

EXECUTIVE COMPENSATION DISCLOSURE

Legal Aid 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
Mark Benton QC, Chief Executive Officer	\$ 15,803	-	\$ 1,162	\$ 1,471	\$ 587	\$ 19,023	\$ 250,535	\$ 271,632
Michael Bryant, Chief Executive Officer	\$ 252,677	-	\$ 15,931	\$ 16,286	\$ 8,241	\$ 293,135	\$ 55,778	
Ali-Reza Allameh, General Counsel & Corporate Secretary	\$ 94,499	-	\$ 12,651	\$ 673	\$ 1,430	\$ 109,253		
Salman Azam, Chief Operating Officer	\$ 189,126	-	\$ 15,053	\$ 17,608	\$ 8,996	\$ 230,783	\$ 120,481	
Heidi Mason, Executive Vice President, Legal Advice & Representation	\$ 201,100	-	\$ 16,845	\$ 18,722	\$ 18,134	\$ 254,801	\$ 221,284	\$ 229,931
Steven Veinot, Chief Financial Officer	\$ 41,981	-	\$ 5,126	-	\$ 892	\$ 47,999		

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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
Mark Benton QC, Chief Executive Officer	\$ 587	-	\$ 52	-	\$ 535	-	-
Michael Bryant, Chief Executive Officer	\$ 8,241	-	\$ 1,025	-	\$ 5,354	\$ 1,771	\$ 91
Ali-Reza Allameh, General Counsel & Corporate Secretary	\$ 1,430	-	-	-	-	\$ 1,230	\$ 200
Salman Azam, Chief Operating Officer	\$ 8,996	-	\$ 7,195	-	-	\$ 1,510	\$ 291
Heidi Mason, Executive Vice President, Legal Advice & Representation	\$ 18,134	-	\$ 10,718	-	-	\$ 7,125	\$ 291
Steven Veinot, Chief Financial Officer	\$ 892	-	-	-	-	\$ 692	\$ 200

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Notes

Mark Benton QC, Chief Executive Officer	General Note: Retirement date - April 22, 2022
Michael Bryant, Chief Executive Officer	Perquisite/Other Allowance Note: Parking - \$261 Cell Phone Allowance - \$1510 Other Note: EI Rebate - \$91
Ali-Reza Allameh, General Counsel & Corporate Secretary	Perquisite/Other Allowance Note: Cell Phone Allowance - \$1230 Other Note: Wellness-\$200
Salman Azam, Chief Operating Officer	Perquisite/Other Allowance Note: Cell Phone Allowance - \$1510 Other Note: Wellness - \$200 EI Rebate - \$91
Heidi Mason, Executive Vice President, Legal Advice & Representation	Perquisite/Other Allowance Note: Parking - \$5615 Cell Phone Allowance - \$1510 Other Note: Wellness - \$200 EI Rebate - \$91
Steven Veinot, Chief Financial Officer	Perquisite/Other Allowance Note: Cell Phone Allowance - \$692 Other Note: Wellness - \$200