

The Resource Productivity and Recovery Authority is required by the Minister of the Environment, Conservation and Parks to publicly disclose compensation of all staff and Board directors earning \$100,000 or more annually.

Additionally, the Authority's Board has decided to disclose 2019 compensation details of all current and past Board directors in the interest of full transparency.

As an Administrative Authority under the *Resource Recovery and Circular Economy Act, 2016*, the Authority is mandated to advance Ontario's circular economy by enforcing the requirements of Ontario's new extended producer responsibility regulatory framework for resource recovery.

This complex mandate requires the Authority to attract and retain an executive and management team with specialized skills and strong expertise across a broad range of disciplines including regulatory and environmental law, compliance and corporate communications, information technology, finance and administration, and waste management and resource recovery.

The Authority is funded exclusively through fees charged to regulated parties, which obliges the Authority to operate cost-effectively in delivering its regulatory mandate. The Authority's Operating Agreement also explicitly requires it to operate in an efficient and economical manner and to demonstrate value-for-money.

As such, the Authority's executive and management compensation levels are regularly benchmarked by a third-party firm against other Ontario Administrative Authorities and private sector entities of a similar size and scope to ensure its compensation structure is both competitive and reasonable.

Similarly, the Authority's Board has decided to set director per diems in line with the Ontario Government's Agencies and Appointments Directive in order to demonstrate fiscal discipline.

The Minister's Direction letter on compensation disclosure is appended below.

The Authority's 2019 compensation disclosure is as follows:

Authority Staff

Last Name	First Name	Job Title	Salary Paid	Taxable Benefits	Total Compensation
Cummins	Mary	Deputy Registrar	\$113,584.08	\$2,811.77	\$116,395.85
Denton	Frank	Chief Executive Officer	\$245,991.63	\$2,842.18	\$248,833.81
Gitterman	Noah	General Counsel	\$184,447.05	\$2,474.28	\$186,921.33
Lee	Wilson	Director of Communications and Stakeholder Relations	\$194,546.53	\$1,651.98	\$196,198.51

Montague	Sandra	Chief Financial and Administration Officer	\$196,504.98	\$2,842.18	\$199,347.16
Moran	Patrick	Registrar	\$227,987.92	\$2,179.48	\$230,167.40
Pinard	John	Chief Information Officer	\$199,373.03	\$2,842.18	\$202,215.21
Rathbone	Geoff	Director of Transition	\$229,283.92	\$2,269.88	\$231,553.80

Authority Board Directors

Last Name	First Name	Role	Per Diem Paid	Taxable Benefits	Total Compensation
Barretto	Joyce	Board Director and Board Secretary	\$9,669.50	\$0	\$9,669.50
Brezer	David	Board Director	\$0	\$0	\$0
Cheema	Saqib	Board Director	\$16,972.00	\$0	\$16,972.00
Gies	Glenda	Board Chair	\$118,255.00	\$0	\$118,255.00
Kawall	Ken	Board Director and Board Treasurer	\$25,161.18	\$0	\$25,161.18
Nemtin	Andrea	Board Director	\$17,713.75	\$0	\$17,713.75
Poirier	Robert	Board Director	\$22,163.00	\$0	\$22,163.00
Sharma	Rajesh	Board Director	\$22,063.00	\$0	\$22,063.00
Shenstone	Mary	Board Director and Board Secretary	\$19,327.46	\$0	\$19,327.46
Tandon	Nidhi	Board Director	\$17,591.25	\$0	\$17,591.25
Wright	Tom	Board Director and Board Vice Chair	\$31,833.57	\$0	\$31,833.57

- ❖ Joyce Barretto and Nidhi Tandon's terms on the Board ended on November 30, 2019.
- ❖ Joyce Barretto was Board Secretary until May 2019 and Mary Shenstone was Board Secretary from May through to the end of the year.
- ❖ David Brezer is a current employee of the Ontario Public Sector and is ineligible to receive Director per diems

Ministry of the Environment,
Conservation and Parks

Ministère de l'Environnement,
de la Protection de la nature et des
Parcs



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357-2020-1835

September 25, 2020

Mr. Robert Poirier
Chair
Resource Productivity and Recovery Authority
4711 Yonge Street, Suite 408
Toronto ON M2N 6K8
Email: chair@rpra.ca

Dear Mr. Poirier:

I am writing to provide the Resource Productivity and Recovery Authority ("the Authority") with specific direction regarding the public disclosure of compensation with respect to the Authority's directors, officers and employees.

As you may know, the amendments to the *Resource Recovery and Circular Economy Act, 2016* (RRCEA) that were provided for in Schedule 6 of the *Rebuilding Consumer Confidence Act, 2020* came into force on July 14th, 2020. Amongst other changes, these amendments provide the Minister with the authority to make an order requiring the disclosure of information related to the compensation paid by the Authority to members of its board of directors, to its officers and to its employees. I am now exercising this authority provided for under the new section in RRCEA (section 53.1). The Order is attached to this correspondence.

Further, the Authority shall make this order publicly available on the Authority's website.

Making this information available is an important transparency measure for both the Government and the Authority. I note that several stakeholders have expressed a desire for better insight into the Authority's expenditures and this measure can help meet that objective.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeff Yurek".

Jeff Yurek
Minister of the Environment, Conservation and Parks

c: Mr. Serge Imbrogno, Deputy Minister

MINISTER'S ORDER

Whereas it is desirable to provide for a greater level of transparency by the Resource Productivity and Recovery Authority, in regard to the compensation that the Authority provides to members of its board of directors, to its officers and to certain of its employees.

Whereas the Minister of the Environment, Conservation and Parks has been authorized to require, by order, that the Authority make such information available to the public in the manner specified in the order.

Now therefore, pursuant to my authority under section 53.1 of the *Resource Recovery and Circular Economy Act, 2016*, I hereby order and require that the Resource Productivity and Recovery Authority (the "Authority") make certain compensation-related information available to the public as follows:

1. That the information related to compensation of members of the Authority's board of directors, its officers and its employees be publicly disclosed in a manner consistent with the processes and requirements applicable to such information as if the information was subject to the *Public Sector Salary Disclosure Act, 1996*.
2. For greater certainty, I am requiring the Authority to make available to the public the names, positions, salaries and total taxable benefits paid by the Authority to persons holding the positions referred to in paragraph 1 and, specifically, where such compensation paid amounted to \$100,000 or more in the previous calendar year.
3. The information referred to in Paragraph 2 should be submitted to me and disclosed through the Authority's Registry for the 2019 calendar year, no later than October 26th, 2020.
4. For calendar years commencing on and after the 2019 calendar year, the compensation information for the 2020 and each subsequent calendar year shall be provided to the Ministry of the Environment, Conservation and Parks (the "Ministry") no later than the date the Authority posts its Annual Report on the Registry.

This order is issued and is effective and binding on the date hereof.



Minister of the Environment, Conservation and Parks