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**camh**

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

April 6, 2011

**Personal & Confidential**

Ms. Tracey MacArthur



- PERSONAL INFORMATION  
REMOVED -

**EMPLOYMENT AGREEMENT**

Dear Tracey:

I am delighted to confirm my offer and your verbal acceptance of your appointment to the position of Vice President, Information Management Group, Chief Information Officer and Chief Privacy Officer at the Centre for Addiction and Mental Health (CAMH).

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

1. The base salary for this position is \$210,000.00 per annum.
2. There is provision for a performance pay bonus of up to 10%. 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.
5. You are entitled to five weeks vacation per year.
6. This appointment will be effective September 1, 2011. It is a CAMH policy that new employees undergo mandatory orientation and safety training prior to their start date. In order to start on September 1, 2011, you will be required to take this training during the month of August. The orientation and training will be scheduled during the week of August 8, 2011. We will provide you with more details once we receive your formal acceptance of this offer.
7. We have also discussed your possible involvement as an advisor, on an as required basis, prior to your start date as an employee. A separate procurement process will be utilized for this purpose.

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

Affiliated with the  
University of Toronto  
Affilié à l'Université  
de Toronto

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8. Enclosed in your information package is a copy of CAMH's Code of Conduct booklet. I hope to meet with you in the near future to review and confirm your understanding of CAMH's standards of corporate and individual behaviour.

9. This offer is subject to the completion of reference checks satisfactory to CAMH.

*- condition met April 11/11  
Jim.*

Tracey, 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 Eric Preston if you have any questions. If not, would you be kind enough to sign back one copy of this offer letter and return it to me.

Sincerely,



Dev Chopra  
Executive Vice President  
Corporate Services and Redevelopment


/lh

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

End.

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

  
Signature

  
Date