

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, in the interest of greater transparency, the Authority's Board has decided to disclose compensation details of all Board directors who served in 2020.

The Authority's 2020 compensation disclosure is as follows:

Authority Staff

Last Name	First Name	Job Title	Salary Paid	Taxable Benefits	Total Compensation
Cummins	Mary	Deputy Registrar	\$122,729.40	\$523.32	\$123,252.72
Denton	Frank	Chief Executive Officer	\$256,736.88	\$523.32	\$257,260.20
Gitterman	Noah	General Counsel	\$206,142.67	\$523.32	\$206,665.99
Lee	Wilson	Chief of Communications and Stakeholder Relations	\$208,518.03	\$523.32	\$209,041.35
Mastrella	John	Senior Financial Consultant	\$99,805.25	\$517.41	\$100,322.66
Montague	Sandra	Chief Financial and Administration Officer	\$211,860.44	\$523.32	\$212,383.76
Moran	Patrick	Registrar	\$247,995.93	\$523.32	\$248,519.25
Pinard	John	Chief Information Officer	\$204,722.95	\$2,896.25	\$207,619.20
Rathbone	Geoff	Director of Transition	\$233,339.74	\$523.32	\$233,863.06
Richards	Randy	IT Manager	\$102,054.14	\$307.32	\$102,361.46
Sahu	Amit	Salesforce Solution Architect	\$149,504.30	\$523.32	\$150,027.62
Vlaanderen	Tessa	Manager of Programs and Planning	\$101,715.47	\$510.36	\$102,225.83

Authority Board Directors

Last Name	First Name	Role	Per Diem Paid	Taxable Benefits	Total Compensation
Bome	Christine	Board Director	\$10,974.00	\$0	\$10,974.00
Brezer	David	Board Director	\$0	\$0	\$0
Cheema	Saqib	Board Director	\$12,744.00	\$0	\$12,744.00
Gies	Glenda	Board Chair	\$74,606.75	\$0	\$74,606.75
Kawall	Ken	Board Director and Board Treasurer	\$21,004.00	\$0	\$21,004.00
Nemtin	Andrea	Board Director	\$17,464.00	\$0	\$17,464.00
Poirier	Robert	Board Chair	\$38,594.00	\$0	\$38,594.00
Sharma	Rajesh	Board Director	\$15,812.00	\$0	\$15,812.00
Shenstone	Mary	Board Director and Board Secretary	\$16,481.75	\$0	\$16,481.75
Wright	Tom	Board Director and Board Vice Chair	\$23,361.88	\$0	\$23,361.88

- ❖ Christine Bome served a partial year.
- ❖ David Brezer served a partial year and as an employee of the Ontario Public Sector he was ineligible to receive Director per diems.
- ❖ Glenda Gies was Board Chair until July 1, 2020 and Robert Poirier was Board Chair from July 1, 2020 to the end of the year.