

**2023-24 Incentive Award Disclosure
Executives and Investment Staff**

Name	Asset Class / Function	Max Incentive Opportun ity	Incentive Awarded as a % of Base Salary	Annual Salary for Incentive Calculation	Incentive Award
<u>Chief Executive Officer</u>					
Lichnock, Cassandra	CEO	150%	150.00%	\$430,008	\$645,012
<u>Chief Operating Officer</u>					
Blatnick, Lisa	COO	50%	47.92%	\$262,512	\$125,787
<u>Chief Financial Officer</u>					
Underwood, Julie	CFO	50%	48.13%	\$296,004	\$142,452
<u>System Actuary</u>					
Lamoureux, David	System Actuary	30%	29.25%	\$308,004	\$90,091
Reed, Rick	System Actuary	30%	27.00%	\$304,008	\$82,082
<u>Chief Investment Officer</u>					
Ailman, Christopher	CIO	200%	189.40%	\$612,000	\$1,159,099
<u>Deputy CIO</u>					
Chan, Scott	DCIO	175%	159.28%	\$440,004	\$700,831
<u>Sr Investment Director</u>					
Dire, Mike	Private Markets	150%	139.36%	\$411,600	\$573,615
Jimenez, Geraldine	Public Markets	150%	135.50%	\$411,600	\$557,718
<u>Investment Director</u>					
Donegan, Julie ¹	Real Estate	125%	118.13%	\$245,688	\$290,219
Hosokawa, Glenn	Fixed Income	125%	120.63%	\$392,004	\$472,855
Jenkinson, Kirsty	SISS	125%	92.34%	\$392,004	\$361,957
Kim, June	Global Equity	125%	123.75%	\$392,004	\$485,105
Shantic, Paul	Inflation Sensitive	125%	118.75%	\$392,004	\$465,505
Tong, Steven	RMS	125%	101.25%	\$392,004	\$396,904
Wilcox, April	Invest Svcs	125%	113.92%	\$328,344	\$374,054
Wirth, Margot	Private Equity	125%	108.94%	\$392,004	\$427,066
<u>Sr Portfolio Manager</u>					

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Lucchesini-Jack, Rosie ¹	Fixed Income	125%	118.75%	\$260,150	\$308,928
Mastagni, Aeisha ¹	SISS	125%	86.01%	\$126,850	\$109,100
Murphy, David ¹	Global Equity	125%	118.75%	\$251,550	\$298,716
Ross, Robert ¹	Private Equity	125%	107.69%	\$85,590	\$92,176
<u>Portfolio Manager</u>					
Arani, Geetha	Fixed Income	125%	119.38%	\$213,576	\$254,956
Depner, Dan	Fixed Income	125%	118.75%	\$235,452	\$279,599
Dhillon, Simranjit ¹	Fixed Income	125%	118.13%	\$106,400	\$125,685
DiSalvo, Catherine	Fixed Income	125%	120.00%	\$189,528	\$227,434
Gold, David	Fixed Income	125%	119.38%	\$258,000	\$307,988
Lucchesini-Jack, Rosie ¹	Fixed Income	125%	122.50%	\$21,500	\$26,338
McCarty, Ian	Fixed Income	125%	120.00%	\$258,000	\$309,600
Ng, Debra	Fixed Income	125%	118.75%	\$198,780	\$236,051
Crawford, Jason	Global Equity	125%	120.63%	\$235,452	\$284,014
Murphy, David ¹	Global Equity	125%	122.50%	\$29,318	\$35,915
Venner, Raymond	Global Equity	125%	118.75%	\$258,000	\$306,375
Yee, Wilson	Global Equity	125%	118.13%	\$208,716	\$246,546
Yim, Wayne ¹	Global Equity	125%	117.50%	\$110,250	\$129,544
Fitzpatrick, Charles	Inflation Sensitive	125%	121.25%	\$253,272	\$307,092
Gish, John Charles	Inflation Sensitive	125%	119.38%	\$184,908	\$220,734
Warmerdam, Michael	Inflation Sensitive	125%	120.63%	\$184,908	\$223,045
Blacet, Glen	Innovative Strategies	125%	114.28%	\$273,050	\$312,044
Criss, Kelly	Invest Svcs	125%	110.17%	\$205,344	\$226,230
Hasan, Shifat	Invest Svcs	125%	113.92%	\$226,008	\$257,472
Yong, Albert	Invest Svcs	125%	109.55%	\$231,012	\$253,065
Ali, Aizaz	Private Equity	125%	110.19%	\$258,000	\$284,301
Baker, Lyndall T	Private Equity	125%	108.94%	\$258,000	\$281,076
Hall, Seth	Private Equity	125%	108.94%	\$258,000	\$281,076
Monfiglio, Carlos	Private Equity	125%	108.94%	\$252,000	\$274,540
Pappas, Georgia	Private Equity	125%	109.57%	\$258,000	\$282,689
Ross, Robert ¹	Private Equity	125%	112.07%	\$180,190	\$201,938
Arendt, Greg ¹	Real Estate	125%	117.50%	\$67,109	\$78,853
Clark, Daniel	Real Estate	125%	118.13%	\$241,488	\$285,258
Deutsch, Bruce	Real Estate	125%	119.38%	\$203,868	\$243,367
Donegan, Julie ¹	Real Estate	125%	120.00%	\$32,414	\$38,897

