

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

Additionally, in the interest of greater transparency, RPRA discloses compensation details of all Board directors regardless of whether total director compensation is \$100,000 or more.

The Authority's 2024 compensation disclosure is as follows:

RPRA Staff

Last Name	First Name	Job Title	Salary Paid	Taxable Benefits	Total Compensation
Abraham	Andrea	Corporate Secretary	\$112,328.39	\$518.40	\$112,846.79
Ajise	Olufunmilayo	IT Project Manager	\$150,702.96	\$518.40	\$151,221.36
Albabbili	Mounir	Manager, Service Delivery	\$110,007.00	\$480.60	\$110,487.60
Ayoade	Adeola	Manager, Financial Planning and Analysis	\$132,250.07	\$518.40	\$132,768.47
Barrett	Kiara	Manager, Business Change & Implementation	\$114,032.78	\$518.40	\$114,551.18
Bhattacharjee	Joymalya	Director, IT Applications and Architecture	\$197,220.01	\$518.40	\$197,738.41
Bhatti	Danish	Senior Infrastructure Lead	\$101,578.74	\$432.00	\$102,010.74
Bowman	Stacey	Manager, Policy Research & Data Analytics	\$113,113.62	\$518.40	\$113,632.02
Castillo	Pamela	Service Delivery and Compliance Director	\$141,235.68	\$518.40	\$141,754.08
Chakwera	Samuel	Senior Data Analyst	\$100,000.08	\$475.20	\$100,475.28
Cheong	Suk Kuen Jenifa	Audit and Risk Officer Lead	\$106,000.08	\$518.40	\$106,518.48
Chum	Rachita	Director, People and Culture	\$129,427.91	\$518.40	\$129,946.31
Cummins	Mary	Registrar	\$252,673.93	\$518.40	\$253,192.33
Deepshikha	Deepshikha	IT Service Management Lead	\$115,000.08	\$475.20	\$115,475.28
Denton	Frank	Chief Executive Officer	\$438,222.45	\$129.60	\$438,352.05
Filippi	Fausto Gianni	Director of Security and Network Services	\$165,615.13	\$518.40	\$166,133.53
Gaddam	Santosh	Salesforce Developer	\$119,049.13	\$518.40	\$119,567.53
Gitterman	Noah	Chief Executive Officer	\$273,759.29	\$518.40	\$274,277.69

Grochalova	Barbora	Legal Counsel, Compliance and Enforcement	\$129,870.00	\$518.40	\$130,388.40
Gutierrez	Monica	Senior Compliance Officer	\$102,509.99	\$511.92	\$103,021.91
Hayes	Lorella	CFAO	\$253,049.18	\$518.40	\$253,567.58
Inness	Elizabeth	Chief Information Officer	\$250,056.00	\$518.40	\$250,574.40
Koudou	Ulysses	Data Architect	\$130,000.08	\$432.00	\$130,432.08
Lee	Wilson	Chief of Programs & Public Affairs	\$244,404.05	\$518.40	\$244,922.45
Luff	Marisa	Manager, Compliance Data & Business Intelligence	\$110,957.92	\$498.44	\$111,456.36
Modigie	Osigbeme	Business Analyst	\$117,837.11	\$518.40	\$118,355.51
Parrack	Bruce Cameron	Director of Programs and Stakeholder Relations	\$139,999.94	\$518.40	\$140,518.34
Ranasinghe	Sajeewa	Procurement and Contract Manager	\$100,686.01	\$515.26	\$101,201.27
Sadri	Vida	Integration Architect	\$133,836.95	\$518.40	\$134,355.35
Shaik	Ahmed Alisha	Salesforce Developer	\$108,354.95	\$518.40	\$108,873.35
White	Ellen	Director, Compliance Strategy & Risk	\$138,304.07	\$518.40	\$138,822.47

RPRA Board Directors

Last Name	First Name	Role	Total Compensation
Cheema	Saqib	Board Director	\$13,924.00
Clark	Janet	Board Director	\$39,908.41
Gilani	Tanweer	Board Director	\$19,234.00
Kawall	Kenrick	Board Director and Board Vice Chair	\$42,096.24
Nemtin	Andrea	Board Director	\$18,762.00
Poirier	Robert	Board Chair	\$66,774.00
Sharma	Rajesh	Board Director	\$43,070.00
Shenstone	Mary	Board Director and Board Vice Chair	\$39,936.00
Silver	Marnie	Board Director	\$16,874.00
Steiner	Jeffrey	Board Director	\$21,830.00
Wright	Tom	Board Director and Board Vice Chair	\$1,166.00

Ministry of the Environment,
Conservation and Parks

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

Office of the Minister

Bureau du ministre

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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

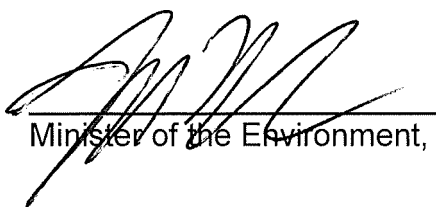
Whereas it is desirable to provide for a greater level of transparency by the Resource Productivity and Recovery Authority, in regard to the compensation that the Authority provides to members of its board of directors, to its officers and to certain of its employees.

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