

EXECUTIVE COMPENSATION DISCLOSURE

Justice Institute of BC

Summary Compensation Table at 2018

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2017/2018 Total Compensation	Previous Two Years Totals Total Compensation	
							2016/2017	2015/2016
Michel A Tarko, President & CEO	\$ 178,071	-	\$ 13,272	\$ 18,074	\$ 6,619	\$ 216,036	\$ 217,387	\$ 206,213
Jonathan Marks, Associate Vice President, Human Resources	\$ 126,099	-	\$ 10,015	\$ 12,799	\$ 6,360	\$ 155,273		
Kayoko Takeuchi, Vice-President, Finance and Operations	\$ 137,462	-	\$ 10,689	\$ 13,953	\$ 6,360	\$ 168,464		
Colleen S Vaughan, Vice-President, Academic	\$ 139,736	-	\$ 10,686	\$ 14,183	\$ 6,360	\$ 170,965	\$ 140,982	

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Summary Other Compensation Table at 2018

Name And Position	All Other Compensation	Severance	Vacation payout	Leave payout	Vehicle / Transportation Allowance	Perquisites / other Allowances	Other
Michel A Tarko, President & CEO	\$ 6,619	-	-	-	\$ 6,619	-	-
Jonathan Marks, Associate 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. The contract also allows him to participate in an annual medical assessment.
Jonathan Marks, Associate Vice President, Human Resources	General Note: J. Marks was hired as an Associate Vice President on January 9, 2017. His actual base salary is a combination of previous and current role at JIBC.
Kayoko Takeuchi, Vice-President, Finance and Operations	General Note: K. Takeuchi was hired as a Vice President on March 31, 2017. Her actual base salary is a combination of previous and current role at JIBC.
Colleen S Vaughan, Vice-President, Academic	General Note: The compensation amounts reported in F2017 were for a partial year (May 16, 2016 - March 31, 2017). F2018 amounts are for a full year.