

## EXECUTIVE COMPENSATION DISCLOSURE

Justice Institute of BC

Summary Compensation Table at 2021

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2020/2021 Total Compensation	Previous Two Years Totals Total Compensation	
							2019/2020	2018/2019
Michel A Tarko, President & CEO	\$ 208,424	-	\$ 11,766	\$ 21,551	\$ 6,360	\$ 248,101	\$ 239,918	\$ 226,398
Jonathan Marks, Vice President, Human Resources	\$ 56,551	-	\$ 2,512	\$ 5,847	\$ 29,302	\$ 94,212	\$ 174,314	\$ 160,059
Michael J Proud, Vice-President, Finance and Operations	\$ 174,344	-	\$ 10,444	\$ 18,027	\$ 6,360	\$ 209,175	\$ 179,693	
Erin E Ramsay, Vice-President, People and Culture	\$ 113,269	-	\$ 11,522	\$ 11,712	\$ 4,648	\$ 141,151		
Colleen S Vaughan, Vice-President, Academic	\$ 175,887	-	\$ 10,183	\$ 18,187	\$ 6,360	\$ 210,617	\$ 195,265	\$ 182,581

## EXECUTIVE COMPENSATION DISCLOSURE

Summary Other Compensation Table at 2021

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Michel A Tarko, President & CEO	\$ 6,360	-	-	-	\$ 6,360	-	-
Jonathan Marks, Vice President, Human Resources	\$ 29,302	-	\$ 26,929	-	\$ 2,373	-	-
Michael J Proud, Vice-President, Finance and Operations	\$ 6,360	-	-	-	\$ 6,360	-	-
Erin E Ramsay, Vice-President, People and Culture	\$ 4,648	-	-	-	\$ 4,648	-	-
Colleen S Vaughan, Vice-President, Academic	\$ 6,360	-	-	-	\$ 6,360	-	-

## EXECUTIVE COMPENSATION DISCLOSURE

### Notes

Michel A Tarko, President & CEO	<b>General Note:</b> Justice Institute of BC provided a 5% performance based increase effective September 1, 2020 for the 2019/2020 performance year. As the executive freeze was implemented on August 31, 2020, the executives at Justice Institute of BC will forgo standard performance based increased for the 2020/2021 performance year.
Jonathan Marks, Vice President, Human Resources	<b>General Note:</b> Justice Institute of BC provided a 5% performance based increase effective April 1, 2020 for the 2019/2020 performance year. As the executive freeze was implemented on August 31, 2020, the executives at Justice Institute of BC will forgo standard performance based increased for the 2020/2021 performance year. Effective August 11, 2020, J. Marks, Vice President, Human Resources retired.
Michael J Proud, Vice-President, Finance and Operations	<b>General Note:</b> Effective April 9, 2020, M. Proud was appointed as Vice President Finance and Operations. As the executive freeze was implemented on August 31, 2020, the executives at Justice Institute of BC will forgo standard performance based increased for the 2020/2021 performance year.
Erin E Ramsay, Vice-President, People and Culture	<b>General Note:</b> Effective July 6, 2020, E. Ramsay was hired as Vice President, Human Resources. Effective April 6, 2021, E. Ramsay title changed to Vice President, People and Culture. As the executive freeze was implemented on August 31, 2020, the executives at Justice Institute of BC will forgo standard performance based increased for the 2020/2021 performance year.
Colleen S Vaughan, Vice-President, Academic	<b>General Note:</b> Justice Institute of BC provided a 5% performance based increase effective April 1, 2020 for the 2019/2020 performance year. As the executive freeze was implemented on August 31, 2020, the executives at Justice Institute of BC will forgo standard performance based increased for the 2020/2021 performance year.