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McGowan, Michael	Real Estate	125%	119.38%	\$184,908	\$220,734
Palmieri, Don	Real Estate	125%	118.75%	\$258,000	\$306,375
Pleis, Mitchell	Real Estate	125%	118.75%	\$243,723	\$289,421
Preston, Christopher ¹	Real Estate	125%	117.50%	\$45,818	\$53,836
Stocks, Sally	Real Estate	125%	119.38%	\$258,000	\$307,988
Thomas Jr., Henry	Real Estate	125%	118.75%	\$258,000	\$306,375
Jaro, Jeffrey	RMS	125%	103.13%	\$203,868	\$210,239
Lo, Carrie	RMS	125%	102.50%	\$258,000	\$264,450
Abel, Nicholas	SISS	125%	90.23%	\$184,908	\$166,835
Lau, Daniel	SISS	125%	88.12%	\$184,908	\$162,934
Mastagni, Aeisha ¹	SISS	125%	87.41%	\$142,682	\$124,723
Rice, Brian	SISS	125%	86.01%	\$258,000	\$221,898
Diedesch, Josh	Strategy & Risk	125%	112.88%	\$249,187	\$281,282
Wang, Benjamin	Strategy & Risk	125%	107.88%	\$248,904	\$268,517
<u>Associate Portfolio Manager</u>					
Altier, Kristian ¹	Fixed Income	50%	46.50%	\$75,642	\$35,174
Crumpacker, Aaron ¹	Fixed Income	50%	47.50%	\$102,246	\$48,567
Dhillon, Simranjit ¹	Fixed Income	50%	48.50%	\$72,380	\$35,104
Kennedy, Anthony	Fixed Income	50%	48.25%	\$153,756	\$74,187
Malvani, Dante	Fixed Income	50%	47.75%	\$170,892	\$81,601
Nicolas, Thuy Kimmie ¹	Fixed Income	50%	46.25%	\$12,607	\$5,831
Yi, Darin	Fixed Income	50%	48.25%	\$162,456	\$78,385
Jou, Sharon	Global Equity	50%	48.00%	\$149,724	\$71,868
Ramirez, Edgar	Global Equity	50%	47.75%	\$173,712	\$82,947
Webster, Shawn	Global Equity	50%	48.00%	\$180,000	\$86,400
Wiles, Justin	Global Equity	50%	48.00%	\$157,992	\$75,836
Yim, Wayne ¹	Global Equity	50%	48.50%	\$75,000	\$36,375
Doris, Madison	Inflation Sensitive	50%	47.50%	\$139,860	\$66,434
Liu, Xuan (Jackie) ¹	Inflation Sensitive	50%	47.50%	\$159,545	\$75,784
Ostadalova, Marketa	Inflation Sensitive	50%	47.50%	\$154,224	\$73,256
Lisonbee, Matthew	Innovative Strategies	50%	45.71%	\$149,544	\$68,360
Da Ronco, Melissa	Invest Svcs	50%	44.57%	\$180,000	\$80,223
Dunigan, Michael	Invest Svcs	50%	44.32%	\$180,000	\$79,773
Enos, Jennifer	Invest Svcs	50%	43.82%	\$149,724	\$65,607
Ferrer De Morais, Pedro	Invest Svcs	50%	44.32%	\$157,716	\$69,897

