

# EXECUTIVE COMPENSATION DISCLOSURE

Legal Aid 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
Mark Benton QC, Chief Executive Officer	\$ 205,443	-	\$ 13,075	\$ 19,739	\$ 12,278	\$ 250,535	\$ 271,632	\$ 270,562
Michael Bryant, Chief Executive Officer	\$ 48,592	-	\$ 5,882	-	\$ 1,304	\$ 55,778		
Salman Azam, Chief Operating Officer	\$ 102,786	-	\$ 14,075	\$ 1,276	\$ 2,344	\$ 120,481		
Harold V J Clark, Vice President, Strategic Planning, Policy & HR	\$ 152,192	-	\$ 9,693	-	\$ 12,886	\$ 174,771	\$ 224,792	\$ 232,519
Chris Earle, Vice President, Finance & Corporate Services	\$ 148,254	-	\$ 8,661	-	\$ 56,030	\$ 212,945	\$ 182,976	\$ 188,022
Sherry MacLennan, Vice President, Public Legal Info & Appl.	\$ 166,890	-	\$ 14,643	\$ 16,412	\$ 330,449	\$ 528,394	\$ 232,946	\$ 221,906
Heidi Mason, Vice President, Legal Advice & Representation	\$ 181,297	-	\$ 15,247	\$ 17,746	\$ 6,994	\$ 221,284	\$ 229,931	\$ 225,838

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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
Mark Benton QC, Chief Executive Officer	\$ 12,278	-	-	-	\$ 6,960	\$ 4,948	\$ 370
Michael Bryant, Chief Executive Officer	\$ 1,304	-	-	-	-	\$ 1,304	-
Salman Azam, Chief Operating Officer	\$ 2,344	-	-	-	-	\$ 2,344	-
Harold V J Clark, Vice President, Strategic Planning, Policy & HR	\$ 12,886	-	\$ 7,538	-	-	\$ 4,948	\$ 400
Chris Earle, Vice President, Finance & Corporate Services	\$ 56,030	-	\$ 2,050	-	-	-	\$ 53,980
Sherry MacLennan, Vice President, Public Legal Info & Appl.	\$ 330,449	\$ 309,398	\$ 14,772	-	-	\$ 5,468	\$ 811
Heidi Mason, Vice President, Legal Advice & Representation	\$ 6,994	-	-	-	-	\$ 6,251	\$ 743

## EXECUTIVE COMPENSATION DISCLOSURE

### Notes

Mark Benton QC, Chief Executive Officer	<p><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.</p> <p><b>Perquisite/Other Allowance Note:</b> Parking - \$4948</p> <p><b>Other Note:</b> Wellness - \$370</p>
Michael Bryant, Chief Executive Officer	<p><b>General Note:</b> Start date - January 17, 2022. Note - Disclosure covers a partial year.</p> <p><b>Perquisite/Other Allowance Note:</b> Parking - \$1304</p>
Salman Azam, Chief Operating Officer	<p><b>General Note:</b> Start date - August 30, 2021 Note - Disclosure covers a partial year.</p> <p><b>Perquisite/Other Allowance Note:</b> Parking - \$2344</p>
Harold V J Clark, Vice President, Strategic Planning, Policy & HR	<p><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. Retired January 31, 2022.</p> <p><b>Perquisite/Other Allowance Note:</b> Parking - \$4948</p> <p><b>Other Note:</b> Wellness - \$400</p>
Chris Earle, Vice President, Finance & Corporate Services	<p><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. Retirement date - February 11, 2022</p> <p><b>Other Note:</b> Retiring Allowance - \$53,811 Wellness - \$169</p>
Sherry MacLennan, Vice President, Public Legal Info & Appl.	<p><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. This individual received a salary continuance effective February 28, 2022 for a total amount of \$309,398. Termination date- February 28, 2022</p> <p><b>Perquisite/Other Allowance Note:</b> Parking - \$5468</p> <p><b>Other Note:</b> Substitution pay when acted as CEO - \$411, Wellness - \$400</p>
Heidi Mason, Vice President, Legal Advice & Representation	<p><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. As a result of an executive restructure and this position taking on additional responsibilities, LABC was approved to increase Heidi's salary to \$201,100 effective February 28, 2022.</p> <p><b>Perquisite/Other Allowance Note:</b> Parking - \$6251</p> <p><b>Other Note:</b> Wellness \$ 400 , Substitution Pay when acted as CEO- \$343</p>