

2013 Salary Analysis of Key Tarion Employees

Employee	Area or work / Title	2013 Total Salary	Base Salary
Howard Bogach	President CEO	679,660	371,386
David Guiney	Senior VP	479,891	287,157
Edmond Lee	VP Finance	301,808	195,743
Lesley Ross	Corp Secretary	111,852	95,365
John Becovello	VP Licensing	325,585	210,581
Mike Cote	Operations & Registrar	246,225	152,509
Peter Balasubramanian	VP Warranty	250,408	145,229
Bill Wallace	VP Information	323,439	206,805
Eileen Holden	VP Human Resources	257,658	164,979
Karen Mortfield	VP Stakeholder Relations	196,867	148,529
Kevin Brodie	VP Warranty	179,159	146,268
Suzanne Tiffin	VP Channel Strategy	239,111	150,879
John Hynes	Director	176,678	140,763
Tieu-Minh To	Controller	166,282	133,366
Girish Sharma	Director L&U	164,692	131,152
John Lunney	Director	161,317	129,585
Adil Darr	Director Underwriting	162,786	130,788
Frank Ferlano	Manager	173,100	102,512
Andrew Rodgers	Director Marketing	159,235	126,915
Erick Ortega	Director Technology	160,191	126,201
Ian Darling	Ombudsperson	159,973	129,434

Tarion Senior Legal Team

Timothy Schumacher	Legal	392,915	253,422
Danielle Peck	Corporate Counsel	151,308	123,993
Michael Doyle	Corporate Counsel	151,401	122,276
Sophie Vlahakis	Corporate Counsel	151,192	122,333
Total for Senior Legal Team		846,816	622,024

TOTAL for top 25 Tarion Employees		5,922,733	4,048,170
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Bonus	Pension & Other	Bonus % of Base
232,808	75,466	62.7%
140,763	51,971	49.0%
68,855	37,210	35.2%
10,794	5,693	11.3%
73,579	41,425	34.9%
52,067	41,649	34.1%
76,373	28,806	52.6%
75,052	41,582	36.3%
57,451	35,228	34.8%
20,149	28,189	13.6%
22,377	10,514	15.3%
51,000	37,232	33.8%
25,771	10,144	18.3%
24,552	8,364	18.4%
23,876	9,664	18.2%
22,147	9,585	17.1%
22,353	9,645	17.1%
11,606	58,982	11.3%
21,625	10,695	17.0%
23,018	10,972	18.2%
22,256	8,283	17.2%

91,674	47,819	36.2%
21,136	6,179	17.0%
20,726	8,399	17.0%
20,931	7,928	17.1%
154,467	70,325	24.8%

1,232,939	641,624	30.5%
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