Name	Asset Class / Function	Max Incentive Opportunity	Incentive Awarded as a % of Base Salary	Annual Salary for Incentive Calculation	Incentive Award
Kingston, Harmony	Invest Svcs	50%	44.57%	\$153,756	\$68,527
McDonnell, Kim	Invest Svcs	50%	44.32%	\$180,000	\$79,773
Schroeder, Matthew	Invest Svcs	50%	44.32%	\$180,000	\$79,773
Sharief, Haytham	Invest Svcs	50%	44.07%	\$154,236	\$67,970
Singh, Sanjay ¹	Invest Svcs	50%	43.32%	\$75,642	\$32,767
Adechoubou, Nadiath	Private Equity	50%	44.33%	\$180,000	\$79,790
Coleman, Amanda ¹	Private Equity	50%	43.08%	\$171,031	\$73,676
Ha, Henry	Private Equity	50%	43.08%	\$162,456	\$69,982
Misra, Geetika	Private Equity	50%	43.08%	\$180,000	\$77,540
Moore, Christopher ¹	Private Equity	50%	43.08%	\$131,800	\$56,776
Morris, Vanessa	Private Equity	50%	44.33%	\$145,992	\$64,715
Palomo, Delfina	Private Equity	50%	43.58%	\$180,000	\$78,440
Rodota, Katherine	Private Equity	50%	44.33%	\$180,000	\$79,790
Arendt, Greg ¹	Real Estate	50%	48.25%	\$93,556	\$45,141
Preston, Christopher ¹	Real Estate	50%	47.75%	\$136,364	\$65,114
Salazar-Maynard, Kari	Real Estate	50%	48.00%	\$157,992	\$75,836
Swanigan, Orintheo	Real Estate	50%	48.00%	\$154,224	\$74,028
Yager, Michael	Real Estate	50%	47.75%	\$154,224	\$73,642
Dean, Dianna	RMS	50%	41.25%	\$139,020	\$57,346
Ehrlich, Sean	RMS	50%	41.25%	\$171,216	\$70,627
Chen, Douglas	SISS	50%	34.68%	\$149,724	\$51,930
Garritson, Nile	SISS	50%	34.97%	\$154,224	\$53,925
Kim, Joshua ¹	SISS	50%	34.12%	\$87,738	\$29,938
Liu, Xuan (Jackie) ¹	SISS	50%	34.40%	\$20,455	\$7,037
Maile, Sarah	SISS	50%	34.40%	\$161,100	\$55,423
Schmitz, Anthony	Strategy & Risk	50%	44.65%	\$160,008	\$71,447
<u>Investment Officer III</u>					
Badelita, Jacinta	Diversity	20%	16.56%	\$135,975	\$22,518
Altier, Kristian ¹	Fixed Income	20%	19.50%	\$36,021	\$7,024
Clyde, Nicholas	Fixed Income	20%	19.20%	\$133,200	\$25,574
Goulart Green, Debora	Fixed Income	20%	19.10%	\$130,038	\$24,837
Guzman, Melanie	Fixed Income	20%	19.20%	\$131,096	\$25,170
Kong, Marina	Fixed Income	20%	19.10%	\$137,085	\$26,183
Lau, Tiffany	Fixed Income	20%	18.80%	\$120,816	\$22,713
Nicolas, Thuy Kimmie ¹	Fixed Income	20%	19.50%	\$132,077	\$25,755
Reichenberg, Stacey	Fixed Income	20%	19.00%	\$144,084	\$27,376

