

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

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	