



February 25, 2020

Mary Williams
University Advancement

ADDENDUM

Dear Mary:

On behalf of McMaster University ("University"), I am pleased to offer certain changes to your terms and conditions of employment. While we intend for you to continue to hold the same title, this letter is intended to formalize substantial changes that significantly expand the scope of the duties and responsibilities of the Vice President (University Advancement), and provide an increase to your base salary to reflect your acceptance of your newly defined position.

If accepted, the terms set out in this letter ("Addendum") will amend the employment agreement between you and the University that became effective on May 1, 2011. If you sign and return this letter, the terms of the Previous Employment Agreement, as amended by this Addendum, will immediately become a binding agreement between you and the University, and will supersede all previous agreements.

1. **Duties & Responsibilities.** You formally accept the duties and responsibilities outlined in the document titled, *Vice-President (University Advancement) – Updated Duties and Responsibilities*.
2. **Salary.** In return for accepting these duties and responsibilities, your annual base salary will be increased to \$274,900, less statutory deductions, effective February 3, 2020.
3. **Compensation Restraint Laws.** Your compensation is subject to compensation restraint legislation, including Part IV.1 of the *Broader Public Sector Accountability Act, 2010*, SO 2010, c 25, the *Broader Public Sector Executive Compensation Act, 2014*, SO 2014, c 13, Sch 1, and related regulations, as amended from time to time (collectively, "Compensation Restraint Laws"). If Compensation Restraint Laws are substantially amended, your compensation will be reviewed by the Human Resources Committee of the Board, in accordance with its Terms of Reference, to the extent permitted and/or required under Compensation Restraint Laws.

Mary, we truly appreciate your leadership and contributions to the University. Please indicate your acceptance of this Addendum by signing below and returning this letter.

Please feel free to contact me if you have any questions regarding any of these amendments.

Yours truly,

David Farrar
President and Vice-Chancellor
McMaster University

cc: University Secretary
Human Resources

ACCEPTANCE

I have had sufficient time to review this Addendum and hereby accept its terms and conditions. Receipt of a copy of this Addendum is hereby acknowledged.

MARY WILLIAMS

February 28/20
DATE