

## Compensation Disclosure

In accordance with the Minister's Order for Disclosure of Compensation and Other Payments under the Ontario New Home Warranties Plan Act, we are providing the following breakdown of 2019 compensation for the Tarion Board of Directors and executives.

Annual Tarion Compensation Disclosure – 2019					
Board of Directors					
Director Position	Director Number	Annual Retainer (\$)	Per Diem Remuneration (\$)	Total Compensation Earned (\$)	Fraction of the Year as a Director
Chair	1	\$32,083	\$21,150	\$53,233	0.92
Vice Chair*	1	\$15,156	\$26,938	\$42,094	1.0
Director	1	\$13,250	\$22,513	\$35,762	1.0
Director	2	\$4,417	\$7,188	\$11,604	0.33
Director	3	\$16,250	\$20,800	\$37,050	0.33
Director	4	\$3,750	\$3,963	\$7,713	0.33
Director	5	\$4,417	\$2,150	\$6,567	0.33
Director	6	\$12,583	\$18,875	\$31,458	1.0
Director	7	\$11,250	\$15,588	\$26,838	1.0
Director	8	\$11,250	\$17,150	\$28,400	1.0
Director	9	\$3,750	\$6,500	\$10,250	0.33
Director	10	\$3,750	\$5,750	\$9,500	0.33
Director	11	\$3,750	\$5,125	\$8,875	0.33
Director	12	\$11,250	\$24,638	\$35,888	1.0
Director	13	\$14,583	\$21,813	\$36,396	1.0
Director	14	\$7,500	\$12,375	\$19,875	0.67
Director	15	N/A	OPS Employee	N/A	0.33
Director - OPS	16	N/A	OPS Employee	N/A	0.67
<b>Total</b>		<b>\$168,989</b>	<b>\$232,513</b>	<b>\$401,502</b>	

**Notes:**

\*Served 11 months as Vice Chair and 1 month as Interim Chair

## Annual Tarion Compensation Disclosure – 2019

### Executives

Position	Position Number	Cash Compensation (\$) (a)	Pension and Other Compensation (\$) (b)	Total Compensation Earned (\$) (a+b)	Fraction of the Year in the Position
President & Chief Executive Officer, Registrar	1	\$658,471	\$162,834	\$821,305	1.0
Chief Operating Officer, Deputy Registrar (1)	1	\$196,667	\$26,467	\$223,134	0.7
Senior Vice Presidents	1	\$200,341	\$36,018	\$236,359	0.3
Vice Presidents (2)	1	\$347,973	\$56,508	\$404,481	1.0
	2	\$269,665	\$61,491	\$331,156	1.0
	3	\$278,334	\$48,084	\$326,418	1.0
	4	\$264,570	\$40,941	\$305,511	1.0
	5	\$151,406	\$26,685	\$178,091	0.6
	6	\$80,035	\$364,936	\$444,971	0.2
Assistant Vice Presidents, Deputy Registrars (3)	1	\$213,730	\$23,005	\$236,735	1.0
	2	\$210,098	\$23,185	\$233,283	1.0
	3	\$184,514	\$39,060	\$223,574	1.0
	4	\$197,304	\$19,736	\$217,039	0.8
<b>Total</b>		<b>\$3,253,108</b>	<b>\$928,949</b>	<b>\$4,182,058</b>	

**Definitions:**

- (a) Cash compensation consists of base salary and incentive paid in respect of the reported year.  
 (b) Pension and Other Compensation include pension contributions, separation amounts, and other perquisites paid by Tarion in the reported year.

**Notes:**

- 1) The fraction of the year for the Position represents the portion of the year that the individual held that position. This includes those who were promoted part way through the year and those who were with the organization for a portion of the year. For employees who were terminated, this includes all associated payouts such as pension contributions and any severance payments. For employees promoted to an executive position during the year, the amounts above include compensation for the full year.  
 2) This category includes VP & General Counsel; VP, Operations; VP & CIO; VP & CFO; VP, HR; VP, Stakeholder Relations.  
 3) This category includes: Assistant Vice President, Finance, Assistant Vice President & Associate General Counsel; and Deputy Registrars.