

May 16, 2024

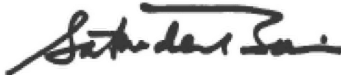
John Davison  
President & CEO  
PSEC Secretariat  
Suite 210, 880 Douglas Street  
Victoria, BC V8W 2B7

Dear John:

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 2023/24 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,



Satwinder Kaur Bains  
Board Chair  
Knowledge Network Corporation

**Knowledge: Pass It On**

4355 Mathissi Place, Burnaby, BC Canada V5G 4S8

**Telephone:** 604.431.3200 **Facsimile:** 604.431.3387

**Knowledge.ca**

## **Compensation Philosophy- 2023/24**

### **Who We Are**

British Columbia's Knowledge Network is an independent provincial public broadcaster that operates a free and commercial-free television channel in B.C. and streaming services across Canada. We help to create informed communities by providing trusted programming that supports lifelong learning, presents diverse points of view and promotes culture, identity and inclusion from local and global perspectives. Informing and enlightening our audiences on the important issues of our time, Knowledge Network connects British Columbians to each other and the world.

Funded by an annual operating grant from the provincial government and donations from loyal viewers, Knowledge Network offers curated content from all over the world including commercial-free documentaries, arts and culture, drama and children's programs. Our passion for sharing stories that inform and inspire extends to B.C.'s independent production community through the commissioning of documentary programs.

### **Senior Employee Compensation**

As required by the Public Sectors Employers Act, Knowledge Network discloses executive compensation annually for the Chief Executive Officer (CEO) and the next four highest ranking/paid individuals with decision-making authority earning over \$125,000 in annualized base salary. This includes:

- President & CEO
- Director of Philanthropy & Planning
- Director of Finance & Administration
- Director of Broadcast Technology & IT
- Director of Brand & Audience Engagement

### **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 Sport, 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 organization supports approved training and professional development for all employees upon provision of receipts.

**Knowledge Network**

**Summary Compensation Table at 2024**

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2023/2024 Total Compensation	Previous Two Years Totals Total Compensation	
							2022/2023	2021/2022
Rudy Buttignol, President & CEO	\$ 123,787	-	\$ 5,097	-	\$ 4,650	\$ 133,534	\$ 248,274	\$ 224,343
Michelle van Beusekom, President & CEO	\$ 205,409	-	\$ 14,585	\$ 21,239	-	\$ 241,233	\$ 39,465	
Oliver Eichel, Director of Broadcast Technology	\$ 149,829	-	\$ 13,859	\$ 15,492	-	\$ 179,180	\$ 167,761	\$ 161,019
Jeffrey Lee, Director of Finance & Administration	\$ 155,307	-	\$ 13,938	\$ 16,059	-	\$ 185,304	\$ 175,044	\$ 155,548
Sarah MacDonald, Director of Development & Planning	\$ 155,307	-	\$ 14,074	\$ 16,059	-	\$ 185,440	\$ 176,980	\$ 161,019
Justin Young, Director of Brand and Audience Engagement	\$ 50,000	-	\$ 3,404	\$ 5,170	-	\$ 58,574		



**Notes**

Rudy Buttignol, President & CEO	<b>General Note:</b> Salary continuance has ended as of November 20, 2023. \$123,787 in base salary is attributable to salary continuance.
Michelle van Beusekom, President & CEO	<b>General Note:</b> This individual received a 6.75% performance based increase effective January 1, 2024.
Oliver Eichel, Director of Broadcast Technology	<b>General Note:</b> This individual received a performance based increase of 6.75% in 2023/24.
Jeffrey Lee, Director of Finance & Administration	<b>General Note:</b> This individual received a performance based increase of 8.214% in 2023/24.
Sarah MacDonald, Director of Development & Planning	<b>General Note:</b> This individual received a performance based increase of 6.75% in 2023/24.
Justin Young, Director of Brand and Audience Engagement	