



Performance, Compensation & Talent Management Committee Meeting Summary

April 19, 2021

This is intended as a guide for the Committee Chair. Other than the motions, this need not be read verbatim. The Chair may add context/comment as appropriate.

The Performance, Compensation & Talent Management Committee met on April 19, 2021.

THE COMMITTEE RECOMMENDS AND I MOVE, the Board approve the following:

- AGENDA ITEM 7a – Long-Term Incentive Program for the Chief Investment Officer Position

Approve the inclusion of Global Governance Advisor's recommended Long-Term Incentive Program in the Chief Investment Officer position compensation package, as set forth in the CIO Compensation Recommendation Table in Attachment 1 of the Agenda Item.

The Committee received reports on the following topics:

- Compensation Governance Best Practices – An educational presentation session on compensation trends and practices.

The Chair directed staff to...

- Defer Agenda Item 7b – Annual Review: 2021-22 Incentive Metrics – to the next Committee meeting.
- Connect Global Governance Advisors with the Legal Office.
- Work with the Board's Investment Consultant to provide additional information on investment performance benchmarks and related incentive payout schedules.

The Committee heard public comment on the following topics:

- Incentive metrics and total fund performance

At this time, I would like to share some highlights of what to expect at the next Performance, Compensation & Talent Management Committee meeting:

- The Committee will review the annual performance plan of the Chief Executive Officer for fiscal year 2021-22.
- The Committee will receive an update on the Employee Engagement Survey.
- The Committee will discuss the Annual Review: 2021-22 Incentive Metrics.

The next meeting of the Performance, Compensation & Talent Management Committee will be scheduled for June 15, 2021, in Sacramento, California.