

2021-22 Incentive Award Disclosure

Name	Asset Class/ Function	Max Incentive Oppor- tunity	Incentive Awarded as a % of Base Pay	Annual Salary for Incentive Calculation	Award Amount
<u>Chief Operating Officer</u>					
Lisa Blatnick ¹	Executive	50%	45.8%	\$208,726	\$95,666
<u>Chief Financial Officer</u>					
Julie Underwood	Executive	50%	46.3%	\$283,128	\$130,947
<u>System Actuary</u>					
Rick Reed	Actuarial	30%	26.3%	\$275,748	\$72,384
David Lamoureux	Actuarial	30%	29.3%	\$305,364	\$89,319
<u>Deputy CIO</u>					
Scott Chan	Deputy CIO	175%	159.1%	\$428,400	\$681,589
<u>Investment Directors</u>					
Glenn Hosokawa	Fixed Income	125%	103.1%	\$392,004	\$404,254
June Kim	Global Equity	125%	109.3%	\$392,004	\$428,467
Paul Shantic	Infrastructure	125%	119.4%	\$392,004	\$467,955
April Wilcox	Investment Svcs	125%	115.3%	\$290,892	\$335,431
Steven Tong	RMS	125%	110.0%	\$392,004	\$431,204
Margot Wirth	Private Equity	125%	118.1%	\$392,004	\$463,055
Mike DiRe	Real Estate	125%	119.4%	\$392,004	\$467,955
Kirsty Jenkinson	SISS	125%	109.0%	\$392,004	\$427,133
Geraldine Jimenez	Strategy & Risk	125%	114.3%	\$343,284	\$392,269
<u>Portfolio Managers</u>					
Geetha Arani	Fixed Income	125%	104.4%	\$189,204	\$197,482
Dan Depner	Fixed Income	125%	104.4%	\$213,564	\$222,907
Catherine DiSalvo ¹	Fixed Income	125%	101.2%	\$28,668	\$29,026
David Gold	Fixed Income	125%	105.6%	\$250,392	\$264,477
Rosie Lucchesini-Jack	Fixed Income	125%	108.1%	\$258,000	\$278,963
Ian McCarty	Fixed Income	125%	107.5%	\$250,392	\$269,171
Debra Ng	Fixed Income	125%	103.7%	\$172,008	\$178,458
Jason Crawford	Global Equity	125%	109.3%	\$213,564	\$233,429

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David Murphy	Global Equity	125%	109.9%	\$258,000	\$283,611
Raymond Venner	Global Equity	125%	107.4%	\$258,000	\$277,161
Wilson Yee	Global Equity	125%	106.8%	\$184,908	\$197,485
Charles Fitzpatrick	Inflation Sensitive	125%	122.5%	\$229,728	\$281,417
Glen Blacet	Innov Strategies	125%	120.6%	\$258,000	\$311,213
Kelly Criss ¹	Investment Svcs	125%	112.2%	\$121,280	\$136,059
Shifat Hasan	Investment Svcs	125%	114.7%	\$204,996	\$235,102
Aizaz Ali	Private Equity	125%	118.8%	\$258,000	\$306,375
Lyndall (Tom) Baker	Private Equity	125%	119.4%	\$258,000	\$307,988
Seth Hall	Private Equity	125%	119.4%	\$258,000	\$307,988
Robert Ross	Private Equity	125%	122.5%	\$258,000	\$316,050
Daniel Clark	Real Estate	125%	119.4%	\$219,036	\$261,474
Bruce Deutsch	Real Estate	125%	119.4%	\$180,612	\$215,606
Julie Donegan	Real Estate	125%	120.0%	\$220,500	\$264,600
Don Palmieri	Real Estate	125%	118.1%	\$258,000	\$304,763
Mitch Pleis	Real Estate	125%	120.6%	\$238,404	\$287,575
Sally Stocks	Real Estate	125%	118.8%	\$235,008	\$279,072
Henry Thomas	Real Estate	125%	118.8%	\$258,000	\$306,375
Mike Thompson ²	Real Estate	125%	120.0%	\$258,000	\$309,600
Jeffrey Jaro	RMS	125%	110.0%	\$180,612	\$198,673
Carrie Lo	RMS	125%	108.8%	\$258,000	\$280,575
Aeisha Mastagni	SISS	125%	105.4%	\$250,392	\$264,028
Brian Rice	SISS	125%	104.7%	\$258,000	\$270,236
Josh Diedesch	Strategy & Risk	125%	111.1%	\$213,564	\$237,365
Benjamin Wang	Strategy & Risk	125%	109.9%	\$225,756	\$248,094
<u>Assoc Portfolio Mgrs</u>					
Roy Clothier ²	Fixed Income	50%	42.0%	\$56,404	\$23,690
Simranjit Dhillon	Fixed Income	50%	42.5%	\$157,560	\$66,963
Catherine DiSalvo ¹	Fixed Income	50%	42.5%	\$136,420	\$57,979
Anthony Kennedy	Fixed Income	50%	42.3%	\$136,224	\$57,555
Darin Yi	Fixed Income	50%	42.0%	\$147,348	\$61,886
Andy Iseri ²	Global Equity	50%	42.7%	\$113,250	\$48,381
Sharon Jou ¹	Global Equity	50%	42.2%	\$11,593	\$4,895

