

Nishnawbe-Aski Legal Services Corporation

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Dec 13, 2021

Irene Linklater
C/o Nishnawbe-Aski Legal Services Corporation
Thunder Bay, ON P7E 2R6

PRIVATE AND CONFIDENTIAL

Re: Annual Performance Review/Annual Salary Increase

Dear Irene,

The Board of Directors would like to congratulate you on a successful annual performance review. It is apparent that you have continued to meet and even exceed our expectations. You have had tremendous achievements and made significant contributions to Nishnawbe-Aski Legal Services Corporation.

As part of your annual performance review, you submitted your self evaluation with a request for approval to add in-house counsel as a dual role to your current role as Executive Director. After careful consideration at both the Nov 22, 2021 & Dec 6, 2021 "In Camera" Board meetings, the Board has decided not to approve your request at this time. Irene, the Board recognizes your contribution to NALSC is a large factor in the important progress being made and feels incorporating additional duties into your already substantial role as Executive Director may be too much at this time.

Also, in recognition for your outstanding work, at the December 6, 2021 "In Camera" Board meeting, the NALSC Board of Directors passed a motion for you to receive an annual salary increase of 5% or \$6,303. Your new annual salary will be \$132,376. This increase will be retroactive to Sept 13, 2021, your yearly work anniversary.

Irene, thank you for your ongoing efforts and strong commitment. We continue to be grateful for all the work you do.

Sincerely,

Jim Beardy, Board Chair
Nishnawbe-Aski Legal Services Corp.

Cc: HR Department
Cc: Finance Department

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