

EXECUTIVE COMPENSATION DISCLOSURE

Justice Institute of BC

Summary Compensation Table at 2023

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2022/2023 Total Compensation	Previous Two Years Totals Total Compensation	
							2021/2022	2020/2021
Michel A Tarko, President & CEO	\$ 223,223	-	\$ 14,013	\$ 21,998	\$ 6,596	\$ 265,830	\$ 254,200	\$ 248,101
Cindy Dopson, Vice-President, People Culture and Organizational Planning	\$ 161,099	-	\$ 12,051	\$ 16,343	\$ 6,360	\$ 195,853	\$ 108,226	
Michael J Proud, Vice-President, Finance and Operations	\$ 181,887	-	\$ 12,450	\$ 18,451	\$ 6,360	\$ 219,148	\$ 210,941	\$ 209,175
Joanna Robertson, Vice President, Brand, Communications and Engagement	\$ 111,567	-	\$ 7,528	\$ 11,536	\$ 7,863	\$ 138,494		
Colleen S Vaughan, Vice-President, Academic	\$ 182,897	-	\$ 12,469	\$ 18,552	\$ 6,360	\$ 220,278	\$ 212,013	\$ 210,617

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Summary Other Compensation Table at 2023

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Michel A Tarko, President & CEO	\$ 6,596	-	-	-	\$ 6,596	-	-
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	-	-
Joanna Robertson, Vice President, Brand, Communications and Engagement	\$ 7,863	-	\$ 2,971	-	\$ 4,892	-	-
Colleen S Vaughan, Vice-President, Academic	\$ 6,360	-	-	-	\$ 6,360	-	-

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Notes

Michel A Tarko, President & CEO	<p>General Note: Justice Institute BC provided a 5% performance-based increase effective April 1, 2022, for the 2021/2022 performance year. Retroactive increase was accrued for \$10,474 as at March 31, 2023, which will be paid in first quarter of 2024 fiscal year.</p>
Cindy Dopson, Vice-President, People Culture and Organizational Planning	<p>General Note: Justice Institute BC provided a 4% performance-based increase effective April 1, 2022, for the 2021/2022 performance year. Salary was increased by 2% as at April 1, 2022, and the residual 2% increase was accrued for \$3,046 as at March 31, 2023, which will be retroactively paid in first quarter of 2024 fiscal year.</p>
Michael J Proud, Vice-President, Finance and Operations	<p>General Note: Justice Institute BC provided a 4% performance-based increase effective April 1, 2022, for the 2021/2022 performance year. Salary was increased by 2% as at April 1, 2022, and the residual 2% increase was accrued for \$3,441 as at March 31, 2023, which will be retroactively paid in first quarter of 2024 fiscal year.</p>
Joanna Robertson, Vice President, Brand, Communications and Engagement	<p>General Note: Effective August 19, 2022, J. Roberston was appointed as Vice-President, Brand, Communications and Engagement. Effective December 30, 2022, J. Roberston resigned position with the Justice Institute BC. From April 1, 2022 till August 18, 2022, J. Roberston was in the position of Director, Communications and Marketing and earned \$41,344. From August 19, 2022 till resignation, December 30, 2022, J. Roberston earned \$70,223.</p>
Colleen S Vaughan, Vice-President, Academic	<p>General Note: Justice Institute BC provided a 4% performance based increase effective April 1, 2022 for the 2021/2022 performance year. Salary was increased by 2% as at April 1, 2022, and the residual 2% increase was accrued for \$3,477 as at March 31, 2023, which will be retroactively paid in first quarter of 2024 fiscal year.</p>