

## EXECUTIVE COMPENSATION DISCLOSURE

Legal Services Society

Summary Compensation Table at 2019

| Name and Position   | Salary     | Holdback/Bonus/<br>Incentive Plan<br>Compensation | Benefits  | Pension   | All Other<br>Compensation<br>(expanded<br>below) | 2018/2019<br>Total<br>Compensation | Previous Two Years Totals<br>Total Compensation |            |
|---|------------|---|-----------|-----------|--|------------------------------------|---|------------|
|   |            |   |           |           |  |                                    | 2017/2018                                       | 2016/2017  |
| Mark Benton QC, Chief Executive Officer                           | \$ 201,415 | -   | \$ 16,943 | \$ 20,015 | \$ 29,602  | \$ 267,975                         | \$ 264,697                                      | \$ 255,531 |
| Renzo Caron, Vice President, Indigenous Services                  | \$ 153,852 | -   | \$ 12,849 | \$ 2,924  | \$ 4,861   | \$ 174,486                         |   |            |
| Harold V J Clark, Vice President, Strategic Planning, Policy & HR | \$ 169,678 | -   | \$ 15,334 | \$ 15,844 | \$ 23,428  | \$ 224,284                         | \$ 219,692                                      | \$ 201,330 |
| Chris Earle, Vice President, Finance & Corporate Services         | \$ 158,468 | -   | \$ 16,530 | -         | \$ 5,589   | \$ 180,587                         |   |            |
| Sherry MacLennan, Vice President, Public Legal Info & Appl.       | \$ 169,678 | -   | \$ 14,847 | \$ 15,881 | \$ 6,385   | \$ 206,791                         | \$ 213,992                                      | \$ 189,153 |
| Heidi Mason, Vice President, Legal Advice & Representation        | \$ 169,678 | -   | \$ 15,751 | \$ 15,960 | \$ 15,949  | \$ 217,338                         | \$ 201,534                                      | \$ 195,926 |

## EXECUTIVE COMPENSATION DISCLOSURE

Summary Other Compensation Table at 2019

| Name And Position   | All Other<br>Compensation | Severance | Vacation<br>payout | Leave payout | Vehicle /<br>Transportation<br>Allowance | Perquisites /<br>other<br>Allowances | Other    |
|---|---------------------------|-----------|--------------------|--------------|--|--------------------------------------|----------|
| Mark Benton QC, Chief Executive Officer                           | \$ 29,602                 | -         | \$ 16,316          | -            | \$ 6,960                                 | \$ 5,826                             | \$ 500   |
| Renzo Caron, Vice President, Indigenous Services                  | \$ 4,861                  | -         | -                  | -            | -  | \$ 4,661                             | \$ 200   |
| Harold V J Clark, Vice President, Strategic Planning, Policy & HR | \$ 23,428                 | -         | \$ 17,170          | -            | -  | \$ 5,826                             | \$ 432   |
| Chris Earle, Vice President, Finance & Corporate Services         | \$ 5,589                  | -         | -                  | -            | -  | \$ 5,389                             | \$ 200   |
| Sherry MacLennan, Vice President, Public Legal Info & Appl.       | \$ 6,385                  | -         | -                  | -            | -  | \$ 5,826                             | \$ 559   |
| Heidi Mason, Vice President, Legal Advice & Representation        | \$ 15,949                 | -         | \$ 8,485           | -            | -  | \$ 5,826                             | \$ 1,638 |