

May 6, 2015

Ms. Christina Zacharuk  
Interim President & CEO  
Public Sector Employers' Council Secretariat  
Suite 210, 880 Douglas Street  
Victoria, BC V8W 2B7

Dear Christina:

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 2014/15 fiscal year and have reviewed the Summary Compensation Table. The compensation reported is within the approved compensation plan and complies with the executive compensation disclosure guidelines.

Yours truly,

A handwritten signature in black ink, appearing to read "Nini Baird". The signature is fluid and cursive, with a large initial "N" and a long, sweeping tail.

Nini Baird, C.M.  
Chair  
Knowledge Network Corporation

## Knowledge Network Corporation Summary Compensation Table – 2014/15

### Who We Are

Knowledge Network Corporation is British Columbia's public educational broadcaster, providing commercial-free creative documentaries, arts and culture and children's programs from British Columbia, Canada and around the world for television, web and mobile platforms. 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 38,000 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
2014/15	\$163,480	\$0	\$12,262	\$16,690	\$7,200	\$199,632
2013/14	\$163,480	\$0	\$11,889	\$16,363	\$7,200	\$198,932
2012/13	\$163,480	\$0	\$11,553	\$15,628	\$12,200	\$202,606

*ATTENTION - Crown Agency Policy changes were implemented in 2013/14 - \$5,000 non-receipted professional development allowance is no longer payable. All other compensation now includes \$7,200 car allowance only.*

Knowledge Network Corporation  
Summary Compensation Table – 2014/15

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. Working within the provincial compensation mandates and guidelines, our compensation practices are intended to recognize the work performed, the 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 Technology, Innovation and Citizens' Services, 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, up to March 31, 2013, included a non-receipted professional development allowance of \$5,000, included in the 'All Other Compensation' total above. As of April 1, 2014, the President & CEO only receives professional development for receipted expenses.