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Schott, Matthew	Fixed Income	20%	19.10%	\$144,084	\$27,520
Krishna, Shivangni	Global Equity	20%	19.00%	\$126,864	\$24,104
Melvani, Varun (Mark)	Global Equity	20%	19.00%	\$120,816	\$22,955
Watson, Misty	Global Equity	20%	19.20%	\$130,567	\$25,069
Dhillon, Guldip	Inflation Sensitive	20%	19.00%	\$131,096	\$24,908
Krishna, Krishneel ¹	Inflation Sensitive	20%	18.80%	\$70,476	\$13,249
Muasya, Selina	Inflation Sensitive	20%	18.90%	\$131,096	\$24,777
Altier, Kristian ¹	Innovative Strategies	20%	18.38%	\$36,021	\$6,622
Uribe, Miguel ¹	Innovative Strategies	20%	17.88%	\$10,069	\$1,801
Arakelyan, Lilit	Invest Svcs	20%	17.43%	\$123,834	\$21,581
Hogans, Erica ¹	Invest Svcs	20%	17.33%	\$70,476	\$12,212
Leu, Ron	Invest Svcs	20%	17.83%	\$144,084	\$25,686
Marzion, Ramona	Invest Svcs	20%	17.83%	\$144,084	\$25,686
Okino, Pam ¹	Invest Svcs	20%	17.33%	\$130,810	\$22,666
Phillips, Ryan	Invest Svcs	20%	17.83%	\$136,530	\$24,340
Sanchez, Diego	Invest Svcs	20%	17.63%	\$144,084	\$25,398
Singh, Sanjay ¹	Invest Svcs	20%	17.83%	\$72,042	\$12,843
Smith, Ralph	Invest Svcs	20%	17.63%	\$137,085	\$24,165
Smith, Timothy ¹	Invest Svcs	20%	17.33%	\$93,009	\$16,116
Thai, Daniel	Invest Svcs	20%	17.83%	\$143,384	\$25,562
Tuason, Karen	Invest Svcs	20%	17.83%	\$144,084	\$25,686
Willardsen, Thomas	Invest Svcs	20%	17.33%	\$120,816	\$20,934
Wong, Mami	Invest Svcs	20%	17.43%	\$144,084	\$25,110
Wu, Mylene ¹	Invest Svcs	20%	17.33%	\$70,476	\$12,212
Chung, Wayne	Private Equity	20%	17.53%	\$123,834	\$21,709
Koehler, Nicholas	Private Equity	20%	17.63%	\$132,683	\$23,393
Moore, Christopher ¹	Private Equity	20%	17.73%	\$18,556	\$3,290
Rico, Tyler	Private Equity	20%	17.73%	\$139,884	\$24,803
Samson, Samantha ¹	Private Equity	20%	17.23%	\$80,544	\$13,879
Singh, Chrisopher	Private Equity	20%	17.23%	\$127,393	\$21,951
Uribe, Miguel ¹	Private Equity	20%	17.43%	\$116,795	\$20,359
Manzitto, Tiffany	Real Estate	20%	19.10%	\$144,084	\$27,520
O'Hagan, Jake	Real Estate	20%	19.30%	\$130,038	\$25,097
Posner, Helena	Real Estate	20%	19.30%	\$144,084	\$27,808
Tran, Hiep	Real Estate	20%	19.20%	\$127,393	\$24,459

