

EXECUTIVE COMPENSATION DISCLOSURE

Justice Institute of BC

Summary Compensation Table at 2019

| Name and Position | Salary | Holdback/Bonus/ Incentive Plan Compensation | Benefits | Pension | All Other Compensation (expanded below) | 2018/2019 Total Compensation | Previous Two Years Totals Total Compensation | |
|---|------------|---|-----------|-----------|--|------------------------------------|---|------------|
| | | | | | | | 2017/2018 | 2016/2017 |
| Michel A Tarko, President & CEO | \$ 187,874 | - | \$ 12,564 | \$ 19,257 | \$ 6,703 | \$ 226,398 | \$ 216,036 | \$ 217,387 |
| Jonathan Marks, Vice President, Human Resources | \$ 131,904 | - | \$ 8,275 | \$ 13,520 | \$ 6,360 | \$ 160,059 | \$ 155,273 | |
| Kayoko Takeuchi, Vice-President, Finance and Operations | \$ 150,650 | - | \$ 10,305 | \$ 15,442 | \$ 6,360 | \$ 182,757 | \$ 168,464 | |
| Colleen S Vaughan, Vice-President, Academic | \$ 150,650 | - | \$ 10,129 | \$ 15,442 | \$ 6,360 | \$ 182,581 | \$ 170,965 | \$ 140,982 |

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Summary Other Compensation Table at 2019

| Name And Position | All Other Compensation | Severance | Vacation payout | Leave payout | Vehicle / Transportation Allowance | Perquisites / other Allowances | Other |
|---|------------------------|-----------|-----------------|--------------|------------------------------------|--------------------------------|-------|
| Michel A Tarko, President & CEO | \$ 6,703 | - | - | - | \$ 6,703 | - | - |
| Jonathan Marks, Vice President, Human Resources | \$ 6,360 | - | - | - | \$ 6,360 | - | - |
| Kayoko Takeuchi, Vice-President, Finance and Operations | \$ 6,360 | - | - | - | \$ 6,360 | - | - |
| Colleen S Vaughan, Vice-President, Academic | \$ 6,360 | - | - | - | \$ 6,360 | - | - |

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Notes

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|---|---|
| Michel A Tarko, President & CEO | General Note: M. Tarko's employment contract permits a flat vehicle allowance and additional mileage expense claims. |
| Jonathan Marks, Vice President, Human Resources | |
| Kayoko Takeuchi, Vice-President, Finance and Operations | |
| Colleen S Vaughan, Vice-President, Academic | |