

May 29, 2013

Mr. Tom Vincent, Vice President
Public Sector Employers' Council Secretariat
PO Box 9400 Stn Prov Govt
Victoria, BC V8V 9V1

Dear Mr. Vincent:

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 2012/13 fiscal year and have reviewed the Summary Compensation Table. The compensation reported is within the approved compensation plan.

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



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
2012/13	\$163,480	\$0	\$11,553.71	\$15,628.94	\$12,200.00	\$202,862.65
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

ATTENTION - Crown Agency Policy changes are being implemented. They may not be reflected in the 2012/13 executive compensation disclosure.

Knowledge Network Corporation – Summary Compensation Table

Summary All Other Compensation Table at FISCAL, 2013

Name and Position(a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Rudy Buttignol, President & CEO	\$ 12,200	\$ -	\$ -	\$ -	\$ 7,200	\$ 5,000	\$ -

Notes:

Perquisites / other Allowances: \$5,000 non receipted professional development allowance

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.