

Justice Institute of BC

Summary Compensation Table at 2024

| Name and Position   | Salary     | Holdback/Bonus/<br>Incentive Plan<br>Compensation | Benefits  | Pension   | All Other<br>Compensation<br>(expanded<br>below) | 2023/2024<br>Total<br>Compensation | Previous Two Years Totals<br>Total Compensation |            |
|---|------------|---|-----------|-----------|--|------------------------------------|---|------------|
|   |            |   |           |           |  |                                    | 2022/2023                                       | 2021/2022  |
| Michel A Tarko, President & CEO   | \$ 183,144 | -   | \$ 8,458  | \$ 20,020 | \$ 4,670   | \$ 216,292                         | \$ 265,830                                      | \$ 254,200 |
| Colleen S Vaughan, Interim President & CEO                                  | \$ 198,851 | -   | \$ 14,109 | \$ 20,921 | \$ 6,360   | \$ 240,241                         | \$ 220,278                                      | \$ 212,013 |
| Cindy Dopson, Vice-President, People Culture and<br>Organizational Planning | \$ 176,054 | -   | \$ 13,510 | \$ 18,519 | \$ 6,360   | \$ 214,443                         | \$ 195,853                                      | \$ 108,226 |
| Michael J Proud, Vice-President, Finance and<br>Operations                  | \$ 193,305 | -   | \$ 13,626 | \$ 20,343 | \$ 6,360   | \$ 233,634                         | \$ 219,148                                      | \$ 210,941 |
| April van Ert, Vice-President, Brand Communications and<br>Engagement       | \$ 155,452 | -   | \$ 15,034 | \$ 16,074 | \$ 6,238   | \$ 192,798                         |   |            |
| Sarah Wareing, Interim Vice President, Academic                             | \$ 162,820 | -   | \$ 10,757 | \$ 17,130 | \$ 6,360   | \$ 197,067                         |   |            |

**Summary Other Compensation Table at 2024**

| <b>Name and Position</b>   | <b>All Other Compensation</b> | <b>Severance</b> | <b>Vacation Payout</b> | <b>Paid Leave</b> | <b>Vehicle / Transportation Allowance</b> | <b>Perquisites / Other Allowances</b> | <b>Other</b> |
|--|-------------------------------|------------------|------------------------|-------------------|---|---------------------------------------|--------------|
| Michel A Tarko, President & CEO  | \$ 4,670                      | -                | -                      | -                 | \$ 4,670                                  | -                                     | -            |
| Colleen S Vaughan, Interim President & CEO                               | \$ 6,360                      | -                | -                      | -                 | \$ 6,360                                  | -                                     | -            |
| Cindy Dopson, Vice-President, People Culture and Organizational Planning | \$ 6,360                      | -                | -                      | -                 | \$ 6,360                                  | -                                     | -            |
| Michael J Proud, Vice-President, Finance and Operations                  | \$ 6,360                      | -                | -                      | -                 | \$ 6,360                                  | -                                     | -            |
| April van Ert, Vice-President, Brand Communications and Engagement       | \$ 6,238                      | -                | -                      | -                 | \$ 6,238                                  | -                                     | -            |
| Sarah Wareing, Interim Vice President, Academic                          | \$ 6,360                      | -                | -                      | -                 | \$ 6,360                                  | -                                     | -            |

**Notes**

|  |   |
|--|---|
| Michel A Tarko, President & CEO  | <b>General Note:</b><br>Justice Institute BC provided a 6.75% performance-based increase effective April 1, 2023 for the 2022/2023 performance year. Effective December 31, 2023, M. Tarko retired.   |
| Colleen S Vaughan, Interim President & CEO                               | <b>General Note:</b><br>Justice Institute BC provided a 8.5% performance-based increase effective July 1, 2023 for the 2022/2023 performance year. From April 1, 2023 to December 31, 2023, C. Vaughan was in the position of Vice-President, Academic and earned \$148,543. From January 1, 2024, C. Vaughan was appointed as Interim President & CEO with 9.8% salary increase. C. Vaughan earned \$50,308 till March 31, 2024.                       |
| Cindy Dopson, Vice-President, People Culture and Organizational Planning | <b>General Note:</b><br>Justice Institute BC provided a 6.75% performance-based increase effective July 1, 2023 the 2022/2023 performance year. From April 1, 2023 to November 2, 2023, C. Dopson earned \$109,585 as Vice-President, People and Culture. From November 3, 2023, C. Dopson changed position title to Vice-President, People, Culture and Organizational Planning, with 10.33% salary increase, and earned \$66,469 till March 31, 2024. |
| Michael J Proud, Vice-President, Finance and Operations                  | <b>General Note:</b><br>Justice Institute BC provided a 8.5% performance-based increase effective July 1, 2023 for the 2022/2023 performance year.  |
| April van Ert, Vice-President, Brand Communications and Engagement       | <b>General Note:</b><br>Effective April 3, 2023, A. Van Ert was hired as Vice-President, Brand, Communications and Engagement.  |
| Sarah Wareing, Interim Vice President, Academic                          | <b>General Note:</b><br>Justice Institute BC provided a 8% performance-based increase effective July 1, 2023 for the 2022/2023 performance year. From April 1, 2023 to December 31, 2023, S. Wareing was in the position of Dean, School of Public Safety and earned \$121,281. From January 1, 2024, S. Wareing appointed as Vice-President, Academic with 11.21% salary increase. S Wareing earned \$41,539 till March 31, 2024.                      |