Name	Asset Class/ Function	Max Incentive Oppor- tunity	Incentive Awarded as a % of Base Pay	Annual Salary for Incentive Calculation	Award Amount
Edgar Ramirez	Global Equity	50%	43.2%	\$157,560	\$68,098
Shawn Webster	Global Equity	50%	43.5%	\$165,480	\$71,935
Justin Wiles ¹	Global Equity	50%	42.7%	\$92,279	\$39,422
Wayne Yim	Global Equity	50%	43.5%	\$165,588	\$71,982
John-Charles Gish	Inflation Sensitive	50%	48.0%	\$135,912	\$65,238
Daniel Lau	Inflation Sensitive	50%	48.0%	\$142,224	\$68,268
Michael Warmerdam	Inflation Sensitive	50%	48.0%	\$146,604	\$70,370
Matthew Lisonbee ¹	Innov Strategies	50%	47.2%	\$115,429	\$54,540
Kelly Criss ¹	Investment Svcs	50%	45.9%	\$60,641	\$27,819
Melissa DaRonco	Investment Svcs	50%	45.6%	\$165,480	\$75,499
Michael Dunigan	Investment Svcs	50%	45.6%	\$165,372	\$75,450
Pedro Ferrer De Morais	Investment Svcs	50%	45.4%	\$143,052	\$64,909
Harmony Kingston	Investment Svcs	50%	45.4%	\$136,224	\$61,811
Kimberly McDonnell	Investment Svcs	50%	45.6%	\$163,704	\$74,689
Matthew Schroeder	Investment Svcs	50%	45.6%	\$163,704	\$74,689
Haytham Sharief ¹	Investment Svcs	50%	44.9%	\$23,884	\$10,718
Nadiath Adechoubou	Private Equity	50%	48.0%	\$175,884	\$84,424
Daniel Fuller	Private Equity	50%	48.0%	\$175,884	\$84,424
Ha, Henry	Private Equity	50%	47.0%	\$147,348	\$69,254
Geetika Misra	Private Equity	50%	47.0%	\$165,408	\$77,742
Vanessa Morris ¹	Private Equity	50%	47.5%	\$9,535	\$4,529
Delfina Palomo	Private Equity	50%	48.0%	\$171,156	\$82,155
Katherine Rodota	Private Equity	50%	48.5%	\$175,884	\$85,304
Joshua Ungar	Private Equity	50%	47.5%	\$175,884	\$83,545
Greg Arendt	Real Estate	50%	47.8%	\$135,912	\$64,898
Michael McGowan	Real Estate	50%	48.8%	\$150,000	\$73,125
Christopher Preston	Real Estate	50%	48.0%	\$173,256	\$83,163
Kari Salazar-Maynard ¹	Real Estate	50%	47.0%	\$73,280	\$34,442
Nicholas Abel ¹	SISS	50%	43.3%	\$100,421	\$43,486
Verity Chegar ^{1,2}	SISS	50%	41.9%	\$70,890	\$29,701
Philip Larrieu	SISS	50%	41.6%	\$171,156	\$71,228
Sarah Maile	SISS	50%	41.9%	\$146,124	\$61,222
Anthony Schmitz	Strategy & Risk	50%	44.2%	\$145,128	\$64,158

