

# EXECUTIVE COMPENSATION DISCLOSURE

Justice Institute of BC

Summary Compensation Table at 2022

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2021/2022 Total Compensation	Previous Two Years Totals Total Compensation	
							2020/2021	2019/2020
Michel A Tarko, President & CEO	\$ 212,749	-	\$ 13,093	\$ 21,998	\$ 6,360	\$ 254,200	\$ 248,101	\$ 239,918
Cindy Dopson, Vice-President, People and Culture	\$ 85,846	-	\$ 9,981	\$ 8,877	\$ 3,522	\$ 108,226		
Michael J Proud, Vice-President, Finance and Operations	\$ 175,000	-	\$ 11,486	\$ 18,095	\$ 6,360	\$ 210,941	\$ 209,175	\$ 179,693
Erin E Ramsay, Vice-President, People and Culture	\$ 56,635	-	\$ 4,609	\$ 5,856	\$ 3,532	\$ 70,632	\$ 141,151	
Colleen S Vaughan, Vice-President, Academic	\$ 175,956	-	\$ 11,503	\$ 18,194	\$ 6,360	\$ 212,013	\$ 210,617	\$ 195,265

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Summary Other Compensation Table at 2022

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	-	-
Cindy Dopson, Vice-President, People and Culture	\$ 3,522	-	-	-	\$ 3,522	-	-
Michael J Proud, Vice-President, Finance and Operations	\$ 6,360	-	-	-	\$ 6,360	-	-
Erin E Ramsay, Vice-President, People and Culture	\$ 3,532	-	\$ 1,208	-	\$ 2,324	-	-
Colleen S Vaughan, Vice-President, Academic	\$ 6,360	-	-	-	\$ 6,360	-	-

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### Notes

Michel A Tarko, President & CEO	<b>General Note:</b> This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.
Cindy Dopson, Vice-President, People and Culture	<b>General Note:</b> Effective September 7, 2021, C. Dopson was hired as Vice President, People and Culture.
Michael J Proud, Vice-President, Finance and Operations	<b>General Note:</b> This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.
Erin E Ramsay, Vice-President, People and Culture	<b>General Note:</b> This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. Effective August 6, 2021, E. Ramsay, Vice President, People and Culture, resigned.
Colleen S Vaughan, Vice-President, Academic	<b>General Note:</b> This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.