Act, whichever is greater. It is agreed that such notice or payment in lieu of notice is in full satisfaction of any entitlement to which you may be allowed under the Employment Standards Act or other relevant legislation to termination and severance pay, or under the principles of Common Law.

If you have any questions, please do not hesitate to contact me.

Yours sincerely,


Paul E. Garfinkel, MD, FRCP (C)
President and Chief Executive Officer

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April 24, 2003

Personal and Confidential

Mr. Dev Chopra
Centre for Addiction and Mental Health
Vice President, Finance & Support Services and Chief Information Officer
1001 Queen Street West
Toronto, Ontario
M6J 1H4

Dear Dev,

I am very pleased to offer you the position of Executive Vice President, Corporate Services, at the Centre for Addiction and Mental Health, effective June 15, 2003, unless otherwise determined.

As we have discussed in many meetings, the current executive management structure has served CAMH well. As a result there are current strengths in the organization that we need to build on as we move forward. Examples of these include the new culture that is forming and our model of integration being widely accepted, effective Board and Senior Management relationships, our unique role in Canada and our ability to recruit excellent new leaders, and our relationship with the Ministry of Health and Long-Term Care. There are many areas that we will need to focus on in the coming years. Examples are recruitment and retention, site redevelopment and functional programming, Private and Public Sector negotiations, development of a high performance organization, and succession planning. The challenges are numerous, but the new executive structure, together with your knowledge and expertise, will better position CAMH to address the many needs of our stakeholders.

Since you came to CAMH in 2001 as Executive Director, Finance and Support Services, and then as Vice President, Finance & Support Services and Chief Financial Officer, your expertise in finance and support services has been invaluable and I know that these specific areas of your new portfolio will once again serve CAMH well.

As discussed, the salary for this position will be \$225,000 per annum. Your performance pay will be based on your annual performance review to a maximum of 15%. CAMH will also pay for your portion of HOOPP. You will be eligible for six weeks vacation pay, and paid parking will be available to

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you. The office where you will be located, as well as your Executive Assistant, are yet to be determined.

I am delighted that you have accepted this position and, as mentioned above, your expertise will serve CAMH well as it moves forward with its new senior management structure.

Yours sincerely,



Paul E. Garfinkel, MD, FRCP(C)
President and Chief Executive Officer

c.c. Rhoda Beecher,
Vice President, Human Resources and Organizational Development

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