

# EXECUTIVE COMPENSATION DISCLOSURE

Legal Aid BC

## Summary Compensation Table at 2024

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2023/2024 Total Compensation	Previous Two Years Totals Total Compensation	
							2022/2023	2021/2022
Michael Bryant, Chief Executive Officer	\$ 269,733	-	\$ 17,193	\$ 25,082	\$ 12,694	\$ 324,702	\$ 293,135	\$ 55,778
Ali-Reza Allameh, General Counsel & Corporate Secretary	\$ 187,869	-	\$ 16,966	\$ 17,490	\$ 2,229	\$ 224,554	\$ 109,253	
Salman Azam, Vice President Legal Operations & Chief Operating Officer	\$ 216,066	-	\$ 17,779	\$ 20,452	\$ 17,497	\$ 271,794	\$ 230,783	\$ 120,481
Heidi Mason, Executive Vice President, Legal Services	\$ 239,063	-	\$ 14,737	\$ 21,027	\$ 19,650	\$ 294,477	\$ 254,801	\$ 221,284
Steven Veinot, Vice President Corporate Services & Chief Financial Officer	\$ 203,500	-	\$ 17,681	\$ 13,481	\$ 2,656	\$ 237,318	\$ 47,999	

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**Summary Other Compensation Table at 2024**

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Michael Bryant, Chief Executive Officer	\$ 12,694	-	\$ 3,705	-	\$ 6,960	\$ 1,930	\$ 99
Ali-Reza Allameh, General Counsel & Corporate Secretary	\$ 2,229	-	-	-	-	\$ 1,930	\$ 299
Salman Azam, Vice President Legal Operations & Chief Operating Officer	\$ 17,497	-	\$ 15,268	-	-	\$ 1,930	\$ 299
Heidi Mason, Executive Vice President, Legal Services	\$ 19,650	-	\$ 15,011	-	-	\$ 4,340	\$ 299
Steven Veinot, Vice President Corporate Services & Chief Financial Officer	\$ 2,656	-	-	-	-	\$ 2,557	\$ 99

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### Notes

Michael Bryant, Chief Executive Officer	<p><b>General Note:</b> Michael received a 6.75% performance-based salary increase effective April 1, 2023.</p> <p><b>Perquisite/Other Allowance Note:</b> Cell Phone Allowance - \$1930</p> <p><b>Other Note:</b> EI Rebate - \$99</p>
Ali-Reza Allameh, General Counsel & Corporate Secretary	<p><b>Perquisite/Other Allowance Note:</b> Cell Phone Allowance - \$1930</p> <p><b>Other Note:</b> Wellness-\$200 EI Rebate - \$99</p>
Salman Azam, Vice President Legal Operations & Chief Operating Officer	<p><b>General Note:</b> Salman received a 5.0 % performance-based salary increase effective January 1, 2023. Salman received a 10.0 % salary increase as a result of the reclassification of the position of Vice President Legal Operations &amp; Chief Operating Officer effective April 1, 2023.</p> <p><b>Perquisite/Other Allowance Note:</b> Cell Phone Allowance - \$1930</p> <p><b>Other Note:</b> Wellness - \$200 EI Rebate - \$99</p>
Heidi Mason, Executive Vice President, Legal Services	<p><b>General Note:</b> As part of a secondment agreement with BC First Nations Justice Council, Heidi received a 11.88% salary increase effective April 24, 2023. LABC paid all compensation during the secondment. Heidi was terminated October 3, 2023. Heidi received a 6.25% performance-based salary increase effective January 1, 2024 as implementation of the 2023 performance-based salary increase was delayed. Heidi received salary continuance of \$116,016 for the period of October 3, 2023 to March 31, 2024 and will continue to receive a salary continuance until April 3, 2025.</p> <p><b>Perquisite/Other Allowance Note:</b> Parking - \$2550 Cell Phone Allowance - \$1790</p> <p><b>Other Note:</b> Wellness - \$200 EI Rebate - \$99</p>
Steven Veinot, Vice President Corporate Services & Chief Financial Officer	<p><b>General Note:</b> Steve received a 10.0 % salary increase as a result of the reclassification of the position of Vice President Corporate Services &amp; Chief Financial Officer effective September 18, 2023.</p> <p><b>Perquisite/Other Allowance Note:</b> Cell Phone Allowance - \$1930 Transit friendly compass pass - \$627</p> <p><b>Other Note:</b> EI rebate -\$99</p>