



June 6, 2012

Mr. Paul Straszak  
President & CEO  
Public Sector Employers' Council Secretariat  
PO Box 9400 Stn Prov Govt  
Victoria, BC V8W 9V1

Dear Mr. Straszak:

Re: Executive Compensation Reporting for Knowledge Network Corporation

On behalf of the Board of Directors of Knowledge Network Corporation, I confirm that I am aware of the executive compensation paid in the 2011/12 fiscal year and have reviewed the attached Summary Compensation Table. The compensation reported is within the approved compensation plan.

Yours truly,

Nini Baird, C.M.  
Chair  
Knowledge Network Corporation

**Knowledge: Pass It On**

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**Knowledge.ca**



## Summary Compensation Table

### Knowledge Network Corporation

#### Who We Are

Knowledge Network Corporation is BC's public educational broadcaster, providing commercial-free creative documentaries, arts and culture and children's programs from Canada and around the world. Knowledge Network plays a vital role in supporting the independent production community in B.C. and the rest of Canada by commissioning, pre-licensing and acquiring documentary and children's content for broadcast on Knowledge Network, Knowledge.ca and Knowledgekids.ca. Knowledge Network is funded by an annual operating grant from the provincial government and through donations from over 33,000 Knowledge Partners.

#### Senior Employee Compensation Information

The President & CEO, Rudy Buttignol, is the only individual senior employee earning over \$125,000 annually. The following senior employee compensation information is for the President & CEO position.

| Year    | Salary    | Bonus / Incentive Plan | Benefits    | Pension     | All Other Compensation | Total        |
|---------|-----------|------------------------|-------------|-------------|------------------------|--------------|
| 2011/12 | \$163,480 | 0                      | \$11,298.12 | \$15,628.94 | \$12,200.00            | \$202,607.06 |
| 2010/11 | \$163,480 | 0                      | \$23,176.34 | \$14,976.27 | 0                      | \$201,632.61 |
| 2009/10 | \$163,480 | 0                      | \$20,148.02 | \$14,709.26 | 0                      | \$198,337.28 |

# Knowledge Network Corporation – Summary Compensation Table

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## 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 Labour, Citizens' Services and Open Government, 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, which is included as 'All Other Compensation' above.

The organization supports training and professional development for all employees. In the case of the President & CEO, he is eligible for up to \$12,500 annually, which includes a non-receipted professional development allowance of \$5,000. The actual non-receipted amount that he receives each year is included in the 'All Other Compensation' total above.