Name	Asset Class/ Function	Max Incentive Oppor- tunity	Incentive Awarded as a % of Base Pay	Annual Salary for Incentive Calculation	Award Amount
<u>Investment Officer IIIs</u>					
Jacinta Badelita	Diversity	20%	16.9%	\$116,829	\$19,724
Nicholas Clyde	Fixed Income	20%	16.7%	\$114,444	\$19,112
Melanie Guzman	Fixed Income	20%	16.7%	\$114,444	\$19,112
Marina Kong	Fixed Income	20%	16.7%	\$117,783	\$19,670
Thuy (Kimmie) Nicolas	Fixed Income	20%	17.0%	\$129,862	\$22,077
Stacey Reichenberg	Fixed Income	20%	16.8%	\$127,232	\$21,375
Matthew Schott	Fixed Income	20%	17.0%	\$131,966	\$22,434
Sharon Jou ¹	Global Equity	20%	17.7%	\$118,821	\$21,017
Misty Watson ¹	Global Equity	20%	17.1%	\$66,759	\$11,408
Justin Wiles ¹	Global Equity	20%	17.7%	\$48,263	\$8,537
Guldip Dhillon ¹	Inflation Sensitive	20%	18.9%	\$78,464	\$14,830
Madison Doris	Inflation Sensitive	20%	18.9%	\$119,691	\$22,622
Selina Muaysa ¹	Inflation Sensitive	20%	18.7%	\$78,897	\$14,754
Kristian Altier	Innov Strategies	20%	19.3%	\$136,476	\$26,340
Debra Green ¹	Innov Strategies	20%	18.9%	\$54,951	\$10,386
Matthew Lisonbee ¹	Innov Strategies	20%	19.4%	\$16,250	\$3,153
Jennifer Enos	Investment Svcs	20%	18.3%	\$125,178	\$22,845
Ron Leu	Investment Svcs	20%	18.2%	\$133,497	\$24,363
Ramona Marzion	Investment Svcs	20%	18.3%	\$130,914	\$23,892
David Munoz	Investment Svcs	20%	18.1%	\$135,706	\$24,495
Ryan Phillips	Investment Svcs	20%	18.0%	\$117,306	\$21,173
Diego Sanchez	Investment Svcs	20%	18.1%	\$131,440	\$23,725
Haytham Sharief ¹	Investment Svcs	20%	18.2%	\$113,730	\$20,755
Sanjay Singh	Investment Svcs	20%	18.3%	\$136,476	\$24,907
Ralph Smith	Investment Svcs	20%	18.1%	\$117,783	\$21,260
Daniel Thai	Investment Svcs	20%	18.2%	\$125,178	\$22,720
Karen Tuason	Investment Svcs	20%	18.1%	\$136,476	\$24,770
April Uyematsu	Investment Svcs	20%	18.3%	\$131,440	\$23,988
Mami Wong	Investment Svcs	20%	17.9%	\$136,476	\$24,497
Nicholas Koehler ¹	Private Equity	20%	19.0%	\$109,242	\$20,756
Christopher Moore	Private Equity	20%	19.4%	\$135,483	\$26,284
Vanessa Morris ¹	Private Equity	20%	19.6%	\$112,089	\$21,969
Tyler Rico	Private Equity	20%	19.4%	\$120,168	\$23,313
Christopher Singh ¹	Private Equity	20%	18.8%	\$11,271	\$2,119

Name	Asset Class/ Function	Max Incentive Oppor- tunity	Incentive Awarded as a % of Base Pay	Annual Salary for Incentive Calculation	Award Amount
Jake O'Hagan ¹	Real Estate	20%	19.1%	\$57,222	\$10,929
Helena Posner	Real Estate	20%	19.0%	\$127,758	\$24,274
Kari Salazar-Maynard ¹	Real Estate	20%	19.4%	\$66,687	\$12,937
Orintheo Swanigan	Real Estate	20%	19.2%	\$136,476	\$26,203
Vandy Tep ²	Real Estate	20%	19.1%	\$87,944	\$16,797
Tiffany Vispetto	Real Estate	20%	18.9%	\$136,476	\$25,794
Michael Yager	Real Estate	20%	19.3%	\$136,476	\$26,340
Jean Paule Blardony	RMS	20%	17.5%	\$127,232	\$22,266
Dean, Dianna	RMS	20%	17.7%	\$109,242	\$19,336
Michel Paniagua	RMS	20%	17.4%	\$114,444	\$19,913
Nicholas Abel ¹	SISS	20%	17.4%	\$40,839	\$7,120
Doug Chen	SISS	20%	16.6%	\$127,232	\$21,179
Verity Chegar ^{1,2}	SISS	20%	16.8%	\$72,029	\$12,071
Mary Morris ²	SISS	20%	16.0%	\$68,238	\$10,899
Matthew Toepel	Strategy & Risk	20%	17.9%	\$121,170	\$21,669
Angela Tran	Strategy & Risk	20%	17.8%	\$126,180	\$22,439

