

June 10, 2020

Ms. Christina Zacharuk  
President & CEO  
Public Sector Employers' Council Secretariat  
2<sup>nd</sup> Floor, 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 2019/20 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,



Maurine Karagianis  
Chair  
Knowledge Network Corporation

## Compensation Philosophy- 2019/20

### 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 BC 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 40,000 Knowledge Partners.

### Senior Employee Compensation

As required by the Public Sectors Employers Act, Knowledge Network discloses executive compensation annually for individuals earning over \$125,000 in annual base salary who are part of our decision-making team. This includes:

- President & CEO
- Director of Broadcast Technology
- Director of Development & Planning
- Director of Finance & Business Affairs

### Compensation Discussion and Analysis

Knowledge Network Corporation's compensation practices endeavor to attract, motivate and retain employees with the skills, experience and commitment necessary to achieve the organization's strategic and business goals. Knowledge Network's compensation philosophy is based on four core principles: performance, differentiation, transparency and accountability. We set maximum total compensation levels equal to the 50th percentile of total compensation provided to comparable positions by relevant comparison organizations. The comparators focus on the public sector where relevant comparisons can be made. We work within provincial compensation mandates and guidelines, respecting our responsibility for appropriate expenditure of public funds. Compensation practices recognize the scope of work performed and support internal equity through evaluation in accordance with the approved job evaluation system. Compensation practices support a performance-based culture and recognize service contribution through progression within the assigned salary grade.

In the case of the President & CEO, the level of compensation is set by the Chair of the Board of Directors, in consultation with the Ministry of Tourism, Arts & Culture, and is subject to the approval of the Public Sector Employers Council.

All management employees, including the President & CEO, are members of the College Pension Plan. In addition, they receive group medical benefits (Life Insurance, AD&D, dental, extended health and self-insured short- term disability) as set out in the HR Policies & Procedures. The President & CEO receives a car allowance of \$600/month. The organization supports approved training and professional development for all employees upon provision of receipts.

# EXECUTIVE COMPENSATION DISCLOSURE

Knowledge Network

Summary Compensation Table at 2020

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2019/2020 Total Compensation	Total Compensation	
							2018/2019	2017/2018
Rudy Buttignol, President & CEO	\$ 185,147	-	\$ 9,580	\$ 19,144	\$ 7,200	\$ 221,071	\$ 215,211	\$ 209,375
Oliver Eichel, Director of Broadcast Technology	\$ 130,365	-	\$ 11,858	\$ 13,480	-	\$ 155,703		
Jeffrey Lee, Director of Finance & Business Affairs	\$ 125,708	-	\$ 11,795	\$ 12,998	-	\$ 150,501		
Sarah MacDonald, Director of Development & Planning	\$ 130,365	-	\$ 11,858	\$ 13,480	-	\$ 155,703		