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June 9, 2009

PERSONAL AND CONFIDENTIAL

Susan Pigott
Vice President
Communications and Community
Relations
CAMH – 1001 Queen St. West
Toronto, ON M6J 1H4

Dear Susan,

This is further to my letter of May 6, 2009 on your performance and compensation.

You may recall last fall I advised the ELT that I was revising the SMG compensation plan, and that I was going to discuss it with the MRCC. What I now realize is that I neglected to inform you about the outcome of that revision.

One of the changes I made was to at make all ELT members eligible for the same percentage incentive award. This means that your bonus potential increased from 10% to 15%. This change was effective for the 2008/09 year, and your performance compensation should have been based on the higher eligibility level.

[REDACTED]

- PERSONAL INFORMATION REMOVED -

Congratulations again on your successes over the past year, and my apologies for any inconvenience this change may have caused.

Sincerely,

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

cc: Dev Chopra, EVP
Corporate Services and Redevelopment

Eric Preston, VP
Human Resources and Organizational Development

A PAHO/WHO
Collaborating Centre
Un Centre collaborateur
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Affiliated with the
University of Toronto
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Centre for Addiction and Mental Health
Centre de toxicomanie et de santé mentale

May 22, 2007

Private and Confidential

Ms. Susan Piggott
The Citizens' Assembly Secretariat
1075 Bay Street
Suite 830, 8th Floor
Toronto, Ontario
M5S 2B1

Dear Susan:

I am delighted to be able to offer you the position of Vice President, Communication and Community Engagement for the Centre for Addiction and Mental Health. We are hopeful that you will be able to take on this challenging role on a full-time basis in early September 2007.

We have reviewed a preliminary job description and I have enclosed a copy for you. For us, the significant requirements relate to continuing to have CAMH engage with its stakeholders and particularly integrate services in a seamless community-based system of care. You will also be responsible for the Communications portfolio, Diversity, and Workman Arts, as the job description has described. You have also agreed that you will work with Lori Spadorcia on Government Relations.

We are undecided about a number of other departments within the organization. These include Planning and Decision Support, Bioethics and Education. I understand that you are willing to discuss these options further as it becomes closer to your start date. We have also agreed that your salary will remain as described below even if you are to add another portfolio.

As part of these responsibilities I will ask you to be a part of the Executive Leadership Team at CAMH and participate in our regular meetings as well as those of the Senior Management Group and Directors. I also understand that you and Gail Czukar, Executive Vice President, Policy, Education and Health Promotion (PEHP) have planned to have PEHP meetings shared with members of your portfolio.

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As we discussed your salary for this position will be \$209,000. You will also be eligible for up to a 10% bonus as are all Vice Presidents. This bonus is determined in a performance review with me annually. There is also a pension with the Hospitals of Ontario Pension Plan (HOOPP) and a standard VP benefits package which Eric Preston, Vice President Human Resources and Organizational Development could review with you.


I am enclosing a copy of the CAMH Code of Conduct. I would ask you to please sign two copies of this letter of offer (one copy for your files and one copy for the CAMH files) and confirm that you have read, understood and agree to abide by the Code of Conduct.

Again, let me say how delighted I am that you will be joining CAMH. You are coming at a time of critical importance. The LHIN environment, our Functional Program, our Redevelopment Project, our increased knowledge base and new treatments all point to close integration with our communities.

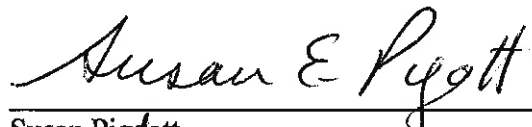
I look forward to our working closely together to develop outstanding programs which influence our clients, Canada and the world.

My very best wishes.

Sincerely yours,


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

I have read and agree to these terms and have read and will abide by the CAMH Code of Conduct.


Susan Piggott
Piggott