Investment Officer IIs

Tiffany Lau	Fixed Income	10%	8.4%	\$102,360	\$8,598
Julie Song	Fixed Income	10%	8.4%	\$88,143	\$7,360
Justin Bosley	Global Equity	10%	8.4%	\$93,264	\$7,875
Adriana Gutierrez ¹	Global Equity	10%	8.5%	\$50,316	\$4,299
Shivangni Krishna	Global Equity	10%	8.7%	\$105,884	\$9,206
Varun Melvani	Global Equity	10%	8.7%	\$88,143	\$7,663
Misty Watson ¹	Global Equity	10%	8.7%	\$43,687	\$3,820
Guldip Dhillon ¹	Inflation Sensitive	10%	9.4%	\$29,899	\$2,825
Christopher Ellis	Inflation Sensitive	10%	9.4%	\$107,184	\$10,022
Rona Johnson ²	Inflation Sensitive	10%	9.4%	\$59,393	\$5,583
Selina Muaysa ¹	Inflation Sensitive	10%	9.4%	\$29,322	\$2,742
Taylor Tsao ¹	Inflation Sensitive	10%	9.7%	\$78,969	\$7,660
Lilit Arakeylan	Investment Svcs	10%	9.0%	\$101,185	\$9,132
Bradaric, Eli ¹	Investment Svcs	10%	9.0%	\$50,932	\$4,571
Michael Carlson	Investment Svcs	10%	9.0%	\$88,857	\$8,019
James Hagerty	Investment Svcs	10%	9.0%	\$89,571	\$8,039
Erica Hogans ¹	Investment Svcs	10%	9.0%	\$63,260	\$5,678
Richard Morgan	Investment Svcs	10%	8.7%	\$94,404	\$8,237

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Huy Ngo	Investment Svcs	10%	9.0%	\$97,488	\$8,798
Alicia Osborn	Investment Svcs	10%	9.0%	\$95,987	\$8,663
Ankur Prabhakar	Investment Svcs	10%	9.0%	\$107,184	\$9,620
Vicky Quan	Investment Svcs	10%	9.0%	\$97,092	\$8,714
Sonia Sanchez	Investment Svcs	10%	9.0%	\$105,447	\$9,516
Timothy Smith	Investment Svcs	10%	9.0%	\$106,314	\$9,595
Zang Thao	Investment Svcs	10%	9.0%	\$107,184	\$9,673
Thomas Willardsen	Investment Svcs	10%	9.1%	\$92,541	\$8,398
Mylene Wu	Investment Svcs	10%	9.0%	\$95,976	\$8,662
Taylor Brooks ²	Private Equity	10%	9.4%	\$5,191	\$488
Wayne Chung ¹	Private Equity	10%	9.6%	\$84,311	\$8,094
Debora Green ¹	Private Equity	10%	9.5%	\$46,742	\$4,440
Dominic Latino ^{1,2}	Private Equity	10%	9.5%	\$70,124	\$6,662
Samantha Pollick ¹	Private Equity	10%	9.5%	\$57,096	\$5,424
Christopher Singh ¹	Private Equity	10%	9.7%	\$92,033	\$8,927
Miguel Uribe	Private Equity	10%	9.8%	\$97,154	\$9,521
Jake O'Hagan ¹	Real Estate	10%	9.8%	\$45,456	\$4,432
Samantha Phan	Real Estate	10%	9.7%	\$88,354	\$8,570
Mauricio Smith	Real Estate	10%	9.5%	\$97,488	\$9,213
Ibukunoluwa Aina	RMS	10%	8.8%	\$91,791	\$8,078
Stephanie Meza	RMS	10%	8.7%	\$85,644	\$7,451
Denny Young	RMS	10%	8.6%	\$93,264	\$8,067
Gabriel DeMesa	SISS	10%	8.3%	\$95,987	\$7,989
Joakim Mahlberg ¹	SISS	10%	8.2%	\$25,953	\$2,116
Matthew Saha	SISS	10%	8.1%	\$93,600	\$7,580

Total Incentive Awards: \$16,928,190

Total incentive compensation as a percent of salary: 64.2% (sum of awards / sum of salaries)

Total incentive compensation as a percent of maximum incentive opportunity: 90.7% (sum of awards / sum of maximum incentive opportunity)

¹ Pro-rata award – mid-year appointment or promotion

² Eligible separation – award may be pro-rated