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Wang, Renyi ¹	Real Estate	20%	18.90%	\$83,747	\$15,828
Aina, Ibukunoluwa	RMS	20%	16.40%	\$126,864	\$20,806
Paniagua, Michel	RMS	20%	16.40%	\$130,567	\$21,413
Thao, Zang	RMS	20%	16.00%	\$120,816	\$19,331
Demesa, Gabriel ¹	SISS	20%	13.99%	\$70,476	\$9,857
Mahlberg, Joakim	SISS	20%	13.76%	\$120,816	\$16,626
Tsao, Taylor ¹	SISS	20%	13.87%	\$102,053	\$14,158
Uyematsu, April	SISS	20%	13.99%	\$144,084	\$20,152
Toepel, Matthew	Strategy & Risk	20%	17.76%	\$140,584	\$24,969
Tran, Angela	Strategy & Risk	20%	17.76%	\$143,384	\$25,466
<u>Investment Officer II</u>					
Song, Julie	Fixed Income	10%	9.60%	\$102,939	\$9,882
Williams, Solomiya	Fixed Income	10%	9.45%	\$93,047	\$8,793
Bosley, Justin	Global Equity	10%	9.45%	\$108,552	\$10,258
Garcia, Jimmy ¹	Global Equity	10%	9.55%	\$52,738	\$5,036
Gutierrez, Adriana	Global Equity	10%	9.60%	\$98,402	\$9,447
Ellis, Christopher	Inflation Sensitive	10%	9.45%	\$113,160	\$10,694
Krishna, Krishneel ¹	Inflation Sensitive	10%	9.65%	\$46,742	\$4,511
Tsao, Taylor ¹	Inflation Sensitive	10%	9.45%	\$15,175	\$1,434
Wallen, Kate ¹	Innovative Strategies	10%	8.74%	\$57,442	\$5,022
Bradaric, Eli	Invest Svcs	10%	8.86%	\$97,704	\$8,660
Carlson, Michael	Invest Svcs	10%	8.86%	\$102,589	\$9,093
Hagerty, James	Invest Svcs	10%	8.76%	\$104,249	\$9,136
Hogans, Erica ¹	Invest Svcs	10%	8.96%	\$40,347	\$3,617
Morgan, Richard	Invest Svcs	10%	8.66%	\$109,884	\$9,520
Ngo, Huy	Invest Svcs	10%	8.81%	\$111,936	\$9,866
Osborn, Alicia	Invest Svcs	10%	8.86%	\$111,240	\$9,860
Perrera, Harshini	Invest Svcs	10%	8.66%	\$91,162	\$7,898
Robinson, Monica	Invest Svcs	10%	8.81%	\$113,160	\$9,974
Sanchez, Sonia	Invest Svcs	10%	8.86%	\$113,160	\$10,030
Smith, Timothy ¹	Invest Svcs	10%	8.86%	\$26,045	\$2,309
Taylor, Joanne ¹	Invest Svcs	10%	8.61%	\$48,744	\$4,199
Tedla, Marcella	Invest Svcs	10%	8.56%	\$99,812	\$8,548
Wu, Mylene ¹	Invest Svcs	10%	8.86%	\$45,785	\$4,058
Nguyen, Khoi ¹	Private Equity	10%	8.62%	\$89,507	\$7,712

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Samson, Samantha ¹	Private Equity	10%	8.87%	\$31,644	\$2,805
Chan, Cristine	Real Estate	10%	9.50%	\$113,160	\$10,750
McClain, Alicia	Real Estate	10%	9.60%	\$113,160	\$10,863
Navarrete, Emilio ¹	Real Estate	10%	9.40%	\$74,368	\$6,991
Phan, Samantha	Real Estate	10%	9.60%	\$102,848	\$9,873
Smith, Mauricio	Real Estate	10%	9.60%	\$111,936	\$10,746
Tavarez, Gina	Real Estate	10%	9.55%	\$100,776	\$9,624
Bradaric, Stefanie	RMS	10%	8.35%	\$99,684	\$8,324
Young, Denny	RMS	10%	8.20%	\$108,552	\$8,901
Demesa, Gabriel ¹	SISS	10%	7.05%	\$45,230	\$3,188
Drake, Ilena ¹	SISS	10%	6.99%	\$53,865	\$3,767
Kropinova, Anastasiya ¹	SISS	10%	6.94%	\$45,922	\$3,186
Saha, Matthew	SISS	10%	6.60%	\$108,948	\$7,190
Vaitla, Rekha	SISS	10%	6.88%	\$94,178	\$6,480
Wilson, Michael	SISS	10%	6.77%	\$100,920	\$6,830
				Total:	\$22,509,464

Total incentive compensation as a percent of salary: 70.0% (sum of awards / sum of salaries)

Total incentive compensation as a percent of maximum incentive opportunity: 90.5% (sum of awards / sum of maximum incentive opportunity)

¹ Prorated Award – Mid-year appointment or promotion