

**Summary Compensation Table  
Knowledge Network Corporation**

<b>Name</b>	<b>Salary</b>	<b>Bonus</b>	<b>Incentive Plan</b>	<b>Pension</b>	<b>All Other Compensation</b>	<b>Total</b>
President & CEO	\$160,000	0	0	\$14,412.72	\$22,107.48	\$196,520.20

**Compensation Discussion and Analysis**

The organization's process for determining executive compensation is quite simple. As part of the organization's Human Resource Policies, Knowledge Network endeavours to provide compensation comparable to prevailing rates in its competitive marketplace in a manner which is orderly, logical and internally equitable and which recognizes the work performed, level of performance and service contribution. In the case of the CEO, the level of compensation is set by the Chair of the Board of Directors, in consultation with the Ministry of Advanced Education, and is subject to the approval of the Public Sector Employers Council.

As with all management employees, the President & CEO is a member of the College Pension Plan. In addition, the President receives group medical benefits (Life Insurance, AD&D, dental, extended health, short-term disability & MSP) at levels comparable with other management employees as set out in the HR Policies & Procedures. The President & CEO receives a car allowance of \$600/month and a non-receipted professional development fund of \$5,000 annually. These amounts are included in the 'All Other Compensation' total above.